Chicony
POWER TECHNOLOGY

Chicony Power Technology

Sustainability Report 2024



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About this Report

This report is the fourth sustainability report independently published by Chicony Power Technology Co. Ltd. (hereinafter referred to as Chicony Power). It covers information about the Company's corporate governance, environmentally sustainable development, employee care, and social participation during the period from January 1, 2024, to December 31, 2024, to disclose the Company's sustainable management philosophy and goals to stakeholders and respond to issues of stakeholder concern.

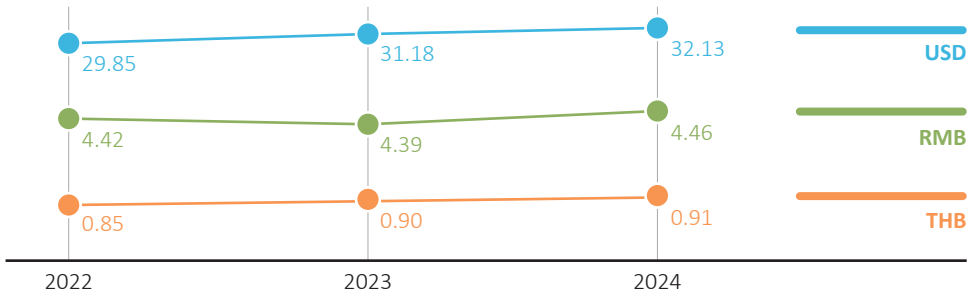
Reporting Guidelines

Sustainability Performance

- This report was compiled based on the compliance items listed in the GRI Standards 2021, announced by the Global Reporting Initiative (GRI). It has passed third-party verification confirming compliance with AA1000 Assurance Standard: v3- Type 1 moderate level assurance (please refer to Appendix: Assurance Statement).
- Sustainability Accounting Standards Board (SASB) indicators for the Hardware industry
- TCFD (Task Force on Climate-related Financial Disclosures) Framework
- TNFD (Task Force on Nature-related Financial Disclosure) Framework
- Sustainable Development Best Practice Principles for TWSE-/TPEx-Listed Companies

Financial Performance

Financial performance is indicated using publicly available information by PwC Taiwan CPAs. All monetary values are presented in New Taiwan Dollars (NT$) unless otherwise stated. If not presented in New Taiwan Dollars (NT$), the exchange rate conversion is as follows:



Scope of Disclosure

The financial data disclosed in this report is prepared based on the consolidated financial statements, while the non-financial performance data is presented primarily by each production/operating base, as detailed in the table below. If certain non-financial indicators are limited to the scope of the headquarters, explanatory notes of the applicable range have been provided in corresponding chapters or sections. Chicony Power continues to strengthen the integrity and consistency of its sustainability data. Through annual data collection and systematic management, the Company gradually expands the scope of disclosure, with the ultimate goal of covering the operation bases listed in the table below.

In addition, to actively respond to the challenges posed by climate change and to strengthen the systematic management of greenhouse gases, the scope of greenhouse gas inventory and disclosure for the year 2024 has been expanded to include all subsidiaries covered by the consolidated financial statements, thereby enhancing data integrity and aligning with international disclosure trends.

If there are any corrections made to the data from the previous reporting period, they have been clearly noted and explained in each section to ensure the transparency and consistency of the disclosed information.

Performance Disclosure		Name of Unit
Financial Performance	Sustainability Performance	
✓	✓	Chicony Power Technology Co., Ltd. and various bases The Taipei Headquarters serves as the R&D Center; the major production/ manufacturing bases are listed as follows: **Production Base** Chicony Power Dongguan Factory plant area : 63,623 m² Chicony Power Suzhou Factory plant area : 96,296 m² Chicony Power Chongqing Factory plant area : 39,477 m² Chicony Power Thailand Factory plant area : 100,800 m²

Information and Data Quality

The statistics disclosed in this Report are derived from the Company's self-compiled statistics and surveys, except for the financial data, which is publicly available information attested by CPAs and is presented using common descriptive methods. The figures of the financial statements disclosed in this Report are calculated using New Taiwan Dollars (NT$), whereas occupational safety and health performance figures are expressed through internationally recognized indicators. Estimations or hypothetical conditions are indicated where applicable within the text of this Report.

Report Management and Assurance

The content of this report was initially drafted by the heads of each department, coordinated and compiled by the ESG personnel of the Administrative Management Office, and after completing the third-party assurance process, submitted to the Sustainable Development Committee for review and approval, and officially issued after being ratified by the Board of Directors. The relevant preparation and verification procedures have been incorporated into the Company's internal control operations to ensure that the reporting content possesses reliability, timeliness, and transparency, while also complying with applicable regulations and standards.



Contact Information

Thank you for reading this report. For any questions or comments about this Report, please contact us at:

Chicony Power Technology Co., Ltd. ESG Task Force

- Publication date: June, 2025 (The English version is scheduled to be published in August. We will continue to publish the Sustainability Report on a yearly basis.)
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- Official website (English) https://www.chiconypower.com/en/home/index
- Sustainability website (English) https://www.chiconypower.com/en/ESG/index

Message from the Chairman and the President

In 2024, through the collaborative efforts of the management team and all employees, the Company achieved a consolidated net operating revenue of NT$37,176,448 thousand, representing a growth of 2.4% compared to 2023. The net profit after tax amounted to NT$3,341,049 thousand, reflecting a growth of 1.4% over the previous year.

In addition to pursuing stable financial performance, Chicony Power also places a high emphasis on climate change and environmental protection issues, embedding energy conservation and carbon reduction into its corporate culture. We have made long-term efforts to develop smart energy-saving solutions, actively promote key initiatives such as green products, energy-saving technologies, as well as green-factory and smart-factory, demonstrating our commitment to environmental sustainability.

The Company adheres to core values such as "sound corporate governance", "safeguarding employees' human rights and welfare", "creating product value while considering environmental protection", and "social and humanistic participation". Chicony Power firmly believes that only by establishing sustainable business models and management mechanisms can long-term corporate success and social well-being be achieved.

Looking ahead, Chicony Power will continue to leverage innovation as its driving force and excellence as its goal, actively creating economic value while responding to societal expectations and safeguarding the ecological environment, striving to become an exemplar of sustainable development.

Sound Corporate Governance

Chicony Power upholds the principles of "integrity, transparency, and sustainability" in its business philosophy, continuously enhancing its corporate governance mechanisms and actively implementing various governance systems. Since its listing, the Company has participated in a total of 10 rounds of corporate governance evaluations, of which it has been rated in the top 20% of listed companies in 9 rounds, demonstrating the Company's robust governance structure and continuous improvement effectiveness. In response to the increasingly severe challenges in information and communication security, the Company implemented the ISO 27001 Information Security Management System in 2023, established information security policies and a four-tier management documentation system, and regularly undergoes third-party assurance. The Company continues to implement the PDCA (Plan-Do-Check-Act) cycle management approach, setting measurable information security objectives. Regular reviews of execution effectiveness are conducted, with a commitment to building a secure and reliable information environment to protect customer data security and rights. This serves as the core objective of the Company's information security governance, aimed at establishing a long-term and stable trust relationship with customers.

In addition to focusing on product quality and business strategy optimization, Chicony Power is also actively responding to the global heightened concern regarding climate change. As a leading manufacturer of power supplies, the Company is committed to promoting sustainable development. In recent years, the Company has demonstrated exceptional performance in the areas of Environmental, Social, and Governance (ESG). This includes being recognized as a "Top Performer in Temperature Control 1.5° C" by CommonWealth Magazine, achieving a ranking for three consecutive years in the "Carbon Competitiveness Top 100" by Business Weekly, and receiving the TCSA Taiwan Corporate Sustainability Award as one of the "Top 100 Exemplary Sustainability Enterprises". These accolades affirm the effectiveness of the Company's sustainable development strategy.

In addition, the international non-profit organization CDP (formerly the Carbon Disclosure Project) will announce the results of the 2024 assessment in 2025. The Company has achieved an A- (Leadership level) rating for the first time in the climate change questionnaire, while it received a B (Management level) score in the water security questionnaire. This demonstrates the Company's ongoing improvements and alignment with international standards in climate action and water resource management, further strengthening its sustainable competitive advantage.

Safeguarding Employees' Human Rights and Welfare

Chicony Power strives to fulfill its corporate social responsibilities by supporting and joining the Responsible Business Alliance (RBA), complying with its Code of Conduct to protect employees' human rights and welfare. The Company also abides by the principles of the United Nations Universal Declaration of Human Rights and International Labour Organization conventions, establishing Chicony Power's Human Rights Policy. Through these principles and values, we aim to raise awareness of human rights among our employees and integrate the spirit and values of human rights protection into our corporate culture.

We regard our employees as important partners in sustainable growth and place great emphasis on employee compensation and welfare. We offer salaries above industry standards and being listed in the "Taiwan High Compensation 100 Index" for several years. We pay special emphasis on their health and safety. Besides biennial regular health check-ups and long-term provision of advanced health check-up packages for supervisors, we expanded access to these high-level health check-up packages to senior employees with over five years of service in 2024, allowing them to enjoy comprehensive health care every three years. To create a safe and secure working environment, Chicony Power places great importance on employee occupational safety training. Based on the operational characteristics of the headquarters and various plants, differentiated safety education programs are planned. Regular training and emergency drills are conducted to implement workplace safety management, ensuring the health and safety of all employees.

Creating Product Value and Protecting the Earth

Chicony Power is dedicated to incorporating the concept of green design into new product R&D. To achieve this, the Company's R&D units strive to develop designs that enhance product energy efficiency, comply with relevant chemical or hazardous substance regulations, and utilize renewable and recyclable materials whenever possible. In 2024, we increased our use of Post-

Consumer Recycled Plastic (PCR) in the design of plastic shells for power adapters, reaching a usage percentage of 45.5%. For metal materials, recycled copper and aluminum have been gradually introduced into the manufacturing of adapter heat sinks, magnetic components, and wires. For some high-wattage power supply products, Ocean Bound Plastic (OBP) is used in the DC fans, while SGCC RC10% low carbon steel (containing at least 10% scrap metal) is used in the units' shells. Regarding the LED product applications that the Company has been developing for many years, we closely collaborate with our supply chain partners to optimize the copper printing process used in flexible printed circuit boards, starting from the source of the manufacturing process. This includes selecting suitable copper materials for the printing process, along with optimizing production parameters, effectively overcoming the variability challenges faced during the production of printed copper, thereby achieving performance and quality comparable to traditional etching processes. Not only does it save approximately 50% of energy consumption during the manufacturing process, but it also prevents the generation of wastewater and chemical waste, thereby implementing green manufacturing.

In addition to focusing on green product design, by integrating the four dimensions of perception, computing, control, and interaction with big data analysis, our IWA (Intelligent Wireless Access) smart integration platform and automated energy and carbon emissions management system can reduce energy consumption, address carbon emission hotspot issues, and reduce GHG emissions to achieve the goals of low-carbon transition and net-zero emissions. We will continue to focus on the R&D and promotion of green products and smart energy-saving solutions, integrating eco-friendliness, social responsibility, and other core values into product design and solutions to actively enhance our products' environmental impact.

Social and Humanistic Participation

Upholding the belief of "take from society, give back to society", Chicony Power demonstrates a long-term commitment to caring for disadvantaged groups and actively engaging in social welfare initiatives. In addition to providing the company's first-floor lobby as a venue each month for inviting neighborhood social welfare organizations to set up charity sale booths, we also hold irregular charity sale events to actively support local care and social participation.

We are acutely aware that the power of an enterprise is limited; only by consolidating the overall resources of the group can we expand our social influence. To this end, Chicony Power, in collaboration with its parent company Chicony Electronics and other affiliated enterprises, is actively promoting a variety of public welfare initiatives. This has garnered extensive support and participation from employees, demonstrating the Company's internal cohesion and strong commitment to social responsibility.

In terms of sustainable talent development, Chicony Power places a high emphasis on research and development capabilities and the cultivation of technical personnel. The Company has long-term collaborations with several top domestic universities to promote industry-academia cooperation programs, focusing on technological research and development as well as innovative applications. Additionally, practical exchanges are utilized to strengthen the connection between academia and industry. Additionally, the Company supports the cultivation of technological talent through various mechanisms such as scholarships, specialized master's programs, and workplace internships. This initiative aims to promote the integration of academic knowledge and practical application, with the expectation of injecting innovative momentum into the industry and achieving sustainable development goals that benefit both the enterprise and society.

Conclusion

Looking ahead, Chicony Power will continue to uphold the core business principles of integrity, transparency, and sustainability. The Company will deepen its corporate governance system, strengthen information security resilience, and take concrete actions to address global challenges such as climate change, resource depletion, and social justice. We will continue to invest in the R&D of green product design and intelligent energy-saving solutions, committed to reducing our environmental footprint, enhancing resource utilization efficiency, and achieving corporate transformation and low-carbon sustainable development goals.

At the same time, we will continue to prioritize a people-centered approach by promoting the protection of employee rights and health safety. We will make substantial investments to expand our social participation and public welfare impact, leveraging group resources to advance diverse charitable initiatives, actively giving back to society and caring for the local community. In response to the highly dynamic business environment and the trends in international sustainability regulations, Chicony Power will leverage innovative energy, enhance risk resilience, and comprehensively strengthen ESG management and information disclosure. We will collaborate with all stakeholders to co-create a sustainable value chain, moving towards a future of "net-zero carbon emissions", "inclusive growth", and "shared prosperity".

Chicony Power sincerely hopes to become a key force in leading industry transformation through robust business strategies, forward-looking technological innovations, and concrete sustainable actions, continuously striving to become a globally influential model of sustainability.



Chairman



President

Honor and Recognition



EcoVadis Global Supply Chain Bronze Medal Certification of Sustainability Ratings



The 17th TCSA Taiwan's Top 100 Sustainability Companies Award



The 17th TCSA Corporate Sustainability Reporting Awards: Silver Award



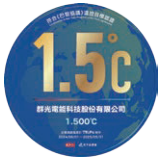
1111 Job Bank, Happy Enterprise Silver Award



Listed as a constituent stock in the Taiwan High Compensation 100 Index



Global Views, ESG Corporate Sustainability Award Top 36 Enterprises of the Year



Included in CommonWealth Magazine as "Remarkable Effectiveness of 1.5°C Temperature Control"



Climate Change Survey Acquired A- Leadership Level Affirmation



Water Security Questionnaire Acquired B Management Level Affirmation



Supplier Engagement Assessment Acquired A Management Level Affirmation



Included in Business Weekly for 3 consecutive years "Top 100 Competitive Enterprises"



"Harvard Business Review" 2024 Top 100 Business Leaders in Taiwan



The LEED Gold Certification for green building in The Thailand plant



Taiwan Institute of Directors "Taiwan Best-in-Class 100"



Ministry of the Interior 2024 Excellent Smart Building Contribution Award

Sustainability Strategy and Blueprint

Chicony Power adheres to four core values such as "sound corporate governance", "safeguarding employees' human rights and welfare", "creating product value while considering environmental protection", and "social and humanistic participation" as the foundation for promoting sustainable development. We embed these four key aspects into our business management strategy by strengthening governance structures, enhancing employee well-being, promoting green innovation, optimizing the environmental benefits of our products and services, and actively engaging in social participation initiatives. This ensures that while we create economic value, we also contribute to long-term positive impacts on the environment and society.

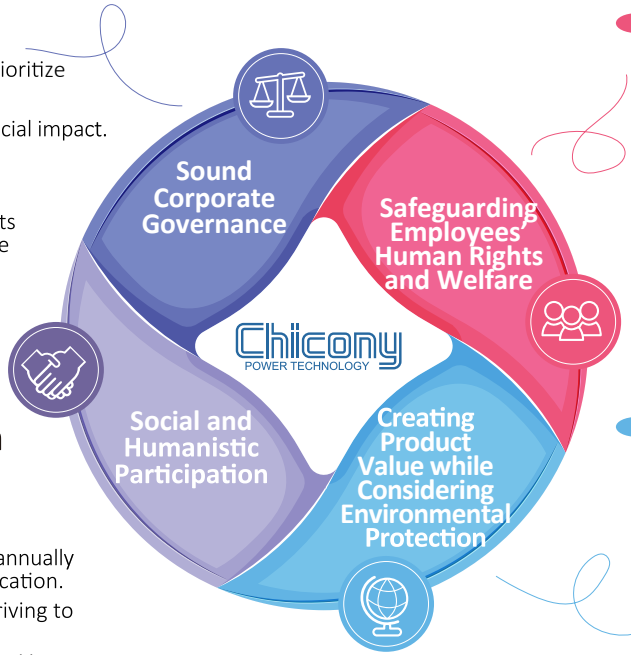
Looking ahead, Chicony Power will continue to deepen its various sustainable actions, enhancing operational efficiency and sustainability resilience through data-driven intelligent management and performance evaluation mechanisms. We are committed to a transparent and accountable governance structure, working hand in hand with stakeholders to promote green transformation and social inclusion, achieving a balance between corporate growth and sustainable development of the environment and society, and creating long-term value together.

Sound Corporate Governance

- Adhering to our principle of "No Quality, No Sales," we prioritize customer respect and strive for excellence in quality.
- Leverage industrial value while actively creating positive social impact.
- Maximize shareholder equity and promote efficient communication and cooperation with stakeholders.
- Strengthen information security to protect customer rights and interests, and establish long-term trusted cooperative relationships.

Safeguarding Employees' Human Rights and Welfare

- Embed the concept of human rights protection deeply into corporate culture, and implement respect and care.
- Provide compensation and benefits superior to industry standards, with a strong emphasis on employees' quality of life.
- Promote a diverse and inclusive culture to create a happy and friendly workplace environment.
- Strengthen safety education and occupational safety measures to ensure that employees have a safe and secure working environment.



Social and Humanistic Participation

- Collaborate with top-tier academic institutions in industry-academia partnerships to cultivate technology talent and create a win-win situation.
- Provide students with workplace internship opportunities annually to promote the integration of learning and practical application.
- Deepen cooperation with social welfare organizations, striving to jointly build an inclusive and harmonious society.
- Integrate value chain partners to jointly exert influence and bring about change for a broader social group.

Creating Product Value while Considering Environmental Protection

- Product research and development integrates green design, innovatively promoting environmental protection applications.
- Through the Intelligent Wireless Access (IWA), assistting clients in energy conservation and consumption reduction, thereby enhancing energy utilization efficiency.
- Collaborate with the supply chain to enhance sustainability performance and jointly create a sustainable value chain.
- Establish an innovative circular economy model to reduce resource waste and achieve environmentally friendly objectives.

Sustainable Performance Indicators and Target Timelines for Chicony Power

Sustainable Development Goals (SDGs) and Sustainable Performance Indicators		2024 Achievements		Future Objectives			Corresponding Chapter
		Objective	Performance	Short-Term 2025	Medium-Term 2030	Long-Term 2050	
7	Scope 1 and Scope 2 Absolute Reduction of Total Greenhouse Gas Emissions (2020 as the base year)	16.8%	48.40% ✓	21%	42%	100%	4.2.1 Greenhouse Gas Management
12	Scope 3 Absolute Reduction of Greenhouse Gas Emissions (2020 as the base year)	10%	42.73% ✓	12.5%	25%	100%	4.2.1 Greenhouse Gas Management
13	Renewable energy usage rate	25%	55.56% ✓	37.5%	100%	100%	4.3.1 Promotion of Renewable Energy
15	Waste Recycling Rate	≧ 80%	88.03% ✓	≧ 80%	≧ 80%	≧ 80%	4.5 Waste Management
15	Waste intensity (2020 as the base year)	-12%	22.9% * ✗	-15%	-30%	-30%	4.5 Waste Management
3	Human Rights Violation Cases	0 items	0 items ✓	0 items	0 items	0 items	5.1 Human Rights Protection
4	Employee Turnover Rate (Headquarters)	≦ 10%	8% ✓	≦ 10%	≦ 10%	≦ 10%	5.2.4 Talent Recruitment and Retention
5	Number of Serious Occupational Injury Incidents	0 items	0 items ✓	0 items	0 items	0 items	5.4.1 Occupational Safety and Health Management
8	Number of Occupational Disease Cases	0 items	0 items ✓	0 items	0 items	0 items	5.4.1 Occupational Safety and Health Management
16	Average Training Hours per Board Member	≧ 6 hours	7.5 hours ✓	≧ 6 hours	≧ 6 hours	≧ 6 hours	2.3.2 Board of Directors Operations
16	Board of Directors Attendance Rate	≧ 90%	93.93% ✓	≧ 90%	≧ 90%	≧ 90%	2.3.2 Board of Directors Operations
16	Violation of Integrity in Business Operations and Compliance Issues	0 items	0 items ✓	0 items	0 items	0 items	2.4.2 Ethical Management Operations Status

Note: In recent years, the implementation of the UL 2799 Zero Waste to Landfill Standard has led to the inclusion of a broader range of waste classifications, resulting in an increase in waste volume. Once the integration across all facilities is complete, the targets will be reset.

About Chicony Power

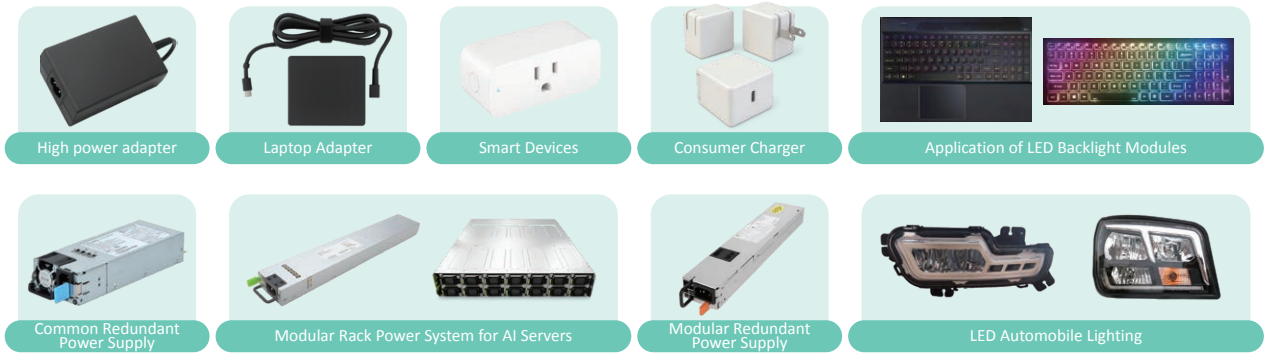
Chicony Power provides customers with one-stop power supply solutions for notebooks, desktops, servers/cloud applications, Smart Home/AIoT products, communication products, video game consoles, consumer products, and other power supply products. By providing advanced technology with cost and quality advantages, the Company assists original design manufacturer (ODM) customers in their manufacturing and systematically integrates supply chain partners and end-customers to meet market needs in a timely manner.

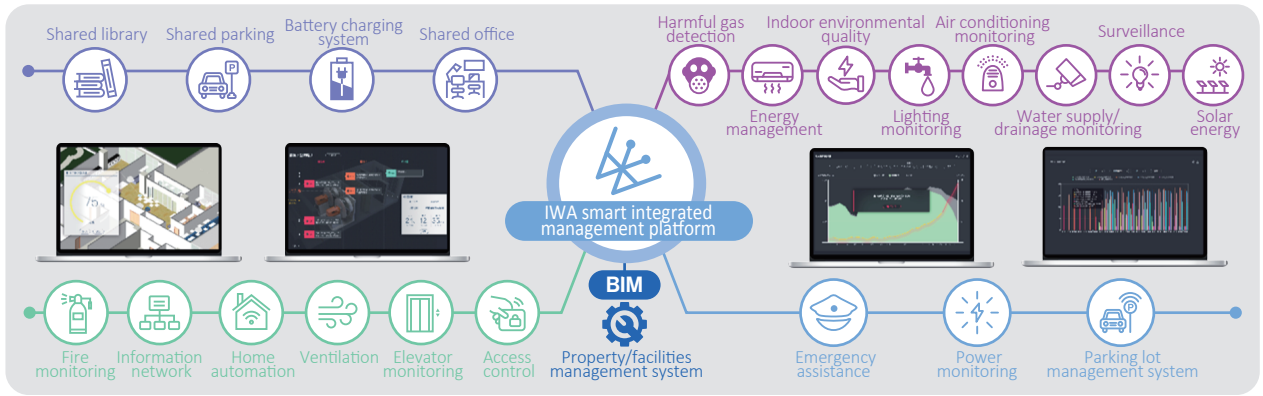
In addition to continuously expanding its share in the power products market, for many years, Chicony Power has applied its leading strength in energy management knowledge and techniques to actively deploy technologies related to Smart & Green Solutions. Core products include "LED applications" and "IWA Smart Building Integration Platform" products and solutions, which integrate eco-friendliness, social responsibility, and related elements into product design and planning, software/hardware application integration, and professional energy consulting services to provide a complete range of solutions with sustainable value.

Name of Company	Chicony Power Technology Co., Ltd.
Date of establishment	December 24, 2008
Stock code	6412
Headquarters	30F, No. 69, Sec. 2, Guangfu Rd., Sanchong Dist., New Taipei City 24161, Taiwan (Chicony Smart Green Building)
Major production bases	Chicony Power Dongguan Factory
Number of employees	9,116
Industrial sector	Manufacture of Other Electronic Parts and Components
Date of listing	November 8, 2013
Paid-in capital	NT$ 4,007,691,000(2024/06/18)
Operating Revenue	NT$37,176,448,000 (consolidated net operating revenue for 2024)

The Company upholds the principle of "No Quality, No Sales" and customers first, and the designs of our PSU products complied with multiple safety certifications such as UL, CAS, NEMKO, PSE of Japan, TUV of Europe, CCC of China, and BIS of India, etc. As well as the energy efficiency requirements of various countries such as NRCan, DoE, CEC, ErP, etc. They have also complied with the FCC requirements of the U.S.A and CE of Europe. In addition, we have passed certifications of ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 14064, and ISO 14067 to ensure that product quality, environmental management, occupational safety and health, energy management and carbon issues have reached international standards. We have products that support personal computers, notebook computers, game consoles, laser printers, LCD TV, servers and telecommunication equipment etc. We are a professional PSU manufacturer that complies with international standards and our products are sold to major international brands in Hong Kong, Singapore, Japan, Korea, the U.S.A., England and Europe. The qualities of our products are deeply praised.

Diversified Product Portfolio





Revenue Composition by Product Category

The main product categories include electronic components, consumer electronic products, other electronic products, and miscellaneous items. The sales revenue is presented as follows:

Unit: NT$1,000

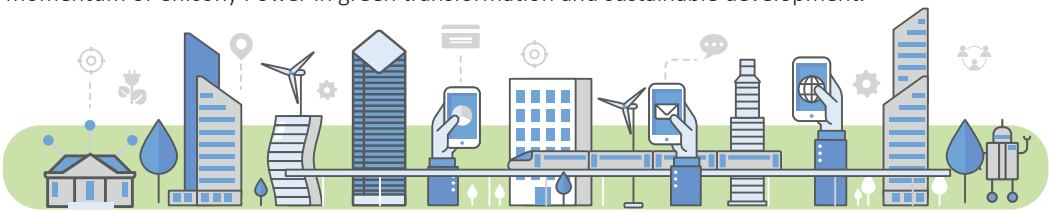
	2022	2023	2024
Electronic Components Products	33,475,699	30,442,278	31,055,366
Consumer Electronic Products and Other Electronic Products	6,554,039	4,086,283	3,746,893
Others	1,036,372	1,782,258	2,374,189
Total	41,066,110	36,310,819	37,176,448

Note: Consolidated Financial Data

Reference Guidelines for the Identification of Sustainable Economic Activities

Chicony Power conducts information disclosure in accordance with the "Reference Guidelines for the Identification of Sustainable Economic Activities" (Second Edition) jointly issued by the Financial Supervisory Commission, the Ministry of the Environment, the Ministry of Economic Affairs, the Ministry of Transportation and Communications, the Ministry of the Interior, and the Ministry of Agriculture. This ensures that its sustainable development strategies are closely aligned with the latest policy directions and regulatory requirements.

In addition, the IWA Smart Building Integration Platform achieved a revenue share of 5.65% in 2024, reflecting a continuous growth from 4.20% in 2023. This indicates the robust growth momentum of Chicony Power in green transformation and sustainable development.



Assessment Steps	Distribution of Chicony Power's Economic Activities			
	Electronic parts and components	Consumer and other electronic	IWA Smart Building Integration Platform	Others
(I) Identify the company's main economic activities and their respective revenue shares in the past year.	83.56%	10.08%	5.65%	0.74%
(II) Identify whether the main economic activities are applicable to the "General Economic Activities" and "Enabling Activities"	Not applicable	Not applicable	General Economic Activities	Not applicable
(III) Determine whether the economic activities meet the criteria for sustainable economic activities based on the following three conditions.	—	—		—
Condition 1: Does it meet the technical screening criteria of "Substantial Contribution to Any Environmental Objective"? (See Appendix 2 of this guideline)			Yes	
Condition 2: Does it meet the criteria of "No Significant Harm to the Other Six Environmental Objectives"? (See Appendix 1 and 2 of this guideline)			Yes	
Condition 3: Does it meet the criteria of "No Significant Harm to Social Safeguards"? (See Appendix 1 of this guideline)			Yes	
(IV)Is there a transition plan?				
Assessment Results: Compliance of individual economic activities with guidelines and sustainability levels	Not applicable	Not applicable	Yes	Not applicable

Global Market Deployment

According to the 2024 research data of MTC, U.S.A., the Company ranked in the top 4 in global OEM/Embedded category, and is one of the leading manufacturers in the market. The Company operates with Taiwan as its central hub, overseeing corporate strategies, operational planning, customer development, and order management. It is also responsible for the planning, design, and development of new products and technologies. By effectively leveraging regional resources, the Company has established a global network of marketing, logistics, manufacturing, and technical support sites.

With Taiwan serving as the primary center for R&D and sales, and China and Thailand specializing in manufacturing, the Company adopts a division of labor model to enhance operational efficiency. To stay close to markets and provide timely customer support, global real-time inventory hubs have been set up in key regions such as Asia, the United States, and Europe. These hubs help shorten delivery times and ensure stable and rapid product availability.

This strategic deployment enables customers to maintain minimal inventory levels, reduce capital lock-up, and meet their expectations for quality, cost, delivery time, and location. The Company is committed to delivering optimal logistics support and technical services to maximize customer satisfaction.

Unit: NT$1,000

		2023		2024		2024	
		Amount	Ratio (%)	Amount	Ratio (%)	Amount	Ratio (%)
Domestic Sales		728,063	1.77	2,392,498	6.59	2,957,530	7.96
Exports	Asia	29,780,364	72.52	23,658,699	65.16	22,913,598	61.63
	America	7,432,715	18.1	6,895,612	18.99	7,449,364	20.04
	Europe	675,674	1.65	452,616	1.25	420,662	1.13
	Others	2,449,294	5.96	2,911,394	8.01	3,435,294	9.24
	Subtotal	40,338,047	98.23	33,918,321	93.41	34,218,918	92.04
Total		41,066,110	100	36,310,819	100	37,176,448	100

Note: Consolidated Financial Data

Global Locations (Headquarters and Manufacturing Sites)



Membership in Associations and Initiatives

As environmental impacts caused by global climate change become more severe, more and more global standards have been set to regulate the impact of enterprises on the environment, and stakeholders' concerns continue to change in response to new regulations. In recent years, Chicony Power has reviewed relevant international standards and issues of stakeholders' concern to reassess the Company's internal sustainable operation strategies. Additionally, the Company has actively participated in external exchange activities related to its main business and sustainable development dimensions to collaborate with industry partners in creating collective benefits and realizing corporate sustainable development goals.

The organizations and initiatives in which Chicony Power participated in 2024 are listed in the tables below:

Unit: NT$

Organization	Forms of Participation	Membership Fees
RBA Responsible Business Alliance Member	General Member	379,873
Taiwan Climate Partnership	General Member	50,000
Taiwan Intelligent Building Association	General Member	12,000
Taiwan Construction Industry Standards Association	General Member	28,571
Taipei Computer Association	General Member	15,000
Taiwan Refrigeration & Air-Conditioning Engineering Association	General Member	10,000
Taiwan Water Pipe Engineering Association	General Member	6,000
Taiwan Electrical Contractors Association	General Member	6,000
New Taipei City Nurses Association	General Member	1,000
The Institute of Internal Auditors	General Member	2,000
Total		510,444

Public Affairs Participation Expenditure

Unit: NT$

	2022	2023	2024
Political Lobbying and Interest Representation	0	0	0
Political campaigns, organizations, and candidates at the local, regional, or national level.	0	0	0
Elections and Referendums	0	0	0

Initiatives	Role
CDP DISCLOSURE INSIGHT ACTION	**Carbon Disclosure Project (CDP) scoring system** ➡ Started participating in questionnaire response in 2018 ◆ The 2024 climate change questionnaire obtained a Leadership-level (A-) score. ◆ The 2024 water security questionnaire obtained a Management-level (B) score.
SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	**Science Based Targets (SBT)** ➡ Passed SBT review in August 2022 ◆ Set 2020 as the base year for carbon reduction. ◆ Set 2030 as the target achievement year. ◆ Carbon Reduction for Scope 1 & 2 Based on the 1.5° C Scenario Pathway
RE 100	**RE100 Initiative** ➡ Joined RE100 in August 2023 Committed to 100% renewable energy use at the Headquarters in Taiwan and operation bases around the globe by 2030.
TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES	**TCFD Supporter** ➡ Joined the group of TCFD Supporters in 2022. ◆ Agreed to the TCFD initiative, we adopt its framework to promote climate change management. ◆ Focused on Risk Identification, Situational Analysis, and Governance Strategy Integration
TNFD Taskforce on Nature-related Financial Disclosures	**TNFD Forum** ➡ Became a member of the TNFD Forum in 2024 ◆ Agreed to the TNFD initiative, we adopt its framework to promote natural capital management. ◆ Focused on Risk and Dependency Identification, Impact Assessment, and Governance Integration
Responsible Business Alliance Advancing Sustainability Globally	**Responsible Business Alliance (RBA)** ➡ Started to support and joined the RBA in 2011 ◆ Complied with the RBA Code of Conduct ◆ Covered labor, occupational safety, environmental responsibility, ethical standards, and management systems.
Taiwan Climate Partnership 台灣氣候聯盟	**Taiwan Climate Partnership** ➡ Joined the partnership and became a founding member in 2022 Responded to brand customers' requirements with practical actions when faced with new challenges in the era of climate change.
玉山金控 E.SUN FHC	**E.SUN ESG and Sustainability Initiative** ➡ Joined the group of supporters in 2022. Responded to climate action and supporting the Sustainable Development Goals (SDGs).



1 Material Issues and Stakeholder Engagement

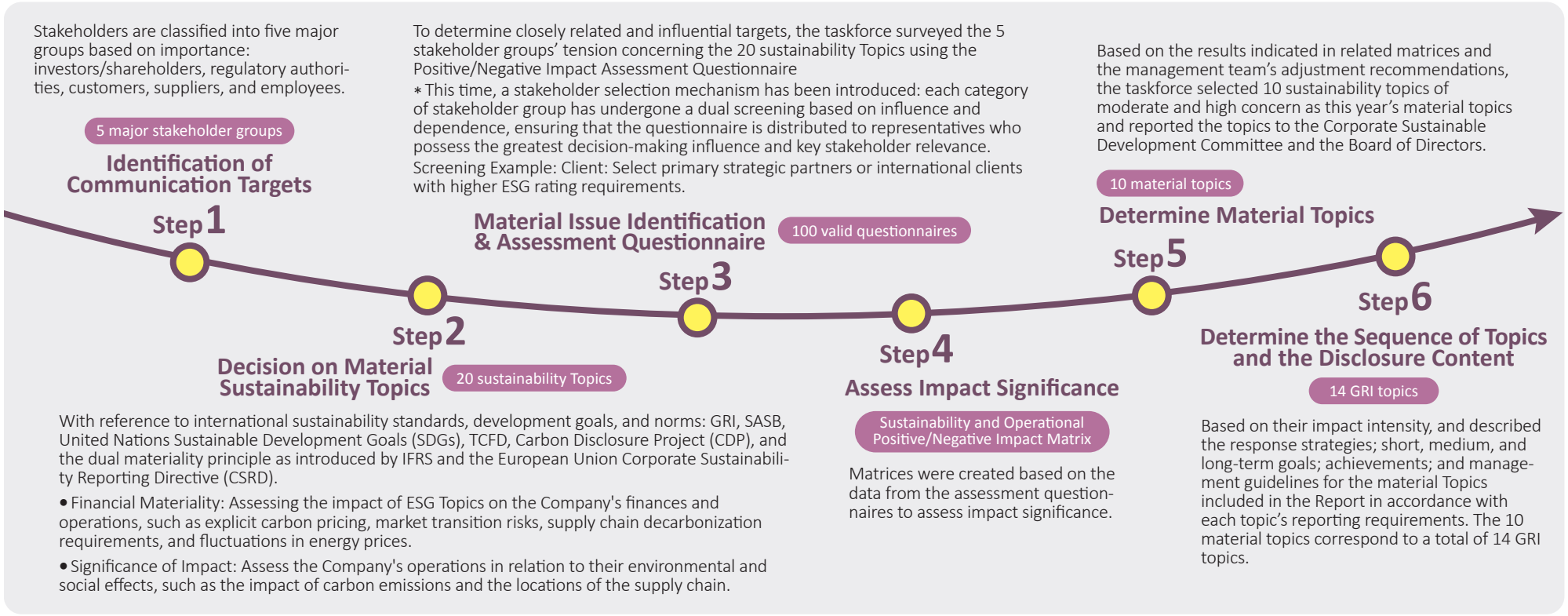
1.1 Material Topics and Stakeholder Engagement

1.2 Stakeholder Communication

1.1 Material Topics and Stakeholder Engagement

Chicony Power has followed GRI standards and the four principles of Inclusivity, Materiality, Response, and Impact entailed in 2021 AA1000 AP (AA1000 Accountability Principles) to determine the material Topics related to the Company's operations. Additionally, the Company has identified its major stakeholders by referencing the five aspects highlighted in AA1000 Stakeholder Engagement Standard 2015, which are Dependency, Responsibility, Tension, Influence, and Diverse Perspectives, and engages with them to ensure their input is integrated into the Company's sustainability-related decision-making processes.

This report aims to align with international trends in sustainability disclosure and proactively respond to relevant requirements from regulatory authorities. It further adopts the International Financial Reporting Standard (IFRS) S1, "General Requirements for Disclosure of Sustainability-related Financial Information", emphasizing the financial impacts of sustainability Topics. The Company applies the principle of Double Materiality, which not only assesses how the enterprise is affected by environmental and social Topics (Financial Materiality) but also evaluates how the enterprise impacts the environment and society (Impact Materiality), to ensure the completeness of the disclosed information.



Step1 Step2 Stakeholder Identification and Decision on Material Sustainability Topics

The Company adheres to the five principles of the AA1000 SES stakeholder engagement standards: dependence, responsibility, concern, influence, and diverse perspectives, and distributes a stakeholder identification questionnaire to the working group members, resulting in a total of 33 valid responses collected. The statistical results of the questionnaire are reviewed and approved by the ESG Task Force, ultimately determining five major stakeholders. (Consistent with last year)

The Company has identified 20 material sustainability Topics through stakeholder engagement, industry trend analysis, and alignment with international laws and standards. These Topics will undergo further assessments of their positive/negative impacts to ensure that their effects on the Company's operations, finances, risk management, and stakeholders are fully considered.

E Environmental

Climate and Nature Strategy, Energy and Carbon Emission Management, Air Pollution Management, Water Resource Management, Waste Management, Green Innovative Products, Circular Economy and Material Management.

S Social

Occupational Safety and Health, Human Rights and Labor Relations, Talent Cultivation and Development, Talent Attraction and Retention, Diverse and Inclusive Workplace, Government Policies and Social Participation.

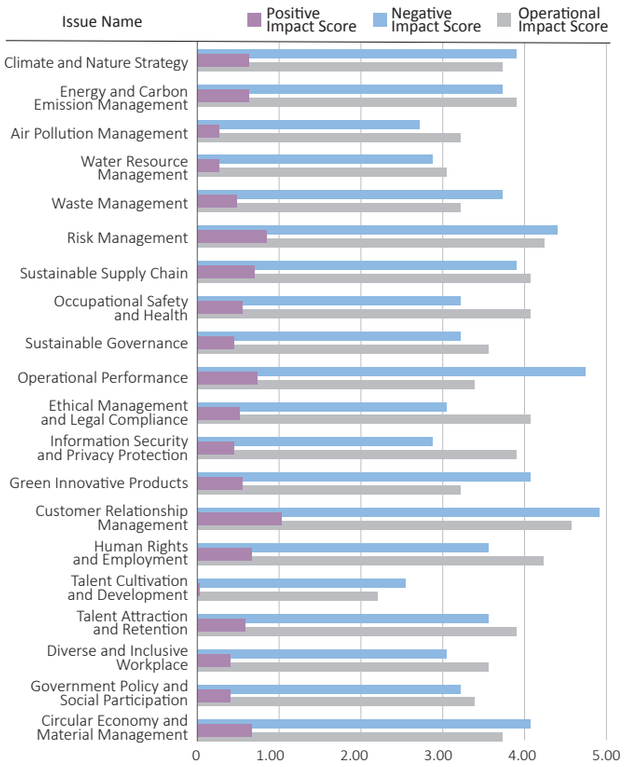
G Corporate Governance

Risk Management, Sustainable Supply Chain, Sustainable Governance, Operational Performance, Integrity in Business Operations and Compliance, Information Security and Privacy Protection, Customer Relationship Management.

Step3 Material Issue Identification & Assessment Questionnaire

Sustainable Development Impact : To assess the positive/negative impacts of various Topics on the economy, human rights, and the environment, the Company distributed impact assessment questionnaires to 5 major categories of stakeholders, receiving a total of 100 valid responses.

Impact on Operations : To assess the impact of sustainability Topics on the Company's operational revenue and brand value, a questionnaire was distributed to relevant ESG personnel within the group, resulting in the collection of 13 valid responses.



