

ESG

Environmental, Social, Governance

Communicate with Love . Love to Communicate

NO. 13 / 2026.07

2025



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2025

About this Report

Sustainability Report

About

About this Report

Askey Computer Corp. (hereinafter referred to as "Askey") sincerely invites you to review our 13th 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.

The Company has established a comprehensive sustainability governance framework, with the Board of Directors serving as the highest supervisory body to ensure the implementation of the Company’s sustainability strategies and the completeness and credibility of information disclosure. A Sustainability Committee has been established under the Board of Directors to coordinate planning and organize sustainability functional teams. The sustainability functional teams are composed of relevant personnel, appointed by the management team, and are responsible for the implementation of sustainability initiatives and the collection of data across various sustainability aspects. The relevant data disclosed in this report is collected by each sustainability functional team and reviewed by the respective team supervisors. After the completeness, accuracy, and reliability of the data have been confirmed, the information is submitted to the Sustainability and Green Quality Management unit for consolidation. In addition, to strengthen the credibility and transparency of information, the Company has commissioned a reputable third-party institution to conduct independent assurance on the report content, ensuring the accuracy and compliance of the disclosed information.

Report Scope and Boundary

This report discloses the material topics identified by Askey in 2025 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, and employee headcount, additionally cover all subsidiaries over which Askey has control and which are actively operating. The detailed reporting boundaries are illustrated in the figure below.

- 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.

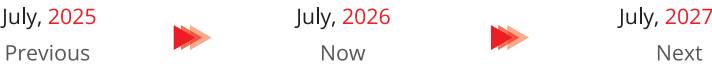
· ASKEY DO BRASIL TECNOLOGIA LTDA.
- In addition to the major operating sites, employee headcount data also covers the following subsidiaries

· ASKEY COMMUNICATION GMBH.

· ASKEY JAPAN CO., LTD.

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.



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.

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Address: 10F, No.119, Jiankang Rd., Zhonghe Dist., New Taipei City 23585, Taiwan, R.O.C.
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

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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.
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 Contact Us

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

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Visual Design: Pin Ling Chou **Askey Sustainability Website:** <https://www.askey.com/csr/>



Word from the CEO

Since its establishment in 1989, Askey has consistently upheld the business philosophy of “Integrity, Diligence, Fundamentals, and Practicality,” pursuing growth through sound operations while taking responsibility into account in the course of innovation and development. In the face of the transformation of the global economic structure and the challenges brought by climate change, we deeply recognize that only by incorporating technological innovation and sustainability governance into core strategies can enterprises continue to move forward in a rapidly changing environment. In 2025, with innovation as our driving force and responsibility as our foundation, we continued to strengthen our international presence and sustainability governance framework. We also implemented concrete actions across the economic, environmental, and social dimensions, steadily advancing toward our corporate vision of “economic prosperity, environmental coexistence, and social well-being.”

Economic Prosperity — Capturing Industry Transformation and Strengthening Global Competitiveness

Askey has long been dedicated to the research, development, and manufacturing of networking and communications equipment. Guided by a technology-oriented approach and a commitment to quality first, we continue to optimize our product design capabilities and manufacturing process efficiency, providing global customers with stable, flexible, and competitive customized solutions. In 2025, we actively participated in major international professional exhibitions and presented products including 5G FWA, Wi-Fi 7 routers, PON fiber-optic solutions, and Internet of Vehicles applications. These efforts demonstrated Askey's R&D achievements and market deployment capabilities in the domains of high-speed communications and smart connectivity technologies.

In terms of operational management, we have continued to strengthen our collaboration mechanisms with clients, enhance project communication efficiency and service quality, and improve production flexibility and delivery stability through lean manufacturing and supply chain management optimization. These efforts enable us to respond to changes in global market demand with more resilient supply capabilities. Looking ahead, Askey will continue to invest in the research and development of key technologies, expand product application fields and international market presence, and work together with clients and partners to promote industrial upgrading and value co-creation.

Environmental Coexistence — Responding to the New Climate Landscape and Strengthening Low-Carbon Resilience

In recent years, global sustainability regulations have been rapidly upgraded. The European Union's Corporate Sustainability Reporting Directive (CSRD) has officially come into effect, while the IFRS Foundation has issued IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, accelerating the shift of corporate climate-related disclosures from voluntary initiatives toward institutionalized and verifiable requirements. Meanwhile, the European Union's Carbon Border Adjustment Mechanism (CBAM) has entered its transitional reporting phase, and the transparency and accuracy of supply chain carbon emissions information have become important thresholds for access to international markets.

Against this backdrop, the focus of corporate climate management has shifted from individual carbon reduction measures to system-building and data governance capabilities. Askey continues to optimize its greenhouse gas management mechanisms and internal control processes, strengthen the consistency and traceability of carbon-related information, steadily promote energy-saving projects and the adoption of renewable energy, and deepen supply chain carbon management collaboration in response to client requirements for Scope 3 disclosures.

In 2025, the Company was awarded the EcoVadis Gold Medal and continued to participate in the Carbon Disclosure Project (CDP) Climate Change Questionnaire, achieving an A- rating. These achievements reflect our continuous progress in environmental management and climate risk response.

As global climate governance enters a new stage, we will continue to deepen our management capabilities on a solid foundation, enhance operational resilience, and ensure long-term competitiveness amid the evolution of international sustainability frameworks.

Social Well-being — Building Responsible Governance and Strengthening Human Capital

As international supply chains place increasing emphasis on labor rights and transparency in corporate governance, responsible management has become an important foundation for sustainable business development. In 2025, Askey continued to strengthen our labor and human rights protection mechanisms and promoted the completion of Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audits at its major sites in China and Vietnam, deepening responsible supply chain governance and risk control capabilities.

In terms of human capital management, the Company collects employee feedback through diverse communication mechanisms to optimize organizational systems and the workplace environment. At the same time, we promote healthy workplace programs and have introduced the Employee Assistance Program (EAP) to provide psychological support and related resources. Looking ahead, we will continue to improve our governance and talent development systems, creating a work environment that is both supportive and growth-oriented.

Looking Ahead — Integrating Sustainability Strategies to Drive the Long-Term Growth

Facing global industrial transformation and the continued evolution of sustainability regulations, Askey will build on technological innovation while integrating risk management and responsible governance to strengthen operational resilience and international competitiveness. We will continue to collaborate with supply chain partners and global clients to provide networking and communications solutions that combine performance, intelligence, and environmental considerations.

In a rapidly changing market environment, we believe that only by incorporating economic growth, environmental responsibility, and social value into overall strategic planning can make enterprises build a foundation of long-term trust and create stable and sustainable momentum for development.

 Robert Lin, CEO,
Askey Computer Corp.

1.1 About ASKEY

1.2 2025 Sustainable Performance

1.3 Governance Structure

1.4 Stakeholder Engagement

1.5 Risk Management



CHAPTER

1

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.



HQ

R&D

Factory

Office

▼ Company Background

Company Name

Askey Computer Corporation

Date of Establishment

1989/08/23

CEO

Robert Lin

Manufacturing Location

Wujiang, China; Bac Ninh, Vietnam

Employees

4,282 (end of 2025)

Industry

Computers and Peripheral Equipment Manufacturing

Capital

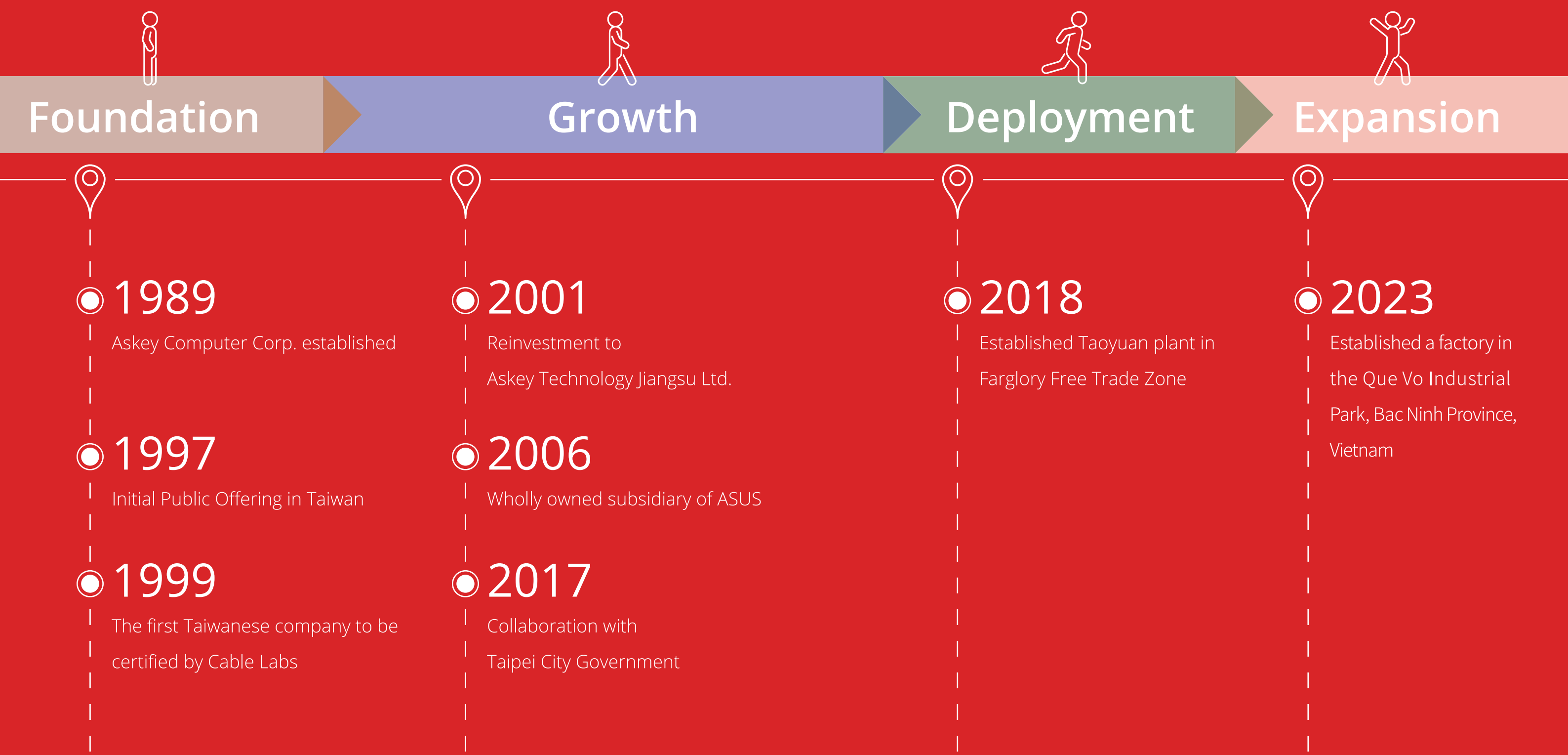
NT\$ 4.8 Billion

Products

5G; Wi-Fi; GPON

01

HISTORY



• 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, contributing to industries and society through practical actions, and doing our part for sustainable development.

Role	Associations	Nature of Associations
 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.
	Taiwan Green Industry Association	Cross-sector collaboration advances green industries.
 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.

Honors and Recognition



▲ Accolades of 2025

1.2 2025 Sustainable Performance



* In 2025, the Wujiang facility used 5,288,679 kWh of green electricity, reducing approximately 3,055.3 tons of CO2e based on China's 2024 average grid emission factor.

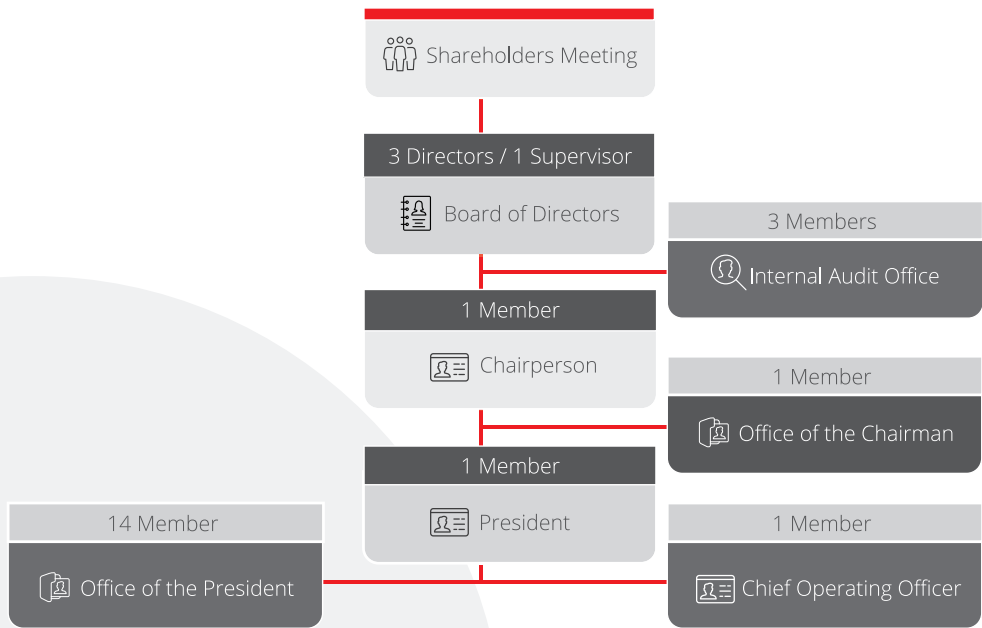


1.3 Governance Structure

Management Approaches of Major Issues: Integrity Management

 Impact Explanation	· Upholding integrity management fosters trust, enhances our reputation, and supports the stable operations. · Ethical violations may lead to legal risks and reputational damage, negatively impacting business performance.
 Policy	Labor and Ethics Policy
 Action	Adhere to the highest standard of business ethics in all business activities.
 Evaluation	· Report Mailbox · Regular Fraud Risk Assessment
 Target	0 Corruption Events
 Corresponding GRI Topics	· GRI 205 Anti-Corruption · GRI 206 Anti-competitive Behavior

Askey has established a comprehensive and effective governance structure and management system in alignment with the Company's business strategies and objectives, to support the implementation of various business operations and operational activities. The Company also makes timely adjustments in response to changes in internal and external environments and sustainability trends, in order to enhance organizational operational efficiency, improve operational performance, and ensure the Company's stable and sustainable development.



▲ Governance Framework of Askey

Board of Directors Operations

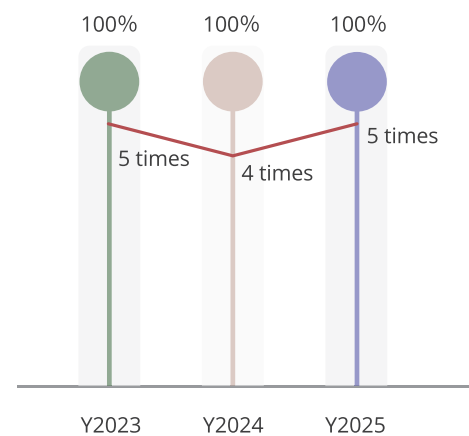
The Board of Directors is the highest governing body of Askey, entrusted with core responsibilities in major business decision-making. It is responsible for appointing and supervising the management team, reviewing operational performance, formulating company strategy, and making decisions on significant 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."

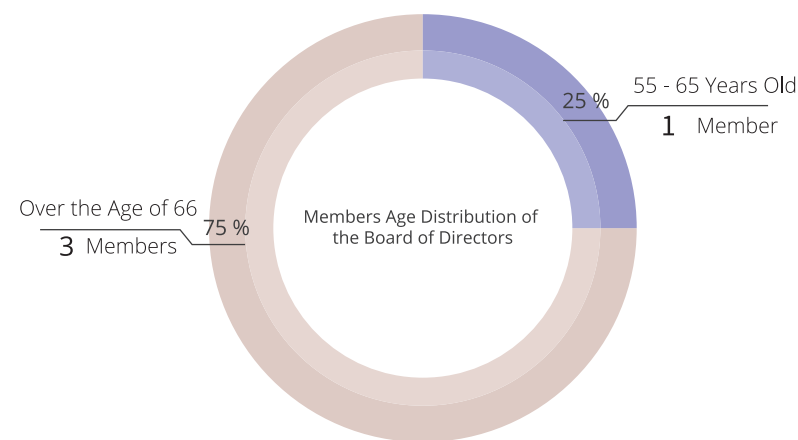
The Board is required to convene at least once per quarter, with emergency meetings held as necessary. In 2025, the Board held five meetings totally, with members achieving an average attendance rate of 100%. Board members actively participated in discussions on the company's strategic direction, operational performance, and major investment projects, effectively fulfilling their supervisory and managerial duties to ensure the steady implementation of business plans. 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 · CEO, Askey
Director	Jonney Shih	Male	· Institute of Business and Management, National Chiao Tung University · General Manager, Computer Business Group, Acer · Chairman and Chief Brand Officer, ASUSTek
Director	Samson Hu	Male	· M.S. in Computer Science, National Chiao Tung University · Assistant General Manager, Acer · Director and Co-Chief Executive Officer, ASUSTek
Supervisor	Chin-chih Wu	Male	Chief Technology Officer, ASUS

▲ Members of the Board of Directors



▲ Board Meetings over the Years



▲ Members Age Distribution of the Board of Directors



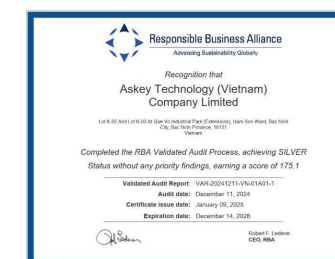
▲ Operation of the Board of Directors

• Sustainability Committee

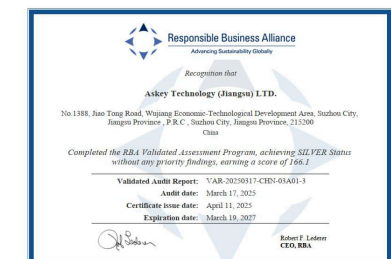
In 2025, Askey further optimized our overall sustainability framework. The President issued the CSR policy, and the Sustainability Committee was established to coordinate and promote sustainability-related matters. The Sustainability Committee, serving as the dedicated unit, is responsible for cross-departmental coordination, integrating the efforts of various business units and sustainability functional teams 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 sustainability commitments, Askey participates annually in the assessment conducted by EcoVadis, a globally recognized sustainability rating platform. In 2025, Askey was awarded the Gold rating by EcoVadis, ranking among the top 5% of companies globally, recognizing our outstanding performance in areas such as environmental protection, labor and human rights, business ethics, and sustainable procurement. Since 2021, our Wujiang manufacturing site has followed the requirements of the Responsible Business Alliance (RBA) Code of Conduct. In 2025, the Wujiang site successfully passed the RBA Validated Audit Process (VAP) and received Silver-level certification. Our Vietnam site has also obtained Silver-level certification since 2024, demonstrating the Company's continued implementation of the RBA Code of Conduct at our overseas sites and our efforts to strengthen responsible supply chain management.



