

# 20 24 ESG

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Environmental, Social, Governance

Communicate with Love . Love to Communicate

NO. 12 / 2025.07





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# About

## About this Report

Askey Computer Corp. (hereinafter referred to as "Askey") sincerely invites you to review our 12th Sustainability Report. This report discloses Askey's annual performance across the Economic/ Governance, Environmental, and Social (including Human Rights) dimensions, and outlines our management approaches and responsive measures for material topics.

Through this report, we aim to transparently demonstrate our continuous commitment to sustainable operations and share the outcomes of our efforts with all stakeholders and members of the public who care about Askey.

All data presented in this Sustainability Report have been reviewed and verified by the respective responsible teams before being consolidated and examined by the Sustainability and Green Quality Management Division. To ensure the accuracy and compliance of this report's content, Askey has also engaged an independent and credible third-party assurance provider to perform external verification.

### Report Scope and Boundary

This report discloses the material topics identified by Askey in 2024 across the Environmental, Social, and Governance (ESG) dimensions, along with the corresponding management approaches and performance data.

Based on the results of the materiality assessment, the scope of ESG impacts covered in this report includes all Askey sites in Taiwan, the Wujiang facility in China operated by Askey Electronics Technology (Jiangsu) Ltd., and the Vietnam facility operated by Askey Electronics Technology (Vietnam) Co., Ltd. Certain data sets, including financial figures, energy consumption, and greenhouse gas emissions, additionally cover all subsidiaries over which Askey has control and which are actively operating. The reporting period aligns with that of the Company's financial reporting.

#### Period

Jan. 1 to Dec. 31 of 2024

#### Boundary

- Askey Computer Corp.
- Askey Technology (Jiangsu) LTD.
- Askey Technology (Vietnam) Company Limited.

#### Controlled and Operational Subsidiaries

- Yang Xu Electronic Technology (Shanghai) Ltd.
- Askey Communication SAS
- Askey International Corp.
- ASKEY DO BRASIL TECNOLOGIA LTDA.

#### Contact Us

If you have any questions or feedback regarding the content of our sustainability report, we warmly welcome you to contact us.

ASKEY Computer Corp.

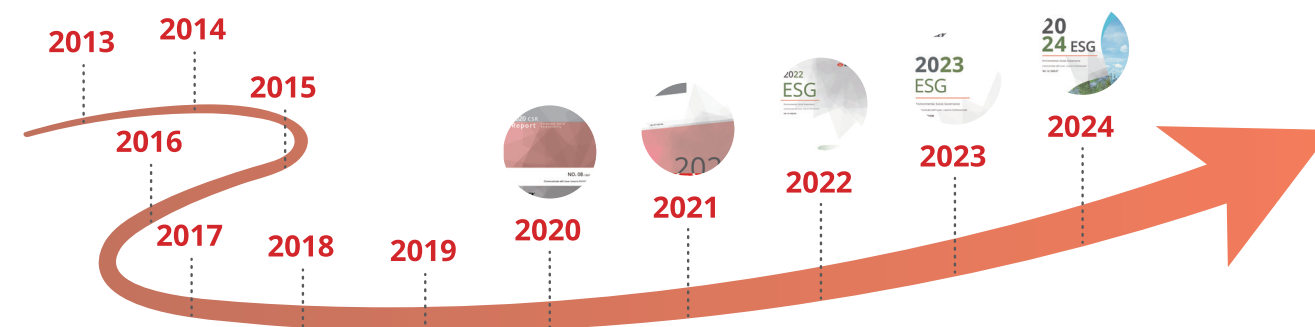
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Visual Design: Pin Ling Chou

Askey Sustainability Website: <https://www.askey.com/csr/>



### Publication Overview

Askey publishes its Sustainability Report annually on the Company's official website, providing both Chinese and English versions. Stakeholders can browse or download the past reports and related information from the Askey website.

June, 2024  
Previous



July, 2025  
Now



July, 2026  
Next

### Editorial Principles

The report is published and disclosed referring to the Global Sustainability Standard Board's (GSSB) GRI Universal Standards 2021.

### Report Assurance

In order to ensure the reliability of the contents of the report, this report has been third-party verified by AFNOR ASIA LTD. and complies with AA1000 Assurance Standard (AA1000AS v3) Type I / Medium Assurance Level verification. The verification declaration has been included in the report appendix to demonstrate our credible commitment and responsibility to the disclosure of information.

#### Taiwan Headquarter

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Phone: +886-2-2228-7588 Fax: +886-2-3234-9211

#### Wujiang Facility

Address: No.1388, Jiaotong Road, Wujiang Economic-Technological Development Area, Suzhou City, Jiangsu Province, P.R.C.

Phone: +86-512-6348-7188 FAX: +86-512-6349-3985

#### Bac Ninh Facility I, Vietnam

Address: Lot K-02 and Lot K-03 at Que Vo Industrial Park (Extensions), Nam Son Ward, Bac Ninh City, Bac Ninh Province, Vietnam

Phone: +84-22-2220-8868

#### Bac Ninh Facility II, Vietnam

Address: Lot C7-2 Que Vo Industrial Park, Nam Son Ward, Bac Ninh City, Bac Ninh Province, Vietnam.

Phone: +84-22-2220-8868





## Word from the CEO

Since its establishment in 1989, Askey has consistently upheld the business philosophy of “integrity, diligence, fundamental values, and pragmatism.” The Company is committed to striking a balance between technological innovation and sustainable responsibility as it steadily moves forward. In the face of a rapidly changing global economy and increasingly severe climate challenges, we have become even more resolute in driving innovation with responsibility at the core — actively expanding our global presence and deepening sustainable governance. Over the last year, we have not only showcased our technological strengths on the global stage but also implemented concrete strategies and delivered meaningful results across the three key dimensions of ESG — continuing to move toward our corporate vision of shared economic prosperity, environmental coexistence, and societal well-being.

### Economic Prosperity - Innovation Driving Industrial Upgrades and Global Connectivity

Askey has focused on the research, development, and manufacturing of network communication equipment for a long term. With a technology-driven and quality-first approach, we continue to strengthen our product design capabilities and process efficiency, delivering stable, flexible, and competitive customized solutions to clients around the world. In 2024, we actively participated in leading global industry exhibitions, introducing a range of innovative products including 5G FWA, Wi-Fi 7 routers, PON fiber solutions, and IoV (Internet of Vehicles) technologies — demonstrating our ongoing leadership in high-speed communication and smart networking. On the service front, we have reinforced communication and collaboration with customers, enhancing operational efficiency and customer satisfaction. Meanwhile, we continue to optimize production flexibility and delivery management to maintain a resilient supply chain capable of responding to dynamic market demands. Looking ahead, Askey will continue to invest in R&D, expand product applications, and further extend our global presence — working hand in hand with our clients and partners to realize a shared vision of industry-wide prosperity.

### Environmental Coexistence - Advancing a Net-Zero Blueprint and Deepening Climate Action

In response to the global push for net-zero emissions, Askey established its greenhouse gas inventory baseline in 2021 and has committed to reducing Scope 1 and Scope 2 emissions by 50% by 2030. Building on this foundation, we have actively advanced our energy transition initiatives, including the installation of solar power systems at our facilities in China, steadily increasing our use of green energy. At the same time, we are engaging supply chain partners to participate in carbon inventory and reduction efforts. We encourage upstream suppliers to adopt the ISO 14064-1 standard, with the goal of achieving a 30% reduction in Scope 3 emissions. Externally, our sustainability performance has been recognized with EcoVadis Platinum Certification in 2024, placing us in the top 5% globally. This highlights our strong capabilities in environmental management, ethical governance, labor rights, and sustainable procurement. We also continue to participate in CDP (Carbon Disclosure Project) disclosures, achieving a B rating, demonstrating transparency and responsiveness in managing environmental risks.

### Social Well-Being - Balancing Responsible Governance and a Positive Workplace

Askey firmly believes that a company’s sustainable value is rooted in care and investment in people and society. In 2024, we continued to strengthen the protection of labor rights and promoted third-party Responsible Business Alliance (RBA) VAP audits for our key manufacturing sites in China and Vietnam, effectively reinforcing supply chain responsibility governance. On the talent and workplace front, we maintain open and inclusive communication channels to cultivate a responsive and supportive workplace culture. We also rolled out a Healthy Workplace Initiative, implementing an Employee Assistance Program (EAP) to provide psychological counseling, while organizing fitness clubs and wellness seminars to promote the physical and mental well-being of our employees. Our efforts were recognized with the “Happy Enterprise Gold Award” from 1111 Job Bank in 2024, affirming our commitment to people-centric management and to building a safe, respectful, and growth-oriented work environment.

### Looking Ahead - Leading Sustainable Value through Technological Innovation

Looking to the future, Askey will continue to drive forward with innovation as our engine and sustainability as our compass. Together with our global clients and supply chain partners, we aim to deliver more resilient, intelligent, and environmentally friendly network communication solutions. We firmly believe that by integrating technology with responsibility, we can build a future that harmonizes economic growth, environmental stewardship, and social well-being — creating long-lasting, positive impact for both people and the planet.



 Robert Lin, CEO,  
Askey Computer Corp.



1.1 About ASKEY

1.2 2024 Sustainable Performance

1.3 Governance Structure

1.4 Stakeholder Engagement

1.5 Risk Management



# CHAPTER



## Sustainable Governance 永續治理





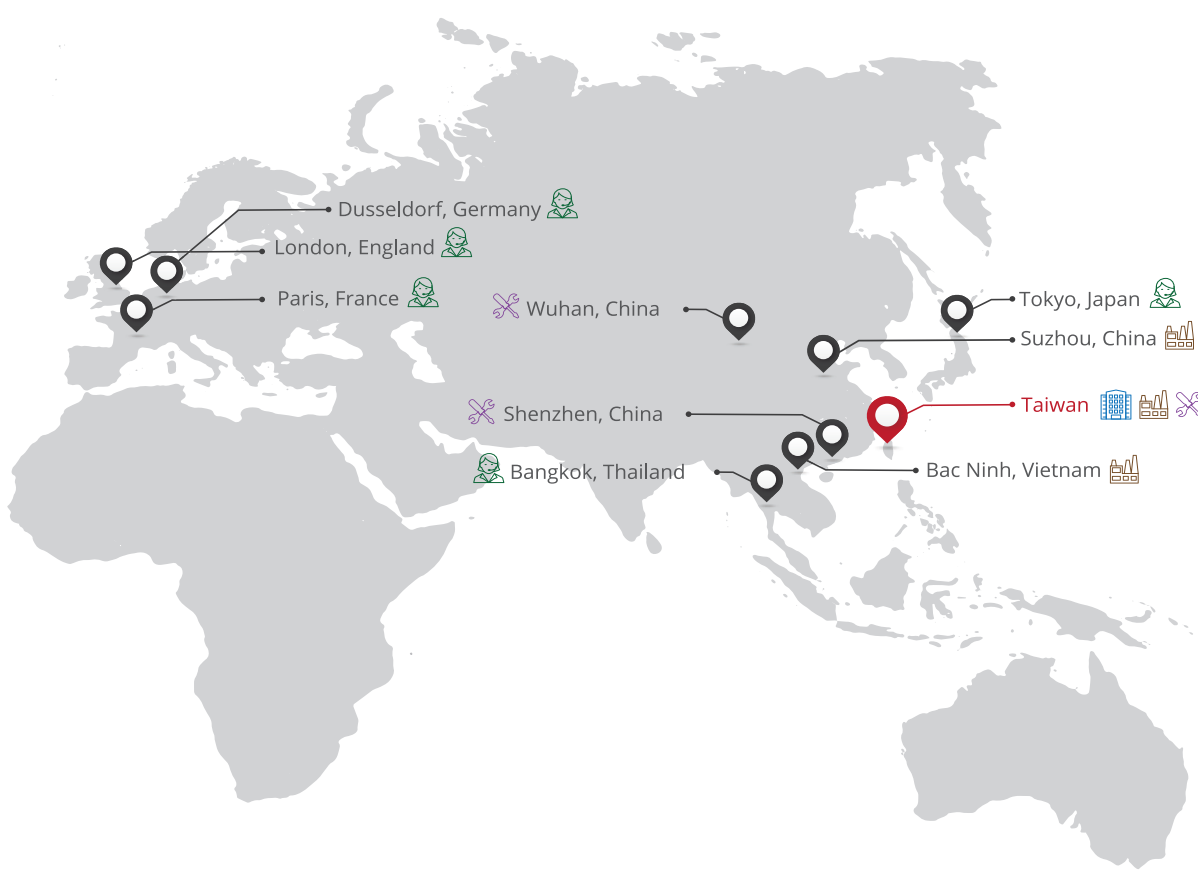
# 1.1 About Askey

Askey established in August 1989, is a subsidiary of the ASUS Group with headquarters located in New Taipei City, Taiwan. The Company specializes in the research, development, and manufacturing of networking and electronic products, with offerings spanning 5G/LTE, Internet of Things (IoT), Vehicle-to-Everything, smart home solutions, and small cell technologies. Askey is committed to providing comprehensive product development and localized support services to help clients enhance their competitive advantage.

▼ Global Presence







Askey operates multiple R&D and business centers around the world and maintains advanced manufacturing facilities in Suzhou, China and Bac Ninh, Vietnam. The Company has also established service centers in regions, such as France and Brazil, ensuring global customers receive reliable and timely technical support and maintenance services through a strong regional service network.



▼ Company Background

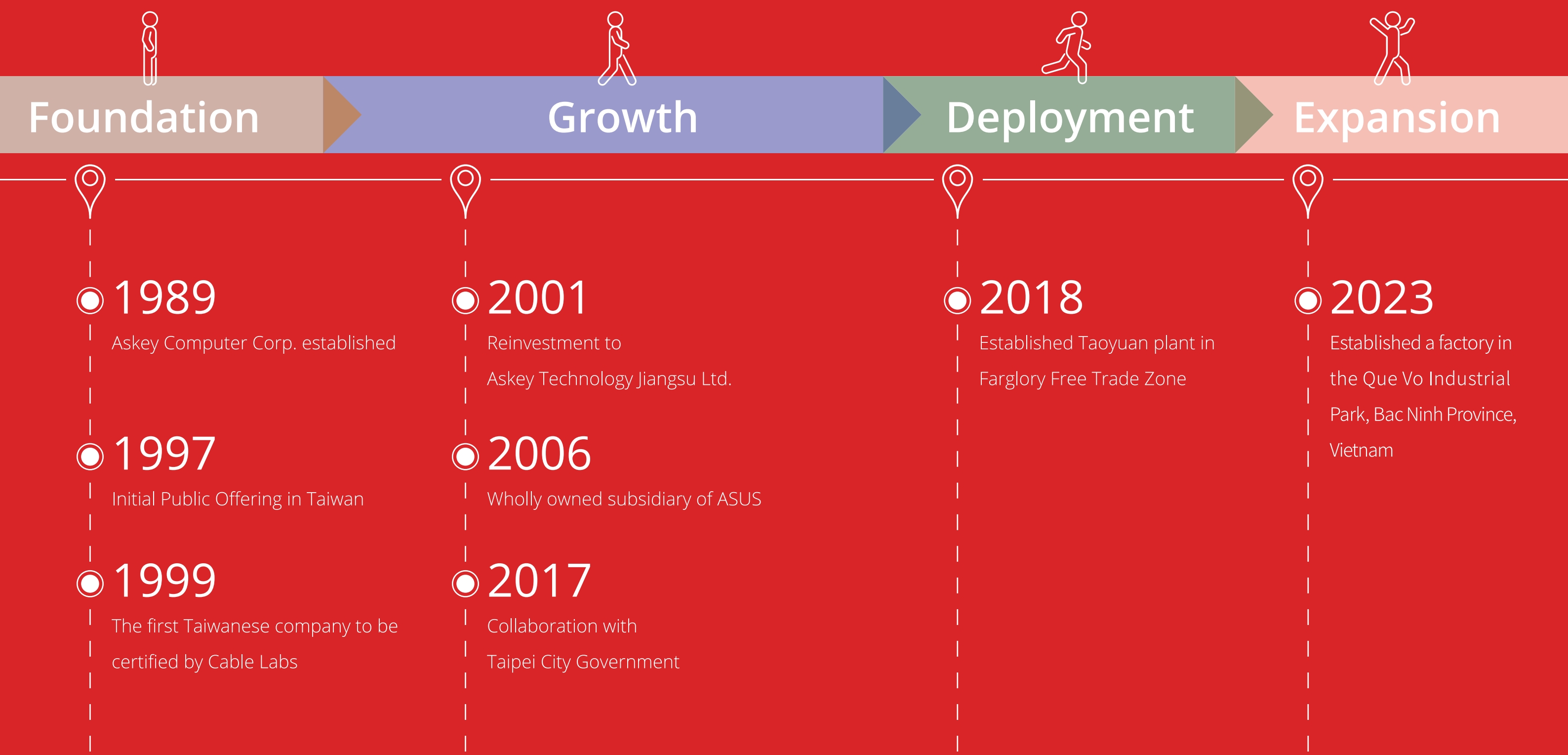
|   |                        |                                   |
|---|------------------------|-----------------------------------|
|  | Company Name           | Askey Computer Corporation        |
|  | Date of Establishment  | 1989/08/23                        |
|  | CEO                    | Robert Lin                        |
|  | Manufacturing Location | Wujiang, China; Bac Ninh, Vietnam |

|   |           |  |
|---|-----------|--|
|  | Employees | 5,211 (end of 2024)                              |
|  | Industry  | Computers and Peripheral Equipment Manufacturing |
|  | Capital   | NT\$ 4.8 Billion                                 |
|  | Products  | 5G; Wi-Fi; GPON                                  |

01



# HISTORY





“Ethics and Integrity”, “People-oriented”, “Innovative Services” and “Social Responsibility” are Askey’s core values. We uphold an honest, humble and responsible attitude, actively conduct R&D to strengthen our competitive advantages, explore the needs of different customer segments, create excellent service quality, and carefully manage relationships with our partners. We provide a friendly work environment, cultivate our employees, and establish interactions to stimulate their best performance. We also study sustainable issues, and strive to comply with international and local social, economic and environmental protection rules to fulfill environmental and social responsibilities.

| Core Values    | Business Philosophy  | Importance  |
|----------------|--|---|
| Integrity      | Upholding integrity, frugality, fundamental values, and pragmatism is essential to stable operations and sustainable development.  | Integrity builds trust, frugality enhances efficiency, a focus on fundamentals ensures long-term value, and pragmatism drives actionable strategies. These principles form a solid corporate culture and create lasting, stable value for all stakeholders.   |
| Talent Capital | Nurturing, valuing, and caring for employees are at the core of sustainable development.   | When employees feel respected and supported, their potential and cohesion are strengthened, driving innovation and competitiveness. Askey is committed to fostering a safe, inclusive, and growth-oriented work environment, creating long-term value in partnership with our people.                                 |
| Innovation     | Relentlessly pursuing world-class quality, speed, service, innovation, and cost efficiency is essential to maintaining competitiveness and achieving sustainable growth.   | A commitment to excellence enhances value, meets evolving market needs, and enables companies to stand out in a rapidly changing environment. Only through continuous improvement and self-challenge can a company strengthen its market position and lead the future of the industry.                                |
| Responsibility | Becoming a world-class leader in green high technology not only demonstrates a company's innovation strength and competitive advantage but also reflects its commitment to environmental protection and social responsibility. | By advancing green technologies, the company can effectively reduce environmental impact, promote sustainable resource use, and contribute to a healthier and better future for society. This commitment enhances corporate reputation and market position while laying a solid foundation for long-term development. |

▲ Business Philosophy



Honors and Recognition



▲ Accolades of 2024

• Associations Participation

Askey actively participates in various professional associations, business associations, and cross-industry groups to fully engage in exchanges and learning from peers and other industries, building good mutual cooperation relationships. Through interactive communication and dialogue, we aim to grasp domestic and international industry trends, market dynamics, and government regulations, optimizing competitive advantages, accelerating innovation, and contributing to industries and society through practical actions.

| Role  | Associations  | Nature of Associations  |
|---|---|---|
| <br>Member           | Taiwan Electrical and Electronic Manufacturers' Association                 | Electronic manufacturing industry.  |
|   | Taipei Computer Association   | Taiwan's information technology industry.   |
|   | Taiwan Transportation Vehicle Manufacturers Association                     | Taiwan's automotive, machinery, bicycle, and related component manufacturing industry.  |
|   | Taiwan Telematics Industry Association                                      | Vehicle-to-everything industry.   |
|   | New Taipei City Industrial Association                                      | Communication channels between industries and governments.  |
| <br>Vice President | Suzhou Wujiang District Foreign Investment Enterprise Association           | Non-profit social organizations voluntarily formed by Hong Kong, Macao, Taiwan compatriots, and overseas Chinese investment enterprises.                              |
|   | Suzhou Wujiang District Taiwan Compatriot Investment Enterprise Association | Civil society organizations registered in Suzhou by Taiwan-funded enterprises and voluntarily participating.  |
|   | Suzhou Wujiang Intelligent Manufacturing Association                        | A local, industrial, and non-profit social organization voluntarily formed by enterprises, institutions, and organizations related to smart design and manufacturing. |



# 1.2 2024 Sustainable Performance

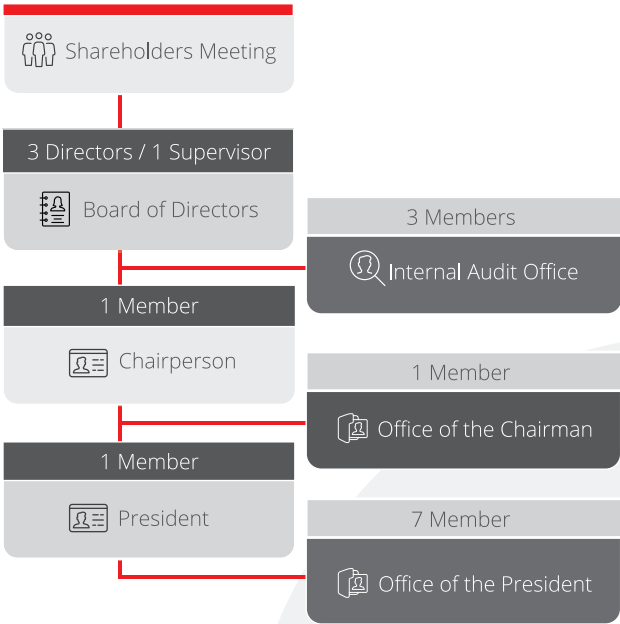


# 1.3 Governance Structure

## Management Approaches of Major Issues: Ethics and Integrity

|                          |  |
|--------------------------|--|
| Impact Explanation       | <ul style="list-style-type: none"><li>Upholding ethical integrity fosters trust, enhances our reputation, and supports the stable operations.</li><li>Ethical violations may lead to legal risks and reputational damage, negatively impacting business performance.</li></ul> |
| Policy                   | Labor and Ethics Policy  |
| Action                   | Adhere to the highest standard of business ethics in all business activities.  |
| Evaluation               | <ul style="list-style-type: none"><li>Report Mailbox</li><li>Regular Fraud Risk Assessment</li></ul>   |
| Target                   | 0 Corruption Events  |
| Corresponding GRI Topics | GRI 205 Anti-Corruption  |

Askey has designed and constructed a complete organizational structure and system according to the Company's business strategies and goals. The intention is to perform various businesses, to promote activities and to make adjustments according to internal and external changes, in order to enhance operation efficiency and increase the organization's operational performance.



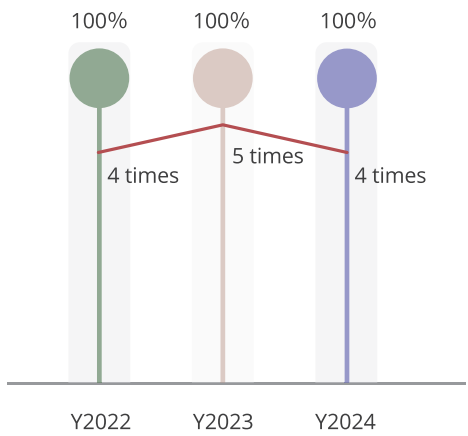
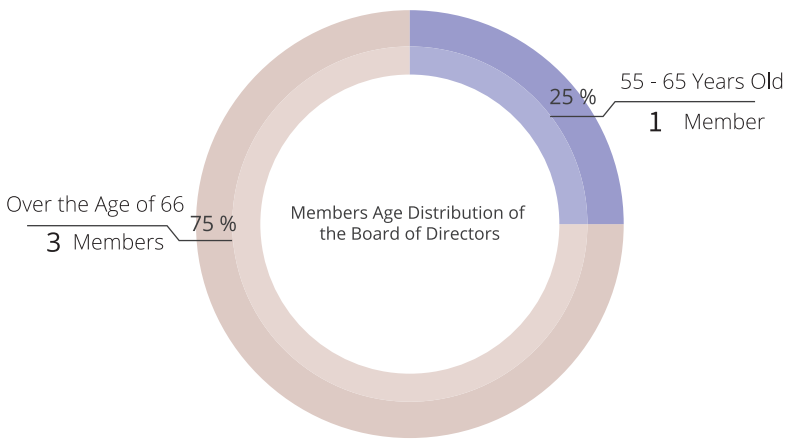
▲ Governance Framework of Askey

• Board of Directors Operations

The Board of Directors is the highest governing body of Askey, entrusted with core responsibilities in major business decision-making. It is responsible for appointing and supervising the management team, reviewing operational performance, formulating company strategy, and making decisions on significant matters to ensure stable operations and safeguard the best interests of shareholders.

