

Stock Code: 5392



ABICO AVY CO., LTD.

2024 Sustainability Report

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1 、 Report Information

1.01 Message from the Chairman

According to United Nations research, global greenhouse gas emissions have continued to climb in recent years, reaching new highs. This heightens our awareness of the uncertainty that will become the new normal in the future, including environmental, economic, and social uncertainties. Resolving this crisis cannot be the responsibility of a single individual, company, or country; it requires global mobilization and shared responsibility. For businesses, this crisis not only tests operational resilience but also requires flexibility in operational decision-making, enabling immediate adjustments to address the impacts of international and environmental changes. Only by adapting to current events and keeping pace with the times can we develop new business thinking and achieve sustainable corporate value.

As a sustainable enterprise, we understand that carbon emissions are not just a business challenge; they also impact global health and sustainable development. Therefore, we must take proactive action to continuously promote carbon reduction. We are progressively conducting greenhouse gas inventories in accordance with regulatory timelines and actively promoting energy conservation and carbon reduction initiatives. We conduct in-depth reviews of the challenges we face from the perspectives of environment (E), society (S), and governance (G), developing appropriate management strategies and aligning them with international standards.

Regarding the environment, with the challenges of global warming and climate change, we hope to continue to strengthen environmental management, respond to the requirements of government authorities, complete carbon inventories according to legal schedules to achieve energy conservation and carbon reduction, and continuously optimize various environmental management and control operations to reduce the negative impact of operational activities on the environment.

Socially, we consider every employee our most important asset. We provide an inclusive work environment, ensure fair employment opportunities, and offer a reasonable compensation system that aligns with market competitiveness. Furthermore, we strive to foster a happy and safe workplace, thereby generating positive returns for shareholders through strong operating performance, contributing to a positive cycle in the society we live in and fulfilling our social responsibility.

To enhance corporate governance effectiveness, a Corporate Governance Officer has been appointed to assist directors in executing their duties, provide necessary information, and ensure regulatory compliance. A performance evaluation system for the Board of Directors has been established to improve decision-making quality. Relevant regulations, governance practices, and stakeholder communications are publicly available on the company's official website to enhance information transparency and ensure sound corporate governance.

The Company values corporate governance and integrity in its operations, recognizing that ESG transparency is a crucial criterion for measuring corporate responsibility. The Company will continue to strengthen its internal governance structure, focus on high-standard quality management and high-value customer service, and actively promote carbon reduction measures to ensure a positive environmental quality. While pursuing economic efficiency, the Company prioritizes the balance and coordination of corporate values, striving to create shared value with society and realize its sustainable development vision.

ABICO AVY CO., LTD.

Chairman Tong, Chun-Jen

1.02 About ABICO AVY

● Company Profile

ABICO Group has been deeply rooted in the Japanese market for 60 years, connecting Japanese technology with Taiwanese production capacity, solidifying a trusting relationship and setting a benchmark for Taiwan-Japan cooperation. The Group continues its strategic focus on Japan. Led by ABICO AVY, the ABICO Group has recently focused on emerging business opportunities such as robotics, new energy vehicles, and artificial intelligence. By integrating the resources of its manufacturing and distribution businesses, and with the assistance of Abico Asia venture capital, the ABICO Group is identifying promising targets globally to enhance overall efficiency. ABICO Group's unique advantage lies in its emphasis on corporate financial health, which in turn focuses on operational development, transforming all business units for the better, and ultimately creating maximum value for stakeholders.

ABICO AVY's vision is to lay the foundation, foresee the overall situation, promote innovation, and lead the future. We understand that sustainable development is the key to safeguarding the future. We will continue to integrate group and social resources to build sustainable businesses that thrive with the environment and unlock infinite possibilities for the world.

Unit: NT\$1,000;

Deadline: December 31, 2024

| | |
|---------------------------------|--|
| Organization Name | ABICO AVY CO., LTD. |
| Company Type | OTC companies |
| Stock Code | 5392 |
| Chairman | Tong, Chun-Jen |
| President | Hu, Shiang-Chi |
| Organization establishment time | December 29, 1994 |
| Industry Category | Optoelectronics Industry |
| Main Products | various aluminum alloys, plastic die-castings, related molds, electric and pneumatic hand tool parts, and automotive precision plastic components. |
| Paid-in capital | 1,689,590 |
| Consolidated revenue | 9,433,375 |
| Number of employees | 3,048 |
| Operating areas | Taiwan, Mainland China, Japan, Vietnam, Thailand, Malaysia |
| Headquarters location | 10F., No. 101, Fuxing N. Rd., Songshan Dist., Taipei City, Taiwan |

● Value Chain Introduction

ABICO AVY specializes in the design, manufacturing, and integration of metal components, powder metallurgy components, and precision plastic injection molding products. Initially focused on manufacturing metalworking components for communications products, the company has expanded its services to encompass diverse fields such as 3C electronics, automotive, and residential applications, continuing to meet customer needs with high quality, precision, and customization.

ABICO AVY integrates its metal, plastic, and electronics manufacturing resources within the Group, collaborating closely with upstream suppliers and downstream end-brand customers to ensure a stable supply of raw materials, continuous process optimization, and consistent quality. This effectively supports global market supply and localized production, thereby consolidating its competitive advantage and driving value co-creation and sustainable growth.

1.03 Report Information

1.03.1 Basis for Preparation

This report references the 2021 edition of the GRI Sustainability Reporting Standards (GRI Standards) published by the Global Reporting Initiative (GRI). Furthermore, this report is also prepared in accordance with the “Regulations Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies” of the Taipei Exchange and the "Sustainable Development Best Practice Principles for TWSE/TPEX ", specifically detailing the Company's corporate social responsibility efforts and achievements for stakeholder disclosure. A comparison table is provided in the Appendix.

1.03.2 Report Coverage Period and Frequency

This report is the first published by ABICO AVY CO., LTD. ABICO AVY CO., LTD's sustainability report is published annually. This report covers the same period as the consolidated financial statements and discloses financial and non-financial information for fiscal year 2024 (January 1, 2024, to December 31, 2024). It includes management policies, major themes, performance, value chain management, and environmental and social initiatives. It is also published on the company's website.

- This report is published in August 2025.
- Next report issuance date: August 2026

1.03.3 Report Boundaries and Scope

This report covers the headquarters of ABICO AVY CO., LTD. and its subsidiaries with significant operational impact, including: IKKA Holdings (Cayman) Limited and Subsidiaries, EKEEN PRECISION CO., LTD., HONLYNN CO., LTD., ABICO NetCom CO., LTD and Subsidiaries (hereinafter collectively referred to as "ABICO AVY"), and does not include all information on other subsidiaries included in the consolidated financial statements.

1.03.4 Information ReCompilation

There is no restatement of information in the 2024 Sustainability Report of ABICO AVY.

1.03.5 External Assurance/Guarantee Situations

This report has not been verified by an independent third-party verification agency.

1.03.6 Responsible Unit for Sustainability Reporting

If you have any questions about the content of this report, you can contact us through the following channels:

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Tel: (02)2547-2089

Email: invest@avy.com.tw

Company ESG website: https://www.avy.com.tw/sustain_report.html

2 、 Sustainable Operation

2.01 Sustainable Development Strategy

- **Environmental Protection:** In response to global climate change and the carbon emission crisis, we are actively introducing greenhouse gas inventories and implementing carbon inventory operations according to relevant legal timelines. We also implement waste sorting, resource recycling, and plastic reduction in daily operations to reduce environmental impact.
- **Social Responsibility:** Respect and treat every employee well, regard them as the most important asset of the company, and create an inclusive, diverse and safe working environment.
- **Corporate Governance:** A Head of Corporate Governance has been appointed to assist directors in fulfilling their responsibilities, improving decision-making quality, and strengthening legal compliance and risk management mechanisms.

We continuously innovate and improve our products and services to meet customer needs while minimizing negative environmental impact. Furthermore, we are committed to giving back to society and promoting public welfare. We aspire to be a company that contributes to society and the environment, and to collaborate with global partners to achieve sustainable development.

2.02 Promoting Sustainable Development Mechanisms

2.02.1 Governance Structure and Operations to Promote Sustainable Development

ABICO AVY's Board of Directors serves as the highest oversight body for sustainability matters and is responsible for formulating the company's sustainability strategy and goals to ensure its operations align with current sustainability trends. The "Sustainability Team," convened by the General Manager, serves as a part-time unit dedicated to promoting sustainability within the company. This team promotes sustainability across all aspects of business management, environmental sustainability, and social responsibility, and reports to the Board of Directors on progress.

In response to the environmental, social and corporate governance (ESG) dimensions of sustainable development, the Sustainability Group collects stakeholders' concerns about environmental protection, labor rights, operational performance, and corporate governance. Based on respecting the interests of stakeholders, a dedicated stakeholder area is established on the company's website to appropriately respond to important sustainability issues of concern. ABICO AVY also plans to report ESG implementation results to the board of directors annually to strengthen the board's involvement in the company's promotion of ESG results.

2.03 Board of Directors and Functional Committees

2.03.1 The Role and Achievements of the Board of Directors in Sustainable Governance

2.03.1.1 Roles and Supervision of Sustainable Governance

The Board of Directors Oversees the Promotion of Sustainable Projects

The Board of Directors is responsible for guiding long-term business strategies and has oversight responsibilities. Each year, the Sustainability Development Team formulates sustainability strategy guidelines based on major issues and the company's business vision and reports to the Board of Directors.

The Sustainability Development Team is responsible for formulating various sustainability project policies, risk assessments, and response strategies. The team reviews risk changes and management status, and reports on the implementation status of sustainability projects. The team then compiles this information and submits it to the Board of Directors.

Sustainable Reporting Management

The Sustainability Team is responsible for regularly assessing major issues annually. Questionnaires on major issues are distributed to internal senior management and stakeholders to investigate the impact of various ESG issues on the economy, environment, and people. The team analyzes the major issues of the year and collects relevant content and data, verifies the information, and compiles it, and then reports it to the Board of Directors.

2.03.1.2 Supervise performance evaluation of sustainable management

Board Performance Evaluation

To strengthen corporate governance and enhance the Board's functions, the Company has established a Board Performance Evaluation Methodology. Annual self-evaluations are conducted by the Board and its functional committees (including the Audit Committee and the Compensation Committee), as well as individual Director performance evaluations. These evaluations cover areas such as responsibility awareness, involvement in company operations, internal controls, and continuous learning. The 2024 self-evaluation results for the entire Board and functional committees are available on page 23 of the Annual Shareholders' Meeting Report and will be submitted to the Board.