▲ 2025 EcoVadis Gold Award



▲ 2024 RBA Certification for Vietnam Manufacturing Site



▲ 2025 RBA Certification for Wujiang Manufacturing Site

Internal Control / Audit Mechanisms

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, with a segregated organizational structure adopted to maintain audit independence. Based on the annual audit plan approved by the Board, the office conducts systematic reviews and risk-based assessments of the Company's internal control systems to ensure the reasonableness of system design and the effectiveness of implementation. Through audit activities, potential risks are identified in a timely manner and concrete, actionable recommendations for improvement are provided, assisting departments in enhancing internal control mechanisms. This helps ensure the robust operation and continued effectiveness of the Company's overall governance framework and operational processes.

Annual Planning

At the end of each year, the Company formulates an annual audit plan, which is reviewed and approved by the Board of Directors.

Audit Execution

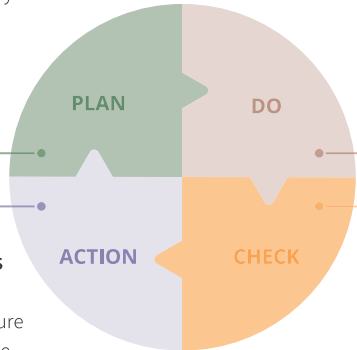
Audits (both regular and ad hoc) are conducted in accordance with the audit plan and applicable regulations to ensure the effective implementation of the internal control system.

Follow-Up and Improvements

Implementation of audit recommendations is tracked to ensure that relevant units execute corrective measures effectively.

Audit Reports and Recommendations

Upon completing the audit, auditors prepare a report, which is reviewed by the supervisor and confirmed with the audited unit.



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 2025, 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.

In addition, Askey is committed to maintaining a fair, competitive market environment and strictly complies with applicable anti-competition laws and regulations. In 2025, the Company was not involved in any incidents related to anti-competitive behavior, anti-trust, or monopoly practices.

Business Ethics Code of Practice Highlights	
	• Procedures for Handling Violations of the Code of Conduct • Information Disclosure • Community Engagement • Business Integrity Principles • Preventing Conflicts of Interest • Fair Trading, Advertising, and Competition • Gifts and Hospitality, Receiving and Giving, Social Etiquette, and Entertainment Guidelines

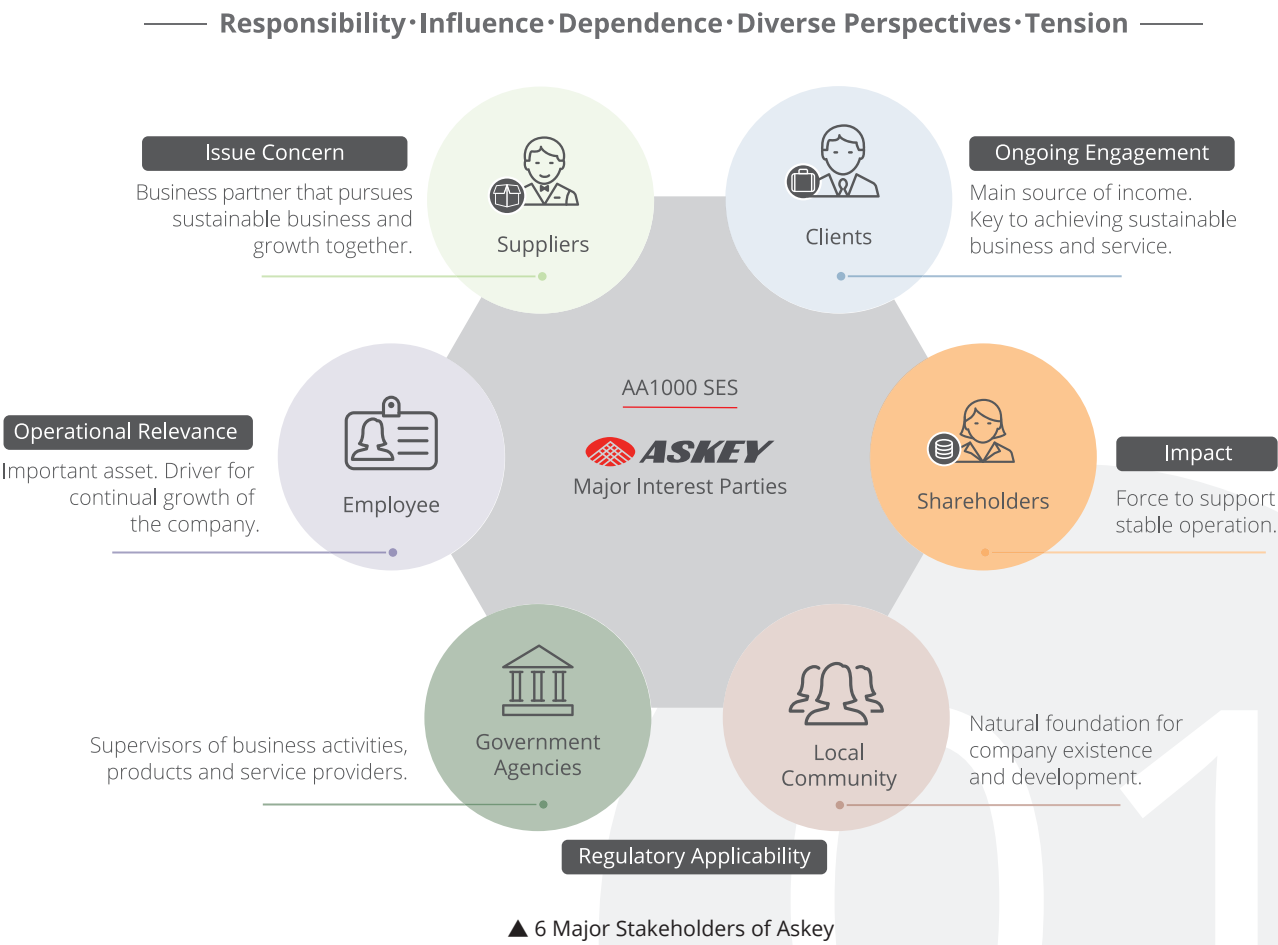
Moral Integrity	
Self-regulatory Documents	• Notice for business interactions between employees and vendors • Letter of Commitment • Service and Confidentiality Agreement • Code of Business Conduct
Training and Promotion	• Company's Internal Bulletin • EIP Announcement • E-Learning New Employee Training
Whistleblower Mechanism	• Whistleblowing Email • Whistleblowing Hotline

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 diverse, transparent, and two-way communication channels, systematically seek to understand their key concerns and material topics to guide decisions and build trust.

• Stakeholder Engagement

Based on recommendations from department heads, industry practices, and the Company's operational characteristics, Askey developed a Stakeholder Applicability Assessment Table to evaluate the relevance and importance of various stakeholder groups. Through this assessment process, six key stakeholder groups closely tied to Askey's operations were identified: 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 serve as important references for the Company's sustainable development strategy and management decision-making.



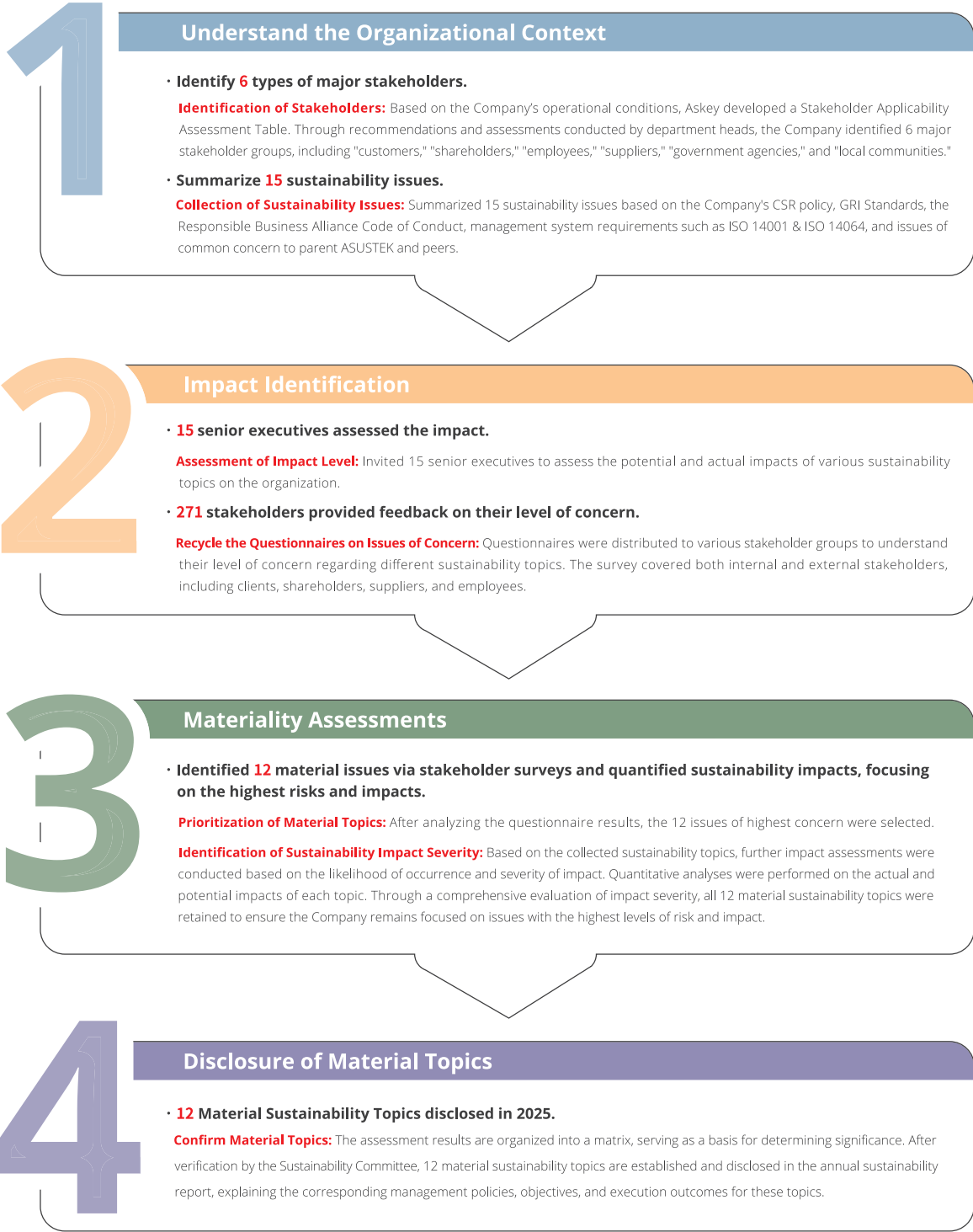
▼ Stakeholder Communication Channels and Topics of Concern

Shareholders Concerned Issues • Product Quality and Customer Safety • Sustainable Supply Chain Management • Compliance	Clients Concerned Issues • Product Quality and Customer Safety • Sustainable Supply Chain Management • Compliance	Employees Concerned Issues • Health and Safety • Employee Rights and Human Rights Protection • Information Security and Privacy Protection
Communication Channels and Frequency • Board of Directors • Financial Report Quarterly Annually	Communication Channels and Frequency • Client Satisfaction Survey • Client On-Site Audit • Client Questionnaire • Contact Window • Call / Email • Exhibitions Semiyearly Irregularly Irregularly Irregularly Irregularly Irregularly	Communication Channels and Frequency • E-paper • Welfare Committee Meeting • Employee Management Meeting • Occupational Safety and Hygiene Committee • Employee Opinion Box • Training • Safety Lecture & Health Promotion Activities • Performance Evaluation Monthly Monthly Quarterly Quarterly Weekly Irregularly Monthly Semiannually
Communication Achievement • 5 Board of Directors’ meetings.	Communication Achievement • Overall satisfaction level was 92.1%. • Participated in 11 exhibitions.	Communication Achievement • 11 Askey journals. • 12 welfare committee meetings. • 4 employer-employee meetings in Taiwan and China facilities. • 76059.0 of total training hours for our staff. • 34 safety lectures and health promotion activities.

Suppliers Concerned Issues • Product Quality and Customer Safety • Compliance • Integrity Governance	Government Agencies Concerned Issues • Pollution and Waste Management • Compliance • Integrity Governance	Local Communities Concerned Issues • Water Resource Management • Employee Rights and Human Rights Protection • Pollution and Waste Management
Communication Channels and Frequency • Supplier Assessment • Supplier Audit • B2B Platform • Call / Email Monthly Annually Irregularly Irregularly	Communication Channels and Frequency • Supervisory Authority Random Inspection • Official Document • Conferences Irregularly Irregularly Irregularly	Communication Channels and Frequency • Company Website • Charitable Activities • News Irregularly Irregularly Irregularly
Communication Achievement • 27 on-site CSR audit of new suppliers. • 59 on-site CSR audit of existing suppliers.	Communication Achievement • Government communications.	Communication Achievement • Charitable activities.

• 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



The Company's material topic identification results for 2025 were developed in comparison with 2024 and on the basis of the existing assessment framework, while incorporating stakeholder concerns and international sustainability development trends. Through appropriate optimization and adjustments to the assessment methodology, the scope of material topics was made more comprehensive.

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.

2025 Material Topics	Year-on-Year Comparison	Topic-Specific GRI Standards	Value Chains / Impact Boundary	Caused the Impacts Contributed to the Impacts Linked to the Impacts through Business Relations	Corresponding Chapter
Economy / Governance					
Economic Performance	—	GRI 201	ASKEY		•2.1 Business Overview
Integrity Governance	—	GRI 205 / GRI 206	ASKEY	Suppliers	•1.3 Governance Structure
Compliance	—	GRI 2-27	ASKEY	Suppliers	•3.1 Green Operation •4.1 Recruitment and Training
Information Security and Privacy Protection	—	GRI 418	ASKEY	Clients	•2.2 Client Relations
Sustainable Supply Chain Management	—	GRI 204 / GRI 308 / GRI 414	ASKEY	Suppliers	•2.3 Supply Chain Management
Environments					
Energy and Carbon Management	NEW	GRI 302 / GRI 305	ASKEY	Suppliers	•3.1 Green Operation
Pollution and Waste Management	—	GRI 306	ASKEY	Suppliers	•3.1 Green Operation
Product Environmental Impact	NEW	GRI 301	ASKEY	Suppliers	•3.2 Green Service
Societies					
Talent Development	NEW	GRI 201 / GRI 202 / GRI 401 GRI 402 / GRI 404 / GRI 405	ASKEY		•4.1 Recruitment and Training
Health and Safety	—	GRI 403	ASKEY	Suppliers	•4.2 Safe and Healthy Workplace
Employee Rights and Human Rights Protection	—	GRI 405 / GRI 406 / GRI 407 GRI 408 / GRI 409	ASKEY	Suppliers	•4.2 Safe and Healthy Workplace
Product Quality and Customer Safety	NEW	GRI 416 / GRI 417	ASKEY	Clients	•2.2 Client Relations

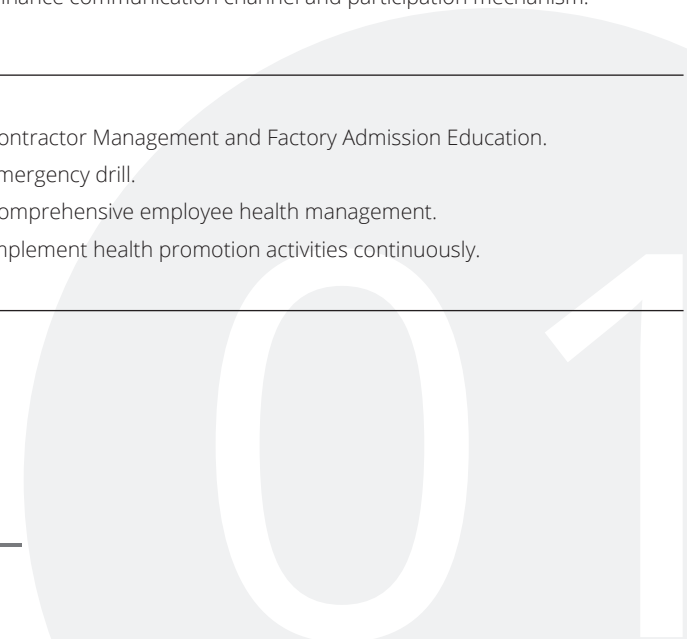
▲ Material Topics Correspond to Specific Topics of the GRI Standards

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 and the uncertainty is significantly increasing. A core issue in pursuing sustainable operations and enhancing the whole competition lies in how systematically 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, assessment, and control mechanisms. Through cross-functional collaboration, 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 and sustainable development with stakeholders.