The Board is chaired by Robert Lin, who also serves concurrently as the Company's President. In addition, the Board comprises two directors and one supervisor, each serving a three-year term. To enhance oversight and strengthen operational effectiveness, the Company has established the "Rules of Procedure for Board of Directors Meetings."

The Board is required to convene at least once per quarter, with emergency meetings held as necessary. In 2024, the Board held four meetings totally, with members achieving an average attendance rate of 100%. Board members actively participated in discussions on the company's strategic direction, operational performance, and major investment projects, effectively fulfilling their supervisory and managerial duties to ensure the steady implementation of business plans.

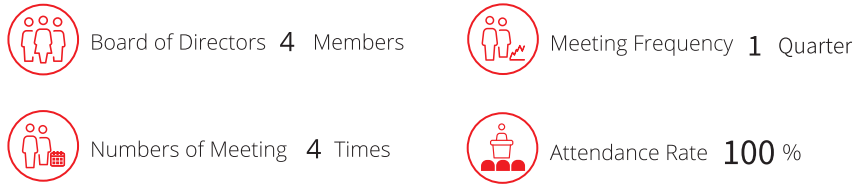


▲ Board Meetings over the Years

To uphold the principles of ethical corporate governance, the Company has implemented a strict self-regulatory mechanism. In accordance with the Rules of Procedure, any director who has a conflict of interest with a meeting agenda item is required to declare such interest during the meeting. If the matter could potentially harm the interests of the Company, the director must recuse themselves from discussion and voting, and is prohibited from voting on behalf of other directors.

| Title      | Name         | Gender | Academic Background and Resume  |
|------------|--------------|--------|---|
| Chairman   | Robert Lin   | Male   | · MBA, Tulane University, US<br>· CEO, Askey  |
| Director   | Jonney Shih  | Male   | · Institute of Business and Management, National Chiao Tung University<br>· General Manager, Computer Business Group, Acer<br>· Chairman and Chief Brand Officer, ASUSTek |
| Director   | Samson Hu    | Male   | · M.S. in Computer Science, National Chiao Tung University<br>· Assistant General Manager, Acer<br>· Director and Co-Chief Executive Officer, ASUSTek                     |
| Supervisor | Chin-chih Wu | Male   | Chief Technology Officer, ASUS  |

▲ Members of the Board of Directors



▲ Operation of the Board of Directors



• Corporate Social Responsibility Committee

Since the establishment of the Corporate Social Responsibility (CSR) Committee in 2013, Askey has continued to advance its sustainable development strategy and governance framework. The President issues the CSR policy and appoints a management representative to oversee the planning and implementation of the overall CSR management structure. The Committee’s Secretary General is responsible for cross-departmental coordination, integrating the efforts of various business units and working groups to comprehensively drive a wide range of sustainability initiatives — demonstrating the Company’s strong commitment to sustainability through concrete actions.

To enhance sustainable governance and fulfill our responsibility commitments, Askey participates annually in the evaluation conducted by EcoVadis, a globally recognized sustainability rating platform, and undergoes the Validated Audit Process (VAP) of the Responsible Business Alliance (RBA). In 2024, Askey was awarded the Platinum rating by EcoVadis, ranking among the top 1% of companies globally, recognizing our exceptional performance in areas such as environmental protection, labor and human rights, ethics, and sustainable procurement.

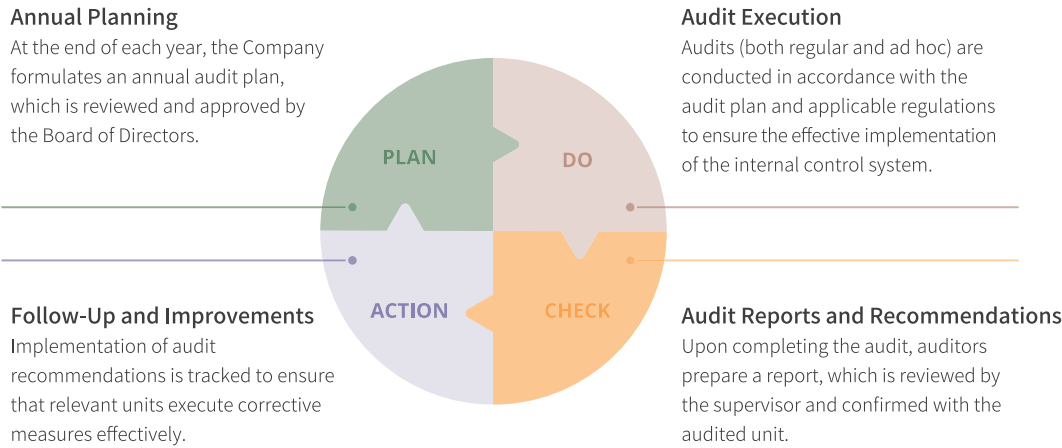
In the same year, our Vietnam facility successfully passed the RBA VAP audit in December and received a Silver certification, showing our ability to implement high sustainability standards at our overseas sites. Since 2021, our Wujiang facility has undergone the third-party audits every two years in accordance with RBA requirements and has consistently maintained Silver-level certification. This reflects our solid capabilities and ongoing progress in aligning with the RBA Code of Conduct.



▲ 2024 EcoVadis Platinum Award

• Internal Control System

The Internal Audit Office of Askey reports directly to the Board of Directors to ensure full independence and objectivity in the execution of its auditing responsibilities. Based on the annual audit plan approved by the Board, the office conducts systematic reviews and risk-based assessments of the design and effectiveness of the Company’s internal control systems. Through audit activities, the potential risks are identified in a timely manner, and practical, actionable recommendations are provided to support departments in strengthening internal controls. This helps ensure the robustness and long-term effectiveness of the Company’s overall governance framework and operational processes.



• Ethics and Integrity

“Ethics and Integrity” are core values at Askey and form the cornerstone of our business philosophy. To fully uphold ethical business practices, the Company has established the “Anti-Corruption and Whistleblowing Management Policy,” overseen by the Chairperson’s Office as the highest guiding body. A dedicated task force is responsible for conducting investigations and making decisions on reported cases. We require all employees and stakeholders to adhere strictly to ethical principles in daily operations, and to refrain from all forms of bribery, corruption, or unlawful conduct. A robust whistleblowing mechanism is in place to ensure that misconduct can be identified and addressed promptly.

To embed a culture of integrity within the organization, Askey introduces new hires to the “Code of Business Ethics and Conduct” during onboarding. Employees are required to sign a letter of commitment, and anti-corruption awareness is reinforced through ongoing internal campaigns and training sessions. We also strengthen external engagement by promoting ethics at supplier meetings, encouraging partners to sign the “Askey Supplier Code of Integrity” to jointly uphold ethical standards across the supply chain.

The Company provides multiple reporting channels, including a whistleblower mailbox and hotline, for employees to report any suspicious activities. All reports are kept strictly confidential and are handled by an independent unit to ensure whistleblower protection and effective fraud prevention. As of 2024, no incidents of corruption were reported, demonstrating the strong preventive and supervisory capabilities of our anti-corruption framework. Askey remains committed to enhancing anti-corruption governance and ethical business conduct, fostering a fair and transparent operating environment, improving corporate governance quality, and fulfilling its corporate social responsibility.

| Business Ethics Code of Practice Highlights   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Business Integrity Principles</li><li>• Preventing Conflicts of Interest</li><li>• Fair Trading, Advertising, and Competition</li><li>• Gifts and Hospitality, Receiving and Giving, Social Etiquette, and Entertainment Guidelines</li><li>• Procedures for Handling Violations of the Code of Conduct</li><li>• Information Disclosure</li><li>• Community Engagement</li></ul> |  |
| Moral Integrity   |  |
| Self-regulatory Documents   | <ul style="list-style-type: none"><li>• Notice for business interactions between employees and vendors</li><li>• Letter of Commitment</li><li>• Service and Confidentiality Agreement</li><li>• Code of Business Conduct</li></ul> |
| Training and Promotion  | <ul style="list-style-type: none"><li>• Company's Internal Bulletin</li><li>• EIP Announcement</li><li>• E-Learning New Employee Training</li></ul>  |
| Whistleblower Mechanism   | <ul style="list-style-type: none"><li>• Whistleblowing Email</li><li>• Whistleblowing Hotline</li></ul>  |

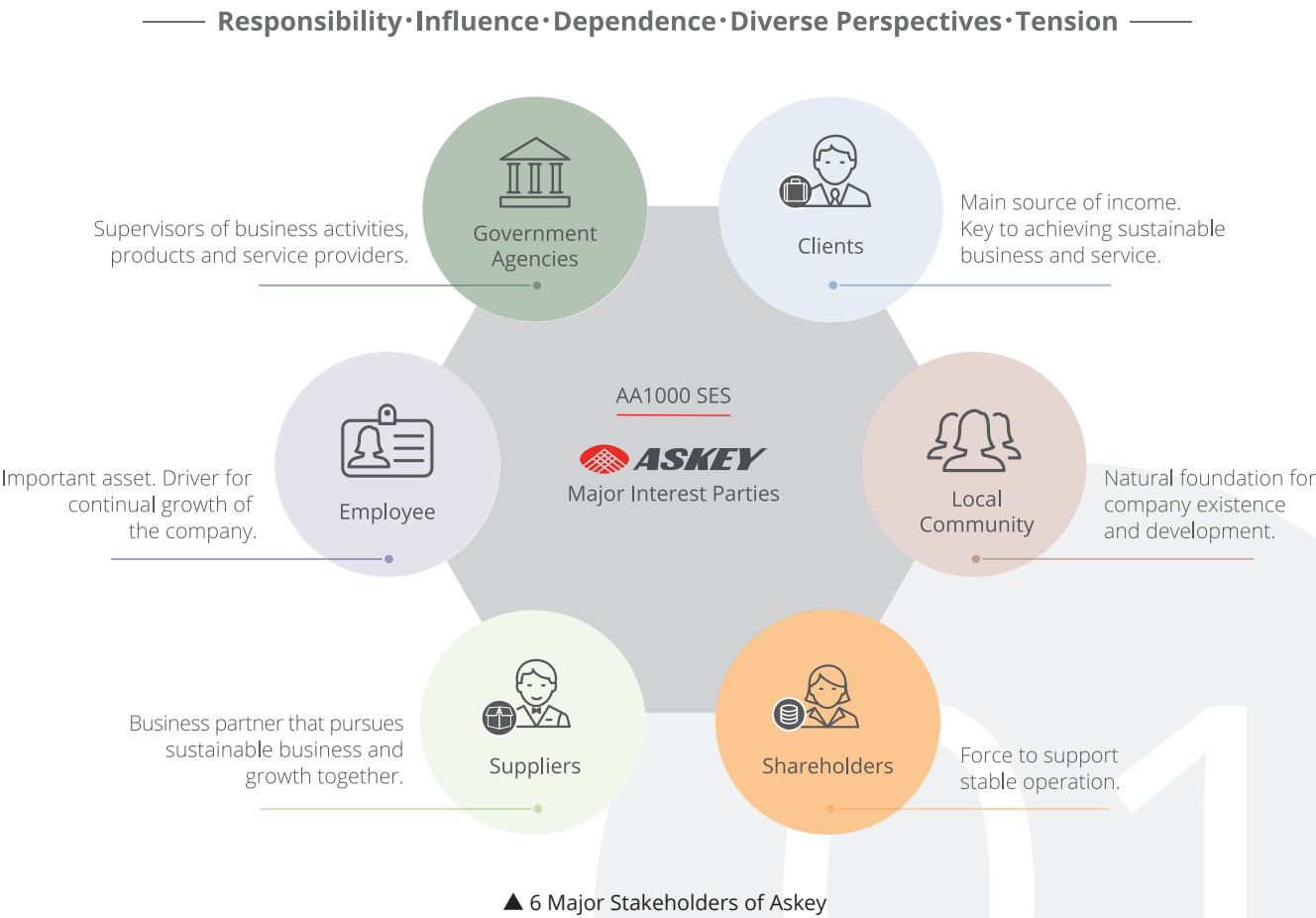
# 1.4 Stakeholder Engagement

Askey believes accountability and long-term, transparent communication with internal and external stakeholders are key to sustainable development. We value stakeholder voices and, through open two-way dialogue, seek to understand their concerns to guide decisions and build trust.

• Stakeholder Engagement

Askey's CSR Committee incorporated insights from department heads and industry peers, taking operational attributes into account. Guided by the five principles of the AA1000 SES, and using a Likert five-point scale, the Committee identified six key stakeholder groups closely tied to Askey's operations: clients, shareholders, suppliers, employees, government agencies, and the local community.

Considering each group's unique characteristics and concerns, Askey has established diverse and efficient communication mechanisms to foster ongoing engagement and trust. Through active listening and constructive dialogue, we gain a clear understanding of stakeholder issues and suggestions, which form the basis of this report's disclosures and guide our sustainable development strategy.





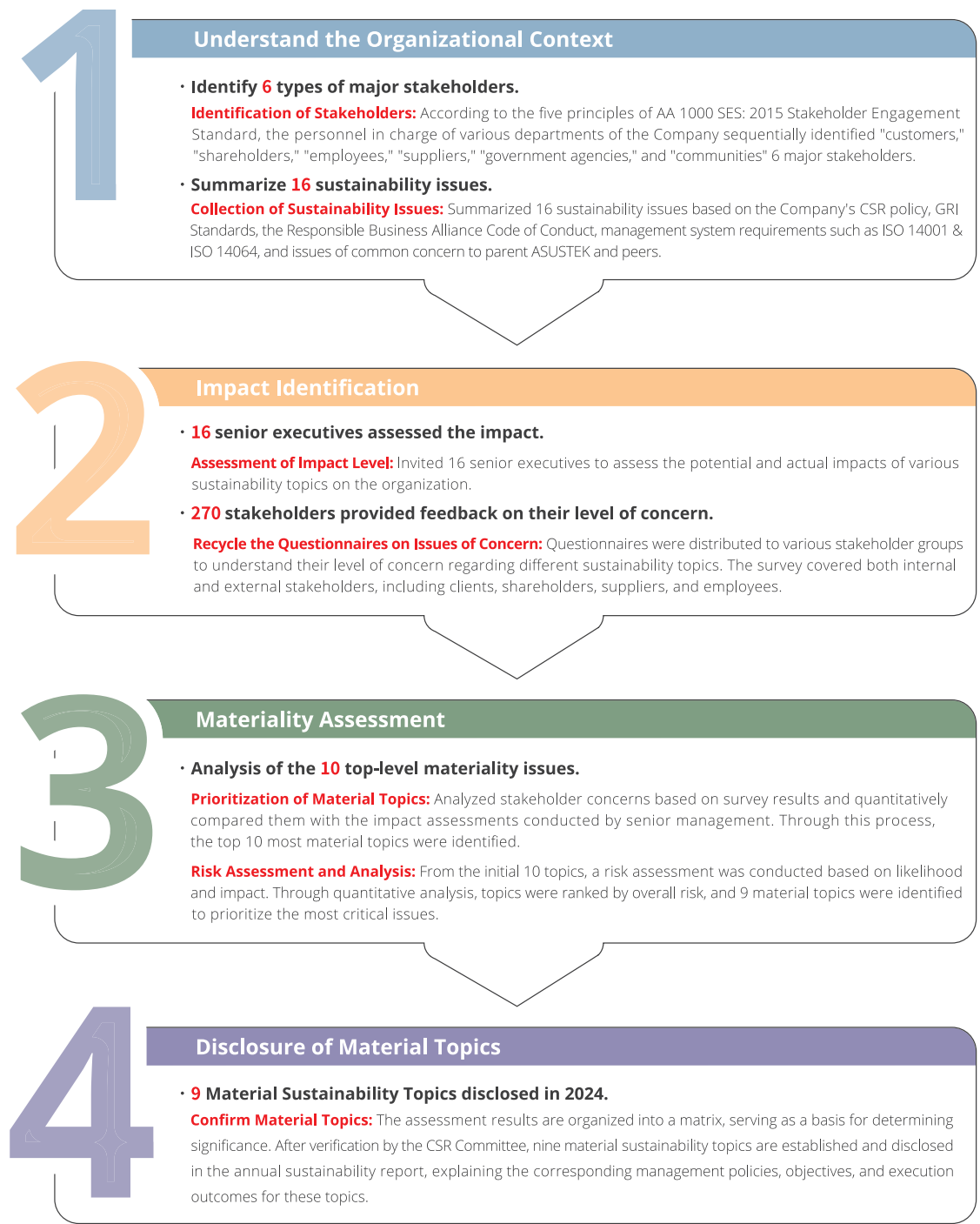
▼ Communication Channels and Issues of Concern for Stakeholders

|   |  |   |
|---|--|---|
| <div><div><div><div><div></div><div>Shareholders</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Economic Performance</li><li>• Ethics and Integrity</li><li>• Compliance</li></ul></div></div></div></div> | <div><div><div><div><div></div><div>Clients</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Product Quality and Service</li><li>• Information Security</li><li>• Ethics and Integrity</li></ul></div></div></div></div>  | <div><div><div><div><div></div><div>Employees</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Talent Recruitment, Retention, and Development</li><li>• Occupational Health and Safety</li><li>• Employee Rights, Diversity and Equality</li></ul></div></div></div></div>   |
| <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• Board of Directors → Quarterly</li><li>• Financial Report → Annually</li></ul></div></div>   | <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• Client Satisfaction Survey → Semiyearly</li><li>• Client On-Site Audit → Irregularly</li><li>• Client Questionnaire → Irregularly</li><li>• Contact Window → Irregularly</li><li>• Call / Email → Irregularly</li></ul></div></div> | <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• E-paper → Monthly</li><li>• Welfare Committee Meeting → Monthly</li><li>• Employee Management Meeting → Quarterly</li><li>• Occupational Safety and Hygiene Committee → Quarterly</li><li>• Employee Opinion Box → Irregularly</li><li>• Training → Irregularly</li><li>• Safety Lecture &amp; Health Promotion Activities → Monthly</li></ul></div></div> |
| <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• 4 Board of Directors’ meetings.</li></ul></div></div>   | <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• Overall satisfaction level was 89%.</li></ul></div></div>  | <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• 12 ASKEY journals.</li><li>• 12 welfare committee meetings.</li><li>• 4 employer-employee meetings in Taiwan and China facilities.</li><li>• 71,251.4 of total training hours for our staff.</li></ul></div></div>  |

|   |  |  |
|---|--|--|
| <div><div><div><div><div></div><div>Suppliers</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Product Quality and Service</li><li>• Information Security</li><li>• Ethics and Integrity</li></ul></div></div></div></div> | <div><div><div><div><div></div><div>Government Agencies</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Occupational Health and Safety</li><li>• Compliance</li><li>• Business Operations and Pollution Prevention</li></ul></div></div></div></div> | <div><div><div><div><div></div><div>Local Community</div></div></div><div><div>Concerned Issues</div><div><ul style="list-style-type: none"><li>• Occupational Health and Safety</li><li>• Talent Recruitment, Retention, and Development</li><li>• Labor-Management Communication</li></ul></div></div></div></div> |
| <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• Supplier Assessment → Monthly</li><li>• Supplier Audit → Irregularly</li><li>• B2B Platform → Irregularly</li><li>• Call / Email → Irregularly</li></ul></div></div>   | <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• Supervisory Authority → Irregularly</li><li>Random Inspection</li><li>• Official Document → Irregularly</li><li>• Conferences → Irregularly</li></ul></div></div>                                 | <div><div>Communication Channels and Frequency</div><div><ul style="list-style-type: none"><li>• Company Website → Irregularly</li><li>• Charitable Activities → Irregularly</li><li>• News → Irregularly</li></ul></div></div>  |
| <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• 16 on-site CSR audit of new suppliers.</li><li>• 37 on-site CSR audit of existing suppliers.</li></ul></div></div>  | <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• Government communications.</li></ul></div></div>   | <div><div>Communication Achievement</div><div><ul style="list-style-type: none"><li>• Charitable activities.</li></ul></div></div>   |

• **Material Topic Decisions**

In line with the AA1000 Accountability Principles (2018), Askey adopts the four principles—inclusivity, materiality, responsiveness, and impact—as its framework. Following the GRI Universal Standards 2021, we assess actual and potential impacts on the economy, environment, and people (including human rights) to identify key material topics. This ensures the report effectively addresses stakeholder concerns and delivers relevant information.



▲ Process for Deciding Material Topic



▲ Risk Matrix



The material topics identified by the Company in 2024 showed limited variation compared to those in 2023, indicating a high degree of stability in Askey's core areas of concern. Looking ahead, the Company will continue to strengthen communication and engagement mechanisms with stakeholders, regularly review and update material topics through a rolling assessment process, and ensure strong alignment between its sustainability strategy and external expectations. These efforts reflect Askey's ongoing commitment to deepening the implementation and management of sustainability values.




| 2024 Material Topics                         | Year-on-Year Comparison | Topic-Specific GRI Standards          | Value Chains / Impact Boundaries | <div><div></div> Caused the Impacts</div> <div><div></div> Contributed to the Impacts</div> <div><div></div> Linked to the Impacts through Business Relations</div> | Corresponding Chapter                                 |
|--|-------------------------|---------------------------------------|----------------------------------|---|---|
| Economy / Governance                         |                         |                                       |                                  |   |   |
| Compliance                                   | ▲                       | GRI 2-27                              | ASKEY<br>Suppliers               |   | •3.1 Green Operation<br>•4.1 Recruitment and Training |
| Economic Performance                         | ▲                       | GRI 201                               | ASKEY                            |   | •2.1 Business Overview                                |
| Supply Chain Management                      | ▲                       | GRI 308 / GRI 414                     | ASKEY<br>Suppliers               |   | •2.3 Supply Chain Management                          |
| Information Security                         | ▼                       | GRI 418                               | ASKEY<br>Clients                 |   | •2.2 Client Relations                                 |
| Ethics and Integrity                         | Stable                  | GRI 205                               | ASKEY<br>Clients<br>Suppliers    |   | •1.3 Governance Structure                             |
| Environment                                  |                         |                                       |                                  |   |   |
| Business Operations and Pollution Prevention | ▼                       | GRI 306                               | ASKEY<br>Suppliers               |   | •3.1 Green Operation                                  |
| Society                                      |                         |                                       |                                  |   |   |
| Labor-Management Communication               | ▲                       | GRI 401 / GRI 402 / GRI 405           | ASKEY                            |   | •4.1 Recruitment and Training                         |
| Employee Rights, Diversity and Equality      | ▼                       | GRI 406 / GRI 407 / GRI 408 / GRI 409 | ASKEY<br>Suppliers               |   | •4.2 Safe and Healthy Workplace                       |
| Occupational Health and Safety               | Stable                  | GRI 403                               | ASKEY<br>Suppliers               |   | •4.2 Safe and Healthy Workplace                       |

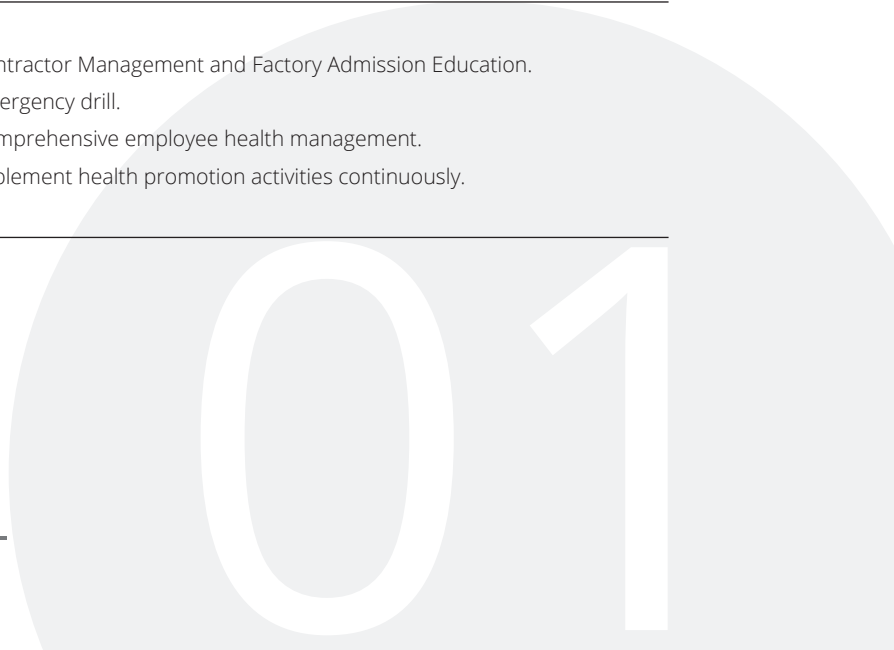
▲ Material Topics Correspond to Specific Topics of the GRI Standards

# 1.5 Risk Management

As global capital markets and corporate governance environments evolve rapidly, coupled with the increasing frequency of extreme weather events driven by climate change, businesses face mounting risks and challenges. A core issue in pursuing sustainable operations lies in how effectively a company can identify and assess potential internal and external risks, and implement appropriate strategies and control measures in response.