Step4 Step5 Assess Impact Significance

The Company has developed a material topic matrix based on the assessment data of operational impacts and sustainable development impacts. After internal discussions, it was determined that the thresholds for both operational impacts and sustainable development impacts should be greater than 0.5. Ultimately, 10 major sustainable Topics for this year have been identified. Compared to the previous year, there has been a reduction of five material sustainability Topics (water resource management/wastewater treatment, occupational safety and health management, talent development and cultivation, social participation, customer privacy and information security). The adjustments are as follows:

- **Environmental:** Although water resource management is not listed as a material issue for this year, given its impact on business operations and the environment, relevant management strategies and performance data will still be included in this year's report to ensure transparency of information. Climate change and biodiversity are interrelated Topics. The Company, based on considerations of risk management and strategic integration, has merged them into a Climate and Nature Strategy to comprehensively respond to global sustainability trends and corporate carbon reduction commitments.
- **Social:** The Company continues to disclose management measures and performance related to occupational safety and health, serving as a core focus for sustainable development. Although social participation is not listed as a material issue for this year, it is still included in the report to explain the relevant achievements and impacts, demonstrating the Company's long-term commitment to social responsibility. Talent cultivation and development will be integrated under the Topics of human rights and employment, strengthening the overall governance framework for human resource development and labor rights management.
- **Governance:** The Company will incorporate cybersecurity management into its ongoing disclosure scope and continuously strengthen data protection mechanisms based on the existing information security management framework to ensure the safety of customer privacy and confidential information, maintaining a high standard of cybersecurity management system.

E Environmental

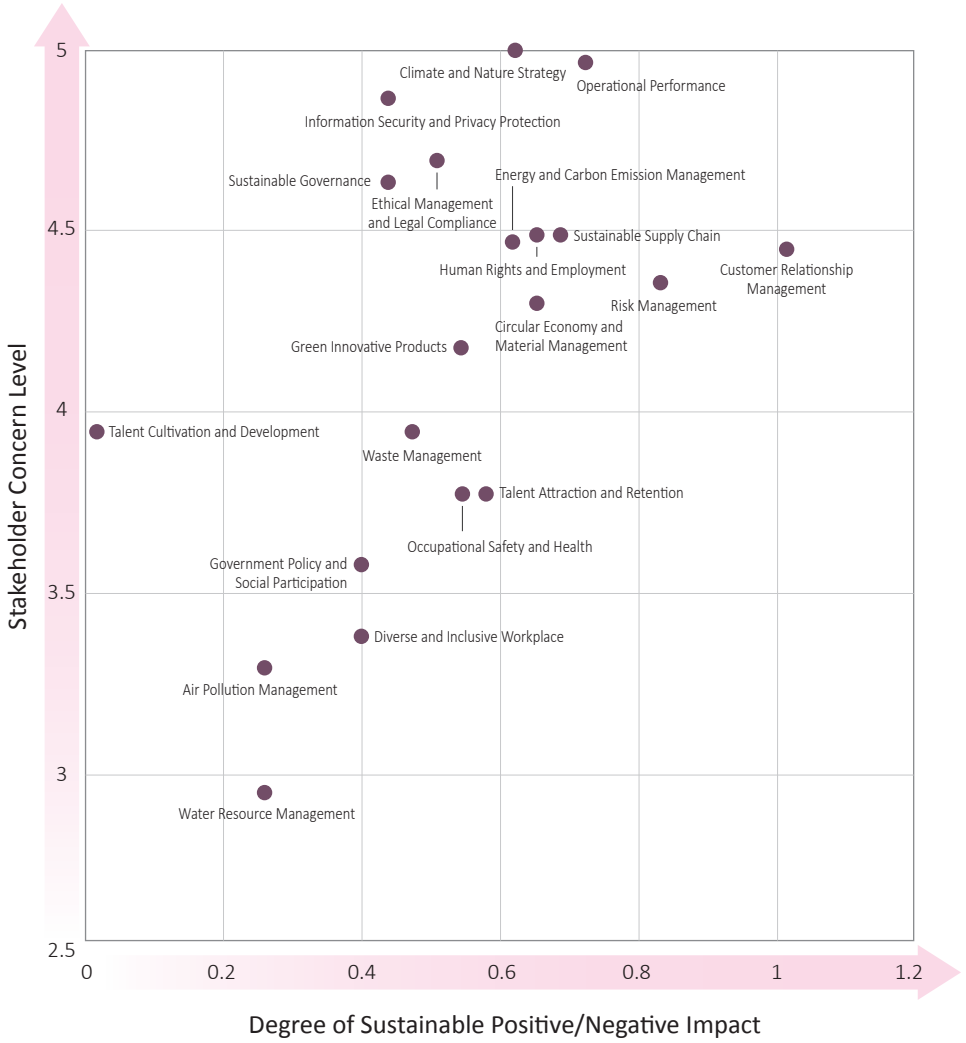
Climate and Nature Strategy, Energy and Carbon Emission Management, Green Innovative Products, Circular Economy and Material Management

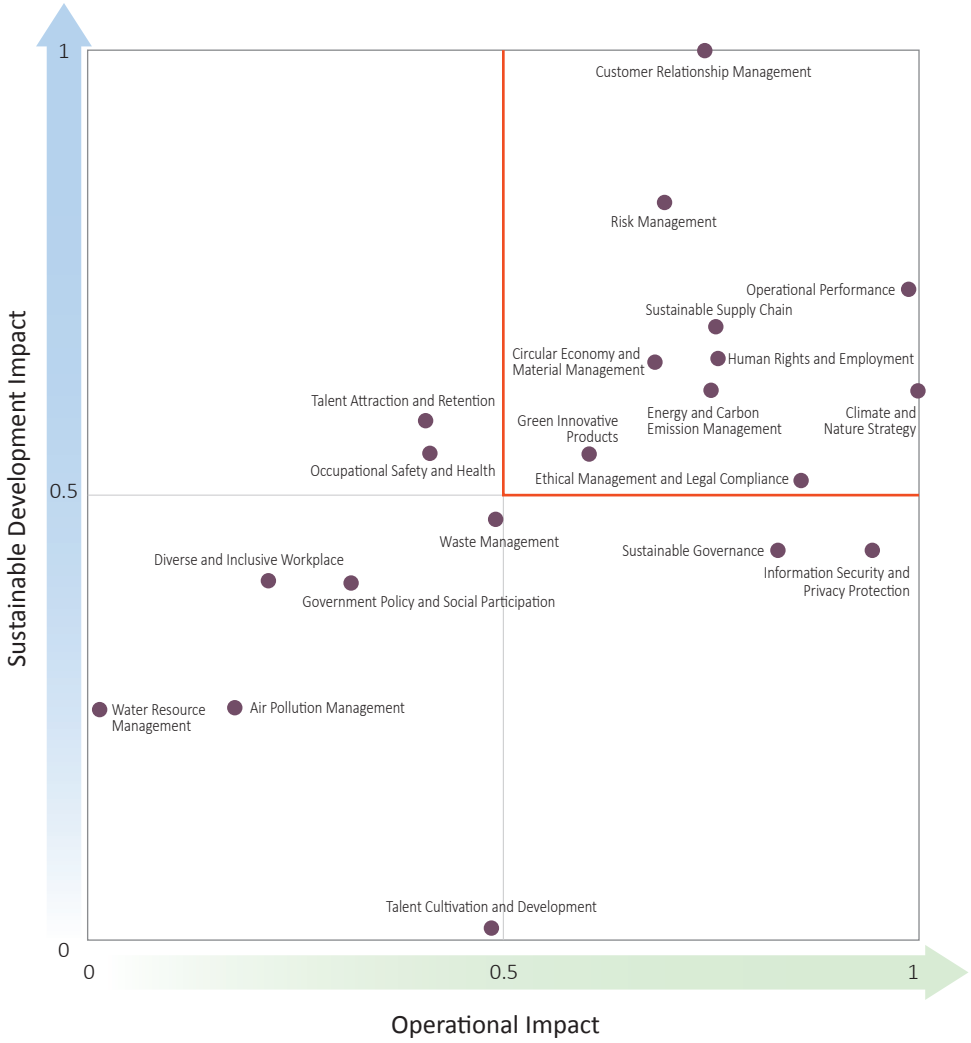
S Social

Human Rights and Employment

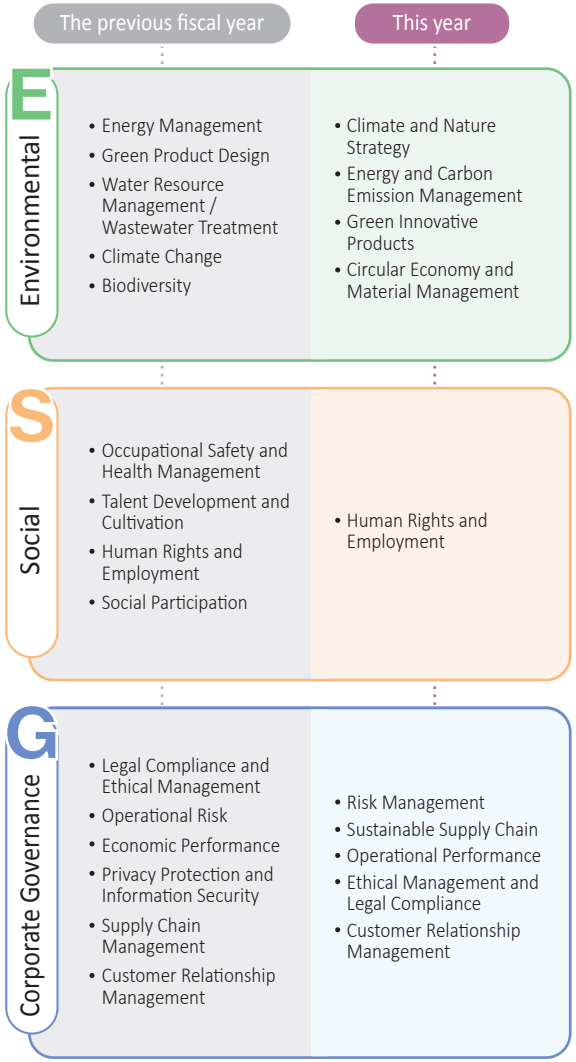
G Corporate Governance

Risk Management, Sustainable Supply Chain, Operational Performance, Integrity in Business Operations and Compliance, Customer Relationship Management


Stakeholder Concern Level
5
4.5
4
3.5
3
2.5
0
0.2
0.4
0.6
0.8
1
1.2
Degree of Sustainable Positive/Negative Impact
Climate and Nature Strategy
Operational Performance
Information Security and Privacy Protection
Sustainable Governance
Ethical Management and Legal Compliance
Energy and Carbon Emission Management
Sustainable Supply Chain
Human Rights and Employment
Customer Relationship Management
Risk Management
Circular Economy and Material Management
Green Innovative Products
Talent Cultivation and Development
Waste Management
Talent Attraction and Retention
Occupational Safety and Health
Government Policy and Social Participation
Diverse and Inclusive Workplace
Air Pollution Management
Water Resource Management


Sustainable Development Impact
1
0.5
0
0
0.5
1
Operational Impact
Customer Relationship Management
Risk Management
Operational Performance
Sustainable Supply Chain
Circular Economy and Material Management
Human Rights and Employment
Talent Attraction and Retention
Green Innovative Products
Energy and Carbon Emission Management
Climate and Nature Strategy
Occupational Safety and Health
Ethical Management and Legal Compliance
Waste Management
Sustainable Governance
Information Security and Privacy Protection
Diverse and Inclusive Workplace
Government Policy and Social Participation
Water Resource Management
Air Pollution Management
Talent Cultivation and Development

Comparison Table of Material Sustainability Topics



Dimension	Material Topics	Significance to Chicony Power
Environmental	Climate and Nature Strategy	Chicony Power adopts green product designs to continuously improve the energy efficiency of its products, comply with hazardous-substances-related laws and regulations, and increase its use of renewable and recyclable materials. Additionally, the Company is committed to environmental protection, green production, and green products promotion to reduce carbon emissions and impacts on the environment. Implementation plans and programs are formulated on a yearly basis, and the progress toward each goal is regularly tracked and reviewed to ensure that the Company's products are aligned with sustainable operations, and that the goals are achieved.
	Energy and Carbon Emission Management	
	Green Innovative Products	
	Circular Economy and Material Management	
Social	Human Rights and Employment	Employees are Chicony Power's most important partners. The Company attaches great importance to the work environment, career development, and care of employees by establishing diversified internal communication channels and continuously promoting various employee-oriented projects to create a good work environment for employees.
Corporate Governance	Ethical Management and Legal Compliance	The Ethical Management Promotion Taskforce regularly assesses and monitors changes in laws and regulations and the Company's compliance. It carries out the formulation, supervision, and implementation of the Company's ethical management policy and prevention programs and makes annual reports to the Board of Directors.
	Risk Management	All responsible units determine, analyze, measure, monitor, respond to, and report their operational risks based on their business-related risk characteristics and impact levels, and improve response measures to reduce risk impacts on the Company.
	Operational Performance	Maintaining stable financial performance is Chicony Power's commitment to all stakeholders.
	Supply Chain Management	To standardize supply chain management procedures, Chicony Power has formulated the Supplier Management Procedures. Suppliers are assessed and audited on the basis of key factors such as performance in labor rights, environmental protection, and health and safety management. Improvement measures are developed based on the assessment results to assist suppliers in making continuous progress, with the aim of enhancing supply chain sustainability and management capability, reducing supply chain operational risks, and building partnerships for sustainable development.
	Customer Relationship Management	The Company views suppliers as important partners for sustainable growth. It has carried out sustainable supply chain management to reduce operational risks and continuously provide responsible and quality services to customers.

1.2 Stakeholder Communication

Stakeholder demands are crucial to the Company's sustainability and success. The Company firmly believes that through active Engagement and response with stakeholders, it can gain a deeper understanding of their needs and expectations, and incorporate these into short-, medium-, and long-term strategic planning. This not only strengthens corporate resilience but also creates value for stakeholders and opens up new opportunities for sustainable operations.

2024 Stakeholder Communication Implementation Results

Stakeholder	Topics of Major Concerns	GRI	Communication Channels and Frequency	2024 Stakeholders Communication Practices and Achievements
Government and Governing Agencies	・Sustainable Governance ・Ethical Management and Legal Compliance ・Risk Management	GRI 2-27 Legal Compliance GRI 2-15 Conflicts of Interest GRI 2-16 Communication of Critical Concerns GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	1.Participate in policy-related information meetings and workshops held by governing agencies on an irregular basis. 2.Cooperate with governing agencies' supervision and audits. 3.Set up contact personnel to maintain good interactive relationships with governing agencies.	1.Continuously listed as a constituent stock in the Taiwan High Compensation 100 Index. 2.Participated in 2024 Corporate Governance Evaluation audiovisual advocacy courses. 3.Participated in TWSE's Advocacy Meeting for Listed Companies in November.
Customers	・Green Innovative Products ・Customer Relationship Management ・Human Rights and Employment ・Energy and Carbon Emission Management ・Risk Management	GRI 302 Energy GRI 202 Market Presence GRI 401 Employment	1.Hold QBR meetings with major customers on a quarterly or biannual basis to understand the Company's competitiveness ranking (according to customers), and improvements to be achieved in terms of product R&D, costs, lead time, and after-sales services. 2.Hold QBR meetings with major customers on a quarterly or biannual basis to understand customer needs and the future orientation of products so that preparations can be made in advance to shorten new products' development timelines. 3.Arrange regular RBA audits to ensure that the Company's factories comply with relevant laws and regulations and meet customers' requirements. 4.Participate in customers' ESG/SER workshops on an irregular basis. 5.Build self-owned plants in Thailand.	1.Held in-person, phone, or video-based QBR (Quarterly Business Review), QTR (Quarterly Technical Review), and EBR (Executive Business Review) meetings with major customers. 2.All factories in Mainland China have received the RBA VAP (Validated Assessment Program) Silver Medal. Both the Suzhou Factory and the Chongqing Factory have been selected as "Preferred Factories" by the RBA. 3.Customers conducted irregular audits of the Company's factories and proposed relevant product quality requirements. 4.Company representatives visited customers on an irregular basis or communicated with them via phone calls and e-mail to confirm customers' needs and the future orientation of products. 5.Participated in customers' in-person or video-based ESG/SER (Social and Environmental Responsibility) workshops to understand customers' goals and directions. 6.All factories continue to implement IWA Energy. Strengthening the Management System for Energy Conservation and Carbon Reduction in Factories 7.Continue to increase production capacity at Thailand Factory in response to customers' China Plus One strategy to meet customers' needs. 8.Deployed mutually-supportive production capacity at the Dongguan Factory, Suzhou Factory, Chongqing Factory and Thailand Factory.

Stakeholder	Topics of Major Concerns	GRI	Communication Channels and Frequency	2024 Stakeholders Communication Practices and Achievements
Investors / Shareholders	・Sustainable Governance ・Ethical Management and Legal Compliance ・Risk Management ・Operational Performance ・Customer Relationship Management	GRI 2-27 Legal Compliance GRI 2-15 Conflicts of Interest GRI 2-16 Communication of Critical Concerns GRI 201 Economic Performance GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	1.Hold a regular shareholders meeting every year 2.Release quarterly financial reports and monthly revenue reports, and irregularly disclose the Company's important financial and business information on the Market Observation Post System (MOPS). 3.Hold at least one investor briefing every quarter. 4.Set up bilingual (Chinese and English) sustainable development and investor service pages on the Company's official website. 5.Issue a sustainability report every year. 6.Set up a spokesperson, deputy spokesperson, and investor relations contact for the Company	1.The regular shareholders meeting was held on May 27, 2024, to explain the Company's operational performance to shareholders and respond to shareholders' Topics of concern. 2.As of December 31, 2024, the Company had participated in 5 domestic/international investor briefings. 3.The Company compiled and released a bilingual (Chinese and English) 2023 sustainability report. 4.The Company compiled and released English versions of the 2023 annual report and financial report to strengthen information disclosure for international investors. 5.As of December 31, 2024, 35 pieces of material information had been released in both Chinese and English.
Suppliers	・Circular Economy and Material Management ・Sustainable Supply Chain ・Human Rights and Employment ・Occupational Safety and Health	GRI 204 Procurement Practices GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment GRI 401 Employment GRI 403 Occupational Health and Safety GRI 404 Training and Education	1.Hold quarterly QBR meetings and irregular meetings with suppliers to share market information. 2.Carry out supplier guidance measures in response to quality Topics or new Topics to seek win–win results. 3.Conduct supplier ratings and monthly received materials quality ratings. 4.Conduct supplier audits and implement annual audits for suppliers determined to have lower quality performance.	1.Required suppliers to develop Business Continuity Plans for various environmental impacts (such as earthquakes, floods, epidemics, etc.). 2.Carried out price negotiation on a quarterly basis, and offered discounted prices for specific projects on an irregular basis to seek win-win results. 3.Held quarterly QBR meetings with major suppliers, and shared each other's operating status and market information. 4.Conducted annual supplier audits. 5.Required suppliers to systematically carry out the ESG practices specified in relevant regulations.
Employees	・Operational Performance ・Human Rights and Employment ・Occupational Safety and Health ・Talent Cultivation and Development ・Diverse and Inclusive Workplace	GRI 201 Economic Performance GRI 401 Employment GRI 403～GRI 409	1.Announcements on the Company's website: Update the information related to the industry and the Company on a daily basis. 2.Held quarterly labor-management meetings. 3.Annually hold employee forum. 4.Periodically hold new employee forum. 5.The television wall rotates daily to display the Company's operations, benefits, achievements, and promotional matters.	1.Updated the information related to the industry and the Company on the Company's internal website on a daily basis. 2.Held monthly Canteen Committee meetings and safety officer meetings. 3.Held quarterly labor-management meetings. 4.Held monthly Employee Welfare Committee meetings. 5.Held a conference for the entire employee body in August. 6.Conducted employee education and training on a continuous basis. 7.Announced employee promotion information in May and November. 8.Organized Chicony Group's Family Day activities in November.



2 Corporate Governance

2.1 Business Operating Policies

2.2 Operating Performance

2.3 Corporate Governance Framework

2.4 Risk Management

2.5 Information Security Management

2.6 Material and Critical Events

Chicony Power understands that excellent corporate governance is the cornerstone of sustainable development for enterprises. Therefore, we continue to optimize our corporate governance to ensure transparency in business decision-making and accountability mechanisms. We are also actively aligning with global sustainability standards and regulatory trends to enhance corporate competitiveness and long-term resilience. In adherence to ethical management and prudent management, we have established a comprehensive risk management and management mechanism to ensure stable operations and strategically and effectively respond to the rapidly changing market environment and sustainability challenges.

On this basis, we carefully assess financial transparency, operational risks, and the potential impacts of climate change. Through comprehensive internal control mechanisms and external review processes, we ensure the effectiveness of corporate governance. At the same time, we regularly disclose the Company's sustainability performance to stakeholders to ensure information symmetry, safeguard shareholder interests, and consider the overall benefits of supply chain partners, employees, customers, and society. In the future, Chicony Power will continue to deepen its governance mechanisms, promote a corporate culture of responsibility, transparency, and innovation, and collaborate with stakeholders to create sustainable value, achieving the goals of long-term corporate development and shared prosperity with society.



2024 Performance Highlights

Awarded the **EcoVadis Bronze** Medal for Global Supply Chain Sustainability (Top 35% worldwide)

Received TCSA **Taiwan's Top 100 Sustainability Exemplary Awards**

The average education hours for Board of Directors members reached **7.5 hours**, exceeding regulatory requirements

Selected as Taiwan Institute of Directors **"Taiwan Best-in-Class 100"** Enterprise

Selected as one of the **Top 36 Companies** in the CommonWealth Magazine **ESG Sustainability Awards**

Rank within the **top 20%** in the Corporate Governance Evaluation

The Chairman received **"Harvard Business Review" 2024 Top 100 Business Leadersin Taiwan**

Expanded the dual production bases in Mainland China and Thailand to strengthen regional operations and supply chain resilience

Corporate Governance Promotion Strategies and Management Mechanisms

Material Issues	Risk Management, Sustainable Supply Chain, Operational Performance, ethical management and Compliance, Customer Relationship Management			**Other Key Issues**	Information Security
Commitment/ Policy	**Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, Procedures for Ethical Management and Guidelines for Conduct:** Establish an ethical-management-oriented corporate culture, implement ethical management policies, and actively prevent unethical conduct.	**Regulations for Reporting and Complaint-filing Management:** Set up a reporting/complaint-filing mailbox, e-mail address, and hotline for unethical conduct.	**Risk Management Policy and Procedures:** All responsible units identify, analyze, measure, monitor, respond to, and report their operational risks based on their business-related risk characteristics and impact levels, and improve response measures to reduce risk impacts on the Company.	**Articles of Incorporation of Chicony Power Technology Co., Ltd., Corporate Governance Code, and Sustainable Development Best Practice Principles:** Continue to strengthen corporate governance systems, including protecting shareholders' rights and interests, reinforcing Board competencies, and enforcing other related principles to actively realize sustainable governance.	**Information Security Policy:** Fortify the Company's cyber (information/communication) security through ISO 27001 Information Security Certification and PDCA (Plan-Do-Check-Act) procedures to protect the confidentiality, integrity, and availability of various information related to customers, employees, and suppliers.
Action Plan	1.All existing employees and new hires are required to sign the Integrity Statement and comply with the Company's ethical management policy to establish a corporate culture rooted in ethical management. 2.Suppliers are required to sign the Integrity Statement, which clearly states that all transaction counterparties should strictly abide by the Company's ethical management regulations without involving themselves in any kickbacks, commissions, improper gifts, or other improper advantages. 3.Advocate ethical management principles in supervisor meetings and implement related reporting/complaint mechanisms. Several ethical management and reporting/complaint advocacy meetings have been held at the Company's factories. 4.Continue to expand new products' applications and increase the sales proportion of high value-added products to increase the Company's profits. 5.Continue to strengthen the Company's cyber (information/communication) security to ensure the confidentiality, integrity, availability, and compliance with relevant information, thereby protecting the rights and interests of the Company's customers, shareholders, employees, and suppliers.				
Tracking Mechanisms	1.The Ethical Management Promotion Taskforce regularly assesses and monitors changes in laws and regulations and the Company's compliance. It carries out the formulation, supervision, and implementation of the Company's ethical management policy and prevention programs and makes annual reports to the Board of Directors. 2.Internal auditors conduct regular audits to ensure compliance with audit systems across various units. 3.The Audit Committee supervises the implementation of various risk management measures and reports to the Board of Directors after completing relevant assessments. 4.The Company has established a reward and protection mechanism for reporting unethical behavior from retaliatory treatment. 5.The Company has established measurable information security goals, and progress toward goal achievement is regularly reviewed and evaluated.				
Responsible Units	Financial Center, Audit Office, MIS Division, Administration Management Division, and business units				

2.1 Business Operating Policies

Marketing

1. Upgrade the sale proportion of high value-added power supply products to increase the Company's earnings.
2. Actively develop the business for products related to cloud smart, power supply of satellite communication, and power supply for data center servers, etc., in response to the industrial development trend.
3. Actively continue to expand the market share of power supply products and develop customers for new products.
4. Take firm trends of market development and boost customer service efficiency, with continuous profound cultivation of and contacts with customers to provide customers with services in the best real-time.

Research and Development

1. Continuously cooperating with heavyweight manufacturers, customers and suppliers throughout the world, make use of advanced key technology and development trends in the markets to create a technology advantage.
2. Continue to focus on research and development in innovation and technology of products to upgrade the Company's position levels in the markets and in know-how.
3. Accelerate domestic and international product certification processes, to upgrade competitiveness of the products in international markets.
4. Continue to recruit excellent human resources and enhance employees' professional training to upgrade the Company's strength in R&D.

Production

1. Utilize the inter-group co-procurement and expand close cooperation with suppliers to effectively reduce the procurement cost of raw materials.
2. Continuously increase automated production ratio, improve production efficiency and strengthen product quality to mitigate the pressure produced by increase in labor cost.
3. Continue to research, develop and improve the production process to upgrade the production efficiency and product quality.
4. Continuously boost the ratio of automated production and continue to develop new manufacturing processes to minimize production costs, enhance production efficiency and quality.
5. Demonstrating resilience through dual core manufacturing bases in China and Thailand to disperse the risk over production bases.

Human Resources

1. Continuously collaborate with colleges and universities to strengthen the Company's product design and development capabilities and provide scholarships and fellowships to excellent students to recruit professional human resources.
2. Effectively utilize the system targets of all sorts of human resources to help all business divisions accomplish annual targets in profits.
3. Look into and make sure of the trends in human resources relevant policies at home and abroad and regularly review the relevant management regulations and systems of the Company, to seek the greatest maximum possible benefits common for both labor and management.
4. Fulfill corporate social responsibility, implement sound corporate governance and prioritize employee well-being to achieve the enterprise's objectives for sustainable operations and ESG.

Products

1. Take the firm trends of market development and boost research and development of power supply products for new domains of application to increase product items and help the Company gain added profits.
2. Augment the power supply solution projects for AI servers and big databank centers to develop upward to high-end products.
3. Continue to develop the smart low-carbon integrated management platform to be in line with the global trend of intelligent energy conservation and carbon reduction.
4. Continue to research and develop high-power supply products related to high-end servers and gaming computers.

ESG

1. Continue to implement energy saving and carbon reduction projects and introduce the self-developed IWA intelligent building system into the factory. To achieve reductions in energy consumption and greenhouse gases emissions targets through the four major aspects of "Perception", "Operation", "Control" and "Interaction".
2. Conduct big data analytics through self-developed carbon management platform to identify carbon emission hotspots, strengthen data quality, and improve overall carbon inventory efficiency, etc. And then achieve the goal of low-carbon transition and net-zero carbon emissions.
3. Committed to developing high-efficiency and recyclable power solutions to continuously focus on the R&D and promotion of smart energy-saving solutions and integrate core values such as environmental friendliness and social responsibility into product design to actively enhance the environmentally friendly impact of products.
4. Publish the Sustainability Report annually and establish the stakeholder area on the Company's website to strengthen communication between the Company and its stakeholders.

2.2 Operating Performance

Looking forward to 2025, the global economy is slowing down and will still face many challenges. Although global inflation is easing, however, the US domestic and foreign policies may usher in substantial changes and intensify global economic and political uncertainties with the strong return of former US President Trump. The current market focus is on the "America First" policy implemented by Trump after he took office. Whether raising import tariffs will have an impact on US market demand remains to be seen.

Although the uncertainty of the economic environment is still high this year, the Company's management team will deal with various challenges derived from changes in the global economy and industrial environment carefully, by upholding its optimistic and vigorous visions. The Company will continue to be dedicated to R&D and marketing of power supply related products and also work hard to develop business about products related to cloud smart, including high-value products such as power supply of AI PC/NB, power supply of AI server and data center server, power supply of communication, and smart low-carbon integration platforms. The Company will adhere to the "No Quality, No Sales" policy and strictly control the product quality and continue upgrading the efficiency of its customer service to increase the Company's overall operating revenue and earnings. Moreover, it will improve automated manufacturing and strengthen global layout to optimize production flexibility and efficiency and provide customers with comprehensive products and services in real time to strengthen the Company's key position in the global power supply chain.

Operating Performance

Unit: NT$1,000

	2022	2023	2024
Operating Revenue	41,066,110	36,310,819	37,176,448
Operating Costs	33,437,239	28,610,901	29,684,689
Gross Profit	7,628,871	7,699,918	7,491,759
Operating Expenses	3,711,395	3,738,747	3,696,816
Operating Profit	3,917,476	3,961,171	3,794,943
Non-operating Income and Expenses	145,814	206,805	353,542
Research and Development Expenses	1,812,638	1,898,371	1,968,623
Profit Before Tax	4,063,290	4,167,976	4,148,485
Income Tax Expense	816,693	873,299	807,436
Net Profit for the Period	3,246,597	3,294,677	3,341,049
Earnings Per Share (NT$)	8.22	8.27	8.34

Note: Annual Report

Distribution of Economic Value

Unit: NT$1,000

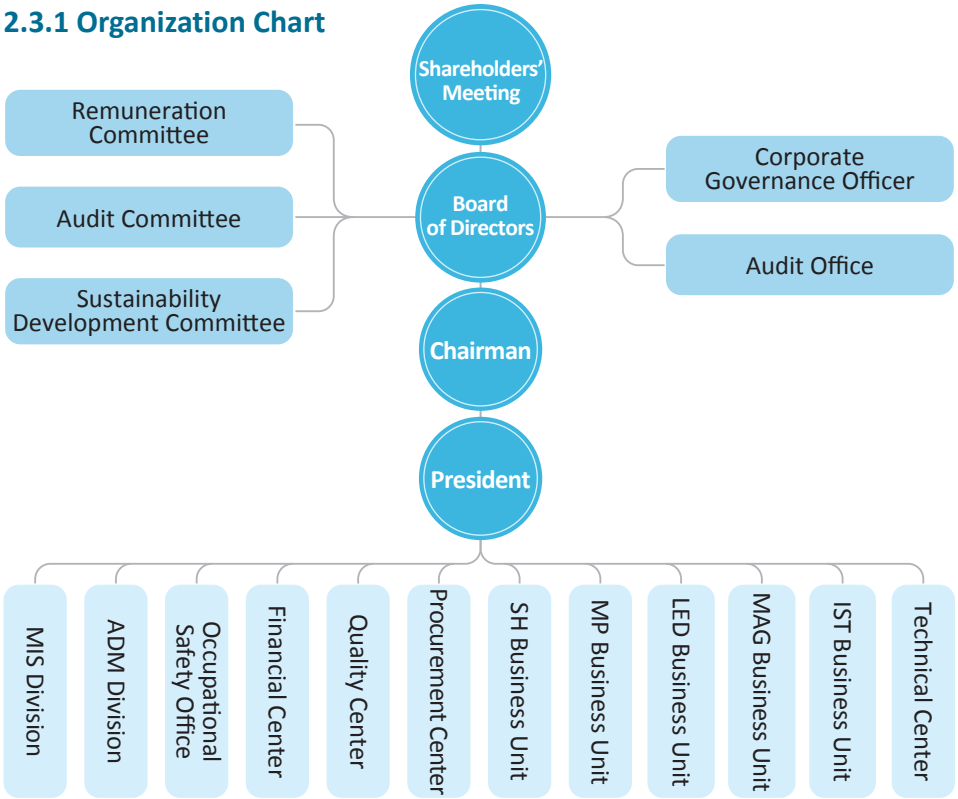
	2022	2023	2024
Direct Economic Value Generated (A)	41,066,110	36,310,819	37,176,448
Revenue	41,066,110	36,310,819	37,176,448
Economic Value Distributed (B)	38,611,122	34,076,789	35,173,822
Operating Costs	33,437,239	28,610,901	29,684,689
Employee Wages and Benefits (within Operating Expenses)	2,184,527	2,136,451	2,236,941
Payments to Providers of Capital (e.g., interest, dividends)	2,163,412	2,447,188	2,471,369
Payments to Government (taxes, penalties; excluding deferred taxes) (1) +(2) +(3) +(4)	816,693	873,299	775,588
Taiwan (1)	463,928	402,072	371,089
China (2)	341,336	461,218	398,652
Thailand (3)	-	5,779	-
Others (4)	11,429	4,230	5,847
Community Investments (e.g., donations to NGOs, research, local events)	9,251	8,950	5,235
Economic Value Retained (C) = (A)- (B)	2,454,988	2,234,030	2,002,626

Note:1.Consolidated Financial Data
2.In accordance with GRI Standards, payments to the government include various taxes and fines, but exclude deferred taxes.
3."Others" include regions such as Hong Kong, the United States, etc.

2.3 Corporate Governance Framework

The Board of Directors is the Company's highest governance unit. Three functional committees have been established under its governance: the Remuneration Committee, the Audit Committee, and the Corporate Sustainability Development Committee. The Board of Directors possesses a well-structured governance framework, which helps the Company comprehensively grasp business strategies and operational performance and respond to fluctuations in various risks to create sustainable value for the Company. The Company's corporate governance performance was recognized in the 11th Corporate Governance Evaluation, was honored with a ranking among the top 6–20% of listed companies.

2.3.1 Organization Chart



Department	Functions
Server and High Power Business Unit (abbreviated as SH Business Unit)	Organize the R&D, business management, material purchasing, production management, and after sales services for high wattage products of the Company, such as the power supply for desktop computers, game consoles, workstations, servers, storage devices, and satellite communications.
Mini Power Business Unit (abbreviated as MP Business Unit)	Organize the R&D, business management, material purchasing, production management, and after sales services for low wattage products of the Company, such as the power supply for notebooks, printers, smart homes, and consumer products.
LED Business Unit	Organize the R&D, business management, material purchasing, production management and after sales services for LED application products of the Company.
Magnetics Business Unit (abbreviated as MAG Business Unit)	Organize the R&D, business management, material purchasing, production management and after sales services for the magnetic component products of the Company.
Intelligent System Technology Business Unit (abbreviated as IST Business Unit)	Organize the R&D, business management, material purchasing, construction management and after sales services for the intelligent buildings of the Company.
Procurement Center	Organize the purchase of materials for various products.
Quality Center	Organize the quality control, parts engineering, safety certification, and the customer management for after–sales service.
Technical Center	Integrate and make flexible use of the technology resource of the Company, assist each business unit for technology development and have the technology transferred to each unit. Long-term development of new technology to accumulate the technology capability.
Financial Center	Organize the finance, accounting, stock affairs, custom affairs and the import/export business.
Administration Management Division	Organize the human resource, general administration, ethical management and sustainable development business.
Occupational Safety Office	Discuss, plan, monitor and implement the industry safety and health management matters.
MIS Division	Organize information security of the Company.
Audit Office	Audit and evaluate the internal control system of the Company, and the implementation of all regulations and systems.

2.3.2 Board Operations

Chicony Power conducts director elections in accordance with its internal regulations. Pursuant to the Articles of Incorporation of Chicony Power Technology Co., Ltd., the Company adopts a candidate nomination system. In line with the Corporate Governance Best Practice Principles, candidates are evaluated based on fundamental qualifications, core values, professional expertise, and skills, ensuring that the Board collectively possesses eight core competencies. Directors are elected during the shareholders' meeting in accordance with the Rules for Election of Directors, while also complying with the Company's Board Diversity Policy.

In 2024, a total of five Board meetings were convened (A). All proposals were deliberated and voted upon in accordance with the Rules of Procedure for Board of Directors Meetings, which include a conflict-of-interest avoidance clause. If a proposal involves a director or the legal entity they represent as an interested party, the director is required to disclose the material aspects of the interest at the meeting. If the interest may potentially harm the Company's interests, the director must refrain from participating in the discussion and voting and may not act as a proxy for other directors. These measures are in place to ensure the best interests of all stakeholders.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%)[B/A]	Remarks
Chairman	Chicony Electronics Co., Ltd. Representative: Lu, Chin-Chung	5	0	100%	
Director	Chicony Electronics Co., Ltd. Representative: Huang,Yueh-Chao	4	1	80%	
Director	Tseng, Kuo-Hua	5	0	100%	
Director	Lee, Tse-Ching	5	0	100%	
Independent Director	Tsai, Duh-Kung	2	0	100%	Resigned on May 27, 2024. Number in attendance should be: 2.
Independent Director	Hong, Ching-Shan	5	0	100%	
Independent Director	Sun, Chin-Feng	5	0	100%	
Independent Director	Pong, Cheng-Sheng	0	0	0%	Newly elected on May 27, 2024 and resigned on May 28, 2024. Number in attendance should be: 1.

The attendance of independent directors for each Board of Directors Meetings in 2024 summarized as follows:

Participate in person: ✓, Attendance by proxy: ☆, Absent: ×, No need to attend: —

Name \ Date	Mar. 12	May 2	May 27	Aug. 6	Nov. 4
Tsai, Duh-Kung	✓	✓	—	—	—
Hong, Ching-Shan	✓	✓	✓	✓	✓
Sun, Chin-Feng	✓	✓	✓	✓	✓
Pong, Cheng-Sheng	—	—	×	—	—

Diversity and Independence of the Board of Directors

According to the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors shall be determined by taking into consideration such basic qualifications as gender, age, nationality and cultural background, as well as the knowledge, skills and competency required by them to perform their duties.

- The Company will consider the diversity of the Board Members in multiple aspects when electing the Board Members, and formulate appropriate diversification policies for the Company's operation and development needs. The Company's 7th Board of Directors consists of 7 directors (4 directors and 3 independent directors). One of the independent directors resigned on May 28, 2024, resulted in a change in the number of directors from the original 7 to 6. The vacancy of one independent director will be filled by by-election at the 2025 regular shareholders meeting. All of the incumbent directors hold R.O.C. nationality, of which 1 director with employee status, accounting for 17%; 2 independent directors, accounting for 33%, and 2 independent directors have a tenure of less than 9 years. According to the age distribution range of directors, 3 directors are between 56-65 years old and 3 directors are between 66-75 years old.
- According to the name list of the Company's 7th-term directors, all of the directors hold abundant industrial experience, including Lu, Ching-Chung, Tseng, Kuo-Hua, Huang, Yueh-Chao and Sun, Chin-Feng, who are specialized in leadership, business judgment, business administration, crisis management and international market view, and Hong, Ching-Shan and Lee, Tse-Ching, who are specialized in financial accounting, management and financial affairs.

- The Company's board diversity policy and status of diversity of individual Board Members are disclosed on the Company's website. For the status of diversity of the Board Members is as follows:

Diversified Core Items / Name of Director	Basic Composition								Business Management	Accounting & Finance	Management Administration	Crisis Management	Industrial Knowledge	International Market Knowledge	Leadership Decisiong
	Nationality	Gender	56—65	66—75	Concurrently Serving as an Employee	Term of Office for Independent Director: Under 3 years	Term of Office for Independent Director: 3 ~ 9 years	Term of Office for Independent Director: More than 9 years							
Lu, Chin-Chung	R.O.C.	Male	V						V	V	V	V	V	V	V
Tseng, Kuo-Hua	R.O.C.	Male		V	V				V	V	V	V	V	V	V
Huang, Yueh-Chao	R.O.C.	Female	V						V	V	V	V	V	V	V
Lee, Tse-Ching	R.O.C.	Female		V						V	V		V	V	V
Hong, Ching-Shan	R.O.C.	Male		V			V		V	V	V	V	V	V	V
Sun, Chin-Feng	R.O.C.	Male	V				V		V	V	V	V	V	V	V
Vacancy	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Note: The vacancy is expected to be filled through re-election at the 2025 Shareholders' Meeting.

Furthermore, the Company emphasizes gender equality in the composition of the Board of Directors. The goal of female director is to maintain at least one. At present, there are 2 female directors, account for 33%. Each director has a competent academic background and experience and satisfies the requirements about work experience and expertise required by the Company's business. In conclusion, the Company has practiced the board diversity policy.

The Company has 2 independent directors, account for 33%, of which 2 independent directors have a tenure of less than 9 years.

During the nomination and selection of board members, the Company has obtained a statement of academic and work experience by each director to verify and confirm the independence of themselves, their spouses and their relatives within the second degree kinship to the Company. None of the Directors of the Company has any of the conditions stipulated in paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

Circumstances of Directors' Training

To ensure that the functions of the Board align with the Company's development needs and respond to external trends, all directors engage in ongoing professional development each year through various training programs. In 2024, the total training hours for all directors reached 45 hours, averaging 7.5 hours per director, exceeding the regulatory recommendation of 6 hours.

Title	Name	Date	Host by	Course Name	Duration
Chairman	Lu, Chin-Chung	2024/08/12	CLEVO CO.	Flowers bloom in troubled times? Observations on the current political and economic situation and capital flows.	2
		2024/11/08	Taiwan Corporation Governance Association	Current Global Economic and Financial Situation	4
Director	Huang, Yueh-Chao	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
Director	Tseng, Kuo-Hua	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
		2024/09/30	Taiwan Stock Exchange Corporation	Strengthening Taiwan Capital Market Summit	3
Director	Lee, Tse-Ching	2024/08/07	Taiwan Corporation Governance Association	Trends and Challenges in Information Security Governance	6
Independent Director	Hong, Ching-Shan	2024/04/18	Institute of Financial Law and Crime Prevention	Anti-Money Laundering and Counter-Financing of Terrorism Practices and the Prevention of Insider Trading publicity	3
		2024/05/16	Taiwan Securities Association	Financial Consumer Protection Act and Fair Hospitality	3
		202409/05	Taiwan Securities Association	Information Security Threat Trends and Crisis Management	3
		2024/09/10	The National Federation of CPA Associations of the R.O.C.	Aspects of Internal Control about Sustainability	3
Independent Director	Sun, Chin-Feng	2024/05/03	Securities and Futures Institute	Sustainable Development Practice Promotion Conference	3
		2024/07/03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3

Implementation of Performance Evaluation by the Company's Board of Directors

The Company has approved and adopted the "Board of Directors and Functional Committees Performance Evaluation Measures" by resolution of the Board of Directors. Performance evaluations are conducted annually, and the results are submitted to the Board for review.