Aspects	Types	Risk	Impacts	Preventive Measures / Contingency Measures	
2025 30 Sustainable Governance Sustainability Report	IT Risk	Information Security Protection	Leakage of sensitive information causing damage to reputation and loss of customers.	- Establish information security management systems and access control mechanisms. - Promote information security education, training, and awareness activities. - Conduct regular data backup, vulnerability management, and security inspections.	- Establish information security incident notification, response, and disaster recovery mechanisms. - Strengthen physical environment and critical equipment security management.
	Finance Risk	Exchange Rate Risk	Impact on financial income and expenses, and financial leverage.	Functional currency exchange rate risk management.	Use derivative financial instruments to avoid risks.
		Credit Risk	High proportion of overdue outstanding receivables affecting the company's production and operation.	Establish credit policy.	New customers' credit risk analysis and management.
		Liquidity Risk	Reduce working capital efficiency and loss of opportunities in profit investments.	Group liquidity demand forecast monitoring.	Improve the efficiency of capital usage.
	Business Risk	Materials Interruption Risk	Production interruptions causing delays in supply.	Develop second source.	Raw material inventory control.
2025 31 Sustainable Governance Sustainability Report	Legal Risk	Illegal Risk	Illegal incidents may have a negative impact on the Company's image and reputation.	Regularly monitor regulatory changes and respond promptly.	Build contract review practices.
	Environmental Risk	Climate Change Risk	Increasing impact from extreme climate conditions that add operating costs.	- Greenhouse gas inventory. - Green design to reduce product energy consumption.	Promote energy saving solutions and reduce greenhouse gas emission.
	Manpower Shortage Risk	Manpower Shortage	Talent loss that increases burden on management cost of human resources.	- Improve salary and welfare system. - Regular review of labor situation.	Enhance communication channel and participation mechanism.
2025 32 Sustainable Governance Sustainability Report	Occupational Safety and Health Risk	Occupational Accident	May cause personal injury or death, resulting in production loss.	- Establish occupational safety and health system. - Establish various job safety and health standards. - Hazardous operations control. - Education and training.	- Contractor Management and Factory Admission Education. - Emergency drill. - Comprehensive employee health management. - Implement health promotion activities continuously.

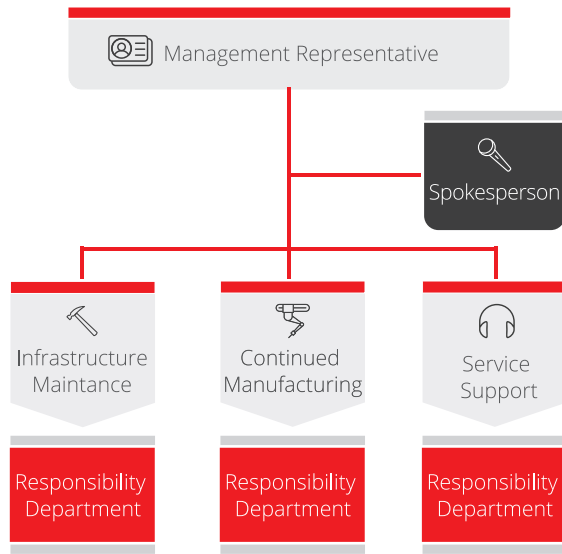


• Business Continuity Management

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 mechanism. To ensure a prompt and effective response in the event of unforeseen disruptions and the basic operation maintenance while events happening, 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 regularly reviews and updates its “Threat or Risk List.” 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 and review procedures to continuously verify the applicability and feasibility of the plans. These efforts are aimed at enhancing organizational resilience, mitigating potential impacts on operational stability, and ensuring stable operations in the face of potential crises.

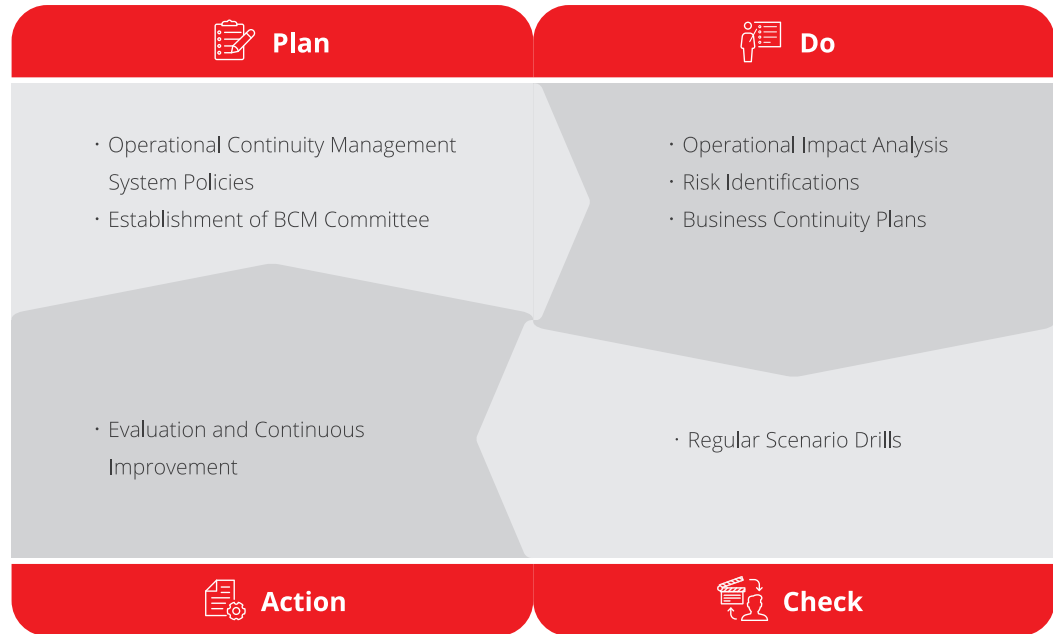


▲ Structure of Askey BCM Committee

Business Continuity Management Policies

Actively commit to the establishment and continuous improvement of risk prevention and crisis management mechanisms and processes, and maintain an effective business continuous management system. Establish strong response capability to deal with related challenges, protect the rights and safety of Askey and the stakeholders, and promise to provide continuous services to customers. Ensure Company's competitive advantage and achieve sustainable development goals.

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



▲ 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

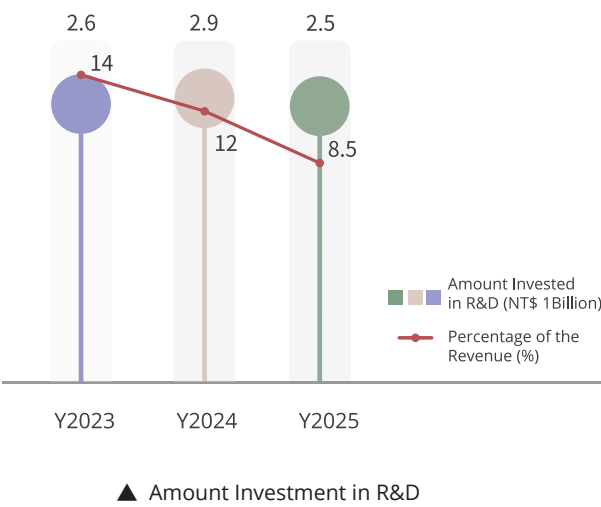
Management Approaches of Major Issues: Economic Performance

 Impact Explanation	- Strong performance enhances stakeholder trust and sustains investment in innovation and expansion. - Poor performance may reduce the capital efficiency, weaken the competitiveness, and harm its reputation.
 Policy	Uphold sound financial policies and prudent investment strategies.
 Action	Continuously optimize resource allocation to enhance operational efficiency.
 Evaluation	Financial Report
 Target	Stable Revenue Growth
 Corresponding GRI Topics	GRI 201 Economic Performance

Askey's sound financial performance supports its sustainable operations and resilience to market challenges. We continue to optimize our financial structure, governance, and capital efficiency to support our long-term growth.

In 2025, our consolidated revenue reached NT\$29.26 billion, while net income after tax attributable to shareholders of the parent company was NT\$190 million amid global economic and industry challenges. All financial data was verified by an independent CPA firm to ensure its accuracy and transparency.

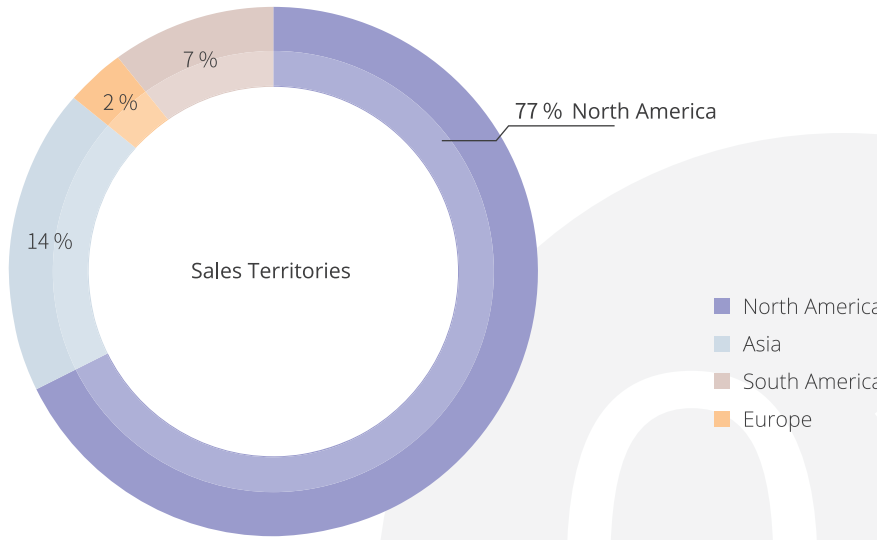
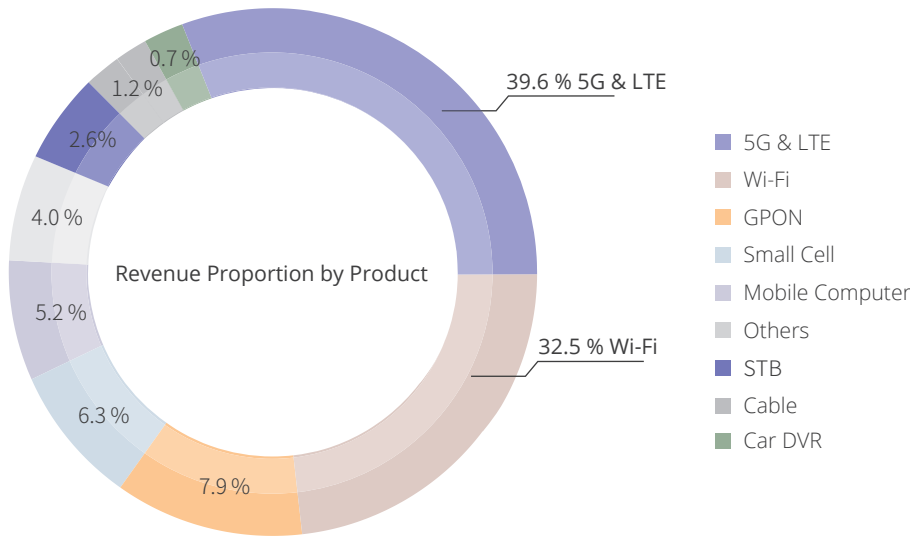
We invested NT\$2.5 billion, or 8.5% of revenue, in R&D to drive our innovation, enhance our product performance, expand our market presence, and strengthen Askey's global competitiveness. Under relevant tax laws in Taiwan and China, certain R&D expenditures were eligible for tax credits. The 2024 R&D tax credit was NT\$36 million, while the 2025 application has been submitted with relevant documentation and was awaiting review.



Revenue Proportion

Askey continues to expand its global presence with operations spanning across the Americas, Europe, and Asia. The Company is actively developing 5G and Wi-Fi 7 private network applications, driving the construction of smart cities and supporting digital transformation for businesses. Leveraging comprehensive 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 2025, the Company's primary revenue sources were 5G, Wi-Fi, and GPON, which together accounted for 80% of total revenue. Additionally, it is actively expanding into other business areas, such as Mobile Computer, laying a solid foundation for sustained market growth in the future.



2.2 Client Relations

Management Approaches of Major Issues: Information Security

 Impact Explanation	- Efficient management of information ensures stability, trust, and improved performance. - Data breaches or security vulnerabilities could damage its reputation, disrupt its systems, and impact the operations and revenue.
 Policy	Information Security Policy
 Action	- Strengthen information security and privacy protection management. - The Information Security Committee regularly reviews information security risks and improvement measures.
 Evaluation	Feedback from Clients
 Target	0 case of Clients' Information Leakage
 Corresponding GRI Topics	GRI 418 Customer Privacy

Management Approaches of Major Issues: Product Quality and Customer Safety

 Impact Explanation	- Improving the quality management and product responsibility system helps reduce product risks, enhance customer trust and brand value, and strengthen the Company's foundation for long-term competitiveness and stable operations. - If product safety, quality defects, or labeling misrepresentation violates health and safety-related regulations, it may result in legal liabilities, business losses, and customer attrition.
 Policy	Quality Policy
 Action	Establish a comprehensive quality management system, covering material control, process monitoring, finished product inspection, and shipment inspection mechanisms.
 Evaluation	- Internal quality audits and management reviews. - Customer satisfaction surveys and customer complaint handling mechanisms.
 Target	0 major product safety incidents. 0 violations related to product and service regulations.
 Corresponding GRI Topics	- GRI 416 Customer Health and Safety - GRI 417 Marketing and Labeling

Askey believes that providing customers with competitive products and quality service is critical to maintaining stable operating profits. Therefore, we actively develop new products to meet the diverse needs of customers. At the same time, we have established a rigorous quality management system to provide customers with reliable quality assurance. In addition, we attach great importance to the protection of customer 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 customers' high satisfaction and long-term trust. In terms of product responsibility and regulatory compliance, the Company continues to strengthen our product quality management and relevant regulatory compliance mechanisms. In 2025, the Company had no incidents of non-compliance with regulations concerning the health and safety impacts of products and services, no incidents of non-compliance with regulations concerning product and service information and labeling, and no incidents of non-compliance with regulations concerning marketing communications.

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.

	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: 2022	Information Security Management System	

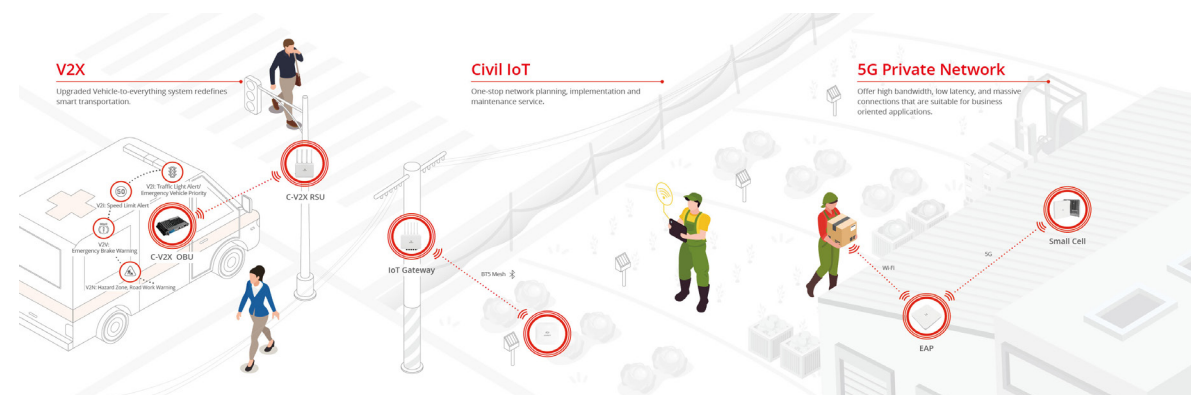
■ Taiwan ■ Wujiang, China ■ Bac Ninh, Vietnam

- IATF 16949:2016: LOC for Bac Ninh, Vietnam only.
- ISO 27001:2022: 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 transformation and upgrades with a low total cost of ownership.

- Smart City

Askey's smart city solution integrates smart bus stops and public IoT infrastructure application, with Wi-Fi hotspots, e-paper displays, and solar energy technologies to provide real-time traffic information and diverse lifestyle services to citizens. At the same time, Askey also participates in government-led public IoT projects, integrating air quality, water resources, and seismic city data via LTE/Cat-M1 networks to enhance the governance efficiency and 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 7 routers to create a stable high-efficiency digital home ecosystem. Through seamless integration of smart devices, users can easily control home devices via voice commands and mobile applications, achieving greater safety and convenience.