2.03.1.3 Continuing Education for Sustainable Development

Board of Directors Training

ABICO AVY arranges annual board training courses to enhance knowledge on corporate governance, economics, the environment, and social issues, strengthening the board's risk management capabilities. In 2024, the entire board of directors completed 87 hours of training, meeting or exceeding the regulatory recommendation of 6 hours. For details on the board's training, please refer to pages 45-46 of the Annual Shareholders' Meeting Report.

2.03.2 Board Structure and Operation

2.03.2.1 Membership and Diversity

Board Composition

The current board of directors of ABICO AVY consists of 9 directors (including 3 independent directors), of which 1 is a female director, accounting for 11 %.

The term of office of this Board of Directors is from June 21, 2024 to June 20, 2027. For detailed information of individual members (such as gender, age, concurrent positions in the Company or other companies, etc.) , please refer to pages 3-4 of the Annual Report of the Shareholders' Meeting.

| Project | Classification | Proportion |
|---------|------------------------|------------|
| Gender | Male | 89 % |
| | Female | 11 % |
| Age | 40-50 years old | 11 % |
| | 51-60 years old | 11 % |
| | 61-70 years old | 45 % |
| | 71 years old and above | 33 % |

2.03.2.2 Operation Status

Operation of the Board of Directors

To implement corporate governance and enhance the board's functions, ABICO AVY is committed to establishing performance goals to strengthen the board's operational effectiveness. This is done through board performance evaluations, a diverse board structure, and the appointment of a head of corporate governance. To ensure directors can fully perform their duties, ABICO AVY has secured liability insurance for directors, ensuring their responsibilities are rationalized and maximizing shareholder value. Furthermore, to ensure the independence of the board's oversight, all directors have recused themselves from participating in discussions and voting on resolutions in which they have a vested interest, and have not voted on behalf of other directors.

The Board of Directors is primarily responsible for overseeing the operations of the management team to ensure the company's proper operation and continued growth. To implement ABICO AVY's ESG policy, the Board of Directors approved the "Corporate Governance Best Practice Principles" and the "Regulations for Preventing Insider Trading" to further enhance corporate governance performance.

The board of directors of ABICO AVY meets at least once a quarter, with a total of seven board meetings held in 2024, and the actual attendance rate of directors reaching 97%.

2.03.2.3 Nomination and Selection

ABICO AVY will consider the nominees' academic qualifications and experience, as well as relevant regulations such as the "Corporate Governance Best Practice

Principles," and consider their diversity, independence, ability to cope with organizational challenges, and stakeholder opinions. After review by the Board of Directors, the slate of candidates will be submitted to the shareholders for a vote. Furthermore, in accordance with the Company Act, shareholders holding more than 1% of the company's total issued shares may submit written nominations for directorships to the company.

2.03.2.4 Conflict of Interest

ABICO AVY's directors exercise their powers in accordance with the Company's Articles of Incorporation, the Rules of Procedure for Board of Directors Meetings, and relevant laws and regulations. Pursuant to the relevant provisions on recusal of conflict of interest in the Rules of Procedure for Board of Directors Meetings, when a director, his or her spouse, a relative within the second degree of blood, or a company with which the director has a controlling interest has an interest in a meeting matter, the director must proactively disclose the material details of the conflict of interest at the meeting. If the conflict of interest could harm the interests of the company, the director must recuse himself or herself from the relevant discussion and voting, and may not exercise voting rights on behalf of other directors.

Furthermore, all relevant information regarding directors' recusations, including their names, descriptions of their interests, and the circumstances of their recusations, is clearly documented in meeting minutes to ensure transparency and compliance. According to the 2024 Board of Directors' minutes, no resolutions involved conflicts of interest among board members, fully demonstrating ABICO AVY's professionalism and impartiality in its board operations.

As for cross-holdings with other stakeholders or relevant information on controlling shareholders and related parties, they have been disclosed on the Public Information Observation Station.

2.03.2.5 Remuneration Policy

According to Article 17 of the Company's Articles of Association, the Board of Directors is authorized to determine director remuneration based on the director's level of involvement and contribution to the company's operations, in accordance with industry benchmarks. Furthermore, Article 20 of the Company's Articles of Incorporation stipulates that if the company makes a profit for the year and has accumulated losses, it shall retain a pre-distributed amount to cover the losses, with no more than 1.5% of the directors' remuneration allocated. The "Regulations Governing the Payment of Directors' Remuneration" serve as the basis for evaluation. In addition to considering the company's overall operating performance, future industry operating risks, and development trends, reasonable remuneration is determined. The performance evaluation and remuneration rationality are reviewed by the Compensation Committee and submitted to the Board of Directors for approval. For the 2024 Directors' Remuneration and Directors' Remuneration Bands, please refer to pages 10-11 of the Annual Shareholders' Meeting Report.

ABICO AVY has established a Compensation Committee. All senior management

compensation (including salary and bonuses) must be reviewed by the Compensation Committee and then submitted to the Board of Directors for approval. The company's compensation payments are based on company regulations. In addition to individual performance (such as annual target achievement, revenue management, and operational management capabilities) and contribution to the company, the company's operational performance, future industry risks, and development trends are considered, along with reasonable compensation based on actual operating conditions. This balance is achieved between sustainable operations and risk management. For the 2024 senior management salary range, please refer to page 12 of the Annual Report to the Shareholders.

ABICO AVYs' employee compensation mainly includes the following items: basic salary (including base salary, food allowance, etc.), year-end bonus, etc. Employee salary standards are formulated based on salary market conditions, the company's financial situation and organizational structure, and gender equality is ensured.

Disclosure path for 2024 non-supervisory full-time employee salary information: Public Information Observatory -> Summary Report -> Corporate Governance -> Employee Benefits and Compensation Statistics -> Non-supervisory Full-time Employee Salaries/Non-supervisory Full-time Employee Salary Information.

2.03.3 Functional Committee Structure and Operation

Functional Committee

The term of office of the functional committees of the current session is from June 21, 2024 to June 20, 2027. For detailed information on individual members and the operation of the committees, please refer to pages 17 and 26 of the Annual Report of the Shareholders' Meeting.

1. Remuneration Committee

The Compensation Committee, chaired by an independent director, meets at least twice annually. Its three members, all independent directors, assist the Board in developing and evaluating the compensation policies and systems for directors and executives. In 2024, the Compensation Committee held five meetings, with a 100% attendance rate.

2. Audit Committee

The Audit Committee, composed of all independent directors, meets at least quarterly. The committee's objectives include overseeing the truthful presentation of the company's financial statements, the effective implementation of internal controls, compliance with laws and regulations, the management of existing and potential risks, and the appointment and dismissal, independence, and performance of the company's certified public accountants. In 2024, the Audit Committee held seven meetings, with an attendance rate of 95%.

3 、 Stakeholders and Major Topics

3.01 Stakeholders' consultation

Identify Stakeholders

ABICO AVY uses the five key principles of the AA1000 SES 2015 Stakeholder Engagement Standard (Dependency, Responsibility, Tension, Influence, and Diverse Perspectives) to identify groups or organizations that influence and are influenced by the company. The stakeholders identified as directly related to the company are shareholders/investors, customers, employees, banks, and regulatory authorities.

To understand and respond to stakeholder concerns, we provide various communication channels for stakeholder engagement and collaboration, allowing stakeholders to provide feedback at any time. This allows us to understand and respond to the sustainability issues of concern to different stakeholders. The table below summarizes the communication mechanisms and issues of concern for each stakeholder in 2024.

| Pros and cons Related Person | Relationship Description | Focus on issues | Communication channels (Frequency of Communication) | Communicatio n results |
|---------------------------------|--|---|--|--|
| Shareholders /Investors | Shareholders are the investors of the company. The company should protect the rights and interests of shareholders and treat all shareholders fairly, ensuring that shareholders have the right to fully know, participate and decide on major matters of the company. | <ul style="list-style-type: none"> ●Corporate Governance ●Business performance ●Sustainable Development | <ul style="list-style-type: none"> ●Regular shareholders' meeting /annually ●Corporate briefing/every year ●Official website investor area/real-time ●Public Information Observation Station/Irregular | <ul style="list-style-type: none"> ●Hold a shareholders' meeting ●Held one corporate briefing session |
| Client | Customers are the main source of the company's revenue. The company regards product quality, safety and after-sales service as its highest | <ul style="list-style-type: none"> ●Corporate Governance ●Regulatory Compliance ●operational performance | <ul style="list-style-type: none"> ●Customer meetings/business visits /irregular ●Telephone and email communication/irregular | <ul style="list-style-type: none"> ●Irregular meetings, phone calls, emails, and official correspondence ●Listen to customers' |

| Pros and cons Related Person | Relationship Description | Focus on issues | Communication channels (Frequency of Communication) | Communication results |
|---------------------------------|---|---|--|---|
| | commitment to customers. Maintaining high customer satisfaction will help the company continue to gain customer recognition. | | | needs and ideas and satisfy them based on service |
| Staff | Employees are the indispensable foundation of the company's operations. The company is committed to providing a workplace environment that is healthy and diverse for employees, so that colleagues can work without worries. | <ul style="list-style-type: none"> ● Salary and Benefits ● Talent cultivation | <ul style="list-style-type: none"> ● Announce employee welfare matters, welfare committee information, important company operation information, education and training course information, etc. from time to time ● Labor-Management Meeting | <ul style="list-style-type: none"> ● Gift money for employee birthdays, Labor Day and three festivals (Spring Festival, Dragon Boat Festival and Mid-Autumn Festival) ● Irregular education and training courses |
| Bank | Banks are one of the important sources of working capital for a company, and cooperating with multiple banks to spread risk is essential for the company's operations. | <ul style="list-style-type: none"> ● Regulatory Compliance ● operational performance ● Risk Management | <ul style="list-style-type: none"> ● Establishment of annual credit lines for each bank ● Provide financial reports to correspondent banks regularly | <ul style="list-style-type: none"> ● The company's application for credit line and endorsement guarantee must be approved by the board of directors ● Provide financial reports to correspondent banks every quarter and visit and communicate from time to |

| Pros and cons Related Person | Relationship Description | Focus on issues | Communication channels (Frequency of Communication) | Communicatio n results |
|---------------------------------|---|--|--|---|
| | | | | time |
| Competent Authority | Government agencies supervise and audit companies' compliance with various laws and regulations | <ul style="list-style-type: none"> ● Corporate Governance ● Regulatory Compliance ● Risk Management | <ul style="list-style-type: none"> ● Application Materials ● Regulatory briefing | <ul style="list-style-type: none"> ● Release important information in Chinese and English ● Irregular promotional meetings and seminars held by competent authorities |

3.02 Process for Determining Major Topics

Materiality Theme Assessment

ABICO AVY follows GRI 3: Material Topics 2021 to further assess the significance of the impact of material topics in terms of economy, environment, and human rights. The implementation steps are as follows:

1. Understand the Organizational Context

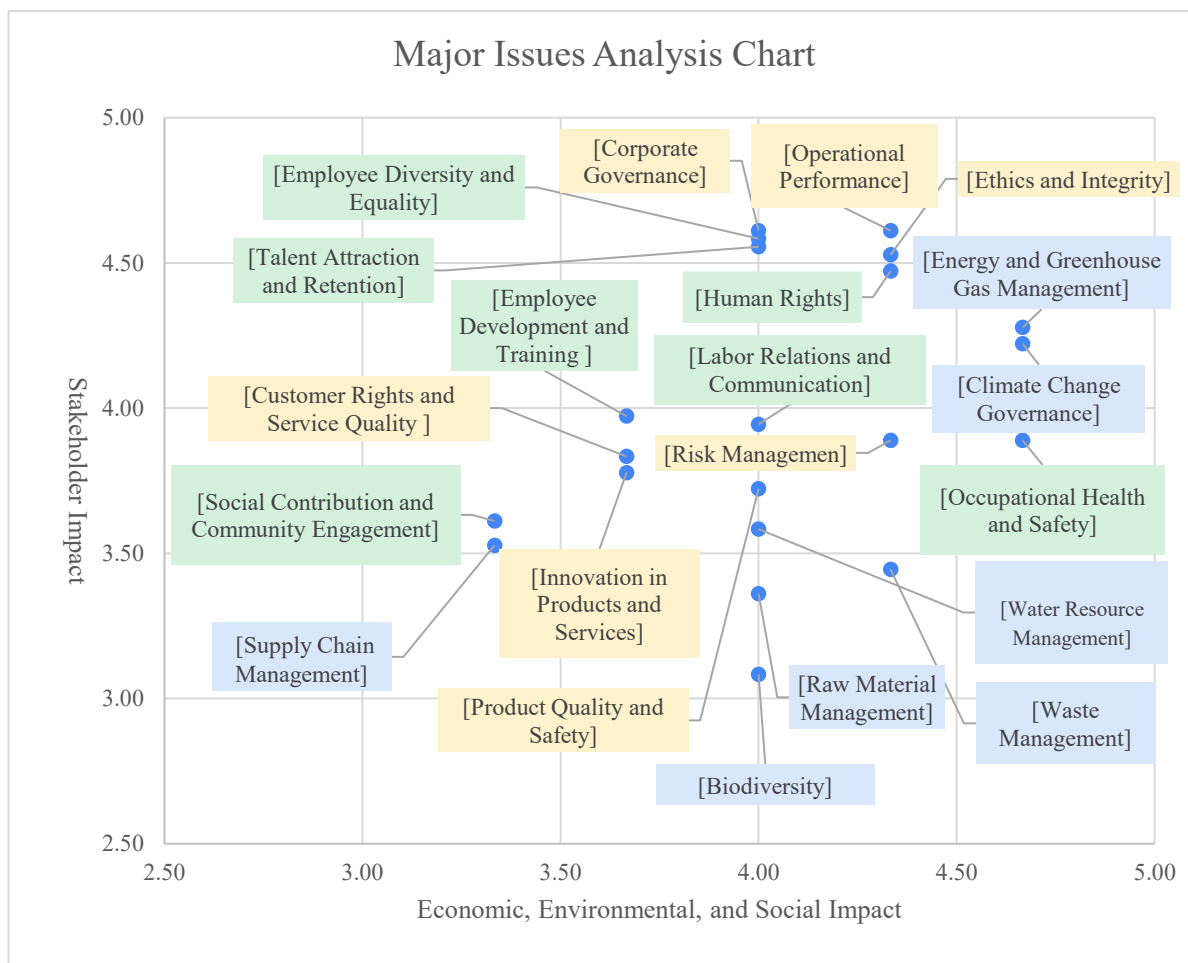
Refer to sustainability-related topics and industry standards, and review the organization's operational activities, business relationships, and stakeholder identification process to understand the organization's overall profile and related impacts, and identify sustainability stakeholders.

2. Identify actual and potential impacts

Based on the overall profile of the organization and its business relationships, the actual and potential impacts on the economy, environment and people are identified, including positive and negative, short-term and long-term, intentional and irreversible. Finally, a total of 21 sustainability issues covering 8 governance aspects, 7 social aspects and 6 environmental aspects are summarized.

3. Assess the significance of the impact

Through internal and external stakeholder questionnaires, we determine the scores for "stakeholder impact" and "economic environment and social impact" for materiality analysis.



4. Prioritize the Most Significant Impacts and Identify Key Themes

ABICO AVY's Sustainability Development Group developed 21 sustainability topics and sent online questionnaires to key stakeholders. A total of 36 valid questionnaires were collected, including 10 from shareholders/investors, 9 from employees, and 17 from banks. These questionnaires were then sent online to three executives to rate the impact of each sustainability topic on ABICO AVY. These scores were combined to create a major theme matrix. After discussion by the Sustainability Development Group, the top eight sustainability topics from the three environmental, social, and economic dimensions were selected as the company's major themes for the year. The eight major themes identified as priority for ABICO AVY's disclosure in the environmental, social, and economic dimensions this year are corporate governance, energy and greenhouse gas management, climate change governance, ethics and integrity, operational performance, employee diversity and equality, human rights, and talent attraction and retention. This report details ABICO AVY's management approach and related disclosure items for each major theme.

3.03 List of Major Topics

List of Major Topics

Based on the analytical process, the Sustainability Development Team integrated the impact of sustainability issues and the level of stakeholder attention to identify eight key themes, including:

- Corporate Governance
- Ethics and Integrity
- Operational Performance
- Climate Change Governance
- Energy and Greenhouse Gas Management
- Employee Diversity and Equality
- Talent Attraction and Retention
- Human Rights

3.04 Management of Major Themes

| | | |
|----------------------------------|-----------------------------|---|
| Major Themes | | Corporate Governance |
| Importance to the Company | | Establish and improve the corporate governance structure, strengthen the functions of the board of directors, and focus on protecting the rights and interests of shareholders. |
| Policy/Commitment | | Comply with the "Code of Corporate Governance Practices for Listed Companies" and relevant laws and regulations to enhance corporate governance effectiveness. |
| Target | Short Term | ■ We adhere to the "Corporate Governance 3.0: Sustainable Development Blueprint" issued by the Financial Supervisory Commission to enhance corporate sustainability and strengthen market competitiveness. |
| | Medium and Long Term | ■ Conduct regular performance evaluations to ensure the diversity and independence of the board and implement the board's operational functions. ■ Comply with relevant laws and regulations to avoid penalties. |
| Negotiation Channel | | Head of Corporate Governance |
| Take Action | | ■ Actively participate in corporate governance evaluation and improve information disclosure. ■ We provide diversified training courses for board members from time to time, with new directors receiving at least 12 hours of training and continuing directors receiving at least 6 hours of training. ■ Corporate governance supervisors must take at least 18 hours of courses related to corporate governance. |

| | |
|---------------------------|---|
| Evaluation Results | <ul style="list-style-type: none"> ■ In the 11th Corporate Governance Assessment in 2024, the OTC company group ranked 36% to 50%. ■ Female directors account for 11.11%; independent directors account for 33.33%. ■ In 2024, the attendance rate of board members at meetings reached 97%, ensuring actual participation in meetings and board operations. |
|---------------------------|---|

| | | |
|----------------------------------|-----------------------------|--|
| Major Themes | | Operational Performance |
| Importance to the company | | Maintaining stable operating profits and risk management is the foundation of business operations. Improving operational performance can enhance a company's operational efficiency, strengthen its competitiveness, and enable immediate responses when faced with external risks. |
| Policy/Commitment | | Effective management of operational performance and operational risks can enhance a company's competitiveness and achieve sustainable operations by pursuing the maximum interests of all shareholders and employees. |
| Target | Short Term | <ul style="list-style-type: none"> ■ Sound financial structure. ■ Stable profit performance. |
| | Medium and Long Term | <ul style="list-style-type: none"> ■ Profits continue to grow every year. |
| Negotiation Channel | | <ul style="list-style-type: none"> ■ Regular shareholders' meeting. ■ Investors' Conference. |
| Take Action | | <ul style="list-style-type: none"> ■ Actively utilize the Group's tangible and intangible assets and continuously optimize resource allocation efficiency. ■ The business is diversifying and continuing to expand the market. |
| Evaluation Results | | <ul style="list-style-type: none"> ■ Revenue in 2024 increased by 0.13% compared to last year. Although the operating gross profit margin remained the same as last year, operational efficiency improved and net operating profit increased by 52% compared to last year. ■ Actively plan and integrate resources to maximize efficiency and enhance profitability. |

| | | |
|----------------------------------|--|--|
| Major Themes | | Greenhouse Gas Management |
| Importance to the company | | Faced with the challenges of global climate change and increasingly stringent regulations, companies are required to take active emission reduction measures to achieve the goal of global carbon neutrality, enable sustainable business operations, ensure that business activities comply with regulatory requirements, and thus achieve the goal of reducing greenhouse gas emissions. |

| | | |
|--------------------------------------|-----------------------------|--|
| Policy/ Commitment | | We have formulated, continuously promoted, and implemented environmental sustainability policies. We are committed to effectively utilizing energy and resources and reducing pollutant emissions during operations. We implement energy conservation and environmental protection in our daily lives, and continue to contribute to environmental protection and sustainable development. |
| Target | Short Term | <ul style="list-style-type: none"> ■ Continue to conduct greenhouse gas carbon inventories. ■ Continue to encourage colleagues to participate in the implementation of energy conservation. ■ Encourage employees to use public transportation more often. |
| | Medium and Long Term | <ul style="list-style-type: none"> ■ Greenhouse gas carbon inventories are conducted continuously every year. ■ Continue to strengthen greening and improve air quality between offices. |
| Negotiation Channel | | ■ Sustainable Development Group |
| Invest Resources | | ■ greenhouse gas inventory and confirmation schedule implementation will be reported to the Board of Directors on a quarterly basis as required by the Financial Supervisory Commission. |
| Evaluation Mechanism/Outcomes | | <ul style="list-style-type: none"> ■ Replace equipment with energy-saving labels. ■ Inventory the company's overall emission sources. |

4、Governance

4.01 Economic Performance

Operating Performance

In 2024, ABICO AVY's consolidated revenue is expected to be NT\$ 9.4 billion, a 0.13 % increase from 2023. The company projects a consolidated net profit after tax of NT\$ 100 million and earnings per share of NT\$0.18 for the full year. For further financial performance analysis, please refer to the company's consolidated financial statements.

| 2024 Financial Performance | |
|---------------------------------|------------|
| Unit: NT\$1,000 | |
| Total Assets | 15,777,587 |
| Debt Ratio | 48.90% |
| Equity Ratio | 51.10% |
| Direct Economic Value Generated | |
| Operating Income | 9,433,375 |
| Economic Value of Distribution | |
| Operating Costs | 6,716,364 |
| Employee Salary and Benefits | 2,044,827 |
| Payment to Investors | 251,344 |
| Payments to the Government | 129,165 |
| Social Investment | 567 |
| Retained Economic Value | 291,108 |

4.02 Integrity Management

Integrity is the foundation of business operations. To foster an ethical work environment and atmosphere, ABICO AVY requires all employees to clearly understand and adhere to its Code of Ethics. ABICO AVY prioritizes compliance with the law and prioritizing integrity as its core corporate value. We conduct our business with integrity and compliance. To ensure the integrity of our employees is fully implemented within the company, we prioritize the moral integrity of our employees. We promote integrity during the onboarding phase of new employees and cultivate a sense of integrity within our team. We also require management to lead by example and adhere to the principles of integrity, subtly shaping the company's overall culture of integrity.