The evaluation scope includes the Board of Directors as a whole, individual Board members, and functional committees (Audit Committee and Remuneration Committee). The evaluation methods consist of internal self-assessments by the Board, as well as self-assessments by individual Board members and members of the functional committees (Audit and Remuneration Committees). The evaluation process involves the Finance Center collecting relevant information on the activities of the Board, individual Board members, and the Audit and Remuneration Committees after the end of each fiscal year. Based on the evaluation indicators set forth in the Measures, internal self-assessments of the Board are carried out, and self-assessment questionnaires are distributed to individual Board members and committee members. The completed questionnaires are then collected, and the evaluation results are recorded.

The results of the performance evaluations serve as a reference for the nomination or reappointment of directors. The Company completed the 2024 performance evaluations of the Board and its functional committees, and submitted the consolidated evaluation results to the 4th meeting of the 7th Board of Directors on March 3, 2025. All evaluation results were rated as "Exceeds Standards."

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Method of Evaluation	Evaluation Items
Once a year	Jan.1 2024 to Dec. 31 2024	The board of directors as a whole, individual board members, functional committee	Self-Evaluation of Performance of the Board,	1.Evaluating the performance of the board of directors: (1)Participation in the operation of the company (2)The quality of the board of directors' decision making (3)Composition and structure of the board of directors (4)Election and continuing education of the directors (5)Internal control 2. Evaluating the performance of the board members: (1)Alignment of the goals and missions of the company (2)Awareness of the duties of a director (3)Participation in the operation of the company (4)Management of internal relationship and communication (5)The director's professionalism and continuing education (6)Internal control 3. Evaluating the performance of functional committees: (1)Participation in the operation of the company (2)Awareness of the duties of the functional committee (3)The quality of decisions made by the functional committee (4)Makeup of the functional committee and election of its members (5)Internal control

Remuneration Policy for Directors and Managers

The evaluation on business performance of the Company's directors and managers will follow the typical pay level adopted by peer companies and also take into consideration the operating results and their contribution to the Company's business performance to consider the high relation between the amount of remuneration, payment method and future risk of the Company and the business liability and entire performance of the Company to be borne by them.

The remunerations to directors (including independent directors) of the Company, including wages and remuneration from distribution of earnings. With respect to wages, it is subject to the discussion of the Remuneration Committees and then submitted to the Board of Directors for approval. With respect to remuneration of directors, the Remuneration Committee proposes the amount and discusses the distribution principles, which shall be appropriated within 1% of the current pre-tax benefits in pursuant to the Company's Articles of Incorporation, with reference to their participation in the operations and contributions to the Company and then submits it to the Board of Directors for resolutions.

The remuneration of the President and Vice President includes salary, bonus, employee remuneration and pensions appropriated per regulations. Regarding salaries, the Remuneration Committee considers the position, education and work experience, and relevant responsibility of the work with reference to remuneration of the same level of work paid by peers in the same industry, and submitted to the Board of Directors for resolution. Regarding salary increment percentage, bonuses and employee remuneration are proposed by the Remuneration Committee after considering the Company's financial indicators (such as the Company's annual sales revenue, and profitability achievement rate) and non-financial indicators (such as personal annual performance appraisal, personnel management performance and other special contributions or major negative events), as well as reference the standards of peers in the industry, and submits it to the Board of Directors for resolution. In addition, ESG projects are also included in the annual performance appraisal of senior managers to implement the Company's ESG policies and achieve sustainable management goals. The annual performance appraisal of managers includes significant ESG assessment items such as awareness of major ESG themes, promotion of industrial safety and health, implementation of energy conservation and carbon reduction, as well as actual performance of ethical management and moral ethics, which together account for 15% of the total performance appraisal weight. The final evaluation results of the annual performance appraisal will affect bonuses, employee remuneration, annual salary raise and promotions.

In addition, no recruitment bonuses are provided to managerial officers. However, employees below the department manager level may receive recruitment bonuses based on the successful referral of new hires. Unless there is a violation of laws or regulations, no claw back mechanism applies to remuneration. Retirement benefits for managerial officers are the same as those provided to regular employees.



Note: The Company's managerial officers refer to senior executives including the President, Vice Presidents, and Assistant Vice Presidents, as well as one Senior Manager of the Audit Office.

Shareholders' Equity

All shareholders of the Company are entitled to equal voting rights. Each proposal is voted on individually, and the voting results are disclosed immediately. Shareholders may exercise their voting rights and participate in corporate decision-making through the Shareholders' Meeting.

The Company appoints Hua Nan Securities Shareholders Service Department as the professional shareholder service agent to process relevant shareholder matters. In addition, the Company has set up spokesperson and deputy spokesperson positions and assigned personnel in the Financial Center to handle shareholder suggestions or disputes, thereby strengthening communication with shareholders.

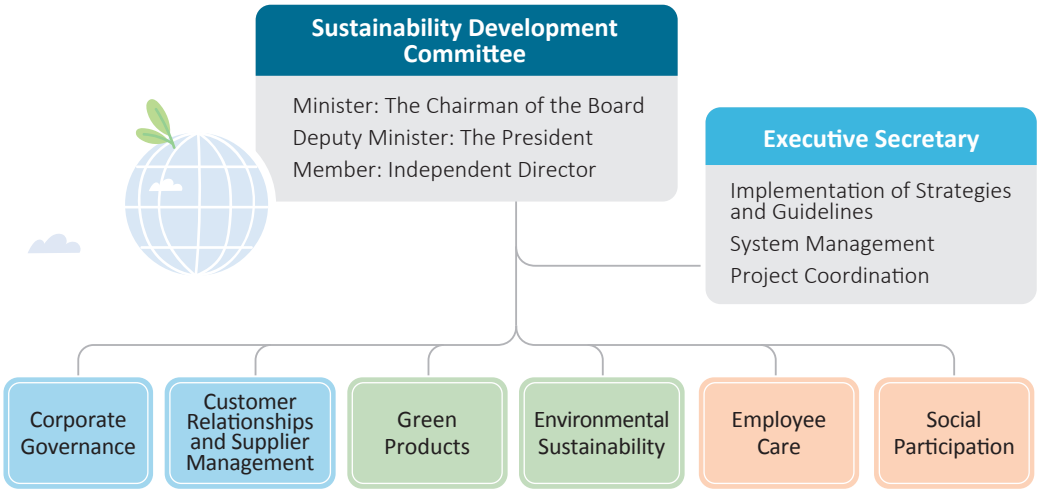
The Company also completes announcements and filings in accordance with the regulations of the competent authorities, and provides investors with timely information that may affect their investment decisions。

2.3.3 Sustainability Development Committee

The Company established the Corporate Sustainable Development Committee in 2021, with the Chairman of the Board serving as the Committee chairperson, the president as the deputy chairperson, and three independent directors as committee members. An executive secretary has also been set up under the Committee; the position is held by the top-level supervisor of the Administrative Management Division.

The Committee is responsible for the formulation and review of the Company's sustainable development policy, systems, or related management guidelines, and reporting to the Board of Directors every year on annual sustainable development implementation results and next year's work plans. The Board of Directors is responsible for supervising the formulation and implementation of the Company's sustainable development management guidelines, strategies, and goals.

Sustainability Development Committee Framework



Team	Responsible Units	Functions
Corporate Governance	President's Office, Business Department, Procurement Center, Finance Center, Administrative Management Division	Corporate governance, sustainable operation, ethics and integrity, business performance, and risk control
Customer Relations and Supplier Management	Business Department, Procurement Center, Quality Center	Supplier management, customer satisfaction, and product promotion to increase product visibility
Green Products	Business Department, Procurement Center, Quality Center, Technology Center	Raw materials control, green materials, and product design
Environmental Sustainability	Business Department, Administrative Management Division, Procurement Center	Pollution source management, greenhouse gas management, energy management, climate change response management, and renewable energy management
Employee Care	Business Department, Administrative Management Division, Welfare Committee	Remuneration and benefits, labor–management relations, talent cultivation, and occupational health and safety
Social Participation	Administrative Management Division, Welfare Committee	Communication with local residents, supporting disadvantaged groups, and participation in public benefits activities

Organization of the Sustainability Development Committee

- The Company's Sustainability Development Committee consists of 5 members.
- Member's term of office:

From May 27, 2024 to May26, 2027, the committee held 2 meetings during 2024. The main expertise and attendance of the committee members is summarized as follows:

Title	Name	Sustainable Expertise and Capabilities	Attendance in Person	Attendance Rate in Person	Remarks
Minister	Lu, Chin-Chung	Sustainable governance, operation performance, sustainable supply chain, risk management, customer relationship management	2	100%	
Deputy Minister	Tseng, Kuo-Hua	Sustainable governance operation performance, sustainable supply chain, customer relationship management, circular economy and material management, energy and carbon emission management, talent cultivation and development	2	100%	
Member (Independent Director)	Tsai, Duh-Kung	Sustainable governance operation performance, risk management, customer relationship management, circular economy and material management, talent cultivation and development	1	100%	Resigned on May 27, 2024. Number in attendance should be: 1.
Member (Independent Director)	Hong, Ching-Shan	Sustainable governance, ethical corporate management and compliance with laws,circular economy and material management, climate governance and carbon management capability	2	100%	
Member (Independent Director)	Sun, Chin-Feng	Sustainable governance, ethical corporate management and compliance with laws, circular economy and material management	2	100%	
Member (Independent Director)	Pong, Cheng-Sheng	Sustainable governance, occupational safety and health, human rights and labor relations	0	0%	Newly elected on May 27, 2024 and resigned on May 28, 2024. Number in attendance should be: 0.

Guidelines Governing Functions of Sustainability Development Committee

- Formulate corporate social responsibility, environmental protection and climate change issues, sustainable development direction and goals, as well as formulate relevant management policies and specific promotion plans.
- Propagate and implement the Company's ethical and risk management.
- Review of the Sustainability Report.
- Regularly report to the Board of Directors on the implementation results of sustainable development.
- Other matters resolved by the Board of Directors to be handled by the Committee.

Key Proposals in 2024 :

A. Report on the execution results of corporate sustainability initiatives in the first half of 2024 and the key tasks planned for completion in the second half.

B. Report on the Company's GHG inventory and verification timeline planning.

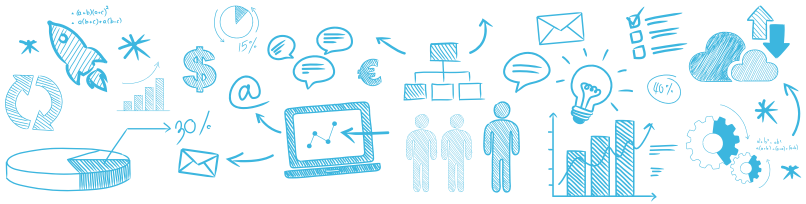
C. Report on the implementation of the Company's Sustainability, Ethical Corporate Management, Stakeholder Communication, and Risk Management Policies and Procedures.

D. Report on the editorial outcomes of the 2023 Sustainability Report and the work plan for the 2024 Sustainability Report.

E. Proposal to establish the Company's internal control system for sustainable information management.

F. Proposal to establish the management guidelines for the preparation and disclosure of the Company's Sustainability Report.

G. Discussion proposal for the 2025 Corporate Sustainability Key Work Plan.



Management Scope in 2024 :

A. Greenhouse gas inventory and carbon disclosure
B. Implementation of water resource and waste management targets
C. Promotion of UL 2799 Zero Waste to Landfill certification
D. Environmental management, occupational health and safety, and energy management
E. Employee care and health management
F. Compliance with the RBA Code of Conduct and audit execution
G. Continued participation in industry-academia cooperation and public welfare initiatives
H. Ongoing supply chain management and engagement
I. Enhancement of external achievements and participation in sustainability initiatives
J. Preparation and disclosure of the Sustainability Report.

Note: For detailed operations, please refer to the Company's Annual Report.

2.3.4 Other Functional Committees

Committee Name	Responsibilities	2024 Achievements
Audit Committee	The Audit Committee aims to assist the Board of Directors in supervising the quality and integrity of the Company's accounting, auditing, financial reporting procedures, and financial control systems. The main responsibilities during 2024 included : A. Reviewing financial statements, the business report, and the proposal for earnings distribution B. Reviewing the effectiveness of the internal control system and revising relevant procedures C. Assessing the appointment, compensation, and independence of the CPAs D. Reviewing material asset and derivatives transactions E. Reviewing proposals for lending of funds to subsidiaries F. Amending the procedures for acquisition or disposal of assets, endorsement and guarantee rules, and the Audit Committee Charter G. Reviewing proposals for applying credit facilities with financial institutions H. Communicating regularly with the CPAs regarding key audit matters and risk items in the financial statements I. Supervising the Company's risk control mechanisms	In 2024, the Audit Committee convened four meetings, focusing on enhancing the accuracy of financial information and the effectiveness of internal controls. The Committee reviewed several key proposals related to corporate operations and governance. The specific achievements are as follows : • Strengthened financial oversight and information disclosure • Improved internal control systems • Fulfilled professional supervisory responsibilities in auditing • Exercised prudent oversight of major transactions and fund allocations • Enhanced the corporate governance framework
Remuneration Committee	The Remuneration Committee assists the Board of Directors in reviewing and advising on policies and systems related to the remuneration of directors and managerial officers in accordance with applicable laws and corporate governance principles. The main responsibilities during 2024 included : A. Periodically reviewing and proposing amendments to the "Remuneration Committee Charter" B. Establishing and regularly reviewing performance goals and the remuneration policies, systems, standards, and structures for directors and managersC. Reviewing performance results and proposing remuneration distribution recommendations C. In the course of performing its duties, the Committee places importance on the linkage between remuneration and corporate business performance, and makes prudent decisions based on industry standards, fairness, and risk management principles	In 2024, the Remuneration Committee convened three meetings. Key outcomes included : • Approval of the 2023 remuneration distribution plan for directors and employees • Review of the performance evaluation results and proposed remuneration for directors and managerial officers • Completion of the review of 2024 fixed salary adjustments and year-end bonus plans for managerial officers

2.4 Risk Management

2.4.1 Risk Management Process

Chicony Power has established a comprehensive risk management mechanism across all levels, covering areas such as operations, finance, environment, hazardous incidents, and climate change. The Company ensures timely adjustment of risk management strategies through a systematic mechanism for risk identification, assessment, monitoring, and reporting, in alignment with changes in the business environment, operations, and activities.

To strengthen corporate governance and implement effective risk management, the Company adopted the Risk Management Policies and Procedures on August 5, 2021, upon approval by the Board of Directors. This document serves as the highest guiding principle for the Company's risk management. Each functional unit is responsible for identifying potential risks and formulating corresponding control strategies and mitigation measures, while the Audit Office supervises implementation to ensure risk awareness and execution across all employees.

In addition, the Sustainability Development Committee reported the operation and implementation status of risk management mechanisms related to material environmental, social, and governance (ESG) issues to the Board of Directors on November 4, 2024, ensuring effective integration of corporate sustainability and risk management.

Risk Category	Potential Risk	Control Strategies and Implementation Measures
Climate Risk	Severe weather changes: natural disasters, water shortages, and power outages affecting production	1. Communicate with local governments to prioritize power and water supply for factories. 2. Invest in disaster prevention and conduct regular maintenance. 3. Assess regional risks related to suppliers. 4. Introduce energy management systems and assess the feasibility of renewable energy. 5. Install waterproofing, drainage, and emergency response systems at all sites.
Environmental Risk	Global temperature rise (increase in GHG emissions)	1. Conduct GHG inventories with third-party verification (ISO 14064 certified sites: Taipei HQ, Dongguan, Suzhou, Chongqing). 2. Set and maintain science-based targets (SBT); energy-saving and carbon-reduction measures implemented across sites. 3. Increase R&D investment in high energy-efficiency products. 4. Increase use of eco-friendly materials to reduce non-recyclable waste.
Occupational Safety and Health Risk	Workplace safety for employees	1. ISO 45001 certified: Taipei HQ, Dongguan, Suzhou, Chongqing, Thailand. 2. Regular site inspections by EHS teams. 3. Conduct workplace environment monitoring to ensure employee health.
	Fire and explosion risks	1. Safety regulations for hot equipment (e.g., soldering irons, heat guns) are promoted regularly. 2. Soldering irons managed under a name-based system for accountability and maintenance. 3. High-heat devices without auto-cooling must have auto power-off timers and safety covers to prevent misuse.
	Employee health management	1. Expanded executive health checkups to senior employees (5+ years) every three years. 2. Health tracking and support for high-risk employees. 3. Regular disinfection of workplace environments. 4. Influenza vaccinations. 5. Certified healthy workplace.
Information Security Risk	1.System failures 2.External cyberattacks disrupting systems	1. Maintain ISO 27001 certification annually. 2. Deploy firewalls, antivirus software, and ATP email protection; conduct regular system checks. 3. Detect and block suspicious website connections. 4. Quarterly firewall and network vulnerability scans; implement patches. 5. Strengthen disaster recovery, monitoring, reporting, and backup mechanisms. 6. Quarterly cybersecurity awareness campaigns for employees.
Financial Risk	Foreign exchange rate fluctuations	Use natural hedging by offsetting USD receivables/payables from import/export activities. Monitor global economic conditions and exchange trends to engage in forward exchange contracts when necessary.

2.4.2 Ethical Management Operations Status

Ethical Management Policy and Supply Chain Management

Chicony Power has established a Code of Ethical Conduct in accordance with the RBA Code of Conduct and the Guidelines for the Adoption of Codes of Ethical Conduct for TWSE-/TPEx- Listed Companies, which encompasses required regulations related to anti-corruption, bribery, insider trading, intellectual property, proper information preservation and disclosure. To ensure the effective implementation of ethical management, the Company, prior to establishing business relationships, not only conducts a thorough assessment of the legality and ethical management policies of suppliers, customers, and other business partners but also requires suppliers to sign the Integrity Statement. The Statement clearly states that all transaction counterparties should strictly abide by the Company's ethical management regulations without involving themselves in any kickbacks, commissions, improper gifts, or other improper advantages.

To implement ethical management and anti-corruption governance, Chicony Power conducts regular corruption risk assessments at all operation bases and incorporates internal controls and audit mechanisms management based on the characteristics of the identified risks. The Company follows its internal control system to conduct a 100% corruption risk assessment of its operation bases. The assessment scope includes the headquarters and all production bases, ensuring that the ethical risks of overall operational activities are included in the monitoring framework. The results of the risk assessment for 2024 indicate that no significant corruption risk events or high-risk units have been identified. The auditing unit has completed its review of compliance with the system and found no significant instances of fraud, corruption, or violations of ethical principles.

Chicony Power also strengthens employees' ethical awareness and professional ethical standards through the Ethical Corporate Management Best Practice Principles and the Integrity Statement signed by all staff members. The auditing unit continuously conducts random checks and verification mechanisms to ensure that the ethical policy is implemented in daily operations.

Promotion of Ethical Management and Internal Supervision Mechanisms

To enhance the ethical management system, the Company has established the Ethical Management Promotion Taskforce, which is jointly composed of the Administration Management Division, the Financial Center, and the Audit Office. The task force is responsible for the formulation, the supervision and implementation of the Company's ethical management policy and prevention programs; and makes annual reports to the Board of Directors on the implementation status. In addition, the Company has established the Regulations for Reporting and Complaint-filing Management and set up a reporting and complaints mailbox, email, and hotline to ensure the effective operation of the reporting mechanism. Ethical management promotion is conducted during management meetings, and each production base continues to promote ethical management and the reporting and complaints system. The implementation status of the 2024 Ethical Management was reported to the Board of Directors on November 4, 2024.

Employee Ethical Education and Internal Control Mechanisms

Chicony Power incorporates ethical management into the training programs for all employees, conducting annual retraining to deepen employees' awareness of professional ethics and regulatory compliance. Management is required to lead by example, ensuring that all employees not only possess professional capabilities but also demonstrate high ethical standards.

2024 Annual Statistics on Ethical Management and Prohibition of Improper Benefits Promotion:

- New Employees: A total of 5,008 participants across the headquarters and various plants (the total number of new employees is 7,222, accounting for 69%).
- Current Employees: A total of 2,476 participants across the headquarters and various plants (the total number of current employees is 9,116, accounting for 27%).
- Total: 7,484 participants

In addition, the Company has established internal control and accounting systems, which are regularly audited by internal auditors to ensure compliance with these systems across all units, thereby ensuring that ethical management is implemented in daily operations.

Conflict of Interest Management

The Company has established the Anti-Collusion and Conflict of Interest Management Regulations. Employees are required to sign a service contract upon joining, committing to adhere to the conflict of interest regulations. Additionally, a reporting and complaint channel has been set up to ensure that all employees can follow the principles of ethical management.

Reporting and Complaint Mechanisms

The Company has established the Regulations for Reporting and Complaint-filing Management and set up formal reporting channels to ensure the effective implementation of its ethical management policies and to prevent any illegal or non-compliant activities.

■ Reporting Channel

1.Reporting Mailbox Address: 30F, No. 69, Section 2, Guangfu Road, Sanchong District, New Taipei City

2.Reporting E-mail: Hotline@chiconypower.com

■ Reporting and Processing Mechanisms

◆ Upon discovery or receipt of a report, an investigation team will be immediately formed to conduct an investigation.

◆ If the alleged violations of relevant laws or the Company's ethical management policy and regulations are verified, the infringer will be immediately asked to cease such conduct, and the case will be handled appropriately according to its severity.

◆ When necessary, the Company will enter into legal proceedings to claim damages to protect the Company's reputation and interests.

◆ specific rewarding system for reporting has also been established. For rewarding criteria, please refer to the Employee Rewarding and Disciplinary Measures.

■ Reporting Personnel Protection Mechanism

◆ Establishing clear standard operating procedures for the investigation of reported matters to ensure transparency and fairness in the investigation.

◆ The Administrative Management Division is responsible for handling, investigating, and responding to reported cases, ensuring the utmost confidentiality of the identity of the reporting personnel and the content of the report.

◆ Ensure that the reporting personnel do not face retaliatory treatment as a result of their reporting actions, in order to uphold fairness and justice.

※ Chicony Power was not involved in any cases involving ethical management violations (bribery, corruption, collusion, etc.) in 2024.

2.4.3 Legal Compliance

Strict compliance with laws and regulations in business operations is an aspect of corporate social responsibility and one of the keys to sustainable operations. Since Chicony Power provides products and services to various markets around the world, the Company has established a legal affairs unit to monitor the formulation and development of regulations that may affect the Company and ensure global regulatory compliance. Additionally, the Company has established a system to assess compliance with laws, policies, and regulations and assist all units in implementing relevant rules. Moreover, relevant personnel have been designated to identify, manage, and monitor the laws and regulations related to business operations, environmental protection, services, etc. Furthermore, to fulfill the goal of balanced reporting and information transparency, a principle has been established that any criminal law incidents or administrative law incidents that pose penalties to the Company, as well as any events that seriously affect the Company's operations, must be disclosed in the CSR Report.

Operation-related laws	Laws related to EHS (environmental health and safety) and labor	Service-related laws
Business and tax-related laws Climate Change Response Act	Environmental protection laws Occupational health and safety laws Building fire-safety laws Labor rights laws	Personal information protection laws

※ Chicony Power was not involved in any relevant cases involving material regulatory violations or penalties imposed by the competent authority in 2024.

Note: Definition of material regulatory violations: The violations are defined pursuant to requirements stipulated in Article 26 of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities.



2.5 Information Security Management

Objectives and Scope of Information Security

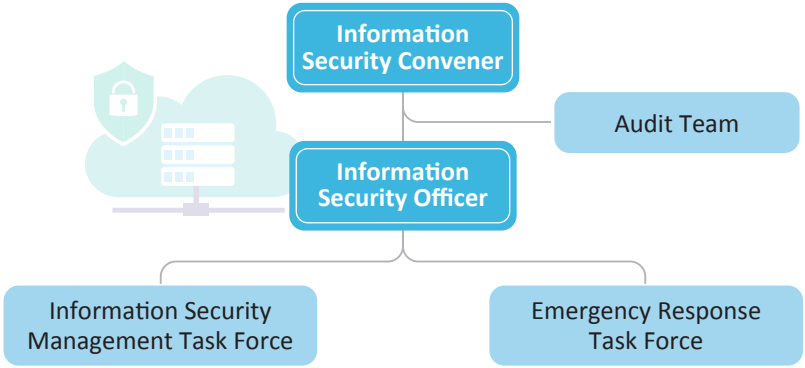
Target: Includes employees, customers, suppliers, as well as operational-related information equipment and data.

Scope: To ensure the Company's information security, relevant policies and procedures are established based on applicable technologies and data security standards, and incorporated into the management and operational system. This is to safeguard the privacy and information security of employees, suppliers, and customers during business interactions.

Information Security Framework

1. The Information Security Management Committee has been established to promote tasks and affairs related to the implementation of the Company's information security management standardization policy. The highest level manager of the Company's Information System Division serves as the Information Security Convener, and the Information System Division is responsible for providing guidance and plans. Various related business units cooperatively implement the formulated plans to confirm the effectiveness of the Company's information security management operations.
2. The Committee is responsible for formulating the information security management policy and carrying out regular review and modification of the policy.
3. The Committee holds regular meetings to review the policy's implementation status, and reports the implementation status and review results to the president on an annual basis.

Information Security Management Committee Framework :



Information Security Policy

1.Establish and continuously improve the information security management system.
2.Provide related or required resources; allocate responsibilities and authorities appropriately.
3.Ensure the confidentiality, integrity, and availability of the Company's information.
4.Comply with laws and regulations.

Information Security Goals

In order to protect important information, improve service quality, and ensure the effective achievement of the information security policy, the Company has formulated the following information security goals:

1.Maintain the effectiveness of the information security management system.
2.Ensure the security, integrity, and accuracy of information assets.
3.Ensure the adequacy of information security management resources.
4.Continuing operation of critical businesses.
5.Precise compliance with laws and regulations.

Information Security Management Actions

1.The Company's employees, contractors, and collaborating companies are all required to sign a confidentiality statement. Those who have pledged to use the Company's information for the purpose of providing information services or perform related information businesses shall be responsible and obligated to protect the Company's information assets they obtain or use and prevent the unauthorized access, tampering, destruction, or improper disclosure of such assets.

2.The Company carries out regular information security advocacy activities and releases information-security-related announcements on a quarterly basis to reinforce employees' information security concepts. Additionally, all employees are required to sign an information confidentiality agreement.

3.Employees' user names, passwords, and authorization details should be carefully kept and used, and be regularly reset. Personnel must comply with laws and regulations as well as information security policy requirements. Supervisors should supervise the implementation of the information security compliance system and strengthen employees' awareness of information security and legal concepts.

4.The Company has established a list of information assets and conducts regular inventory. It carries out risk management based on risk evaluation results to implement various management and control measures. Moreover, standardized response and reporting procedures for information security incidents have been formulated to properly and promptly handle the incidents.

5.In terms of information security incident response and prevention, the Company has introduced an information security defense system with its scope covering network boundaries to computer terminals for important information systems. Additionally, appropriate backup or monitoring mechanisms have been established, and regular drills have been conducted to maintain the systems' availability.

6.With the aim of improving application systems' security and reducing risks, vulnerability scanning is conducted on a yearly basis, and system patching is performed for moderate and high-risk vulnerabilities. Moreover, the MDR (Managed Detection and Response) Service has been introduced to reduce the incidence of anomalies.

7.In response to the introduction of email-based face-changing fraud and advanced persistent threat protection modules, security management mechanisms are continuously fortified.

8.The Company has also contracted professional information security service providers to monitor the Company's information security status on a 24/7/365 basis. Should any information security incidents occur, immediate actions can be taken to avoid further damage.

9.Antivirus software is mandatory on all computers used by company employees, and it must be updated on a regular basis. The use of unauthorized software is prohibited. Moreover, hardware replacement and software installation must be carried out by personnel from the Information System Division to avoid information security concerns.

10.Employees are forbidden from bringing their personal computers to work to prevent personal conduct from negatively impacting the Company.

Information Security Goals Achievement Status

With the aim of continuously ensuring customer privacy and the security of confidential information based on existing well-managed information security management systems, the Company introduced the ISO 27001 Information Security Management System in 2023. It also formulated the Information Security Policy and the related four levels' management documents, and it obtains the ISO 27001 certification on a regular basis.

The current certificate is valid until October 31, 2025. Moreover, the Company continues to adopt the PDCA method to improve the overall information security environment, establish measurable information security goals, and regularly review and evaluate the status of goal achievement. Through annual internal audits, ISO 27001 Information Security Management System Review, and CPA computer-assisted audits, the Company's ability to respond to information security incidents has been strengthened to protect the security of the Company's and customers' assets.

Information Security Management Team
- Evaluation of information security measures
- Response to information security incidents
- Improvement of information security defense measures

Continuous monitoring and reporting
- SOC/MDR
- Social engineering drills
- Vulnerability scanning/patching



Information security measures
- Firewall
- Antivirus/e-mail filtering
- detection/ destination detection

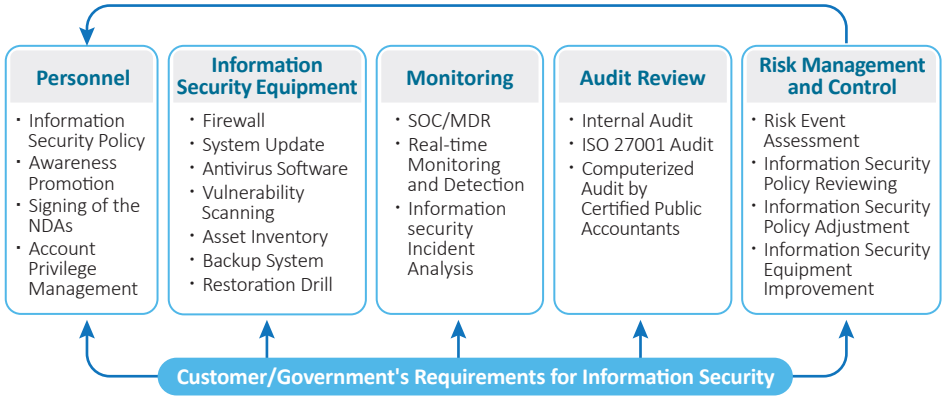
Collecting and analyzing
- Anti-virus Monitoring Center
- Asset Management System
- Record Management Analysis Platform

Short-term Goals
1. Conduct vulnerability scans and system penetration tests annually.
2. Conduct social engineering exercises via mail twice annually.
3. Information security awareness announcements and promotions are conducted four times annually.
4. Annually obtain external certification for the ISO 27001 Information Security Management System.
5. Conduct annual employee salary information security education and training.

Goals Achievement Status
1. The external ISO 27001 audit certification has been successfully obtained.
2. Annual vulnerability scans have been completed.
3. Conducted 2 social engineering exercises.
4. Conducted 4 information security awareness announcements.
5. Two online information security training courses are held annually.

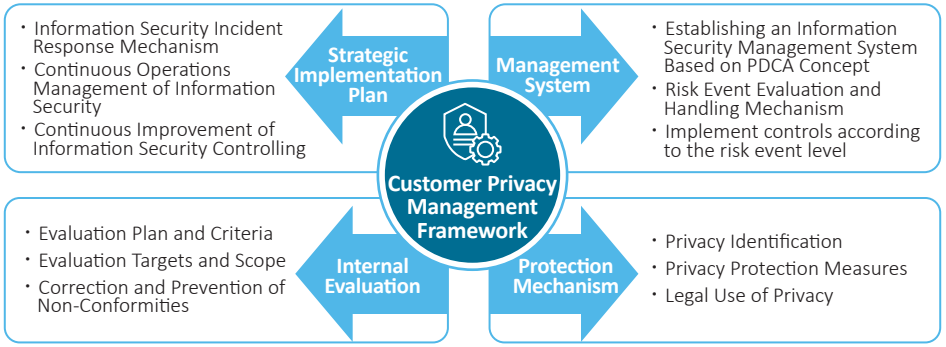
Mid- to Long-team Goals
1. Continuously strengthen the information and communication security of the Company.
2. Ensure the confidentiality, integrity, availability, and compliance of information.
3. To safeguard the rights and interests of the Company's customers, shareholders, employees, and suppliers.

External information security institutions are also entrusted to conduct regular information security risk reviews for the Company. By incorporating relevant intelligence regarding information security threats, the Company adjusts its information security policy and updates relevant systems and settings of information security equipment to reduce information security risks. Through the aforementioned information security fortification cycle and compliance with the information security requirements of customers and government agencies, the Company's information security is continuously reinforced.



Information Security and Customer Privacy Management Framework

The protection of confidential information and customer privacy is one of the factors that helps maintain the long-term partnership between the Company and its customers. To protect the rights and interests of customers, the Company is committed to safeguarding customers' information. This is viewed as the Company's most important information security management goal and the key to establishing a long-term partnership of mutual trust with customers. For a long time, there have been no incidents of substantiated complaints concerning breaches of customer privacy and losses of customer data.



Information Security Risks

The Company has established a complete information security management system in accordance with the Information Security Guidelines for TWSE-/TPEx-Listed Companies and the ISO 27001 standards, and it has set up an information security management system, which serves as a basis to establish relevant information systems and information security equipment that meet the Company's needs. Relevant regulations and procedures are reviewed on an annual basis to assess information security risks and ensure the system's effectiveness. However, information security risks are constantly changing; therefore, risks may still exist and may impact the system.

Information Security Implementation Status

Announcement are made on a quarterly basis, and advocacy activities may be conducted periodically depending on actual situations. The Company has formulated the Risk Management Policy and Procedures, and it reported information-security-related risks and their associated implementation status to the Board of Directors in 2024.

※Chicony Power was not involved in any material information security incidents in 2024.

2.6 Material and Critical Events

As required by Article 26 of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, Chicony Power shall communicate with and report to the Board of Directors when the following situations, which are regarded as material and critical events, occur.

1. Occurrence of a disaster, group protest, strike, environmental pollution, information security incident, or any other material events, resulting in any of the following situations: Where the Company suffers a material loss or impact.
2. Where a relevant authority orders the suspension of work, suspension of business, termination of business, or invalidates or revokes pollution-related permits.
3. Where the administrative fines for a single event have reached NT$1 million or more.

※ Chicony Power was not involved in any material or critical events in 2024.





3 Sustainable Value Chain

3.1 Value Chain Management
3.2 Green and Sustainable Design
3.3 Raw Materials and Suppliers Management
3.4 Customer Relationship Management
3.5 Sustainable and Circular Economy

Chicony Power adheres to the core principle of "Green Design as Sustainable Competitiveness", deeply integrating environmentally friendly concepts into the new product development process. Through cross-departmental collaboration, we continuously promote green design, material substitution, and energy efficiency improvements, thereby reducing the potential environmental impact of our products from the source. The research and development team systematically reviews the chemical substances used in product design in accordance with international environmental regulations. They have implemented a hazardous substance management and substitution assessment mechanism to ensure compliance with relevant regulations such as RoHS and REACH, while also enhancing the overall performance of products in terms of energy efficiency, durability, and recyclability.

In terms of material selection, Chicony Power is actively expanding the proportion of renewable and recyclable materials used. For instance, in the adapter products, plastic casing materials sourced from Post-Consumer Recycled (PCR) plastic are utilized, with a gradual increase in the proportion of recycled materials each year, effectively promoting resource circulation and reducing carbon emissions from materials. In addition to internal research and development innovations, the Company also strengthens sustainable collaboration with suppliers, viewing them as key partners in creating a sustainable value chain. We collaborate closely with our material suppliers to enhance product performance and compliance, while also and jointly promoting low-carbon transition through environmentally friendly manufacturing processes to implement a low-carbon transition from the end of production.

To deepen upstream and downstream cooperation, Chicony Power has established a partner relationship management mechanism centered on "co-creating value and sharing responsibility", focusing on collaboration in areas such as environmentally friendly materials, low-carbon processes, and supply chain transparency. We proactively require our suppliers to adhere to environmental and social responsibility guidelines, and we promote improvements through education and training, self-assessments, and audits, in order to establish a sustainable supply network that is resilient and enhance supply chain resilience. In 2024, the Company will also engage in product recycling and resource reuse projects through collaboration with key customers, further achieving closed-loop design and product lifecycle responsibility.

In the future, Chicony Power will continue to deepen its commitment to green design capabilities. This will encompass the entire process from research and development, transition of manufacturing processes, selection of materials, to collaboration models, fully promoting the environmental sustainability transition of products and value chains. Through technological innovation, we will fulfill our long-term commitment to society and the environment.

2024 Performance Highlights

From 2019 to 2024, a total of **515 green patents** have been acquired

Ranked 12th globally in Clarivate's "2024 Top 100 Global Innovators - New Energy Sector"

Held a supplier conference to engage with suppliers in discussions on ESG matters and to establish consensus

The coverage rate of the first-stage supplier ESG audit is approximately **40%**

The plastic housings of the adapter have increased the proportion of Post-Consumer Recycled (PCR) plastic recycled material to **45.5%**

The Suzhou Factory and the Chongqing Factory have been awarded **the RBA Factory of Choice**

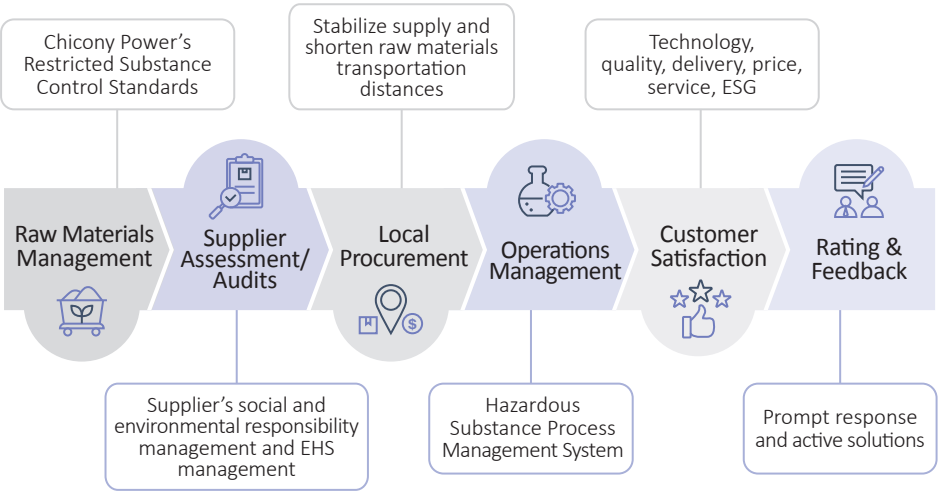
Sustainable Value Chain Promotion Strategies and Management Mechanisms

Material Issues Green innovative products, circular economy and material management, sustainable supply chain, customer relationship management

Commitment/ Policy	Chicony Power adheres to the core philosophy of "Green Design as Sustainable Competitiveness" and actively implements sustainable supply chain and environmentally friendly product design policies. The Company is committed to reducing environmental impact throughout the entire product life cycle and collaborates with suppliers to promote a circular economy and responsible governance. The Company has established the following major policy framework: **Restricted Substance Control Standards:** Establish control criteria for hazardous substances in raw materials, components, and packaging materials to ensure that products comply with regulations and customer requirements. **RBA Code of Conduct:** Require suppliers to adhere to principles of labor rights, health and safety, and environmental protection, which are incorporated into the supplier selection and evaluation criteria. **Responsible Mineral Procurement Policy:** A comprehensive declaration rejecting the use of conflict minerals, implementing the due diligence process of the Organisation for Economic Co-operation and Development (OECD), and enhancing supply chain transparency and accountability.
Action Plan	1.Digital Management: Implementation of digital control and documentation tracking for hazardous substances. 2.Recycling and Reuse: Gradually increase the usage ratio of recycled materials such as Post-Consumer Recycled (PCR) plastic, OBP, and recycled steel year by year. 3.Sustainable Supply Chain: Establish ESG Partnerships and Regularly Convening Supplier Conferences. 4.Due Diligence on Responsible Minerals: Implementation of the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), with requests for alternative improvements directed at suppliers.
Tracking Mechanisms	1.Track and compile patent achievements; actively apply green product design. 2.Increase the usage percentage of Post-Consumer Recycled (PCR) plastic to reduce carbon footprints. 3.Continue to verify suppliers' sustainability performance through Supplier Self-Assessment Questionnaire, and onsite audits. 4.Continue to promote the RMI (Responsible Minerals Initiative) Conflict Minerals Due Diligence every year and update molding plate information.
Responsible Units	R&D Units, Administrative Management Division, Procurement Center, and factories' procurement departments

3.1 Value Chain Management

Sustainable Value Chain Management Process

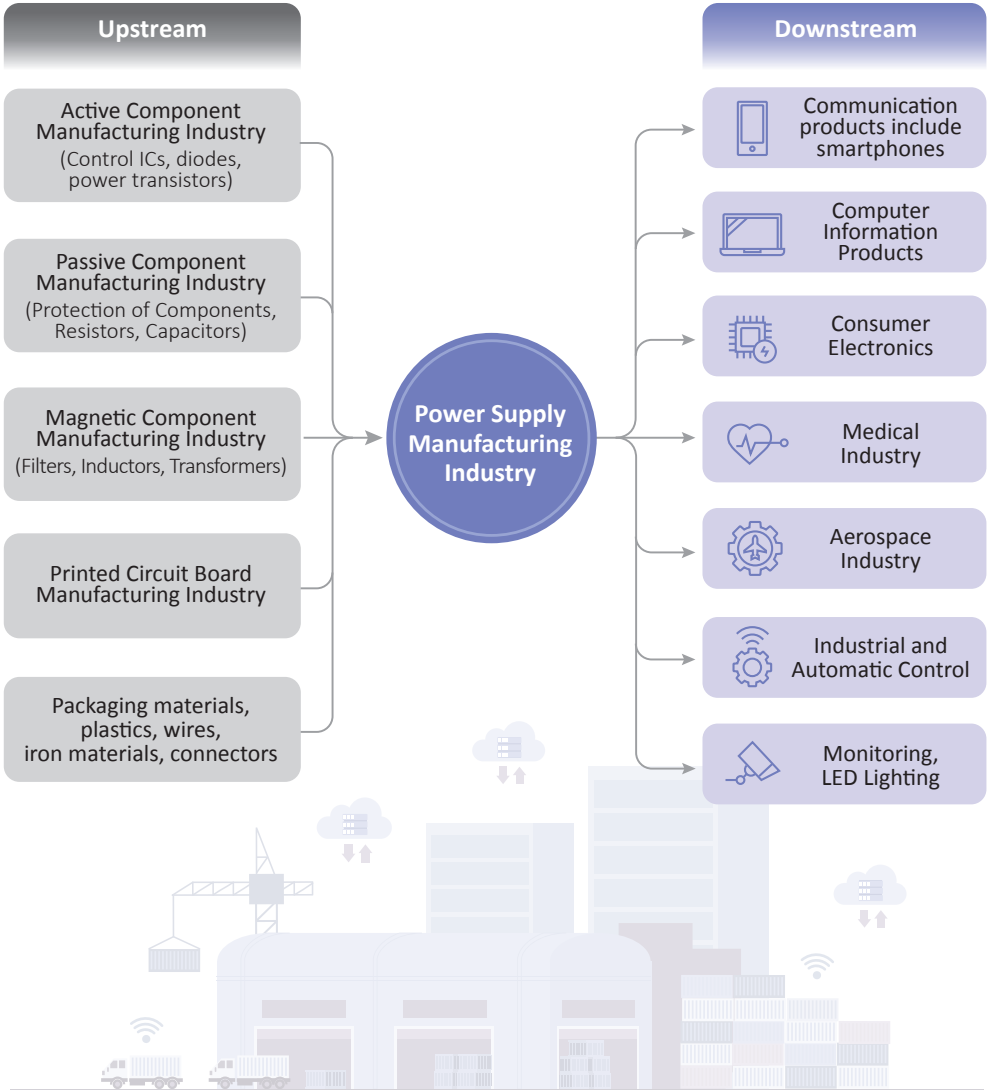


The scope of Chicony Power's products covers power supplies for new applications, servers, big data centers, and smart homes as well as high-power power products for gaming computers. A stable power supply is the heart of an electronic product, which not only facilitates the product's high-performance operations but can also affect its service life.