Askey has established an integrated risk management framework encompassing three key dimensions: economic/corporate governance, environmental, and social. Through systems such as quality management, environmental health and safety, information security, and business continuity planning, we actively promote comprehensive risk identification and control mechanisms. These efforts aim to keep operational risks within manageable limits, ensure the safety of personnel and assets, enhance the quality of products and services, strengthen organizational resilience, and achieve long-term shared prosperity with stakeholders.

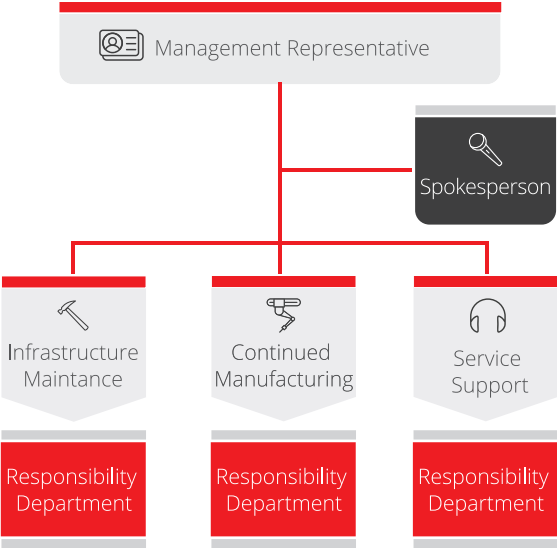
| Aspect   | Type                                | Risk                            | Impact   | Preventive Measures / Contingency Measures  |   |
|--|-------------------------------------|---------------------------------|--|---|---|
| <div>Economy / Governance</div> | IT Risk                             | Information Security Protection | Leakage of sensitive information causing damage to reputation and loss of customers.                 | <div><div>• Set data security related operation specifications.</div><div>• Data security promotion.</div><div>• Important data backup mechanism.</div><div>• Operation procedures for disaster recovery.</div></div> | <div><div>• Notification mechanism for data security event.</div><div>• Use licensed and legitimate software.</div><div>• Access control of engine room.</div><div>• Control of login system password.</div></div>                |
|  | Finance Risk                        | Exchange Rate Risk              | Impact on financial income and expenses, and financial leverage.                                     | <div><div>• Functional currency exchange rate risk management.</div></div>  | <div><div>• Use derivative financial instruments to avoid risks.</div></div>  |
|  |                                     | Credit Risk                     | High proportion of overdue outstanding receivables affecting the company's production and operation. | <div><div>• Establish credit policy.</div></div>  | <div><div>• New customers' credit risk analysis and management.</div></div>   |
|  |                                     | Liquidity Risk                  | Reduce working capital efficiency and loss of opportunities in profit investments.                   | <div><div>• Group liquidity demand forecast monitoring.</div></div>   | <div><div>• Improve the efficiency of capital usage.</div></div>  |
|  | Business Risk                       | Materials Interruption Risk     | Production interruptions causing delays in supply.   | <div><div>• Develop second source.</div></div>  | <div><div>• Raw material inventory control.</div></div>   |
| <div>Environment</div>        | Legal Risk                          | Illegal Risk                    | Illegal incidents may have a negative impact on the Company's image and reputation.                  | <div><div>• Regularly monitor regulatory changes and respond promptly.</div></div>  | <div><div>• Build contract review practices.</div></div>  |
|  | Environmental Risk                  | Climate Change Risk             | Increasing impact from extreme climate conditions that add operating costs.                          | <div><div>• Greenhouse gas inventory.</div><div>• Green design to reduce product energy consumption.</div></div>  | <div><div>• Promote energy saving solutions and reduce greenhouse gas emission.</div></div>   |
| <div>Society</div>            | Manpower Shortage Risk              | Manpower Shortage               | Talent loss that increases burden on management cost of human resources.                             | <div><div>• Improve salary and welfare system.</div><div>• Regular review of labor situation.</div></div>   | <div><div>• Enhance communication channel and participation mechanism.</div></div>  |
|  | Occupational Safety and Health Risk | Occupational Accident           | May cause personal injury or death, resulting in production loss.                                    | <div><div>• Establish occupational safety and health system.</div><div>• Establish various job safety and health standards.</div><div>• Hazardous operations control.</div><div>• Education and training.</div></div> | <div><div>• Contractor Management and Factory Admission Education.</div><div>• Emergency drill.</div><div>• Comprehensive employee health management.</div><div>• Implement health promotion activities continuously.</div></div> |





• Business Continuity Management

In response to the increasing volatility and unpredictability of the business environment, Askey recognizes that achieving long-term sustainability requires a continuous and effective management approach. To ensure a prompt and effective response in the event of unforeseen disruptions, the Company has established a Business Continuity Management (BCM) Committee based on the principles and framework of ISO 22301. This structure is designed to ensure that critical operations can be maintained at an acceptable minimum level during crisis situations. Each year, the Company reviews and updates its "Threat or Risk List" with reference to the Global Risks Report published by the World Economic Forum (WEF). In addition, Askey conducts Business Impact Analyses (BIA) and Risk Assessments (RA) to identify potential risks and their impacts. Based on these findings, the Company develops scenario-specific Business Continuity Plans (BCPs) and regularly conducts simulation drills to test the feasibility of its plans. These efforts are aimed at enhancing organizational resilience and ensuring operational stability in the face of potential crises.

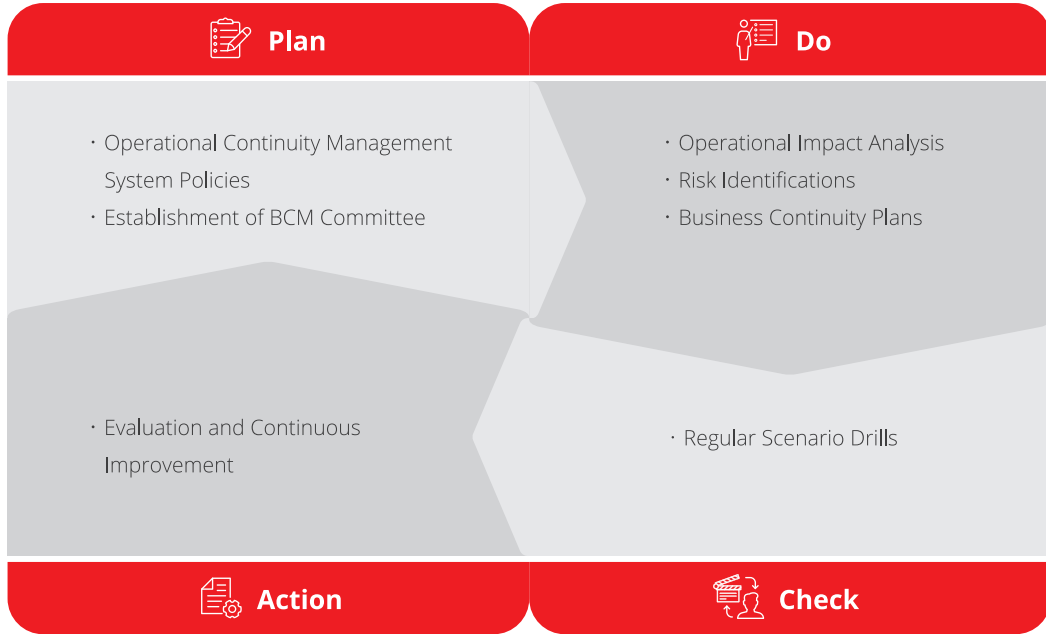


▲ Structure of Askey BCM Committee

Business Continuity Management Policy

It actively commits to the establishment and continuous improvement of risk prevention and crisis management mechanisms and processes, and maintains an effective business continuous management system. It also establishes strong response capability to deal with related challenges, protects the rights and safety of Askey and the stakeholders, and promises to provide continuous services to clients. It ensures Company's competitive advantages and achieves sustainable development goals.

| Business Continuity Management System (BCMs) |   |  |
|--|---|--|
| Standard                                     | ISO 22301   |  |
| Region                                       | Headquarters, Facilities  |  |
| Scenarios                                    | <div><div><div>• Typhoon</div><div>• Earthquake</div><div>• Infectious</div><div>• Manpower Shortages</div><div>• Key Equipment Failure</div></div><div><div>• Cyber Attacks</div><div>• Infrastructure Disruptions</div><div>• Supplier Failure</div><div>• Denial-of-Access Attacks</div><div>• Utility Interruptions</div></div></div> |  |



▲ Askey's Operational Sustainability Program Framework

2.1 Business Overview

2.2 Client Relations

2.3 Supply Chain Management



CHAPTER

2

Economic  
Co-Prosperity

經濟共榮





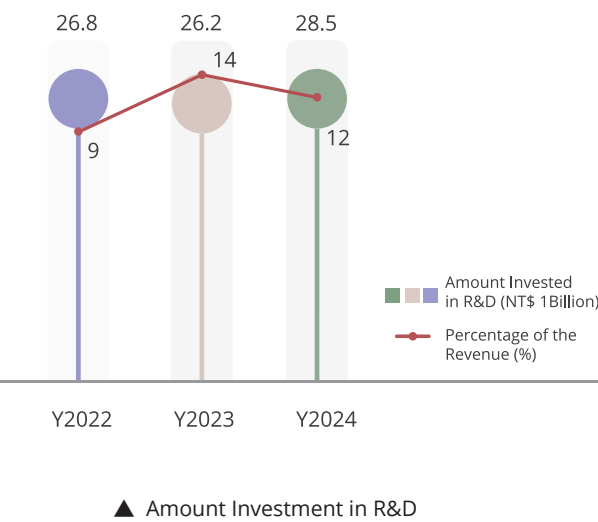
# 2.1 Business Overview

## Management Approaches of Major Issues: Economic Performance

|   |   |
|---|---|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>Strong performance enhances stakeholder trust and sustains investment in innovation and expansion.</li><li>Poor performance may reduce the capital efficiency, weaken the competitiveness, and harm its reputation.</li></ul> |
|  <b>Policy</b>                   | Uphold sound financial policies and prudent investment strategies.  |
|  <b>Action</b>                   | Continuously optimize resource allocation to enhance operational efficiency.  |
|  <b>Evaluation</b>               | Financial Report  |
|  <b>Target</b>                   | Stable Revenue Growth   |
|  <b>Corresponding GRI Topics</b> | GRI 201 Economic Performance  |

Askey's strong financial performance underpins its sustainable operations and resilience to market challenges. Aligned with sustainability principles, we continue to optimize our financial structure, governance, and capital efficiency to support long-term growth.

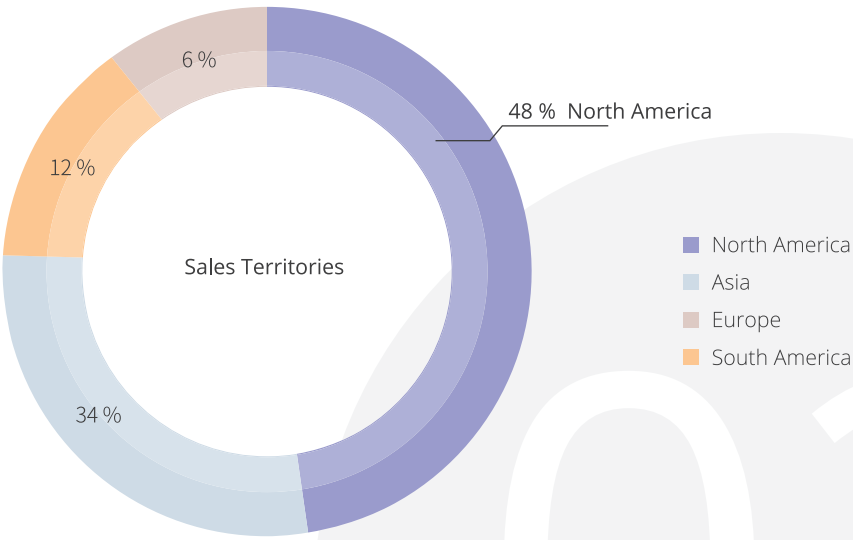
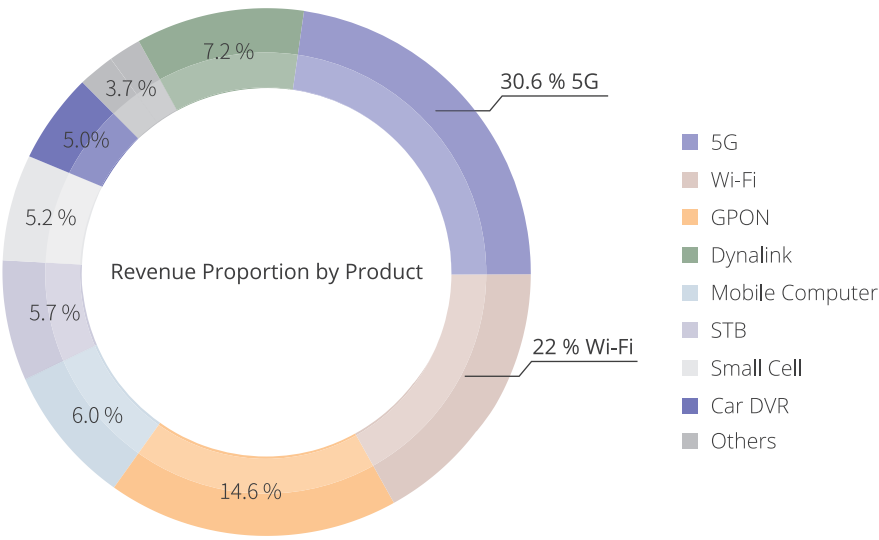
In 2024, consolidated revenue reached NT\$23.39 billion, with a net loss of NT\$470 million due to global economic and industry headwinds. All financial data was verified by an independent CPA firm. We invested NT\$2.85 billion (12% of revenue) in R&D to drive innovation, enhance products, and expand our market presence. In 2023, NT\$16 million in R&D tax credits were claimed, and the 2024 application is under review.



## Revenue Proportion

Askey continues to expand its global presence with operations spanning across the Americas, Europe, and Asia by 2024. The Company is actively developing 5G and Wi-Fi 6 private network applications, driving the construction of smart cities and supporting digital transformation for businesses. Leveraging end-to-end solutions, its core technologies cover 5G/LTE, IoT, V2X (Vehicle-to-Everything), smart home, Small Cell, and other domains, offering clients comprehensive product development and localized support services to meet the diverse needs of various industries and consumer markets.







In 2024, the Company's primary revenue sources were 5G, Wi-Fi, and GPON, which together accounted for over 60% of total revenue. Additionally, it is actively expanding into other business areas, such as Mobile Computing, laying a solid foundation for sustained market growth in the future.





# 2.2 Client Relations

## Management Approaches of Major Issues: Information Security

|   |  |
|---|--|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>Efficient management of information ensures stability, trust, and improved performance.</li><li>Data breaches or security vulnerabilities could damage its reputation, disrupt its systems, and impact the operations and revenue.</li></ul> |
|  <b>Policy</b>                   | Information Security Policy  |
|  <b>Action</b>                   | Ensure that the customer's data is protected.  |
|  <b>Evaluation</b>               | Feedback from Clients  |
|  <b>Target</b>                   | 0 case of Clients' Information Leakage   |
|  <b>Corresponding GRI Topics</b> | GRI 418 Customer Privacy   |

Askey believes that providing clients with competitive products and quality service is critical to maintain stable operating profits. Therefore, we actively develop new products to meet the diversified needs of clients. At the same time, we have established a rigorous quality management system to provide clients with reliable quality assurance. In addition, we attach great importance to the protection of client privacy and confidential data. We actively understand and respond to their needs through questionnaires and two-way communication. The goal is to consolidate cooperative relations with good service quality and win clients' high satisfaction and long-term trust.

### Quality Management

Askey recognizes that meeting customer expectations for product quality is the foundation of stable and sustainable operations. Quality management is central to our business—we set clear policies and objectives and promote company-wide participation to ensure every employee understands its importance to both Askey and our clients.


To uphold this commitment, we have adopted internationally recognized systems, including ISO 9001, TL 9000, IATF 16949, and ISO 13485, with regular audits to ensure their ongoing effectiveness. We apply the PDCA (Plan-Do-Check-Act) cycle in daily operations, continuously refining and optimizing processes. Performance is tracked through defined quality metrics.

By improving production processes and implementing preventive measures, Askey continuously enhances product quality—delivering exceptional products and services that meet and exceed customer expectations.

## Quality Policy

- Client Satisfaction**  
Win client satisfaction.  
Exceed customer expectation.
- Continuous Improvement**  
Continual quality improvement.  
Advanced process training.
- Quality First**  
Pursue perfect quality.  
Innovative green development.
- Best Service**  
Rapid production.  
Thoughtful services.



|   |                  |  |   |
|---|------------------|--|---|
|    | ISO 9001: 2015   | Quality Management System                    |    |
|  | TL 9000          | Telecommunications Quality Management System |    |
|  | IATF 16949: 2016 | Automotive Quality Management System         |    |
|  | ISO 13485: 2016  | Medical Devices Quality Management System    |     |
|  | ISO 27001: 2013  | Information Security Management System       |     |

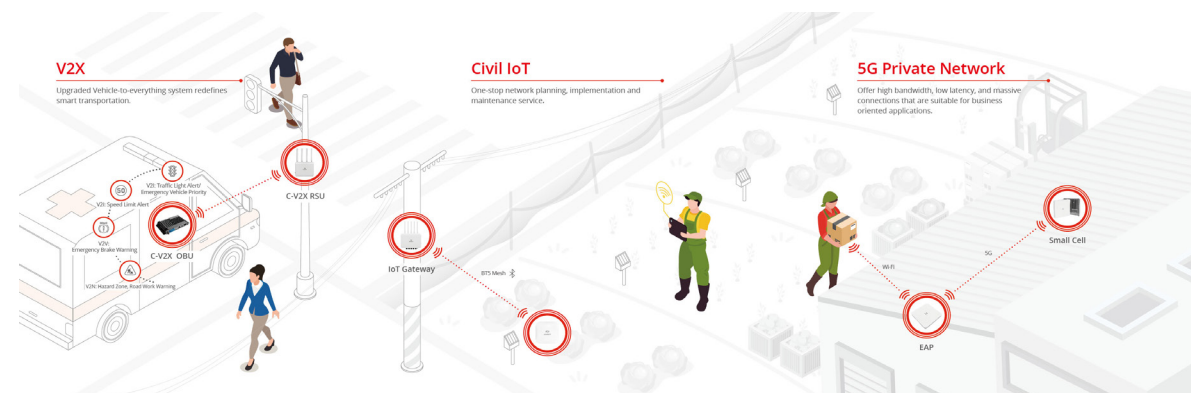
 Taiwan  Wujiang, China  Bac Ninh, Vietnam

- IATF 16949:2016: LOC for Bac Ninh, Vietnam only.
- ISO 27001:2013: Verification of the data center and PLM system only.

- **R&D and Innovation**

Upholding the mission of "Innovating and changing the world", Askey has continued to focus on the innovation of 5G technology, and is committed to helping enterprises respond to the challenges of global energy shortage and insufficient labor force, accelerating digital transformation and moving towards sustainable development.

In response to the application needs of high mobility and real-time deployment, the Company and Chunghwa Telecom jointly introduced the "5G Private Network Backpack" solution to integrate core networks, base stations, and application modules into a lightweight backpack, enabling single-person portability and deployment. The innovative solution is widely applicable to disaster rescue, military communication, and mobile broadcasting in extreme scenarios, demonstrating exceptional flexibility and communication stability.



In terms of smart applications, 5G private networks have been successfully introduced into smart manufacturing, smart agriculture, and smart warehousing, combining smart glasses, automated AMRs, and other technologies to effectively improve production efficiency and save up to 50% in labor costs. To ensure the security of corporate data, the private network management platform continuously strengthens cybersecurity protection mechanisms, providing multi-layered and comprehensive security.

In addition, the Company is also extending its R&D focus to green technology, adopting 5G applications to help enterprises improve energy efficiency and carbon management capabilities, thereby achieving energy-saving and carbon-reduction goals. In the future, we will continue to focus on innovation as our core strategy, promoting more forward-looking, intelligent, and eco-friendly technology solutions to inject sustainable momentum into the global market.

## - Smart connection, limitless possibilities - Askey builds total digital solutions for you



### - Smart 5G Private Network

Askey's smart 5G private network, tailored for enterprise needs, delivers high-performance, low-latency, and ultra-reliable wireless connectivity. With a high degree of flexibility, private networks are applicable to industrial automation, smart factories, and other scenarios, offering one-stop services from design and deployment to operation and maintenance, enabling enterprises to achieve digital upgrades with a low total cost of ownership.

### - Smart City

Askey's smart city solution covers smart bus stops and public IoT infrastructure, integrating Wi-Fi hotspots, e-paper displays, and solar energy technologies to provide real-time traffic information and lifestyle services to citizens. At the same time, ASKEY also participates in government-led public IoT projects, integrating air quality, water resources, and seismic data via LTE/Cat-M1 networks to enhance city disaster response capabilities. This solution is committed to creating safe, convenient, and low-carbon smart city environments and has been successfully implemented in multiple counties, cities, and overseas markets.

### - Smart Transportation

Askey's smart transportation solution, based on advanced i-DVR and OBU devices, enables digital transformation of fleet management. Through a cloud platform, enterprises can monitor the real-time location and driving behavior of vehicles, perform preventive maintenance, and optimize routes, effectively improving operational efficiency and driving safety. It is suitable for various transportation scenarios.

### - Smart Home

Askey's smart home solution combines 5G NR ODU and Wi-Fi 6 dual-band routers to create a high-efficiency digital home ecosystem. Through seamless integration of smart devices, users can easily control home appliances via voice or apps, achieving greater safety and comfort, and enhancing both quality of life and the digital experience.

### - Engineering and Technical Services

Askey provides professional, diverse, and customized engineering and technical services covering 5G network planning, deployment, and system maintenance. Through accurate site surveys and engineering installation, Askey ensures high performance and stability of network deployment, helping enterprises rapidly enter the market. At the same time, its comprehensive after-sales services, including SLA agreements, document management systems, and the JIRA issue tracking system, provide real-time issue tracking and resolution. Backed by a skilled technical support team, we ensure the continuous and stable operation of our clients' networks.

• Client Satisfaction

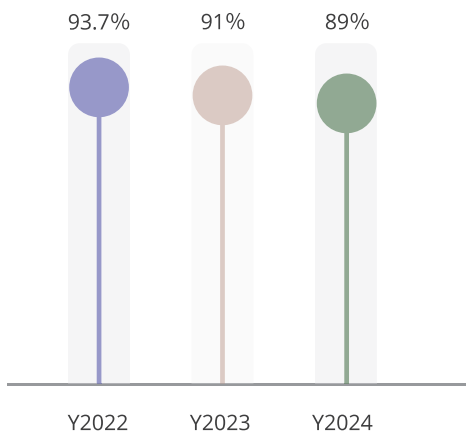
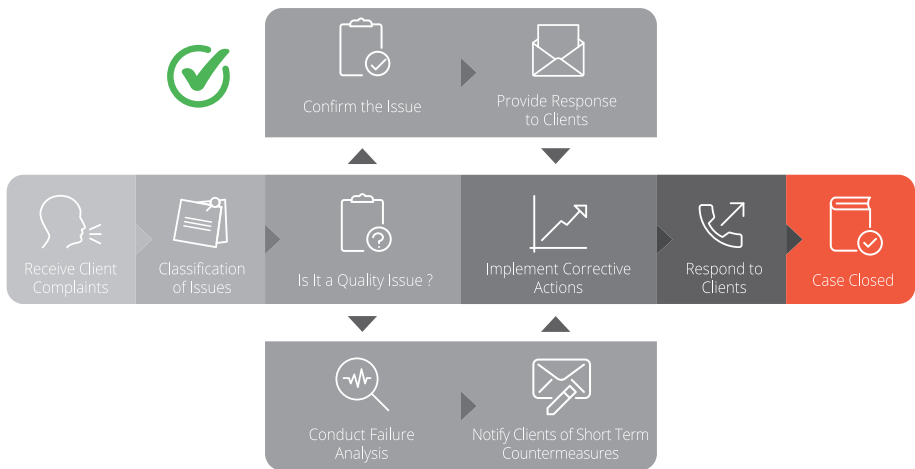
We are committed to providing clients with comprehensive and high-quality services, aiming to build solid and long-term cooperative relationships and become their trusted business partner. In order to effectively understand client evaluations of the Company's products and services, Askey has established the "Customer Satisfaction Monitoring Guidelines" and conducts two customer satisfaction surveys each year. The surveys target key clients whose account for 80% of the annual transaction volume, ensuring the collection of representative opinions and feedback. The survey covers three main aspects: "Quality," "Delivery," and "After-Sales Service," and is conducted via the B2B system platform or through distribution by the relevant responsible personnel to ensure both efficiency and effectiveness.

All collected feedback and scores are compiled, analyzed, and used for improvement based on internal standards. If a score falls below the predefined target, the relevant department will immediately begin problem analysis and provide a specific improvement plan to the customer within two weeks, demonstrating our commitment to valuing customer feedback and responding promptly. In the first and second halves of 2024, a total of 26 valid questionnaires were received, and the overall customer satisfaction rate reached 89%. In response to the feedback received, the Company will continue to strengthen its internal quality management mechanisms and work collaboratively with suppliers to further improve service quality and enhance global market competitiveness.