Internally, we have formulated a "Code of Business Integrity" and have adopted it through resolutions by the Board of Directors. This code of conduct is published on the company's official website for stakeholders to review, and corresponding contact windows are set up for stakeholders to express their opinions. If colleagues have questions about the company's integrity, in addition to checking the official website themselves, they can also contact the relevant windows through various channels such as email and phone.

At the same time, in accordance with the “Procedures for Reporting Illegal, Unethical, or Dishonest Conduct”, the Company has established multiple reporting channels. Stakeholders may submit reports through the dedicated stakeholder section on the Company’s official website. Reports will be investigated by designated personnel. In principle, whistleblowers are required to identify themselves and provide relevant details of the reported incident, including but not limited to the name of the reported party, the date and location of the incident, the nature of the case, and supporting evidence. However, if an anonymous whistleblower submits concrete and specific evidence, the designated personnel may also conduct subsequent investigations. Should a designated staff member have a conflict of interest with the whistleblower or the reported party, or any relationship that may affect the handling of the case, they shall proactively disclose it and recuse themselves, allowing another staff member to conduct the investigation. All investigations shall be conducted impartially and kept strictly confidential, and the identity of the whistleblower shall not be disclosed. The Company is committed to protecting whistleblowers from any improper treatment or retaliation arising from their report. All employees have a responsibility to report any unethical or improper behavior through the reporting channels. The Company also ensures that employees who report or participate in investigations are safeguarded against unfair retaliation or treatment.

In business interactions, colleagues should explain the company's integrity policy and related regulations to their trading partners during the execution of business, and explicitly refuse to directly or indirectly offer, promise, request, or accept any improper benefits in any form or name. They should also avoid engaging in business transactions with agents, suppliers, customers, or other business partners suspected of dishonest behavior. Upon discovery of dishonest behavior by a business partner or collaborator, the company should assess whether to designate them as a target for non-dealing partners to ensure compliance with the company's integrity policy. Finally, when entering into contracts with trading partners, the company should fully understand the other party's integrity practices and incorporate compliance with the company's integrity policy into the contractual terms. Contracts should include, but are not limited to, provisions regarding the possibility that either party becomes aware of a violation by the other party of a prohibition against accepting commissions, kickbacks, or other improper benefits. If either party engages in dishonest behavior in business activities, the other party reserves the right to terminate or rescind the contract at any time without condition.

To promote integrity and anti-corruption practices, we conduct annual awareness campaigns on integrity and anti-corruption, encouraging directors and employees to participate in relevant training, including courses on trade secrets and insider trading. In 2024, 2,459 employees participated in 7,355 hours of integrity and anti-corruption training. Results are reported annually to the Board of Directors. As of the end of 2024, ABICO AVY had not detected or received any reports of violations of professional ethics.

4.03 Risk Management

4.03.1 Risk Management

ABICO AVY Management Team is responsible for implementing risk management and taking appropriate measures within an acceptable range to prevent or reduce the company's possible losses, in order to protect the interests of stakeholders such as the company's employees, customers, shareholders or partners, and continuously improve and reduce the company's operational risks.

Risk Management Framework

| Unit | Risky Business Matters |
|--|--|
| Board of Directors | The Board of Directors is the highest authority in the company's risk management. Its goal is to comply with laws and regulations, promote and implement the company's overall risk management, clearly understand the risks faced by the company's operations, ensure the effectiveness of risk management, and bear the ultimate responsibility for risk management. |
| Sustainable Development Group-Operation and Management Group | Plan and revise risk management systems in response to internal and external environments and legal adjustments, as well as conduct overall risk assessments and implement response strategies. |
| Each Business and Management Unit | Heads of each unit conduct risk assessment and control in their daily management operations, emphasizing comprehensive risk control by all employees and implementing layered prevention measures on a regular basis to effectively manage risks. |

Risk Management

| Risk Category | Risk Description | Risk Management Strategy |
|-------------------|--|---|
| Operational Risks | Business strategy | Hold management meetings from time to time to adjust operating strategies based on changes in the external environment. |
| | Long-term investment in the operation and management of investee companies | The management team pays attention to the long-term operation and management of the investee companies and provides appropriate assistance. |
| | Changes in policies and regulations | Understand changes in sales markets and production base regulations and respond in advance . |

| Risk Category | Risk Description | Risk Management Strategy |
|---------------------|--|---|
| Economic Risks | Exchange rate risk | Maintain foreign currency positions in response to foreign exchange funding needs and adjust foreign exchange holdings in a timely manner based on exchange rate fluctuations. |
| | Interest rate risk | Regularly assess banks' interest rates and current account limits to obtain preferential market interest rates. |
| | Credit risk | Conduct credit limit management based on customer transaction limits and continuously collect accounts receivable to avoid huge bad debt losses. |
| Environmental Risks | Climate change and environmental risks | We identify potential climate change crises and address potential responses. We utilize energy-saving and water-saving equipment in the office environment, control cooling tower power input for intelligent energy conservation, reduce power usage, and continuously promote energy conservation and carbon reduction, improving energy efficiency. We also actively promote energy conservation and carbon reduction to ensure all employees have a certain level of awareness and understanding, and then implement energy conservation and carbon reduction measures in their lives and work. |

4.03.2 Regulatory Compliance

Regulatory compliance is fundamental to business operations. Due to the wide variety of regulations, each unit at ABICO AVYs keeps abreast of regulatory revisions through interactions with government agencies and media reports. Each unit then conducts internal and external training for its employees to ensure compliance with all regulations. ABICO AVYs also regularly monitors laws and regulations that have a significant impact on operations to ensure compliance and enforce compliance. Established internal control systems prevent potential misconduct and suspected violations, mitigating related risks. According to the Procedures for Verification and Disclosure of Material Information of OTC Companies, a major incident is defined as a single incident resulting in a cumulative fine of NT\$1 million or more. ABICO AVYs complies with relevant laws and regulations and enforces compliance through a robust management system, regulatory identification plans, and the implementation of promotional and educational training. ABICO AVYs reported no major violations (with fines exceeding NT\$1 million) of social, environmental, or economic regulations in fiscal 2024.

4.04 Participate in Various Community Organizations

Participate in industry-related associations to understand the industry environment, absorb new knowledge, and exchange and share relevant experiences in order to accelerate the improvement and development of the industry.

| Area | Name of Public Association | Membership |
|------------------|--|-------------------|
| Taiwan | Taipei Office Equipment Merchants Association | Member |
| Taiwan | New Taipei City Computer Business Association | Member |
| Taiwan | Hsinchu County Industrial Association | Member |
| Taiwan | Miaoli County Industrial Association | Member |
| Taiwan | Miaoli County Tongluo Industrial Zone Manufacturers Association | Member |
| Taiwan | Taipei Importers and Exporters Association | Member |
| Taiwan | Taiwan Mold Industry Association | Member |
| Taiwan | Powder Metallurgy Association of the Republic of China | Member |
| Taiwan | 33 Youth Association | Member |
| Taiwan | Taiwan Industrial Holdings Association | Member |
| Taiwan | Taiwan-Japan Industrial Technology Cooperation Promotion Association | Member |
| Taiwan | Taiwan-Japan Business Exchange Association | Director |
| Taiwan | Chinese Chamber of Commerce and Industry | Member |
| Taiwan | Sansanhui | Director |
| Taiwan | Taipei Young Presidents Association | Member |
| Chinese mainland | Dongguan Association of Enterprises with Foreign Investment, Shilong Branch | Member |
| Vietnam | Haiyang Provincial Federation of Labor | Member |
| Thailand | Federation of Thai Industries (FTI) | Member |
| Japan | Shiqiao Chamber of Commerce | Member |
| Japan | Tochigi Prefecture Plastics Industry Promotion Association | Member |
| Japan | Tochigi Prefecture Business Association | Member |
| Japan | Cooperative Association Tochigi Prefecture Small and Medium Enterprise Promotion Association | Member |
| Japan | Hinomachi Chamber of Commerce | Member |
| Japan | Ome City Enterprises Association | Member |
| Japan | JITCO Japan International Talent Cooperation Agency | Sponsored Members |

5、Social

5.01 Human Resources Development

5.01.1 Human Rights Policy

ABICO AVYs adheres to the labor laws and regulations of its global operations. We uphold the human rights of all employees by referencing the spirit and fundamental principles of human rights protection enshrined in international human rights conventions, such as the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, and the International Labor Convention. To raise awareness of human rights among all employees, we provide education and training on human rights protection to reduce the frequency of human rights incidents. In 2024, 3,027 employees participated in the courses, totaling 4,529.5 hours of training.

ABICO AVY is committed to creating a harmonious work environment, eliminating illegal discrimination and harassment, respecting the uniqueness of each individual, complying with relevant labor laws and international human rights conventions in the regions where we operate, and safeguarding the human rights of our employees. We also provide reasonable compensation, comprehensive benefits programs, a robust talent development system, and effective communication. In 2024, there were no incidents of human rights violations, including child labor, forced labor, labor-management disputes, violations of gender equality, discrimination, and sexual harassment.

5.01.2 Manpower Composition

5.01.2.1 Staff Structure

ABICO AVY is committed to fostering a spirit of inclusiveness and creating a diverse and inclusive workplace for all employees. ABICO AVY operates in Taiwan, Mainland China, Japan, Vietnam, Thailand, and Malaysia. By the end of 2024, ABICO AVY will have 3,048 full-time employees.