Chicony Power's sustainability management is not limited to the Company itself. By actively establishing a comprehensive value chain management model, it hopes to properly manage potential indirect environmental and social impacts caused by the supply chain to achieve the goal of green sustainability.

In value chain management, customer satisfaction is the basic responsibility that an enterprise should fulfill in its sustainable operations, and is also the most powerful tool and language for marketing. Through quality pre-sale and after-sale services,

Chicony Power assures customers of its products' reliability and assists customers' products in achieving higher value and competitiveness in the global market.



3.2 Green and Sustainable Design

3.2.1 Green R&D

High efficiency and low temperature-rise power solutions

Chicony Power continues to deepen energy-saving innovations in power supply products, actively incorporating third-generation semiconductor materials GaN (gallium nitride) and SiC (silicon carbide) into the design of next-generation power supplies. These materials possess excellent characteristics such as high-speed switching and low conduction resistance, which can significantly enhance conversion efficiency and effectively reduce the size of core components such as transformers, achieving the dual benefits of reduced raw material usage and significant product miniaturization.

The newly launched 65W energy-efficient laptop power supply, Le Petit II, has reduced its overall volume to just 38 cm^3, which is approximately one-third the size of comparable products available on the market. This sets a new benchmark in product lightweighting. In addition to its size advantages, the "Le Petit II" also integrates multiple intelligent energy-saving designs, including high power conversion efficiency, low standby power consumption, and intelligent temperature-controlled charging modes. This combination ensures both performance and energy conservation, further enhancing the overall energy usage efficiency and environmental friendliness of the product.

Energy-efficient and eco-friendly LED applications

Chicony Power can collaborate with car manufacturers by providing interior/exterior lighting design and carrying out the development of module products. The Company has design teams that can independently develop and produce product designs related to modeling, optics, structure, electronics, heat dissipation, etc. Chicony Power has collaborated with several automobile manufacturers in Mainland China to develop LED headlight module products, for which mass production has been introduced. Taking common heavy-duty commercial trucks as an example, by replacing a traditional 140W H7 high beam/low beam module with a 30W LED high beam/low beam module, energy consumption can be reduced by almost 80%. Furthermore, through the optimization of optical design, road brightness can be enhanced by more than 10%, and the illumination range can be more than doubled.

In recent years, as mini LED technology continues to mature, it has been extensively applied in various display products, including gaming laptops screens, desk-top gaming monitors, and high-end TVs, due to its advantages of more uniform light emission and lower power consumption. Based on these two strengths, Chicony Power has taken the lead among global competitors in introducing mini LED into laptop keyboard backlighting technology, reducing the power consumption of keyboard backlights by more than 50% while achieving better visual effects. This technology has been acknowledged by major international manufacturers and has been applied in the latest mid/high-end laptops. Since its mass production began in 2023, it has gradually expanded to a full range of applications.

IWA Smart Building Management Platform

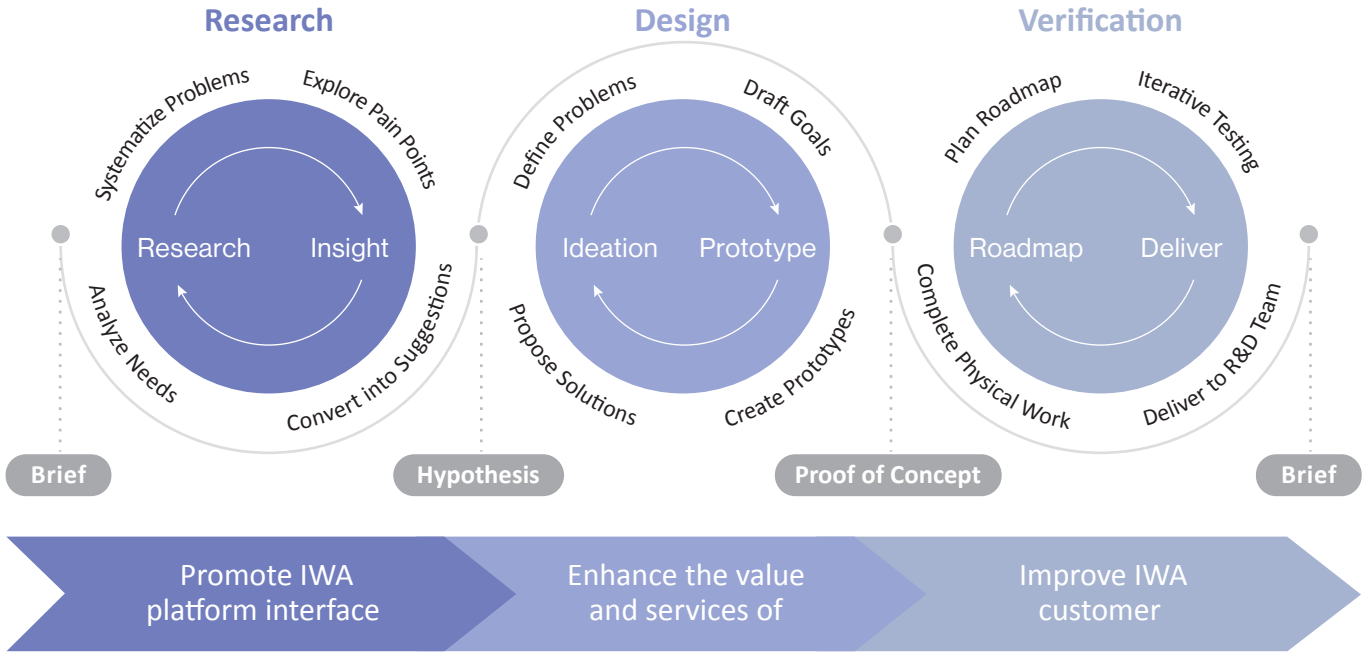
As a leader in the field of energy management, Chicony Power actively applies its competitive technological advantages to Intelligent & Green Solutions. The core product IWA Smart Building Management Platform incorporates elements of environmental protection, social responsibility, and corporate governance into product design and planning, soft and hard service application integration systems, and professional energy consulting services. The platform enables the Company to provide comprehensive solutions with sustainable value to customers worldwide.

Objective		Approaches	Applications/Tools
E	Low-carbonization: Environmental protection and energy efficiency Net-zero Emissions	1. Visualization of carbon emissions and energy consumption	IWA Carbon Management System IWA Energy Management System
		2. Carbon-reduction strategy, diagnosis, and implementation	IWA Remote Equipment Monitoring System IWA Data Analysis System IWA Facilities/Property Management System
S	Intelligent transformation: Create a comfortable and safe work environment	1. Monitoring through real-time environmental indicators Air quality/ Temperature and humidity/Access control/ Imaging	IWA Remote Equipment Monitoring System
		1. Carbon-reduction strategy, diagnosis, and implementation Air conditioning/Access control/Fire safety	
G	Digitalization: Promote data-thinking-based supervision and governance	1. Visualization of real-time data	IWA Intelligent Building Integration Management
		2. Data analysis/application	IWA Big Data Analysis System Platform
		3. AI and data-oriented management suggestions	AI algorithms and intelligent control

Provide one-stop comprehensive services : The services independently developed through the Company's top-down R&D system include project design and planning, intelligent integration management platforms, control systems, devices and equipment, etc. The systems provided include energy/carbon emission management systems, intelligent lighting systems, air conditioning energy saving systems, intelligent shading systems, facilities and property management systems, etc., which can be operated in a stand-alone fashion or be integrated into Chicony Power's IWA Smart Building Management Platform.

System expansion and integration services : Services can be connected to different brands' equipment and devices through an open application programming interface (API). Systems such as air conditioning, lighting, electricity, access control, water supply and drainage, fire safety, surveillance, property management, power, facilities management, etc. can be integrated based on data analysis and Internet of Things technologies. Chicony Power's smart application solutions allow different soft service systems to be operated using the Company's corresponding hard service equipment, including logic controllers, sensors, smart meters, communication converters, and wireless gateways, to seamlessly connect soft and hard services.

Continuously upgraded customer services : Chicony Power's IWA Smart Building Management Platform has been employed in several iconic buildings and electronics manufacturing plants in Taiwan. The Company's R&D units have adopted the process of Research → Design → Verification to provide more comprehensive solutions for sustainable near-zero-carbon buildings, improving enterprises' emissions source management and control efficiency by assisting management personnel in effectively monitoring equipment that consumes energy and produces carbon emissions.



3.2.2 Green Patent Strategy

In the increasingly competitive environment of the global green energy industry, technological innovation has become the key for enterprises to maintain their competitive advantage. As a member of the national team for the green energy industry and AI, Chicony Power continues to deepen its research and development of technology, and through a comprehensive intellectual property management system, ensures the market leadership of its technology and products.

To enhance the protection and utilization of technological assets, Chicony Power has established an intellectual property management mechanism based on operational objectives, technological development, and product innovation strategies, and will dynamically adjust its implementation approaches. Through strategic patent deployment, the Company not only strengthens the market competitiveness of its products and technologies but also enhances the value of its research and development outcomes, ensuring its leadership position in the field of technological innovation.

In July 2024, Chicony Power was honored with the "Top 100 Global Innovators 2024- Energy and Electrical segment" award presented by Clarivate. The Company achieved recognition as the 12th ranked organization globally, further demonstrating its outstanding capabilities in patent quality, influence, and innovation performance.

In addition, regarding the proprietary brand IWA Smart Building Management Platform, Chicony Power not only protects its innovative achievements through patent rights but also simultaneously establishes trademark and copyright protections. This comprehensive intellectual property protection mechanism further reduces market competition risks and safeguards the value of core technologies.

Comprehensive Intellectual Property Management System

The intellectual property management system of Chicony Power encompasses three major stages: Patent Creation, Patent Confirmation, and Patent Enforcement. Through clear strategies and systems, it ensures the effective acquisition and maintenance of patent rights, further enhancing the Company's technological competitiveness. Additionally, it guarantees that patents with high technological content and quality receive the appropriate market value and legal protection.

Stage	Objective	Approaches
Patent Creation	Establish the concept of patent layout and promote patent applications.	1. Conduct regular and continuous education, training, and policy advocacy to help employees understand the correct concepts and acts. 2. After the patent application proposal, the Intellectual Property Office will conduct a patentability search and evaluation, followed by the patent application process. This approach aims to enhance the quality of patents and increase the likelihood of passing the examination and obtaining certification.
Patent Confirmation	Conduct effective communication and obtain patent rights	1. Through technical analysis, identify key technologies and competitive advantages, and actively strive for the maximum scope of patents. 2. Proactively communicate with patent examiners to ensure a smooth patent examination process and ultimately obtain patent rights.
Patent Enforcement	Ensure that patents are not infringed upon, safeguarding the Company's technology and interests.	1. Examine the existing intellectual property rights enforcement status on a yearly basis, and monitor whether there is any infringement of the Company's intellectual property rights. 2. Take appropriate legal action against those who infringe the Company's intellectual property rights

Additionally, to incentivize the research and development team to enhance the level of patent technology, the Company has implemented a multi-tiered reward mechanism for patent applications, which includes:

- Each patent application will be awarded a grant to encourage technological innovation and patent deployment.
- For inventors who have obtained patent rights through examination, an additional patent certificate award will be granted to ensure the quality and market value of the patents.
- Best Inventor Award: Since 2017, the Company has established the "Best Inventor Award", which is awarded to inventors who submit patent applications and successfully obtain patent rights in the respective year. These inventors present their patent technology reports to a review panel composed of senior management. The review panel selected the best technical inventor of the year based on three main evaluation criteria: innovation, technicality, and market value. A trophy and monetary award were presented during the annual event to encourage this achievement.

Results of Patent Technology Deployment and Sustainable Development

The intellectual property strategy of Chicony Power focuses not only on enhancing technological competitiveness but also closely integrates energy conservation, carbon reduction, and sustainable development. This is achieved through the implementation of patented technologies in product design, manufacturing, and production techniques, ensuring that technological development aligns with ESG sustainability standards. Since 2019, the Company has continuously promoted the intellectual property rights deployment and has made significant progress in the following areas:

- Core Technology Patents for Power Supply: Focused on green energy and energy-saving technologies, a total of 353 patent applications have been accumulated to date.
- Patent for Smart Building Management System: Utilizing AIoT technology to introduce intelligent energy-saving techniques for both new and existing buildings. Currently, the Company has filed 56 patent applications.
- Green Patents related to LED Optics: A total of 191 patent applications have been completed for emerging product technologies, further solidifying our market leadership position.
- Overall Green Patent Achievements: From 2019 to the present, Chicony Power has accumulated a total of 515 green patents, demonstrating the company's outstanding achievements in intellectual property management and sustainable technological innovation.

Category		2019 ~ 2022		2023		2024		Total	
		Patent Filing	Patent Publication	Patent Filing	Patent Publication	Patent Filing	Patent Publication	Patent Filing	Patent Publication
Power Supply Unit	Circuit	155	164	38	25	43	20	236	209
	Process	100	106	5	3	12	7	117	116
LED Optics		123	70	29	17	39	39	191	126
Smart Buildings		35	53	9	5	12	6	56	64
Total		413	393	81	50	106	72	600	515

Note: The statistics cover all countries and regions in which patents were filed or published, including Taiwan, Mainland China, the United States, the European Union, and Japan.

Chicony Power ensures that the results of technological innovations are effectively protected through refined patent management and intellectual property strategies, thereby further strengthening its competitive advantage in the market. In the future, the Company will continue to deepen its research and development efforts, optimize its intellectual property strategy, and ensure its leading position in the global green energy industry chain. Additionally, it will promote sustainable development through innovative technologies, bringing long-term positive impacts to the environment and society.

3.3 Raw Materials and Suppliers Management

3.3.1 Raw Materials Management

Chicony Power has formulated the Restricted Substance Control Standards to provide suppliers and internal procurement, quality control, and R&D teams with guidelines for hazardous substances control. The substances subject to Chicony Power's environmental management include prohibited substances, restricted substances, and self-managed substances. The purpose of substance control is to prevent parts materials, components, modules, secondary materials, and packaging materials that contain hazardous substances from being mixed into Chicony Power's products so that the Company can comply with domestic and international laws and regulations, meet customers' requirements, protect the environment, and reduce its impact on ecosystems.

Chicony Power's major production factories (Suzhou, Chongqing, and Dongguan) have all passed QC 080000 (Hazardous Substance Process Management System) verification. "Process-oriented" approaches have been adopted for the management of hazardous substance use in products, through which the hazardous substances contained in manufactured or supplied products can be identified, managed, controlled, quantified, and reported during process development operations. Additionally, the Company monitors changes in important international regulations, such as RoHS2.0 (2011/65/EU & 2015/863/EU), REACH-SVHC, and Halogen-Free, and promptly updates relevant content in its internal control documents.

Materia Selection and Testing	Procedure : Select Materials → Test Materials → Confirm Compliance Testing Methods : ICP-OES, CV-AAS, UV-Vis, GC/MS, etc.
Supplier Management	Procedure : Select Supplier → Provide Test Report → Approve After Review Requirement : Compliance with RoHS, REACH regulations, and other local regulations.
Internal Audit	Procedure : Periodic Sampling Inspection → Review of Test Results → Confirmation of Ongoing Compliance Main Departments : Procurement, Quality Control, Research and Development
Continuous Improvement	Step : Monitor regulations → Update standards → Implement new requirements Responsible Departments : Quality Control and Other Relevant Personnel

3.3.2 Guidelines for Supplier Assessments

Chicony Power has formulated standardized supplier management procedures, which are the basis for assessing and auditing suppliers' performance in labor rights, environmental protection, and health and safety management. Improvement measures are developed based on the assessment results to assist suppliers in making continuous progress, so that the Company can reduce supply chain operational risks and build partnerships for sustainable development. When selecting new suppliers, all suppliers assessment and audit teams conduct assessments in accordance with the Operating Procedures for New Supplier Assessments, with the aim of choosing suitable and excellent suppliers.

Operational Procedures:

1. Supplier Assessment and Audit Team: The team is composed of personnel from purchasing or procurement, quality control, green products, parts engineering, and R&D units. Auditors' eligibility should be confirmed, and assessments should be completed before orders are officially placed.
2. Timing of Supplier Assessments: Assessments should be conducted when the Company has a need for new technology, new parts, or needs related to quality, costs, or delivery.
3. Content of Supplier Audits: The aforementioned Supplier Assessment and Audit Team should conduct assessments focusing on four major dimensions: suppliers' business transaction management system, product design and development or engineering management, management of hazardous substance use, and quality assurance system management. The key points of the assessment are listed in the table below.

Business Transaction Management System

1.Management of orders and lead time/delivery time
2.Supplier management and trade security management
3.Management of information communicated between both parties
4.Supplier's social and environmental responsibility management and EHS management

Product Design and Development or Engineering Management

1.Organization and functionality
2.Management and control of raw materials approval
3.Management and control of customer samples approval
4.Trial run management and control
5.Prototype management and control
6.Safety standards management and control
7.Management and control of product reliability implementation
8.Changes management
9.Management and control of product environmental testing reports

Management of Hazardous Substance Use

1.Planning for Hazardous Substance Process Management System
2.Realization of HSF products
3.Supervision, measurement, analysis, and improvement

Quality Assurance System Management

1.Quality system management
2.Document and data management
3.Education and training
4.Procurement quality management
5.Warehouse materials management
6.Process control
7.Management of products final verification
8.Calibration management
9.Storage and transportation control

4.Supplier Assessments:

In order to align with international sustainable supply chain regulations, Chicony Power requires all suppliers to adhere to the RBA Code of Conduct, which encompasses five key areas: labor rights, health and safety, environmental protection, integrity and ethics, and management systems, thereby strengthening the social and environmental responsibilities of the supply chain.

The Company has designed and implemented a self-assessment questionnaire mechanism, conducting annual RBA Self-Assessment Questionnaires (SAQ) and online or on-site audits for key suppliers. The results are incorporated into the evaluation criteria for the suppliers' Quarterly Business Review (QBR) meetings. In 2024, Chicony Power will conduct evaluation operations based on the RBA equivalent standards for a total of 184 first-tier suppliers worldwide, which accounts for approximately 40% of all first-tier suppliers. Relevant impact assessment results are as follows:

Dimension	Assessment number	Impact dimension
Social	184	Working hours, attendance, wages, labor conditions, etc.
Environmental	184	Greenhouse gas emissions, environmental monitoring, pollution prevention, etc.

Identified findings with significant actual or potential impacts	Case closed	Unresolved
405	323(Case closure rate: 79.8%)	82(All suppliers have agreed to continue improvements)

- Supplier Improvement Status: All suppliers have committed to improvements regarding the ongoing tracking issues, which will be incorporated into subsequent audit follow-ups.
- Termination of Supplier Cooperation: In 2024, no suppliers terminated their cooperation due to impact events (Termination Rate: 0%).

In addition to requiring and auditing suppliers to comply with RBA standards, Chicony Power also leads by example, actively demonstrating the model of a responsible enterprise. All production sites of the Company in mainland China have fully obtained the RBA Silver Award certification (Silver Award requires an RBA VAP score of over 160), demonstrating high standards of social responsibility and effectiveness in human rights governance.

Among them, the Suzhou factory and the Chongqing factory have further been honored with the "RBA Factory of Choice (FOC)" award. The certification standard requires a VAP audit score of over 160 points with no priority deficiencies. This signifies that the facilities have achieved excellence in labor rights, health and safety, environmental responsibility, and business ethics, establishing them as benchmarks worthy of emulation within the supply chain system.

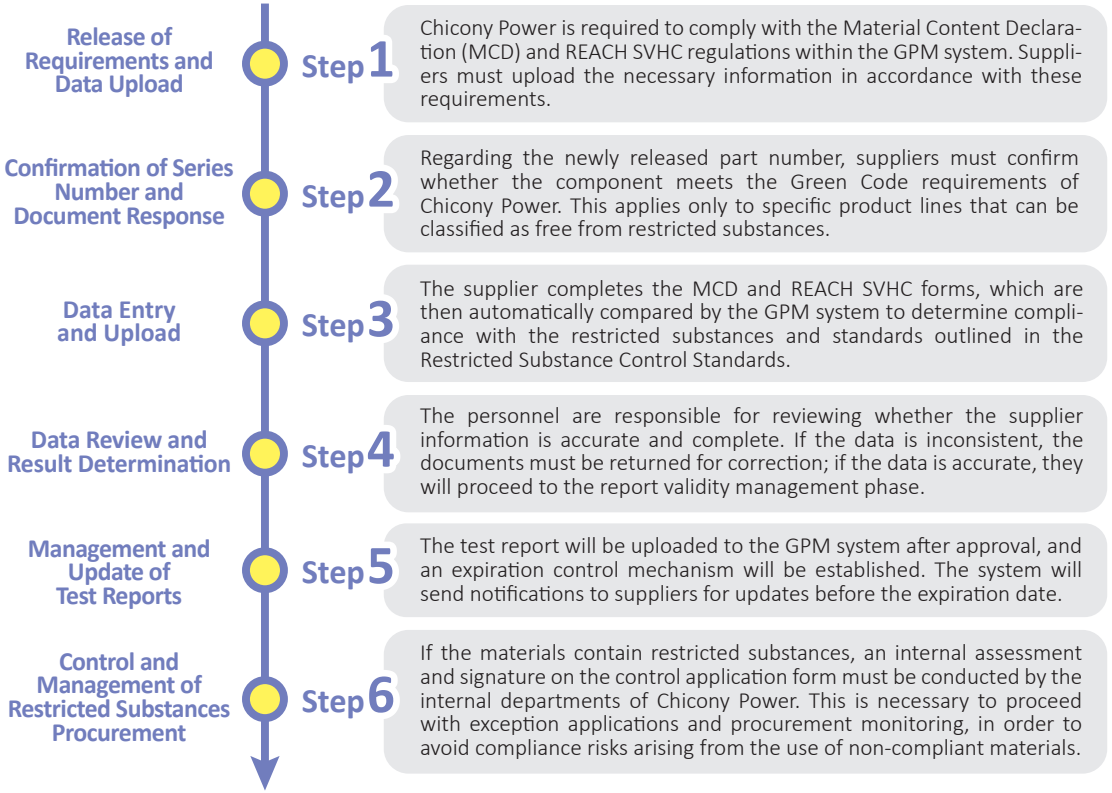
In the future, Chicony Power will continue to collaborate with suppliers to promote a sustainable value chain that emphasizes responsibility, compliance, and resilience. This effort aims to deepen the resilience of supply chain management and collectively achieve the goals of corporate sustainability and social well-being.

RBA Factory of Choice and Silver Award Certification



3.3.3 Green Supply Chain Management

To ensure that the materials of supply chain products comply with the Restricted Substance Control Standards, Chicony Power has implemented a Green Product Management (GPM) system for centralized data management and automated comparison, establishing a clear and automated supplier data review process. The process primarily includes the following steps:



Through the aforementioned processes and systematic management mechanisms, Chicony Power is able to effectively monitor the compliance status of its supply chain, ensuring that all product materials meet the environmental requirements of the Restricted Substance Control Standards. This also enhances the transparency of information and risk management between the Company and its suppliers.

3.3.4 Customer Rights Protection and Complaint Mechanism

Chicony Power places great importance on customer health and safety, dedicating itself to safeguarding the legal rights and interests of consumers and clients. The Company is committed to establishing a comprehensive and diverse system for complaints and communication, thereby enhancing information transparency and service quality.

Establish Customer Health and Safety Management Policies

Chicony Power has implemented the Green Product Management (GPM) system in accordance with the Restricted Substance Control Standards. This system addresses issues related to product material safety, control of restricted and prohibited substances, and compliance with labeling requirements. A comprehensive product material review and supplier data management process has been established to ensure that all products meet health, safety, and environmental standards, thereby reducing potential risks to customers and the ecosystem. At the same time, we conduct strict checks on product marketing and labeling information in accordance with the regulatory requirements of each country, ensuring that the disclosed information is accurate and compliant.

Establishment of Complaint Channels and Handling Procedures

Chicony Power has established a public complaint channel on the Company website and at various operation bases to address customer feedback and complaints related to product safety, labeling, marketing information, and other relevant issues. Upon acceptance of the complaint case, the designated department shall conduct investigations, handle the case, and provide responses in accordance with internal operating procedures. Additionally, the department will regularly compile the types of cases and their handling results, which will serve as a basis for subsequent product optimization and risk prevention, thereby continuously enhancing customer satisfaction and product safety management.

The direct appeal contact for the headquarters is as follows:

- Complaint-filing: Hotline@chiconypower.com
- Mailbox Address: 30F, No. 69, Section 2, Guangfu Road, Sanchong District, New Taipei City
- Stakeholder section: https://www.chiconypower.com/zh-tw/ESG/Interested

Through the aforementioned institutional mechanisms, Chicony Power demonstrates a high sense of responsibility in safeguarding the health and rights of consumers and clients. The Company implements comprehensive management throughout the entire product and service life cycle, while continuously strengthening customer relationships to establish a solid foundation for sustainable operations.

3.3.5 Conflict Mineral Management

Chicony Power supports international human rights and sustainable responsibility values, strictly implementing the Responsible Mineral Procurement Policy. The Company refuses to use conflict minerals sourced from areas of armed conflict, including tin (Sn), tantalum (Ta), tungsten (W), gold (Au), and extends to high-risk raw materials such as cobalt (Co) and Mica.

To ensure that the supply chain does not involve funding armed groups, violating human rights, or causing environmental destruction, Chicony Power has established the following conflict minerals management mechanism:

- Adopting International Standards to Promote Responsible Sourcing: In accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Responsible Minerals Initiative (RMI) standards, suppliers are required to utilize smelters and refiners that are certified under the Responsible Minerals Assurance Process (RMAP) to avoid procurement sources that involve high-risk areas.
- Supplier Reporting and Declaration Mechanism: Suppliers are required to complete the CMRT and EMRT forms annually, declaring the sources and compliance of the minerals contained in their products.
- All suppliers are required to sign the Declaration of Metal Conflict-Free, committing not to procure metal materials from conflict regions, and to update this commitment annually.
- Management of Non-conformant Smelters: Smelters that are not included in the RMAP-approved scope, as disclosed in the report, will be listed in the Conflict Minerals Report Non-conformant Smelters for tracking purposes. Suppliers will be required to provide improvement plans or alternative sources, and a suspension of cooperation will be evaluated if necessary.
- Systematic Management and Data Auditing: The introduction of the GPM system facilitates centralized management of supplier data, utilizing automated comparison functions and risk level classification for data verification and auditing tracking.
- Promotion of Education, Training, and Responsibility Consensus: Regular training sessions on responsible mineral sourcing issues will be conducted for the procurement team and suppliers to enhance awareness and practice of sustainable procurement and corporate responsibility.

Chicony Power will continue to collaborate with supply chain partners to implement transparency in the mineral supply chain, enhance data traceability, and achieve a responsible supply chain that is free from conflict, compliant, and resilient.

3.3.6 Implementation of Local Procurement Principles

The primary raw materials needed for power supply units include power cords, capacitors, fans, heat sinks, semiconductors, transformers, plastic cases, printed circuit boards, insulating plates, sockets, and so on. Chicony Power has established stable supply relationships with major raw material suppliers, thereby ensuring stable material sources, good material quality, and controllable delivery times and trading prices. The Company's materials-related units also strictly control the delivery time of raw materials based on order-taking status to reduce inventory-holding costs, and overcome the fluctuations in the macro environment with suppliers to reduce possible operational risks.

In terms of procurement strategy, Chicony Power adheres to the local procurement principles. Based on the actual needs of each production facility, priority is given to seeking qualified suppliers in nearby regions. This approach aims to shorten the transportation distance of raw materials, reduce carbon emissions resulting from transportation, and support the development of local industries. In 2024, the proportion of local suppliers at the main production bases of each division (in Mainland China and Thailand) is shown in the table below:

	Percentage of Local Procurement (Amount Spent)	Percentage of Local Procurement (Number of Suppliers)
Business Department A	89.58%	79.32%
Business Department B	89.43%	79.03%
Business Department C	99.49%	90.32%

Note:
1. Internal transfers were excluded when calculating the above percentages.
2. Definition of "local": Determined based on the supplier's shipping address.
3. Percentage of local procurement (amount spent) = Total local procurement amount ÷ Total procurement amount x 100%
4. Percentage of local procurement (number of suppliers) = Number of local procurement suppliers ÷ Total number of suppliers x 100%
5. The Smart Building Business Department provides smart solutions rather than products; therefore, its data is not included in the above statistics.

3.4 Customer Relationship Management

Chicony Power has established sales channels in Asia, Europe, America, and other major markets to actively collect market information, and design and develop products that align with customers' needs. Moreover, through close technical exchanges with downstream customers, Chicony Power has maintained well-established long-term partnerships with customers, based on which R&D and manufacturing strengths have been accumulated.

Proactively Communicate and Build Partnerships

- Communicate with customers on a regular basis to understand their needs, feedback, and expectations.
- Provide regularly updated information and new product information to maintain transparent and positive interactions.
- Provide customized solutions to meet customers' specific needs and reinforce the partnership with customers.
- Adjust services in a timely manner to respond to customers' different expectations and situations.
- View customers as collaborative partners for joint development and growth.
- Assist customers in coping with challenges to establish stable long-term partnerships.

After-sales Services and Resource Sharing

- Promptly respond to customer inquiries, concerns, and questions to build up a good customer service image.
- Solve problems in an active manner to demonstrate high attention to customers' needs.
- Provide value on a constant basis and help customers maximize products' utilization benefits through technical support and training.
- Share relevant resources such as white papers, case study information, etc. to help customers understand products' value.
- Conduct regular customer QBR and make improvements accordingly. Propose suggestions on a regular basis to assist customers in achieving their business goals.
- Develop improvement plans based on survey results to enhance customer satisfaction.

The regular ratings feedback and audit scores received from customers are the major impetus for Chicony Power to continuously improve customer service, maintain high-level performance, and implement comprehensive quality control. The best partner of customers, Chicony Power is committed to grasping market trends and providing professional product designs that maximize customer satisfaction. As a result, since its establishment, Chicony Power has continuously received many awards from its partners.

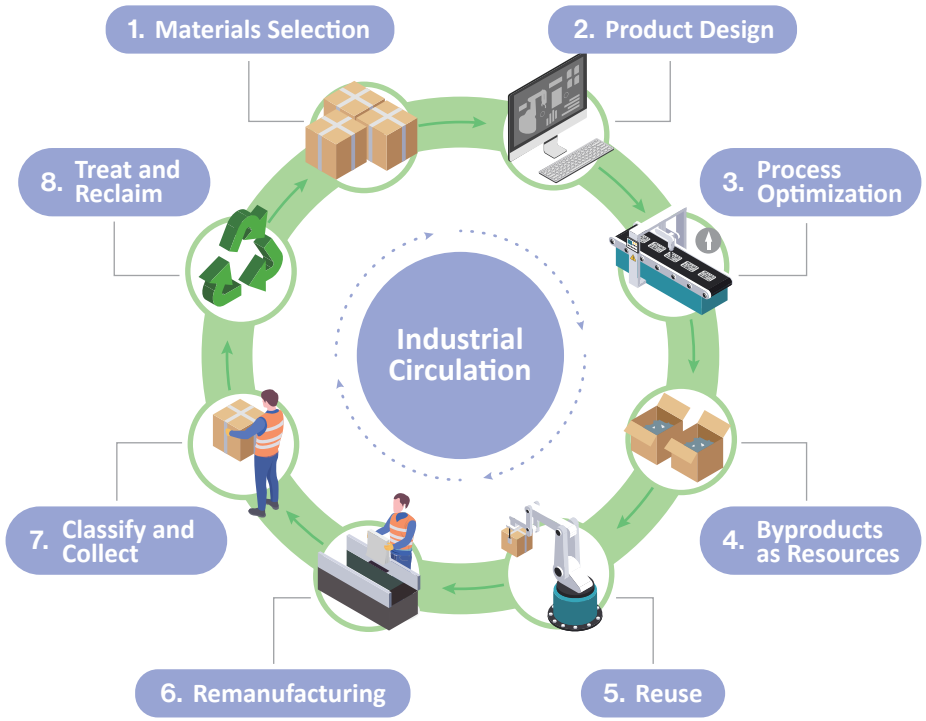
Management Performance

- By actively participating in the QBR of major clients, we aim to understand their needs and suggestions across various aspects.
- The quarterly overall score should be ranked among the top two (the quarterly rating score ≧ the top two)
- The individual aspect's average rating across four quarters should be ranked among the top two (four quarters' average rating score ≧ the top two)



3.5 Sustainable and Circular Economy

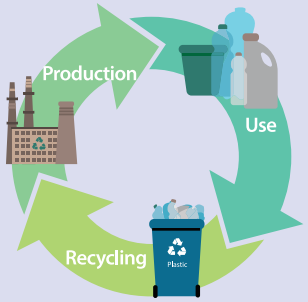
Chicony Power is active in establishing innovative circular economic models in the hope of significantly reducing energy consumption, resource consumption, and unnecessary waste generation to achieve the goal of green sustainability.



Chicony Power's 2024 Circular Economy Actions

Action	Characteristics and Sustainable/Environmental Benefits
Materials Selection	Use eco-friendly materials; apply Post-Consumer Recycled (PCR) plastic and OBP materials in keyboards, fans, product shells, heat sinks, cords, and other product components. Continue to increase the use of Post-Consumer Recycled (PCR) plastic, OBP, and reclaimed metal materials and expand the scope of use to reduce virgin materials consumption and carbon emissions.
Product Design	1. Develop LED energy-saving technologies and apply the technologies in keyboard mini LED backlight modules and automotive headlights. Additionally, continue to improve energy efficiency and expand the technologies to new models and the full range of mid/high-end laptop products. 2. Introduce new semiconductor materials (SiC/GaN) and use new power-efficient ICs to simplify manufacturing processes; improve energy conversion efficiency; reduce transformer size, the use of aluminum materials, and the energy demands of products and services; achieve product lightness; and reduce the use of virgin materials and carbon emissions.
Process Optimization	1. Improve the automation rate of newly developed models and optimize manufacturing efficiency and resource utilization. Introduce the ERS energy recovery system into burn-in rooms' aging tests to recover electricity for power recycling and reuse. 2. Collaborating with suppliers, we have introduced a new copper printing process technology for backlight FPCs, which saves 50% energy compared to traditional etching processes. Additionally, this method generates no wastewater or chemical waste, thereby reducing the environmental impact of the manufacturing process.
Byproducts as Resources	1. Suzhou Factory employs waste heat recovery technologies to use the waste heat generated by air compressors and chiller units to heat domestic water to 50° C and supply the heated water to domestic areas, thereby improving energy conversion efficiency. 2. Recovered rainwater and condensate from air conditioning equipment are used to water plants in factory areas, rinse road surfaces, and refill the water required for air conditioning equipment's cooling systems, thereby conserving water resources and reducing production costs.
Reuse	Collaborate with supply chain partners to promote the recycling and reuse (or reuse after repair or treatment) of cartons, plastic boxes, packaging materials, wooden pallets, scrap/old hardware materials, and other items leftover from manufacturing processes to maximize the use of reclaimed materials and reduce substance consumption and carbon emissions.
Classify and Collect	Design recyclable outer cartons and inner packaging for backlight modules shipment. The outer cartons and inner packaging will be collected for reclamation when the goods are delivered to laptop assembly plants, thereby reducing virgin materials consumption and waste generation.
Treat and Reclaim	Lead-free solder spatters are treated and made into tin bars to reduce virgin materials consumption and waste generation.

Highlighted Project



Since 2018, Chicony Power has actively introduced post-consumer recycled (PCR) plastic materials into its adapter power products as a substitute for virgin plastic, in order to reduce reliance on virgin plastic and promote a circular economy. Since its introduction, the usage proportion of Post-Consumer Recycled (PCR) plastic materials has increased from less than 1% in 2018 to 40.5% by the end of 2023, with a further increase to 45.5% anticipated in 2024. This demonstrates the company's substantial achievements in carbon reduction and the utilization of recycled resources.

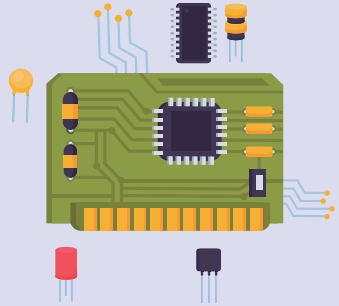
To ensure that the introduction of Post-Consumer Recycled (PCR) plastic materials does not affect product quality and compliance, we have established a comprehensive quality control process. During the mass production phase, we conduct batch sampling inspections in accordance with quality assurance and environmental regulations, rigorously monitoring indicators such as the mechanical properties, flame retardancy, and stability of the product casing. Through continuous design improvements and validations, the Company is expanding the application of Post-Consumer Recycled (PCR) plastic materials, creating green products that are both environmentally friendly and of reliable quality, thereby promoting the dual objectives of reducing plastic usage and decreasing carbon footprint.

Highlighted Project



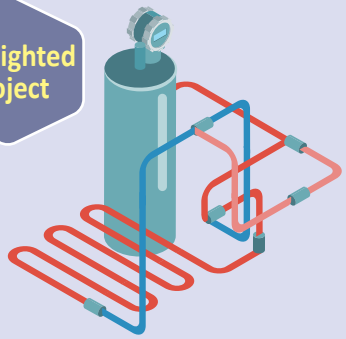
Chicony Power is actively promoting the recycling and reuse of water resources. The Suzhou and Chongqing factories have implemented rainwater and condensate water recovery projects, effectively enhancing water usage efficiency and reducing reliance on operational water. The project utilizes an advanced rainwater harvesting system, integrated with dedicated condensate water pipelines from the air conditioning system. This system centralizes the collection of recycled water resources for various purposes, including landscape irrigation, road washing, and replenishing the cooling system of the air conditioning equipment. Through this integrated water-saving system, efficient water resource management and reuse are achieved, which not only helps to conserve the use of tap water but also simultaneously reduces the overall operating costs of the facility. In 2024, the two factories collectively recycled 4,216 cubic meters of rainwater and condensate, demonstrating the substantial effectiveness of Chicony Power's implementation of water resource recycling.

Highlighted Project



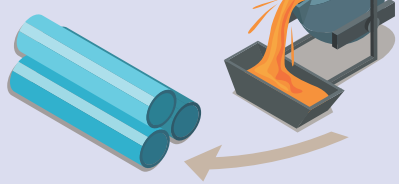
Chicony Power not only achieves energy conservation and carbon reduction through new product design and material selection, but also further optimizes the essence of the manufacturing process. Specifically, for one of the core materials of the backlight module, the Flexible Printed Circuit (FPC), innovative process technologies have been introduced to replace the traditional etching process, which is characterized by high pollution and high energy consumption. The traditional FPC manufacturing process involves adhering a full sheet of copper foil to the substrate, followed by the use of chemical agents to etch away the majority of the copper material, leaving only the required circuitry. Although this technology has matured, the process exhibits low efficiency in copper material usage, high energy consumption, and generates a significant amount of wastewater and chemical waste, which poses a substantial burden on the environment. To address this situation, the Company has initiated efforts at the source of the FPC manufacturing process, collaborating with material suppliers to develop a copper printing process. From material selection, process parameter settings to quality stability adjustments, we gradually overcame the variability in the production process of printed copper, ultimately achieving performance and quality comparable to traditional etched copper. At the same time, the new manufacturing process can save over 50% in energy consumption and produces no wastewater or chemical waste, significantly reducing the environmental impact of the process.

Highlighted Project



Suzhou Factory employs advanced waste heat recovery technology to harness waste heat generated by air compressors and chiller units, and uses it to heat tap water to 50℃ or hotter. The heated water is then supplied to domestic areas for employees' domestic use. Through the implementation of this project, the factory can avoid using natural gas boilers to produce hot water 5 months out of the year. This helps to achieve a sustainable economy, recover waste heat, reduce GHG emissions, and lower operating costs for the factory. The accumulated natural gas of this project has saved has reached 200,000 m3.

Highlighted Project



The Dongguan factory continues to strengthen the resource management of process by-products, implementing a closed-loop regeneration mechanism for the lead-free solder spatter generated during the manufacturing process. All solder spatter is collected uniformly and transported for high-temperature reduction processing. During this process, the flux residues, moisture, and other impurities present in the tin dross are reduced to semi-finished products in a high-temperature environment of 1,250℃ , which are subsequently manufactured into qualified finished tin-solder bars. After the completion of the tin-solder bar, it is returned to the factory area where on-site personnel conduct weight verification and recovery rate validation. Throughout this process, there is no wastewater discharge, effectively reducing the waste discharge of lead-free solder spatter. The recycling and regeneration utilization rate for 2024 has reached 90%, demonstrating the effectiveness of resource circulation with high efficiency, and aligning with the management goals of zero waste discharge and circular manufacturing.

Highlighted Project



To implement the concept of a circular economy, Chicony Power continues to integrate the application of recycled materials and conducts assessments and enhancements of the recycling ratios for primary materials such as metals and plastics. This approach aims to gradually reduce dependence on virgin resources, thereby achieving sustainable resource utilization and carbon reduction goals. The recycled materials covered in the 2024 fiscal year include four major materials: steel, polycarbonate (PC), copper, and aluminum, all of which have achieved concrete results.