▲ Process of Client Satisfaction Survey

In addition, the Company views its client complaints as opportunities for continuous improvement. Through the B2B client complaint management system, related feedback is handled in a centralized manner to ensure cross-departmental collaboration, clear accountability, and transparent processes. Issues are resolved quickly and effectively, and the results of customer feedback are incorporated into the ongoing quality enhancement and service improvement cycle, continuously boosting customer satisfaction and trust.

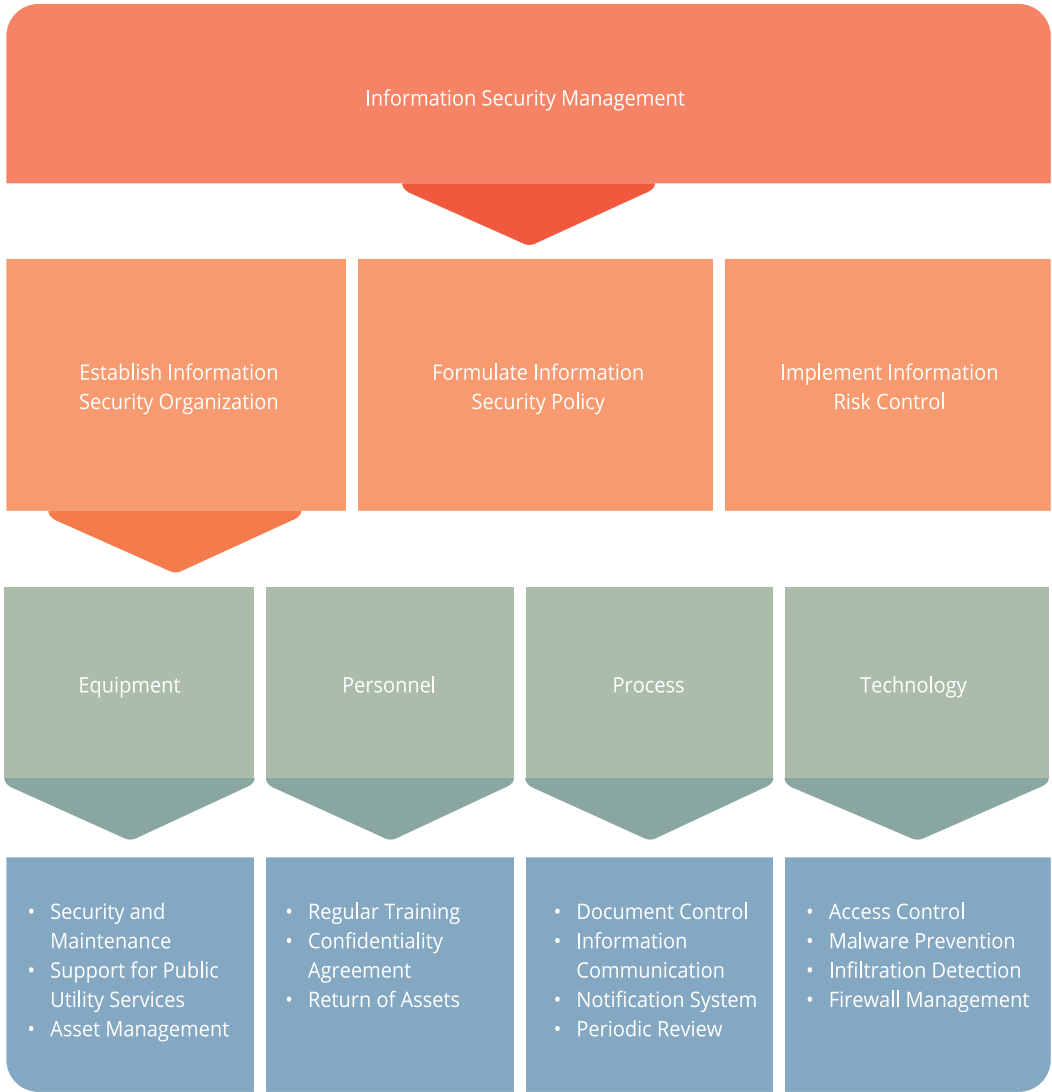


▲ Average Score of Client Satisfaction by Year









• Client Privacy

Askey values on information security and personal data protection, considering the safeguarding of both tangible and intangible assets as a core aspect of its operational management. To mitigate the risk of confidential information leakage, the Company enforces strict control over client data and requires all employees to sign the "Service and Confidentiality Agreement" to ensure compliance with confidentiality obligations. In addition, Askey strengthens its overall cybersecurity capabilities through the establishment of relevant information protection policies, internal awareness campaigns, training programs, and data access control measures. In 2024, the Company received no complaints from external customers regarding personal data breaches, losses, or disclosures. The Company has established an Information Security Management System (ISMS) in accordance with the ISO/IEC 27001:2013 international standard. Since first obtaining certification in April 2020, the Company has continuously implemented its information security policy through the PDCA (Plan-Do-Check-Act) management cycle to ensure the confidentiality, integrity, and availability of its information assets. The Information Security Committee holds annual management review meetings to regularly evaluate information security objectives and the progress of risk mitigation efforts to enhance governance effectiveness. In April 2025, Askey successfully completed certification under the latest ISO/IEC 27001:2022 standard and plans to undergo recertification every three years to ensure the continued effectiveness of its ISMS. The Company has also established a cybersecurity incident reporting and response mechanism, enabling swift reaction and resolution in the event of an incident, further enhancing resilience and protecting both customer and corporate information assets.



# 2.3 Supplier Chain Management

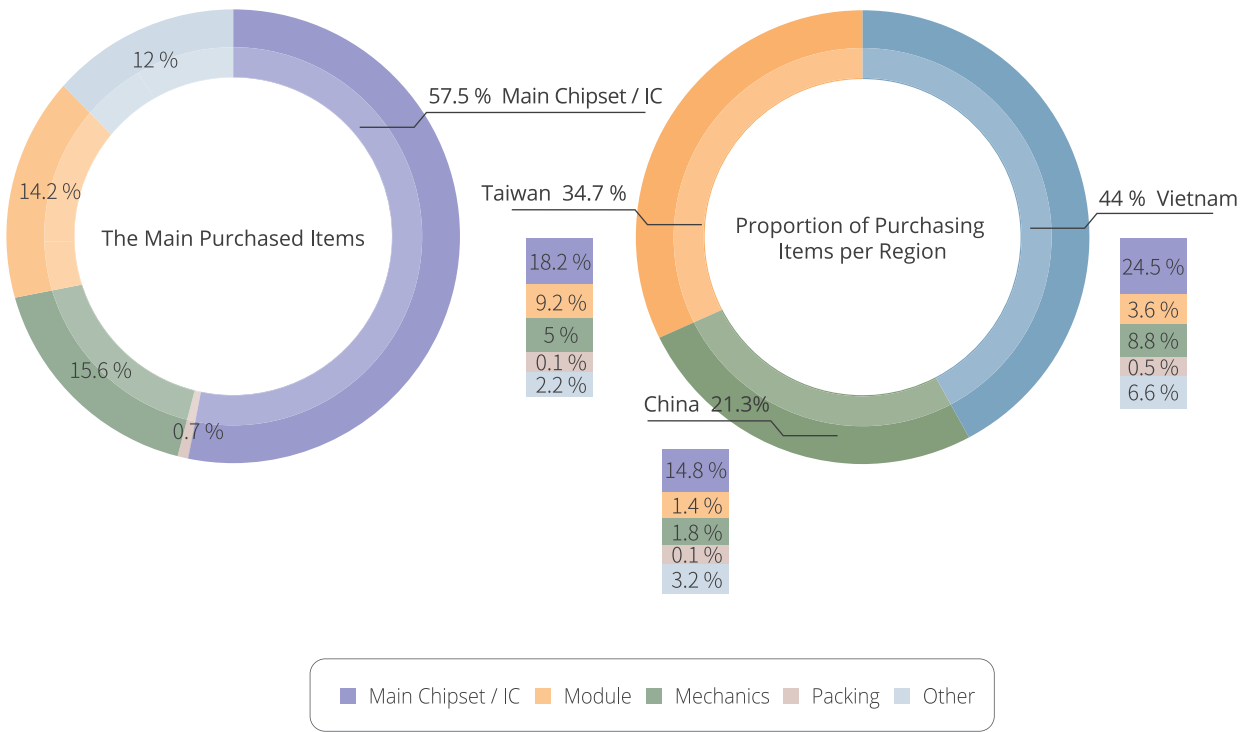
## Management Approaches of Major Issues: Supplier Chain Management

|   |   |
|---|---|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>Effective supply chain management enhances agility and operational efficiency.</li><li>Non-compliant or low-performing suppliers may cause delays and reputational risks, affecting business stability.</li></ul> |
|  <b>Policy</b>                   | <ul style="list-style-type: none"><li>Supplier Assessment and Evaluation Procedure</li><li>Supplier Management Operation Standard</li></ul>   |
|  <b>Action</b>                   | Established supplier selection and evaluation systems.  |
|  <b>Evaluation</b>               | Second Party Audit  |
|  <b>Target</b>                   | 100% Correction Rate for Supplier CSR Issues  |
|  <b>Corresponding GRI Topics</b> | <ul style="list-style-type: none"><li>GRI 308 Supplier Environmental Assessment</li><li>GRI 414 Supplier Social Assessment</li></ul>  |

The supply chain plays a vital and indispensable role in Askey. Guided by the principles of sustainable development and fair trade, we are committed to building a transparent and responsible supplier management system. We aim to foster long-term partnerships based on mutual trust and benefit, working together with suppliers to create a more resilient, competitive, and sustainable industrial ecosystem.

### Purchasing Overview

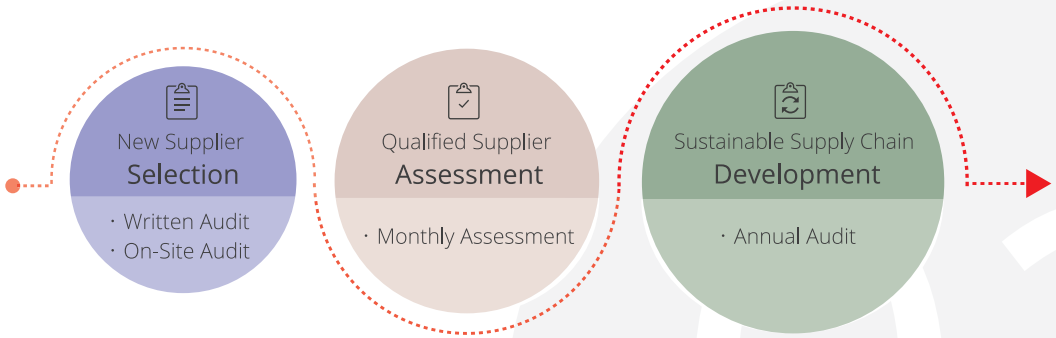
Askey, a leading network communications and electronics manufacturer, serves diverse brand clients through a broad, flexible product portfolio. This results in a varied supplier base, primarily sourcing raw materials such as main chips/general ICs, mechanical parts, modules, and packaging. In 2024, main chips/general ICs accounted for over 50% of total procurement value. By region, Taiwan, China, and Vietnam accounted for approximately 35%, 21%, and 44% of total transactions, respectively.



### Management Strategy

Askey believes that a company's sustainable development and steady growth must be built on a complete and responsible supply chain foundation. Therefore, we view our suppliers as key strategic partners and are committed to establishing long-term, trust-based, and mutually beneficial relationships with them.

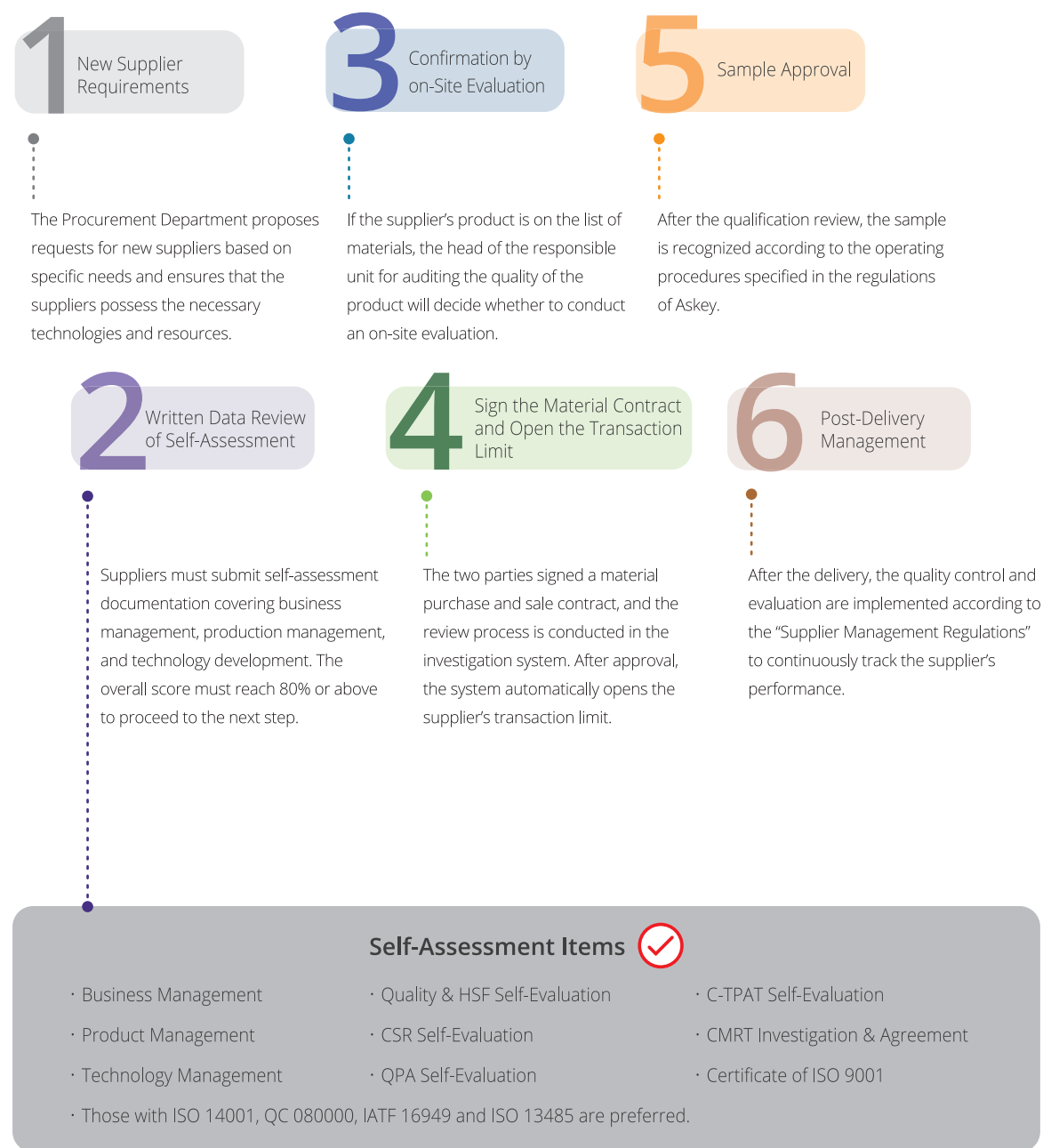
To ensure that suppliers meet the Company's standards in product quality, environmental protection, and corporate social responsibility, Askey has established a rigorous and transparent supplier management system, covering the selection of new suppliers and regular evaluations of existing ones. Through institutionalized management processes, we strengthen supply chain risk control and sustainability performance.



▲ Askey Supply Chain

## New Supplier Selection

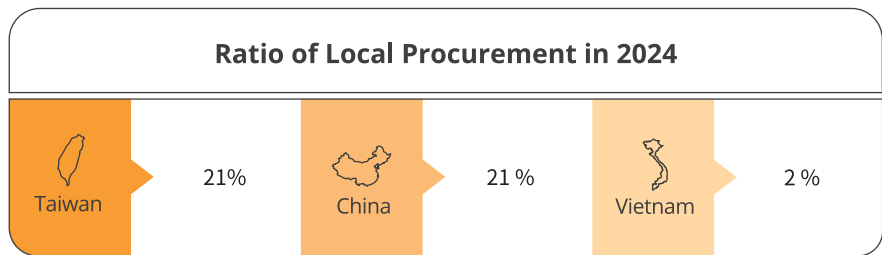
To ensure that suppliers meet the Company's operational needs and corporate social responsibility commitments, Askey has established a rigorous and systematic new supplier audit process. New suppliers must conduct a preliminary self-assessment covering product quality, price competitiveness, delivery performance, service efficiency, and technical support capabilities, and submit a written self-assessment report. Askey's internal units will conduct a preliminary review based on the report to identify potential suppliers for subsequent on-site audits.



▲ Process of New Supplier Selection

On-site evaluations are carried out according to the Company's standard operating procedures and audit checklists. In addition to assessing production capacity and quality management systems, the audit also includes sustainability indicators, such as environmental management, labor and human rights, occupational health and safety, ethical practices, and legal compliance, in order to implement responsible supply chain management. In 2024, a total of 48 new suppliers were introduced. Among them, 16 electronic and mechanical component suppliers successfully completed both the CSR written self-assessment and the on-site evaluation, achieving a 100% pass rate. The remaining suppliers were assessed according to existing evaluation procedures and incorporated into the supplier management system.

Askey continues to promote a local procurement strategy, aiming to enhance supply chain autonomy and operational resilience while maintaining cost-effectiveness. In 2024, local procurement rates at factories in Taiwan and China remained generally consistent with the previous year. For the newly established Vietnam facility in 2023, local supply chain development is still in the early stages. As such, it currently relies mainly on existing suppliers from Taiwan and China. In the future, we will continue to increase the proportion of local procurement, and enhance the accessibility and flexibility of the regional supply chain by expanding partnerships with local vendors.



## Existing Suppliers Evaluation

To ensure that the products and services they deliver meet the necessary standards and to facilitate the selection and management of superior suppliers, we have implemented the "Supplier Management Regulations" to consistently focus on our pre-existing qualified suppliers. An assessment is carried out by accountable and pertinent departments, including R&D, procurement, supply guarantee, and others, on evaluation criteria, including quality, delivery time, and technology. The evaluation results are communicated with each supplier and internal relevant units through the B2B system to ensure that they meet the Company's standard and identify potential risks.



Based on the assessment results, grades A, B, C, D are assigned, and corresponding management regulations are formulated and implemented for each grade. For suppliers rated C or D in the monthly evaluation, the Company's internal responsible units follow up on their improvement reports, and apply control through adjusting the procurement proportion or finding alternative suppliers. It hoped that the routine and regular monitoring and audit can maintain good collaborative relationships and improve the bilateral operational efficiency and collaboration performance. In 2024, 64.3% of suppliers were rated Grade A, 35.6% Grade B, and one Grade C supplier submitted a corrective action plan. No suppliers were rated Grade D or had their cooperation canceled.

| Assessment Type  | Assessment Items   | Assessment Result   |
|--|--|---|
| 1<br>• Monthly Assessment  | 2<br>• Quality<br>• Technique<br>• Delivery<br>• Price<br>• Response | 3<br>• Class A 90 ↑ (479 qualified suppliers)<br>• Class B 70-90 (265 qualified suppliers)<br>• Class C 60-70 (0 supplier)<br>• Class D 60 ↓ (0 supplier) |
| Management approach  |  |   |
| • If it is eligible, priority procurement is available.  |  |   |
| • Encouraging ongoing improvement.   |  |   |
| • For the month → provide improvement report.<br>• 3 consecutive months → propose improvement plan report and perform field quality coaching depending on situation.<br>• 5 consecutive months → disqualify suppliers without affecting production operation.<br>• Annual priority audit subject.                          |  |   |
| • For the month → propose improvement plan report and perform field quality coaching depending on situation.<br>• 2 consecutive months → perform field quality coaching and perform on-site review within a week after improvements.<br>• 3 consecutive months → disqualify suppliers.<br>• Annual priority audit subject. |  |   |

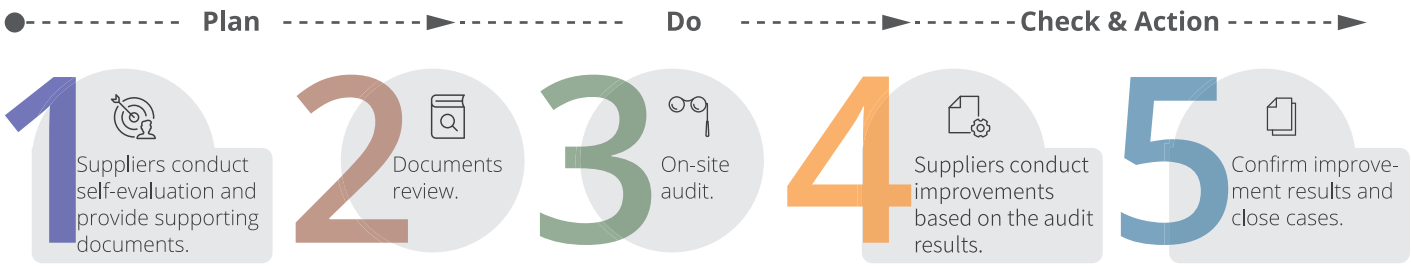
Sustainable Supply Chain Development

We are committed to improving the risk management capabilities and overall competitiveness of the supply chain and to promoting stable and win-win sustainable strategic partnerships. To strengthen supply chain governance, we conduct annual supplier audits through the B2B system, selecting audit targets at the end of each year and formulating an annual audit plan covering key areas, such as product quality, process capability, and corporate social responsibility (CSR). If any non-compliance is identified during the audit process, the supplier is required to submit a specific and feasible improvement plan along with supporting documentation.

In 2024, we planned to conduct 40 CSR on-site audits for existing suppliers and successfully completed 37, achieving a completion rate of 93%. Through multi-stage validation — self-assessment, document review, and on-site inspection — we effectively assess how suppliers manage and implement practices in economic, environmental, and social aspects. We work collaboratively with partners to improve our performance, reduce the potential ESG risks, and create the positive and lasting sustainable impact.

To promote sustainable supply chain development, Askey has established a “Supplier Code of Conduct” based on international standards. The Code covers the labor rights, the occupational health and safety, the environmental protection, business ethics, and management systems, and is publicly published on the supplier platform as a basis for cooperation between both parties. To ensure effective implementation of the Code, we require all key suppliers to sign a “Social Responsibility Commitment”, reinforcing transparency and accountability in supply chain management.

In 2024, with carbon reduction as a central focus, we hosted a “Supplier Carbon Reduction Promotion Conference”, inviting numerous partners to participate. The event emphasized the environmental responsibilities of the supply chain and communicated the parent company's long-term vision of achieving net zero emissions by 2050. We aim to establish a shared understanding with suppliers, enhance cooperation efficiency and carbon management capabilities, and work together toward achieving full-scope net zero goals.



▲ Process of CSR Audit



▲ Proportion of CSR Audit Findings

| Number of Supplier on-site Audits (including CSR-Oriented Audits) |      |     |  |
|---|------|-----|--|
| Number of Planned Projects  | 2022 | 82  |  |
|   | 2023 | 63  |  |
|   | 2024 | 40  |  |
| Number of Actual Projects   | 2022 | 46  |  |
|   | 2023 | 41  |  |
|   | 2024 | 37  |  |
| Completion Rate   | 2022 | 56% |  |
|   | 2023 | 65% |  |
|   | 2024 | 93% |  |

## Management of Conflict

We value human rights and are committed to not using conflict minerals sourced from regions affected by armed conflict or illegal mining. We support the Responsible Minerals Initiative (RMI) and require our suppliers to provide conflict minerals investigation reports to ensure that all minerals used in our supply chain come from legitimate and certified smelters.

When selecting new suppliers, the Company requires them to complete a conflict minerals survey and sign a “Commitment to Non-Use of Conflict Minerals.” We regularly review and monitor suppliers’ use of raw materials based on the latest CMRT and EMRT templates published by RMI. If a supplier is found to be non-compliant with relevant requirements, Askey will immediately suspend cooperation and request corrective action to uphold supply chain transparency and compliance.

In 2024, Askey completed 14 conflict minerals investigations at the request of customers. All results met the management standards set by both the Company and its clients. Moving forward, we will continue to strengthen cooperation with suppliers, strive to eliminate the use of conflict minerals, actively fulfill our corporate social responsibility, promote a legal and fair trade environment, and prevent all forms of inhumane treatment and exploitation.

## Askey Conflict Minerals Statement

Askey does not use - or support the use - of metals and minerals coming from conflict areas and / or illegal procurement.

Those materials include Gold (Au), Tantalum (Ta), Tin (Sn), Tungsten (W) and Cobalt (Co). ASKEY's suppliers are also required to refuse using metals from conflict areas.



## Management Process of Conflict Minerals

### Conflict Minerals Commitment

Askey Conflict Minerals Statement

### Survey of Minerals Source

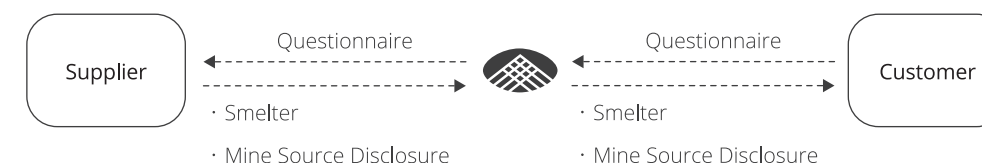
Commitment  
Questionnaire

### Conflict Minerals Commitment

· Askey has expressed its conflict minerals management requirement through the Company's website and annual supplier meetings.