- 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 professional engineering deployment, Askey ensures high performance and stability of network, helping enterprises rapidly enter the market. Additionally, it provides comprehensive after-sales service systems, including SLA agreements, document management systems, and the JIRA issue tracking system, with a skilled technical support team for real-time issue tracking and resolution, ensuring the continuous and stable operation of our clients' networks for long term.

• Client Satisfaction

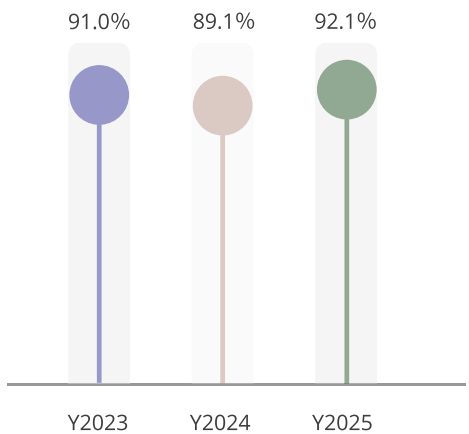
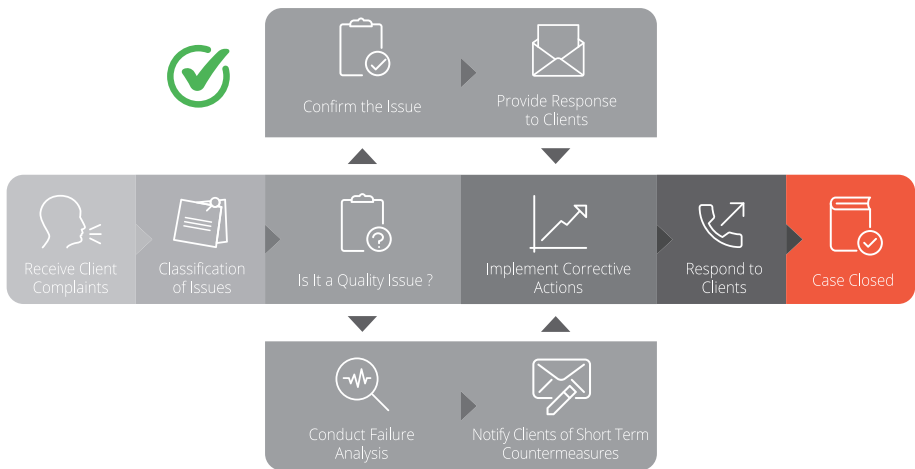
We are committed to providing clients with comprehensive and high-quality services, aiming to build solid and long-term cooperative relationships and become their trusted business partner. In order to effectively understand client satisfaction of the Company's products and services, Askey has established 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 and driving the optimized operations. 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 2025, a total of 22 valid questionnaires were received, and the overall customer satisfaction rate reached 92.1%. 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

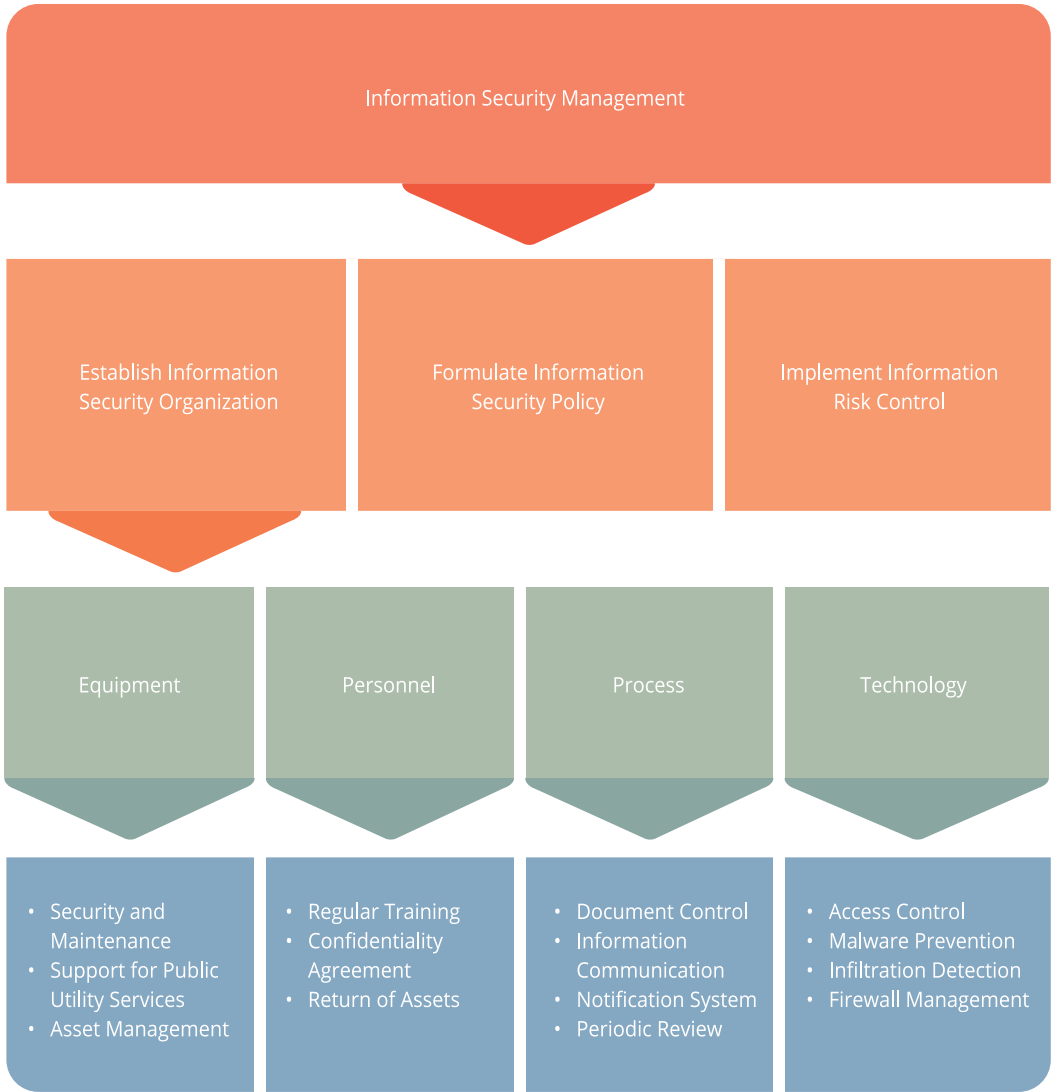
In addition, the Company views its client complaints as opportunities for continuous improvement. Through the B2B client complaint management system, related feedback is handled in a centralized manner to ensure cross-departmental collaboration, clear accountability, and transparent processes. Issues 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 Scores 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 2025, 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) 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 fulfill cybersecurity policy and 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 2025, Askey successfully completed the certification update under the latest ISO/IEC 27001:2022 standard and ensure the continued effectiveness of its ISMS. Moreover, the Company has also established a comprehensive 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 Supply Chain Management

Management Approaches of Major Issues: Sustainable Supply Chain Management

 Impact Explanation	- Effective and comprehensive supply chain management enhances agility and operational efficiency to the dynamic market, and enterprises could promptly adjust their production and supply strategies, strengthening operation elasticity and improve the whole operation efficiency. - Suppliers with poor performance in regulatory compliance, product quality, or sustainability management may cause delivery delays or reputational risks, thereby affecting business stability and stakeholder trust.
 Policy	- Supplier Assessment and Evaluation Procedure - Supplier Management Operation Standard
 Action	Established supplier selection and evaluation systems.
 Evaluation	Second Party Audit
 Target	100% Correction Rate for Supplier CSR Issues
 Corresponding GRI Topics	- GRI 204: Procurement Practices - GRI 308 Supplier Environmental Assessment - GRI 414 Supplier Social Assessment

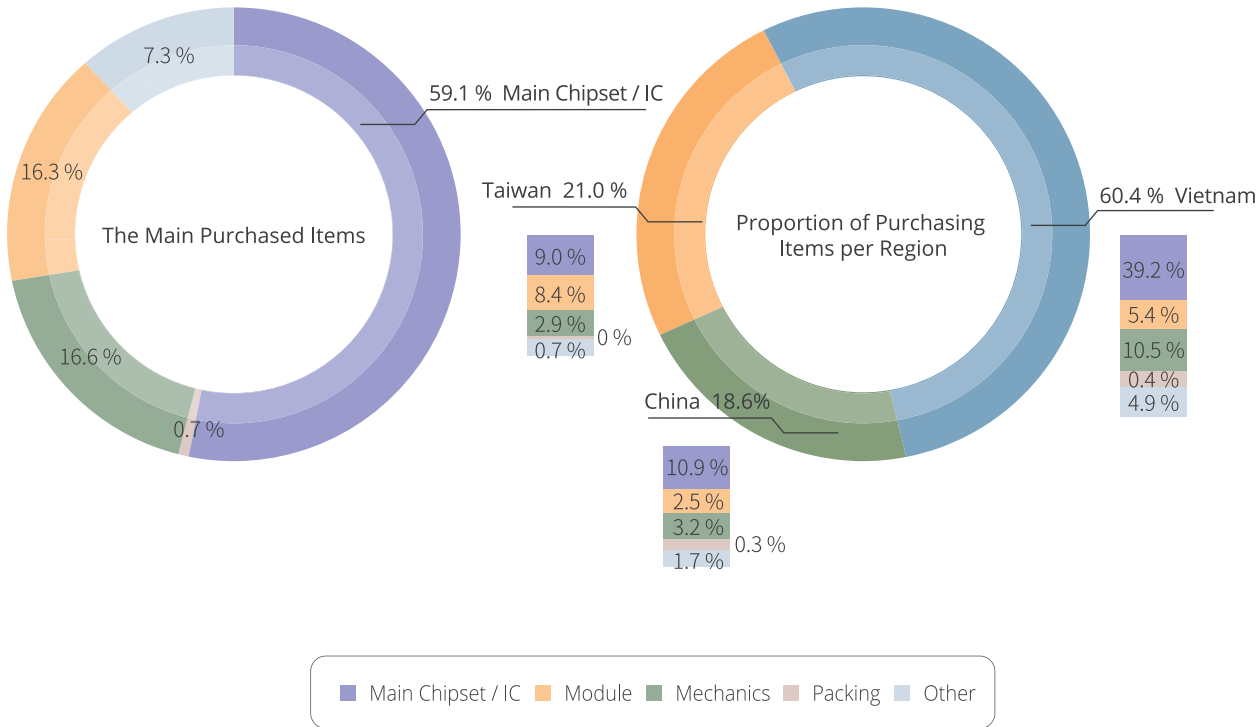
The supply chain plays a vital and indispensable role in Askey's operations. Guided by the principles of sustainable development, fair trade, and responsible procurement, we are committed to building a transparent and responsible supplier management system, while integrating sustainability issues into supplier management and evaluation processes. Through ongoing communication and capacity-building with suppliers, we aim to foster partnerships to enhance supply chain resilience, mitigate operational and sustainability risks, and jointly create an industrial ecosystem with long-term competitiveness and sustainable value.

Purchasing Overview

Askey, a leading network communications and electronics manufacturer, serves diverse brand clients and market demands through a broad, flexible product portfolio. Due to diversity of product lines and client groups, the suppliers are also various, primarily sourcing raw materials such as main chips/general ICs, mechanical parts, modules, and packaging. In 2025, main chips/general ICs accounted for over 50% of total procurement value. By region, Taiwan, China, and Vietnam accounted for approximately 21.0%, 18.6%, and 60.4% of total transactions, respectively.

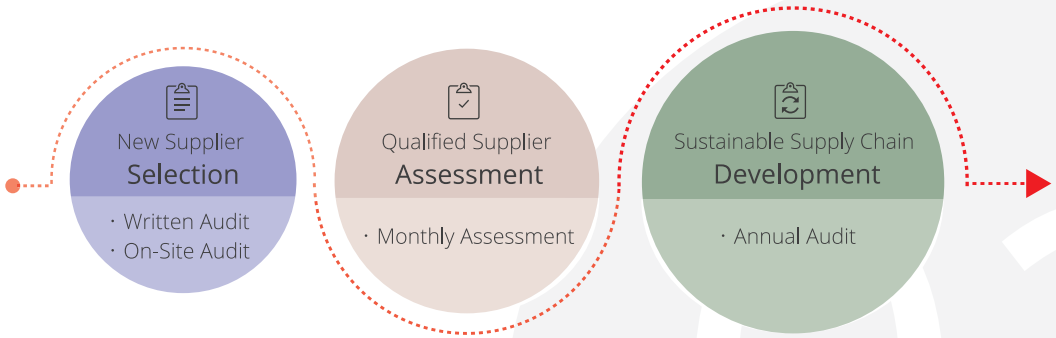


▲ Askey Supply Chain



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 continuously strengthen supply chain risk control and the comprehensive sustainability performance.



New Supplier Selection

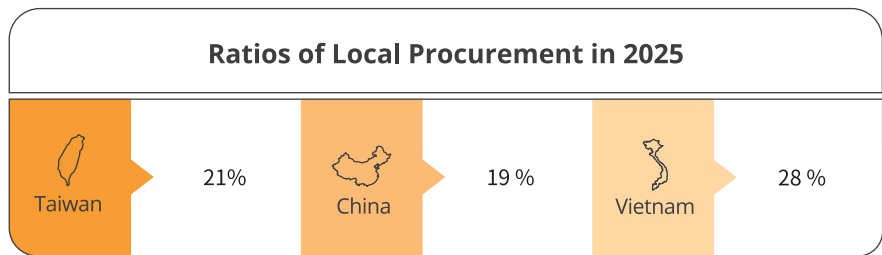
To ensure that suppliers meet the Company's operational needs and corporate social responsibility commitments, Askey has established a rigorous and systematic new supplier audit process. New suppliers must conduct a preliminary self-assessment covering product quality, price competitiveness, delivery performance, service efficiency, and technical support capabilities, and submit a written self-assessment report. Askey's related internal units will conduct a preliminary written review based on the self-assessment results to identify promising suppliers and arrange 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 2025, a total of 51 new suppliers were introduced. Among them, 27 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.

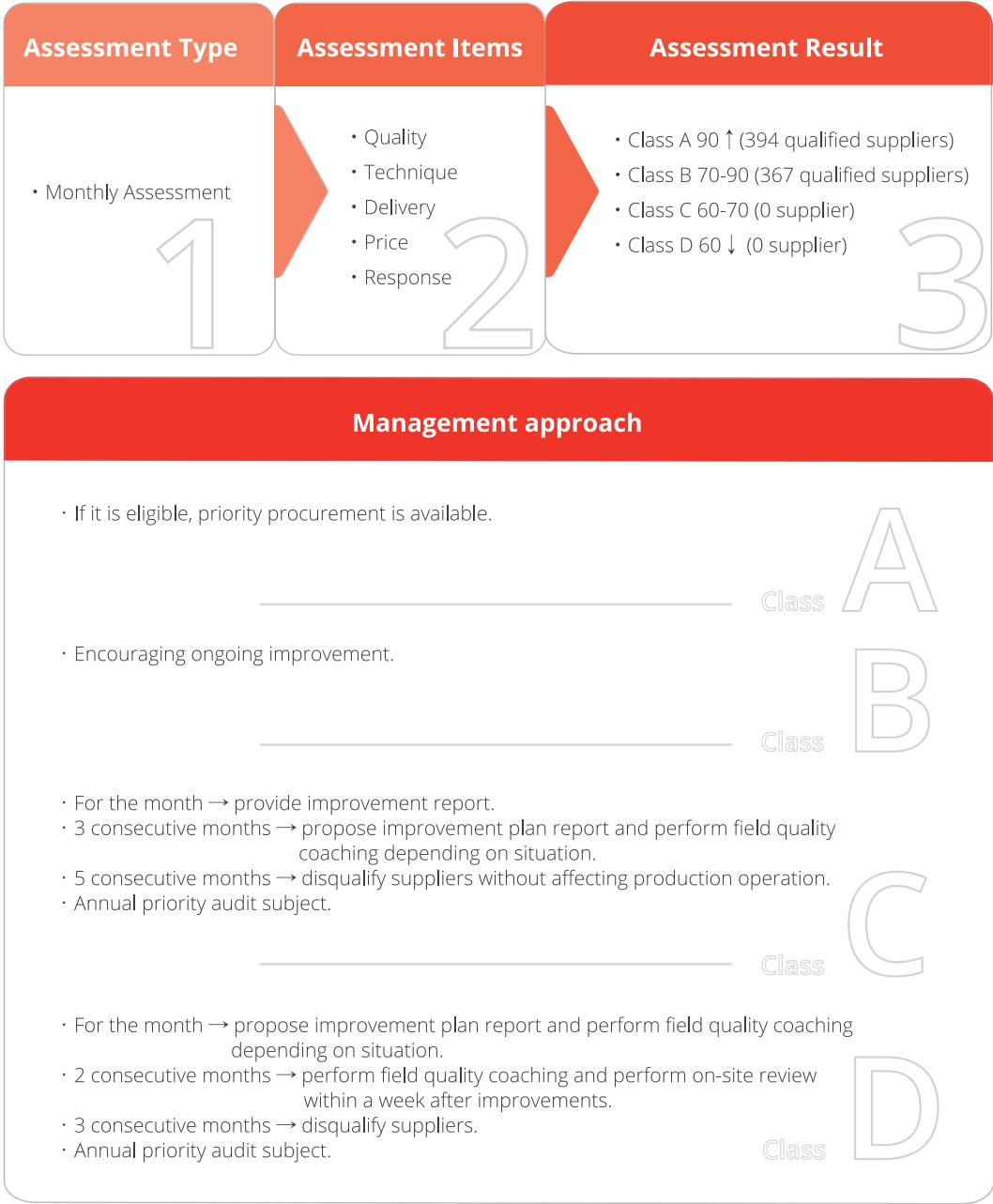
Askey continues to promote a local procurement strategy, aiming to enhance supply chain autonomy and operational resilience while maintaining cost-effectiveness. In 2025, local procurement rates at factories in Taiwan and China remained generally consistent with the previous year. For the newly established Vietnam facility in 2023, the proportion of local procurement has significantly increased compared with the previous year, reflecting our continued efforts to promote local sourcing. By expanding partnerships with local vendors, we continue to strengthen the accessibility and flexibility of the regional supply chain.