In the SH Business Unit, the total amount of steel is 2,027.8 metric tons, of which recycled steel accounts for 20.3%. The usage of PC materials is 81.6 metric tons, with Post-Consumer Recycled (PCR) plastic accounting for 34.2%, demonstrating the potential for plastic recycling. In addition to the introduction of Post-Consumer Recycled (PCR) plastic for the plastic housings of adapters within the MP Business Unit, the Company has also begun to incorporate recycled materials for copper and aluminum. Although the proportion remains relatively low, through process optimization and collaboration with the supply chain, the Company has gradually established an expandable mechanism for the integration of recycled materials. Furthermore, it continues to promote diversification of sources and recycling and remanufacturing initiatives.

Through the aforementioned actions, Chicony Power has reduced the consumption of raw materials and supply risks, while simultaneously decreasing its carbon footprint and waste generation. In the future, we will continue to expand the scope of recycled materials, deepen supply chain collaboration, and establish a resilient green manufacturing system.



4 Environmental Sustainability

4.1 Climate- and Natural-Related Financial Disclosure
4.2 Net Zero Emissions
4.3 Energy Management
4.4 Water Resource Management
4.5 Waste Management
4.6 Biodiversity

Chicony Power aims to comprehensively enhance the company's environmental resilience and sustainable governance practices. In order to actively respond to global challenges such as climate change, biodiversity loss, and resource depletion, we are promoting four major environmental strategies: strengthening climate change resilience, moving towards net-zero emissions, implementing environmental resource management, and safeguarding biodiversity. These initiatives aim to comprehensively enhance the environmental resilience and responsible governance of the enterprise.

We adhere to the framework established by the Task Force on Climate-related Financial Disclosures (TCFD) to identify and manage climate-related risks and opportunities. We conduct climate scenario analysis to enhance our decision-making capabilities. Concurrently, we are committed to following the Science Based Targets initiative (SBTi) 1.5°C carbon reduction pathway, actively managing carbon emissions, and striving to achieve 100% renewable energy usage by 2030. This approach enables us to construct a resilient net-zero transition roadmap.

In the area of environmental resource management, we conducted a comprehensive inventory and value chain impact assessment of water resource utilization and waste disposal. We established clear reduction targets and promoted recycling, implementing green processes and pollution prevention. In response to natural capital risks, we have adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework to actively assess ecosystem dependencies and impacts, with a commitment to achieving sustainable goals of No Net Loss and Net Positive Impact on ecosystems.

Through a systematic environmental management framework and interdepartmental collaboration mechanisms, we not only enhance our internal environmental performance but also work hand in hand with our supply chain partners to advance towards a green value chain transition. In the future, Chicony Power will continue to expand its investments in environmental innovation, developing low-carbon products and green manufacturing technologies. This will be a practical demonstration of our commitment to sustainability for the planet, while promoting a sustainable future that harmonizes business with nature.



2024 Performance Highlights

Greenhouse gas emissions (Scope 1 and Scope 2) have been reduced by **48.40%** compared to the base year

Greenhouse gas emissions (Scope 3: Product use phase) have been reduced by **42.73%** compared to the base year

The Company's renewable energy usage ratio has reached **55.56%**

Awarded an **A- rating (Leadership Level)** in the CDP Climate Change Survey

Included in Business Weekly **Top 100 Competitive Enterprises** for 3 consecutive years

Recognized by CommonWealth Magazine as a Company with **Outstanding Performance in Temperature Control of 1.5°C**

Environmental Sustainability Promotion Strategies and Management Mechanisms

Material Topics Climate and Nature Strategy, Energy and Carbon Emission Management

Other Key Issues Water Resource Management, Waste Management

Commitment/ Policy

Chicony Power has established four main environmental governance pillars—climate change, resource management, energy transition, and natural environment conservation—based on the Climate Change and Natural Environment Risk Management Policy, Water Resource Management Policy, and Biodiversity and Non-Destructive Forestry Policy. This demonstrates the Company's long-term commitment to sustainable development.

Climate Change Management:

According to the Climate Change and Natural Environment Risk Management Policy, Chicony Power has implemented the Science Based Targets (SBT) project and the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify climate risks and establish disclosure mechanisms. Using 2020 as the base year, the Company has set dual carbon reduction targets for absolute emissions and emission intensity, in alignment with the SBTi 1.5°C pathway, and is making steady progress towards achieving net-zero emissions by 2050.

Resource Management:

In alignment with the Water Resource Management Policy, the Company has established a target to reduce water extraction intensity by 3% annually, using 2020 as the base year. This target is calculated based on water extraction volume in cubic meters per million dollars of output, and aims to continuously optimize resource efficiency and promote recycling.

Energy Transition:

Joined the global renewable energy RE100 initiative, committing to achieve 100% of operational electricity from renewable energy sources by 2030. This will be accomplished through a variety of strategies, including green power procurement, renewable energy infrastructure development, and improvements in energy efficiency, to realize energy decarbonization.

Conservation of the Natural Environment:

In accordance with the Biodiversity and No Deforestation Policy, the TNFD framework is being implemented to assess reliance on and risks associated with natural capital. This initiative aims to ensure the protection of water resources, ecosystems, and land use, while promoting No Net Loss and Net Positive Impact.

Action Plan

In order to implement environmental commitments and management objectives, Chicony Power is promoting the following action policies in accordance with international standards and internal systems

Introducing carbon reduction and climate governance framework:

Implementing the SBT and TCFD projects to establish scenario analysis, risk identification, and information disclosure processes, integrating them into corporate operational decision-making to enhance cross-departmental climate governance capabilities.

Promoting Energy Conservation and Renewable Energy Projects:

Integrating resources and personnel from various departments to promote energy conservation and carbon reduction initiatives, implementing green electricity procurement and renewable energy facilities, regularly tracking energy usage performance, and steadily fulfilling the RE100 commitment.

Promoting UL 2799 Waste Zero to Landfill:

In accordance with the UL 2799 certification system, we implement waste classification, reuse, and resource recovery processes to strengthen the high-value recycling mechanism and advance the goals of zero landfill and waste reduction.

Introducing the TNFD Assessment Process:

Implement the identification of natural capital dependencies and impacts, establish risk response plans, and conduct risk management and conservation actions focused on water resources, biodiversity, and land use, thereby enhancing the ability to identify and adapt to nature-related risks.

Promoting the Establishment of a Carbon Pricing System:

In 2024, a feasibility analysis of carbon pricing was completed, with plans to establish implementation regulations in the first half of 2025 and to officially introduce a trial in the second half of the year. This will guide investment decisions and transition actions for emission reductions through an internal carbon fee mechanism.

Tracking Mechanisms

Chicony Power has established a systematic tracking mechanism, utilizing hierarchical management, standardized systems, and data tools to ensure the implementation of environmental objectives and the feedback of their effectiveness.

Layered Management and Regular Reporting:

Each factory has established a task force to review the implementation status on a quarterly basis and report back to the headquarters. This serves as a basis for performance tracking and strategic adjustments.

Introducing Standardized Management System:

Continuously introduce the ISO 14001 Environmental Management System and the ISO 50001 Energy Management System, conducting process reviews, equipment identification, and baseline setting as the basis for emissions reduction management.

Strengthening Data Management Tools:

Develop an energy management system and carbon management platform in-house, utilizing a visual dashboard to monitor carbon emission hotspots and key indicators in real-time, thereby enhancing information transparency and decision-making efficiency.

Carbon Pricing Performance Introduction Plan:

In 2024, a feasibility analysis of carbon pricing was completed. Subsequently, a performance monitoring and carbon fee adjustment mechanism was established as a management tool to strengthen internal carbon reduction incentives and internalize risks. It is anticipated that a pilot implementation will be officially introduced in the second half of 2025.

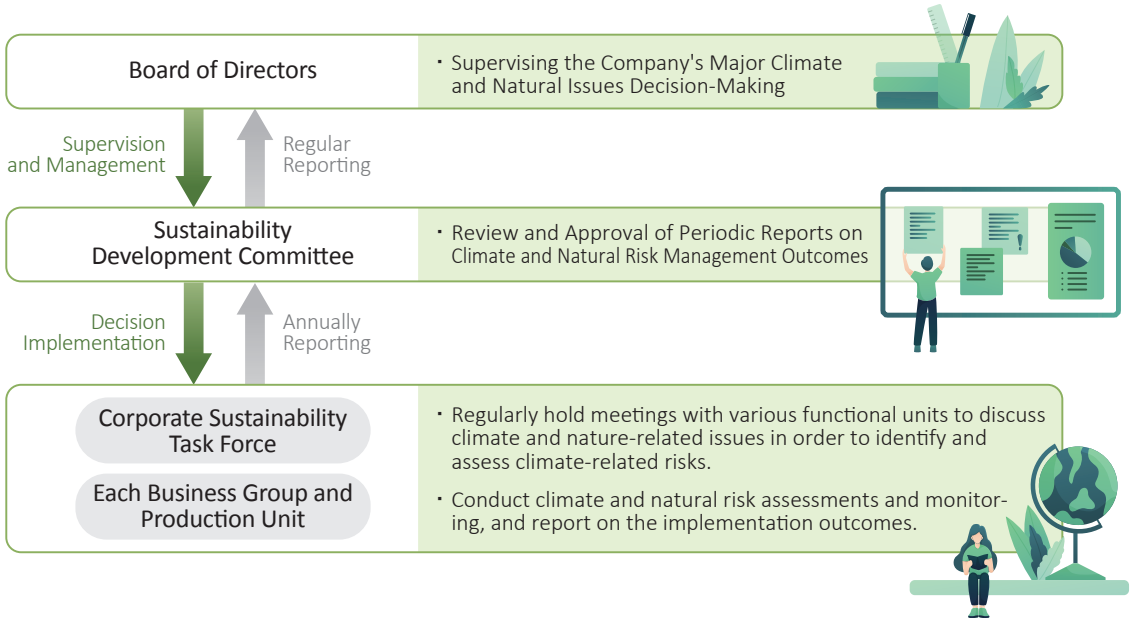
Responsible Units

Administration Management Division, business units

4.1 Climate- and Natural-Related Financial Disclosure

The 2025 World Economic Forum (WEF) "Global Risks Report" indicates that in the long-term risk outlook for the next decade, environmental challenges continue to dominate the global risk ranking. This includes significant risks such as extreme weather events, loss of biodiversity and ecosystem collapse, critical changes in the Earth system, and shortages of natural resources. This trend reflects the high level of uncertainty and systemic risk that the world faces due to climate change and the depletion of natural capital. It also indicates the urgency of the need for sustainable transition and the importance of corporate adaptability.

In response to these long-term risks and potential opportunities, Chicony Power continues to adhere to the framework of the Task Force on Climate-related Financial Disclosures (TCFD). The Company systematically assesses climate risks and opportunities through scenario analysis tools to enhance climate resilience management. At the same time, in response to the development trends of the Taskforce on Nature-related Financial Disclosures (TNFD), the Company will also incorporate biodiversity and natural capital into its strategic assessment scope, promoting adaptation and mitigation actions, and striving to enhance the overall environmental sustainability and risk resilience of its operational system.



4.1.1 Climate and Natural Governance Framework

The governance framework of Chicony Power for climate and natural governance is led by the Board of Directors, which is responsible for overseeing the Company's overall decision-making direction on issues related to climate change and nature. The Corporate Sustainability Development Committee serves as the primary management level, coordinating relevant policies and strategic planning. It has established the Corporate Sustainability Task Force and dedicated task force for various aspects of ESG. Through a cross-departmental collaboration mechanism, these groups jointly manage climate and nature-related risks and opportunities. The Sustainability Task Force is responsible for consolidating the execution progress and promoting results. It submits important data and response measures to the Corporate Sustainability Development Committee on a regular annual basis, ensuring the continuous optimization of the identification, response, and management processes related to climate and natural issues, as well as the effective operation of governance mechanisms.

4.1.2 Climate and Natural Risk and Opportunity Identification Management Process

Chicony Power systematically identifies the risks and opportunities arising from climate change and changes in natural capital across various departments, in accordance with the Climate Change and Natural Environment Risk Management Policy and by referencing the frameworks recommended by the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD). This approach enhances the Company's ability to recognize, monitor, and adapt to potential environmental impacts. In response to nature-related risks, we will further implement the TNFD positioning analysis framework to assess the company's dependence on and impact on natural capital within its operations and value chain. Relevant details are elaborated in section 4.6.2 Management of Biodiversity Sensitive Areas and Significant Dependency Impacts in the Value Chain. At the same time, in accordance with the Company's Risk Management Policy and Procedures, significant risks and opportunities identified will be formally incorporated into the overall risk management framework of the Company. This ensures that various climate and natural risks can be integrated, identified, monitored, and responded to through a cross-departmental collaboration mechanism, thereby enhancing the Company's decision-making agility and resilience during the process of sustainable transition.

4.1.3 Climate and Natural Risk and Opportunity Identification

Chicony Power refers to the scientific research findings published by the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency (IEA), and the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) to conduct an in-depth analysis of the transitional risks, physical risks, and related opportunities that climate change and the loss of natural capital may bring. This analysis aims to comprehensively understand the potential impacts on the Company's future business strategy and operational planning..

In 2024, the Company expanded the assessment scope of climate and nature-related risks and opportunities to encompass the entire value chain and global operation bases for the first time. Additionally, a preliminary list of risk and opportunity issues was established based on industry characteristics to enhance the systematic identification and management of potential impact sources. At the same time, this initiative has also enhanced the transparency of information disclosure regarding climate and natural issues for stakeholders, thereby contributing to a better understanding and trust in the risks and opportunities associated with the transition of business operating models.

Risk / Opportunity	Category	Value Chain of Relevance	Impact on Chicony Power
Transitional Risk	Policy and Regulations	● Chicony Power Operations	● Continuously monitor relevant climate regulations and environmental policies at various global production and operation bases, while also considering the stricter standards required by downstream customers and end consumers (such as energy efficiency). This includes regulations such as the European Commission's Ecodesign Directive, as well as carbon pricing and environmental regulations from various local governments.
	Technology Development	● Chicony Power Operations	● Chicony Power is a manufacturer of electronic components. In response to climate change, the Company has initiated investments in low-carbon technology development. This is achieved through more efficient production methods, such as process automation and intelligence, to reduce the impacts of climate change. ● The brand client is committed to reducing Scope 3 emissions, and the product design needs to be adjusted to enhance recyclability.
	Market	● Upstream Suppliers ● Energy Supply ● Chicony Power Operations ● Downstream Customers	● In response to the requirements of brand clients, it is necessary to strengthen the waste conversion process. ● In response to the demands and expectations of stakeholders, it is necessary to increase the use of recycled materials and renewable energy to achieve the goals of energy conservation and carbon reduction. ● The price uncertainty of upstream raw materials will be influenced by fluctuations in policies and market trends.
	Reputation	● Chicony Power Operations	● Chicony Power actively participates in international initiatives (SBTi, RE100, TNFD Forum, etc.) and communicates the results of its risk response efforts to various stakeholders.
Physical Risk	Immediate	● Upstream Suppliers ● Energy Supply ● Chicony Power Operations	● If the production and operation sites and suppliers are affected by immediate climate events, there may be a halt in production or a disruption in the supply chain. ● If important water source locations in various production and operation sites are affected by other stakeholders, it may be necessary to install additional equipment.
	Long-Term	● Chicony Power Operations	● If important water source locations in various production and operation sites are affected by other stakeholders, it may be necessary to install additional equipment.
Opportunity	Market	● Energy Supply ● Chicony Power Operations	● Actively respond to climate and nature-related policies, obtain specific subsidies, and enhance the Company's competitiveness during the transition process.
	Resource Efficiency	● Chicony Power Operations	● Actively enhance the efficiency of resource and energy utilization to achieve an operational model that balances cost-effectiveness with environmental sustainability.
	Products and Services	● Chicony Power Operations ● Downstream Customers	● The reduction in the cost of green technology enhances green competitiveness. Chicony Power provides high-efficiency products and services, creating revenue opportunities in the green market. ● Through restoration and Re-condition and Re-make, we aim to expand the additional value of substandard and obsolete products. ● Earth observation is a significant application of low Earth orbit satellites, playing a crucial role in disaster management and environmental protection. In the future, the increase in the number of Earth observation satellites presents an opportunity for Chicony Power to benefit from the expansion of the satellite terminal product market.
	Ecological System Protection, Restoration, and Regeneration	● Chicony Power Operations ● Downstream Customers	● The global awareness of biodiversity conservation is increasing. Chicony Power's investment in the production of eco-friendly products (such as recycled plastics and low-light pollution LEDs) will help reduce interference with the natural environment and expand emerging markets.

4.1.4 Climate and Natural Scenario Analysis

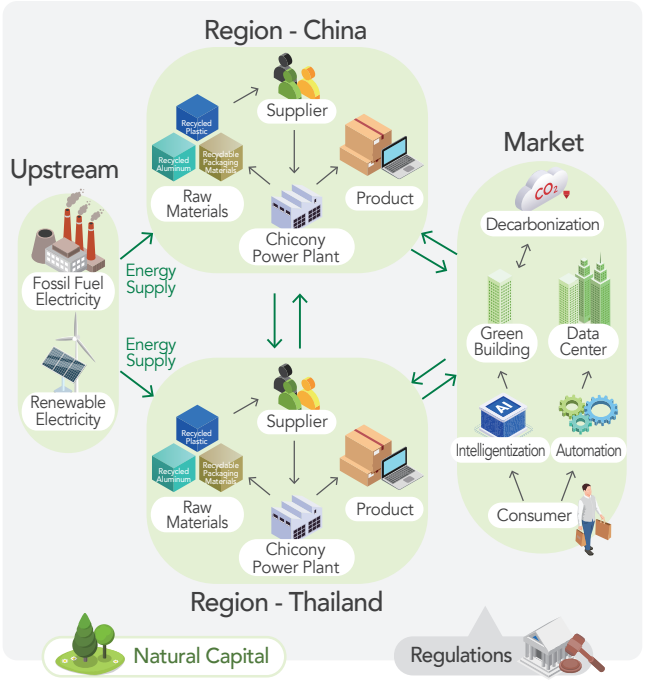
To enhance the operational resilience of Chicony Power, and in response to the high level of uncertainty brought about by climate and nature-related issues, we have adopted a widely recognized risk analysis method - Scenario Analysis. This approach allows us to understand response strategies under extreme scenarios and to identify potential opportunities and business potential.

In 2024, the Company officially referenced the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) for the first time, selecting four representative scenarios for assessment. The evaluation will focus on two core variables: physical risks (ecosystem services) and transitional risks (market drivers), constructing the four scenario frameworks of "Ahead of The Game", "Go Fast or Go Home", "Sand in The Gears", and "Back of The List". Each scenario is constructed based on its contextual assumptions, and further evaluated for its potential impact on operations.

After internal cross-departmental discussions, Chicony Power confirmed that its climate and natural capital strategy will primarily align with the "Ahead of The Game" scenario, actively steering towards a development model characterized by high regulation, high action, and high innovation. However, in situations where the overall economy or policy scenario tends toward conservatism, it is also possible to develop towards a low-intervention scenario characterized as "Sand in The Gears". In response to the aforementioned different pathways, the Company has established corresponding hypothetical baselines to simulate the potential impacts of the significant risks and opportunities identified in the previous section under various scenarios.

Furthermore, to enhance the realism and predictive capability of scenario construction, Chicony Power utilizes socioeconomic pathway parameters corresponding to various assumptions (such as population changes, economic growth, and levels of globalization) and selects appropriate climate scenario combinations that align with specific impact factors, such as climate change, in order to improve the comprehensiveness of risk identification and strategy adaptation.

Background Scenario	Social/ Economic Pathway	Climate Scenario Reference	Other Scenario Reference
Ahead of the game	SSP1	IEA NZE	PRI FPS+Nature



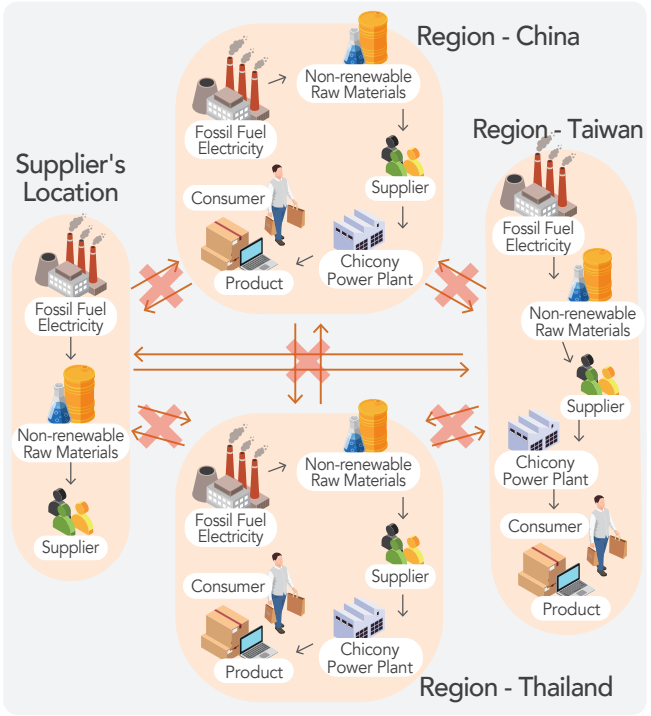
Changes in Product Dependency
- Increase in the Application of Alternative/Recycled Material Products
- The product standards emphasize environmental friendliness and tend toward uniformity
- The product emphasizes high performance

Changes in the Product and Service Market
- Economic growth has increased per capita purchasing power
- Market Transformation Leading to Resource Scarcity
- Market Trends Toward the Development of Green Technologies
- Implementation of Green Building Policy

Changes in Industry Concentration
- Decentralization, on a larger scale within each country

Changes in Regional Impact
- High Transformation Risk Policy Implementation

Background Scenario	Social/ Economic Pathway	Climate Scenario Reference	Other Scenario Reference
Sand in the gear	SSP3	SSP3-7.0/SSP5-8.5	-



Changes in Product Dependency
- Limited Alternative Raw Materials
- Market isolation has led to an increase in product types

Changes in the Product and Service Market
- Trade barriers cause an increase in the prices of imported products, leading to the expansion of the local market

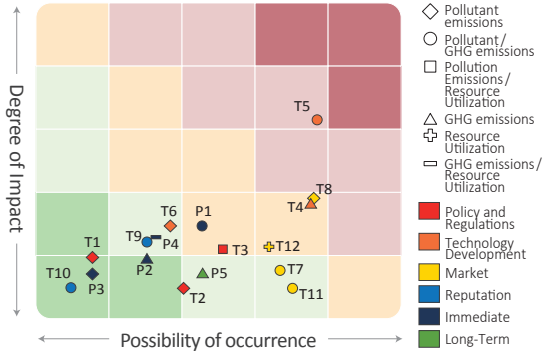
Changes in Supply Chain Concentration
- Decentralization, on a larger scale within each country

Changes in Regional Impact
- Environmental Degradation: Facing More Severe Physical Risks

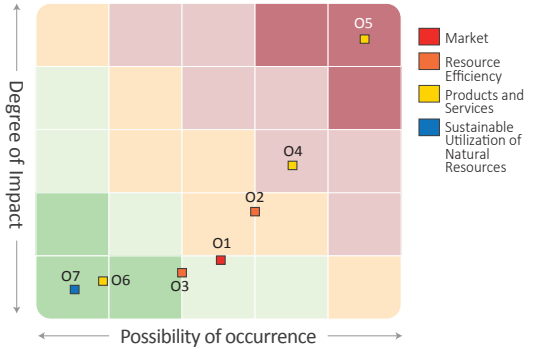
4.1.5 Significant Climate and Nature-Related Risks and Opportunities

According to the results of the climate and natural risk and opportunity ranking, Chicony Power has identified three significant risks and two major opportunities, and further assessed the potential impact of each issue on the Company's value chain within a specific time frame. The aforementioned results serve as the basis for formulating subsequent response strategies and incorporating them into risk management mechanisms, thereby strengthening the Company's resilience to climate change and natural capital, and ensuring the systematic and forward-looking nature of sustainable transition strategies.

Climate and Natural Risk Matrix



Climate and Natural Oppertunity Matrix



Climate and Nature-Related Risks	Impact Driving Factors	Incident Set for Scenario Analysis	Impact on Chicony Power's Operations	Value Chain	Impact Time Frame	Financial Impact Factors
T5- Stricter Regulations on Energy Efficiency and Sustainable Product Design	GHG emissions Pollutant emissions	Ahead of the game: ● Product standards are becoming consistent ● Each region will implement stricter regulatory policies	● Due to the impact of energy efficiency-related regulations, customers may adjust product specifications in response to changes in these regulations. If the Company fails to promptly provide the corresponding products, it will face the risk of losing market demand and declining competitiveness.	● Manufacturing Stage ● Downstream Customers	Short-term to Medium-term	● Decrease in Operating Revenue
T8- Fluctuations in the Costs of Renewable Energy and Recycled Materials	GHG emissions Pollutant emissions	Ahead of the game: ● The standardization of products is increasingly consistent, while the scarcity of specific resources is rising, leading to price fluctuations. ● Each region will implement stricter regulatory policies	● In response to customer demands for sustainable materials and renewable energy, Chicony Power will be affected by price fluctuations if it expands the use of recycled materials; additionally, increasing the procurement of renewable energy certificates will lead to higher electricity expenses.	● Upstream Value Chain ● Manufacturing Stage	Short-term to Medium-term	● Increase in Operating Costs
T4- Automation and intelligentization	GHG emissions	Ahead of the game: ● The reduction in the cost of green technology has made green products competitive.	● To reduce carbon emissions and enhance the efficiency of energy resource utilization, Chicony Power's various manufacturing sites are promoting process automation and intelligentization, which requires investment in equipment procurement costs and increases short-term capital expenditure pressure.	● Manufacturing Stage	Short-term	● Increase in R&D Expenses ● Increase in Equipment Expenditure Costs

Climate and Nature-Related Opportunities	Incident Set for Scenario Analysis	Positive Impact on Chicony Power's Operations	Value Chain	Impact Time Frame	Financial Impact Factors
O5- Development and Optimization of Solutions for Natural and Climate Change Adaptation	Ahead of the game: ● Strengthening nature-related resilience infrastructure in various regions ● Implementation of Green Building Policy	● In response to the risks posed by climate change and the decline of natural capital, satellites will become a key tool for enhancing environmental monitoring and disaster management. This will drive the demand for terminal equipment and receiving facilities, thereby expanding the market size for Chicony Power's power supply units. ● Countries are accelerating the promotion of building energy efficiency improvements and near-zero carbon building policies. Chicony Power's development of smart building system solutions will expand its market share in related sectors.	● Manufacturing Stage ● Downstream Customers	Short-term	● Increase in Operating Revenue
O4- Achieving Product Advantages by Complying with Energy Efficiency Regulations in Advance	Ahead of the game: ● Each region will implement stricter regulatory policies	● Chicony Power's early compliance with customer requirements for switch-mode power supplies may provide a potential advantage in securing customer orders or increasing bargaining power.	● Manufacturing Stage ● Downstream Customers	Short-term	● Increase in Operating Revenue

Note: Short-term 2025-2026, Medium-term 2027-2030, Long-term 2031-2050.

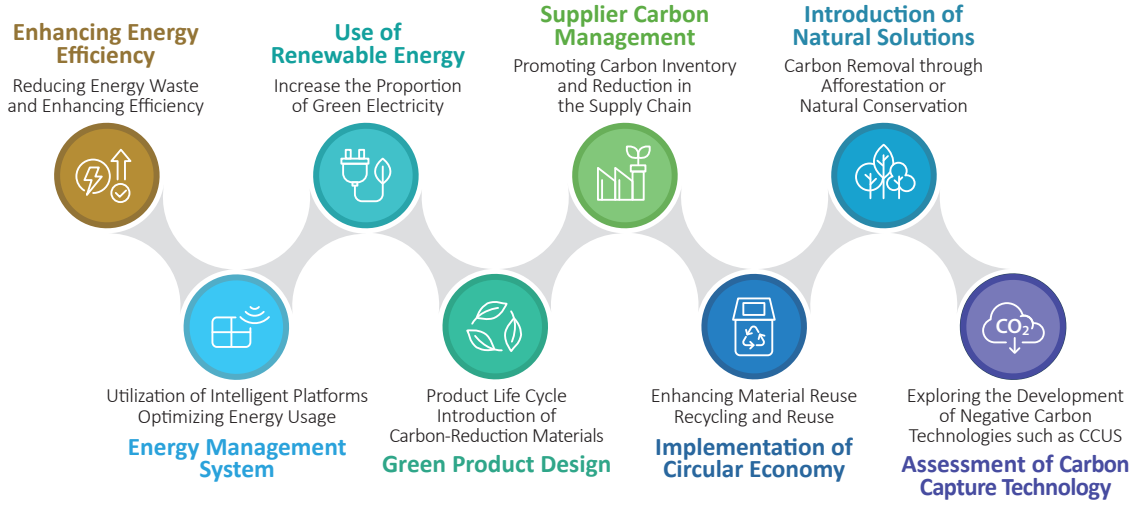
Significant Climate and Nature-Related Risks and Opportunities Countermeasures

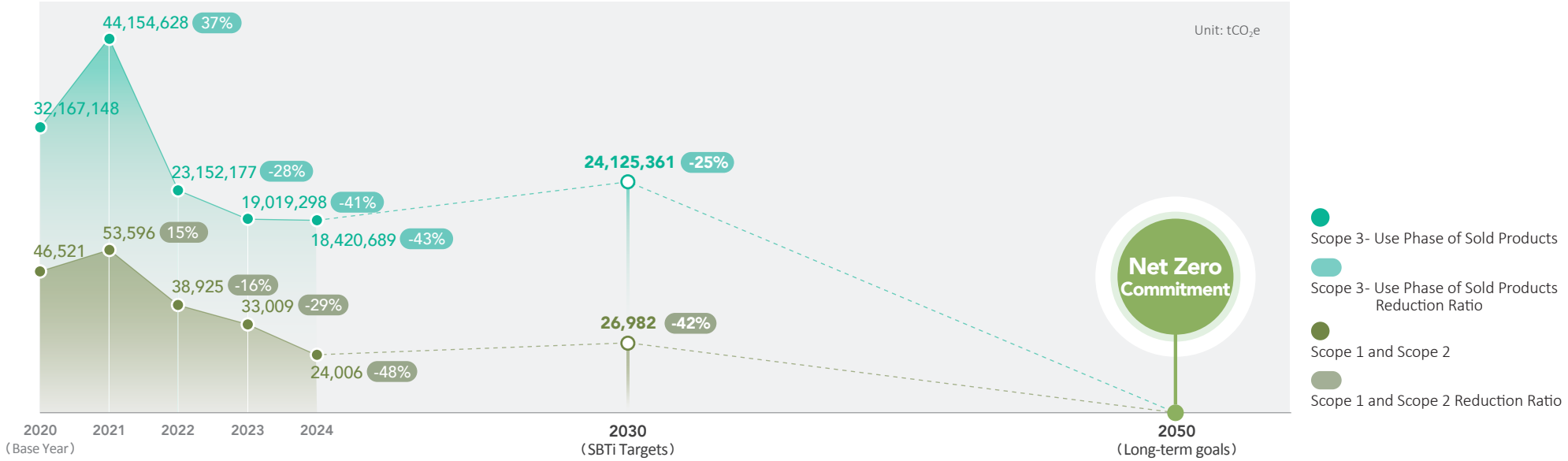
Significant Climate and Nature Risks and Opportunities Issues	Countermeasures	Chicony Power Management Indicators and Objectives
T5- Stricter Regulations on Energy Efficiency and Sustainable Product Design	● Increase investment in the R&D of high-efficiency products to promptly respond to customer requests for adjustments in new product specifications. ● Monitor significant updates to regulations and product specifications in emerging markets, and proactively respond to new regulatory standards and designs.	In accordance with SBTi, we have established progress management indicators, using 2020 as the base year, and set the following carbon reduction targets: ● Scope One and Scope Two: Commit to achieving a 42% absolute reduction by 2030, with a long-term goal of reaching net-zero emissions by 2050. ● Scope Three (Category 11: Emissions during the Use Phase of Sold Products): Commitment to achieve a 25% absolute reduction by 2030. Additionally, the RE100 serves as a management indicator for the transition to renewable energy, with the goal of achieving 100% renewable energy usage at operation bases by 2030, in support of the overall carbon reduction blueprint and the advancement of net-zero targets.
O4- Achieving Product Advantages by Complying with Energy Efficiency Regulations in Advance		
T8- Fluctuations in the Costs of Renewable Energy and Recycled Materials	● Business departments' R&D units are continuing to invest resources in the development and strength testing of products made with eco-friendly materials. ● Procurement units have responded to the situation by exploring alternative material sources and carrying out advance deployment of new raw materials. ● Factories are developing yearly energy conservation plans in accordance with energy management systems to reduce Scope 1 and Scope 2 emissions.	
T4- Automation and intelligentization	● Business departments' R&D units, along with the Automation Engineering Center, collaborates annually with various plants to continuously discuss the feasibility of automation for different processes.	The factory introduces one innovative/automated process each year.
O5- Development and Optimization of Solutions for Natural and Climate Change Adaptation	● Continue to develop power products related to smart homes and green buildings, aligning with global trends in smart energy conservation.	Increase the revenue share of the IWA series within the Chicony Power product portfolio.

4.2 Net Zero Emissions

Since 2022, Chicony Power has implemented the Science Based Targets (SBT) project and successfully passed the SBTi review. In alignment with the 1.5° C scenario outlined in the Paris Agreement, the Company has established science-based carbon reduction targets, with 2030 designated as the milestone year mandated by SBTi. The Company estimates its GHG reduction responsibilities accordingly, clearly establishing dual reduction targets for absolute emissions and emission intensity for Scope 1 and Scope 2. Additionally, Emissions during the Use Phase of Sold Products in Scope 3 have been incorporated into key performance indicators (KPIs), demonstrating a proactive approach to carbon management across the entire value chain.

In 2023, Chicony Power committed to achieving net-zero emissions by 2050, further aligning with global net-zero pathways. The Company will continue to optimize its carbon reduction strategies and action plans, guided by scientific methods to facilitate its transition to a low-carbon economy, while enhancing its resilience and responsibility in addressing climate change.





4.2.1 Greenhouse Gas Management

Chicony Power has established a comprehensive greenhouse gas inventory system in accordance with ISO 14064-1:2018 standards and the GHG Protocol. This system implements a thorough carbon inventory across the headquarters and various production sites, accurately capturing the sources and volumes of emissions. Upon completion of the inventory audit, in addition to conducting preliminary verification through internal audit procedures, an external verification will also be commissioned from a credible third-party inspection organization to enhance the accuracy of the inventory data and the reliability of the disclosures.

In order to actively respond to the risks posed by climate change and to enhance the overall consistency and transparency of greenhouse gas management, the scope of the 2024 inventory disclosure has been comprehensively expanded to include all subsidiaries within the consolidated financial statements. In 2023, the primary production factories, including the Taipei headquarters, Dongguan factory, Suzhou factory, and Chongqing factory, will be the focus of disclosure. We gradually promoted the enhancement of boundary inspection and management levels to align with international sustainability disclosure requirements.

Unit: tCO_2e

	2021	2022	2023	2024
Category 1 Greenhouse Gas Emissions	2,715.26	2,937.73	2,607.86	2,241.86
CO2	899.54	1,022.59	559.40	602.18
CH4	428.57	844.76	215.20	249.21
N2O	4.65	2.99	256.55	137.36
HFCs	1,382.50	1,067.39	1576.71	1,253.11
PFCs	0.00	0.00	0.00	0.00
SF6	0.00	0.00	0.00	0.00
NF3	0.00	0.00	0.00	0.00
Category 2 Indirect Greenhouse Gas Emissions from Purchased Electricity (Location-Based)	50,880.35	35,987.75	30,397.17	34,383.35
Category 2 Indirect Greenhouse Gas Emissions from Purchased Electricity (Market-Based)	50,880.35	35,987.75	30,397.17	21,764.31
Category 1 + Category 2 (Location-Based)	50,880.35	35,987.75	30,397.17	36,625.21
Category 1 + Category 2 (Market-Based)	53,595.61	38,925.48	33,002.68	24,006.18
Total Consolidated Revenue (Unit: NT$ million)	40,363.98	41,066.11	36,311.82	37,176.45
Location-Based- Emission Intensity (tCO_2e/NT$ million)	1.33	0.95	0.91	0.99
Market-Based - Emission Intensity (tCO_2e/NT$ million)	1.33	0.95	0.91	0.65

Unit: tCO_2e

	2021	2022	2023	2024
Category 3 Indirect greenhouse gas emissions from upstream transportation	259,174.08	18,242.66	15,526.82	27,270.22
3-1 Upstream raw material transportation and distribution (4)	253,336.26	13,237.81	7,693.77	23,752.70
3-2 Business travel (6)	112.40	114.43	286.90	417.86
3-3 Employee commuting (7)	722.45	697.46	665.39	1,398.54
3-4 Downstream transportation and distribution (9)	5,002.97	4,192.96	6,880.76	1,701.12
Category 4 Indirect greenhouse gas emissions from products used by the organization	993,389.71	421,379.43	1,041,994.45	892,388.02
4-1 Procurement of goods and services (1)	982,775.34	416,975.71	1,035,784.10	883,387.41
4-2 Capital goods (2)	438.00	190.43	284.66	379.06
4-3 Fuel and energy-related activities (3)	4,167.15	3,236.19	4,706.84	7,386.39
4-4 Waste generated in operations (5)	6,009.22	37.15	241.89	178.13
4-5 Upstream leased assets (8)	0.00	939.95	977.07	1,057.02
Category 5 Indirect greenhouse gas emissions from the use of products associated with the organization	44,168,847.04	23,164,138.43	19,027,673.36	18,421,426.56
5-1 Processing of sold products (10)	-	-	-	-
5-2 Use of sold products (11)	44,154,628.33	23,152,176.84	19,019,297.53	18,420,689.20
5-3 End-of-life treatment of sold products (12)	14,218.71	11,924.33	7,715.88	169.66
5-4 Downstream leased assets (13)	-	37.25	659.94	567.69
Category 6 Other indirect emissions				-
Total Scope 3 Emissions	45,421,410.84	23,603,760.52	20,085,194.74	19,341,084.79
Total Scopes 1, 2 and 3 Emissions	45,475,066.05	23,642,686.00	20,118,197.42	19,365,090.97
Total Consolidated Revenue (Unit: NT$ million)	40,363.98	41,066.11	36,311.82	37,176.45
Scope 3 Emission Intensity	1,125.30	574.77	553.13	520.25

Note: 1. The Company conducts an inventory and calculation of greenhouse gas emissions, uniformly adopting the Global Warming Potential (GWP) values published in the IPCC AR6 Report (AR6, 2023) as the basis for calculations. This approach ensures the scientific validity and timeliness of emissions conversion, enhancing the accuracy and comparability of disclosed data.
2. The Company operation bases that do not use biomass fuel, resulting in zero carbon dioxide emissions from biomass combustion, quantified as 0 tCO2e.
3. The numbers in parentheses following the category names in the table correspond to the category standard numbers defined in the Greenhouse Gas Protocol (GHG Protocol) for Scope 3.

GHG Assurance Information

The 2024 disclosure data has been expanded to include subsidiaries within the scope of the consolidated financial statements. External third-party verification has been obtained, and the verification agency, verification standards, and verification opinions are presented in the table below:

Item	Third-party assurance	Verification Agency	Verification Criteria	Verification Opinion
Subsidiaries within the scope of consolidated financial statements	Yes	SGS (Group Verification)	ISO 14064-3	Reasonable Assurance (Scope 1 & 2) Limited Warranty (Scope 3)

Note: The statement is disclosed on the company website: https://www.chiconypower.com/zh-tw/ESG/EnvironmentalPotection (Path: Environmental Protection)

Chicony Power's GHG reduction targets set through the SBTi organization are as follows:

By 2030, Scope 1 and Scope 2 GHG absolute emissions will be reduced by 42%, and Scope 3 GHG absolute emissions will be reduced by 25%

Item	2020 (base year)	2024				2030 (target year)	
	Emissions (tCO_2e)	Emissions	Reduction compared to base year	Objective	Target achieved	Emissions	Reduction compared to base year
Scope 1 and Scope 2	46,521	24,006	-48.40%	-16.8%	Target achieved	26,075	-42%
Scope 3- Use Phase of Sold Products	32,167,148	18,420,689	-42.73%	-10.0%	Target achieved	24,125,361	-25%

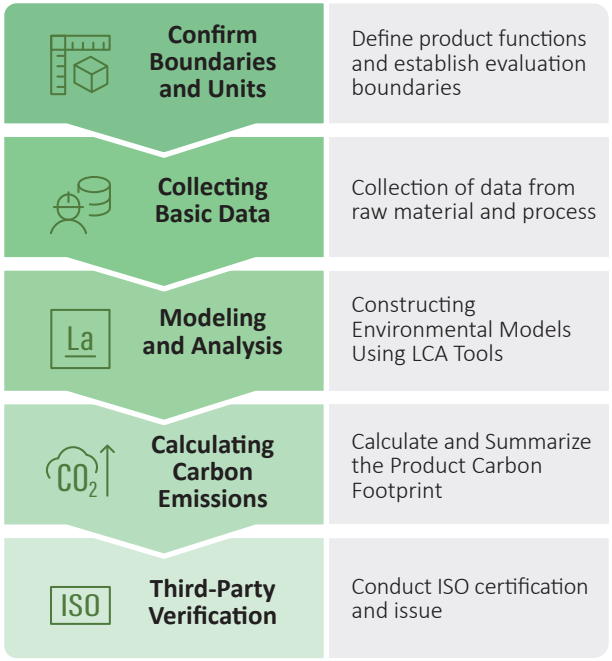
By 2030, Scope 1 and Scope 2 GHG emission intensity will be reduced by 56.8%, and Scope 3 GHG emission intensity will be reduced by 44.2%

Item	2020 (base year)	2024				2030 (target year)	
	Emission Intensity (tCO_2e/NT$ million)	Emission Intensity	Reduction compared to base year	Objective	Target achieved	Emission Intensity	Reduction compared to base year
Scope 1 and Scope 2	1.410	0.65	-54.10%	-31.9%	Target achieved	0.607	-56.80%
Scope 3- Use Phase of Sold Products	972.77	495.49	-49.06%	-20.0%	Target achieved	542.88	-44.20%

4.2.2 Carbon Footprint

Consumption behaviors have a profound impact on climate change, and the assessment of carbon footprints can assist enterprises, individuals, and households in recognizing the environmental impact of their actions, thereby promoting a positive attitude shift towards climate issues. Chicony Power firmly believes that product carbon footprint and Life Cycle Assessment (LCA) are essential for clarifying green development strategies and technological directions. Since 2022, the Company has gradually implemented product carbon footprint inventory in accordance with ISO 14067:2018 standards. This assessment focuses on key products, such as laptop power supplies, and covers the scope from Cradle to Gate. Currently, three product carbon footprints have been completed.