Global manpower distribution

| Year | | 2024 | | | | | |
|------------------------------------|------------------|-----------|-------|--------------------------|------------------|-----------|-----------|
| Total Number of Employees (Note 1) | | 3,048 | | | | | |
| Employment Contract (Note 2) | | Non-fixed | Fixed | Employment Type (Note 3) | | Full Time | Part Time |
| Gender | Male | 1,251 | 26 | Gender | Male | 1,259 | 18 |
| | Female | 1,723 | 38 | | Female | 1,733 | 38 |
| Area | Taiwan | 513 | 34 | Area | Taiwan | 513 | 34 |
| | Chinese Mainland | 791 | 0 | | Chinese Mainland | 791 | 22 |
| | Hongkong | 1 | 0 | | Hongkong | 1 | 0 |
| | Japan | 391 | 0 | | Japan | 391 | 0 |
| | Thailand | 547 | 0 | | Thailand | 547 | 0 |
| | Vietnam | 595 | 8 | | Vietnam | 603 | 0 |
| | Malaysia | 146 | 0 | | Malaysia | 146 | 0 |

Note 1: Based on the total number of employees in the current year (12/31).

Note 2: Employment contracts are divided into non-fixed-term contract employees (full-time employees) and fixed-term contract employees (short-term, seasonal, specific project period, and maternity leave/parental leave for former employees).

Note 3: Employment types are divided into full-time employees (whose weekly working hours meet the statutory upper limit) and part-time employees (whose weekly working hours do not meet the statutory upper limit and only work part of the time, such as part-time students and hourly employees).

5.01.2.2 Non-Employee Structure

To meet the needs of business support and flexible employment in various regions, as of the end of 2024, ABICO AVY will employ a total of 72 non-employee workers in its operating locations in Taiwan, Mainland China and Vietnam, mainly technical consultants and dispatched personnel provided by external dispatch companies.

Global distribution of non-employee workers

| Year | | 2024 | |
|--------------------|--------|----------------------|----------------------|
| Contract Type | | Consultant | Dispatched Personnel |
| Total Non-Employee | | 1 | 71 |
| Gender | Female | 0 | 35 |
| | Male | 1 | 36 |
| Area | | | |
| Taiwan | | 1 | 2 |
| Chinese Mainland | | 0 | 53 |
| Vietnam | | 0 | 16 |
| Job Type | | Technical Consultant | Technician/Operator |

5.01.3 Employee Diversity, Inclusion and Equality

ABICO AVYs upholds the principles of respecting diversity, equality, and inclusion, striving to create an inclusive and safe workplace that honors all ethnic groups and individual differences, and values cultural diversity and local integration. As of the end of 2024, ABICO AVYs had six employees with disabilities across its operations in Taiwan, Mainland China, and Vietnam, representing 0.2% of its total workforce, and 75 employees from minority groups, representing 2.5% of its total workforce. This diverse minority group includes Atayal, Zhuang, Miao, Dai, and Dong peoples.

Diverse distribution of employees

| Years | Gender | Area | | | Percentage of all employees (%) |
|-------|-----------------|--------|------------------|---------|---------------------------------|
| | | Taiwan | Chinese mainland | Vietnam | |
| 2024 | Disabilities | 3 | 2 | 1 | 0.2% |
| | Minority Groups | 1 | 31 | 43 | 2.5% |

In terms of gender equality, over 50% of Noritz's employees are female, and nearly 44% of its supervisors are female, which shows how much Noritz values female employees.

Statistics of Employees by Age

| Years | Gender | Under 30 years old | 31-50 years old | 51 years old or older | Total |
|-------|--------|--------------------|-----------------|-----------------------|-------|
| 2024 | Female | 460 | 1,128 | 183 | 1,771 |
| | Male | 207 | 749 | 321 | 1,277 |

Employee statistics by job level and gender

| Years | Rank | Female | | Male | | Total | |
|-------|-----------------|------------------|-----|------------------|-----|------------------|-----|
| | | Number of people | % | Number of people | % | Number of people | % |
| 2024 | Manager | 140 | 44% | 179 | 56% | 319 | 10% |
| | Non-Supervisory | 1,631 | 60% | 1,098 | 40% | 2,729 | 90% |

| Years | Area | Female | | Male | | Total | |
|-------|------------------|---------|-----------------|---------|-----------------|---------|-----------------|
| | | Manager | Non-Supervisory | Manager | Non-Supervisory | Manager | Non-Supervisory |
| 2024 | Taiwan | 70 | 222 | 84 | 170 | 154 | 392 |
| | Chinese Mainland | 18 | 397 | 41 | 279 | 59 | 676 |
| | Hongkong | 0 | 0 | 0 | 1 | 0 | 1 |
| | Japan | 0 | 153 | 44 | 183 | 44 | 336 |
| | Thailand | 5 | 402 | 14 | 178 | 19 | 580 |
| | Vietnam | 37 | 399 | 36 | 167 | 73 | 566 |
| | Malaysia | 3 | 65 | 7 | 73 | 10 | 138 |

To ensure that ABICO AVY's compensation and benefits policies comply with relevant regulations and fully protect employee rights, ABICO AVY offers competitive compensation and benefits in all major operating locations. In Mainland China, Japan, Thailand, Vietnam, and Malaysia, ABICO AVY's salary levels are 1.1 to 1.8 times higher than the local statutory base salary. ABICO AVY prioritizes gender equality and is committed to providing an equal pay system. However, actual pay ratios are still influenced by local culture, social structure, and job distribution. 2024 statistics indicate that gender pay disparities exist in some regions. ABICO AVY continues to monitor this issue and assess areas for improvement to achieve gender pay parity.

Ratio of the standard salary of grassroots staff to the local minimum wage in 2024

| Area | Chinese Mainland | Japan | Thailand | Vietnam | Malaysia |
|--------|------------------|-------|----------|---------|----------|
| Gender | | | | | |
| Male | 1.18 | 1.80 | 1.34 | 1.13 | 1.81 |
| Female | 1.16 | 1.15 | 1.42 | 1.13 | 1.42 |

Note 1: The above amount includes all fixed remuneration, but does not include non-fixed salaries such as overtime pay, emergency repair or standby allowances, business bonuses, shift allowances, meal allowances, variable performance bonuses, etc.

Note 2: Minimum wage ratio = individual minimum wage / government announced minimum wage.

Number of new full-time employees in 2024

| Area | Gender | | Total | Age | | | Total |
|----------------------|--------|------|-------|-----------------------|--------------------|----------------------|-------|
| | Female | Male | | Under 30 years old | 31-50 years old | Over 51 years old | |
| Taiwan | 68 | 59 | 127 | 41 | 78 | 8 | 127 |
| Chinese Mainland | 75 | 50 | 125 | 50 | 67 | 8 | 125 |
| Japan | 20 | 8 | 28 | 14 | 8 | 6 | 28 |
| Thailand | 21 | 17 | 38 | 14 | 12 | 12 | 38 |
| Vietnam | 87 | 35 | 122 | 96 | 25 | 1 | 122 |
| Malaysia | 5 | 7 | 12 | 9 | 2 | 1 | 12 |
| Newcomer Rate | | | | | | | |
| Taiwan | 23% | 23% | 23% | 55% | 23% | 6% | 23% |
| Chinese Mainland | 18% | 16% | 17% | 35% | 14% | 8% | 17% |
| Japan | 13% | 4% | 7% | 38% | 3% | 5% | 7% |
| Thailand | 5% | 9% | 6% | 9% | 3% | 22% | 6% |
| Vietnam | 20% | 17% | 19% | 43% | 7% | 2% | 19% |
| Malaysia | 7% | 9% | 8% | 39% | 3% | 2% | 8% |

Number of full-time employees leaving the company in 2024

| Area | Gender | | Total | Age | | | Total |
|----------------------|--------|------|-------|-----------------------|--------------------|----------------------|-------|
| | Female | Male | | Under 30 years old | 31-50 years old | Over 51 years old | |
| Taiwan | 59 | 57 | 116 | 33 | 76 | 7 | 116 |
| Chinese Mainland | 81 | 60 | 141 | 45 | 84 | 12 | 141 |
| Japan | 16 | 10 | 26 | 2 | 9 | 15 | 26 |
| Thailand | 27 | 13 | 40 | 12 | 19 | 9 | 40 |
| Vietnam | 69 | 26 | 95 | 68 | 27 | 0 | 95 |
| Malaysia | 3 | 2 | 5 | 2 | 3 | 0 | 5 |
| Turnover rate | | | | | | | |
| Taiwan | 20% | 22% | 21% | 45% | 22% | 5% | 21% |
| Chinese Mainland | 20% | 19% | 19% | 31% | 17% | 12% | 19% |
| Japan | 10% | 4% | 7% | 5% | 4% | 14% | 7% |
| Thailand | 7% | 7% | 7% | 7% | 5% | 17% | 7% |
| Vietnam | 16% | 13% | 15% | 30% | 7% | 0% | 15% |
| Malaysia | 4% | 2% | 3% | 9% | 4% | 0% | 3% |

ABICO AVY will work with all employees to create a friendly, diverse and inclusive workplace, strictly examine all potential discrimination and unequal behavior, and ensure that no discrimination incidents occur by 2024.

5.01.4 Employee Rights and Benefits

ABICO AVYs believes that employees are the core of a company's sustainable operations and is committed to building a safe and healthy work environment where people live and work in peace and contentment, foster excellent talent, promote diversity and inclusion, and foster a healthy and safe work environment. ABICO AVYs continuously improves its benefits program to provide employees with thoughtful and caring care, ensuring that every employee achieves a work-life balance and finds fulfillment in both professional growth and personal life.

ABICO AVY aims to achieve a happy working environment and 100% employee satisfaction. Various welfare facilities are provided to enable employees to work happily and worry-free, boost employee morale, enhance their sense of belonging to the company, and achieve harmony between work and life.

| Welfare Programs | Welfare Content |
|--------------------|--|
| Bonus Benefits | Year-end bonus, three-festival bonus |
| Incentive Benefits | Employee bonuses and employee stock options |
| Insurance Benefits | Labor insurance, health insurance, group insurance and pension contributions |
| Other Benefits | Birthday gifts, Labor Day gifts, employee travel, marriage and funeral leave, health check-ups, year-end party lucky draws, etc. |

Note: This is a summary of welfare programs at operating locations.

Baby care benefits

To support employees in balancing work and family responsibilities and encourage childbirth, a parental leave program is provided in accordance with relevant laws and regulations. All eligible employees may apply for parental leave in accordance with regulations, and application and reinstatement will not affect their career development and benefits. While ABICO AVY actively offers parental leave programs, the number of applicants is relatively limited. This is partly due to employees having diverse family care arrangements or having spouses or other caregivers who can support childcare needs, resulting in a low application rate. ABICO AVY will continue to encourage eligible employees to take advantage of the parental leave program through promotional and management mechanisms, and is committed to creating a friendly workplace environment that helps employees balance work and family needs.