### Survey of Minerals Source

· Suppliers are required to sign a letter of commitment to comply with Askey's conflict minerals management requirement.  
· Conduct supplier surveys by the Conflict Minerals Reporting Template (CMRT) to identify the source of smelters.



3.1 Green Operation

3.2 Green Service



CHAPTER

3

Environmental  
Symbiosis

環境共存











# 3.1 Green Operation

## Management Approaches of Major Issues: Compliance

### Business Operations and Pollution

|   |  |
|---|--|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>• Pollution prevention and resource management reduce environmental impact.</li><li>• Regulatory compliance boosts the Company efficiency and strengthens sustainability.</li></ul>  |
|  <b>Policy</b>                   | EHS Policy   |
|  <b>Action</b>                   | <ul style="list-style-type: none"><li>• Establish an environmental management system by applying the P-D-C-A management cycle model to effectively reinforce environmental management and enhance environmental quality.</li><li>• Emissions data disclosure shows environmental transparency.</li></ul> |
|  <b>Evaluation</b>               | Government Check / Third-Party Audit   |
|  <b>Target</b>                   | <ul style="list-style-type: none"><li>• 0 Major Environmental Violation Incidents</li><li>• Achieved RE10 across All Global Operational Sites</li></ul>  |
|  <b>Corresponding GRI Topics</b> | <ul style="list-style-type: none"><li>• GRI 2-27 Compliance with Laws and Regulations</li><li>• GRI 306 Waste</li></ul>  |

As a company grows in scale, so does its environmental responsibility. Askey is committed to environmentally friendly production processes, actively fulfilling its duties in pollution prevention and waste reduction, while promoting the efficient and responsible use of limited resources. Through the engagement and commitment of all employees, we demonstrate our dedication to environmental protection.

To prevent pollution and reduce the environmental impact of our operations, products, and services, Askey has established an Environmental Management System (EMS) in accordance with the ISO 14001 international standard. In addition to regularly monitoring compliance with applicable environmental laws, regulations, and obligations, the Company enhances environmental performance through standardized procedures, continuous improvement goals, and periodic environmental performance reviews, following the Plan-Do-Check-Act (PDCA) cycle to strengthen environmental management and improve overall environmental quality.

In 2024, the Company did not incur any major environmental violations resulting in losses or compensation exceeding NT\$1 million. During the reporting period, only one case occurred at the China facility, where changes in partitioning and usage of certain areas did not meet current fire safety regulations. The issue was rectified in accordance with the regulations and officially closed. Relevant management measures continue to be reinforced.

- Comply with the relevant environmental safety laws and regulations, and obtain the necessary environmental safety permits and reports.
- Enhance the control of pollution sources and minimize the impact of production processes on environment by reducing waste in the manufacturing process.
- Strive to pollution prevention and continuous improvement, energy conservation and resource recycling.
- Emphasize the management and requirements of air quality, water resources, waste, chemicals and noise.
- Comply with all applications regulations and client requirements to prohibit or limit the inclusion of specific substances in products and manufacturing processes.
- Set company-wide greenhouse gas reduction targets, improve energy efficiency and increase the proportion of renewable energy used.
- Avoid or minimize the impact of operations on biodiversity and ecosystem services.
- Identify, evaluate, and manage potential hazards of machinery, equipment and workplaces, and provide appropriate safety equipment and personal protective equipment.
- Identify and assess manual labor-intensive work, introduce optimal manufacturing processes, and improve the operating environment.
- Establish an effective accident investigation, reporting mechanism and emergency response procedures, strengthen the fire prevention management system, and protect the safety and health of employees.
- Implement environmental and safety management training and promotion to enhance the environmental and safety awareness of all employees.
- Strive to communicate internal factories and externally to publicize the environmental and safety management system and policies.
- Human-oriented and encourage our employees to consult and participate related activities.



#### ▲ Environmental, Health, and Safety Policy

03



• Energy and GHG Management

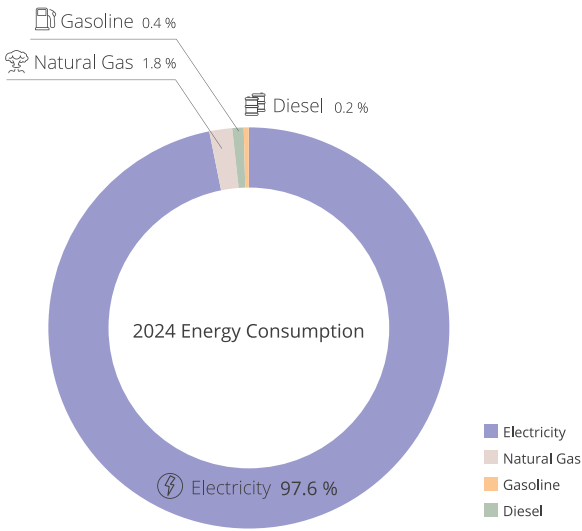
Energy Consumption

Askey's internal energy use primarily comes from fuels (e.g., gasoline, diesel, natural gas) and electricity for office and plant operations. In 2024, total energy consumption was 145,809.9 GJ, with electricity making up nearly 98%, the main energy source. Energy intensity stood at about 623 GJ per NT\$100 million in revenue, reflecting a strong link between energy use and operations. To boost energy efficiency and reduce environmental impact, the Company promotes energy-saving measures and renewable energy adoption, aiming to enhance performance and move toward low-carbon, sustainable operations.

| Energy                              |                                    | Unit | 2022      | 2023      | 2024      |
|-------------------------------------|------------------------------------|------|-----------|-----------|-----------|
| Electricity                         | Externally procured, non-renewable | MWh  | 36,917.5  | 30,619.5  | 34,624.5  |
|                                     |                                    | GJ   | 132,903.0 | 110,230.0 | 124,648.3 |
|                                     | Self-produced and used, renewable  | MWh  | 3,304.3   | 5,035.1   | 4,902.8   |
|                                     |                                    | GJ   | 11,895.5  | 18,126.4  | 17,650.0  |
| Diesel                              |                                    | kL   | 0.6       | 37.1      | 9.1       |
|                                     |                                    | GJ   | 21.9      | 1,304.0   | 320.1     |
| Gasoline                            |                                    | kL   | 13.6      | 18.1      | 19.2      |
|                                     |                                    | GJ   | 445.5     | 589.9     | 627.3     |
| Natural gas                         |                                    | kM³  | 114.3     | 72.0      | 76.6      |
|                                     |                                    | GJ   | 3,827.7   | 2,411.4   | 2,564.2   |
| Consumption of Non-Renewable Energy |                                    | GJ   | 137,198.1 | 114,535.3 | 128,159.9 |
| Consumption of Renewable Energy     |                                    | GJ   | 11,895.5  | 18,126.4  | 17,650.0  |

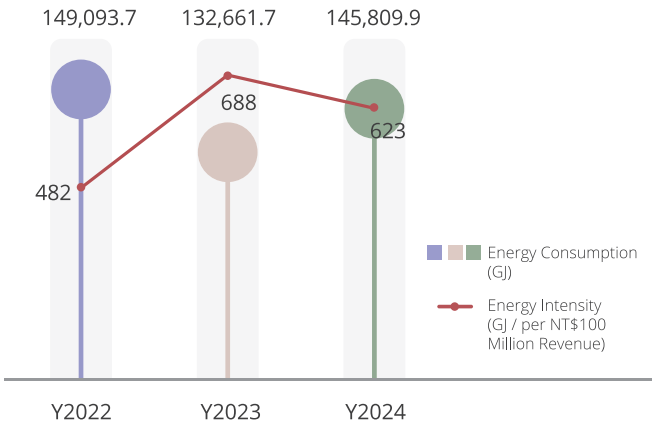
Conversion

- 1 kWh = 3.6 MJ
- 1L Gasoline = 32.65 MJ
- 1L Diesel = 35.16 MJ
- 1M³ Natural Gas = 8,000 Kcal; 1 Kcal = 4,186 J
- The subsidiary Askey Communication SAS & Askey International Corp. was not included in the statistics as it was unable to quantify its energy use.

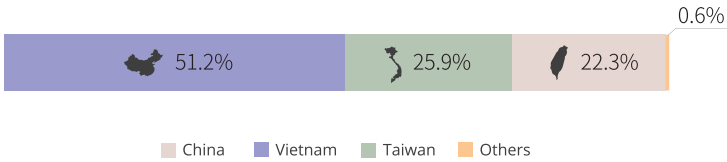


| Regions            | Electricity (GJ) | NaturalGas (GJ) | Diesel (GJ) | Gasoline (GJ) | Total    | %      |
|--------------------|------------------|-----------------|-------------|---------------|----------|--------|
| Taiwan             | 32,506.6         | -               | 10.5        | 11.0          | 32,528.2 | 22.31% |
| Wujiang, China     | 71,326.8         | 2,564.2         | 254.9       | 569.7         | 74,715.7 | 51.24% |
| Bac Ninh, Vietnam  | 37,695.3         | -               | 54.7        | -             | 37,749.9 | 25.89% |
| Yang Xu (Shenzhen) | 595.0            | -               | -           | -             | 595.0    | 0.41%  |
| Yang Xu (Wuhan)    | 166.7            | -               | -           | -             | 166.7    | 0.11%  |
| Brazil             | 8.0              | -               | -           | 46.5          | 54.4     | 0.04%  |

▲ Energy Consumption



▲ Energy Intensity



▲ Energy Consumption per Region

GHG Inventory

Since the third quarter of 2023, under the guidance of a professional consulting team, Askey has gradually introduced the international standard GHG Protocol to comprehensively implement greenhouse gas inventory and quantitative management, covering all subsidiaries with operational control. Through employee training, data collection, and analysis, we systematically enhance the Group’s carbon management capabilities, ensure that operating procedures at all sites align with international standards, and effectively identify the major sources of environmental impact. In 2024, the Company’s total Scope 1 and Scope 2 carbon emissions amounted to approximately 19,499 metric tons of CO<sub>2</sub>e, with around 93% attributed to electricity usage. Since the commissioning of solar power generation equipment at the Wujiang facility in China in June 2022, the Company has further reduced its emission intensity, achieving a result of 83.4 metric tons of CO<sub>2</sub>e per NT\$100 million in revenue. To ensure the accuracy of emissions data and the feasibility of reduction targets, Askey commissions a third-party organization annually to verify its inventory results. In the future, we will continue to promote the adoption of energy-saving technologies and expand the use of renewable energy, laying a solid foundation for achieving the long-term target of net zero emissions by 2050.

| Scope Category | Unit                      | 2022        | 2023        | 2024        | 2030 Targets          | 2024 Implementation Results |
|----------------|---------------------------|-------------|-------------|-------------|-----------------------|-----------------------------|
| Scope 1        | Tons of CO <sub>2</sub> e | 1,765.7485  | 1,697.0361  | 1,258.7689  | 50% less than in 2021 | 27% less than in 2021       |
| Scope 2        |                           | 20,614.8683 | 16,584.4342 | 18,240.5510 |                       |                             |
| Total          |                           | 22,380.6168 | 18,281.4703 | 19,499.3199 |                       |                             |

| Scope 3                                    | Unit                      | 2022           | 2023           | 2024         | 2030 Targets          | 2024 Implementation Results |
|--|---------------------------|----------------|----------------|--------------|-----------------------|-----------------------------|
| Procurement of Goods and Services          | Tons of CO <sub>2</sub> e | 560,772.2155   | 724,298.3821   | 666,831.5507 | 30% less than in 2021 | 49% less than in 2021       |
| Capital Goods                              |                           | 1,237.0030     | 1,931.0295     | 3,856.8897   |                       |                             |
| Upstream Fuels and Energy                  |                           | 4,342.4600     | 3,658.9191     | 2,165.8552   |                       |                             |
| Upstream Transportation                    |                           | 1,632.2249     | 860.7568       | 3,697.5140   |                       |                             |
| Operational Waste                          |                           | 127.4589       | 131.0992       | 104.8819     |                       |                             |
| Business Travel                            |                           | 311.0395       | 797.8562       | 1,365.9072   |                       |                             |
| Employee Commute                           |                           | 1,287.2219     | 1,206.3215     | 3,287.8893   |                       |                             |
| Upstream Leased Assets                     |                           | 256.6886       | 182.7940       | 56.0261      |                       |                             |
| Downstream Transportation and Distribution |                           | 857.0527       | 572.0443       | 1,261.4378   |                       |                             |
| Processing of Sales Products               |                           | 299.9433       | 179.8748       | 1.6193       |                       |                             |
| Sales Products Used                        |                           | 666,604.5025   | 404,955.9621   | 194,185.9244 |                       |                             |
| Terminal Processing of Sale Products       |                           | 115.9681       | 67.6489        | 55.2537      |                       |                             |
| Downstream Leased Assets                   |                           | 340.2868       | 440.2468       | 421.5844     |                       |                             |
| Franchising                                |                           | -              | -              | -            |                       |                             |
| Investment                                 |                           | -              | -              | -            |                       |                             |
| Total                                      |                           | 1,238,067.1216 | 1,139,282.9353 | 877,292.3338 |                       |                             |

• Yr2021 baseline emissions: 26,820.45 tCO<sub>2</sub>e for Scope 1 & 2, and 1,738,894.39 tCO<sub>2</sub>e for Scope 3.  
• There are no franchising-related activities, so no inventory disclosure is made; investments are calculated by the parent company ASUSTEK based on the consolidated financial statements.

Carbon Disclosure and Reduction

Since 2015, Askey has actively participated in the Carbon Disclosure Project (CDP) and, in line with its commitment to information transparency, publicly discloses annual greenhouse gas emissions and reduction outcomes. In the 2024 CDP ratings, the Company received a B rating for Climate Change and an A- for Water Security, demonstrating outstanding performance and international recognition in environmental sustainability management. In response to climate change, Askey has adopted 2021 as its base year to establish a clear carbon reduction roadmap. We aim to reduce Scope 1 and Scope 2 emissions by 50% and Scope 3 emissions by 30% by 2030. Additionally, the Company plans to achieve 50% renewable energy usage (through manufacturing or procurement) of total electricity consumption by 2035, improving energy efficiency and driving green transformation. The ultimate goal is to achieve net zero carbon emissions by 2050, actively supporting global climate action. Askey is also an active participant in the SBT (Science Based Targets) project led by its parent company, ASUS, and accelerates emission reduction efforts through government subsidy programs. We will continue to implement energy-saving measures, enhance energy efficiency across all facilities, and work closely with supply chain partners to jointly pursue the vision of corporate carbon neutrality.

| Facility       | Type of Category          | Description of Measures  | Power Generation (kWh / Year) | Carbon Reduction (Tons / Year) |
|----------------|---------------------------|--|-------------------------------|--------------------------------|
| Wujiang, China | Solar Energy Installation | Completed the installation of solar power generation equipment in June 2022 and put it into use. | 4,902,791                     | 3,042.1818                     |

| Facility          | Type of Category  | Description of Measures  | Electricity Savings (kWh / Year) | Carbon Reduction (Tons / Year) |
|-------------------|---|--|----------------------------------|--------------------------------|
| Bac Ninh, Vietnam | Optimization of Energy Saving for Air Conditioning System | Use high-efficiency motors and inverters, and adjust the operating speed according to the actual load to reduce unnecessary energy consumption.  | 643,968                          | 281.5060                       |
|                   |   | The cooling fan system is activated according to the external temperature. When the temperature is below 30°C, the automatic deceleration or partial shutdown is implemented to effectively prevent energy waste.  | 112,320                          | 49.0999                        |
|                   |   | The water temperature of the ice water cooling system is dynamically adjusted according to the time and temperature. If the water temperature of the ice machine is increased by 1°C at night, the system efficiency will be improved by about 3-5%, further reducing the overall electricity consumption and improving the energy management performance. | 140,400                          | 61.3749                        |
|                   | Lighting Renovation                                       | Traditional lighting equipment has been fully replaced with high-efficiency LED fixtures, each saving approximately 20W of electricity while maintaining the same brightness.  | 179,712                          | 78.5598                        |

▲ Energy-Saving and Carbon Reduction Measures

• Environmental Impact

Water Resource Management

The water used by Askey comes from a single source — tap water supplied by the local water utility. No groundwater, surface water, or seawater is used. No process wastewater is generated during operations; only domestic wastewater is produced, primarily from drinking, washing, toilet use, and ice machine cooling. All domestic wastewater is discharged into designated sewage treatment systems in accordance with local regulations. A reputable third-party testing agency is commissioned annually to conduct water quality testing, ensuring that operational activities do not negatively impact the environment.

Given the nature of Askey's industry, water usage is primarily for employee needs and air conditioning systems, resulting in a relatively low dependence on water resources. However, in light of potential water scarcity risks posed by climate change, Askey closely monitors external water supply stability and internal water demand, and actively promotes water-saving and efficiency improvement measures to minimize potential operational impacts.

Additionally, none of Askey's operational sites are located in ecological or water resource protection zones. Throughout the product manufacturing and service delivery process, Askey conducts no activities that negatively impact biodiversity, and remains committed to preserving the integrity of natural ecosystems, avoiding adverse environmental effects.

| Item                      | Unit | 2022    | 2023    | 2024    |
|---------------------------|------|---------|---------|---------|
| Total Water Withdrawal    | Tons | 252,480 | 244,113 | 235,244 |
| Total Water Discharge     |      | 227,232 | 219,702 | 211,720 |
| Total Water Consumption   |      | 25,248  | 24,411  | 23,524  |
| Recycled and Reused Water |      | 2,021   | 2,869   | 9,455   |

- Water Withdrawal: Estimated via floor area allocation (Taiwan) or based on water bills (other sites).
- Water Discharge: Assumed to be 90% of withdrawal, accounting for evaporation and losses.
- Water Consumption: Calculated as withdrawal minus discharge.
- Water Reuse: Reclaimed from concentrate and AC condensate at China and Vietnam sites to reduce freshwater use.




▲ Water Resource Usage for the Last Three Years

Waste Management

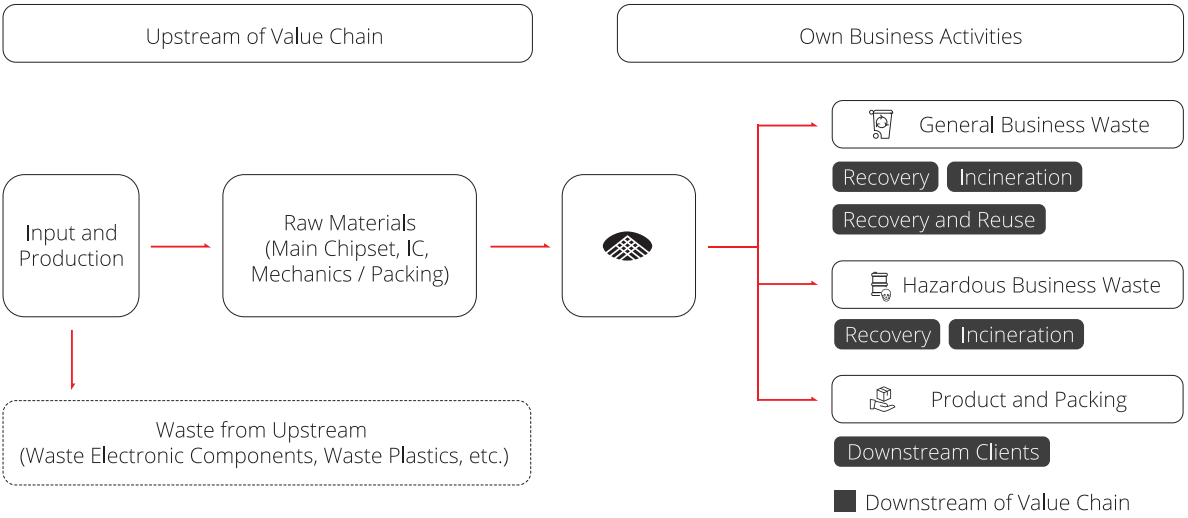
Waste management is an important environmental issue for companies, in general. Askey adheres to the management principle of “reduction in production and recycling of resources for reuse” for the industrial waste produced in the production and service processes. Low-polluting raw materials are effectively used in the manufacturing process, and the proportions of recovery and reuse of waste are improved to reduce the negative impact on the environment caused by the Company's activities, products and services.

The wastes produced by Askey are mainly divided into two categories, general business waste and hazardous business waste. The general business wastes include employees' domestic wastes and business wastes. The hazardous business wastes include waste activated carbon, waste cleaning solution and others. Askey adopts strict control measures for wastes generated from the manufacturing and service processes to ensure that they can be properly and safely disposed of while meeting the regulatory requirements properly, safely disposed of while meeting the regulatory requirements, and reducing the environmental burden. Appropriate classification and management measures are taken to improve the reusability and value of resources. The management of each operating base is responsible for all the wastes within each base. Waste management companies with a qualified environmental protection permission are entrusted with the removal and disposal of wastes in accordance with the law, and need to provide proof.

At the same time, we adhere to the waste management principle of "waste reduction and resource recycling." On top of that, we try to minimize the waste output at manufacturing. In Wujiang, China, we also adopt reverse recycling of packaging for raw materials from the upstream suppliers to help them improve the repeated use of packaging materials and reduce the amount of one-time use. These measures achieve the goals of energy conservation, carbon reduction and protection of the Earth. With our efforts in the reverse recycling of packaging materials, a total of 178.7 tons of packaging materials were recycled in 2024 to demonstrate the Company's continuous efforts to improve environmental performance.

| Region   | Type      | Method             | Weight (Tons) |         | Description  |
|--|-----------|--------------------|---------------|---------|--|
|  |           |                    | 2023          | 2024    |  |
|  Taiwan   | General   | Recovery           | 35.0          | 56.6    | Plastic, waste PCB, iron, paper, etc.                                |
|  |           | Incineration       | 326.9         | 262.0   | Domestic wastes, industrial wastes, etc.                             |
|  |           | Recovery and Reuse | 4.0           | 4.5     | Packaging material for incoming materials.                           |
|  China    | General   | Recovery           | 68.3          | 69.6    | Corrugated fiberboard, soft plastic, scrap metal, pallets, etc.      |
|  |           | Incineration       | 540.7         | 580.0   | Domestic waste.  |
|  |           | Recovery and Reuse | 135.2         | 174.2   | Packaging material for incoming materials.                           |
|  | Hazardous | Incineration       | 2.5           | 4.7     | Waste activated carbon, waste cleaning solution, etc.                |
|  Vietnam | General   | Recovery and Reuse | 51.1          | 1,298.7 | Wood pallets, cardboard boxes, PET trays, waste plastic rolls, etc.  |
|  |           | Incineration       | 22.8          | 193.6   | Industrial waste, domestic waste.                                    |
|  | Hazardous | Incineration       | 0.2           | 1.0     | Oil-Contaminated waste, waste activated carbon, waste solvents, etc. |
|  |           | Others             | 0.1           | 1.6     | Waste Fluorescent Lamps.   |
|  |           | Recycling          | -             | 27.4    | Waste electronic equipment, parts and components, tin dross, etc.    |

- Taiwan Area: Municipal waste weight is estimated based on the Ministry of Environment's daily per capita generation, average workforce, and working hours. Other general industrial waste is weighed using truck or crane scales by certified contractors.
- China Facility: Municipal waste weight is estimated based on daily collection volume. Other general and hazardous industrial waste is weighed using truck scales by certified contractors.
- Vietnam Facility: Certified contractors handle waste collection. Trucks are weighed at a scale station when reaching 6-7 tons; if not full, individual weighing is done on-site.



▲ Waste-Related Significant Impact Process

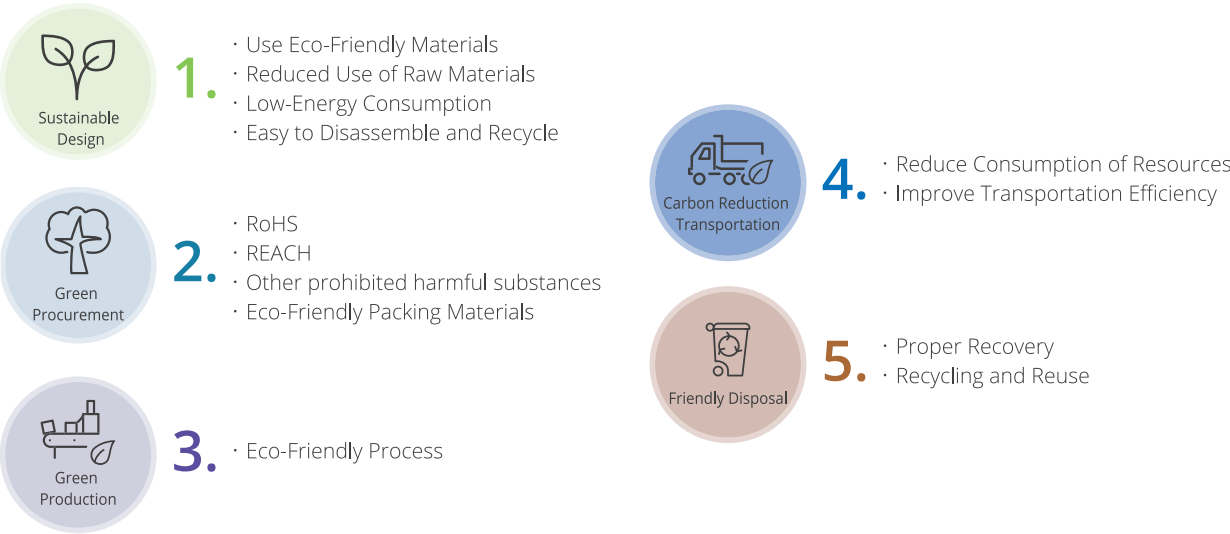
▲ Amount of Waste Generated



# 3.2 Green Service

As a member of the corporate citizenship, we are committed to the operating mission of protecting the green environment of the earth. Faced with the crisis of increasingly scarce global resources and worsened climate change impacts, no matter from the perspective of life cycle, incorporate the concepts of sustainable design and environmental friendliness into the production and service processes. The goal is to prolong product life, improve the application efficiency and recycling rate, reduce environmental impacts. To strictly control the use of harmful substances, protect the health and safety of end-users, provide corporate ecological protection, and fulfill our social responsibility to care for the earth.