Through a comprehensive review of the supply chain and production processes, and utilizing life cycle assessment software such as SimaPro and databases like Ecoinvent for environmental impact assessment, the findings indicate that the raw material acquisition phase is the primary source of the product's carbon footprint, accounting for over 90% of total emissions. Key contributors include semiconductor components, wiring, and plastic materials, while the manufacturing phase has a comparatively lower share. Chicony Power is able to continuously monitor the environmental impact of its products during the manufacturing phase. The results are applied to supplier negotiations, green design optimization, and process improvements, in order to seek solutions for enhancement and carbon reduction potential. As a leader in the power supply industry, the Company has long adhered to the business philosophy of collaborating with customers to create high-quality products that are more environmentally friendly.



4.2.3 Internal Carbon Pricing

In the face of the severe challenges posed by global climate change, businesses play a crucial role in promoting sustainable development. Proactive carbon management not only embodies environmental responsibility but is also a necessary approach to ensure the long-term competitiveness and resilience of enterprises. To accelerate the achievement of Science-Based Targets (SBT), Chicony Power has proactively planned an Internal Carbon Pricing (ICP) system to internalize the costs of carbon emissions. This initiative aims to drive more aggressive carbon reduction actions and innovations.

There is a growing global consensus on mitigating climate change, and the attention and demands from governments and markets regarding corporate carbon emissions have also increased. In this context, if enterprises fail to effectively manage their carbon footprint, they may not only face pressures related to regulatory compliance and increased operational costs, but they may also miss out on market opportunities presented by the green transition. Chicony Power is promoting internal carbon pricing not only to achieve the established SBT carbon reduction targets by 2030, but also as a strategic initiative aimed at:

- Deepening Cost Awareness and Market Readiness: By assigning a clear monetary value to carbon emissions, enhance the internal units' understanding of the costs associated with carbon emissions. At the same time, by understanding internal carbon reduction costs and external carbon pricing trends, we are preparing for stricter carbon regulations in the future, thereby maintaining our market leadership position.
- Ensuring Sustainable Investment Funding Sources: The internal carbon fees collected will form a dedicated "Climate Fund", which will provide stable support for the factory to undertake necessary carbon reduction investments, such as energy-saving improvements, energy efficiency enhancements, and low-carbon technology research and development.
- Incentivizing Innovation and Performance Improvement: A portion of the funds will be allocated to reward units or individuals that excel in carbon reduction initiatives, encouraging bottom-up innovation and integrating carbon reduction performance with operational management.

Internal Carbon Pricing Mechanism Design

The internal carbon pricing system of Chicony Power has been planned and implemented after careful evaluation of internal and external conditions. In 2024, the Company completed a carbon pricing appropriateness analysis. Moving forward, we will establish corresponding performance monitoring and a dynamic carbon fee adjustment mechanism to strengthen internal incentives for carbon reduction and internalize climate-related risks. This system is scheduled to be officially implemented in the second half of 2025, with the preliminary plan outlined as follows:

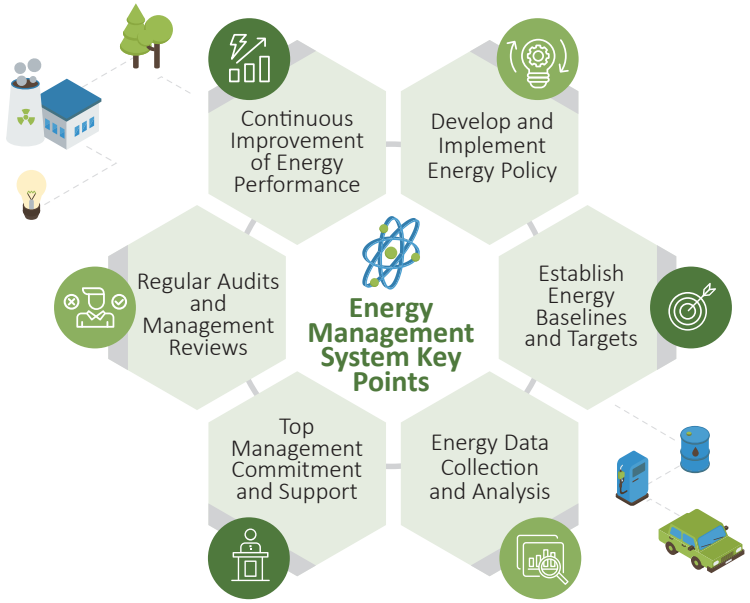
- Pricing Basis: Considering the costs associated with internal carbon reduction projects, external market carbon prices (including carbon trading prices and industry rates), and the additional expenses necessary to meet Science-Based Targets (SBT), the initial internal carbon price is established at NT$1,200/tCO2e. This price will be subject to rolling reviews and adjustments based on future trends.
- Implementation Scope and Timeline: The first phase of the pilot program, commencing in 2025, will target the Suzhou, Chongqing, and Dongguan factories (the Thailand factory will be evaluated based on the implementation status of the Chinese factories). This phase will encompass the greenhouse gas emissions from Scope 1 and Scope 2.
- Charging and Incentive Mechanism: The Target Setting and Emission Charge Integration Method is adopted, calculating the carbon fees payable based on the actual emission levels of each factory. If the emissions are below the annual target for the factory, charges will be based on the basic rate. However, if emissions exceed the target, the excess will be calculated at 1.05 times the basic rate (NT$1,260). This approach aims to enhance the incentive to meet the targets.
- Fund Management and Utilization: The carbon fee operates under a Virtual Cash Flow model, and the income and expenditure will be recorded in the management report. The fund management adopts the principle of "self-sourcing and self-usage, dedicated funds for dedicated purposes". Each factory may apply for funding up to the limit of its accumulated contributions to the carbon fee. The fund's purposes encompass projects that align with the Company's low-carbon transition path, including energy consumption reduction, renewable energy and carbon credits, innovative research and development, and performance incentives. The application will be reviewed by the Headquarters ESG Project Team and approved for disbursement by the Finance Center.

The introduction of the internal carbon pricing system is an important milestone for Chicony Power as it boldly strides towards a sustainable future. This is not only an internal management tool but also a strategic investment aimed at integrating carbon management, financial planning, and performance incentives to collectively drive the Company steadily towards its net-zero targets. With the official trial implementation of the system in the second half of 2025, we firmly believe that through the effective operation and continuous optimization of this system, Chicony Power will be able to systematically address climate challenges and enhance operational resilience.

4.3 Energy Management

The primary source of operational energy for Chicony Power is purchased electricity, while other energy sources include LPG, petrol, and diesel. These are mainly used for facilities such as company vehicles, forklifts, employee cafeterias, and dormitory boilers, etc. In 2024, the Company's total energy consumption reached 306,480.62 GJ, highlighting the importance of operational expansion and energy efficiency management.

To enhance energy usage efficiency and management systems, each factory has successively obtained ISO 50001:2018 Energy Management System certification. This standard assists organizations in establishing a consistent and systematic energy management framework, enhancing energy usage efficiency, management transparency, and internal communication mechanisms, thereby continuously improving energy performance and achieving energy conservation and carbon reduction goals.



Note: The statement is disclosed on the company website: https://www.chiconypower.com/zh-tw/ESG/EnvironmentalPotection (Path: Environmental Protection)

4.3.1 Promotion of Renewable Energy

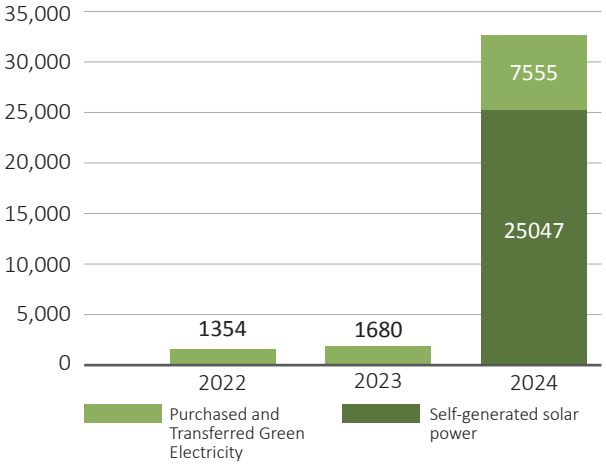
In 2023, Chicony Power and its parent company announced under the Group name that it was joining the RE100 Initiative and committed to the comprehensive use of renewable energy. The Company aims to achieve Scope-2-defined carbon neutrality at the Headquarters in Taiwan and all global operation bases by 2030.

Moreover, the construction of solar energy facilities and the introduction of the smart integration platform and automated energy carbon emissions management platform will reduce wasted energy and facilitate the inventorying of carbon emissions hotspots. In terms of external approaches, the Company will sign power purchase agreements (PPAs) with legal and compliant power plants through various local green electricity trading platforms and purchase renewable energy certificates (RECs) to achieve 100% renewable energy use for the entire company.

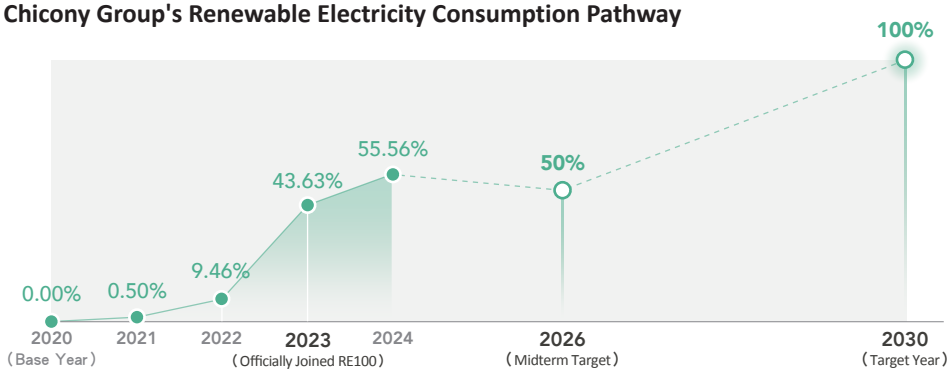
The total electricity consumption by Chicony Power in 2024 was 82,015 MWh, of which renewable electricity consumption accounted for 45,567 MWh (55.56%) More than half of the electricity source has come from renewable energy. The source structure is as follows:

Sources of Renewable Energy	Usage (MWh)	Percentage of Total Electricity Consumption
Purchased and Transferred Green Electricity	25,047	30.54%
Self-Generated Solar Panels	7,555	9.21%
Renewable Energy Certificates (RECs)	12,965	15.81%

The proportion of self-generated and self-consumed green electricity has steadily increased for three consecutive years. In 2024, Chicony Power generated 7,555 MWh of self-produced green electricity through its self-built solar energy systems, in addition to purchasing and supplying 25,047 MWh of green electricity, thereby continuously increasing the proportion of renewable energy in its self-supply. The Company has strengthened its internal renewable energy facilities and external electricity procurement mechanisms, effectively reducing its reliance on traditional energy sources. The combined share of these two sources has reached approximately 40%, demonstrating a high level of execution and tangible results in commitment to RE100 and the vision of achieving net-zero transition.



Chicony Group's Renewable Electricity Consumption Pathway



4.3.2 Energy Usage Status

Internal Energy Consumption

Original Units

	2021	2022	2023	2024
Total electricity consumption (1 + 2 + 3)	80,369.00	74,009.92	80,278.82	82,014.75
1.Purchased gray electricity (MWh)	80,369.00	72,655.80	78,599.10	49,413.09
2.Purchased and transferred green electricity (MWh)	0.00	0.00	0.00	25,047.00
3.Self-generated solar power (MWh)	0.00	1,354.12	1,679.72	7,554.65
Percentage of purchased electricity	100.00%	98.17%	97.91%	90.79%
Purchased green electricity certificates (MWh)	400.00	5,645.00	33,347.00	12,965.00
Renewable energy usage rate (certificates excluded)	0.00%	1.83%	2.09%	39.75%
Renewable energy usage rate (certificates included)	0.50%	9.46%	43.63%	55.56%
Liquefied petroleum gas (LPG) (kg)	5,696.00	5,939.00	3,662.50	3,210.00
Liquefied natural gas (LNG) (cubic meters)	336,750.12	370,961.00	276,688.00	265,751.00
Petrol (1000 liters)	54.36	30.70	41.35	63.52
Diesel (1000 liters)	13.06	78.91	26.43	7.64

Internal Energy Consumption

Unit: GJ

	2021	2022	2023	2024
Total electricity consumption (1 + 2 + 3)	289,328.39	266,435.71	289,003.75	295,253.09
1.Purchased gray electricity	289,328.39	261,560.88	282,956.78	177,887.14
2.Purchased and Transferred Green Electricity	0.00	0.00	0.00	90,169.20
3.Self-generated solar power	0.00	4,874.83	6,046.97	27,196.75
Percentage of purchased electricity	100.00%	98.17%	97.91%	90.79%
Purchased green electricity certificates	1,440.00	20,322.00	120,049.20	46,674.00
Renewable energy usage rate (certificates excluded)	0.00%	1.83%	2.09%	39.75%
Renewable energy usage rate (certificates included)	0.50%	9.46%	43.63%	55.56%
Liquefied petroleum gas	287.61	299.88	184.93	162.08
Liquefied natural gas	12,686.72	13,975.58	10,423.94	10,011.90
Petrol	1.77	1.00	1.35	2.07
Diesel	0.46	2.77	0.93	0.27
Total energy consumption	302,304.96	280,714.95	299,614.90	305,429.42
Total Consolidated Revenue (Unit: NT$ million)	40,363.98	41,066.11	36,311.82	37,176.45
Energy Consumption Intensity (GJ/NT$ million)	7.49	6.84	8.25	8.22

Note: The heating values were determined by referencing figures announced by the Bureau of Energy, including: Electricity: 860,000 kcal/1000 kWh, Liquefied Petroleum Gas (LPG): 12,062 kcal/kg, Liquefied Natural Gas (LNG): 9,000 kcal/m^3, Petrol: 7,800 kcal/L, and Diesel: 8,400 kcal/L. 1 kcal = 4,186 joules; 1 GJ = 1 billion joules.

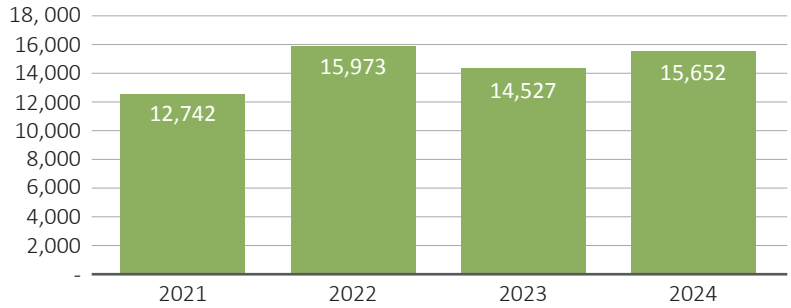
4.3.3 Energy Efficiency Improvement Measures

Chicony Power continues to enhance energy efficiency across its various factories through multiple energy-saving improvement measures, thereby reducing operational carbon emissions. In 2024, the overall energy-saving results were significant, with a total electricity savings of 5,890 MWh (21,204 GJ), equivalent to a reduction of approximately 3,160 tCO_2e. This effectively supports the Company's long-term goal of achieving net-zero emissions.

2024 Major Energy Saving Measures

Energy Saving Category	Energy Saving Measures	Energy Saving Results	Investment Amount
Power	The ventilation system has been changed to a timed control system	Annual electricity consumption: 5,890 MWh Annual carbon reduction: 3,160 tCO_2e Improvement Area: All operation bases	NT$22,550 thousand
	Installation of temperature control devices in the air conditioning water tower		
	Insulation cotton added to the outer layer of the oven		
	All existing lighting equipment has been completely replaced with new energy-efficient LED fixtures.		
	Upgrade of aging water-cooled equipment (Including 2400W system and automatic control)		
	Introduction of energy-saving aging testing system		

Electricity Savings Results (MWh) from 2021 to 2024



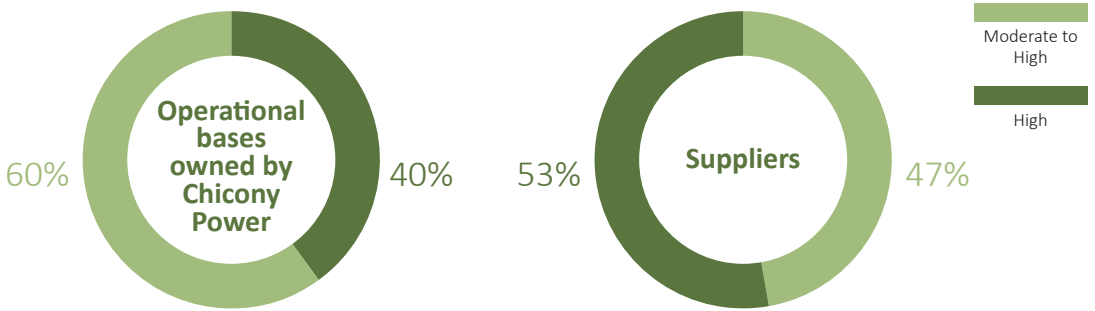
4.4 Water Resource Management

4.4.1 Water Risk Identification

Chicony Power is committed to improving water efficiency and resource value, actively reducing the impact of operational activities on water resources and the environment, and promoting the recycling and reuse of water to improve overall water sustainability. To accurately assess the water resource risks faced by various operation bases and supply chain factories, the Company has implemented the （World Resources Institute, WRI）water risk assessment tools（Aqueduct Tool） provided by the World Resources Institute (WRI) to systematically conduct risk identification and hotspot analysis. This risk assessment follows the guidelines for water-related entity risks as outlined in the TNFD (Taskforce on Nature-related Financial Disclosures) recommended framework, covering five key indicators, which are as follows:

- Water Stress
- River Flood Risk
- Coastal Flood Risk
- Untreated Connected Wastewater
- Coastal Eutrophication Potential

The scope of this assessment by Chicony Power encompasses the major operation bases worldwide and the top 50 supplier factories. This serves as the foundational basis for subsequent water resource management strategies and mitigation actions, while also enhancing the Company's proactive capabilities in natural capital management and supply chain resilience.



Note:1.Chicony Power's operation sites: Chicony Power Headquarters and major operation bases, including the Headquarters, Dongguan Factory, Suzhou Factory, Chongqing Factory, and Thailand Factory.
2.Suppliers: Factory sites of the top 50 major suppliers in terms of procurement amount (not including distributors/agents).
3.Since most of our suppliers are located in Jiangsu Province, their exposure to high water stress is higher compared to our own operational sites.

According to the assessment results from the WRI Aqueduct tool and the recommended indicators from the TNFD, the Suzhou factory and the Thailand factory of Chicony Power are located in areas of high water resource stress. Water stress is defined as "the ratio of overall water demand to water supply in the area", reflecting the local balance between water resource supply and demand. When water resource pressure is high, water-intensive industries will compete with local residents and ecosystems for limited water resources, thereby increasing operational risks. However, the operational model of Chicony Power is classified as a non-process water-intensive industry, with the primary source of water for the factory being domestic water. It does not involve significant water consumption for manufacturing processes. Therefore, even though it is located in a high-risk area, the actual impact on the local water resource system is limited.

To enhance the integrity and scientific rigor of the assessment, Chicony Power further referenced the Weathernews climate database to analyze the trends in water supply variations under climate scenarios for the basins where the Suzhou and Thailand factories are located. This analysis was combined with a cross-comparison of the actual water usage of each factory as a proportion of the total local water consumption. The analysis results indicate that the water consumption of both factories is significantly below 1% of the total water usage in the respective watershed. This suggests that their impact on the local water resource supply and demand relationship is minimal, and it is unlikely to pose significant operational risks in the short term due to fluctuations in water availability. Although the overall water risk for Chicony Power is manageable, the Company continues to adhere to the principle of precaution by actively promoting water conservation management initiatives. This is aimed at enhancing resource use resilience and operational stability in high-risk areas. Relevant measures include the introduction of high-efficiency water appliances for domestic use, optimization of process water allocation, and enhancement of wastewater recovery and reuse technologies, all aimed at improving water efficiency and the benefits of resource recycling. Through a diverse range of water conservation strategies, Chicony Power not only enhances its flexibility in water resource management but also collaborates with local communities to achieve sustainable water resource utilization, thereby fulfilling its long-term commitment to environmental protection.

Proportion of Water Usage in Areas with High Water Resource Stress

Unit: 10,000 tons/day

	Area's water supply under SSP5-8.5 scenario	Factory's water withdrawal	Percentage of area's overall water supply
Suzhou Factory	1,099.79	0.0554	0.0050%
Thailand Factory	4,508.09	0.0172	0.0004%

Note : Each area's water supply volume has been assessed based on Weathernews analysis results and WRI database information.

4.4.2 Water Resources Statistics

The water withdrawal of Chicony Power primarily serves the purposes of employee domestic water and cooling water for factory equipment. Among these, the water used for the air conditioning system constitutes the largest proportion, categorizing it as non-process water. All generated domestic wastewater is properly treated in accordance with local environmental regulations. After treatment through appropriate wastewater treatment facilities, it is either discharged or directly connected to the local compliant sewage system, without posing any pollution risk to the environment.

In 2024, the Company did not incur any fines or penalties at any of its locations due to improper use of water resources or non-compliance with wastewater discharge regulations. This demonstrates that the organization has established effective control mechanisms for water resource management and regulatory compliance, and continues to fulfill its commitment to environmental protection.

2021 ~ 2024 Water Withdrawal Statistics

Unit: m^3

	2021	2022	2023	2024
Total water withdrawal	705,361	657,267	591,135	559,024
Total Consolidated Revenue (NT$ million)	40,364	41,066	36,312	37,176
Water withdrawal intensity (Water withdrawal/Total consolidated revenue)	17.48	16.01	16.28	15.04

2024 Water Withdrawal Statistics - All Factories (by Source)

Unit: m^3

	Taipei	Dongguan	Suzhou	Chongqing	Thailand
Surface Water (Rainwater, River Water, Lake Water)	0	0	0	0	0
Groundwater	0	0	0	0	0
Seawater	0	0	0	0	0
Output Water (Purified Water)	0	0	0	0	0
The urban water supply system or other organizations provide third-party water (tap water)	14,266	232,473	202,296	47,045	62,944
Total water withdrawal	14,266	232,473	202,296	47,045	62,944

2024 Water Discharge Statistics - All Factories (by End-Users)

Unit: m^3

Factory	Taipei	Dongguan	Suzhou	Chongqing	Thailand
Surface Water	0	0	0	0	0
Groundwater	0	0	0	0	0
Seawater	0	0	0	0	0
Third-party water for use by other organizations (connected to the sewer system)	11,413	185,978	171,952	39,988	50,355
Total water discharge	11,413	185,978	171,952	39,988	50,355

2024 Water Discharge Testing Data (Consolidated Testing Scope for Each Factory)

Unit: mg/L

Item	2024 Data
pH	6.8 ~ 7.9
Chemical Oxygen Demand	88 ~ 230
Biochemical Oxygen Demand	18 ~ 77.7
Suspended Solids	26.3 ~ 124
Ammonia Nitrogen	10 ~ 63.5
Total Nitrogen	10 ~ 661
Total Phosphorus	0.38 ~ 31

Note: The water discharge testing data from the headquarters and each factory comply with local government discharge standards.

Chicony Power's Statistics on the Water Withdrawal and Performance

Using 2020 as the base year, the intensity of water withdrawal reduction (measured in m^3/NT$ million) will decrease by 3% annually.

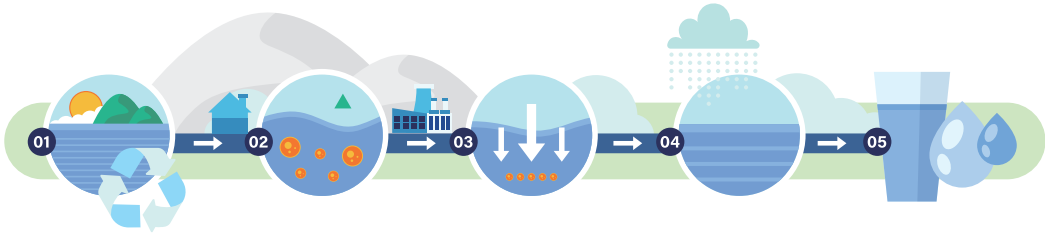
Item	2020 (base year)	2024				2030 Target Year	
	Water Withdrawal Intensity	Water Withdrawal Intensity	Reduction compared to base year	Objective	Target achieved?	Water Withdrawal Intensity	Reduction compared to base year
Water Withdrawal Intensity	22.18	15.04	-32.2%	12.0%	Target achieved	15.53	-30%

2024 Water Discharge Statistics

Unit: m^3

	Water withdrawal	Water discharge	Water consumption
Total quantity	559,024	459,691	99,333
Total consolidated revenue (Unit: NT$ million)		37,176	
Water consumption intensity (Total water consumption/Total consolidated revenue)		2.67	

Note: No water volume measuring facilities have been installed at the Headquarters or the factories. The water discharge volume is estimated to be 80-85% of the water withdrawal volume.



In recent years, climate change has intensified, leading to significant alterations in global rainfall patterns and exacerbating the risk of regional water resource supply shortages. In response to the increasingly severe challenges posed by climate change, Chicony Power has conducted a comprehensive assessment of water resource availability from multiple perspectives, including water demand, production capacity, and operation bases. The Company is actively proposing specific strategies to mitigate potential risks.

The overall water usage of Chicony Power primarily focuses on non-process applications such as employee living needs and air conditioning cooling. The water intensity is low, and its impact on the water resource supply and demand relationship in the areas where the operation bases are located is limited. Consequently, the overall environmental significance risk is relatively low. However, adhering to the principles of prevention and the spirit of resource sustainability, the company actively implements water conservation and recycling management, enhances water use efficiency, and reduces potential risks in the future.

In 2024, the Company recovered a total of 4,216 m3 of water resources through the condensate and rainwater recycling systems. This water was primarily used for irrigation of green areas within the factory, road washing, and replenishing cooling towers. Additionally, the Company promoted the implementation of water-saving faucets and high-efficiency water supply equipment, with an estimated annual water savings benefit of 27,000 m3.

Through a dual strategy of recycling and source water conservation, we demonstrate a proactive management approach in the context of relatively low significant risks to water resources, thereby fulfilling our corporate commitment to climate adaptation and resource protection.

Water recovery system and storage tanks





4.5 Waste Management

4.5.1 Waste Statistics

All waste generated by Chicony Power's power generation and operation sites is classified, transported, and disposed of in accordance with local environmental regulations. The disposal is carried out by qualified waste management contractors. In 2024, the waste disposal contractors partnered with the Company have not violated any environmental regulations or contractual agreements.

Among them, the waste generated by the headquarters is coordinated for disposal by Chicony Power, while the other operational sites plan their disposal mechanisms based on the actual regional conditions. The annual waste generation and disposal methods from 2021 to 2024 are shown in the tables below.

Statistics of Waste Recycling Percentages

Unit: t

		2021	2022	2023	2024
General industrial waste	Reusable	2,931.42	2,640.80	3,143.22	3,536.84
	Non-reusable	798.16	685.05	182.79	243.79
	Recycling percentage	78.60%	79.40%	94.50%	93.55%
Hazardous industrial waste	Reusable	0.00	34.77	28.79	16.50
	Non-reusable	56.33	40.95	71.90	239.24
	Recycling percentage	0.00%	45.92%	28.59%	6.45%
Total waste		3,785.91	3,401.56	3,426.70	4036.36
Total waste recycled		2,931.42	2,675.57	3,172.01	3553.34
Overall recycling percentage		77.43%	78.66%	92.57%	88.03%

2024 Waste Classification by Disposal Site

Unit: t

Item			General industrial waste	Hazardous industrial waste
On-site	Waste directed to disposal	Incinerated	-	-
		Landfilled	-	-
Off-site	Waste diverted from disposal (Recycling)		3,536.84	16.50
	Waste directed to disposal	Incinerated	243.79	239.24
		Landfilled		-

Note: Chicony Power did not have any on-site waste disposal in 2024. The term "on-site" refers to the areas inside the reporting organization's physical boundary or administrative control scope; "off-site" refers to the areas outside the reporting organization's physical boundary or administrative control scope.

2024 Statistics on Scraps and Electronic Waste

Unit: t

		Total
Scraps	Recyclable/Reusable	212
	Non-recyclable and non-reusable	0
Electronic waste	Recyclable/Reusable	35
	Non-recyclable and non-reusable	0

Note: 100% recycling and reuse of scraps and electronic waste.

Chicony Power's Statistics on the Waste and Performance

Using 2020 as the base year, the intensity of waste generated reduction (measured in Metric tons/NT$ million) will decrease by 3% annually.

Item	2020 (base year)	2024 年				2030 Target Year	
	Waste Intensity	Waste Intensity	Reduction compared to base year	Objective	Target achieved?	Waste Intensity	Reduction compared to base year
Waste Intensity	0.088	0.109	22.9%	-12.0%	No	0.062	-30%

Note: The waste increase in 2024 was mainly due to the promotion of the UL2799 Zero Waste to Landfill certification at the Company's factories in Mainland China, which involved complete inventories and statistics compilation for previously unidentified waste items. The Company's factories in Mainland China have obtained the Platinum Award certification, and Thailand Factory is scheduled to obtain the certification by the end of 2025. To ensure data accuracy, relevant targets will be reset after UL2799 is introduced at all factories.

4.5.2 Environmental Management

Operating under the ISO 14001:2015 environmental management systems, Chicony Power regularly tracks and reports the amount of waste generated and sets waste reduction goals. The aim of environmental management is to establish systems that assist enterprises in identifying possible environmental issues for improvement and to reduce the environmental impacts of products throughout their entire life cycle, from design and development to production, sale, use, and final disposal. By improving production methods and reducing energy consumption and raw material waste, an enterprise's production efficiency can be improved and its revenue increased. The spirit of environmental management systems focuses on a process of continuous improvement. By formulating environmental policies, setting goals, implementing planned tasks, and conducting audits and reviews, the substantive purpose of environmental improvement can be achieved. Therefore, ISO 14001 emphasizes the establishment of environmental management systems for enterprises to continuously improve their environmental performance, comply with laws and regulations, prevent pollution, and ensure the participation of all employees along with the commitment of senior management. These measures can assist enterprises in enhancing their environmental performance while achieving the goals of sustainable development.



Note: The statement is disclosed on the company website: https://www.chiconypower.com/zh-tw/ESG/EnvironmentalPotection (Path: Environmental Protection)

4.6 Biodiversity

4.6.1 Biodiversity Policy and Initiatives

Biodiversity not only reveals the richness of life on Earth but also serves as the cornerstone for maintaining ecosystem balance. It is directly related climate regulation, water resource circulation, soil fertility, agricultural production, human health, and other critical ecosystem services. With the intensification of climate change and the loss of biodiversity, natural resources are diminishing at an unprecedented rate, posing significant challenges to global ecosystems.

In 2022, the 15th Conference of the Parties to the Convention on Biological Diversity (COP15) officially adopted the Kunming-Montreal Global Biodiversity Framework (GBF), providing clear guidance for global biodiversity conservation policies and actions leading up to 2030. This action signifies the high level of consensus and urgent need for action within the international community regarding biodiversity issues.

Chicony Power deeply recognizes that the restoration and conservation of biodiversity have become an indispensable part of sustainable business operations. We firmly believe that, in addition to pursuing operational growth and financial performance, enterprises should continuously innovate, proactively enhance natural capital management, and actively exert positive influence in order to collaboratively build a sustainable future.

As a member of the TNFD Forum, Chicony Power has adopted the framework for Nature-related Financial Disclosures (TNFD) and developed the Biodiversity and No Deforestation Policy to systematically identify, assess, and respond to dependencies and impacts on natural capital. At the same time, in accordance with the UN Convention on Biological Diversity (CBD), the Kunming-Montreal Global Biodiversity Framework, the United Nations Sustainable Development Goals (SDGs), and other related international conventions, we collaborate with upstream suppliers and key business partners to jointly promote actions for ecosystem protection and restoration, striving to achieve "No Net Loss" and continuously moving towards "Net Positive Impact." Chicony Power will continue to deepen its management of natural capital, enhance its resilience to climate and natural risks, and work hand in hand with the global community to promote a new sustainable paradigm of coexistence between enterprises and nature.

4.6.2 Management of Biodiversity Sensitive Areas and Significant Dependency Impacts in the Value Chain

Based on the LEAP approach proposed by the TNFD in September 2023, Chicony Power assesses nature-related risks and opportunities (for nature-related risk assessment, please refer to Section 4.1 Climate and Natural Resource-Related Financial Disclosure). The Company deeply recognizes that the connection between the natural capital status and a company's operations is often determined based on the "location" and "dependency" of the analysis object. Furthermore, both its own operations and the manufacturing of upstream raw materials in the electronics industry may impact ecosystems. The specific practices are described as follows:

TNFD Priority Locations and Management of Dependencies and Impacts

LEAP Steps	Chicony Power Evaluation Results
L1: Identification of Business Footprints and Value Chains	● The value chain of Chicony Power is situated in the downstream of the consumer electronics industry, encompassing suppliers of upstream electronic components, metal parts, packaging materials, and plastic components, as well as downstream consumer electronics product assembly plants and end-user application customers. ● Chicony Power has planned buffer zones with radii of 2.5 kilometers and 5 kilometers in this step, which serve as the scope for assessment. These zones represent indirect impact and potential impact areas, ensuring that Chicony Power delineates a comprehensive scope of natural capital impacts. ● At Chicony Power, there are a total of 11 sites located within a 2.5-kilometer buffer zone and 13 sites within a 5-kilometer buffer zone among the 50 largest suppliers in 2023.
L2: The value chain screening is highly dependent on and influences the industry	● Utilizing the database provided by ENCORE, as recommended by the TNFD, we have compiled the ecosystem services and impact factors related to the value chain of the Chicony Power. The identification results are as follows: (1) Dependency: surface water, flow maintenance, quality stability and corrosion control, flood and wind protection, atmospheric and ecosystem dilution, mitigation of sensory impacts, water quality, climate regulation. (2) Impact Factors: Water Pollutants, Solid Waste, Air Pollutants, Greenhouse Gas Emissions, Land Use, Water Resource Utilization.
L3: Connecting with Natural Ecological Interfaces	● By utilizing global and regional biodiversity spatial data, along with the buffer zones defined in Step L1, this report identifies the spatial relationships between various points and ecosystems. It assesses whether the buffer zones intersect with biologically sensitive areas through indicators such as biodiversity hotspots, water resource stress, and ecological integrity.
L4: Identification of Priority Locations in the Value Chain	● We conducted a prioritization of value chain locations based on two key factors: "High Dependency and Impact Industry Point Confirmation" and "Ecological Sensitivity Assessment". After considering the buffer zones of each location, we found that among the various sites of Chicony Power and the top 50 suppliers in 2023, a total of 11 sites, accounting for 15.07%, are located within important biodiversity areas in the 2.5-kilometer buffer zone, and 13 sites, accounting for 17.81%, are situated within important biodiversity areas in the 5-kilometer buffer zone.
E1: Identification of Natural Capital, Ecological Services, and Impact Driving Factors	● Utilizing remote sensing technology to identify surrounding biomes, and referencing the ecosystem services that specific biomes may provide as indicated in the literature, to further narrow down potential ecosystem services.

LEAP Steps	Chicony Power Evaluation Results
E2: Establishing the Pathway of Dependency Impact on Operational Activities	● In order to understand the correlation of the dependencies and impacts with the Company, Chicony Power established dependency and impact pathways for its factories' operations with reference to the Natural Capital Protocol and the TNFD Implementation Guide. The details are as follows: (1)Dependency Pathway: Potential external environmental or social changes may impact nature's state, lead to changes in ecosystem services that the Company relies on, and further affect Chicony Power's operating activities. (2)Impact Pathway: The impact driving factors of the operating activities may cause changes to nature's state, lead to reduction or loss of ecosystem services, and further trigger external environmental or social changes.
E3: Measurement and Impact of Dependence and Influence E4: Materiality Assessment	● Based on the importance of ecosystem services and external impacts, assess nature-related risks, with a focus on the potential substantial effects that the loss or disruption of services may have on operations: (1)High Dependency on Services: Establish monitoring indicators to mitigate risks, based on the operational critical dependency matrix. This will assess the weakening of service-driving factors and their impact on society and business. By integrating stakeholder perspectives and ENCORE data, we will identify significant driving factors. (2)Impact on the Medium-to-High Level: Establish indicators and benchmarks to monitor the reduction of natural capital impacts. ● The results of the ecosystem services analysis are as follows: (1)High: Flood and wind protection, climate regulation (2)Medium: Dilution of water quality, atmosphere, and ecosystem (3)Low: Water flow maintenance, surface water, quality stability and corrosion control, mitigation of sensory impact ● The results of the analysis of significant impact driving factors are as follows: (1)High: Water pollutants, solid waste (2)Medium: GHG emissions (3)Low: Air pollutants, land use, water resource utilization
A Assessment of Risks and Opportunities	● Based on the TNFD risk and opportunity framework and international reporting analysis, we have identified and conducted a preliminary assessment of potential risks and opportunities within the value chain. For detailed information, please refer to section 4.1.3 on Climate and Natural Risk Identification. ● In conjunction with the TNFD scenario analysis guidelines and the natural and environmental changes, macroeconomic conditions, and regulatory shifts faced by the company, we have developed scenario assumptions related to the Company's long-term development trends. For further details, please refer to section 4.1.4 Climate and Natural Scenario Analysis. ● According to our risk and opportunity assessment process, we will identify and prioritize risks and opportunities classified as high or above. For detailed information, please refer to section 4.1.5 on Significant Climate and Nature-Related Risks and Opportunities.
P Response and Report	● In response to high risks and opportunities, we have developed corresponding strategies to address the relevant impacts. We also regularly follow up with the responsible units to assess the implementation status of these strategies. For detailed information, please refer to section 4.1.5 on Significant Climate and Nature-Related Risks and Opportunities ● In response to the natural-related indicators and objectives, we are currently focusing on climate change as a primary driving factor and have established proactive climate goals to address it.



5 Happy Workplace and Social Participation

5.1 Human Rights Protection
5.2 Diverse and Inclusive Workplace
5.3 Happy Workplace
5.4 Health and Safety Workplace
5.5 Social Welfare

Chicony Power firmly believes that employees are the most important partners in the sustainable development of the enterprise. Good labor-management relations and positive social interactions are the key cornerstones for building resilient enterprises and an inclusive society. Therefore, we are committed to constructing a dual-axis development strategy of a "Happy Workplace" and a "Mutually Beneficial Society". This strategy encompasses comprehensive implementation of our commitment to internal personnel through institutional guarantees, health and safety measures, talent cultivation, and diverse care. At the same time, we actively promote social participation initiatives, focusing on local needs, connecting public welfare resources, leveraging corporate influence, and practicing the core value of social co-prosperity.

In terms of labor rights, we adhere to international human rights and labor standards, including the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. We implement the protection of fundamental labor rights, principles of equality and non-discrimination, and strengthen our talent recruitment, retention, and training systems to enhance organizational competitiveness and employee satisfaction. In the area of occupational health and safety, a management system has been established in accordance with the ISO 45001 standard to identify and mitigate workplace risks, thereby creating a safe, healthy, and friendly work environment.

In terms of social participation, we leverage the Company's professional influence in technology and the industrial chain to promote public welfare initiatives centered on industry-academia collaboration and support for disadvantaged groups. We also combine the strengths of the Group to actively participate in creating an inclusive and reciprocal corporate culture. In the future, Chicony Power will continue to deepen the spirit of "human-centered" and "mutual benefit", promoting the dual advancement of a happy enterprise and a responsible society, thereby realizing the vision of sustainable business and social value co-prosperity.

2024 Performance Highlights

Implementing a Corporate Sustainability Program to **cultivate sustainability talent**

Taiwan Stock Exchange **"constituent stock in the Taiwan High Compensation 100 Index"**

104 Job Bank's **"Top 100 DEI Strong Generations"**

1111 Job Bank **Happy Business Silver Award**

The total hours of human rights-related education and training amounted to **34,654 hours representing an annual increase of 42.9%**

The total hours of human rights-related education and training amounted to **34,654 hours representing an annual increase of 42.9%**

The education and training totaled **194,364 hours representing an annual increase of 14.3%**

The education and training totaled **NT$ 26,730,311 representing an annual increase of 36.1%**

Happy workplace and social participation and promotion strategies and management mechanisms

Material Issues Human Rights and Employment

Other Key Issues Occupational health and safety management, talent development and cultivation, and social participation

Commitment/ Policy

Employees are the key to a company's sustainable development. With the aim of creating a happy workplace and ensuring occupational health and safety, Chicony Power has established effective mechanisms and procedures to build mutual trust between employees and the Company, benefiting both sides.

Human Rights Policy:

The policy is aimed at fulfilling corporate social responsibilities and protecting the basic human rights of all employees, suppliers, and business partners.

Performance Management Regulations:

Effectively improve employees' personal performance and share the Company's business achievements to comprehensively enhance the overall operational performance at the company and organizational levels.

Regulations for Education and Training Management:

Strengthen employees' job competency and professional knowledge through complete education and training systems, thereby enhancing the Company's overall competitiveness.

EHS Policy:

Commit to building a safe workplace, so every employee can work under safe conditions.

Diversity, Equality, and Inclusion Policy:

Establish a work environment that is free from discrimination, inclusive, and fair.

Action Plan

1. Value employees' voices; establish various communication channels, so employees can understand the Company's ongoing and real-time status and express their opinions or concerns regarding work and the workplace.
2. Offer competitive salaries and allocate various bonuses/incentives based on the Company's business achievements, departmental work goals, and individual performance so that employees can share in the Company's earnings.
3. Design a complete education and training blueprint; organize education and training based on employees' areas of expertise and job positions to enhance their basic occupational competencies.
4. Continuously improve health and safety performance management ethos in accordance with ISO 45001 Occupational Health and Safety Management Systems standards, the RBA Code of Conduct, and local regulations. Follow PDCA management procedures and promote various measures to effectively prevent accidents.
5. Maintain long-term industry–academia collaboration relationships with National Taipei University of Technology and many well-known professionals and experts, such as Professor Yen-Shin Lai, a famous scholar in the field of electrical and electronic engineering.