Existing Suppliers Evaluation

To ensure that the products and services provided by suppliers meet the Company's operational and quality requirements, Askey has established the "Supplier Management Regulations" and continues to conduct regular evaluations and management of existing qualified suppliers. Through a monthly evaluation mechanism, suppliers are assessed each month based on evaluation criteria, such as technical capability, delivery performance, and quality performance, with the participation of relevant responsible units including R&D, procurement, and supplier quality management. The evaluation results are communicated to suppliers and relevant internal units through the B2B system, serving as the basis for supplier management and risk identification. Based on the assessment results, grades A, B, C, and D are assigned, and corresponding management and follow-up measures are formulated and implemented for each grade.

For suppliers rated C or D in the monthly evaluation, the Company's relevant responsible units require them to submit improvement plans and continue to follow up on their improvement progress. When necessary, management measures such as adjusting the procurement ratio or evaluating alternative sources may be adopted. Through institutionalized routine evaluations and continuous monitoring mechanisms, Askey is able to keep track of supplier performance and use the results as a basis for optimizing supply chain management and cooperative relationships. In 2025, 51.8% of suppliers were rated Grade A and 48.2% were rated Grade B. No suppliers were rated Grade C or Grade D, nor were any suppliers disqualified from cooperation during the year.



Sustainable Supply Chain Development

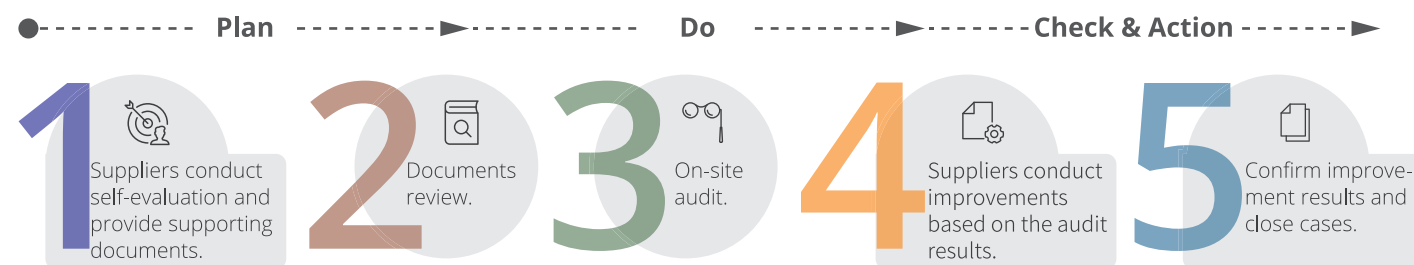
Askey continues to strengthen our supply chain risk management mechanisms to enhance overall operational resilience and supply chain competitiveness, while gradually establishing stable, sustainable strategic partnerships based on mutual trust. To implement supply chain governance, the company has established supplier management and annual audit procedures. Each year, it screens suppliers through a B2B system, selects audit targets based on risk level and operational relevance, and formulates an annual audit plan accordingly.

Supplier audits cover key domains, such as product quality, process management capabilities, and corporate social responsibility (CSR). The audit process involves multiple stages, including self-assessment, document review, and on-site inspections. If non-conformities are identified, suppliers are required to submit a specific improvement plan within a specified timeframe and provide supporting documentation to serve as the basis for follow-up tracking and verification of improvement results.

In 2025, we planned to conduct 66 CSR on-site audits for existing suppliers and successfully completed 59, achieving a completion rate of 89%. Through systematical audit mechanism, we effectively assess how suppliers manage and implement practices in economic, environmental, and social aspects. We work collaboratively with partners to improve supply chain management performance, reduce potential ESG risks, and enhance the overall management standards of the supply chain.

To further promote sustainable supply chain development, Askey has established a “Supplier Code of Conduct” based on international standards. The Code covers labor rights, occupational health and safety, environmental protection, business ethics, and management systems, and is publicly published on the supplier platform as a basis for cooperation and management 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.

Building on the carbon reduction-focused supplier communication foundation established in the previous year, Askey continues to incorporate supply chain environmental responsibility and carbon management topics into supplier management and communication priorities. Through daily supplier communication and existing platforms, we continue to communicate the parent company’s long-term vision of achieving net zero emissions by 2050, gradually strengthening suppliers’ understanding of carbon reduction issues as a basis for future cooperation and related initiatives.



▲ Process of CSR Audit



▲ Proportion of CSR Audit Findings

Numbers of Supplier on-site Audits (including CSR-Oriented Audits)		
Number of Planned Projects	2023	63
	2024	40
	2025	66
Number of Actual Projects	2023	41
	2024	37
	2025	59
Completion Rate	2023	65%
	2024	93%
	2025	89%

• Management of Conflict

We value human rights and are committed to promoting responsible minerals procurement in accordance with international initiatives and to not using conflict minerals sourced from regions affected by armed conflict or illegal mining. We support the Responsible Minerals Initiative (RMI) and incorporate its relevant requirements into our supply chain management mechanism, requiring our suppliers to provide conflict minerals investigation reports to ensure that all minerals used in our supply chain come from legitimate and certified smelters, serving as the basis for supplier management and review.

When selecting new suppliers, the Company requires them to complete a conflict minerals survey and sign a “Commitment to Non-Use of Conflict Minerals” to ensure that the sources of their raw materials comply with the Company’s policies and relevant regulations. We regularly review and monitor suppliers’ use of raw materials based on the latest CMRT and EMRT templates published by RMI to enhance supply chain information transparency. 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 compliance.

In 2025, Askey completed 13 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 conflict minerals management operations through institutionalized procedures and supplier cooperation mechanisms, with the goal of preventing the involvement of conflict minerals in the supply chain, actively fulfill our corporate social responsibility, and support legal and responsible procurement practices.

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.



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	
 Pollution and Waste Management	
 Energy and Carbon Management	
 Impact Explanation	• Pollution prevention and waste management reduce environmental impact and help lower environmental risks and maintain ecological quality; improper management may result in pollution and reputational damage. • Regulatory compliance boosts the Company operation efficiency and cost effectiveness, and strengthens sustainability competitiveness; insufficient compliance may lead to compliance risks and operational impacts. • Effective energy and carbon management can reduce costs and carbon emissions, and enhance the Company's low-carbon transition capabilities; poor management may increase costs and exacerbate climate change impacts.
 Policy	EHS Policy • Establish an environmental management system by applying the P-D-C-A management cycle model to effectively reinforce environmental management and enhance environmental quality.
 Action	• Emissions data disclosure shows environmental transparency. • Establish energy and carbon management mechanisms in accordance with the CDP framework, and systematically inventory and disclose energy use and greenhouse gas emissions as the foundation for low-carbon transition.
 Evaluation	Government Check / Third-Party Audit
 Target	• 0 Major Environmental Violation Incident • Achieved RE10 across All Global Operational Sites • Continue to strengthen energy efficiency and greenhouse gas management, and gradually reduce operational carbon emissions.
 Corresponding GRI Topics	• GRI 2-27 Compliance with Laws and Regulations • GRI 302 Energy • GRI 305 Emissions • GRI 306 Waste

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 addition, Askey values the concerns and expectations of our stakeholders and integrates environmental protection principles into our corporate culture and operational strategies, continuously enhancing employees' environmental awareness and encouraging them to take concrete action. Moving forward, we will prioritize process optimization, focusing on improving manufacturing efficiency, enhancing energy and resource utilization, and strengthening waste reduction measures. At the same time, the Company will collaborate with supply chain partners to promote green management and resource recycling, building a resilient and sustainable value chain to achieve the dual goals of corporate growth and environmental protection.

In 2025, the Company did not incur any major environmental violations resulting in losses or compensation exceeding NT\$1 million.

- 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 Policies

• Energy and GHG Management

Energy Consumption

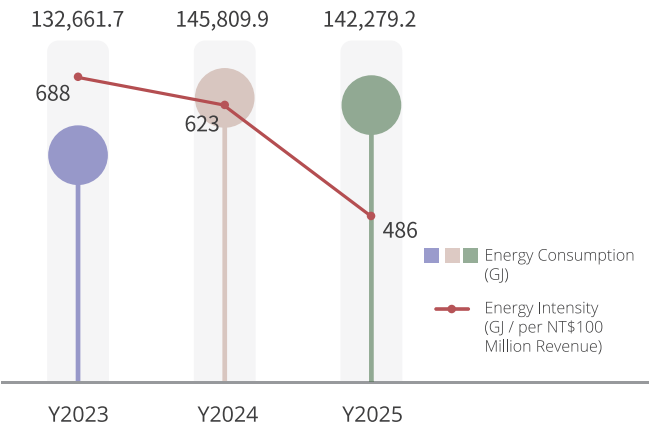
Askey's internal energy use primarily comes from fuel sources (e.g., gasoline, diesel, and natural gas) and electricity for office and plant operations. In 2025, total energy consumption reached 142,279.2 GJ, with electricity accounting for nearly 98%, making it the primary energy source. The energy intensity for the year was approximately 486 GJ per NT\$100 million in revenue, indicating a strong correlation between energy use and operational activities. To enhance energy efficiency and reduce environmental impact, the Company actively promotes energy-saving initiatives and the adoption of renewable energy, aiming to improve overall energy performance and advance toward gradually low-carbon transformation and sustainable operations.

Energy		Unit	2023	2024	2025
Electricity	Externally procured, non-renewable	MWh	30,619.5	34,624.5	33,388.4
		GJ	110,230.0	124,648.3	120,198.1
	Self-produced and used, renewable	MWh	5,035.1	4,902.8	5,288.7
		GJ	18,126.4	17,650.0	19,039.2
Diesel		kL	37.1	9.1	18.6
		GJ	1,304.0	320.1	653.1
Gasoline		kL	18.1	19.2	16.8
		GJ	589.9	627.3	548.5
Natural gas		kM³	72.0	76.6	55.0
		GJ	2,411.4	2,564.2	1,840.3
Consumption of Non-Renewable Energy		GJ	114,535.3	128,159.9	123,240.0
Consumption of Renewable Energy		GJ	18,126.4	17,650.0	19,039.2

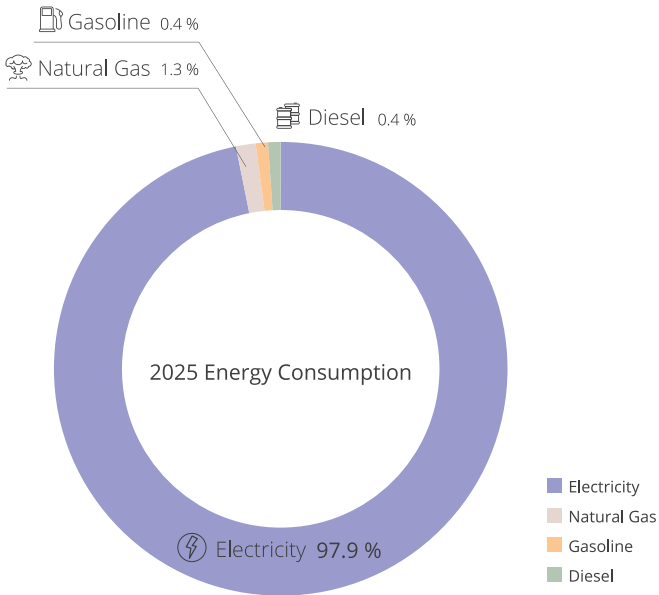
Conversion

- 1 kWh = 3.6 MJ
- 1 L Gasoline = 32.65 MJ
- 1 L Diesel = 35.16 MJ
- 1 M³ 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.

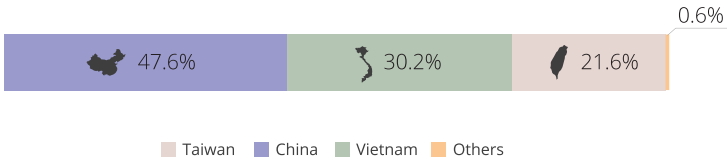
▲ Energy Consumption



▲ Energy Intensity



Regions	Electricity (GJ)	Natural Gas (GJ)	Diesel (GJ)	Gasoline (GJ)	Total	%
Taiwan	30,724.6	-	-	-	30,724.6	21.6%
Wujiang, China	64,920.5	1,840.3	452.7	512.4	67,725.9	47.6%
Bac Ninh, Vietnam	42,721.6	-	200.4	-	42,922.0	30.2%
Yang Xu (Shenzhen)	686.8	-	-	-	686.8	0.5%
Yang Xu (Wuhan)	174.1	-	-	-	174.1	0.1%
Brazil	9.7	-	-	36.1	45.8	0.0%



▲ Energy Consumption per Region

GHG Inventory

Askey follows the international standard GHG Protocol and has established a comprehensive greenhouse gas inventory and quantitative management mechanism, covering all subsidiaries over which it has control and that have substantive operations. Through employee training and standardized operating procedures, 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 emissions and environmental impact hotspots.

In 2025, the Company's total Scope 1 and Scope 2 carbon emissions amounted to approximately 18,919 metric tons of CO₂e, with around 93% attributed to electricity usage. Through the introduction of renewable energy and energy efficiency improvement measures at the Wujiang manufacturing site in China and the Bac Ninh facility in Vietnam, the Company has further reduced its emission intensity, achieving a result of 64.7 metric tons of CO₂e per NT\$100 million in revenue. To ensure the accuracy and consistency of inventory results, Askey commissions a third-party professional organization annually on a regular basis to verify its greenhouse gas inventory, thereby enhancing the credibility of carbon emissions information and serving as an important basis for subsequent reduction strategies and target setting.

In the future, we will continue to promote the adoption of energy-saving technologies and expand the use of renewable energy, progressively strengthening the foundation for low-carbon operations and steadily advancing toward the long-term target of net zero emissions by 2050.

Scope Categories	Unit	2023	2024	2025	2030 Targets	2025 Implementation Results
Scope 1	Tons of CO ₂ e	1,697.0361	1,258.7689	1,241.5194	50% less than in 2021	29% less than in 2021
Scope 2		16,584.4342	18,240.5510	17,677.7797		
Total		18,281.4703	19,499.3199	18,919.2991		

▲ Scope 1 and Scope 2 Emissions

Scope 3	Unit	2023	2024	2025	2030 Targets	2025 Implementation Results
Procurement of Goods and Services	Tons of CO ₂ e	724,298.3821	666,831.5507	515,447.3319	30% less than in 2021	47% less than in 2021
Capital Goods		1,931.0295	3,856.8897	1,204.1331		
Upstream Fuels and Energy		3,658.9191	2,165.8552	7,197.5778		
Upstream Transportation		860.7568	3,697.5140	6,147.5356		
Operational Waste		131.0992	104.8819	130.0810		
Business Travel		797.8562	1,365.9072	1,052.2757		
Employee Commute		1,206.3215	3,287.8893	1,425.5968		
Upstream Leased Assets		182.7940	56.0261	148.8744		
Downstream Transportation and Distribution		572.0443	1,261.4378	2,419.1845		
Processing of Sales Products		179.8748	1.6193	-		
Sales Products Used		404,955.9621	194,185.9244	372,693.7190		
Terminal Processing of Sale Products		67.6489	55.2537	80.0147		
Downstream Leased Assets		440.2468	421.5844	343.0200		
Franchising		-	-	-		
Investment		-	-	-		
Total		1,139,282.9353	877,292.3338	908,289.3445		

• Yr2021 baseline emissions: 26,820.45 tCO₂e for Scope 1 & 2, and 1,738,894.39 tCO₂e 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

Askey has actively participated in the Carbon Disclosure Project (CDP) for a long time and, in line with its commitment to information transparency, publicly discloses annual greenhouse gas emissions and reduction outcomes, demonstrating our commitment to climate-related issues and its proactive response to them. Through ongoing disclosure and self-assessment, Askey continuously improves our environmental management practices and has earned recognition from international assessment mechanisms. In the 2025 CDP ratings, the Company received an A- rating for Climate Change and an A- for Water Security, demonstrating specific performance in environmental sustainability management.

In response to the risk and challenge resulting from climate change, Askey has adopted 2021 as our 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 the parent company, ASUS, and accelerates emission reduction efforts through government subsidy programs. By the continuous promotion for energy-saving optimized measures of each operation sites, we will continue to implement energy-saving measures prudently, enhance energy efficiency across all facilities, and work closely with supply chain partners to jointly pursue the vision of net-zero emission and corporate carbon neutrality.