Reinstatement and retention of employment after parental leave

| Item | 2024 | |
|---|--------|------|
| | Female | Male |
| Number of employees eligible for parental leave | 100 | 97 |
| Number of employees who applied for parental leave | 3 | 0 |
| Number of employees scheduled to return to work after parental leave (A) | 2 | 0 |
| Number of employees who returned to work after parental leave (B) | 1 | 0 |
| Number of employees who returned to work after parental leave in the previous year (C) | 0 | 0 |
| Number of employees who remained employed for at least one year after returning from parental leave (D) | 0 | 0 |
| Return to work rate after parental leave (B/A) | 50% | 0% |
| Retention rate after parental leave (D/C) | 0% | 0% |

Note: Only information about companies in Taiwan is disclosed.

Pension

To protect employees' basic living rights after retirement, ABICO AVY complies with relevant pension laws and regulations around the world and provides a legal and secure pension system in accordance with the labor laws of each operating location.

1. Defined Benefit Retirement Plan

Taiwan's employee retirement system, based on the Labor Standards Act, provides for defined benefit retirement. This system applies to all regular employees with years of service prior to the implementation of the Labor Pension Act on July 1, 2005, as well as to employees who have elected to remain covered by the Labor Standards Act after implementation. For employees who meet retirement requirements, retirement benefits are calculated based on years of service and their average salary for the six months prior to retirement. For employees up to 15 years of service, two base points are awarded for each year of service, while for employees exceeding 15 years, one base point is awarded for each year of service, subject to a maximum cumulative amount of 45 base points. ABICO AVY contributes a fixed percentage of total payroll monthly to the retirement fund, which is deposited in a special account at the Bank of Taiwan under the name of the Labor Retirement Reserve Fund Supervisory Committee. Furthermore, at the end of each year, an estimate is made of the balance in the Labor Retirement Reserve Fund account. If this balance is insufficient to cover the retirement benefits calculated above for employees expected to meet retirement requirements in the following year, a lump sum payment will be made by the end of March of the following year.

2. Determined Retirement Plan

Taiwan employees have a fixed retirement contribution system in accordance with the Labor Pension Act. Employees who choose to apply for the labor pension system stipulated in the Labor Pension Act will have 6% of their salary

contributed monthly to their personal account at the Bureau of Labor Insurance. Employee pensions are paid monthly or in the form of a lump sum payment based on the employee's personal pension account and accumulated earnings.

3. Overseas Retirement Systems

ABICO AVY's subsidiaries outside of Taiwan has designed its retirement system in accordance with local laws and regulations and has allocated pension funds in accordance with the law to protect the retirement rights of local employees.

4. Retirement Reserve Actuarial Mechanism

To strengthen the financial stability of the pension system, we commission professionally qualified actuaries to conduct pension actuarial calculations each year to ensure the rationality and adequacy of the contribution base, thereby safeguarding employees' future retirement benefits. Please refer to the Company's consolidated financial statements for details.

Average annual salary difference ratio between male and female employees at each job level by gender

ABICO AVYs is committed to creating a diverse, equal, and inclusive workplace in all countries and regions. Through a fair and reasonable compensation system, we avoid gender discrimination and ensure that all employees receive reasonable compensation based on the value of their work.

Across most job levels and regions, the gender pay gap has generally stabilized. In some regions, women even earn slightly more than men for entry-level direct staff. In matriarchal cultures like Thailand and Vietnam, where we operate, women enjoy greater participation in family and social roles and greater job stability. This translates to slightly higher pay for women at certain job levels than men, reflecting a structural cultural disparity. The relatively low number of women at the senior management level suggests there is still room for improvement in the development of high-level female leadership talent.

| Area | Classification by Job Level | 2024 | | | |
|------------------|-----------------------------|---------------|--------|----------------------|--------|
| | | Annual Salary | | Monthly Basic Salary | |
| | | Male | Female | Male | Female |
| Taiwan | Senior Executives | 1 | 0.88 | 1 | 0.90 |
| | Mid-level Managers | 1 | 0.91 | 1 | 0.96 |
| | General Staff | 1 | 0.93 | 1 | 0.90 |
| | Direct Personnel | 1 | 1.04 | 1 | 1.04 |
| Chinese mainland | Senior Executives | 1 | 0.00 | 1 | 0.00 |
| | Mid-level Managers | 1 | 0.88 | 1 | 0.94 |
| | General Staff | 1 | 1.06 | 1 | 0.96 |
| | Direct Personnel | 1 | 1 | 1 | 1 |
| Japan | Senior Executives | 1 | 0.00 | 1 | 0.00 |
| | Mid-level Managers | 1 | 0.00 | 1 | 0.00 |
| | General Staff | 1 | 0.69 | 1 | 0.63 |
| | Direct Personnel | 1 | 0.71 | 1 | 0.68 |

| Area | Classification by Job Level | 2024 | | | |
|----------|-----------------------------|---------------|--------|----------------------|--------|
| | | Annual Salary | | Monthly Basic Salary | |
| | | Male | Female | Male | Female |
| Thailand | Senior Executives | 1 | 0.00 | 1 | 0.00 |
| | Mid-level Managers | 1 | 1.12 | 1 | 1.03 |
| | General Staff | 1 | 1.14 | 1 | 1.09 |
| | Direct Personnel | 1 | 0.92 | 1 | 0.90 |
| Vietnam | Senior Executives | 1 | 0.00 | 1 | 0.00 |
| | Mid-level Managers | 1 | 1.10 | 1 | 1.05 |
| | General Staff | 1 | 0.97 | 1 | 0.96 |
| | Direct Personnel | 1 | 0.99 | 1 | 0.98 |
| Malaysia | Senior Executives | 1 | 0.00 | 1 | 0.00 |
| | Mid-level Managers | 1 | 0.97 | 1 | 0.92 |
| | General Staff | 1 | 0.82 | 1 | 0.78 |
| | Direct Personnel | 1 | 1 | 1 | 1 |

Note: 1. Senior executives do not include managers (such as general managers, deputy general managers, and assistant managers).

2. Mid-level supervisors include managers (such as managers, section chiefs, and directors).

3. General employees and direct personnel are non-supervisory positions.

5.01.5 Collective Agreement

ABICO AVY respects and protects the freedom of association and collective bargaining rights of all employees, supports employees in establishing or joining labor unions in accordance with the law, and enters into collective agreements with the company through legal channels.

As of the end of 2024, some subsidiaries within ABICO AVY's operating locations have established labor unions, with union representatives negotiating agreements with the company regarding labor conditions. Employee union participation rates at two locations in mainland China and Vietnam are 100%, 88.7%, and 99.2%, respectively. Participation rates below 100% are primarily due to foreign employees, rehired retirees, or employees on probation, who are not eligible for union membership.

Even in locations without labor unions, ABICO AVYs still prioritizes labor-management communication and has established other communication mechanisms (such as labor-management meetings or grievance mechanisms) to continuously promote employee participation and protect their work rights and interests.

5.01.6 Talent Cultivation and Development

ABICO AVY strengthens employees' professional knowledge and work skills, improves work quality and motivation, and meets the company's future human resource development needs. It enriches employees' knowledge, attitudes, skills, and potential inspiration to strengthen operational development capabilities and organizational functions. It provides diverse and flexible learning channels and information to encourage all-round development and achieve a sustainable corporate structure.

Upon joining, new employees are specifically briefed on company management practices. We actively encourage employees to pursue specialized courses within their respective areas of expertise. With continuous growth as our primary focus, we provide

diverse learning channels, enabling them to leverage their expertise and achieve self-improvement. We develop and implement training programs tailored to individual needs. Employee training is divided into internal and external training. Internal training is arranged by each department based on actual business needs. For external training, departments submit applications based on business needs, and upon approval, we select individuals to participate in courses offered by external organizations. In response to the recent trend toward diversified education and training, we provide employees with access to a wider range of information.

Employee Education and Training

| 2024 | Taiwan | | | | Chinese Mainland | | | |
|-----------------------------------|---------------------|--------|--------------------------|--------|---------------------|--------|--------------------------|--------|
| Position | Management Position | | Non-Management Positions | | Management Position | | Non-Management Positions | |
| Gender | Male | Female | Male | Female | Male | Female | Male | Female |
| Total number of employees trained | 55 | 36 | 83 | 131 | 67 | 28 | 253 | 386 |
| Total Training Hours | 388 | 215 | 487 | 673 | 491 | 243 | 6,018 | 7,388 |
| Average Training Hours | 7.05 | 5.97 | 5.86 | 5.13 | 7.33 | 8.67 | 23.79 | 19.14 |

| 2024 | Japan | | | | Thailand | | | |
|-----------------------------------|---------------------|--------|--------------------------|--------|---------------------|--------|--------------------------|--------|
| Position | Management Position | | Non-Management Positions | | Management position | | Non-Management Positions | |
| Gender | Male | Female | Male | Female | Male | Female | Male | Female |
| Total number of employees trained | 44 | 0 | 183 | 153 | 14 | 5 | 178 | 402 |
| Total Training Hours | 336 | 0 | 1,197 | 1,004 | 126 | 27 | 1,039 | 2,171 |
| Average Training Hours | 7.64 | 0.00 | 6.54 | 6.56 | 9.00 | 5.40 | 5.84 | 5.40 |

| 2024 | Vietnam | | | | Malaysia | | | |
|-----------------------------------|---------------------|--------|--------------------------|--------|---------------------|--------|--------------------------|--------|
| Position | Management Position | | Non-Management Positions | | Management Position | | Non-Management Positions | |
| Gender | Male | Female | Male | Female | Male | Female | Male | Female |
| Total number of employees trained | 36 | 37 | 159 | 398 | 7 | 3 | 73 | 65 |
| Total Training Hours | 259 | 306 | 699 | 2,193 | 64 | 29 | 432 | 418 |
| Average Training hours | 7.20 | 8.26 | 4.40 | 5.51 | 9.09 | 9.60 | 5.92 | 6.43 |

5.02 Public Welfare Participation

Adhering to the philosophy of "caring for society, taking from society, and giving back to society," we participate in various public welfare activities and actively fulfill our corporate social responsibility. Through practical actions, we support disadvantaged groups and local community development, demonstrating our commitment to and dedication to the public good.

➤ Vulnerable Care and Food Bank Support

In response to the "Food Bank Project," we donated NT\$24,000 to the Chinese Andrew Charity Association, providing resources to help vulnerable families stabilize their lives and alleviate hunger. We not only provide material assistance, but also deepen our concern for grassroots society by stabilizing the supply chain and leveraging corporate power.