Tracking Mechanisms

1. An employee forum is held annually to facilitate direct dialogue with the Chairman and the President.
2. Annual training needs assessment and effectiveness evaluation, serving as the basis for adjustments to the training program for the next fiscal year
3. Regularly conduct safety inspections and hazard identification, and monitor improvement conditions.
4. The Annual Industry-Academia Cooperation Results Presentation Conference showcases the achievements in innovative research and development as well as talent cultivation.

Responsible Units

Administration Management Division

5.1 Human Rights Protection

5.1.1 Human Rights Policy

With the aim of fulfilling corporate social responsibility and protecting the basic human rights of all employees, suppliers, and business partners, the Company follows the principles proclaimed in international human rights conventions such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the International Labour Organization Conventions, and the RBA Code of Conduct. The Company respects internationally recognized basic human rights, including freedom of association, prohibition of child labor, eradication of all forms of forced labor, elimination of discrimination in hiring and employment, no cruel or inhumane treatment of employees, etc. The details are listed as follows:

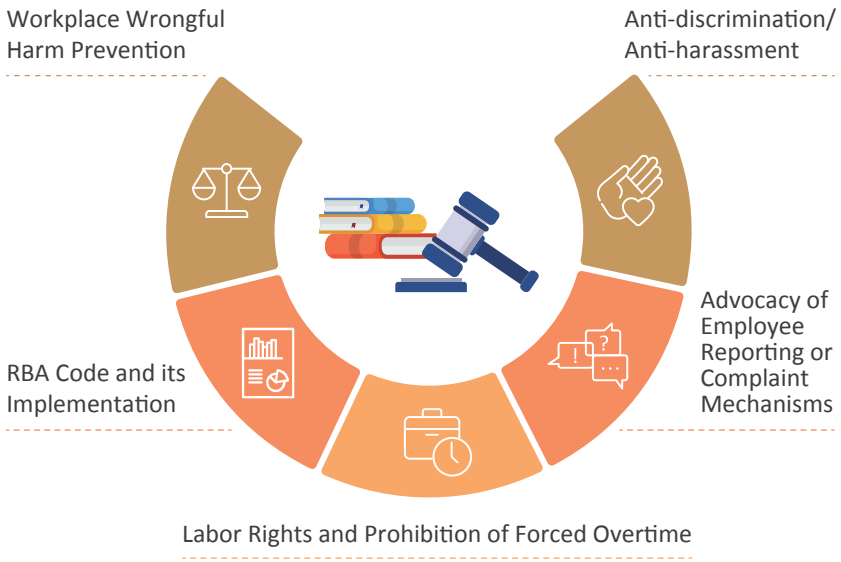
Human Rights Policy Framework		Specific Measures
Labor Rights	Protection of labor rights: All labor contracts signed between employees and the Company are formulated in accordance with relevant local laws and regulations.	1. Provide equal employment opportunities in accordance with the Employment Management Measures, regardless of race, gender, religion, color, nationality, age, political affiliation, sexual orientation, pregnancy status, disability status, social background, etc. All employees must complete the signing of labor contracts on the day they start their jobs at the Company. 2. All employment relationship changes are handled in accordance with relevant labor laws.
No Forced Labor	1. Chicony Power signs written labor contracts in accordance with the law when establishing any employment relationship. These contracts clearly state that the employment relationship is established based on the premise of mutual agreement, and involves no forced labor, human trafficking, or slavery. 2. Chicony Power's supplier partners are also required to eschew all forms of forced labor.	1. Forced overtime is strictly prohibited. When overtime is required for business needs, employees can volunteer for overtime through the online application system. The overtime hours cannot exceed the limits regulated by labor laws. 2. The Company has signed the Declaration of Conflict-free Metal to ensure that its products do not use illegal conflict minerals from the Congo and its neighboring countries and regions. 3. In accordance with the Supplier Management Procedures, all major raw material suppliers shall sign the Declaration of Conflict-free Metal, and they will also be evaluated and audited to confirm if they are involved in any forced labor.
Prohibition of Child Labor	The employment of children under 16 years of age is strictly prohibited by Chicony Power. Young workers over the age of 16 but under the age of 18 are not allowed to engage in work that is potentially dangerous or may involve health hazards, nor are they allowed to work at night or work overtime.	1. The first screening criterion for recruitment is the age requirement. Children under 16 years of age will not be included on the shortlist of candidates. 2. All interviewees are required to fill out a Personnel Information Form prior to the interview, the content of which will be confirmed by interviewing supervisors and HR staff on the day of the interview. 3. The personal data should be double-checked on the day of hiring registration and reviewed before the labor/health insurance application is submitted.
Working Hours	Working hours cannot exceed the maximum permissible by local laws. Unless there is an emergency or an unusual situation, working hours cannot exceed 60 hours per week, and employees must be allowed at least 1 day off every 7 days.	1. Working hour standards are set in accordance with local labor laws to avoid excessive overtime hours that may affect employees' physical and mental health. 2. If working hours must be adjusted, presuming that no laws are violated, the adjustment can be implemented after a consensus is reached through negotiation in labor-management meetings.
Compensation and Benefits	Wages paid to employees must comply with relevant wage laws, including regulations on minimum wage, overtime pay, and statutory benefits. Using salary deduction as a punitive disciplinary measure is prohibited.	1. Compensation standards are set by referencing the overall salary level in the market as well as the Company's financial status and organizational structure. The overall compensation should be determined based on employees' individual professional competencies, job responsibilities, and work performance, and the achievement status of the Company's operating goals. The starting salary is higher than the basic salary regulated by the government. Employees' expertise and the positions they hold are comprehensively considered when determining their salary levels. 2. Using salary deduction as a punitive disciplinary measure is prohibited.
Humane Treatment	Cruel and inhumane treatment of employees is prohibited, including any form of sexual harassment, sexual abuse, physical punishment, mental or physical oppression, or verbal abuse as well as the threat of any such treatment.	1. Reporting/Complaint-filing Mailbox: The supervisor of the Administration Management Division is responsible for handling affairs related to the Mailbox. 2. Management Procedures for the Prevention of Wrongful Harm during the Execution of Job Duties: The Administration Management Division takes primary responsibility for reviewing and handling relevant cases. Additionally, communication and awareness-promotion between supervisors and employees is conducted to avoid workplace violence. 3. Management Regulations on Prevention Measures, Complaints, and Punishment for Workplace Sexual Harassment: The Administration Management Division takes primary responsibility for the acceptance, investigation, and review of grievance cases. Additionally, the Company makes efforts to reinforce a gender-friendly work environment and strictly prohibits any form of sexual harassment. Moreover, information about the aggrieved is kept strictly confidential during administrative procedures to protect the rights and interests of employees who file grievances.
Zero Tolerance for Discrimination	Chicony Power prohibits all tangible and intangible forms of discrimination. The Company clearly stipulates that employees' appointment, appraisal, and promotion will not be affected by race, religion, gender beliefs, political affiliation, age, marital status, etc.	1. Salaries for the Company's recruited personnel are determined based on employees' competence, seniority, experience, education level, and other related factors, with no discrimination based on gender, race, etc. 2. Personnel performance appraisals, salary adjustments, promotions, and other related operations are conducted on a yearly basis in accordance with the Performance Management Regulations and the Employee Promotion Management Regulations. Supervisors of various levels determine employees' performance appraisal results based on the employees' work performance, then submit lists of candidates for salary raises and promotions based on the appraisal results, with no discrimination based on gender, race, etc.

The total human rights-related education and training hours for 2024

The Company is committed to enhancing the human rights awareness of all employees by integrating relevant topics into regular training. In 2024, the total hours dedicated to education and training related to human rights reached 34,654 hours. This represents a significant increase of 42.9% compared to the 24,525 hours recorded in 2023, demonstrating our ongoing commitment to enhancing our investment and focus in this area.

Base	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total
Hours (H)	336	6,392	8,573	5,959	13,394	34,654

Major advocacy topics (including but not limited to the following)



5.1.2 Human Rights Mitigation and Remediation Measures

Chicony Power identifies potential human rights risks in accordance with its Human Rights Policy and establishes comprehensive mitigation and compensation mechanisms to safeguard the fundamental human rights of all employees and value chain partners.

1.Risk Prevention and Mitigation Measures:
- Implement human rights due diligence in accordance with the RBA Code of Conduct, regularly assessing human rights risks in operational activities and the value chain
- Establish standardized recruitment and promotion processes to ensure equal opportunities and non-discriminatory evaluations.
- Regularly review the compensation structure and work hour management to eliminate unequal treatment and instances of overtime work.
- Implement enhanced supervision and auditing for high-risk operational areas and suppliers
- Human Rights Awareness Training: Establishing a culture of respect and inclusion in the workplace

2.Complaint and Communication Mechanism:
- Establish diversified channels for complaints, including a dedicated employee hotline, a suggestion mailbox, and an online platform.
- Establish an investigation team to ensure that complaint cases are handled fairly and confidentially.
- Conduct quarterly labor-management communication meetings to proactively address potential human rights issues.
- Protect whistleblowers from retaliation and ensure the effective operation of complaint channels.

3.Compensation and Relief Measures:
- Establish a graded processing standard and compensation framework for human rights violations
- For confirmed cases of human rights violations, appropriate remedies will be provided, including apologies, reinstatement, and financial compensation.
- Provide psychological counseling and reconstruction support services for affected employees.
- Engage in proactive dialogue with the affected communities or groups to seek consensus on compensation schemes.

4.Tracking and Continuous Improvement:
- Record and analyze all human rights complaint cases to identify systemic issues
- Enhancing company policies and processes based on feedback from complaint cases
- Regularly review the effectiveness of mitigation and compensation measures, and continuously adjust and strengthen them.

Chicony Power is committed to establishing a comprehensive human rights protection system based on the principles of Prevention, Protection, and Remedy through these mitigation and compensation measures. This ensures that the rights and interests of all stakeholders are respected and upheld, while also fulfilling the corporate responsibility towards human rights.

※In 2024, there have been no internal audit facts, reported incidents, or records of penalties imposed by competent authorities mentioned within the framework of the human rights policy.

Note: All production bases and suppliers regularly conduct RBA or external audits as required by RBA (refer to 3.3.2 Guidelines for Supplier Assessments). As of 2024, no bases or suppliers have been identified as having significant human rights risks.

5.2 Diverse and Inclusive Workplace

5.2.1 DEI Culture

In the era of globalization, the success of a business depends not only on innovation and efficiency but, more critically, on its ability to create a diverse, equitable, and inclusive (Diversity, Equity, and Inclusion, DEI) work environment. The Company firmly believes that respecting and embracing diverse cultures, backgrounds, and perspectives not only stimulates employee potential but also drives sustainable business growth. Therefore, we actively promote the DEI principles and align ourselves with international trends, striving to create a workplace environment where all employees can fully utilize their strengths.

In order to systematically promote the DEI principles, the Company officially established the Diversity, Equity, and Inclusion Policy in 2023, serving as an important guideline for corporate culture and management mechanisms. This policy encompasses aspects such as talent recruitment, equitable promotion, inclusivity in the work environment, education and training, performance appraisal, and benefits systems, ensuring that all employees can work and grow in a fair and respectful environment. We also commit to reviewing and optimizing relevant policies annually to ensure alignment with international best practices.

5.2.2 Manpower Structure

The Company actively implements the principle of equality in its talent recruitment and promotion system, ensuring that every employee has access to fair opportunities. We encourage job seekers of different genders, ages, ethnicities, and physical and mental conditions to join us, and we provide flexible work arrangements and family-friendly measures to support diverse needs. We believe that when every employee is able to work in a safe and respectful environment, the overall competitiveness of the enterprise will be significantly enhanced.

As of the end of 2024, the number of employees at Chicony Power had reached 9116. The majority of employees were aged 50 years and younger, accounting for over 93% of the overall headcount on average. Most managerial personnel were 30 to 50 years old, and 100% managerial positions were served by local personnel. Due to factors such as industry characteristics and job market conditions, male employees accounted for a relatively high percentage of R&D personnel at the Taipei Headquarters, whereas the gender ratios varied at other factories based on local work patterns and job market conditions. The total number of employees has not significantly changed compared to 9,021 in 2023.

2024 Manpower Structure

Category	Taipei (9.1%)		Dongguan (21.2%)		Suzhou (33.2%)		Chongqing (19.5%)		Thailand (16.9%)		Total (100%)				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	(%)	Female	(%)	All bases
Regular Employees Note 1	606	227	654	573	1,663	1,368	794	985	361	811	4,078	50.7%	3,964	49.3%	8,042
Temporary Employee Note 2	-	-	323	195	-	-	-	-	85	287	408	45.8%	482	54.2%	890
Case Handling Employee Note 3	-	-	4	180	-	-	-	-	-	-	4	2.2%	180	97.8%	184
Full-time Employee	606	227	654	573	1,663	1,368	794	985	361	811	4,078	50.7%	3,964	49.3%	8,042
Part-time Employee	-	-	327	375	-	-	-	-	85	287	412	38.4%	662	61.6%	1,074
All Employees	606	227	981	948	1,663	1,368	794	985	446	1,098	4,490	49%	4,626	51%	9,116

Note:1.Regular employees are considered to be non-fixed term contract employees, which is equivalent to permanent employees as defined by GRI Standard 2-7.
2.Temporary employees are considered to be fixed term contract employees, which is equivalent to temporary employees as defined by GRI Standard 2-7.
3.The case-handling staff is equivalent to non-hourly guaranteed employees as defined by GRI Standard 2-7.

2024 Statistics on Employment Types for All Employees

Base		Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total
Rank	Managerial (deputy manager or higher)	191	18	53	3	-	265
	Non-managerial	642	1,911	2,978	1,776	1,544	8,851
	Proportion of the Managerial	22.9%	0.9%	1.7%	0.2%	0.0%	2.9%
Position type	R&D	451	25	78	-	-	554
	Others	382	1,904	2,953	1,779	1,544	8,562

2024 Annual Employment Ratio of Individuals with Disabilities and Nationality

Employment of Foreign Nationals and Mental and Physical Health	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total	
Mainland China	-	1,929	3,031	1,779	-	6,739	73.9%
Thailand	-	-	-	-	1,172	1,172	12.9%
Myanmar	-	-	-	-	372	372	4.1%
Disability	9	-	10	-	18	37	0.4%

2024 Distribution of Employee Age Groups

Age Distribution	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total	
<30	111	458	1,644	805	1,045	4,063	44.6%
30 ~ 50	590	1,136	1,294	961	485	4,466	49.0%
>50	132	335	93	13	14	587	6.4%
Total	833	1,929	3,031	1,779	1,544	9,116	100%

2022-2024 Distribution of Female Employees in Managerial Positions

In 2024, the number of female employees at Chicony Power has reached 51% of the total workforce, and female supervisors continue to account for 30% of all supervisory positions.

Category	Female Headcount			Female Percentage		
	2022	2023	2024	2022	2023	2024
Employees	4,157	4,176	4,626	48%	46%	51%
Overall Management	174	196	198	30%	31%	30%
Junior Management	99	116	131	34%	36%	36%
Middle Management	74	80	67	29%	29%	25%
Top Management	1	0	0	4%	0%	0%
Business Unit Supervisor	54	53	50	47%	45%	63%
R&D	96	103	101	18%	19%	18%

Note: Junior management: Supervisors
Middle management: Deputy managers to supervisory personnel with a rank below assistant general manager
Top management: Supervisory personnel with a rank of assistant general manager or higher

5.2.3 Unpaid Parental Leave

Chicony Power provides substantive care and assistance, including unpaid leave arrangements and relevant benefits/subsidies, etc. to support employees who need to take care of their children. The retention rate after unpaid parental leave in 2024 was 100%. Chicony Power has provided comprehensive care mechanisms for employees to look after their children and take care of their families while keeping their jobs, thereby encouraging employees to continue working for the Company.

Year	2023			2024		
Gender	Male	Female	Total	Male	Female	Total
Number of employees entitled to unpaid parental leave	56	16	72	44	14	58
Number of employees who applied for unpaid parental leave	0	3	3	1	1	2
Number of employees expected to return to work (A)	0	3	3	1	1	2
Number of employees who returned to work (B)	0	2	2	1	0	1
Recruitment Rate (B/A)	-	67%	67%	100%	0	50%
Number of employees who returned to work in the previous year (C)	0	2	2	0	3	3
Number of employees who returned to work and have remained employed for at least 1 year (D)	0	2	2	0	3	3
Retention Rate (D/C)	0	100%	100%	0	100%	100%

5.2.4 Talent Recruitment and Retention

Chicony Power, in accordance with employee career development and the Company's operational strategy, recruits outstanding talent from various regions through multiple channels. This includes collaboration with universities and colleges on industry-academia training programs, as well as alignment with government initiatives to promote employment, actively expanding the sources of talent. We fully recognize that talent is the key to corporate development. Therefore, in addition to targeting professionals with specialized experience, we are also actively recruiting recent graduates. We provide comprehensive training programs and career development opportunities to help new employees quickly adapt to the workplace environment and leverage their strengths. Through internship programs, corporate mentorship systems, and professional skills training, Chicony Power is committed to creating a friendly and competitive workplace culture that allows young talent to develop steadily while growing alongside the Company. Additionally, the Company actively participates in campus recruitment activities, establishing close collaborative relationships with various universities and colleges to provide graduates with stable employment opportunities.

Chicony Power's Recruitment, Job Adjustment, Resignation, and Unpaid Leave Mechanisms

Recruitment mechanism

1. Recruitment is implemented in accordance with the Company's Regulations on Employee Recruitment and Appointment.
2. The recruitment mechanisms are applicable to employees of the Headquarters and expatriate employees at overseas factories and overseas branches. The Human Resources Department determines manpower needs and formulates annual human resources plans. Job vacancy information is released through diversified recruitment channels.
3. Recruitment and review are implemented in accordance with local regulations and various units' needs.

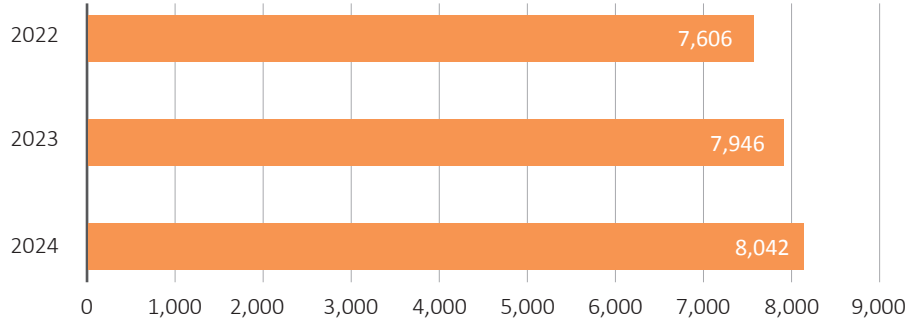
Job adjustment (transfer) mechanism

1. Job transfers can be proposed by unit supervisors and the Human Resources Department. The supervisor must consult the employee and obtain their consent before proceeding with the transfer.
2. After obtaining the employee's consent, the Human Resources Department completes the Application Form for Change in Position Designation, which must be signed and confirmed by the supervisor of the employee's original unit as well as the supervisor of the employee's new unit.

Resignation and unpaid leave mechanism

1. Notice of resignation or unpaid-leave suspension must be given within the announcement period required by local laws and regulations.
2. The Human Resources Department assists in conducting exit interviews to understand the reasons for resignation and assess the possibility of retention.
3. Substitutes are installed for all positions in response to employee turnover to ensure that the Company's operations are not affected by personnel resignation or unpaid leave.

2022 ~ 2024 Number of Full-Time Employees



New Employees

2024 New Employees Statistics

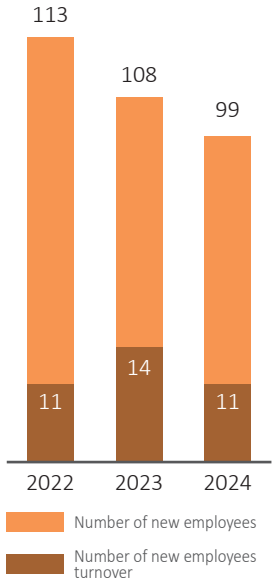
Category	Group	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total
Total number of new employees	Male	79	1,825	1,060	366	405	3,735
	Female	20	806	1,327	290	1,044	3,487
Nationality	Local nationals	99	2,631	2,387	656	1,142	6,915
	Non-local-nationals	0	0	0	0	307	307
Disability	Male	0	0	7	0	4	11
	Female	0	0	3	0	8	11
Rank	Managerial	13	5	2	0	38	58
	Non-managerial	86	2,626	2,385	656	1,411	7,164
Position type	R&D	42	2	10	0	0	54
	Others	57	2,629	2,377	656	1,449	7,168
Age	<30	31	1,341	1,832	524	1,049	4,777
	30-50	60	1,182	536	132	397	2,307
	>50	8	108	19	0	3	138
Education level	Ph.D.	0	0	0	0	0	0
	Master	36	0	1	0	0	37
	Bachelor	61	226	48	9	181	525
	High school (or below)	2	2,405	2,338	647	1,268	6,660
Total		99	2,631	2,387	656	1,449	7,222

Turnover employees

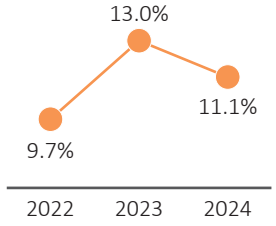
2022 ~ 2024 Statistics on turnover rate

Category	Group	Taiwan			Dongguan			Suzhou			Chongqing			Thailand			Total		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Turnover headcount	Male	69	59	51	2,976	1,930	1,885	1,974	1,763	1,486	1,227	716	358	159	129	278	4,762	3,216	4,058
	Female	23	14	14	2,124	932	851	1,312	965	997	887	565	364	109	135	668	3,378	1,823	2,894
Turnover rate	All employees	12%	9%	8%	239%	141%	142%	108%	87%	82%	121%	70%	41%	30%	21%	61%	95%	56%	76%
Involuntary turnover headcount	Male	0	2	2	0	0	0	15	12	13	0	0	0	0	0	0	0	0	15
	Female	0	0	1	0	0	0	3	4	0	0	0	0	0	0	0	0	0	1
Involuntary turnover rate	All employees	0.00%	0.25%	0.36%	0.00%	0.00%	0.00%	0.59%	0.51%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%
Rank	Managerial	18	16	15	0	0	0	1	2	1	0	0	0	10	13	21	31	34	37
	Non-managerial	74	57	50	5,100	2,862	2,736	3,285	2,726	2,482	2,114	1,281	722	258	251	925	8,109	5,005	6,915
Position type	R&D	52	43	40	6	6	1	29	32	18	0	0	0	0	0	0	87	81	59
	Others	40	30	25	5,094	2,856	2,735	3,257	2,696	2,465	2,114	1,281	722	268	264	946	8,053	4,958	6,893
Age	<30	13	12	12	1,848	1,215	1,344	2,376	2,207	1,923	1,736	974	525	75	45	690	4,055	2,692	4,494
	30-50	61	48	44	3,012	1,575	1,268	897	509	550	378	293	197	193	219	255	3,826	2,247	2,314
	>50	18	13	9	240	72	124	13	12	10	0	14	0	0	0	1	259	100	144
Education level	Ph.D.	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	Master	43	40	2	0	0	0	0	1	1	0	0	0	0	0	0	43	41	3
	Bachelor	48	31	37	9	9	0	45	35	19	10	11	7	15	10	52	127	96	115
	High school (or below)	1	1	26	5,091	2,853	2,736	3,241	2,692	2,463	2,104	1,270	715	253	254	894	7,970	4,901	6,834
Total		92	73	65	5,100	2,862	2,736	3,286	2,728	2,483	2,114	1,281	722	268	264	946	8,140	5,039	6,952

Number of New Hires and Terminations within One Year (Taiwan)



Turnover Rate of New Hires within One Year (Taiwan)



5.2.5 Compensation Information and Benefit Measures

Employee Compensation (Disclosure Scope: Taipei Headquarters)

Chicony Power's employee compensation standards are set by the Human Resources Department by referencing the overall salary level in the market as well as the Company's financial status and organizational structure. The overall compensation should be determined based on employees' individual professional competencies, job responsibilities, and work performance, and the achievement status of the Company's operating goals. In accordance with the Company's human rights policy, the determination of new employees' salaries is not affected by the employees' gender, race, political affiliation, ideology, religious beliefs, sexual orientation, or marital status. The starting salary is higher than the basic salary regulated by the government. Employees' expertise and the positions they hold are comprehensively considered when determining their salary levels.

Average and Median Compensation of Non-managerial Employees

Unit: NT$ thousand

Year	2020	2021	2022	2023	2024
Average annual compensation	1,488	1,616	1,771	1,830	1,888
Median annual compensation	1,297	1,352	1,537	1,626	1,691
Number of non-managerial full-time employees	764	768	716	742	781

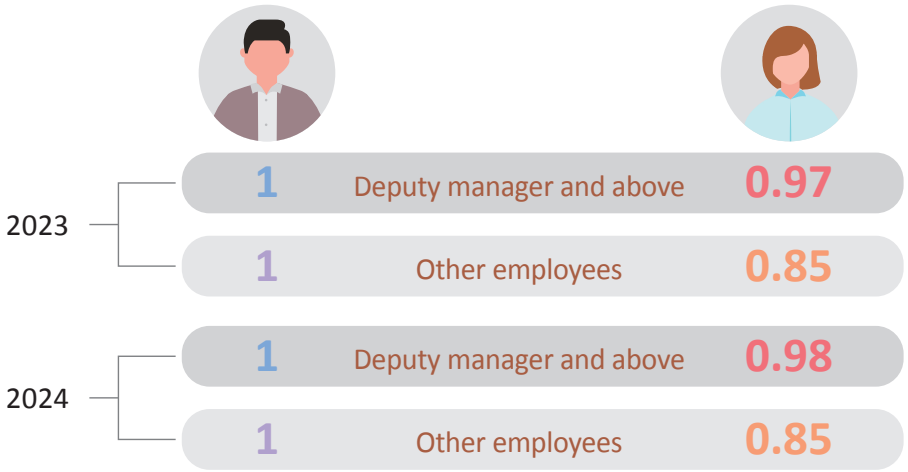
Note: The statistical scope is submitted in accordance with the regulations of the Taiwan Stock Exchange. In this context, non-managerial positions refer to employees excluding managerial personnel (assistant manager level and above).

2024 Total Compensation Ratio

Total Compensation of the Highest-paid Individual in 2024: Median of Total Compensation for all Other Employees	28.6
Percentage of Increase in Total Compensation of the Highest-paid Individual : Median Percentage of Increase in Total Compensation for all Other Employees	0.51

Note: The annual total compensation change ratio is calculated as follows: Percentage Increase in Annual Total Compensation of the Highest-Paid Individual ÷ Median Percentage Increase in Annual Total Compensation of All Employees (excluding the highest-paid individual).

Salary Ratio by Gender



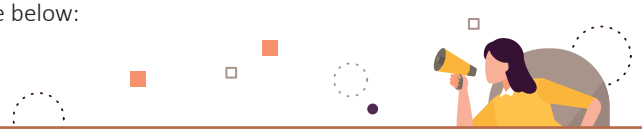
Note:1.The ratios are obtained by comparing the basic salary of female employees with the basic salary of male employees of the same rank, excluding other bonuses or incentives.
2.Deputy M anager and above: ranging from Deputy Manager to Director.
3.In terms of other employees' gender ratio, due to the industry's characteristics, most R&D personnel are male, hence the larger gap between female employees and male employees.



Note:1.Data source of market-level wage: the basic minimum wage announced by the Directorate General of Budget, Accounting and Statistics
2.Entry-level personnel: rank 6 and lower, including operators, senior operators, and junior officers.

Welfare and Measures

To ensure employees' quality of life, Chicony Power offers a salary level exceeding that of industry peers as compensation for employees' hard work. Salaries are adjusted on an annual basis by referencing the prevailing market levels. The Company also rewards outstanding employees through a performance bonus system. The Company also encourages childbirth. In addition to providing the statutory maternity leave days at each location, it offers a childbirth incentives to employees. Relevant details are listed in the table below:



Stock bonus	Allow employees who contribute to the Company's operational performance to share in the Company's business achievements.
Annual salary raise	Annual salary adjustments are conducted based on the Company's business achievements and the prevailing salary levels in the market.
Performance bonus	Performance bonuses for the three major holidays are distributed based on the company's operations and employee performance.
Various allowances	Lunch subsidies, parking subsidies, gym membership subsidies, among others.
Childbirth incentives	To encourage childbirth, starting in 2024, the scope of subsidies will be expanded, and assistance will be provided for the first child. • A financial incentive of NT$66,000 is offered for the first child; • A financial incentive of NT$88,000 is offered for the second child; • A financial incentive of NT$128,000 is offered for the third child; • A financial incentive of NT$168,000 is offered for the fourth child (or any child born after the fourth)
Retirement Plan	1.Labor Retirement Fund (Taiwan, as mandated by law) 2.Social Insurance (China: Five Insurances and One Fund; Thailand: Social Insurance Fund)

With the aim of taking care of employees, reinforcing corporate cohesion, and maintaining harmonious labor-management relations, Chicony Power has established the Employee Welfare Committee to be responsible for the planning and implementation of various benefits programs and the continuous promotion of employee benefits measures through a complete benefits system and various employee activities. The benefits are listed in the table below:

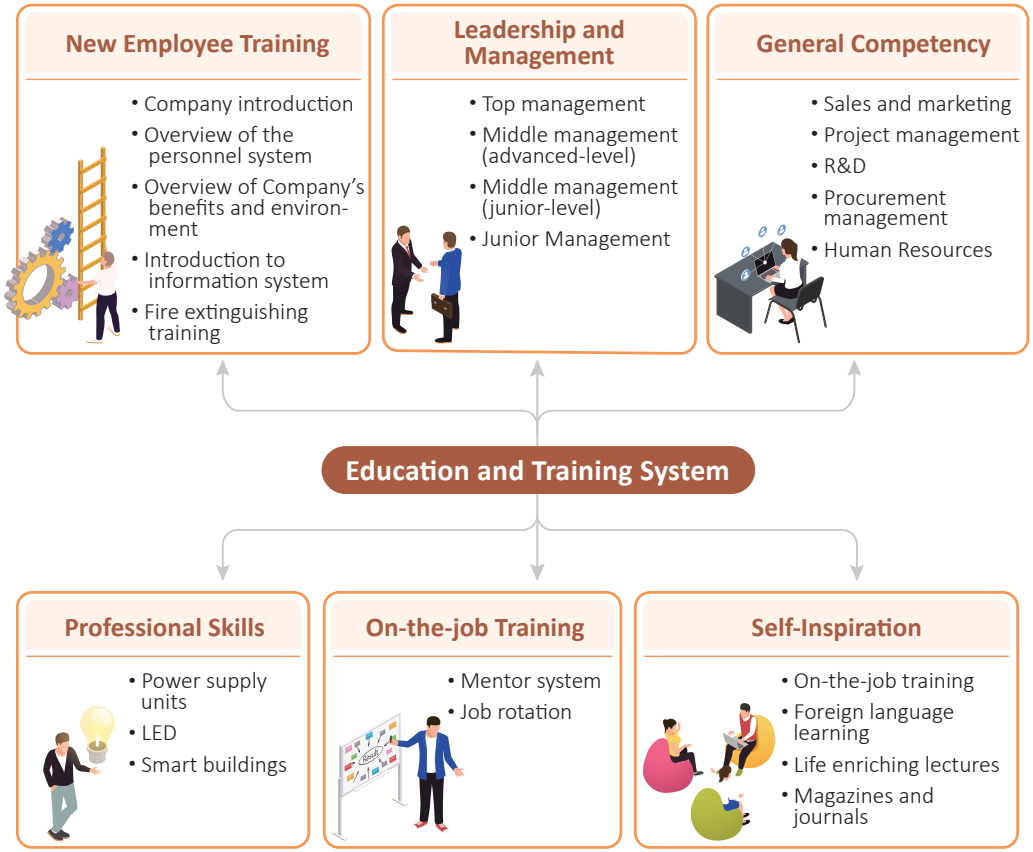
Employee insurance	In addition to Labor/Health Insurance, the Company also provides Group Insurance, the premium for which is paid by the Company.
Diverse allowances	1.Lunch 2.Parking space 3.Gym 4.Travel 5.Marriage 6.Funeral 7.Childbirth
Employee assistance programs	1.Hospitalization subsidies 2.Emergency allowances 3.Scholarships and education subsidies
Festival vouchers	E-vouchers are offered based on each year's budget (Labor Day, Chinese New Year, Dragon Boat Festival, Mid-autumn Festival, and birthday)
Employee activities	1.Diverse club activities 2.Large-scale fun competitions 3.Yearly travel benefits 4.Soft skills courses 5.Grand year-end banquet



In terms of workplace facilities, we pay attention to the needs of different groups by providing friendly and accessible facilities for female employees and employees with disabilities. This includes accessible restrooms and parking spaces, ensuring that all employees can comfortably and safely access and use the Company's facilities. Additionally, we provide lactation rooms that exceed regulatory standards, ensuring that female employees during their breastfeeding period have access to a comfortable, hygienic, and private space. At the same time, the Company has designated parent-child parking spaces to facilitate commuting and drop-off for families with young children.

5.2.6 Training and Development

Chicony Power is committed to talent cultivation and development based on its operational goals and corporate sustainability. The Company's education and training system provides diversified courses covering six dimensions: New Employee Training, Leadership and Management, General Competency, Professional Skills, On-the-job Training, and Self-inspiration. Moreover, the Company engages in industry-academia collaboration to cultivate diversified talent and provide extensive career development opportunities.



The Leadership and Management training focuses on talent cultivation and employee career development planning. It provides on-the-job training for managerial personnel of all levels to reinforce their leadership and management mindset, so they can lead their teams to achieve the Company's goals. To enhance employees' competitiveness, the Company provides training courses related to professional skills and general competencies and organizes yearly technical seminars based on the organization's operational development needs.

Leadership and Management Courses

Course type	Skills cultivated
Top management	Decision-making and adaptability
Middle management (advanced-level)	Leadership, analytical skills, decisiveness, and creativity
Middle management (junior-level)	Team management skills, interpersonal communication skills, talent selection ability, nurturing ability, leadership, and planning skills.
Junior Management	Problem-solving, improvement, guidance, and expression skills

General Competency Courses

Competency type	Skills cultivated
Sales and marketing	Interpersonal communication, customer service, negotiation skills, and global perspectives
Project management	Interpersonal communication, project control and management, and analytical skills
R&D	Creative thinking, technical writing, and project management
Procurement management	Interpersonal communication, negotiation skills, and global perspectives
Human Resources	Interpersonal communication, employee relationships, and profession-related laws and regulations

2022 ~ 2024 Summarized Education and Training Hours Statistics

Operational Areas			Taiwan		Dongguan		Suzhou		Chongqing		Thailand	
Gender			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Average Training Hours for Management Positions		2022	7.87	5.91	3.30	3.00	19.90	22.50	16.00	8.00	18.35	1.25
		2023	9.91	8.87	3.00	2.80	119.48	117.46	5.27	4.00	22.60	5.82
		2024	10.48	7.75	3.20	3.10	103.03	108.96	13.00	15.67	25.80	9.65
Average Training Hours for Dedicated Personnel		2022	9.67	5.54	12.30	12.00	21.00	15.50	16.00	18.00	15.00	16.50
		2023	11.00	6.03	8.30	7.50	16.92	13.33	11.62	11.20	14.60	15.30
		2024	9.23	6.00	8.60	7.40	12.68	8.00	26.46	20.44	19.58	20.21
Average Training Hours for General Staff	All	2022	12.48	6.37	16.38	16.00	65.90	47.30	17.00	27.00	8.64	9.68
		2023	9.15	6.20	14.69	14.00	58.79	56.44	19.25	17.20	9.80	8.10
		2024	8.08	7.44	14.27	13.89	56.88	42.73	20.27	19.21	16.52	14.19
	Technical Engineering	2022	13.04	8.20	18.94	18.50	82.40	48.20	19.00	33.00	10.23	9.92
		2023	8.92	6.40	16.60	15.30	64.64	64.81	19.85	17.67	12.70	10.30
		2024	7.83	6.75	15.20	15.00	62.56	50.82	20.59	19.53	13.98	11.00
	General Administration	2022	8.57	5.35	2.67	2.65	11.00	6.70	12.00	10.00	6.90	5.61
		2023	11.15	6.09	6.20	5.60	26.32	13.24	8.88	8.57	7.10	5.80
		2024	9.65	7.79	5.40	5.20	11.76	9.36	6.54	6.49	7.62	6.92

Operation bases	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total	Annual Growth Rate
Annual Training Hours							
2022	6,834	40,680	78,208	27,517	13,599	166,838	-
2023	6,213	29,372	77,543	37,590	19,279	169,997	1.89%
2024	6,271	28,559	79,403	54,333	25,799	194,364	14.33%
Annual Training Participants							
2022	1,540	9,136	3,738	6,399	901	21,714	-
2023	1,887	6,833	3,709	6,419	1,172	20,020	-7.80%
2024	1,857	6,145	4,042	6,825	1,503	20,372	1.76%

Note:1.The term "managerial position" refers to a rank of deputy manager or higher at the Taipei Headquarters, and a rank of deputy section supervisor or higher at the factories.
2.Technical and engineering: personnel of R&D, engineering, manufacturing, and QA technology units.
3.General administration: personnel of business, finance, administration, information technology, legal affairs, customs affairs, and PMC units.
4.Training for dedicated personnel includes courses related to professional skills or regulatory requirements. (EX: accounting personnel, auditing personnel, EHS personnel, first-aid personnel, ISO seed personnel, and other personnel with professional certificates)

Talent is the cornerstone of a company's success. Chicony Power believes that only when employees fully utilize their professional strengths can the Company gain a foothold as a global leader in green technology and make valuable contributions to the world. This is why Chicony Power always emphasizes education and training in its corporate operations. Furthermore, because managers play an important role in education, training, and talent cultivation, Chicony Power has made great efforts to help managers cultivate and develop their management competencies, thereby strengthening management thinking and leadership, so they can lead their teams to achieve the operating and strategic goals entrusted by the Company. Chicony Power has collaborated with professional advisors to obtain learning resources, and the Company actively invites middle and top managers to impart their knowledge and experience.

2022 ~ 2024 Summarized Education and Training Expenses Statistics

Operation bases	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	Total	Annual Growth Rate
2022	$5,740,501	$2,221,770	$10,083,191	$2,399,649	$746,758	$21,191,869	-
2023	$5,880,940	$1,540,874	$8,531,771	$2,603,588	$1,087,721	$19,644,894	-7.3%
2024	$6,294,328	$1,549,135	$14,461,922	$3,005,471	$1,419,455	$26,730,311	36.1%

Special Topic

Corporate Sustainability Program: Developing Key Talent for ESG Transition

To strengthen internal sustainable governance capabilities, Chicony Power will conduct a Corporate Sustainability Program in 2024, focusing on cultivating ESG seed personnel to promote sustainable thinking and development across various departments. The course content covers ESG trends, carbon emission management, sustainable information disclosure, supply chain responsibility, and regulatory compliance. It aims to assist colleagues in establishing an interdisciplinary sustainable knowledge system and effectively connecting departmental functions with the Company's sustainability goals.

This specialized program has trained a total of 22 sustainable seed personnel from various departments and encouraged participants to apply for the Ministry of Economic Affairs' iPAS Certified Net Zero Carbon Emission Planning Administrator. Ultimately, 15 individuals passed the examination, resulting in a pass rate of 68%. This outcome not only demonstrates the effectiveness of internal learning and the level of professional engagement but also lays a solid foundation for the Company's future transition to net zero and the implementation of its ESG strategies.





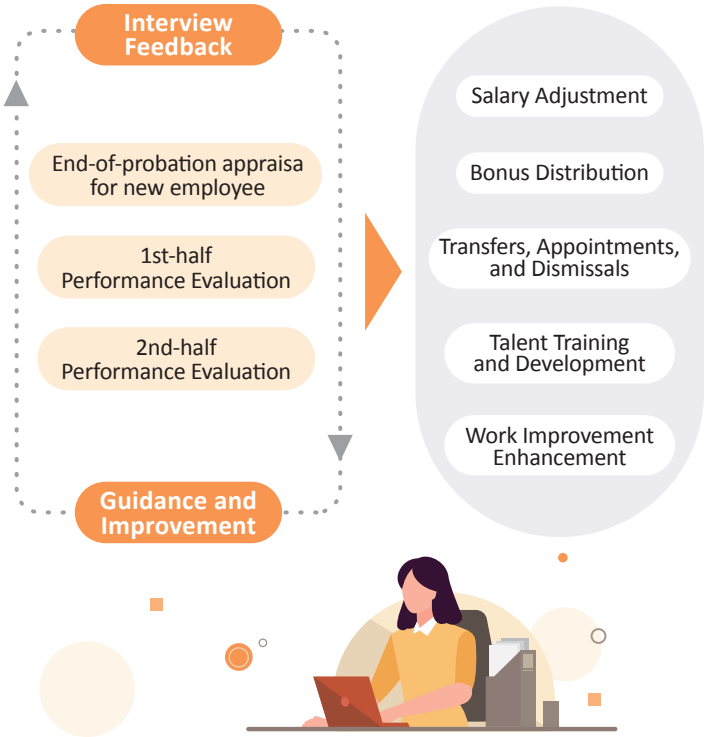




5.2.7 Performance Appraisal

Employees' Personal Performance and Development

Chicony Power has formulated a comprehensive and objective performance appraisal system to effectively evaluate employees' performance. Team leaders regularly evaluate their subordinates and give feedback on actual work achievements. In addition to praising excellent employees to increase staff morale, employees who demonstrate high potential are also identified so that job-fitness planning can be conducted, which helps employees to progress and enhances the organization's efficiency. To encourage continuous improvement by employees, annual performance appraisal results are used as the main basis for salary adjustment, bonus distribution, transfer, reassignment, appointment, talent training and development, and work improvement.



Employee Assessment Structure	Timing of Appraisal	Contents
End-of-probation appraisal	3 months after the job is taken	● When new employees start their jobs at the Company, the Company arranges mentors to assist them in adapting to the work environment and carrying out their designated tasks. ● After an employee has been at the Company for 3 months, an appraisal is conducted to evaluate the employee's ability, attitude, and moral quality. The supervisor also interviews the employee to understand if they are having problems adapting to the work environment, etc., and provides assistance and feedback in a timely manner.
Interim performance appraisal	July	● The appraisal examines three major dimensions based on employees' job categories and organizational duties, namely common core items, management competency, and professional competency. ● Employee self-evaluations, supervisor reviews, and performance interviews are conducted to improve employees' personal and organizational performance. ● Feedback and guidance are offered for the improvement suggestions or solutions proposed by employees during performance interviews.
End-of-period performance appraisal	December	

Annual Performance Appraisal

With the aim of achieving the organization's operating goals, the Company conducts two performance appraisals every year. The appraisal items are split into three dimensions based on employees' ranks and competency categories, namely common core items, management competency, and professional competency. The performance appraisals focus on the evaluation of past performance and feedback thereof, and determine the direction and goals for next-stage tasks and development. Furthermore, performance interviews facilitate effective two-way communication and provide constructive feedback, thereby guiding employees to improve and helping the Company achieve sustainable development and talent cultivation.