Facility	Types 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.	5,288,679	3,055.3

Facility	Types 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.	1,198,559	619.26
		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.	237,120	122.51
		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.	450,528	232.77
	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	92.85

• Wujiang manufacturing site, China: Calculated based on China's 2024 average grid emission factor announced by the Ministry of Ecology and Environment of China in 2025, with an emission factor of 0.5777 kg CO₂e/kWh.

• Bac Ninh manufacturing site, Vietnam: Calculated based on the international grid electricity greenhouse gas emission factor published by Carbon Footprint Ltd in 2025 and calculated according to fuel mix, with an emission factor of 0.51667 kg CO₂e/kWh.

▲ Energy-Saving and Carbon Reduction Measures

• Environmental Impact

Water Resource Management

The water used by Askey comes from a single source and based on the principle of water resource management for our operation features — tap water supplied by the local water utility. No groundwater, surface water, or seawater is used. Given that the Company's operations do not involve high water-consuming processes, no process wastewater is generated during operations; only domestic wastewater is produced, primarily from drinking, washing, toilet use, and equipment cooling, including 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 discharged water quality complies with regulatory requirements and reducing the potential environmental impact of operational activities.

Given the nature and operation type 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 and fulfilling our duty of environmental management.

Items	Unit	2023	2024	2025
Total Water Withdrawal	Tons	244,113	235,244	207,869
Total Water Discharge		219,702	211,720	187,082
Total Water Consumption		24,411	23,524	20,787
Recycled and Reused Water		2,869	9,455	5,162

- 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

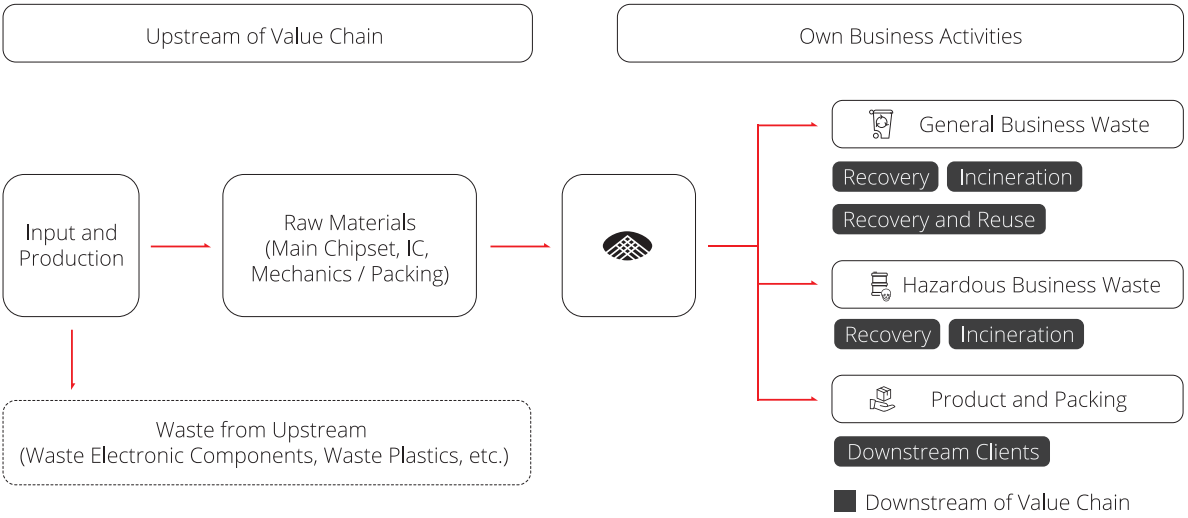
Waste management is an important environmental issue for companies. Askey adheres to the management principle of “reduction in production and recycling of resources for reuse” for the industrial waste produced in the production and service processes with continuously reviewing the production process and the way of raw material usage. 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.

Based on the nature of the waste, the waste generated by Askey is primarily divided into two categories, including general industrial waste and hazardous industrial waste. Among these, general industrial waste consists mainly of staff’s household trash, while hazardous industrial waste includes spent activated carbon, spent cleaning solutions, and other similar materials. Askey has set up a comprehensive classification and management system, with the management units at each operational site taking unified responsibility for waste management operations. We also contract with waste collection and treatment operators holding valid environmental permits to carry out transportation and final disposal in accordance with relevant laws and regulations, ensuring that waste is managed properly and safely, obtaining the necessary treatment certificates.

To further improve resource efficiency, Askey adheres to the management principle of “Waste Reduction in Manufacturing Processes and Resource Recycling,” implementing reduction measures at the source. In addition to continuously reducing waste generation in manufacturing processes, our China factories have also partnered with upstream raw material suppliers to establish a reverse recycling mechanism for reusable packaging materials, with the aim of increasing the reuse rate of packaging materials, reducing the consumption of single-use resources, and minimizing environmental impact. Through the implementation of this reverse recycling program for packaging materials, the total amount of packaging materials recycled in fiscal year 2025 reached 153.0 metric tons. This demonstrates our concrete achievements in continuously strengthening waste management and improving resource recycling performance, while laying the foundation for energy conservation, carbon reduction, and environmental sustainability goals.

Regions	Types	Methods	Weight (Tons)		Description
			2024	2025	
 Taiwan	General	Recovery		7.3	Batteries, paper, etc.
		Physical Treatment	56.6	40.0	Waste PCB, etc.
		Incineration	262	209.1	Domestic wastes, industrial wastes, etc.
		Recovery and Reuse	4.5	4.7	Packaging material for incoming materials.
 China	General	Recovery	69.6	231.0	Corrugated fiberboard, soft plastic, scrap metal, pallets, etc.
		Incineration	580	590.0	Domestic waste.
		Recovery and Reuse	174.2	148.3	Packaging material for incoming materials.
	Hazardous	Incineration	4.7	5.2	Waste activated carbon, waste cleaning solution, etc.
 Vietnam	General	Recovery	1,298.7	1,209.6	Wood pallets, cardboard boxes, PET trays, waste plastic rolls, etc.
		Incineration	193.6	220.8	Industrial waste, domestic waste.
	Hazardous	Incineration	1.0	7.2	Oil-Contaminated waste, waste activated carbon, waste solvents, etc.
		Others	1.6	4.7	Waste Fluorescent Lamps.
		Recycling	27.4	33.9	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 Services

Management Approaches of Major Issues: Product Environmental Impact

 Impact Explanation	Effective product environmental management can reduce the environmental impact of products. Inadequate management may increase environmental pollution and regulatory compliance risks.
 Policy	EHS Policy
 Action	· Comply with applicable environmental regulations and international standards, and establish a product environmental management mechanism. · Continuously improve product environmental impacts through internal management and supply chain collaboration.
 Evaluation	Third-Party Audit
 Target	0 Major Environmental Violation Incident
 Corresponding GRI Topics	GRI 301: Materials

We regard environmental sustainability as a core element of our operations and product development. In response to current global resource challenges and climate change, the Company adopts a product life cycle perspective to integrate sustainable design and environmental friendliness into our production and service processes. By extending product lifespans, improving efficiency, and increasing recycling rates, while strictly controlling the use of hazardous substances, Askey is committed to reducing the environmental impact of our products and fulfilling our corporate social responsibility. In fiscal year 2025, the total raw material usage was 11,258.2 metric tons, of which renewable materials accounted for 2,739.9 metric tons, representing approximately 24.3% of the total usage; non-renewable materials accounted for 8,518.3 metric tons, representing approximately 75.7%. The overall raw material composition is dominated by non-renewable materials, and the Company will continue to assess and reduce our environmental impact in the future.

In recent years, 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 2025, six 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

- 1.** · Use Eco-Friendly Materials · Reduced Use of Raw Materials
· Low-Energy Consumption · Easy to Disassemble and Recycle



Green Procurement

- 2.** · RoHS · REACH
· Other prohibited harmful substances
· Eco-Friendly Packing Materials



Green Production

- 3.** · Eco-Friendly Process



Carbon Reduction Transportation

- 4.** · Reduce Consumption of Resources
· Improve Transportation Efficiency



Friendly Disposal

- 5.** · Proper Recovery
· Recycling and Reuse

• Sustainable Design

Askey clearly knows that products manufactured by enterprises may cause huge impacts to the environment, so 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, thereby optimizing the product life cycle. 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 product design and supply chain management for the Earth.

Low-Energy Consumption

- Take the requirements of the EU Eco-Design Directive for energy products into consideration in order to improve the energy efficiency.

Use Eco-Friendly Materials

- We have overcome problems associated with Post-Consumer Recycled Plastics (PCR), including inferior strength and reliability, introducing more than 60% PCR to the plastic case of several of our products exported to the US, and realizing the concept of a circular economy.
- Use eco-friendly paper products as much as possible, such as purchasing paper - packaging materials that contain more than 80% of recovered and reclaimed materials that can be recovered again, so as to reduce the use of virgin pulp and the impact on the environment.

Reduced Use of Raw Materials

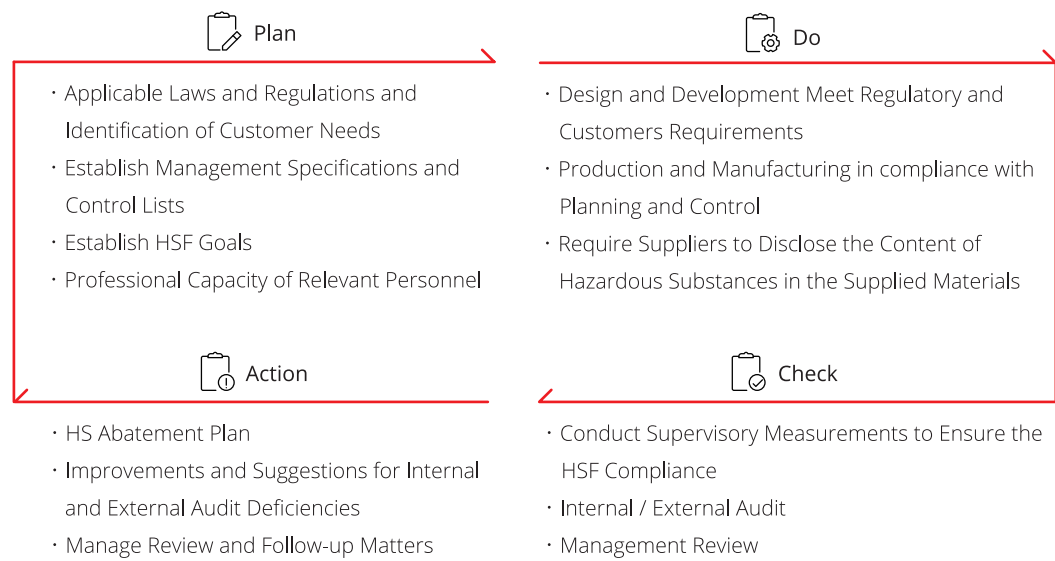
- Consider the use of PCB without edges and reduce the thickness. Optimized and minimized requirements, effectively reducing the use of raw materials and the generation of edges.
- Optimize the packaging labels from multiple sheets to a single sheet. Reduce the use of labels, stickers and printing ink.

Easy to Disassemble and Recycle

- Select recyclable and re-usable materials as much as possible for parts and avoid designs that have coatings, welding, adhesion and others that are difficult to be disassembled in order to improve product recycling and reuse rate.

• **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

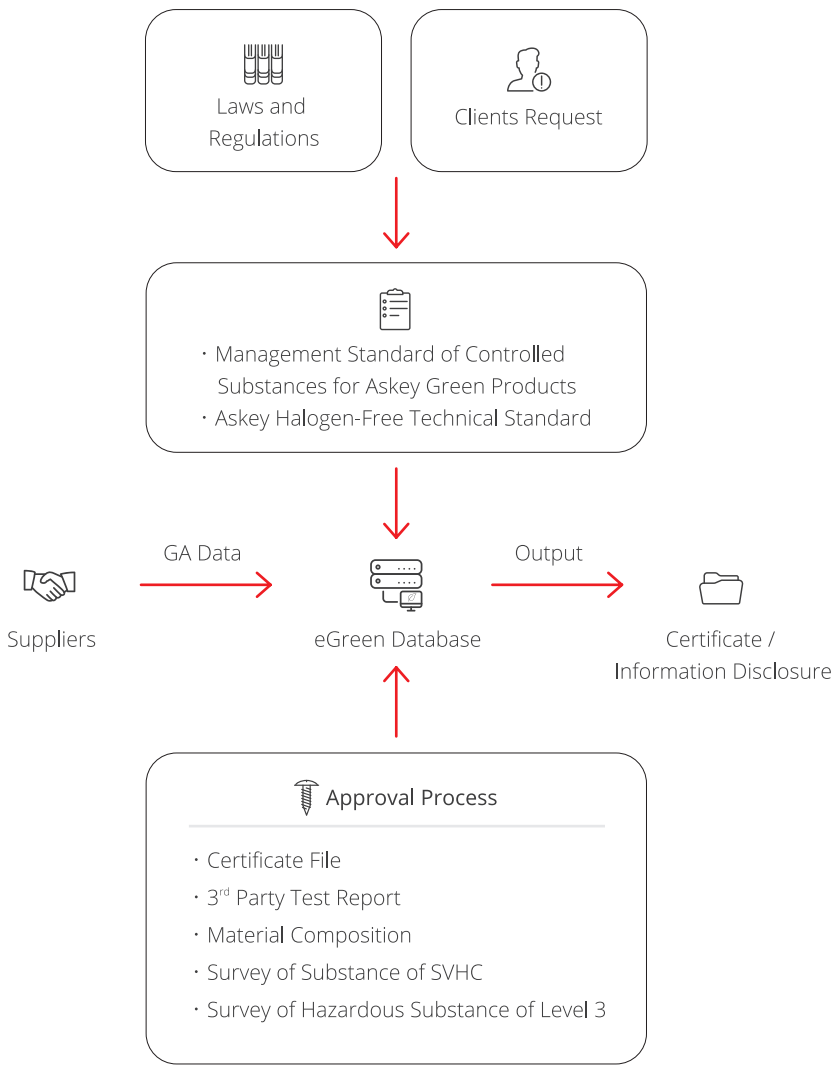
Green Procurement

In order to pursue green manufacturing, Askey has long invested in the management and control measures of hazardous substances in products. We also require our suppliers to understand the Company's latest announcements with respect to green specifications through the platform and conduct the certification of green materials to ensure that all raw materials comply with its internal regulations and both the domestic and overseas environmental directives and clients' requirements.

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.

In 2025, the renewable materials used in the Company's products and production processes totaled 251.2 metric tons, demonstrating the Company's continued progress in material circularity and resource efficiency management.



▲ Green Material Approval Process

Green Production

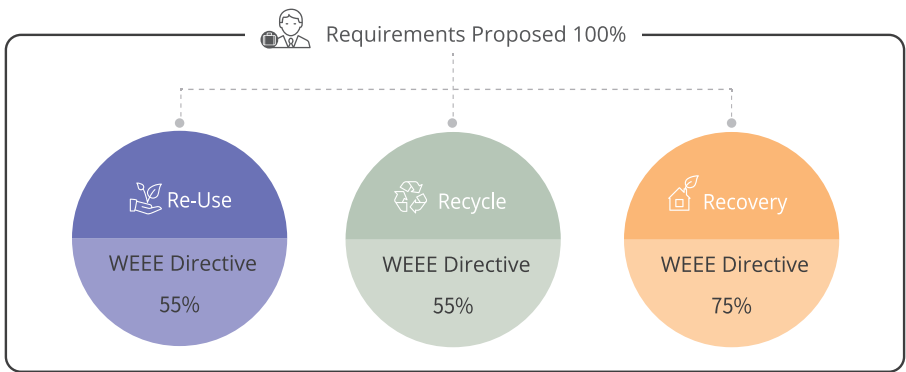
To uphold the principle of environmental sustainability and reduce the environmental impact of product manufacturing, the Company has established a Hazardous Substance-Free (HSF) policy and objectives. A cross-functional HSF Committee has been formed to clearly define departmental roles and responsibilities. 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, we have 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, ensuring the whole operation in compliance with the instruction. All Askey products are 100% compliant with WEEE regulations. According to the results of the company's self-assessment of the 2025 3R recycling rates, the reuse/recycling rates and recovery rates of our products both exceed the 55% and 75% targets specified by WEEE. By continuously promoting waste-friendly and circular economy management measures, Askey is committed to reducing our environmental impact and fulfilling our corporate responsibility toward environmental sustainability.