➤ Support Welfare Institutions for People with Disabilities

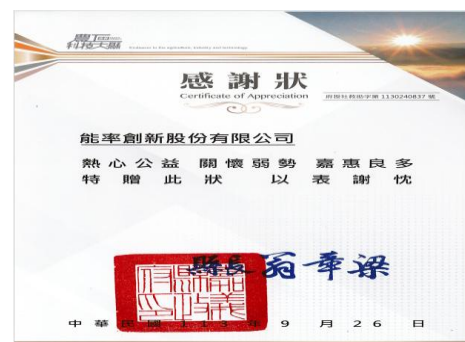
Concerned about the care and quality of life of people with disabilities, the organization donated a total of NT\$240,000 to the Happy Wish Home of the Taichung Private Hong En Social Welfare Charity Foundation to assist the institution in continuing to provide comprehensive care and rehabilitation training.

➤ Healthcare Initiative

To help make Taiwan's healthcare system more environmentally friendly, carbon-reducing, and sustainable, and to enhance the climate adaptability and environmental sustainability of medical institutions, donating NT\$100,000 to the International Healthcare Carbon Reduction Association is a commitment to public health and a responsibility to future generations.

➤ Local Government Praise and Participation Recognition

Actively participating in public welfare, caring for the disadvantaged and participating in local social construction, it was awarded a certificate of appreciation from the Hsinchu County Government and the Chiayi Agricultural and Industrial Science and Technology University County Society, commending its concrete contributions in helping the disadvantaged, participating in corporate road adoption, maintaining the city appearance and promoting public welfare.



6、Environmental

6.01 Climate Change

1. Climate Monitoring and Governance Structure

The increasing frequency of extreme weather events in recent years demonstrates the imminent crisis posed by global warming. Governments worldwide are increasingly prioritizing climate change and, through the revision of national and regional regulations, are urging businesses to incorporate climate change into their operations. ABICO AVY has established a Sustainability Team responsible for developing sustainability strategies, promoting ESG-related work, and assessing climate risks and opportunities under the TCFD framework. Identified risks and opportunities are regularly reported to the Board of Directors, who oversee implementation, including climate-related issues and planning.

2. Identification of climate -related risks and opportunities

To effectively manage climate-related risks and opportunities, ABICO AVY's Sustainability Team has incorporated climate change-related risks into its assessment and tracking, and continues to monitor climate risks that could impact operations, including international regulations and extreme weather events. By adopting the TCFD framework, ABICO AVY analyzed its climate change risks and opportunities, explaining global risk trends and climate change. This included the current status of the TCFD, the TCFD's recommended climate change risk and opportunity assessment framework, climate change scenario settings, and the resulting risks and opportunities. This enhanced understanding of global risk trends and climate change, and assessed climate change risks and opportunities in its operations. Furthermore, for high-risk, high-impact risks and opportunities, the team discussed relevant response strategies and indicators as concrete climate management measures.

3. Situational Analysis

ABICO AVY used the tools provided by TCCIP (Climate Change Integration Service Platform) as a reference climate scenario for assessing physical risk scenarios of climate change. We examined the physical risks and transition risks we may face, and the identified results are as follows:

Climate Change Risk Identification Summary

| Risk Sorting | Risk Serial Number | Risk Types | Risk Factors | Time of Occurrence Evaluate |
|--------------|--------------------|-----------------------------------|--|-----------------------------|
| 1 | 001 | Transition Risks - Policy and Law | Formulate laws and regulations related to greenhouse gas reduction and energy management | Short-term/medium-term |
| 2 | 002 | Physical Risk - Long-Term | Changes in rainfall patterns and extreme changes in weather patterns | Long |

Note: Definition of time frame: short-term: 1-3 years, medium-term: 3-5 years, long-term: 6-10 years

Summary of Climate Change Opportunity Identification

| Chance Sorting | Chance Serial Number | Opportunity Types | Opportunity Factor | Time of Occurrence Evaluate |
|----------------|----------------------|---------------------------------------|------------------------------------|-----------------------------|
| 1 | 001 | Opportunities - Products and Services | Shifting consumer preferences | Long |
| 2 | 002 | Opportunity - Resource Efficiency | Reduce water usage and consumption | Short-term/medium-term |

Note: Definition of time frame: short-term: 1-3 years, medium-term: 3-5 years, long-term: 6-10 years

Strategies for Managing Risks and Opportunities Related to Climate Change

| | | |
|---|--|---|
| Risk 001 Formulate laws and regulations related to greenhouse gas reduction and energy management [Impact Scenario] Domestic and international regulations on greenhouse gas emissions and energy are becoming increasingly stringent, including requirements for disclosing energy consumption and greenhouse gas emissions, setting energy efficiency and carbon reduction targets, and imposing carbon taxes and fees. Failure to establish clear carbon reduction targets, develop short-, medium-, and long-term progress plans, or effectively reduce greenhouse gas emissions could create a gap between compliance with government regulations on greenhouse gas reduction and energy management. This could lead to increased carbon fees and taxes and potentially a disconnect with customers' supply chain carbon reduction goals, impacting order fulfillment and causing revenue declines. Furthermore, compliance with relevant regulations requires additional resources to be allocated to related management tasks, which will increase operating costs and procurement expenses. Without proper management, these challenges could negatively impact overall business operations, including impacting investment and financing activities and risking capital reduction. | [Risk Impact Aspects] <ul style="list-style-type: none"> Suppliers may raise product prices in response to carbon taxes and fees, leading to increased raw material costs. Furthermore, when companies consider carbon reduction, choosing pricier, low-carbon alternatives will also lead to higher procurement costs. In order to reduce greenhouse gas emissions, a greenhouse gas emissions disclosure and management process has been established, which may increase related management costs. | [Response Strategy] <ul style="list-style-type: none"> Introduce greenhouse gas carbon inventory, implement carbon inventory and obtain verification according to the prescribed schedule. Measures to reduce energy consumption may need to be taken, such as changing energy sources or improving equipment efficiency. |
| | [Financial impact] <ul style="list-style-type: none"> Operating costs and expenses will increase; without proper management measures, investment and financing will be frustrated and capital will be reduced. | [Response costs] <ul style="list-style-type: none"> capital expenditures operating costs |

| | | |
|--|---|--|
| <p>Opportunity 001</p> <p>Shifting consumer preferences</p> <p>[Impact Scenario]</p> <p>As consumers become more aware of climate change, demand for greener products that are more efficient and environmentally friendly is likely to increase.</p> | <p>[Opportunity Impact Aspects]</p> <ul style="list-style-type: none"> • Designing products that are more in line with preferences such as sustainability, health, and non-toxicity will help attract emerging consumer groups who value environmental protection and social values and expand the target market. • In response to consumers' demand for transparency in product origins and processes, we strengthen product traceability, environmental labels and responsible supply chain disclosure to enhance market differentiation. <p>[Financial impact]</p> <ul style="list-style-type: none"> • Effectively combining green product design with targeted customer marketing will help increase revenue. • In the future, more manpower and equipment will be needed to develop low-carbon and energy-saving products, leading to higher operating costs. | <p>[Response Strategy]</p> <ul style="list-style-type: none"> • Invest in consumer behavior surveys and trend analysis tools to understand changes in preferences and adjust design and marketing strategies. • By introducing sustainable materials, simple packaging and low-carbon processes, we design products that better suit customer preferences and enhance brand resonance. <p>[Response costs]</p> <ul style="list-style-type: none"> • capital expenditures • operating costs |
|--|---|--|

4. Indicator Targets

- We continue to integrate energy conservation, power conservation, and low-carbon concepts into daily operations and production behaviors, introduce energy-saving solutions and energy management systems, and improve energy efficiency and operational benefits.
- We have introduced greenhouse gas emissions audits and regularly complete annual reports, and conduct third-party verification according to the statutory schedule announced by the competent authorities to enhance the transparency and reliability of information disclosure.

6.02 Greenhouse Gas Management

Greenhouse gases causing extreme emissions are a major environmental issue facing the world. ABICO AVY is not a major energy user. Recognizing that we are all part of the planet, greenhouse gas reduction is a shared goal for all businesses. ABICO AVY has implemented greenhouse gas carbon inventories and obtained third-party verification within the legally mandated timeframe. Through these inventories and

external verification, we hope to understand current trends and address them early. We also continuously estimate greenhouse gas emissions from energy use, which will serve as a reference for subsequent energy conservation and carbon reduction efforts.

Greenhouse Gas Emissions and Intensity (Metric Tons CO₂e)

| Year | Category 1 | Category 2 | Total | Emission Intensity |
|---------------|------------|------------|-----------|--------------------|
| 2023 (Note 1) | 1.98 | 10.7221 | 12.7076 | 0.0000 |
| 2024 (Note 2) | 1,314.11 | 17,925.57 | 19,239.67 | 0.0020 |

Note 1: The statistical scope of greenhouse gas emissions in 2023 includes the relevant emission data of ABICO AVY CO., LTD.

Note 2: The scope of greenhouse gas emissions statistics for 2024 includes the emission data of ABICO AVY CO., LTD., IKKA Holdings (Cayman) Limited and its two wholly-owned subsidiaries in Japan and Thailand, EKEEN PRECISION CO., LTD., ABICO NetCom CO., LTD and Subsidiaries.

Scope 3 Inventory Items and Emissions (Unit:(CO₂e))

| Inventory Items | 2023 year (Note 1) | 2024 year (Note 2) |
|---|-----------------------|-----------------------|
| C1-Category 4 Purchased Products and Services | 15.91 | 1,031.74 |
| C6 - Category 3 Business Travel | 5.22 | 16.25 |

Note 1: The 2023 Scope 3 inventory covers the relevant emission data of ABICO AVYs Co., Ltd.

Note 2: The 2024 fiscal year includes the relevant emission data of ABICO AVY CO., LTD. and EKEEN PRECISION CO., LTD.

6.03 Energy Management

Energy conservation, carbon reduction, and sustainable development policies, ABICO AVYs continues to implement electricity conservation measures and improve energy efficiency to reduce the environmental impact of greenhouse gas emissions and enhance resilience to the risks of climate change. ABICO AVYs primarily uses non-renewable energy purchased from power companies for production processes and office building electricity.

Energy Usage

| Energy Consumption | Electricity Consumption (Spend) | GJ | Gasoline (Liter) | GJ | Diesel Fuel (Liter) | GJ |
|--------------------|---------------------------------|-----------|------------------|----------|---------------------|--------|
| 2023 (Note 1) | 21,661 | 78.00 | - | - | - | - |
| 2024 (Note 2-3) | 3,072,072 | 11,061.98 | 136,619.68 | 4,461.81 | 18,785.32 | 660.69 |

| Energy Intensity | Sales (million yuan) | Total Energy Consumption GJ | Energy Intensity (Total energy consumption/sales) |
|------------------|----------------------|-----------------------------|---|
| 2023 | 9,420.95 | 78.00 | 0.0083 |
| 2024 | 9,433.38 | 16,184.48 | 1.7157 |

Note 1: Energy usage data for 2023 includes ABICO AVYs Co., Ltd.