Since 2023, The Company has been committed to reducing the environmental impact across the full product lifecycle. It has supported brand clients in completing carbon footprint verifications for designated router models. As of 2024, four models have successfully undergone this process and have all been verified by TÜV Rheinland in accordance with the ISO 14067:2018 international standard. By providing accurate and transparent carbon footprint data, the Company not only enables clients to make reliable low-carbon choices and achieve their ESG goals, but also demonstrates significant progress in low-carbon management and sustainable development.



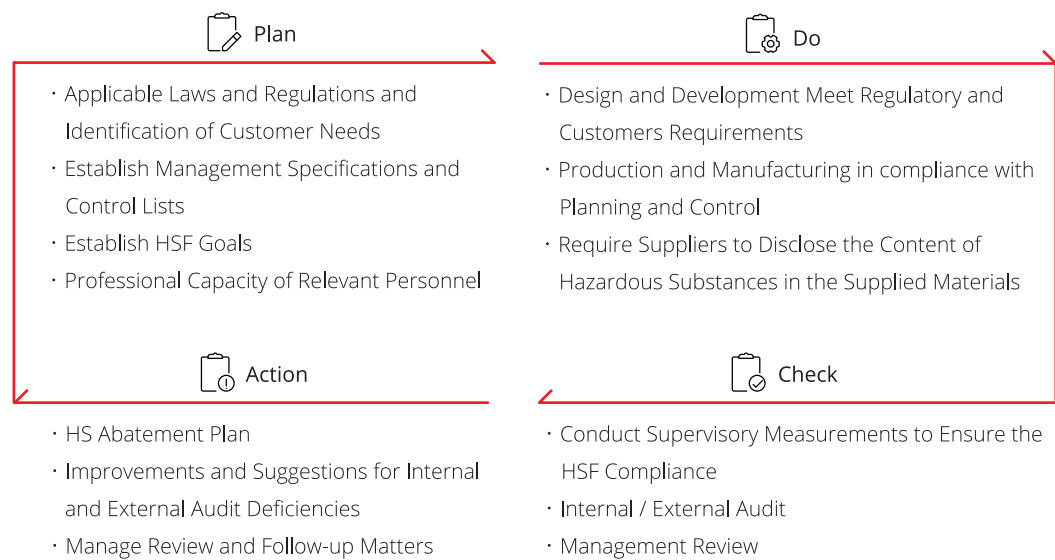
## Sustainable Design

Askey clearly knows that products manufactured by enterprises may cause great impacts to the environment; therefore, green designs are adopted as the main concept for product planning. In addition to satisfying customer needs, plans are also considered from the “how to reduce environmental burden” perspective for them to have low power consumption, as well as easily dismantled resources that can be recycled or reused. The Company also ensures that the parts and packaging materials used for all products, which are complied with the clients’ requirements for harmful substances and international environmental protection standards, so that sustainable consumption and production modes can be regarded as the Company’s vision of sustainable development, offering the friendliest protection of the Earth’s environment.



• **Green Procurement and Production**

Since 2007, Askey has implemented the IECQ QC 080000 Hazardous Substance Process Management System to ensure systematic and process-based control of hazardous substances. This approach ensures compliance with global environmental standards throughout all stages of product design, development, production, and shipment. To further promote green procurement and manufacturing, environmental considerations are integrated at the early stages of product development. Through a comprehensive green management mechanism, Askey connects all aspects of the supply chain to implement a green procurement strategy and ensure effective execution of sustainable manufacturing practices.

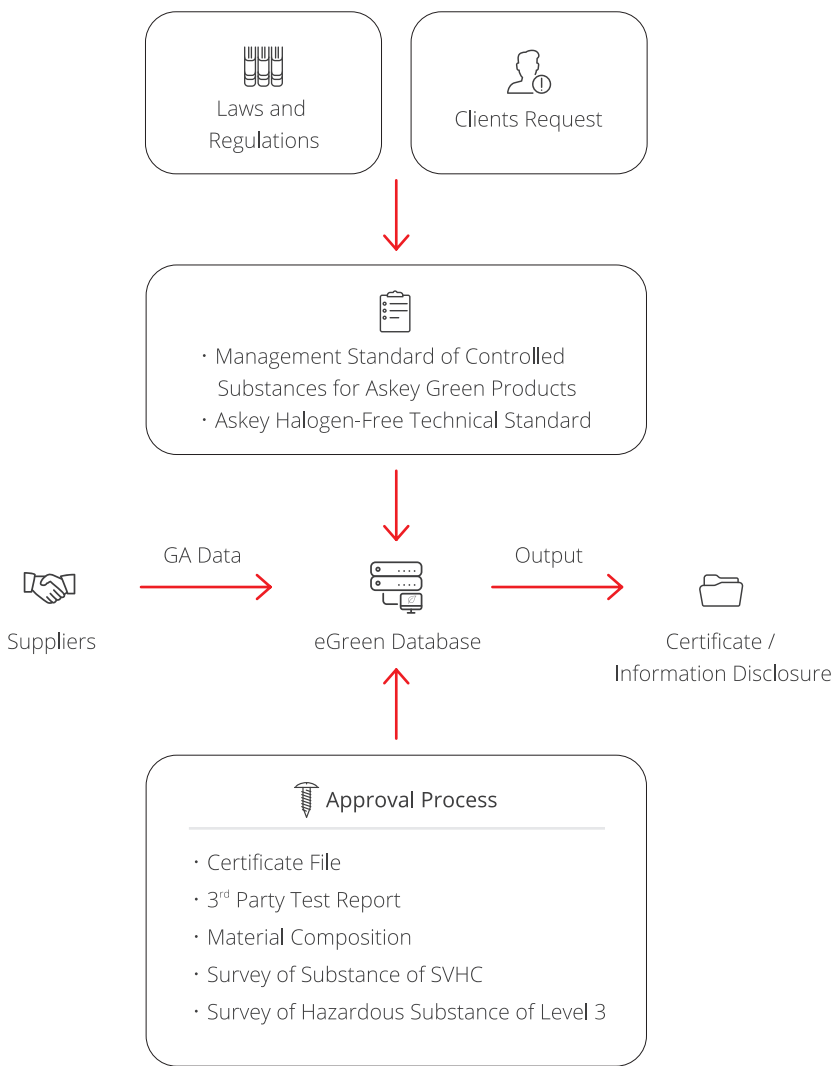


▲ Hazardous Substance Process Management

**Green Procurement**

All suppliers of green components are required to submit a Letter of Guarantee, third-party test reports, and material composition information. These documents must be reviewed and approved by the Green Product Management team before the components can be used. Through the eGreen system, departments such as R&D and Quality Assurance can access component composition and content control standards, and implement necessary control measures accordingly.

Askey has also established the “Askey Restricted Substances Management Specification,” which is regularly reviewed against international regulatory requirements and major customer substance control standards. The specification is updated as needed to remain aligned with evolving environmental regulations. Additionally, we proactively assess and inventory the green materials used, monitor potential substances of concern, and work closely with suppliers to identify eco-friendly, compliant alternatives. This ensures full compliance across the entire raw material supply chain.



▲ Green Material Approval Process

Green Production

To uphold the principle of environmental sustainability and reduce the environmental impact of product manufacturing, the Company has established a Hazardous Substance-Free (HSF) policy and objectives. A cross-functional HSF Committee has been formed to clearly define departmental roles and responsibilities. Through company-wide awareness and participation, we continuously enhance the effectiveness of hazardous substance management. Regular internal and external audits, along with management review meetings, ensure the effective operation of the HSF system. All production processes at Askey adopt lead-free manufacturing, and all equipment and tooling used comply with internal control requirements and are monitored as needed. Currently, all of our products meet RoHS compliance requirements.

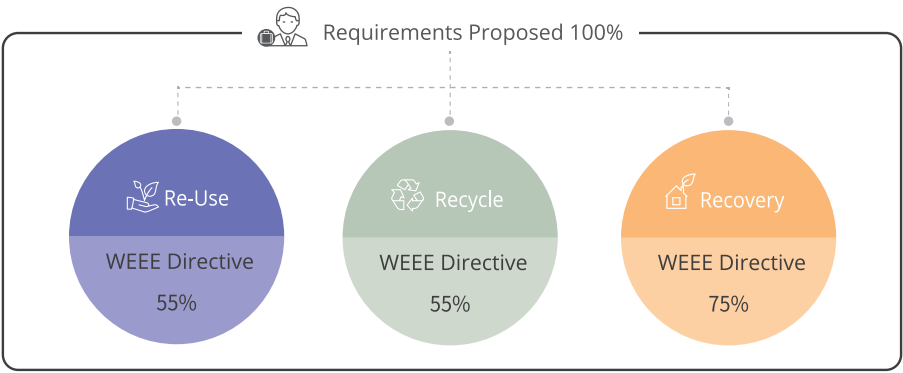
Carbon Reduction

We encourage our employees to use public transportation whenever possible during business trips. This not only saves energy but also helps reduce individual carbon footprints. Regarding the energy consumption and carbon emissions during product transportation, ASKEY closely collaborates with logistics partners to ensure that customer delivery times are not compromised. By consolidating shipments, optimizing cargo loads, and arranging the best routes, we not only enhance transportation efficiency and service quality but also significantly reduce energy consumption and carbon emissions. This measure not only reduces the burden on natural resources and mitigates environmental impact, but it also shortens the transportation time, thereby achieving the goal of saving operational costs and demonstrating the tangible economic benefits of green logistics.

Friendly Disposal

In order to improve the recovery and recycling rates of waste electronic and electrical equipment, and reduce the volume of final electronic waste, the Company has taken the design, manufacture and recycling of products from the perspective of life cycle into consideration for the reduction of environmental pollution and improvement of the reuse rate of resources. We follow the EU's Waste Electrical and Electronic Equipment Directive and meet customer needs by taking responsibility for proper recycling and reuse of electronic waste. We participate in local recycling systems in Germany and complete brand registration and place recycling marks on products. At the same time, we regularly monitor and report the weight of electronic and electrical equipment put into the markets.

Askey's products 100% meet the WEEE requirements. Through self-assessment in 2024, the rates of reuse, recycled and recovery exceeded the goals set by WEEE directive. We do hope reduce the impact on the ecological environment and fulfill the corporate responsibility to achieve sustainable environmental development.



• Reuse / Recycle utilization rate source of reference used:  
- Cost Elements of Recycling and the Design of Mobile Phones in the context of WEEE, Motorola, 2003.  
- Background Document on Recycling Waste from Computers, Randall Conrad & Assoc Ltd.,2000.  
- Recycling System for Printed Wiring Boards with Mounted Parts, NEC, 1998.

• The Recycling Rate is calculated by the maximum value suggested from the references above, e.g. PCBA 65%, LCD 70%, Plastic 90%, Metal 99%.



4.1 Recruitment and Training

4.2 Safe and Healthy Workplace

4.3 Social Participation and Contribution



## CHAPTER

# 4

## Social Sustainability

社會共好





# 4.1 Recruitment and Training

## Management Approaches of Major Issues: Compliance Labor-Management Communication

Impact Explanation

- Regulatory compliance helps maintain corporate reputation and operational stability, while violations may lead to fines, lawsuits, and reputational damage.
- Effective labor-management communication fosters a harmonious work environment, enhancing employee satisfaction and productivity; poor communication may cause disputes and disrupt operations.

Policy

Labor and Ethics Policy

Action

- Comply with labor laws to protect rights and foster positive labor relations.
- Hold regular labor-management meetings and provide open communication and grievance channels.

Evaluation

- Inspection by a competent authority.
- Employee Grievance

Target

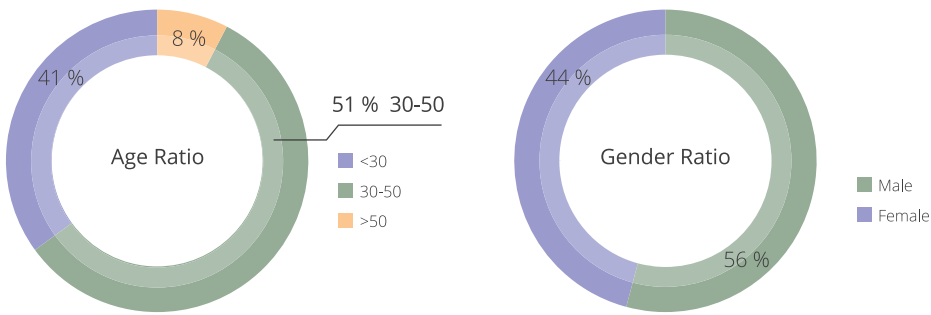
- 0 Major Labor Rights Violations.
- Zero Labor Dispute

Corresponding GRI Topics

- GRI 2-27 Compliance with laws and regulations
- GRI 401 Employment
- GRI 402 Labor / Management Relations
- GRI 405 Diversity and Equal Opportunity

We believe that employees are the foundation of Askey’s sustainable development. We continue to promote the growth and advancement of the Company with respect for human rights as a core principle, and we regard our employees as our most valuable asset. In every stage of human resource management — recruitment, employment, development, promotion, and retention — we uphold the principles of integrity and fairness, and are committed to creating a transparent and growth-oriented system.

We strive to foster a workplace that respects human rights, embraces diversity and inclusion, and promotes employee well-being. Through a comprehensive compensation and benefits system, along with ongoing training and development, we aim to strengthen employee engagement and sense of belonging. We believe that a workplace where employees feel valued and fulfilled will create sustainable, positive value for the Company, its people, and society.



### Workforce Analysis

Askey, founded 35 years ago, has expanded production sites to China and Vietnam. By December 2024, the Company had 5,211 official employees, with roughly one-third in each main region — Taiwan (31.3%), Wujiang, China (34.3%), and Bac Ninh, Vietnam (34.2%). Other regions accounted for 0.2%, plus 194 non-employee workers, including dispatched operators and outsourced staff such as cleaners, security, and food service personnel.

The workforce comprises 41% aged 30 or below, bringing innovation; 51% aged 30–50, contributing expertise and stability; and 8% aged 50 or above, many in leadership roles. We respect cultural diversity, uphold gender equality, and in 2024 women made up 44% of our workforce, reflecting our commitment to equal opportunities and women’s rights. Recruitment practices are inclusive, welcoming talent from diverse backgrounds, including persons with disabilities and minority groups, to foster a respectful, inclusive workplace that supports sustainable growth.

Official Employees



| Gender  | Type      | Contract  | Taiwan | China | Vietnam | Others | Total |
|---|-----------|-----------|--------|-------|---------|--------|-------|
| <br>Male   | Full Time | Permanent | 923    | 164   | 0       | 4      | 1,091 |
|   |           | Temporary | 11     | 792   | 1,010   | 0      | 1,813 |
|   | Part Time | Permanent | 0      | 0     | 0       | 0      | 0     |
|   |           | Temporary | 7      | 0     | 0       | 0      | 7     |
| Total   |           |           | 941    | 956   | 1,010   | 4      | 2,911 |
| <br>Female | Full Time | Permanent | 454    | 178   | 0       | 4      | 636   |
|   |           | Temporary | 227    | 652   | 774     | 0      | 1,653 |
|   | Part Time | Permanent | 0      | 0     | 0       | 0      | 0     |
|   |           | Temporary | 11     | 0     | 0       | 0      | 11    |
| Total   |           |           | 692    | 830   | 774     | 4      | 2,300 |

- Permanent Contract: Employees with open-ended (no fixed term) contracts.
- Temporary Contract: Employees with time-limited contracts, including part-time/interns, contract staff, foreign nationals, and migrant workers.
- Temporary Contract in China: Includes interns in six-month industry-academia programs, mainly in production departments. Interns are students from related fields such as computer science, electronics, or industrial robotics.
- Other Regions: Staff assigned to locations outside Taiwan, China, and Vietnam.

Workforce Structure per Gender and Age




| Gender | Age   | Taiwan | China | Vietnam | Others | Total |
|--------|-------|--------|-------|---------|--------|-------|
| Male   | <30   | 48     | 511   | 695     | 0      | 1,254 |
|        | 30-50 | 634    | 419   | 315     | 3      | 1,371 |
|        | >50   | 259    | 26    | 0       | 1      | 286   |
| Female | <30   | 81     | 334   | 493     | 0      | 908   |
|        | 30-50 | 495    | 487   | 280     | 1      | 1,263 |
|        | >50   | 116    | 9     | 1       | 3      | 129   |
| Total  |       | 1,633  | 1,786 | 1,784   | 8      | 5,211 |

▼ Workforce Structure per Position

| Gender  | Position Classification | Age   | Taiwan | China | Vietnam | Others | Total |
|---|-------------------------|-------|--------|-------|---------|--------|-------|
| <br>Male   | Management Position     | <30   | 1      | 22    | 10      | 0      | 33    |
|   |                         | 30-50 | 173    | 177   | 21      | 1      | 372   |
|   |                         | >50   | 129    | 4     | 0       | 1      | 134   |
|   | Non-Management Position | <30   | 47     | 489   | 685     | 0      | 1,221 |
|   |                         | 30-50 | 461    | 242   | 294     | 2      | 999   |
|   |                         | >50   | 130    | 22    | 0       | 0      | 152   |
| Total   |                         |       | 941    | 956   | 1,010   | 4      | 2,911 |
| <br>Female | Management Position     | <30   | 0      | 9     | 10      | 0      | 19    |
|   |                         | 30-50 | 44     | 143   | 30      | 0      | 217   |
|   |                         | >50   | 43     | 3     | 0       | 1      | 47    |
|   | Non-Management Position | <30   | 81     | 325   | 483     | 0      | 889   |
|   |                         | 30-50 | 451    | 344   | 250     | 1      | 1,046 |
|   |                         | >50   | 73     | 6     | 1       | 2      | 82    |
| Total   |                         |       | 692    | 830   | 774     | 4      | 2,300 |

- Management Position: Cover all levels from entry-level management to senior-level leaders, including entry-level supervisors, unit supervisors, middle-level supervisors, and senior executives.
- Non-Management positions: All other positions in the Company are classified as non-management positions. These positions focus on a specific area of expertise or technical work and do not involve team management. According to different major operating locations, non-management roles in Taiwan factories include professional, engineering, and professional staff; in China and Vietnam, non-management positions, engineering, and operator.

▼ Employment of Diverse Talents

| Region  | Type            | Headcount | Local Proportion |
|---|-----------------|-----------|------------------|
|  Taiwan  | Minority Groups | 20        | 1.2%             |
|   | Disabilities    | 11        | 0.7%             |
|  China   | Minority Groups | 34        | 2%               |
|   | Disabilities    | 0         | 0%               |
|  Vietnam | Minority Groups | 1,302     | 73%              |
|   | Disabilities    | 0         | 0%               |

- Ethnic Minorities: In Taiwan, this refers to Indigenous Peoples; in China, to non-Han ethnic groups; and in Vietnam, to non-Kinh ethnic groups.
- Although located in a predominantly Kinh area, the Bac Ninh plant primarily employs workers from northern mountainous regions of Vietnam, where ethnic minorities are prevalent. As a result, most employees belong to groups such as the Zhuang, Nung, Tay, Hmong (Miao), and Yao.

• Compensation and Benefits

Askey adheres to a people-oriented philosophy, viewing employees as the Company’s most valuable asset, and strives to attract and retain top talent to drive progress in key areas such as R&D and manufacturing.



To ensure mutual growth for employees and the Company, we provide a competitive compensation, benefits, and insurance system aligned with market benchmarks and talent competitiveness, helping employees balance work, family life, and well-being — thus cultivating a stable and rewarding work environment that creates long-term value.

Recruitment and Retention

We recruit talent based on operational needs and offer legally compliant and stable salaries, determined by job responsibilities, education, experience, skills, and qualifications. We are committed to a fair and inclusive culture, free from discrimination based on gender, age, race, nationality, religion, marital status, sexual orientation, or political beliefs. We strictly prohibit child labor, striving to ensure equal pay for equal work regardless of gender.

The Company has implemented a fair promotion mechanism and conducts performance reviews and evaluations every six months, assessing employees' core competencies and professional abilities as the basis for promotions, salary adjustments, and year-end bonuses. For employees requiring performance improvement, we establish targeted improvement plans and provide appropriate guidance and resources to support skill development and performance enhancement. When an employee submits a resignation request, the HR department arranges for the direct supervisor to conduct an exit interview to understand the reasons and provide support or retention efforts. In cases where job adjustments are required due to business changes, the Company prioritizes internal transfers through communication and counseling. If no suitable positions are available or the employee declines the transfer, termination is handled in accordance with Company policies.

▼ Ratios of Standard Entry Level Wage Compared to Local Minimum Wage

| Gender   | Type           | Taiwan | China | Vietnam |
|--|----------------|--------|-------|---------|
|  Male   | Direct Labor   | 1.04   | 1.06  | 1.45    |
|  | Indirect Labor | 1.04   | 1.06  | 1.45    |
|  Female | Direct Labor   | 1.04   | 1.06  | 1.45    |
|  | Indirect Labor | 1.04   | 1.06  | 1.45    |

- Entry level employee: Grade one worker such as operator, clerks, etc.
- Scope of salary statistics: Starting salary + fixed allowance.
- The minimum base salary is NTD 27,470 in Taiwan, CNY 2,490 in Wujiang, China, and VND 4,410,000 in Bac Ninh, Vietnam.

▼ Employee Turnover and Hiring Rate

| Male  |                     |                    |                         |                   |               |                     |                    |                         |                   |               | Male                |                    |                         |                   |               |
|-------|---------------------|--------------------|-------------------------|-------------------|---------------|---------------------|--------------------|-------------------------|-------------------|---------------|---------------------|--------------------|-------------------------|-------------------|---------------|
| Age   | Taiwan              |                    |                         |                   |               | China               |                    |                         |                   |               | Vietnam             |                    |                         |                   |               |
|       | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate |
| <30   | 48                  | 19                 | 40 %                    | 27                | 56 %          | 511                 | 2,021              | 395 %                   | 2,206             | 432 %         | 695                 | 1,573              | 226 %                   | 905               | 130 %         |
| 30-50 | 637                 | 71                 | 11 %                    | 136               | 21 %          | 419                 | 39                 | 9 %                     | 103               | 25 %          | 315                 | 592                | 188 %                   | 297               | 94 %          |
| >50   | 260                 | 17                 | 7 %                     | 45                | 17 %          | 26                  | 0                  | 0 %                     | 4                 | 15 %          | 0                   | 0                  | 0 %                     | 0                 | 0 %           |

| Female |                     |                    |                         |                   |               |                     |                    |                         |                   |               | Female              |                    |                         |                   |               |
|--------|---------------------|--------------------|-------------------------|-------------------|---------------|---------------------|--------------------|-------------------------|-------------------|---------------|---------------------|--------------------|-------------------------|-------------------|---------------|
| Age    | Taiwan              |                    |                         |                   |               | China               |                    |                         |                   |               | Vietnam             |                    |                         |                   |               |
|        | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate | Number of Employees | New Employee Hired | New Employee Hired Rate | Employee Turnover | Turnover Rate |
| <30    | 81                  | 13                 | 16 %                    | 37                | 46 %          | 334                 | 894                | 268 %                   | 821               | 246 %         | 493                 | 960                | 195 %                   | 514               | 104 %         |
| 30-50  | 496                 | 37                 | 7 %                     | 158               | 32 %          | 487                 | 25                 | 5 %                     | 77                | 16 %          | 280                 | 464                | 166 %                   | 233               | 83 %          |
| >50    | 119                 | 5                  | 4 %                     | 13                | 11 %          | 9                   | 1                  | 11 %                    | 3                 | 33 %          | 1                   | 0                  | 0 %                     | 0                 | 0 %           |

• Hiring Rate: Number of new employees in the same range of age and gender in the same area / Number of official employees in the same range of age and gender in the same area as of 12/31.

• Turnover Rate: Number of employees in the same range of age and gender in the same area who leave the job / Number of official employees in the same range of age and gender in the same area as of 12/31.

• The annual hiring and turnover rates for the Taiwan site include employees assigned to overseas locations.