• 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



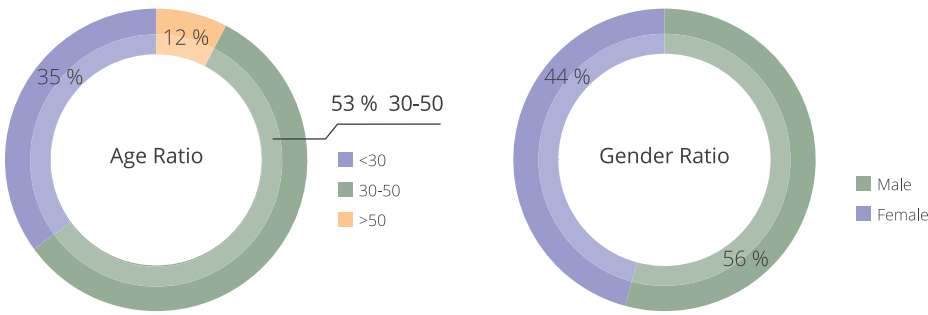
4.1 Recruitment and Training

Management Approaches of Major Issues: **Material Topic**
Compliance; Talent Development

Impact Explanation	- Regulatory compliance helps maintain corporate reputation and operational stability, while violations may lead to fines, lawsuits, financial losses, and reputational damage. - Effective talent development helps build key capabilities, stabilize labor-management relations, and strengthen talent retention; inadequate development may increase workforce risks and weaken long-term competitiveness.
Policy	Labor and Ethics Policy
Action	- Comply with labor laws to protect rights and foster positive labor relations. - Enhance mutual trust and employee engagement through regular communication and feedback channels, while identifying and mitigating human resource and labor relations risks to support stable operations.
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 201 Economic Performance - GRI 202 Market Presence - GRI 401 Employment - GRI 402 Labor/Management Relations - GRI 404 Training and Education - GRI 405 Diversity and Equal Opportunity

We firmly believe that our employees are the cornerstone of Askey's sustainable operations and core competitiveness. Based on respect for human rights and the principle of fairness, we have established a comprehensive human resources management system that covers all stages of "recruitment, employment, training, promotion, and retention." We are committed to creating a transparent, stable, and growth-oriented work environment to support the company's long-term operations and organizational growth.

We value diversity, equality, and inclusion, and we continuously foster a workplace culture that respects human rights and promotes employee well-being. Through comprehensive compensation and benefits programs and ongoing education and training, we strengthen employee loyalty and a sense of belonging, thereby enhancing talent retention and our attractiveness as an employer. We believe that creating a work environment where employees feel happy and fulfilled will generate long-term, sustainable positive value for the company, our employees, and society as a whole.



• Workforce Analysis

It has been 36 years since the establishment of Askey, and the Company has gradually expanded its production sites to China and Vietnam. As of the end of December 2025, the total number of staff at Askey reached 4,282. The employee status analysis data in this Report is primarily based on official employees within the entity boundary of the ESG Report.

In terms of workforce allocation, the Company plans its workforce deployment based on manufacturing and operational needs. Employees are mainly located in three major operating sites — Taiwan, Wujiang, China, and Bac Ninh, Vietnam — accounting for 34.5%, 36.7%, and 28.8%, respectively. In addition, the Company had 283 non-employee workers, including dispatched operators and outsourced service personnel such as cleaners, security staff, and food service workers.

In terms of workforce age structure, employees aged 30 or below accounted for 35%, bringing vitality and innovative thinking to the organization; employees aged 30 to 50 accounted for 53%, contributing professional expertise and practical experience as an important core of the Company's operations; and employees aged 50 or above accounted for 12%, many of whom serve in management or leadership roles, supporting the stable operation of the organization. We respect diversity and equality, and are committed to creating a fair and friendly work environment. In 2025, female employees accounted for 44% of the workforce, demonstrating the Company's continued efforts to provide female employees with stable employment opportunities and room for career development in recruitment and appointment.

Regarding recruitment, Askey follows the principle of equal employment and actively welcomes individuals from diverse backgrounds, including persons with disabilities and minority groups, to continue building a respectful, diverse, and inclusive workplace culture that supports the Company's long-term development. Askey prioritizes local residents for management roles. In 2025, all management positions in Taiwan, China and Vietnam were held by local residents, representing 100% local management. Local residents held senior roles in Taiwan and China; Vietnam had no senior management positions and was supported by regional management teams.

Official Employees

Gender	Type	Contract	Taiwan	China	Vietnam	Total
 Male	Full Time	Permanent	836	175	0	1,011
		Temporary	13	648	575	1,236
	Part Time	Permanent	0	0	0	0
		Temporary	7	0	0	7
Total			856	823	575	2,254
 Female	Full Time	Permanent	430	197	0	627
		Temporary	88	451	578	1,117
	Part Time	Permanent	0	0	0	0
		Temporary	9	0	0	9
Total			527	648	578	1,753

- Permanent Contract: Employees with open-ended (no fixed term) contracts.
- Temporary Contract in Taiwan: 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.
- Temporary Contract in Vietnam: Employees with time-limited contracts.

▼ Workforce Structure per Gender and Age

Gender	Age	Taiwan	China	Vietnam	Total
 Male	<30	34	437	354	825
	30-50	522	360	221	1,103
	>50	300	26	0	326
 Female	<30	31	185	352	568
	30-50	364	449	222	1,035
	>50	132	14	4	150
Total		1,383	1,471	1,153	4,007

▼ Workforce Structure per Position

Gender	Position Classification	Age	Taiwan	China	Vietnam	Total
 Male	Management Position	<30	1	16	11	28
		30-50	133	160	24	317
		>50	140	4	0	144
	Non-Management Position	<30	33	421	343	797
		30-50	389	200	197	786
		>50	160	22	0	182
Total			856	823	575	2,254
 Female	Management Position	<30	0	10	20	30
		30-50	38	137	32	207
		>50	45	6	0	51
	Non-Management Position	<30	31	175	333	539
		30-50	326	312	189	827
		>50	87	8	4	99
Total			527	648	578	1,753

- 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.

▼ Status of Local Residents Employed in Senior Management Positions

Regions	Numbers of Management Employees	Local Residents in Senior Management Positions	Local Residents in Non-Senior Management Positions	Percentage of Senior Management Positions Held by Local Residents
 Taiwan	357	323	34	90%
 China	333	47	286	14%
 Vietnam	87	0	87	0%

Note: The Vietnam site currently has no senior management positions at the manager level or above. Relevant management functions are supported by the regional management teams.

▼ Employment of Diverse Talents

Regions	Type	Headcount	Local Proportion
 Taiwan	Minority Groups	16	1.2%
	Disabilities	10	0.7%
 China	Minority Groups	33	2.2%
	Disabilities	0	0%
 Vietnam	Minority Groups	823	71.4%
	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 in its operations and development, and strives to attract and retain top talent to support the stable operation of key areas such as R&D, manufacturing, and operations. To ensure mutual growth for employees and the Company, we establish an attractive compensation, benefits, and insurance system that complies with local regulations and is aligned with market compensation levels and talent competitiveness. This helps employees balance work, family life, and physical and mental well-being, while cultivating a stable and supportive work environment that promotes the common growth of employees and the Company.

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 an institutionalized performance communication and evaluation mechanism and conducts performance reviews every six months, which serve as references 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, severance procedures are handled in accordance with Company policies.

▼ Ratios of Standard Entry Level Wage Compared to Local Minimum

Genders	Types	Taiwan	China	Vietnam
 Male	Direct Labor	1.04	1.06	1.25
	Indirect Labor	1.04	1.06	1.25
 Female	Direct Labor	1.04	1.06	1.25
	Indirect Labor	1.04	1.06	1.25

· 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 28,590 in Taiwan, CNY 2,490 in Wujiang, China, and VND 4,410,000 in Bac Ninh, Vietnam.

▼ Employee Turnover and Hiring Rates

Male											Male				
Ages	Taiwan					China					Vietnam				
	Numbers of Employees	New Employees Hired	New Employees Hired Rates	Employee Turnover	Turnover Rates	Numbers of Employees	New Employees Hired	New Employees Hired Rate	Employee Turnover	Turnover Rates	Numbers of Employees	New Employees Hired	New Employees Hired Rate	Employee Turnover	Turnover Rates
<30	34	1	3 %	9	26 %	437	1,822	417 %	1,882	431 %	354	201	57 %	69	19 %
30-50	522	15	3 %	87	17 %	449	59	13 %	124	28 %	221	95	43 %	25	11 %
>50	300	9	3 %	20	7 %	26	0	0 %	1	4 %	0	0	0 %	0	0 %

Female											Female				
Ages	Taiwan					China					Vietnam				
	Numbers of Employees	New Employees Hired	New Employees Hired Rates	Employee Turnover	Turnover Rates	Numbers of Employees	New Employees Hired	New Employees Hired Rate	Employee Turnover	Turnover Rates	Numbers of Employees	New Employees Hired	New Employees Hired Rate	Employee Turnover	Turnover Rates
<30	31	10	32 %	40	129 %	185	662	358 %	798	431 %	352	170	48 %	35	10 %
30-50	364	40	11 %	182	50 %	360	27	8 %	70	19 %	222	70	32 %	14	6 %
>50	132	6	5 %	10	8 %	14	1	7 %	4	29 %	4	1	25 %	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 operation and organizational development and a driving force behind the Company’s continued growth. We are committed to creating a safe, healthy, and motivating work environment. Through a comprehensive benefits system, every employee is empowered to fully utilize their strengths and grow alongside the Company in a win-win relationship.

In Taiwan, Askey has legally established an Employee Welfare Committee, composed of representatives from various departments who convene regularly to discuss welfare policies and related activities. This ensures the system remains transparent and responsive to employee needs. For regular employees at major operating sites in Taiwan, China, and Vietnam, the Company provides legally mandated protections as well as group insurance, regular health check-ups, and other benefits to enhance employees’ sense of security and belonging.

Through continuous workplace optimization and enhanced employee care, Askey was honored with the Gold Award in the Technology/Energy R&D Category at the 5th 1111 Job Bank “Happy Enterprise” Awards, highlighting the Company’s continued commitment to employee well-being and a friendly workplace environment, while reflecting its core “people-oriented” philosophy. Looking ahead, the Company will continue reviewing and refining its employee benefits system, providing diverse and stable support, and maintaining a happy workplace that supports work-life balance.

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% New Pension System: 6%	16 %	17.5 %
	Employee	Old Pension System: 0% New Pension System: 0-6%	8 %	8 %
Retirement Plan		Old Pension System: Statutory Retirement Accounts New Pension System: Individual Retirement Accounts	Pension Insurance	Social Insurance
Employee Participation Rate in Retirement Plans		100 %	100 %	100 %

Parental Leave

We value work-life balance and promote gender equality in the workplace. In Taiwan, we provide parental support measures in accordance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Childcare, helping employees balance career and caregiving responsibilities.

All eligible staff in Taiwan, regardless of gender, may apply for unpaid parental leave. Parental leave is available until the child turns three, for a maximum duration of two years, without affecting staff's original labor rights. Upon expiration, employees can request reinstatement and return to their original positions or be reassigned based on personal and family needs. In 2025, 4 males and 7 female staff applied for unpaid parental leave, with a reinstatement rate of 92% and a retention rate of 39%.

Currently, the unpaid parental leave system applies only in Taiwan. In China and Vietnam, leave and benefit systems are managed according to local labor laws. Looking forward, the Company will continue to respond to the diverse needs of employees across various locations and work toward building a family-friendly workplace.

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 2025.	No. of Employees Applied for Parental Leave without Pay in 2025.	No. of Employees Expected to Return to Work after Parental Leave without Pay in 2025 (A)	No. of Employees Actually Returned to Work after Parental Leave without Pay in 2025 (B)		No. of Employees Returned to Work after Parental Leave without Pay in 2024 (C)	No. of Employees Reinstated after Parental Leave in 2024 and was still with the Company after 1 Year (D)	
Male	40	4	3	3	100 %	7	2	29%
Female	29	7	10	9	90 %	11	5	45%

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

Diverse Communication Channel

Askey values the voices of its employees and is committed to creating an open, transparent, and safe communication environment. In addition to regularly held labor-management meetings and employee forums by the Company, it provides real-time and straightforward communication platforms to promote two-way communication and feedback. These include an open grievance mailbox and hotline, enabling employees to share opinions, report issues, and receive timely responses.

To further enhance the confidentiality and security of grievances besides face-to-face communication mechanisms, the Company has established physical suggestion boxes and anonymous reporting channels. These measures ensure that staff can express their concerns in a pressure-free environment, fostering a safe and trusting workplace. The Company is committed to strict confidentiality of all complaints and reports, ensuring that the identity and relevant information of the whistleblower are not disclosed or provided to the subject of the report. In cases of threats, intimidation, or any form of retaliation, the Company will report the matter to the judicial authorities in accordance with the law for legal action, firmly safeguarding the legitimate rights of whistleblowers and ensuring the fairness and effectiveness of the grievance and 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 managerial capabilities, 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 2025, Askey accumulated a total of 76,059.0 training hours, with an average of 19.0 training hours per staff. By gender, male and female employees received an average of 19.0 hours and 18.9 hours of training, respectively. By job category, management and non-management employees received an average of 13.1 hours and 20.2 hours of training, respectively. This demonstrates the Company's commitment to providing relatively balanced and growth-oriented learning opportunities for different employee groups.

In addition, Askey continues to integrate digital learning resources, including online course platforms and an internal lecturer system, to enhance training effectiveness and build a learning organization that supports employee development and corporate transformation.

Course Type	No. of Courses	No. of Trainees
Newcomer Training	1,485	16,331
Promotion Training	2	5
Quality Training	330	2,338
Professional Training	92	12,443
Management Training	2	3
Self-Improvement Training	21	3,434
System Training	37	8,966
Grand Total	1,969	43,520

▲ Employee Training Courses

Genders	Training Hours	Average Training Hours per Employee
 Male	42,915.5	19.0
 Female	33,143.5	18.9
Total	76,059.0	19.0

Employee Categories	Training Hours	Average Training Hours per Employee
Management	9,069.9	13.1
Non-management	66,989.2	20.2
Total	76,059.0	19.0

Note: Since some data has been rounded to one decimal place, there may be minor discrepancies between the sum of the individual items and the grand total.

▲ Training Effectiveness

4.2 Safe and Healthy Workplace

Management Approaches of Major Issues : Health and Safety

 Impact Explanation	• A sound occupational health and safety system helps reduce workplace injuries, control labor costs, maintain attendance, and enhance operational efficiency. • Employee injuries or fatalities may disrupt production, delay deliveries, impact customer satisfaction, and expose the Company to legal and financial risks.
 Policy	EHS Policy
 Action	• Comply with relevant laws and regulations and implement occupational safety and health management. • Regular risk assessments and effective control of potential risks. • Promote health management and safety education & training.
 Evaluation	Government Check / Third-Party Audit
 Target	0 Case for High-Consequence Work-Related Injuries
 Corresponding GRI Topics	GRI 403 Occupational Health and Safety

Management Approaches of Major Issues : Employee Rights and Human Rights Protection

 Impact Explanation	• Protect fair opportunities and workplace dignity to enhance employee satisfaction, retention, overall original performance and business competitiveness. • If it happens the human rights violations, it may lead to labor disputes, talent loss, and significant damage to the Company's reputation and brand image.
 Policy	Labor and Ethics Policy
 Action	A diverse grievance mechanism has been established to protect employees' rights to express opinions and file complaints.
 Evaluation	Employee Complaints
 Target	• 0 Human Rights Violations Reported • No Major Staff Rights-Related Complaints Were Reported
 Corresponding GRI Topics	• GRI 405 Diversity and Equal Opportunity • GRI 406 Non-Discrimination • GRI 407 Freedom of Association and Collective Bargaining • GRI 408 Child Labor • GRI 409 Forced or Compulsory Labor

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 institutionalized and systematic processes.

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

According to the 2025 hazard identification and risk assessment results, improper chemical storage — which may lead to leakage, fire, or explosion — was identified as a high-risk item. The Company manages this risk through clear control standards, regular safety inspections, and emergency response measures, continuously reducing potential risks and ensuring the protection of all workers' lives and the safety and stability of the workplace.

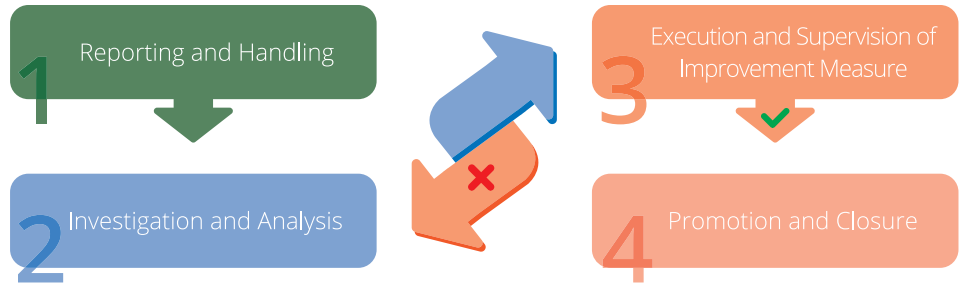
Participation, Consultation, and Communication

Askey actively promotes occupational safety and health management across all operational sites and has established a well-defined management structure with clear responsibilities through institutionalized operations, promoting workers’ participation in workplace safety and health-related matters, 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 coordinating occupational safety and health affairs. 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 discuss, review, and coordinate workplace safety issues, thereby enhancing cross-departmental communication and risk management effectiveness. At our China and Vietnam facilities, Environmental and Safety Committees have been established in accordance with the Production Safety Law of the People’s Republic of China and the Vietnam Law on Occupational Safety and Health, respectively, to implement local regulatory requirements, and employee participation in safety-related matters is actively promoted to protect workers’ right to know and right to participate in operational safety.

In addition, Askey highly values 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 risks. These enable employees to promptly report concerns and ensure two-way communication, thereby promptly identifying risk information and improving emergency response efficiency and information transparency.

Sites	Taiwan	China	Vietnam
Dedicated Unit	Occupational Safety and Health Committee	Environmental Safety Committee	Environmental and Safety Committee
Number of Committee Members	15	45	11
Number of Labor Representatives	5	16	1
Meeting Frequency	Quarterly	Monthly	Quarterly



▲ Incident Investigation Process

Occupational Health and Safety Training

We continue to promote occupational safety, health training and education, aiming to enhance safety awareness and response capabilities among all workers, 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 basic environmental, health and safety awareness at the onboarding stage, helping them understand the operating environment, relevant protocols, and potential risks to enhance their self-management and emergency response abilities and ensure that they can safely undertake their work.