Note 2: Energy usage data for 2024 includes ABICO AVYs Co., Ltd., IKKA Holdings (Cayman) Limited., EKEEN PRECISION CO., LTD., ABICO NetCom CO., LTD and Subsidiaries.

Note 3: Gasoline usage is first collected in 2024, so there is no data for 2023 and no organization-specific metrics or values.

7、Appendix

7.01 Appendix 1: GRI Content Index

GRI Content Index Table Description

| | |
|-----------------------------------|---|
| Usage Statement | ABICO AVY has reported content in accordance with GRI standards from January 1 to December 31, 2024 |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Industry Standards | Not Applicable |

GRI Content Index

| Serial Number | Disclosure Project | Corresponding Chapter | Page Number | Remark/ Omit Description |
|---------------------------------|--|---|---------------|-----------------------------|
| General Disclosure | | | | |
| GRI 2: General Disclosures 2021 | | | | |
| 2-1 | Organization Details | 1.02 About ABICO AVY | 5 | |
| 2-2 | Entities Included in Organizational Sustainability reporting | 1.03.3 Report Boundary and Scope | 7 | |
| 2-3 | Reporting Period, Frequency and Contact Person | 1.03.2 Report Coverage Period and Frequency 1.03.6 Responsible Unit for Sustainability Reporting | 7 7 | |
| 2-4 | Information Recompilation | 1.03.4 Information Recompilation | 7 | |
| 2-5 | External Assurance/Assurance | 1.03.5 External Assurance/Guarantee Situations | 7 | |
| 2-6 | Activities, Value Chains and Other Business Relationships | 1.02 About ABICO AVY | 5 | |
| 2-7 | Staff | 5.01.2.1 Staff Structure | 25 | |
| 2-8 | Non-employee Workers | 5.01.2.2 Non-Employee Structure | 26 | |
| 2-9 | Governance Structure and Composition | 2.02.1 Governance Structure and Operations to Promote Sustainable Development 2.03.2.1 Membership and Diversity 2.03.3 Functional Committee Structure and Operation | 8 10 12 | |
| 2-10 | Nomination and Selection of the Highest Governance Unit | 2.03.2.3 Nomination and Selection | 10 | |

| Serial Number | Disclosure Project | Corresponding Chapter | Page Number | Remark/ Omit Description |
|---------------|---|--|----------------|--------------------------------|
| 2-11 | Chairman of the Highest Governance Body | 2.03.2.4 Conflict of Interest | 11 | |
| 2-12 | The Highest Governance Body's Role in Overseeing Shock Management | 2.03.1.1 Roles and Supervision of Sustainable Governance | 9 | |
| 2-13 | Head of Shock Management | 2.02.1 Governance Structure and Operations to Promote Sustainable Development | 8 | |
| 2-14 | The Role of the Highest Governance Body in Sustainability Reporting | 2.03.1.1 Roles and Supervision of Sustainable Governance | 9 | |
| 2-15 | Conflict of Interest | 2.03.2.4 Avoidance of Conflict of Interest | 11 | |
| 2-16 | Communicate Key Milestones | 2.02.1 Governance Structure and Operations to Promote | 8 | |
| 2-17 | Collective intelligence of the Highest Governance Unit | 2.03.1.3 Continuing Education for Sustainable Development | 9 | |
| 2-18 | Performance Evaluation of the Highest Governance Unit | 2.03.1.2 Supervise performance evaluation of sustainable management | 9 | |
| 2-19 | Remuneration Policy | 2.03.2.5 Remuneration Policy | 11 | |
| 2-20 | Salary Determination Process | 2.03.2.5 Remuneration Policy | 11 | |
| 2-21 | Annual total Compensation Ratio | 5.01.4 Employee Rights and Benefits | 29 | |
| 2-22 | Sustainable Development Strategy Statement | 2.01 Sustainable Development Strategy | 8 | |
| 2-23 | Policy Commitments | 3.04 Management of Major Themes 4.02 Integrity Management 5.01.1 Human Rights Policy | 17 20 25 | |
| 2-24 | Incorporate Policy Commitments | 3.04 Management of Major Themes 4.02 Integrity Management 5.01.1 Human Rights Policy | 17 20 25 | |
| 2-25 | Procedures for Remediating Negative Shocks | 4.02 Integrity Management | 20 | |
| 2-26 | Mechanisms for Seeking Advice and Raising Concerns | 4.02 Integrity Management | 20 | |

| Serial Number | Disclosure Project | Corresponding Chapter | Page Number | Remark/ Omit Description |
|------------------------------------|---|---|-------------|--------------------------------|
| 2-27 | Regulatory Compliance | 4.03.2 Regulatory Compliance | 23 | |
| 2-28 | Membership of a Public Association | 4.04 Participate in Various Community Organizations | 24 | |
| 2-29 | Stakeholder Consultation Policy | 3.01 Stakeholders' consultation | 13 | |
| 2-30 | Collective Agreement | 5.01.5 Collective Agreement | 32 | |
| Major Themes | | | | |
| GRI 3: Major Themes 2021 | | | | |
| 3-1 | Process for Determining Major Topics | 3.02 Process for Determining Major Topics | 15 | |
| 3-2 | List of Major Topics | 3.03 List of Major Topics | 17 | |
| 3-3 | Major Topic Management | 3.04 Management of Major Themes | 17 | |
| Economic aspects | | | | |
| GRI 201: Economic Performance 2016 | | | | |
| 201-1 | Direct economic value generated and distributed by the organization | 4.01 Economic Performance | 20 | |
| 201-2 | Financial impacts and other risks and opportunities arising from climate change | 6.01 Climate Change | 35 | |
| 201-3 | Defined benefit obligations and other retirement plans | 5.01.4 Employee Rights and Benefits | 29 | |
| 201-4 | Financial assistance from the government | - | - | No government subsidies |
| GRI 202: Market Position 2016 | | | | |
| 202-1 | Ratio of standard salary of grassroots staff of different genders to local minimum wage | 5.01.3 Employee Diversity, Inclusion and Equality | 26 | |
| 202-2 | Proportion of local residents employed as senior management | 5.01.3 Employee Diversity, Inclusion and Equality | 26 | |
| GRI 302: Energy 2016 | | | | |
| 302-1 | Energy consumption within the organization | 6.03 Energy Management | 38 | |
| 302-3 | Energy intensity | 6.03 Energy Management | 38 | |
| 302-4 | Reduce energy consumption | 6.03 Energy Management | 38 | |

| Serial Number | Disclosure Project | Corresponding Chapter | Page Number | Remark/ Omit Description |
|--|---|--|-------------|--------------------------------|
| GRI 305: Emissions 2016 | | | | |
| 305-1 | Direct (Scope 1) greenhouse gas emissions | 6.02 Greenhouse Gas Management | 37 | |
| 305-2 | Energy indirect (Scope 2) greenhouse gas emissions | 6.02 Greenhouse Gas Management | 37 | |
| 305-3 | Other indirect (Scope 3) greenhouse gas emissions | 6.02 Greenhouse Gas Management | 37 | |
| 305-4 | Greenhouse gas emission intensity | 6.02 Greenhouse Gas Management | 37 | |
| 305-5 | Reduction of greenhouse gas emissions | 6.02 Greenhouse Gas Management | 37 | |
| 305-6 | Emissions of ozone-depleting substances | - | - | Not applicable/No emissions |
| Social Aspects | | | | |
| GRI 401: Employment Relations 2016 | | | | |
| 401-1 | New Employees and Former Employees | 5.01.3 Employee Diversity, Inclusion and Equality | 26 | |
| 401-2 | Benefits Provided to Full-Time Employees (Excluding Temporary or Part-time Employees) | 5.01.4 Employee Rights and Benefits | 29 | |
| 401-3 | Parental Leave | 5.01.4 Employee Rights and Benefits | 29 | |
| GRI 404: Training and Education 2016 | | | | |
| 404-1 | Average Training Hours Per Employee Per Year | 5.01.6 Talent Cultivation and Development | 32 | |
| 404-2 | Staff Enhancement and Transition Assistance Programs | 5.01.6 Talent Cultivation and Development | 32 | |
| GRI 405: Employee Diversity and Equal Opportunity 2016 | | | | |
| 405-1 | Diversity of Governance Units and Employees | 2.03.2.1 Membership and Diversity 5.01.3 Employee Diversity, Inclusion and Equality | 10 26 | |
| 405-2 | Ratio of Female to Male Base Salary and Compensation | 5.01.4 Employee Rights and Benefits | 29 | |
| GRI 406: Non-Discrimination 2016 | | | | |
| 406-1 | Incidents of Discrimination and Corrective Actions Taken by the Organization | 5.01.3 Employee Diversity, Inclusion and Equality | 26 | |

7.02 Appendix II: Climate-related Information

| Project | Content | Corresponding Chapter | Page Number | Supplementary Notes |
|---------|---|-----------------------|-------------|---------------------|
| 1 | Describe the board's and management's oversight and governance of climate-related risks and opportunities | 6.01 Climate Change | 35 | |
| 2 | Describe how the identified climate risks and opportunities will affect the company's business, strategy and finances (short-term, medium-term and long-term) | 6.01 Climate Change | 35 | |
| 3 | Describe the financial impacts of extreme climate events and transition actions | 6.01 Climate Change | 35 | |
| 4 | Describe how the climate risk identification, assessment and management processes are integrated into the overall risk management system | 6.01 Climate Change | 35 | |
| 5 | If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used should be explained. | 6.01 Climate Change | 35 | |
| 6 | If there is a transition plan to manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical and transition risks. | 6.01 Climate Change | 35 | |

| Project | Content | Corresponding Chapter | Page Number | Supplementary Notes |
|---------|---|---|-------------|--|
| 7 | If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained. | - | - | Internal carbon pricing has not yet been used as a planning tool, and is currently under internal discussion and evaluation. |
| 8 | If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress achieved should be explained. If carbon offsets or renewable energy certificates (RECS) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or the number of renewable energy certificates (RECS) used should be explained. | - | - | The has not yet used carbon offsets or renewable energy certificates, and is currently discussing and evaluating the use of these certificates within the company. |
| 9-1-1 | Greenhouse gas inventory information for the company in the last two years | 6.02 Greenhouse Gas Management | 37 | |
| 9-1-2 | The company's greenhouse gas emissions information for the last two years | - | - | The third party confirmation has not yet been obtained and the confirmation shall be completed according to the timetable |
| 9-2 | Greenhouse gas reduction targets, strategies and specific action plans | 6.01 Climate Change 6.02 Greenhouse Gas Management | 35 37 | |