Employee Benefits

Employees are key partners in Askey’s sustainable development and a driving force behind the Company’s growth. We are committed to creating a safe, healthy, and inspiring work environment where every employee can fully utilize their strengths and grow alongside the Company in a win-win relationship. In Taiwan, we have legally established an Employee Welfare Committee, composed of representatives from various departments who meet regularly to discuss welfare policies and organize activities, ensuring the system remains responsive to employee needs and operates with transparency. Beyond legally mandated protections, we offer group insurance, regular health check-ups, and other benefits to permanent employees in Taiwan, China, and Vietnam, enhancing their sense of security and belonging.

Through continuous workplace optimization and enhanced employee care, Askey was honored with the Gold Award in the Technology and Energy R&D Category at the 5th 1111 Job Bank “Happy Enterprise” Awards in 2024, standing out among more than 3,700 companies. This recognition affirms our efforts in fostering a friendly work environment and employee well-being, and reflects our “people-oriented” philosophy. Looking ahead, we will continue refining welfare programs, expanding diverse support and protections, and building a happy, balanced workplace that supports both professional and personal life.

Basic Benefits

- Performance bonus.
- Group insurance.
- Health checks.

- Wedding and funeral subsidy.
- Travel allowance.
- Birthday bonus, festivals gifts / bonus.

Legal Protection and Benefits

Taiwan

- National health insurance, labor insurance.
- Retirement reserve.
- Occupational accident insurance.
- Medical care unit and simple health measurement facility.
- Consultation with a resident physician.
- Parental leave, paternity and prenatal check-up leave, maternity leave.

China

- Social insurance.
- Housing provident fund.
- Annual leave.
- Prenatal check-up leave, maternity leave.
- Lactation leave, childcare leave.
- Care leave.
- Only-child parental care leave.

Vietnam

- Social insurance.
- Prenatal check-up leaves, maternity leave.
- Childcare allowance.

Retirement Insurance

We value employees' retirement planning and long-term security, and provide comprehensive retirement systems in line with the labor laws of each operational location.

In Taiwan, we follow both the Labor Standards Act and the Labor Pension Act, offering a dual-track pension system. For employees under the old system, we regularly assess the adequacy of retirement reserves. For those under the new system, the Company contributes 6% of monthly insured salary to the employee's personal pension account with the Bureau of Labor Insurance. Employees may also make voluntary contributions to enhance their retirement savings. In China and Vietnam, Askey complies with local regulations by providing social insurance and making full monthly contributions to ensure employees receive stable retirement and social protection. Beyond mandatory insurance, we also provide group commercial insurance for all employees, covering accidental death, disability, and medical expenses, offering additional protection for employees and their families, and strengthening their sense of security and well-being.

| Items   |          | Taiwan  | China             | Vietnam          |
|---|----------|---|-------------------|------------------|
| Pension Contribution as a Percentage of Salary  | Employer | Old Pension System: 2%<br>New Pension System: 6%  | 16 %              | 17.5 %           |
|   | Employee | Old Pension System: 0%<br>New Pension System: 0-6%  | 8 %               | 8 %              |
| Retirement Plan                                 |          | Old Pension System: Statutory Retirement Accounts<br>New Pension System: Individual Retirement Accounts | Pension Insurance | Social Insurance |
| Employee Participation Rate in Retirement Plans |          | 100 %   | 100 %             | 99.89 %          |

· As of December 31, two employees in Bac Ninh, Vietnam, were exempt from social insurance contributions, as they worked less than 14 days, according to Article 85, Clause 3 of the Social Insurance Law.

Parental Leave

We value work-life balance and gender equality. In Taiwan, we provide parental support measures in line with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Childcare, enabling employees to balance career and caregiving responsibilities. All eligible staff, regardless of gender, may take unpaid parental leave until the child turns three, for up to two years without affecting labor rights. Upon expiration, employees may request reinstatement to their original positions or be reassigned based on personal and family needs. In 2024, 4 male and 13 female staff applied for unpaid parental leave, with a reinstatement rate of 59% and a retention rate of 50%.

The unpaid parental leave system currently applies only in Taiwan, while in China and Vietnam, leave and benefits follow local labor laws. Looking ahead, the Company will continue to meet the diverse needs of employees across regions and work toward a family-friendly workplace that supports both professional and personal well-being.


| Gender | Application Status  |  | Reinstatement Status   |   | Return to Work Rate | Number of People Retained  |  | Retention Rate |
|--------|---|--|--|---|---------------------|--|--|----------------|
|        | No. of Employees Eligible for Parental Leave without Pay in 2024. | No. of Employees Applied for Parental Leave without Pay in 2024. | No. of Employees Expected to Return to Work after Parental Leave without Pay in 2024 (A) | No. of Employees Actually Returned to Work after Parental Leave without Pay in 2024 (B) |                     | No. of Employees Returned to Work after Parental Leave without Pay in 2023 (C) | No. of Employees Reinstated after Parental Leave in 2023 and was still with the Company after 1 Year (D) |                |
| Male   | 38  | 4  | 6  | 3   | 50 %                | 2  | 0  | 0%             |
| Female | 24  | 13   | 11   | 7   | 64 %                | 6  | 4  | 67%            |


· Return to work rate: B/A.  
· Retention rate: D/C.


Diverse Communication Channel


Askey values employee voices and fosters an open, transparent, and safe communication environment through regular labor-management meetings, forums, and direct channels such as grievance mailboxes, hotlines, and anonymous reporting. These measures ensure confidentiality, encourage pressure-free feedback, and build workplace trust.


All reports are strictly protected, with whistleblower identities kept confidential. Any threats, intimidation, or retaliation are referred to judicial authorities to safeguard rights and ensure a fair reporting mechanism.


Diverse Communication Channels

Labor-management meetings.

Suggestion Boxes on Each Floor.

Complaint Mailbox.

Complaint Hotline.

Employee Care Hotline.



• Talent Development



Askey firmly believes that exceptional talent is the cornerstone of sustainable business development. With a core philosophy of "Diverse Talent Development," we design a wide range of systematic training programs aimed at unlocking employee potential, strengthening professional skills, and enhancing organizational effectiveness, all in pursuit of the Company's vision for sustainable growth.

The Company defines training directions aligned with corporate strategies based on core competencies, professional skills, and managerial competencies, while considering the annual training needs of each department. Every staff, throughout their career journey, is provided with a well-structured learning roadmap to receive systematic training and guidance, ensuring the transfer of professional knowledge and further enhancing overall work efficiency and quality.

In 2024, Askey accumulated a total of 71,251.4 training hours, with an average of 13.7 training hours per staff. By gender, male and female employees received an average of 13.9 hours and 13.4 hours of training, respectively. By job category, management and non-management employees received an average of 12 hours and 14 hours of training, respectively. This demonstrates the Company's commitment to providing fair and growth-oriented learning opportunities for different employee groups.

| Course Type                  | No. of Courses | No. of Trainees |
|------------------------------|----------------|-----------------|
| Newcomer Training            | 2,835          | 10,278          |
| Promotion Training           | 2              | 16              |
| Quality Training             | 140            | 532             |
| Professional Training        | 92             | 3,912           |
| Management Training          | 5              | 110             |
| Self-Improvement Training    | 69             | 661             |
| System Training              | 75             | 18,382          |
| Internal Instructor Training | 1              | 25              |
| Grand Total                  | 3,219          | 33,916          |





▲ Employee Training Course

|  |  Male |  Female |
|--|--|--|
| Total Training Hours for Management Position     | 5,615.46   | 4,262.68   |
| Average Training Hours                           | 10.4   | 15.1   |
| Average Training Hours                           | 12.0   |  |
| Total Training Hours for Non-Management Position | 34,802.46  | 26,570.82  |
| Average Training Hours                           | 14.7   | 13.2   |
| Average Training Hours                           | 14.0   |  |
| Total Training Hours                             | 71,251.4   |  |
| Average Training Hours                           | 13.9   | 13.4   |
| Average Training Hours                           | 13.7   |  |



▲ Training Effectiveness

# 4.2 Safe and Healthy Workplace

## Management Approaches of Major Issues : Occupational Health and Safety

|   |   |
|---|---|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>• A sound occupational health and safety system helps reduce workplace injuries, control labor costs, maintain attendance, and enhance operational efficiency.</li><li>• Employee injuries or fatalities may disrupt production, delay deliveries, impact customer satisfaction, and expose the Company to legal and financial risks.</li></ul> |
|  <b>Policy</b>                   | EHS Policy  |
|  <b>Action</b>                   | <ul style="list-style-type: none"><li>• Comply with relevant laws and regulations and implement occupational safety and health management.</li><li>• Regular risk assessments and effective control of potential risks.</li><li>• Health management and safety education &amp; training.</li></ul>  |
|  <b>Evaluation</b>               | Government Check / Third-Party Audit  |
|  <b>Target</b>                   | 0 Case for High-Consequence Work-Related Injuries   |
|  <b>Corresponding GRI Topics</b> | GRI 403 Occupational Health and Safety  |

## Management Approaches of Major Issues : Employee Rights, Diversity and Equality

|   |  |
|---|--|
|  <b>Impact Explanation</b>       | <ul style="list-style-type: none"><li>• Fair opportunities and workplace dignity enhance employee satisfaction, retention, and overall performance.</li><li>• Human rights violations may lead to labor disputes, talent loss, and significant damage to the company's reputation and brand image.</li></ul> |
|  <b>Policy</b>                   | Labor Ethics Policy  |
|  <b>Action</b>                   | A diverse grievance mechanism has been established to protect employees' rights to express opinions and file complaints.   |
|  <b>Evaluation</b>               | Employee Complaints  |
|  <b>Target</b>                   | <ul style="list-style-type: none"><li>• 0 Human Rights Violations Reported</li><li>• No Major Staff Rights-Related Complaints Were Reported</li></ul>  |
|  <b>Corresponding GRI Topics</b> | <ul style="list-style-type: none"><li>• GRI 406 Non-discrimination</li><li>• GRI 407 Freedom of Association and Collective Bargaining</li><li>• GRI 408 Child Labor</li><li>• GRI 409 Forced or Compulsory Labor</li></ul>   |

Askey committed to creating a safe, healthy, equal, and respectful work environment. We strictly adhere to human rights protection principles and prohibit all forms of discrimination and harassment. With prevention as our core, we continuously strengthen the occupational safety and health management system to effectively manage risks and safeguard the life, safety, and well-being of every worker.

We also promote a wide range of activities, from health initiatives to psychological support, enhancing overall employee wellness and helping staff find balance between work and life. We hope every employee can realize their full potential in a secure, inclusive, and supportive environment, advancing together toward a sustainable future.

- Occupational Health and Safety

We have fully implemented occupational safety and health management, and have established and continue to operate the ISO 45001 Occupational Safety and Health Management System at our Taiwan headquarters and our factories in China and Vietnam, in compliance with international standards. This system applies to all work activities at each site, covering all employees and contractors, and enhances workplace health and safety through systematic processes.

We place high importance on workplace safety and health. In accordance with ISO 45001 system requirements, we have established a hazard identification and risk assessment process. Each department regularly evaluates both routine and non-routine operations inside and outside plant areas to identify all potential hazards. All involved personnel receive relevant training and must pass assessments to ensure the professionalism and accuracy of evaluation results.

According to the 2024 hazard identification and risk assessment, improper chemical storage — leading to leakage, fire, or explosion — was identified as a high-risk factor. The Company mitigates such risks through clear control standards, regular safety inspections, and emergency response protocols, ensuring the protection of staff's lives and the safety and stability of the workplace.



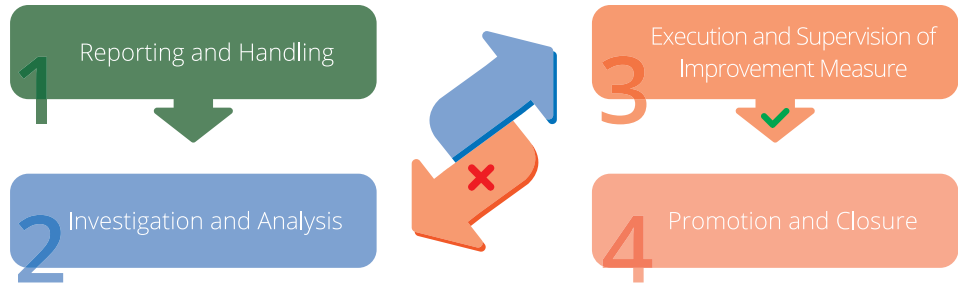
Participation, Consultation, and Communication

Askey actively promotes occupational safety and health management across all operational sites and have established a well-defined management structure with clear responsibilities to ensure a safe and healthy work environment for all employees.

In Taiwan, the Company has established a dedicated Labor Safety and Health Office responsible for planning and implementing occupational safety and health measures. We have also formed an Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Management Regulations. This committee includes department managers, safety and health personnel, and labor representatives. It convenes regularly to review, coordinate, and advise on workplace safety issues, thereby enhancing internal collaboration and risk control.

At our China facilities, an Environmental and Safety Committee has been set up under the Production Safety Law of the People's Republic of China, and employee participation in safety-related matters is actively promoted to enforce the right to know and the right to participate in operational safety. At our Vietnam facilities, an Environmental and Safety Committee has been established in accordance with the Vietnam Law on Occupational Safety and Health, ensuring that all safety management systems comply with local regulations and that workplace risk identification and control measures are effectively implemented. Askey highly values on employee communication and participation. In addition to regular committee meetings as a platform for communication, we have established clear reporting procedures and designated contact points for major occupational accidents, near misses, and potential hazards. These enable employees to promptly report concerns and ensure two-way communication, thereby improving overall responsiveness and transparency.

| Sites                           | Taiwan                                   | China                          | Vietnam                            |
|---------------------------------|--|--------------------------------|------------------------------------|
| Dedicated Unit                  | Occupational Safety and Health Committee | Environmental Safety Committee | Environmental and Safety Committee |
| Number of Committee Members     | 11                                       | 58                             | 13                                 |
| Number of Labor Representatives | 4  | 39                             | 1                                  |
| Meeting Frequency               | Quarter                                  | Monthly                        | Quarterly                          |



▲ Incident Investigation Process

Occupational Health and Safety Training


We continue to promote occupational safety, health training and education, aiming to increase safety awareness and response capabilities among all personnel, and to create a workplace with “zero major occupational accidents.”

For new employees, the Company provides introductory courses on workplace safety and health, fire prevention, and environmental safety awareness, helping them understand the operating environment, relevant protocols, and potential hazards to enhance their self-management and emergency response abilities.

For current staff, we regularly organize fire drills and refresher safety training to strengthen their emergency response skills and daily risk awareness.


Furthermore, depending on job nature and regulatory requirements, we arrange for licensed professionals to participate in required retraining programs. New personnel are also provided with job-specific safety and environmental training, based on organizational needs, to ensure up-to-date knowledge and reinforce our workplace safety culture.

For non-employee workers (e.g., outsourced cleaners, security personnel, and contractors), we conduct hazard awareness briefings and environmental safety training before manufacturing site entry. During their work time, safety supervision is maintained to ensure their compliance with safety standards and operational procedures, effectively preventing occupational incidents and ensuring the overall safety and health of the workplace.




New Employee Education and Training

Course content: EHS policy, emergency response, automatic inspection of operations, general knowledge of firefighting, first aid, etc.




General Employee Education and Training

Regularly conduct EHS awareness training for all employees.



Contractor Education and Training

Contractors must complete an application for construction before entering the plants. Askey also educates contractors on the hazards.









Personnel Qualification Training

Track the validity of the qualifications of professional certified environmental safety personnel, such as first aid personnel and special operators.

Occupational Injuries

In 2024, there were zero recordable occupational injuries. In the event of a workplace injury, the Company follows standard operating procedures to conduct incident investigations and root cause analyses, followed by the implementation of corrective actions by relevant departments to effectively reduce the risk of future injuries.

Additionally, no fatalities, serious injuries, or recordable occupational incidents were reported among dispatched workers, contractors, or other personnel during the year, reflecting the Company's ongoing commitment to improving and enforcing workplace safety management.

| Items  | Taiwan   |  | China  |  | Vietnam  |  |
|--|--|--|--|--|--|--|
|  |  Male |  Female |  Male |  Female |  Male |  Female |
| Death Toll   | 0  | 0  | 0  | 0  | 0  | 0  |
| Death Ratio  | 0  | 0  | 0  | 0  | 0  | 0  |
| Number of Serious Injuries                           | 0  | 0  | 0  | 0  | 0  | 0  |
| Ratio of Serious Injuries                            | 0  | 0  | 0  | 0  | 0  | 0  |
| Number of People in Recordable Occupational Injuries | 0  | 0  | 0  | 0  | 0  | 0  |
| Ratio of Recordable Occupational Injuries            | 0  | 0  | 0  | 0  | 0  | 0  |
| Work Hours   | 1,982,984.5  | 1,538,442.5  | 2,509,374.3  | 1,830,011.1  | 1,747,247.1  | 1,472,259.6  |

· High-consequence work-related injuries: Unable to recover to the state of prior to the injury within 6 months.

· The rate of recordable work-related injuries: The number of recordable work-related Injuries / total number of work hours x 200,000 (exclude commuting traffic accidents and minor injuries such as Band-Aid or surface scratch cases).

• Energetic Workplace

A respectful and inclusive workplace fosters a sense of belonging and well-being among employees, while a comfortable and high-quality work environment encourages vitality and personal growth. Askey complies with all relevant laws and regulations to safeguard employees' fundamental rights and interests. The company also promotes work-life balance and supports the physical and mental well-being of its workforce. Employees are encouraged to engage in activities that help relieve stress and enrich their lives beyond work, creating a positive environment where they enjoy being part of Askey and grow together with the company.



Human Rights Protection

Askey believes that human rights are a non-negotiable fundamental value. Everyone deserves equal treatment regardless of race, skin color, gender, or social class. We adhere to the Responsible Business Alliance (RBA) Code of Conduct and reference internationally recognized labor and human rights standards to formulate our Human Rights Policy. This policy is regularly reviewed and updated to ensure the creation of a dignified and respectful work environment and to prevent any form of human rights violations.

The Company is committed to the principle of equality, ensuring fairness in recruitment, compensation, promotion, and resource allocation, and strictly prohibits discriminatory practices. To protect staff rights, we have established multiple grievance channels (complaint hotline, sexual harassment prevention hotline and mailbox, suggestion boxes), allowing employees to freely report any suspected human rights violations or workplace harassment. Askey is committed to protecting the identity and rights of whistleblowers and shielding them from any form of retaliation.

We also conduct regular human rights risk assessments, focusing on high-risk areas, such as forced labor, recruitment practices, and working conditions. Where medium to high risks are identified, appropriate management actions are implemented to mitigate potential issues.

In terms of labor relations, the Company encourages and guarantees employees’ lawful freedom to establish, join, or abstain from joining unions or bargaining units, and promotes two-way communication through labor-management meetings and other channels. To respect staff’s religious beliefs, the Company provides dedicated spaces for religious activities and strives to foster a diverse and inclusive workplace culture.

Regarding employment practices, Askey explicitly prohibits all forms of forced labor, including coercion, confinement, debt bondage, and human trafficking. All work must be voluntary, and employees retain the right to freely terminate their employment. The Company routinely reviews the compliance of its supply chain to prevent collaboration with any supplier involved in forced labor. We strictly comply with child labor prevention regulations by verifying age during recruitment and ensuring no individuals under the legal minimum employment age are hired. As of 2024, no instances of child labor have occurred. For interns above the legal minimum working age but under 18, only lowrisk tasks are assigned, working hours are strictly controlled, adequate rest is ensured, and regular health checkups are provided.

In migrant worker management, Askey implements a “Zero Fee to Migrant Workers” policy, ensuring that foreign workers pay no brokerage or related fees during the recruitment and onboarding process in Taiwan, effectively mitigating risks of forced labor.

To enhance human rights awareness, training programs are actively conducted at our sites in Taiwan, China, and Vietnam. In 2024, a total of 6,156 participants completed training, with an average of 1.3 hours per person. Askey will continue to act on its human rights commitments and further strengthen its practices in accordance with the RBA Code of Conduct, ensuring the protection of all employees' basic rights and dignity.

Care and Protection for Foreign Migrant Workers

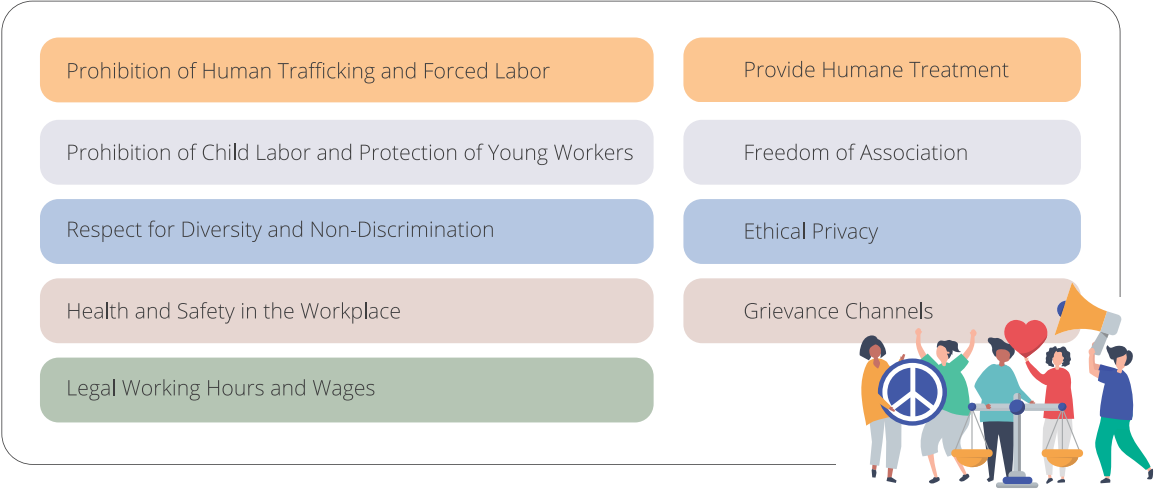
Askey is committed to creating a fair, respectful, and safe workplace, and to fulfilling our human rights protection promise. The Company's Zero Fee to migrant worker policy ensures that all foreign workers are not burdened with any agency or related fees during their employment journey to Taiwan, actively preventing forced labor and exploitation.

During the orientation training, we reinforce human rights awareness through orientation training and promote diverse communication platforms (such as dormitory suggestion boxes and migrant worker care meetings) to listen and respond to employee needs, establishing a transparent and trustworthy communication mechanism.

Health management includes regular and special health checkups, with pregnant migrant workers covered under a maternity care program that monitors their physical and mental well-being.

Dormitory standards are upheld to ensure safety, hygiene, and comfort, with 24-hour access and professional dormitory managers available to assist with daily matters. Routine inspections are conducted to proactively address any issues and ensure peace of mind in living conditions.

To ease commuting burdens, Askey provides free shuttle transportation for migrant workers. Through comprehensive systems and proactive communication, Askey continues to address migrant workers' needs, improving their work and living quality, and demonstrating our strong commitment to migrant rights.



▲ Labor Ethics Policy

Health Promotion

At Askey, staff well-being is at the heart of business management. We are committed to building a safe and healthy workplace. The Company offers a variety of health promotion programs and exceeds legal requirements by conducting regular health checkups. For employees in high-risk roles, preventive occupational disease screenings are provided, supported by a tiered health management system that includes consultations and follow-up care by licensed plant physicians. Each year, we host health seminars, blood donation drives, vaccination events, and physical fitness assessments, integrating a wide range of wellness resources to help employees reduce stress, raise health awareness, and achieve a better work-life balance — boosting both morale and productivity. In addition, the Company implements an Employee Assistance Program (EAP) that offers free, confidential services, including psychological counseling, legal and financial advice. This comprehensive support system helps employees cope with personal and professional challenges and enhances their overall quality of life and work.



▲ Diverse Health Care

4.3 Social Participation and Contribution

Askey believes that advancing together with society is a key to building a better future. We actively engage in community service, support the needs of the underprivileged, and collaborate with local residents to put sustainability into action, fostering a warmer and better society for all.



Sharing Joyful Moments: Askey's Warm Moments with the Elderly



Askey has been continuously caring for the elderly, visiting the Taihu New City of Suzhou, China for the past 10 years, and presenting them with gifts of care. We hope that this warmth and love can warm the hearts of the elderly, allowing them to feel the warmth and care of society.




Supporting the Future: Askey Compassionate Support Actions




Askey is committed to protecting vulnerable groups in society. Through regular donations to support social welfare organizations, we plant seeds of hope, allowing underprivileged children to have equal educational opportunities and creating more opportunities and possibilities for them.

- Party: Grants for the Social Welfare Department of New Taipei City Government
- Amount: NT\$50,000



A Charitable Choice: Autumn Gift Boxes that Share Love and Support



Every autumn, Askey chooses to order gift boxes by non-profit organizations as the preferred choice for Mid-Autumn Festival gifts. Through actual purchases, we provide tangible support to charitable organizations and share this act of kindness with customers and neighbors in the community, spreading the power of kindness throughout society.