For current staff, we regularly organize fire drills and enhancement refresher safety training, and strengthen employees’ ability to identify and respond to daily operational risks and emergency situations through continuous training, thereby deepening workplace safety awareness.

Moreover, 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 that their professional knowledge and skills continue to comply with the latest requirements and reinforce our workplace safety culture.

For non-employee workers and contractors, we conduct hazard awareness briefings and environmental, health and safety awareness briefings before manufacturing site entry. During their work time, safety supervision is maintained to ensure their compliance with safety and health concepts 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 2025, the Company recorded one recordable occupational disease or occupational injury, which was a fracture injury and was not classified as a serious occupational injury. 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.

Meanwhile, in 2025, no fatalities, serious injuries, or recordable occupational incidents were reported among dispatched workers, contractors, or other personnel during the year, reflecting the Company's continued implementation of occupational safety and health management and enhancement of workplace safety protection measures.

Items	Taiwan		China		Vietnam	
	 Male	 Female	 Male	 Female	 Male	 Female
Death Tolls	0	0	0	0	0	0
Death Ratios	0	0	0	0	0	0
Numbers of Serious Injuries/Diseases	0	0	0	0	0	0
Ratios of Serious Injuries/Diseases	0	0	0	0	0	0
Numbers of People in Recordable Occupational Injuries/Diseases	0	0	1	0	0	0
Ratios of Recordable Occupational Injuries/Diseases	0	0	0.09	0	0	0
Work Hours	1,752,927.0	1,196,262.0	2,217,248.0	1,653,900.0	1,719,638.3	1,635,871.3

· 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

Askey is committed to creating an equal, friendly, and supportive workplace. Through a positive team atmosphere and comprehensive working conditions, the Company enhances employees’ sense of belonging and work engagement.

Askey complies with all relevant laws and regulations to safeguard employees' fundamental rights and labor rights and interests. The company also values work-life balance as well as the development of employees’ physical and mental well-being. 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 value and is committed to ensuring that all employees are not subject to differential 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 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, career development, and resource allocation, and strictly prohibits discriminatory practices. To protect employees’ rights and interests, we have established multiple grievance channels (complaint hotline, sexual harassment prevention hotline and mailbox, suggestion boxes), allowing employees with special status to freely report any suspected human rights violations or workplace misconduct. Askey is committed to protecting the identity and rights of whistleblowers and shielding them. In 2025, no human rights violations or discrimination cases were reported through the grievance mechanisms.

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

Also, the Company respects and protects employees’ lawful freedom to establish, join, or abstain from joining unions or bargaining units, and promotes two-way communication and mutual trust through labor-management meetings or other mechanisms. To respect staff’s religious beliefs, the Company provides appropriate spaces for religious activities and continues 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. It reviews the compliance of its supply chain to prevent collaboration with any supplier involved in forced labor, thereby reducing potential human rights risks.

We strictly comply with child labor prevention regulations by verifying age during recruitment and establishing a sound review mechanism for recruitment procedures to ensure no individuals under the legal minimum employment age are hired. As of 2025, no instances of child labor have occurred. For interns above the legal minimum working age but under 18, only low-risk 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 to prevent improper fee charging and potential forced labor risks, while protecting their labor rights.

To enhance human rights awareness, training programs are actively conducted at our sites in Taiwan, China, and Vietnam. In 2025, a total of 5,559 participants completed training, with an average of 1.0 hour per person.

Care and Protection for Foreign Migrant Workers

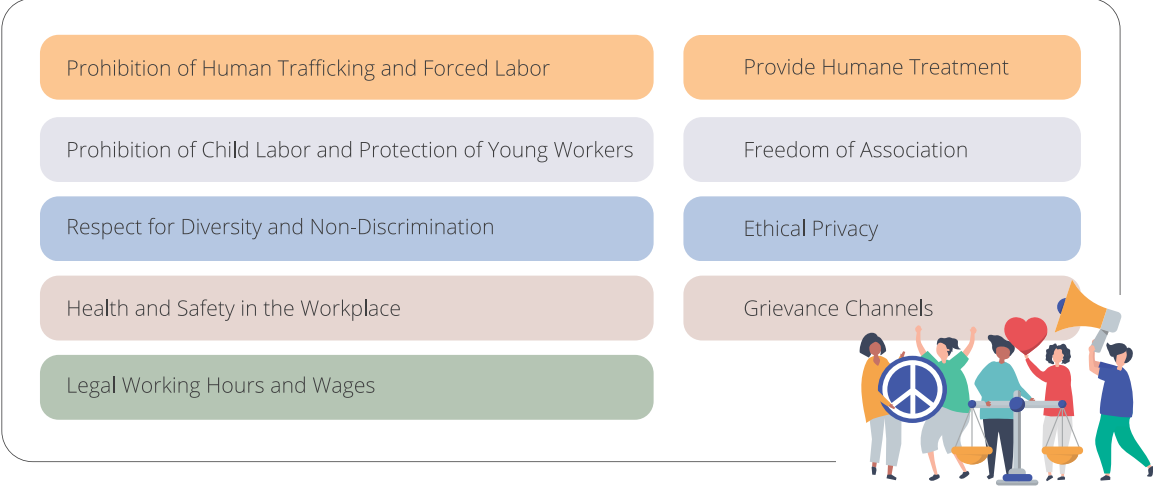
Askey is committed to creating a fair, respectful, and safe workplace, and to fulfilling its human rights protection commitment. The Company’s “Zero Fee to Migrant Workers” policy ensures that all foreign workers are not burdened with any agency or related fees during their process of coming to Taiwan for work, actively preventing forced labor and improper exploitation risks.

During the onboarding stage, the Company provides orientation training to strengthen human rights awareness and promotes diverse communication and grievance channels, such as dormitory suggestion boxes and migrant worker care meetings, to listen to and respond to employees’ needs, thereby establishing a transparent and trustworthy communication environment.

In terms of health management, Askey provides regular and special health checkups, with pregnant migrant workers covered under a maternity care program that monitors their physical and mental well-being and welfare through regular follow-ups and care measures.

For accommodation arrangements, the Company ensures that dormitories meet safety, hygiene, and comfort standards, with 24-hour access and dedicated dormitory managers available to assist with daily matters. Routine inspections are conducted by designated personnel to proactively identify and improve potential risks, creating a safe and stable living space.

In addition, Askey provides free commuter shuttle services for migrant workers to ease commuting burdens. Through institutionalized management and continuous communication, Askey continues to address and improve migrant workers' needs at work and in daily life, enhancing their overall quality of life and demonstrating the Company's emphasis on migrant workers’ rights and concrete actions to protect them.



▲ Labor Ethics Policy

Health Promotion

At Askey, employees’ physical and mental 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 to identify health risks at an early stage and adopt appropriate management measures.

Each year, we host health seminars, blood donation drives, vaccination events, and physical fitness assessments, integrating a wide range of internal and external health resources to help employees reduce stress, raise health awareness, and achieve a better physical and mental balance, boosting both morale and work performance.

In addition, the Company implements an Employee Assistance Program (EAP) that offers free, confidential services, including psychological counseling, as well as legal and financial advice. This comprehensive support system helps employees cope with personal and professional challenges and further enhances their overall stability in life and at work.



▲ Diverse Health Care

4.3 Social Participation and Contribution

Askey upholds the philosophy of growing together with society and actively engages in social participation and community care initiatives. Through concrete actions, the Company responds to the needs of local communities and underprivileged groups. Askey values the interaction and collaboration with community residents, continues to participate in various public welfare activities, and gives back to society by leveraging its corporate resources and professional capabilities, thereby putting the core spirit of sustainable development into practice.

Through long-term and stable social engagement, Askey hopes to move forward hand in hand with society, jointly creating a more resilient and hopeful social environment, making society warmer, and spreading seeds of hope around the world.



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 since 2015 every year, and presenting them with gifts. We hope 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.



Festive Care:
Christmas Gift Boxes that Warm the Winter Season



During the Christmas season, Askey purchases gift boxes offered by charitable organizations as festive gifts. Through concrete actions, we support charitable groups while allowing employees to share in the joy of the season and pass on care and kindness together.

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

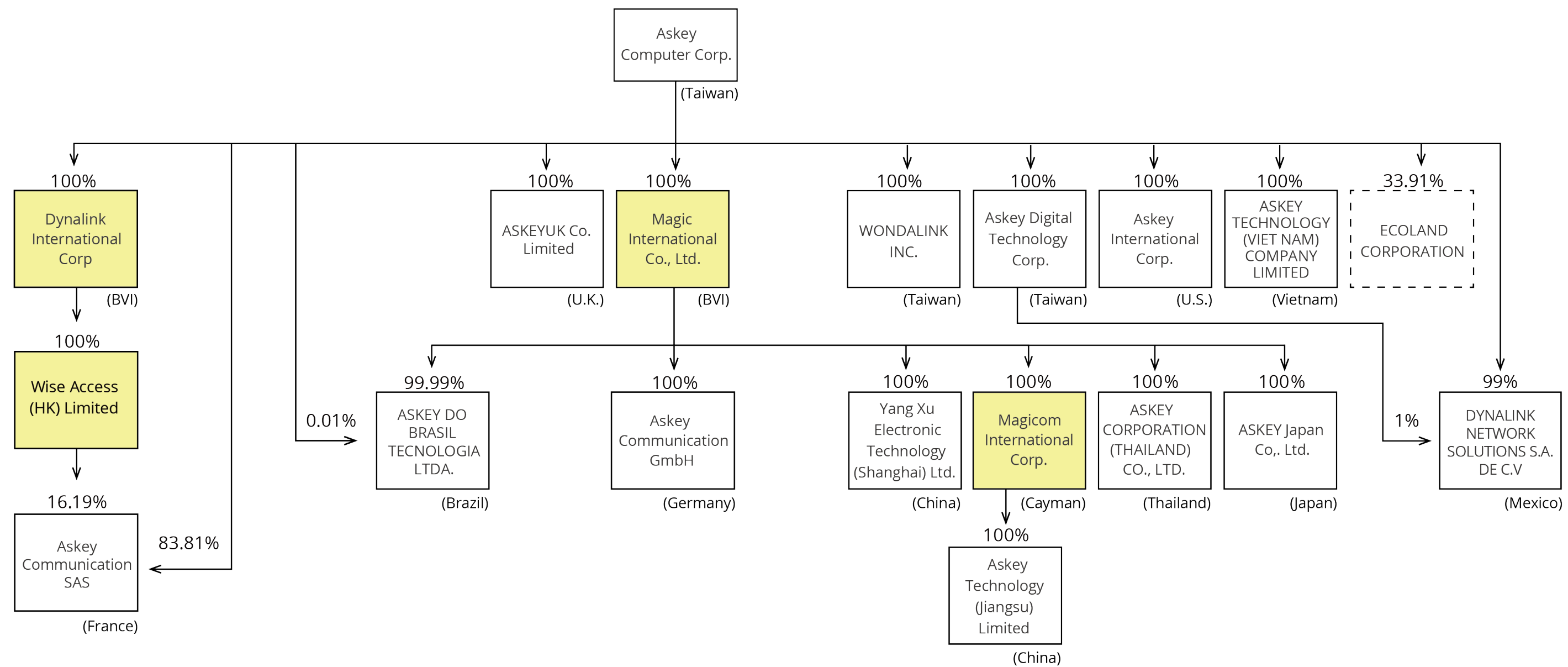


Appendices

Appendices.

附錄

• Organization Chart





Independent Assurance Statement

Askey Computer Corp. 2025 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 overseas 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:

- The scope of assurance operation is consistent with the scope disclosed in the “Askey Computer Corp. 2025 Sustainability Report” .
- 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).
- 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 Standards 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 six key stakeholders closely related to its operations: customers, shareholders, employees, suppliers, government agencies, and community residents. Through stakeholder discussions on issues of concern, the company understands the important information they need and utilizes diverse communication channels to gather feedback on sustainable development from all parties. Overall, the Report demonstrates a concrete practice of the principle of inclusivity.

Materiality

Askey has adopted a seven-step process to determine material topics and further assesses their actual and potential impacts on the economy, environment, and people (including human rights) to identify material topics relevant to the company's sustainable development. This allows the Report to be precisely focused and effectively respond to the information stakeholders expect. Overall, the Report demonstrates concrete practice of the principle of materiality.

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. Overall, the Report has provided timely and appropriate responses to the concerns of stakeholders.





Impact

Askey has been monitoring and measuring the risks and opportunities arising from the overall environmental impact of its operations, identifying relevant risks and opportunities to formulate action plans, and is committed to demonstrating its responsibility in sustainable performance management, communication, and improvement. In the future, the organization can continue to invest resources to support the identification, assessment, and management of various impact.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to adhere to domestic and international reporting standards and, through cross-regional and cross-departmental collaboration, compile management performance data from its various operating locations to provide stakeholders with comprehensive sustainability information.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by Askey and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by Askey provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in Askey in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a Moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :



Dr. August Tsai
The Director for Certification and Assessment
Jun.15.2026



AA1000
Licensed Report
000-84/V3-WBH9N

Verification team: Chung Pen Chen (Lead Verifier), Yu-Sheng Lin (Verifier).

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• 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, 2025
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	-	No restatements of information were made in this Report.
2-5	External assurance	About this Report	
Activities and workers			
2-6	Activities, value chain and other business relationships	1.1 About Askey; 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	
2-17	Collective knowledge of the highest governance body	Please refer to the parent Company's annual reports.	The operation of the Company's Board of Directors is governed by the Corporate Governance Best Practice Principles. In accordance with the Group's disclosure principles, relevant information is disclosed in the parent company's annual report.
2-18	Evaluation of the performance of the highest governance body	-	Information is unavailable or incomplete. In accordance with the Group's governance disclosure approach, this information is not separately disclosed.
2-19	Remuneration policies	-	Information is unavailable or incomplete. In accordance with the Group's governance disclosure approach, this information is not separately disclosed.
2-20	Process to determine remuneration	-	Information is unavailable or incomplete. In accordance with the Group's governance disclosure approach, this information is not separately disclosed.
2-21	Annual total remuneration ratio	-	Information is unavailable or incomplete. In accordance with the Group's governance disclosure approach, this information is not separately disclosed.
Strategies, Policies and Practices			
2-22	Statement on sustainable development strategy	1.3 Governance Structure	
2-23	Policy commitments	2.3 Supply Chain Management; 4.2 Safe and Healthy Workplace	
2-24	Embedding policy commitments	2.3 Supply Chain Management; 4.2 Safe and Healthy Workplace	
2-25	Processes to remediate negative impacts	1.3 Governance Structure; 4.2 Safe and Healthy Workplace	

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
Strategies, Policies and Practices			
2-26	Mechanisms for seeking advice and raising concerns	1.3 Governance Structure; 4.2 Safe and Healthy Workplace	
2-27	Compliance with laws and regulations	3.1 Green Operation; 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	
2-30	Collective bargaining agreements		The status of labor organizations and collective bargaining agreements varies by operating site, including sites with signed collective bargaining agreements, sites with trade unions but no signed agreements, and sites without trade unions.

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	
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	
202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1 Recruitment and Training	
202-2	Proportion of senior management hired from the local community	4.1 Recruitment and Training	
204: Procurement Practices			
204-1	Proportion of spending on local suppliers	2.3 Supply Chain Management	
205: Anti-Corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	1.3 Governance Structure	
206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3 Supply Chain Management	
301: Materials			
301-1	Materials used by weight or volume	3.2 Green Services	
302: Energy			
302-1	Energy consumption within the organization	3.1 Green Operation	
302-3	Energy intensity	3.1 Green Operation	
303: Water and Effluents 2018			
303-3	Water withdrawal	3.1 Green Operation	
303-4	Water discharge	3.1 Green Operation	
303-5	Water consumption	3.1 Green Operation	
305: Emissions			
305-1	Direct GHG emissions (Scope 1)	3.1 Green Operation	
305-2	Energy indirect GHG emissions (Scope 2)	3.1 Green Operation	
305-3	Other indirect GHG emissions (Scope 3)	3.1 Green Operation	

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
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 Assessments 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: Diversities and Equal Opportunities 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 may be at risk	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	
414: Supplier Social Assessments 2016			
414-1	New suppliers that were screened using social criteria	2.3 Supply Chain Management	
416: Customer Health and Safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Client Relations	

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Item	Corresponding Chapter	Remark
417: Marketing and Labeling			
417-2	Incidents of non-compliance concerning product and service information and labeling	2.2 Client Relations	
417-3	Incidents of non-compliance concerning marketing communications	2.2 Client Relations	
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: 142,279.2 GJ • Percentage of purchased electricity (purchased electricity / total electricity consumption): 86% • Renewable energy usage rate (green power / total electricity consumption): 14%
2	Total water intake and total water consumption.	Quantitative	• Total water intake: 207,869 cubic meters. • Total water consumed: 20,787 cubic meters.
3	Weight of hazardous waste generated and percentage recycled.	Quantitative	• Hazardous waste weight: 51.0 tons. • 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	No fatalities or serious work-related injuries or ill health occurred; only one recordable work-related injury occurred in China, with a rate of 0.09.
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.



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