- Organization Chart
  - Independent Assurance Opinion Statement
  - GRI Content Index
  - The UN Global Compact Index Table
  - Sustainability Disclosure Standards - Communications Network Industry
  - Information Restatements and Corrections
- 

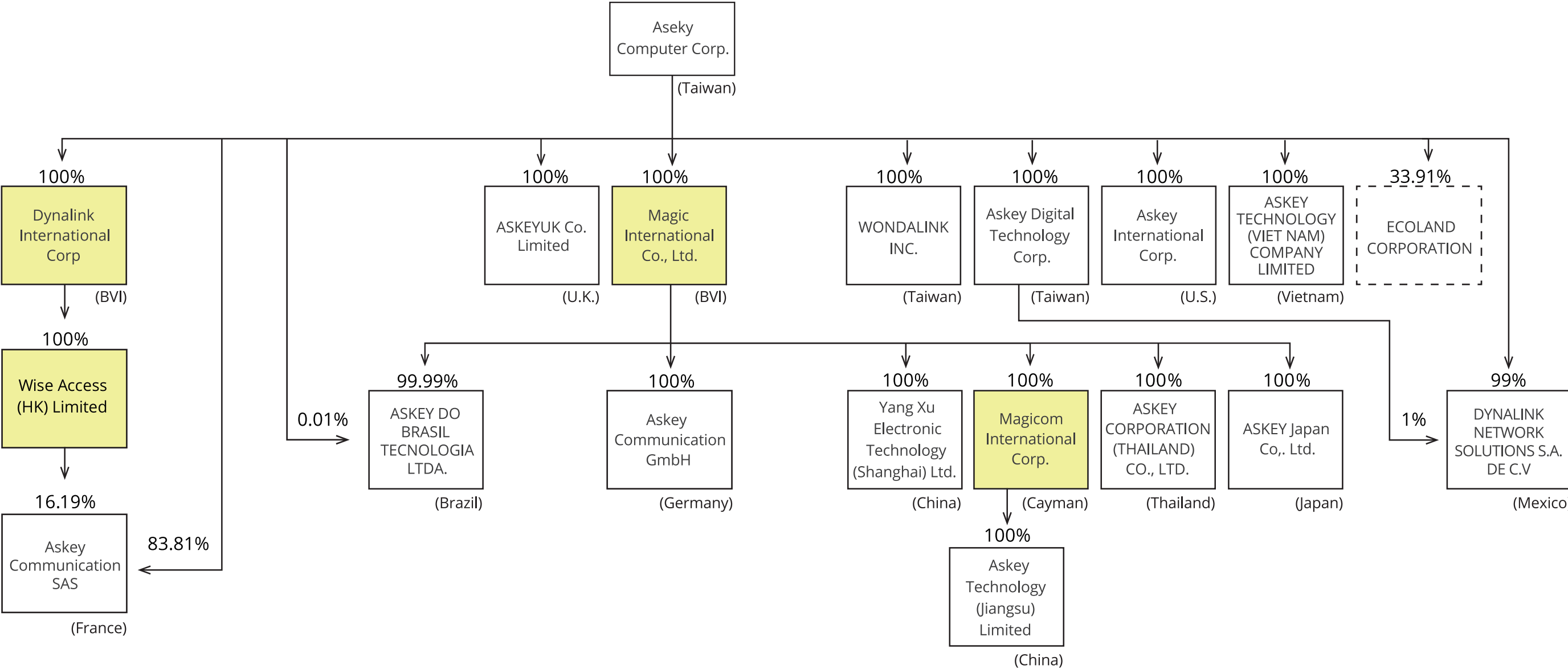


Appendices


# Appendices.

附錄

• Organization Chart







## Independent Assurance Statement

### Askey Computer Corp. 2024 Sustainability Report

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and Askey Computer Corp. (hereinafter referred to as Askey) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of Askey.

#### RESPONSIBILITIES

Askey is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and oversea operating locations in its sustainability report (hereinafter referred to as “the Report”) in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to Askey and its stakeholders in accordance with the described scope and method. This statement is for Askey use only and is not responsible for any other purpose.


#### SCOPE AND CRITERIA

The assurance scope of the agreement between Askey and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the “Askey Computer Corp. 2024 Sustainability Report” .
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating Askey’s compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating Askey’s relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
  - GRI Standards.

#### METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is





reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.

- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

#### CONCLUSION

##### ◆ AA1000 Accountability Principles

##### Inclusivity

Askey has identified stakeholders, understood the important information that stakeholders are concerned about, and accepted feedback from all parties on the company’s sustainable development expectations. Overall, the Report has demonstrated the concrete practice of the principle of inclusivity. In the future, the existing mechanism for identifying stakeholders and material topics will be continuously strengthened to collect and understand the reasonable expectations and interests of stakeholders.

##### Materiality

Askey has identified and rationally presented issues from a wide range of sources, providing the necessary capabilities and resources to plan, develop and implement material topics decision-making mechanisms, focusing on material topics of sustainable development. In the future, the material topics decision-making process will be continuously improved and integrated into the operational management process.

##### Responsiveness

Askey has implemented a stakeholder response mechanism, clearly announced various relevant policies, standards, codes, assessment targets, etc., communicated and engagement with stakeholders, and tried its best to implement management policies and monitor performance in line with stakeholders’ expectations. In the future, the depth and breadth of information disclosure will be continuously enhanced and comparability will be increased.



• GRI Content Index

|               |  |
|---------------|--|
| Terms of Use  | Askey has referred to the information quoted in the GRI Content Index of the GRI Universal Standards to compile the report dated from January 1 to December 31, 2024 |
| GRI 1 applied | GRI 1 Foundation 2021  |

GRI 2: General Disclosures 2021

| Disclosure Number                            | Disclosure Item   | Corresponding Chapter  | Remark |
|--|---|--|--------|
| The organization and its reporting practices |   |  |        |
| 2-1  | Organizational details  | 1.1 About Askey  |        |
| 2-2  | Entities included in the organization's sustainability reporting            | About this Report  |        |
| 2-3  | Reporting period, frequency and contact point                               | About this Report  |        |
| 2-4  | Restatements of information   | Information Restatement and Corrections                        |        |
| 2-5  | External assurance  | About this Report  |        |
| Activities and workers                       |   |  |        |
| 2-6  | Activities, value chain and other business relationships                    | 1.1 About Askey;<br>2.3 Supply Chain Management                |        |
| 2-7  | Employees   | 4.1 Recruitment and Training                                   |        |
| 2-8  | Workers who are not employees   | 4.1 Recruitment and Training                                   |        |
| Governance                                   |   |  |        |
| 2-9  | Governance structure and composition  | 1.3 Governance Structure                                       |        |
| 2-10   | Nomination and selection of the highest governance body                     | 1.3 Governance Structure                                       |        |
| 2-11   | Chair of the highest governance body  | 1.3 Governance Structure                                       |        |
| 2-12   | Role of the highest governance body in overseeing the management of impacts | 1.3 Governance Structure                                       |        |
| 2-13   | Delegation of responsibility for managing impacts                           | 1.3 Governance Structure                                       |        |
| 2-14   | Role of the highest governance body in sustainability reporting             | 1.3 Governance Structure                                       |        |
| 2-15   | Conflicts of interest   | 1.3 Governance Structure                                       |        |
| 2-16   | Communication of critical concerns  | 1.3 Governance Structure                                       |        |
| Strategy, policies and practices             |   |  |        |
| 2-22   | Statement on sustainable development strategy                               | 1.3 Governance Structure                                       |        |
| 2-23   | Policy commitments  | 2.3 Supply Chain Management;<br>4.2 Safe and Healthy Workplace |        |
| 2-24   | Embedding policy commitments  | 2.3 Supply Chain Management;<br>4.2 Safe and Healthy Workplace |        |
| 2-25   | Processes to remediate negative impacts                                     | 1.3 Governance Structure;<br>4.2 Safe and Healthy Workplace    |        |
| 2-26   | Mechanisms for seeking advice and raising concerns                          | 1.3 Governance Structure;<br>4.2 Safe and Healthy Workplace    |        |
| 2-27   | Compliance with laws and regulations  | 3.1 Green Operation;<br>4.1 Recruitment and Training           |        |
| 2-28   | Membership associations   | 1.1 About Askey  |        |
| Stakeholder engagement                       |   |  |        |
| 2-29   | Approach to stakeholder engagement  | 1.4 Stakeholder Engagement                                     |        |

GRI 3: Material Topics 2021

| Disclosure Number | Disclosure Item                      | Corresponding Chapter      | Remark |
|-------------------|--------------------------------------|----------------------------|--------|
| 3-1               | Process of determine material topics | 1.4 Stakeholder Engagement |        |
| 3-2               | List of material topics              | 1.4 Stakeholder Engagement |        |
| 3-3               | Management of material topics        | 1.4 Stakeholder Engagement |        |

GRI 3: Material Topics 2021

| Disclosure Number  | Disclosure Item   | Corresponding Chapter          | Remark   |
|--|---|--------------------------------|--|
| 201: Economic Performance 2016                             |   |                                |  |
| 201-1  | Direct economic value generated and distributed   | 2.1 Business Overview          |  |
| 201-3  | Defined benefit plan obligations and other retirement plans   | 4.1 Recruitment and Training   |  |
| 201-4  | Financial assistance received from government   | 2.1 Business Overview          |  |
| 205: Anti-corruption 2016                                  |   |                                |  |
| 205-3  | Confirmed incidents of corruption and actions taken   | 1.3 Governance Structure       |  |
| 306: Waste 2020  |   |                                |  |
| 306-1  | Waste generation and significant waste-related impacts  | 3.1 Green Operation            |  |
| 306-2  | Management of significant waste-related impacts   | 3.1 Green Operation            |  |
| 306-3  | Waste generated   | 3.1 Green Operation            |  |
| 308: Supplier Environmental Assessment 2016                |   |                                |  |
| 308-1  | New suppliers that were screened using environmental criteria   | 2.3 Supply Chain Management    |  |
| 401: Employment 2016                                       |   |                                |  |
| 401-1  | New employee hires and employee turnover  | 4.1 Recruitment and Training   |  |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | 4.1 Recruitment and Training   |  |
| 401-3  | Parental leave  | 4.1 Recruitment and Training   |  |
| 402: Labor / Management Relations 2016                     |   |                                |  |
| 402-1  | Minimum notice periods regarding operational changes  | -                              | In the event that some employees must be terminated in the face of major operational changes, the Company will comply with the laws and regulations of each operating location and notify relevant personnel in advance. |
| 403: Occupational Health and Safety 2018                   |   |                                |  |
| 403-1  | Occupational health and safety management system  | 4.2 Safe and Healthy Workplace |  |
| 403-2  | Hazard identification, risk assessment, and incident investigation  | 4.2 Safe and Healthy Workplace |  |
| 403-3  | Occupational health services  | 4.2 Safe and Healthy Workplace |  |
| 403-4  | Worker participation, consultation, and communication on occupational health and safety                       | 4.2 Safe and Healthy Workplace |  |
| 403-5  | Worker training on occupational health and safety   | 4.2 Safe and Healthy Workplace |  |
| 403-6  | Promotion of worker health  | 4.2 Safe and Healthy Workplace |  |
| 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | -                              | The organization's operations, products, or services have no direct major negative impacts on occupational safety and health.  |
| 403-9  | Work-related injuries   | 4.2 Safe and Healthy Workplace |  |
| 405: Diversity and Equal Opportunity 2016                  |   |                                |  |
| 405-1  | Diversity of governance bodies and employees  | 4.1 Recruitment and Training   |  |
| 406: Non-discrimination 2016                               |   |                                |  |
| 406-1  | Incidents of discrimination and corrective actions taken  | -                              | No occurrence of related incidents   |
| 407: Freedom of Association and Collective Bargaining 2016 |   |                                |  |
| 407-1  | Operating locations or vendors that may be at risk of free association and group negotiations                 | 4.2 Safe and Healthy Workplace |  |
| 408: Child Labor 2016                                      |   |                                |  |
| 408-1  | Operating locations and vendors at significant risk for incidents of child labor                              | 4.2 Safe and Healthy Workplace |  |
| 409: Forced or Compulsory Labor 2016                       |   |                                |  |
| 409-1  | Operating locations and vendors at significant risk for incidents of forced or compulsory labor               | 4.2 Safe and Healthy Workplace |  |



| Disclosure Number                    | Disclosure Item  | Corresponding Chapter       | Remark        |
|--------------------------------------|--|-----------------------------|---------------|
| 414: Supplier Social Assessment 2016 |  |                             |               |
| 414-1                                | New suppliers that were screened using social criteria                                       | 2.3 Supply Chain Management |               |
| 418: Customer Privacy 2016           |  |                             |               |
| 418-1                                | Substantiated complaints concerning breaches of customer privacy and losses of customer data | -                           | No Violations |

• The UN Global Compact Index Table

| Category        | Ten Principles  | Reference Chapter              |
|-----------------|---|--------------------------------|
| Human Rights    |   |                                |
|                 | Businesses should support and respect the protection of internationally proclaimed human rights.                        | 4.2 Safe and Healthy Workplace |
|                 | Make sure that they are not complicit in human rights abuses.   | 4.2 Safe and Healthy Workplace |
| Labor           |   |                                |
|                 | Businesses should uphold the freedom of association and the effective recognition of the right to collectively bargain. | 4.2 Safe and Healthy Workplace |
|                 | The elimination of all forms of forced and compulsory labor.  | 4.2 Safe and Healthy Workplace |
|                 | The effective abolition of child labor.   | 4.2 Safe and Healthy Workplace |
|                 | The elimination of discrimination in respect of employment and occupation.  | 4.2 Safe and Healthy Workplace |
| Environment     |   |                                |
|                 | Businesses should support a precautionary approach to environmental challenges.   | 3.1 Green Operation            |
|                 | Undertake initiatives to promote greater environmental responsibility.  | 3.1 Green Operation            |
|                 | Encourage the development and diffusion of environmentally friendly technologies.                                       | 3.2 Green Service              |
| Anti-Corruption |   |                                |
|                 | Businesses should work against corruption in all its forms including extortion and bribery.                             | 1.3 Governance Structure       |

• Sustainability Disclosure Standards - Communications Network Industry

| No. | Indicator   | Indicator Categories    | Annual Disclosure Status   |
|-----|---|-------------------------|--|
| 1   | Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy.                                      | Quantitative            | • Total energy consumption: 145,809.9 GJ<br>• Percentage of purchased electricity (purchased electricity / total electricity consumption): 88%<br>• Renewable energy usage rate (green power / total electricity consumption): 12%                 |
| 2   | Total water intake and total water consumption.   | Quantitative            | • Total water intake: 235,244 cubic meters.<br>• Total water consumed: 23,524 cubic meters.  |
| 3   | Weight of hazardous waste generated and percentage recycled.  | Quantitative            | • Hazardous waste weight: 34.7 tons.<br>• 100% of hazardous industrial waste is disposed of by qualified contractors in accordance with the law.   |
| 4   | Describe the type, number, and percentage of occupational accidents.  | Quantitative            | The number of occupational accidents, number of people affected, and percentage of total accidents are all 0.  |
| 5   | Disclosure of product life cycle management: including the weight of scrapped products and electronic waste, and the percentage of recycling. | Quantitative            | The business model is a B2B model, in which the customer is responsible for the end-of-life product and electronic waste recycling responsibility. Therefore, this indicator information collection is not applicable.                             |
| 6   | Description of the management of risks related to the use of critical materials.  | Qualitative Description | Pay close attention to market trends and industry dynamics to identify potential factors that may affect supply chain stability, and communicate with them regularly to keep abreast of the operating status in a timely manner and prevent risks. |
| 7   | Total monetary losses as a result of legal proceedings associated with the anti-competitive practices ordinance.                              | Quantitative            | Total loss of money NT\$0.   |
| 8   | Main production volume of major products by product type.   | Quantitative            | See “2.1 Business Overview” - product operating revenue ratio.   |

• The UN Glo

| Corresponding Chapter   | 2023 Sustainability Report Page Numbers | Explanation  |                |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|---|---|--|----------------|--------------|--------|---------------|---|---------|---------------------------|------------|--------------|------------|--------------------|-------------|---|-------------|----------|-------------|--------------|-------------|--------------------|-------|---|-----------|--------------|-----------------------------------|---------------------------|--------------------|--------------|--------------|---------------|-----------|--------------|------------|---------------------------|------------|------------|------------|-------------------------|------------|------------|----------|-------------------|----------|----------|----------|-----------------|----------|----------|----------|------------------|------------|------------|------------|------------------------|----------|----------|----------|--|------------|----------|----------|------------------------------|---------|----------|----------|---------------------|--------------|--------------|--------------|--------------------------------------|----------|----------|---------|--------------------------|----------|----------|----------|-------------|---|---|---|------------|---|---|---|-------|----------------|----------------|----------------|
| About this Report   | P. 04                                   | The reporting period was incorrectly stated and should be corrected as follows: The previous version was published in June 2023, the current version is set for June 2024, and the next version is expected in July 2025.  |                |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| 3.1 Green Operation   | P. 55                                   | <p>The greenhouse gas emissions data for 2021-2023 has been revised following third-party verification, as outlined below.</p> <table><tr><th>Scope Category</th><th>Unit</th><th>2021</th><th>2022</th><th>2023</th></tr><tr><td>Scope 1</td><td rowspan="3">Tons of CO<sub>2</sub>e</td><td>1,919.5134</td><td>1,765.7485</td><td>1,697.0361</td></tr><tr><td>Scope 2</td><td>24,900.9385</td><td>20,614.8683</td><td>16,584.4342</td></tr><tr><td>Total</td><td>26,820.4519</td><td>22,380.6168</td><td>18,281.4703</td></tr></table><br><table><tr><th>Scope Category</th><th>Unit</th><th>2021</th><th>2022</th><th>2023</th></tr><tr><td>Procurement of Goods and Services</td><td rowspan="15">Tons of CO<sub>2</sub>e</td><td>994,061.4884</td><td>560,772.2155</td><td>724,298.3821</td></tr><tr><td>Capital Goods</td><td>2,125.012</td><td>1,237.0030</td><td>1,931.0295</td></tr><tr><td>Upstream Fuels and Energy</td><td>4,465.6547</td><td>4,225.5159</td><td>3,658.9191</td></tr><tr><td>Upstream Transportation</td><td>2,185.4126</td><td>1,632.2249</td><td>860.7568</td></tr><tr><td>Operational Waste</td><td>119.7234</td><td>127.4589</td><td>131.0992</td></tr><tr><td>Business Travel</td><td>173.6966</td><td>311.0395</td><td>797.8562</td></tr><tr><td>Employee Commute</td><td>1,400.6102</td><td>1,287.2219</td><td>1,206.3215</td></tr><tr><td>Upstream Leased Assets</td><td>179.9553</td><td>256.6886</td><td>182.7940</td></tr><tr><td>Downstream Transportation and Distribution</td><td>1,019.6495</td><td>857.0527</td><td>572.0443</td></tr><tr><td>Processing of Sales Products</td><td>37.2343</td><td>299.9433</td><td>179.8748</td></tr><tr><td>Sales Products Used</td><td>732,763.8755</td><td>666,604.5025</td><td>404,955.9621</td></tr><tr><td>Terminal Processing of Sale Products</td><td>122.9208</td><td>115.9681</td><td>67.6489</td></tr><tr><td>Downstream Leased Assets</td><td>239.1527</td><td>340.2868</td><td>440.2468</td></tr><tr><td>Franchising</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Investment</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Total</td><td>1,738,894.3860</td><td>1,238,067.1216</td><td>1,139,282.9353</td></tr></table> | Scope Category | Unit         | 2021   | 2022          | 2023  | Scope 1 | Tons of CO <sub>2</sub> e | 1,919.5134 | 1,765.7485   | 1,697.0361 | Scope 2            | 24,900.9385 | 20,614.8683   | 16,584.4342 | Total    | 26,820.4519 | 22,380.6168  | 18,281.4703 | Scope Category     | Unit  | 2021  | 2022      | 2023         | Procurement of Goods and Services | Tons of CO <sub>2</sub> e | 994,061.4884       | 560,772.2155 | 724,298.3821 | Capital Goods | 2,125.012 | 1,237.0030   | 1,931.0295 | Upstream Fuels and Energy | 4,465.6547 | 4,225.5159 | 3,658.9191 | Upstream Transportation | 2,185.4126 | 1,632.2249 | 860.7568 | Operational Waste | 119.7234 | 127.4589 | 131.0992 | Business Travel | 173.6966 | 311.0395 | 797.8562 | Employee Commute | 1,400.6102 | 1,287.2219 | 1,206.3215 | Upstream Leased Assets | 179.9553 | 256.6886 | 182.7940 | Downstream Transportation and Distribution | 1,019.6495 | 857.0527 | 572.0443 | Processing of Sales Products | 37.2343 | 299.9433 | 179.8748 | Sales Products Used | 732,763.8755 | 666,604.5025 | 404,955.9621 | Terminal Processing of Sale Products | 122.9208 | 115.9681 | 67.6489 | Downstream Leased Assets | 239.1527 | 340.2868 | 440.2468 | Franchising | - | - | - | Investment | - | - | - | Total | 1,738,894.3860 | 1,238,067.1216 | 1,139,282.9353 |
| Scope Category  | Unit                                    | 2021   | 2022           | 2023         |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Scope 1   | Tons of CO <sub>2</sub> e               | 1,919.5134   | 1,765.7485     | 1,697.0361   |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Scope 2   |   | 24,900.9385  | 20,614.8683    | 16,584.4342  |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Total   |   | 26,820.4519  | 22,380.6168    | 18,281.4703  |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Scope Category  | Unit                                    | 2021   | 2022           | 2023         |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Procurement of Goods and Services   | Tons of CO <sub>2</sub> e               | 994,061.4884   | 560,772.2155   | 724,298.3821 |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Capital Goods   |   | 2,125.012  | 1,237.0030     | 1,931.0295   |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Upstream Fuels and Energy   |   | 4,465.6547   | 4,225.5159     | 3,658.9191   |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Upstream Transportation   |   | 2,185.4126   | 1,632.2249     | 860.7568     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Operational Waste   |   | 119.7234   | 127.4589       | 131.0992     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Business Travel   |   | 173.6966   | 311.0395       | 797.8562     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Employee Commute  |   | 1,400.6102   | 1,287.2219     | 1,206.3215   |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Upstream Leased Assets  |   | 179.9553   | 256.6886       | 182.7940     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Downstream Transportation and Distribution  |   | 1,019.6495   | 857.0527       | 572.0443     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Processing of Sales Products  |   | 37.2343  | 299.9433       | 179.8748     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Sales Products Used   |   | 732,763.8755   | 666,604.5025   | 404,955.9621 |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Terminal Processing of Sale Products  |   | 122.9208   | 115.9681       | 67.6489      |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Downstream Leased Assets  |   | 239.1527   | 340.2868       | 440.2468     |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Franchising   |   | -  | -              | -            |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Investment  |   | -  | -              | -            |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Total   | 1,738,894.3860                          | 1,238,067.1216   | 1,139,282.9353 |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| 3.1 Green Operation   | P. 59                                   | <p>Due to adjustments in the standards for classifying and reporting industrial waste, the data for 2023 has been revised as follows.</p> <table><tr><th>Region</th><th>Type</th><th>Method</th><th>Weight (Tons)</th></tr><tr><td rowspan="3"></td><td rowspan="3">General</td><td>Recovery</td><td>35.0</td></tr><tr><td>Incineration</td><td>326.9</td></tr><tr><td>Recovery and Reuse</td><td>4.0</td></tr><tr><td rowspan="3"></td><td rowspan="3">General</td><td>Recovery</td><td>68.3</td></tr><tr><td>Incineration</td><td>540.7</td></tr><tr><td>Recovery and Reuse</td><td>135.2</td></tr><tr><td rowspan="4"></td><td>Hazardous</td><td>Incineration</td><td>2.5</td></tr><tr><td rowspan="2">General</td><td>Recovery and Reuse</td><td>51.1</td></tr><tr><td>Incineration</td><td>22.8</td></tr><tr><td rowspan="2">Hazardous</td><td>Incineration</td><td>0.2</td></tr><tr><td>Others</td><td>0.1</td></tr><tr><td></td><td>Recycling</td><td>-</td></tr></table>  | Region         | Type         | Method | Weight (Tons) |  | General | Recovery                  | 35.0       | Incineration | 326.9      | Recovery and Reuse | 4.0         |  | General     | Recovery | 68.3        | Incineration | 540.7       | Recovery and Reuse | 135.2 |  | Hazardous | Incineration | 2.5                               | General                   | Recovery and Reuse | 51.1         | Incineration | 22.8          | Hazardous | Incineration | 0.2        | Others                    | 0.1        |            | Recycling  | -                       |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Region  | Type                                    | Method   | Weight (Tons)  |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|  | General                                 | Recovery   | 35.0           |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   |   | Incineration   | 326.9          |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   |   | Recovery and Reuse   | 4.0            |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|  | General                                 | Recovery   | 68.3           |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   |   | Incineration   | 540.7          |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   |   | Recovery and Reuse   | 135.2          |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|  | Hazardous                               | Incineration   | 2.5            |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   | General                                 | Recovery and Reuse   | 51.1           |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   |   | Incineration   | 22.8           |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   | Hazardous                               | Incineration   | 0.2            |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
| Others  |   | 0.1  |                |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |
|   | Recycling                               | -  |                |              |        |               |   |         |                           |            |              |            |                    |             |   |             |          |             |              |             |                    |       |   |           |              |                                   |                           |                    |              |              |               |           |              |            |                           |            |            |            |                         |            |            |          |                   |          |          |          |                 |          |          |          |                  |            |            |            |                        |          |          |          |  |            |          |          |                              |         |          |          |                     |              |              |              |                                      |          |          |         |                          |          |          |          |             |   |   |   |            |   |   |   |       |                |                |                |



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