Common core appraisal items	Management competency items	Professional competency items		
		General positions	Business	R&D
Creativity Work/design quality Goal setting and achievement Effective communication and teamwork Support for company policies Occupational health and safety Energy saving and emission reduction Moral integrity	Planning and organization Problem solving and analysis Leadership development ability and successor plans	Professional knowledge	Customer relationship	Professional knowledge
		Work efficiency Work willingness and attitudes Self-growth and learning indicators		

Statistics on the Completion Rate of Performance Appraisal for All Employees

Unit: %

Factory		Taiwan		Dongguan		Suzhou		Chongqing		Thailand	
Gender		H1	H2	H1	H2	H1	H2	H1	H2	H1	H2
2022	Managerial	100	100	100	100	100	100	100	100	100	90.0
	General positions	100	100	81.70	91.94	100	100	100	100	98.1	98.8
2023	Managerial	100	100	100	100	100	100	100	100	100	96.0
	General positions	100	100	100	100	100	100	100	100	98.2	98.7
2024	Managerial	100	100	100	100	100	100	100	100	96.1	97.0
	General positions	100	100	100	100	100	100	100	100	86.6	87.1

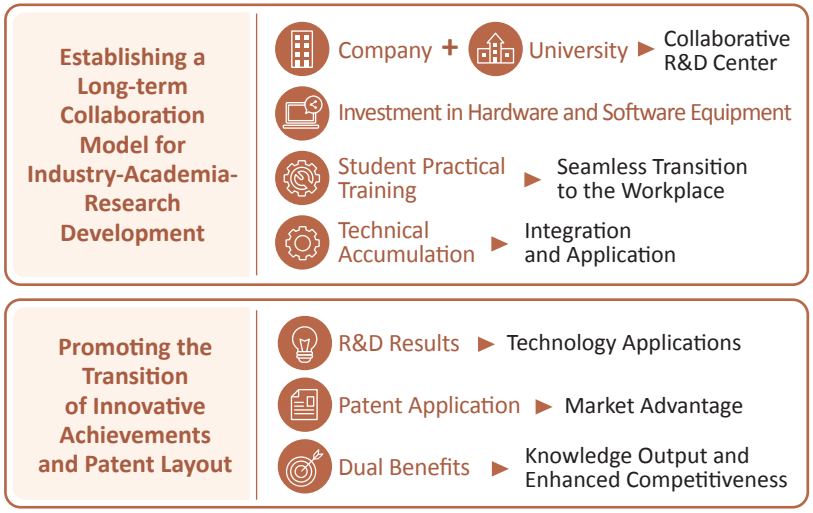
Factory		Taiwan		Dongguan		Suzhou		Chongqing		Thailand	
Gender		H1	H2	H1	H2	H1	H2	H1	H2	H1	H2
2022	Male	100	100	78.10	91.80	100	100	100	100	98.35	97.95
	Female	100	100	87.40	92.10	100	100	100	100	97.20	98.70
2023	Male	100	100	100	100	100	100	100	100	98.10	98.40
	Female	100	100	100	100	100	100	100	100	98.20	98.60
2024	Male	100	100	100	100	100	100	100	100	96.00	97.35
	Female	100	100	100	100	100	100	100	100	97.20	97.95

Note:1.The term "managerial position" refers to a rank of deputy manager or higher at the Taipei Headquarters, and a rank of deputy section supervisor or higher at the factories.
2.Performance appraisal participation and completion rate = Number of performance appraisal participants / Total headcount

5.2.8 Industry-Academia Collaboration

To cultivate key talent in power technology and attract outstanding youth to engage in the industry, Chicony Power has long been promoting industry-academia collaboration and internship opportunities. Since 2014, we have partnered with National Taipei University of Technology (hereinafter referred to as "Taipei Tech") to establish the Chicony-Taipei Tech R&D Center, dedicated to the R&D of new power technologies, and to establishing a dual-track model for talent cultivation and technological innovation. The key points of collaboration are as follows:

1. Establishing a Long-term Industry-Academia-Research Development Cooperation Model: Through industry-academia cooperation programs, Chicony Power invests in the necessary hardware and software equipment for research and development, while Taipei Tech provides a professional technical team to collaborate. Each year, several R&D projects are addressed in this partnership. Students cultivated through this mechanism can seamlessly transition into research and development roles within the Company upon graduation. This not only allows them to complete the Final Stage of practical training ahead of schedule but also enables the R&D center to accumulate and deepen its technical expertise year by year. The results are then integrated and utilized by the Company, achieving a win-win situation for talent, technology, and industry.
2. Promoting the Transition of Innovative Achievements and Patent Layout: In the process of industry-academia collaboration, the key technologies developed will be used by the company to apply for patents with industrial niches. This will further enhance the company's research and development capabilities and market competitiveness, achieving dual benefits of knowledge output and industrial application.



Chicony Power Scholarships

To attract outstanding young individuals to engage in research and development in the field of power electronics, Chicony Power has collaborated with Taipei Tech to establish the Chicony Future Star Scholarship, which offers substantial financial assistance to master's and doctoral students with research potential. Each master's student may apply for NT$200,000 per semester, while doctoral students may apply for NT$250,000. This funding is intended to support their focus on technical research and innovative applications during their studies, thereby enhancing the connection between industry and academia, as well as the effectiveness of talent reserves.

The scholarship program is established through a bilateral contract between the company and the awarded students, stipulating that upon graduation, the students will serve the Company for a duration equivalent to the period during which they received the scholarship. During the award period, recipients are also required to participate in the research outcome reports organized by the company and may apply for R&D alternative service to offset part of their service duration. This system facilitates the establishment of cooperative trust between enterprises and students in advance, promoting a smooth transition for potential talent at the beginning of their careers.

Master's Program in Power Electronics

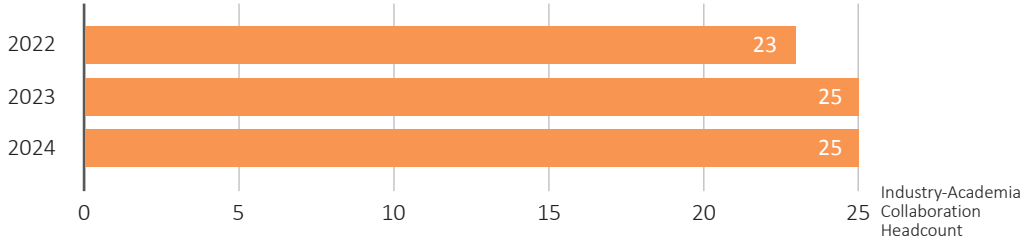
To enhance the recruitment of technical professionals and the effectiveness of industry-academia collaboration, Chicony Power has recently partnered with Taipei Tech and National Cheng Kung University to promote the Master's Program in Power Electronics. The training expenses required for the specialized program will be borne by the Company. Participants must be selected and admitted by the cooperating school before they can participate. Upon completion of the program, they will obtain a master's degree and, in accordance with the contract stipulations, must serve the Company for a minimum of two years.

This specialized program focuses on power supply technology and practical applications, integrating the company's product development needs with academic resources to assist participants in accumulating research and development capabilities and professional knowledge during their studies. Compared to traditional recruitment pathways, the Industry Master's Program establishes a stable and systematic pre-employment model for the introduction of R&D talent. This approach also enhances the tangible outcomes for enterprises in terms of talent reserves, knowledge transfer, and long-term collaboration.

Internship Opportunities

To fulfill corporate social responsibility and facilitate talent cultivation and sustainable development, Chicony Power provides internship opportunities for students every year. In 2024, Taipei Tech will provide 12 research and development internship opportunities, including 10 interns for the Department of Electrical Engineering, 1 intern for the Department of Materials and Resource Engineering, and 1 intern for the 5-year junior college program in Intelligent Automation Engineering. All internships will be paid and conducted at the R&D headquarters, allowing students to gain practical experience, enhance their practical skills, and reduce the gap between academic knowledge and practical application. If students perform exceptionally during their internships, they will be able to transition seamlessly into full-time positions after graduation. The company will also recognize their internship experience and offer preferential salary and benefits, assisting students in demonstrating a competitive advantage from the outset of their careers. This further shapes a positive cycle of talent cultivation between the enterprise and academia.

Industry-Academia Collaboration Participants Statistics in Recent Years



Funds Invested for the Industry-Academia Collaboration

Unit: NT$ thousand

Year	2019	2020	2021	2022	2023	2024
Scholarships and Donations	$800,000	$2,200,000	$1,800,000	$2,000,000	$1,200,000	$5,000,000
Industry-Academia Collaboration	$2,380,952	$5,000,000	$5,000,000	$5,000,000	$5,000,000	$5,000,000
Electronics Industrial Technology Master's Program	$960,000	$960,000	$1,280,000	$1,760,000	$1,600,000	$1,600,000



The professor from Taipei Tech personally visited the Company.



Internship Seminar

5.3 Happy Workplace

5.3.1 Diverse Employee Communication Channels

Chicony Power has always emphasized employee benefits and maintained a harmonious labor-management relationship. In addition to complying with the requirements stipulated in the Labor Standards Act and other relevant laws, the Company also provide employees with benefits exceeding regulatory standards. Chicony Power prioritizes the establishment of good mechanisms for employee communication and complaints , which encourage employees to actively express their opinions and concerns. Multiple channels have been established for employees to comfortably share ideas and solve problems. The combination of regular meetings, feedback channels, and open discussions ensures that employees' voices are heard and valued. Furthermore, anonymous complaint mechanisms have been established to protect employee privacy and security and ensure that employees can confidently raise concerns or complaints. These efforts help promote a good workplace atmosphere and build a culture of trust and respect, making all employees feel valued and supported.

Labor Union

Labor unions have been established at Chicony Power's Dongguan Factory, Suzhou Factory, and Chongqing Factory, but no collective bargaining agreement has been signed. Although the Company has not signed any collective bargaining agreement with the unions, various communication channels have been adopted for the unions to fully express their opinions, thereby maintaining a harmonious labor-management relationship and improving employees' welfare.

Taipei Headquarters	Dongguan Factory	Suzhou Factory	Chongqing Factory	Thailand Factory
No labor union has been established. Communication is carried out through labor-management meetings and the Employee Welfare Committee.	Unions have been established (Committee representatives are elected in accordance with the Regulations on the Fundamental Organizational Election Affairs of Labor Unions of the People's Republic of China to facilitate communication through regularly convened internal meetings.)			Communication is carried out through the Employee Welfare



One-way Advocacy

- Bulletin board : publicizes the Company's latest news and management measures
- E-mail notifications : announce information about company affairs, advocacy issues, and events/activities
- Video wall : displays the Company's operations, benefits, and related achievements



Two-way Communication

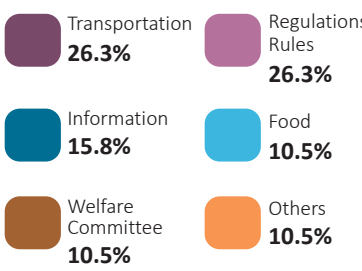
- New Employee Communication Meetings: The Administration Department organizes regular communication meetings to help employees understand the Company's management-related systems and platforms, and to understand if employees are adapting to their new work environment.
- Employee Communication Meetings: All employees are invited to have two-way conversations with the chairman and the president. When opinions are proposed during the meetings, they may be responded to on the spot, or a response may be issued after the meeting, based on additional research and discussion.
- Labor–Management Meetings: Management representatives and labor representatives communicate with each other on a quarterly basis.

Employee Communication Meetings

The Company holds regular employee communication meetings to facilitate internal communication and strengthen team spirit. These meetings provide an open platform for employees to share opinions and discuss the challenges and opportunities encountered at work. Such communication meetings let employees know that their voices are valued and respected, and help them to better comprehend the Company's goals and strategies.

Number of summarized feedback cases: 19

Number of closed cases: 18 (the other one case was issue for open discussion)









Chicony Power has formulated the Management Procedures for the Prevention of Wrongful Harm during the Execution of Job Duties and the Management Regulations on Prevention Measures, Complaints, and Punishment for Workplace Sexual Harassment to protect all employees from any physical or mental harassment and discrimination at work and prevent physical and mental illnesses. The Company has firmly demonstrated its Zero Tolerance policy toward workplace wrongful harm: the Company will never tolerate any bullying imposed on employees by managerial personnel in the workplace, nor will it tolerate any workplace violence among employees, or violence posed to employees by visitors, customers, or strangers in the workplace.

The Company ensures the confidentiality of complainants' identities and provides required health guidance, work adjustments, or other compensation measures. Any acts of retaliation against complainants, reporting persons, or personnel who assist in investigations are absolutely prohibited. Stern punitive measures will be taken for any violations.

1. The Company has formulated the Regulations on the Implementation of Reporting and Complaint-filing and provides channels for reporting and complaint-filing.
2. Report submissions will be processed by the supervisor of the Administration Department. The reporting personnel's personal information and the report content will be kept strictly confidential.
3. If any Company personnel are found or reported to be involved in any unethical conduct, an investigation team will be formed to investigate related violations.
4. The reporting personnel's personal information and the report content will be kept confidential, and the reporting personnel will be protected from retaliatory treatment due to the report.

- Complaint Hotline: 02-66260678 #57100
- Complaint-filing E-mail Address: Hotline@chiconypower.com

5.3.2 Diverse club activities

To enhance employee physical and mental well-being as well as work-life balance, the company has established a variety of clubs, including the Aerobic Exercise Club, Bowling Club, Board Game Club, E-sports Club, LOHAS Club, and Basketball Club. In 2024, a Yoga Club was established, focusing on alleviating muscle tension and stress accumulation caused by prolonged sitting, thereby promoting physical and mental relaxation and health management after work. These clubs offer a variety of leisure and recreation options, allowing employees to enjoy mental and physical relaxation and cultivate hobbies amidst their busy work schedule while also encouraging communication and collaboration among different teams of the Company. These club activities not only satisfy employees' diverse needs for leisure, sports, and social interaction, but also facilitate communication between departments and foster team cohesion, thereby enhancing overall morale and work efficiency. Chicony Power believes that through a healthy and vibrant workplace culture, it can effectively enhance employee well-being and organizational cohesion, thereby achieving a positive cycle of workplace and employee welfare.

To enhance employee engagement and workplace cohesion, the organization not only operates regularly but also periodically hosts various large-scale exchange and competition activities. These events integrate elements of health promotion, interest cultivation, and teamwork, fostering a diverse and interactive corporate culture that demonstrates the Company's commitment to holistic employee care. The following is a summary of 2024 selected club activities:

Aerobic Exercise Club / Triathlon Relay

Combining treadmill, indoor cycling, and swimming, we encourage employees to challenge their physical fitness.





Board Game Club / 2024 Chicony Cup Board Game Competition

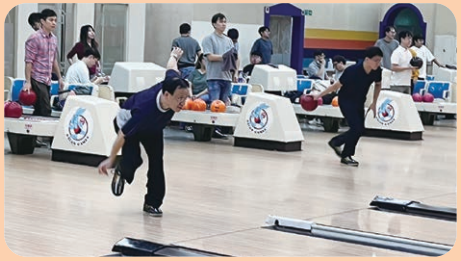
Through strategic games and intellectual challenges, we inspire critical thinking and create engaging interactions.





Bowling Club / Bowling Competition
Call for cross-departmental teams to participate in friendly competitions to enhance communication and teamwork among employees.





Esports Club / It has been some time since we last played.
Create a relaxing and stress-relieving esports platform that integrates popular games for real-time competition.




LOHAS Club / Marathon Road Running
Encourage employees to challenge their personal limits and demonstrate a healthy lifestyle.





5.3.3 Work-Life Balance

To enhance employee well-being and strengthen corporate cohesion, Chicony Power collaborates with its parent company to hold the Chicony Group Family Day annually. This event invites employees and their family members to participate together, fostering emotional connections between employees and their families through various activities such as parent-child interactions, themed events, performances, and game booths. Additionally, organizations such as the Taipei Orphan Welfare Foundation and the Taiwan Guide Dog Association are invited to join in the celebration, promoting family members' understanding and recognition of the Company's culture and workplace environment.

In addition, the Company regularly organizes employee travel activities to provide employees with opportunities to relieve stress and enhance team relationships. This initiative assists colleagues in achieving a balance between work and life, further enhancing organizational cohesion and a sense of belonging. Through these large-scale employee care activities, Chicony Power continues to strengthen the emotional connection between the Company and its employees, fostering a workplace culture based on support and mutual trust.



Five-Day Tour of Jiangnan





Highlights of the Family Day Activities







5.4 Health and Safety Workplace

5.4.1 Occupational Safety and Health Management

Chicony Power places a high priority on occupational safety and health, actively promoting a safety management system that complies with international standards. The Company has successfully obtained ISO 45001 certification for its occupational health and safety management system. Committed to providing a safe, healthy, and friendly work environment to ensure that employees can perform their professional capabilities under favorable conditions. The Company consistently emphasizes workplace safety and health management, and through various environmental, safety, and health measures, it safeguards the rights and well-being of its employees. Additionally, the Company encourages employees to participate in safety training and occupational health activities to enhance risk awareness and reduce potential hazards in the workplace.

Regarding overseas manufacturing facilities, Chicony Power not only strictly adheres to local government regulations related to environmental safety and health but also further requires that overseas locations comply with Taiwan's Occupational Safety and Health Act. This ensures that employees worldwide enjoy the same level of occupational safety standards. This not only reflects the Company's high regard for international safety standards but also demonstrates its care and commitment to employees worldwide. To ensure the effective operation of the safety management system, each factory is equipped with professional environmental, health, and safety personnel responsible for implementing safety policies and supervising the workplace environment. These personnel report directly to the highest authority of the plant to ensure that environmental, health, and safety matters receive adequate resource support and decision-making authority.

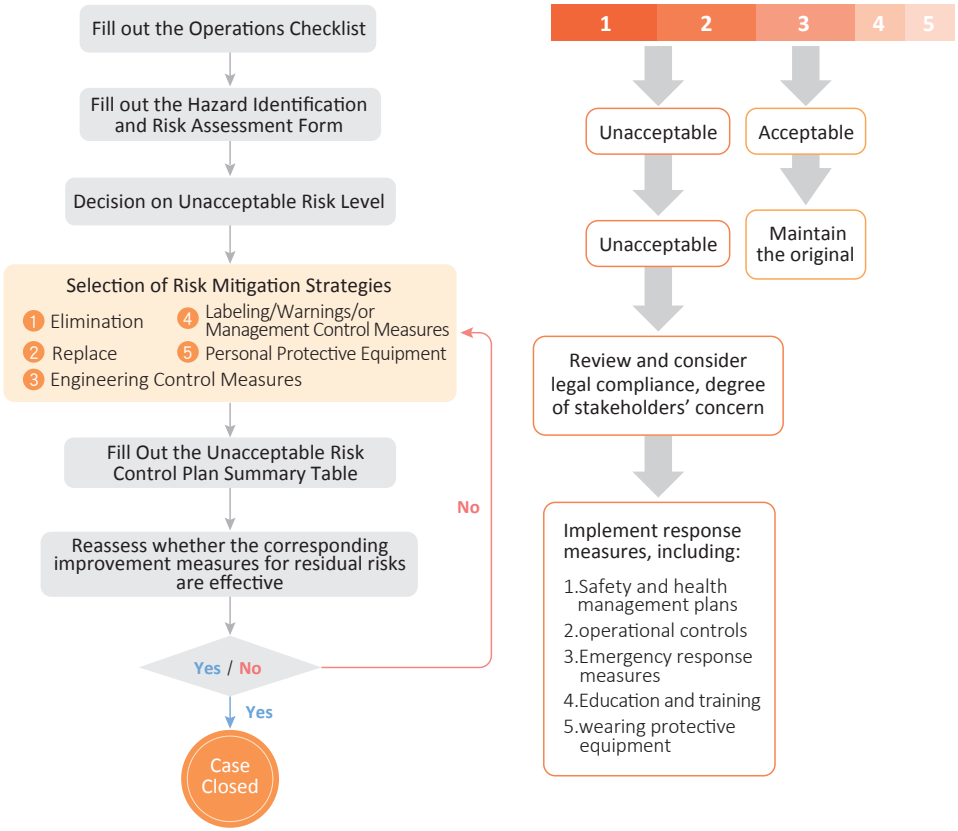
In addition, to strengthen regulation and continuous improvement, Chicony Power conducts irregular environmental, safety, and health audits at each manufacturing factory annually. This ensures that all factories strictly implement relevant policies and regulations, and promptly adjust their response strategies to reduce occupational safety risks. These audits encompass not only inspections of the work environment but also include employee safety training, equipment maintenance, emergency plans, and mechanisms for preventing occupational accidents. Through these rigorous supervision and management mechanisms, Chicony Power has been able to continuously enhance occupational safety and environmental protection standards, creating a safer and healthier working environment for its employees.

Overall, Chicony Power regards its employees as the key to corporate success. Furthermore, through a stringent safety management system, it ensures that all global manufacturing sites meet the highest standards, truly embodying the principle of Safety First. Such efforts not only enhance employee job satisfaction and loyalty but also lay a solid foundation for the sustainable development of the Company.



Occupational health and safety organization

Chicony Power has established occupational safety and health management organizations in Taiwan, China, and Thailand in accordance with legal requirements. In Taiwan, this organization is known as the Occupational Safety and Health Committee, which consists of 10 members, with the number of labor representatives exceeding regulatory requirements. The committee convenes quarterly as mandated by law. Similarly, in China and Thailand, arrangements have been made for employees and laborers to participate regularly in meetings related to occupational safety and health.



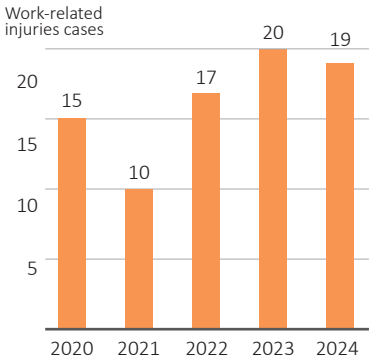
Hazard Identification and Risk Assessment

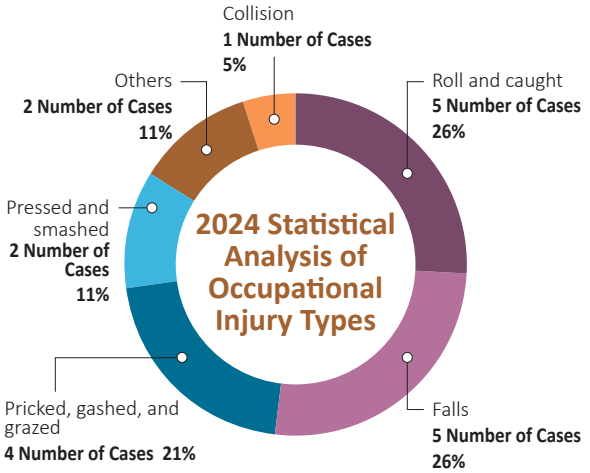
In order to effectively implement the Company's health and safety management, Chicony Power improves health and safety management efficiency by means of ongoing hazard identification, risk assessment, and proper preventative actions or necessary control measures. The Company's goal is to avoid the occurrence of worker injuries or accidents caused by operating procedures, activities, products, services, facilities, etc., which may otherwise affect the health and safety of factory personnel and stakeholders and lead to financial losses. The aforementioned "workers" includes employees (fixed/non-fixed term contract employees), contractors, suppliers, and interns. Unacceptable risk levels are determined based on the assessment results obtained through the Procedures for Hazard Identification and Risk Assessment adopted by the Headquarters and all factories. Engineering control measures are prioritized for unacceptable risks. As for the risk identification and assessment of contractors' operating personnel, the operational risks and the control methods are discussed during construction meetings or tool box meetings.

When new equipment is procured or manufacturing processes are changed, change management procedures are implemented to ensure the health and safety of personnel and the factory as a whole. These procedures include pre-procurement safety assessments of the new equipment, the addition of safety/protective measures, and source control measures such as assessing and using low-hazard chemicals as substitutes for high-hazard chemicals. Moreover, regular hazard identification and risk assessments are conducted for all operating procedures, and control measures are taken for unacceptable risks. Furthermore, for operations with higher risks and hazards, responsible units must submit applications in advance; such operations can only be performed after being approved by the relevant units.

If employees discover a concern of imminent danger while performing their duties, in accordance with the Occupational Safety and Health Act, under conditions in which the safety of other workers is not jeopardized, they may terminate work of their own accord and retreat to a safe location, and they shall not be liable for the consequences of such retreat, nor shall they be subject to punitive measures. Additionally, in the event of occupational accidents in factories, reporting and investigation should be conducted in accordance with the Management Procedures for Accident Reporting and Investigation as a basis for improvement. The reporting/complaint- filing process must be objective, fair, and impartial, and the interests and privacy of victims and reporting persons must be completely protected.

2020 ~ 2024 Statistical Analysis of Occupational Injury Cases





Base	Taiwan			Dongguan			Suzhou		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Working Hours	1,308,551	1,255,380	1,676,000	6,945,300	5,269,285	4,054,119	10,435,299	11,189,742	7,992,247
Number of Employees	777	798	833	2,130	2,034	1,929	3,043	3,127	3,031
Work-related injuries headcounts	-	-	-	7	7	7	8	6	4
Number of Serious Occupational Injuries (Excluding Fatalities)	-	-	-	-	-	-	-	-	-
Fatal occupational injuries headcounts	-	-	-	-	-	-	-	-	-
Occupational disease headcounts	-	-	-	-	-	-	-	-	-
Fatal occupational disease headcounts	-	-	-	-	-	-	-	-	-
Number of occupational disease cases recorded	-	-	-	-	-	-	-	-	-
Loss of work days due to disability	-	-	-	207	105	415	60	237	413.56
Recordable occupational injury rate (disabling injury frequency rate (FR))	-	-	-	1.01	1.33	1.73	0.77	0.54	0.50
Disabling injury severity rate (SR)	-	-	-	30	20	102	6	21	52
Serious occupational injuries rate (excluding fatalities)	-	-	-	-	-	-	-	-	-
Percentage of fatal occupational injuries	-	-	-	-	-	-	-	-	-
Recordable occupational disease incidence rate	-	-	-	-	-	-	-	-	-
Percentage of fatal occupational disease	-	-	-	-	-	-	-	-	-

Base	Chongqing			Thailand			Total		
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024
Working Hours	4,504,444	5,385,422	,685,880	1,924,104	1,975,056	3,827,224	25,117,698	25,074,885	22,235,470
Number of Employees	1,744	1,822	1,779	881	1,240	1,544	8,575	9,021	9,116
Work-related injuries headcounts	1	1	3	3	8	5	19	22	19
Number of Serious Occupational Injuries (Excluding Fatalities)	-	-	-	-	-	-	-	-	-
Fatal occupational injuries headcounts	-	-	-	-	-	-	-	-	-
Occupational disease headcounts	-	-	-	-	-	-	-	-	-
Fatal occupational disease headcounts	-	-	-	-	-	-	-	-	-
Number of occupational disease cases recorded	-	-	-	-	-	-	-	-	-
Loss of work days due to disability	2	1	112	95	4	15	364	347	955.56
Recordable occupational injury rate (disabling injury frequency rate (FR))	0.22	0.19	0.64	1.56	4.05	1.31	0.76	0.88	0.85
Disabling injury severity rate (SR)	0	0	24	49	2	4	14	14	43
Serious occupational injuries rate (excluding fatalities)	-	-	-	-	-	-	-	-	-
Percentage of fatal occupational injuries	-	-	-	-	-	-	-	-	-
Recordable occupational disease incidence rate	-	-	-	-	-	-	-	-	-
Percentage of fatal occupational disease	-	-	-	-	-	-	-	-	-

Note:1.The work-related injury incidents included in the statistics are those that occurred within the plant areas.
2.Recordable occupational injury rate = Disabling frequency rate (FR) = Work-related injuries headcounts × 1,000,000/Work hours
3.Disabling injury severity rate (SR) = Loss of work days due to occupational injuries × 100,000/Work hours
4.Loss of work days due to occupational injuries (Excluding Fatalities) = Number of Serious Occupational Injuries (Excluding Fatalities)/Work hours x 1,000,000
5.Occupational injury fatality rate = (Fatal occupational injuries headcounts/Work hours) × 1,000,000
6.Recordable occupational disease incidence rate = (Occupational disease headcounts/Work Hours) × 1,000,000
7.Occupational disease fatality rate = (Fatal occupational disease headcounts/Work hours) × 1,000,000

Occupational Health and Safety Education and Training

With the aim of improving workers' health and safety knowledge and accident-response ability and avoiding the occurrence of occupational accidents, in addition to organizing relevant health and safety training sessions in accordance with regulatory and operational requirements, the Company also uses e-mail, bulletin board posters, safety knowledge Q&A, and other methods to enhance employees' awareness of workplace environmental hazards and impart the health and safety knowledge and concepts required for accident prevention. In 2024, the education and training carried out by Chicony Power in Taiwan, Mainland China, and Thailand included health and safety training sessions for new and current employees (with course content focusing on hazardous chemicals, machinery and equipment, hazard identification, and electrical safety), certificates required by laws and regulations, emergency response and fire-safety training, and personnel safety training related to the introduction of new equipment or technology. All training sessions were conducted in local languages or the languages used by foreign-national employees, and post-training tests were arranged to evaluate the effectiveness of the training. In 2024, a total of 106,602 participants attended relevant education and training courses, totaling 107,727 training hours.

Employee Occupational Health and Safety Education and Training Statistics

Common items

- Worker safety training for machine operation
- Safety training for new employees in the work environment
- Personal protective equipment training
- Occupational health and safety prevention
- Fire extinguisher operation training
- Electricity usage regulations training
- Traffic safety education and training
- Earthquake evacuation drill
- Emergency first aid and CPR training
- Emergency response training

Professional items

- Training for hazardous materials warehouse managers
- Production safety management training
- Chemical leak response training
- Safety education and training for forklift operators
- Safety supervisor training

Occupational health and safety drill





Contractor management

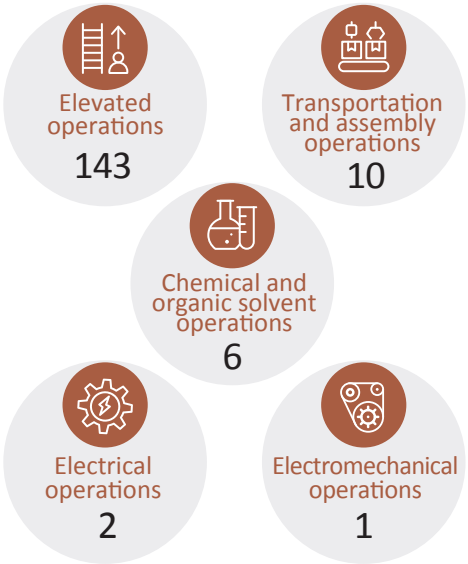
To improve contractors' in-plant safety management, Chicony Power has formulated the Contractor Safety, Health, and Environmental Protection Regulations, which require that all contractors entering the Company's factory areas comply with relevant occupational health and safety laws and the Company's regulations. Contractors' personnel must receive required occupational health and safety training, pass corresponding tests, and sign the Hazard Notification Form before entering factory areas for relevant operations.

The non-employee workers and other non-employed workers who perform operations at Chicony Power's Taipei Headquarters are mainly contractors who have established a contractual relationship with the Company. Chicony Power does not directly engage any dispatched labor. The total number of personnel who entered the Company to perform operations in 2024 was 164, and the monthly average was 13.7.

2024 Number of Contractors Statistics

月份	01	02	03	04	05	06	07	08	09	10	11	12
人數	10	20	14	18	26	23	14	7	5	12	13	2

Contractor Operation Types Statistics



Contractor education and training courses

Common items	Training target
Contractor construction safety education and training	Contractor
Hot work operations education and training	
Special operations education and training	
Construction site safety education and training	
Emergency response training	
Fire control room education and training	Security personnel
Electrical control room safety education and training	
Counter-terrorism and explosive prevention training	

5.4.2 Health Care

Chicony Power is committed to employee health management, providing a variety of health care services, including a medical office and psychological counseling services, to ensure the physical and mental well-being of its employees. The Company has made special arrangements for occupational physicians to provide regular services at the factory, offering health consultations and recommendations for the prevention of occupational diseases, thereby ensuring a safe and healthy work environment. In addition, the Company has established a dedicated consultation service for pregnant employees, offering personalized health guidance and care. To alleviate employee work-related stress, Chicony Power has also introduced massage services for visually impaired individuals, allowing employees to relax their bodies and minds during work breaks, thereby enhancing overall health levels. The Company has arranged for employees to undergo hospital-level health examinations to ensure the early detection and prevention of potential diseases. Every year, we collaborate with medical institutions to establish on-site influenza vaccination stations within the Company, allowing employees to conveniently receive their vaccinations and enhance their immunity. In addition, the Company periodically organizes health seminars led by external speakers, covering topics such as nutrition, psychological adjustment, and stress management, to enhance employees' health knowledge and self-care abilities. At the same time, a weight loss competition was held to encourage employees to develop healthy lifestyle habits. Through interaction and competition, a positive and healthy workplace atmosphere was fostered. Chicony Power demonstrates its commitment and care for employees through these comprehensive health care measures.

Statistics on Nursing Services in the Main Operations Bases Medical Office

Unit: Count

Base	Taiwan	Dongguan	Suzhou	Chongqing	Thailand	percentage
Blood pressure measurement	212	960	3,806	504	39	42.47%
Internal medicine issues	108	2,935	-	-	668	28.54%
Trauma care	150	413	87	5	-	5.04%
Ophthalmology issues	2	280	-	1	825	8.52%
Gynecologic issues	5	152	-	-	-	1.21%
Body weight and body fat measurement	236	1,260	-	-	-	11.51%
Other factors	41	290	22	-	-	2.72%
Total	754	6,290	3,915	510	1,532	100.00%

Employee health examinations, grade-based tracking, and recheck for anomalous blood test results

The Company provides one health examination every 2 years for all employees, which is a benefits-measure that exceeds regulatory requirements. In addition to mandatory health check items, the Company also provides comprehensive health check-up packages for supervisors. Starting in 2024, these benefits were further expanded to cover all employees with a tenure of 5 years or longer to enjoy the same benefits as supervisors. All data related to the biennial health examination and the advanced health check-up for veteran employees are treated as confidential information. Employee consent must be obtained before releasing these data for use by government agencies, to facilitate work arrangements, or for other needs.

Employee Health Check Follow-Up Process

Employee health examination → Occupational medicine report explanation → Occupational medicine consultation and recommendations → Abnormal case reporting and tiered follow-up management (Hypertension, Hyperglycemia, Hyperlipidemia, and Other Conditions).

2024 Employee Health Check Statistics

Expected participants	Actual participants	Excluded participants	Employee health checkup rate
702	641	54	98.92%

Note:1.Excluded personnel include those who have resigned, newly hired employees who have undergone physical examinations, and senior employees who have visited the hospital for check-ups.
2.All personnel who have not been examined are long-term overseas assignments and are unable to comply with the schedule for the periodic health check-ups. The medical office will continue to monitor and provide reminders.

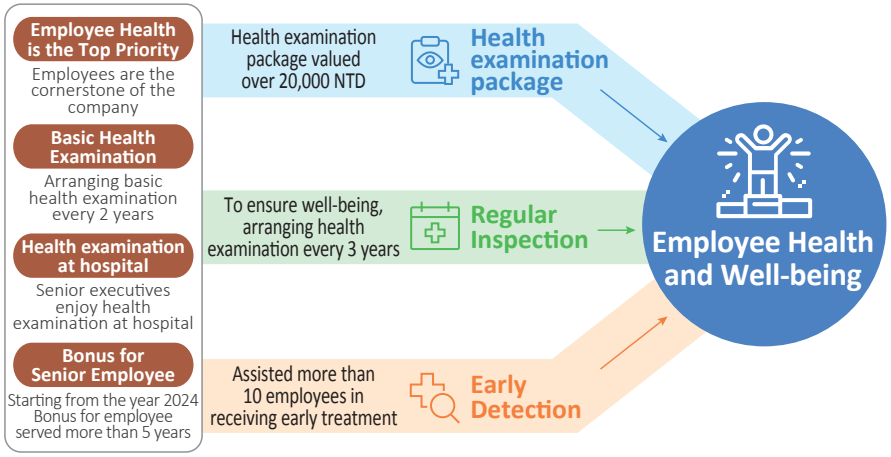
Abdominal ultrasound examination and blood test





2024 Senior Employee Health Check Statistics

Employee tenure	Expected participants	Actual participants	Employee health checkup rate
More than 10 years	199	165	82.9%
5-9 years	161	84	52.2%
Total	360	249	69.2%



On-site services





Massage services offered by visually impaired masseurs





2022 ~ 2024Number of Employees Vaccinated with the Influenza Vaccine Statistics

Year	2022	2023	2024
Number of Vaccinations	69	96	83





Weight Loss Competition

In order to encourage employees to maintain a healthy physique, Chicony Power has implemented a nearly three-month weight management competition. In 2024, a total of 125 employees participated, of which 58 achieved the goal of reducing their body weight by 3% over a two-month period. The competition also offered ranking bonuses based on the amount of weight lost to attract employee participation.

Weight Loss Activity Highlights





Health Seminar





5.5 Social Welfare

Upholding the belief of "take from society, give back to society," Chicony Power organizes two blood drives every year. Additionally, the Company has integrated charity purchases into the blood drive by giving blood donors lunch boxes of appreciation purchased from charity organizations. Through these actions, Chicony Power hopes to support blood donation and contribute to society, alleviating the blood shortage in blood banks while simultaneously reinforcing employees' sense of social responsibility. In 2024, a total of 113 individuals donated blood at Chicony Power, and the Chicony Power collectively donated 387 bags of blood.

Blood Drive







Each month, the Group provides the Company's first-floor lobby as a public welfare venue, inviting nearby social welfare organizations to set up charity sale booths, thereby creating a platform for broader community engagement. Currently, the Company is engaged in long-term partnerships with two organizations: Tsu-Yu Shelter Workshop (from Wugu District, New Taipei City) and Xiaodou Miao Workshop (from Banqiao District, New Taipei City). The Company also holds periodic charity sales events, which always receive an enthusiastic response from employees. We firmly believe that caring for vulnerable groups is not only a social responsibility that enterprises should fulfill, but also a concrete manifestation of the core values of Chicony Power. We hope to leverage resource sharing and platform support to exert corporate influence, respond to societal needs, and promote mutual benefits through concrete actions.

Regular charity stall activities





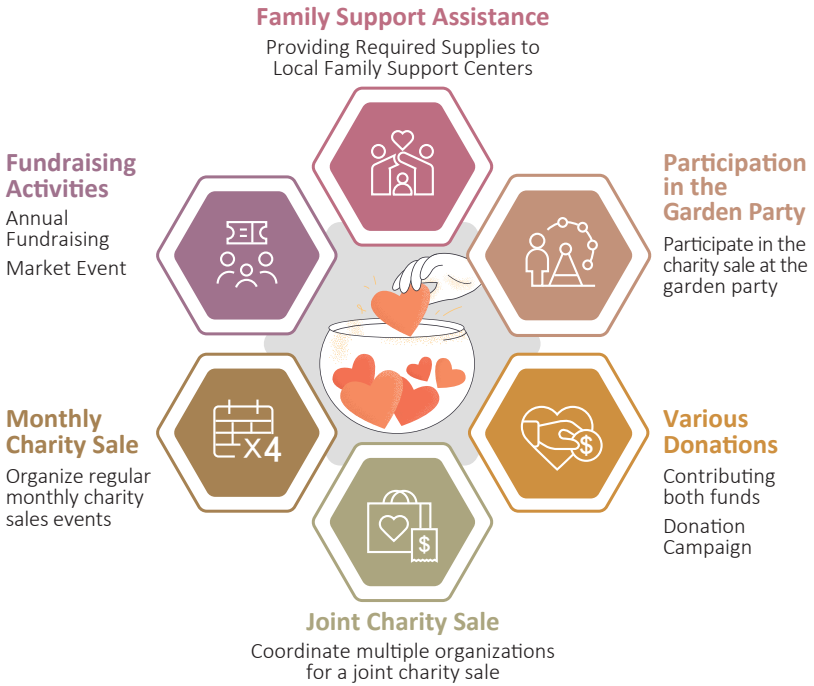
Periodic charity sales events





The Company not only actively engages in public welfare initiatives but also frequently collaborates with the Group to participate in various charitable activities, demonstrating the practical efforts of the enterprise to integrate resources and expand its social impact. Whether participating in charity fairs, providing space for joint charity sales, and donating supplies to charity organizations, all activities are actively participated in by employees and involve cross-departmental collaboration, demonstrating the Company's ongoing commitment and concrete dedication to social welfare.

In the practice of public welfare, Chicony Power aspires to work alongside social welfare organizations, providing them with substantial support and striving to establish a supportive, long-term, and systematic model for promoting corporate social responsibility. The Company integrates the strengths of the Group with local needs, implementing organized action plans to continuously provide substantial assistance to disadvantaged groups, thereby fulfilling its corporate citizenship responsibilities and advancing towards sustainable goals of mutual prosperity between the enterprise and society.



Chicony Care Club Engagement Status

Region	Cooperative Partner	Event Sessions	Investment Amount
Neighboring communities (Sanchong and Xinzhuang)	Taiwan Association for the Visual Impaired People	24	Provide free venue
Spreading Kindness throughout Taiwan (Nationwide)	Chung Yi Social Welfare Foundation Fair Booth		
	Children Are Us Foundation		
	Joyce McMillan Social Welfare Foundation		
	The First Social Welfare Foundation Aixin Center		
	Yu-Cheng Social Welfare Foundation Jixian Workshop		
	Taipei Orphan Welfare Foundation		
Spreading Kindness throughout Taiwan	Tzih Huai Social Welfare Foundation Scholarship	3	384,200
	Taipei Orphan Welfare Foundation Charity EYE Island Tour		
	Taipei Orphan Welfare Foundation Angel Fund		
Neighboring communities (Sanchong and Xinzhuang)	Andrew Charity Association	12	84,000
Spreading Kindness throughout Taiwan (Nationwide)	Penghu Fund for Children and Families		
	Garden of Hope Foundation (Kaohsiung Sharing Center)		
	Chung Yi Social Welfare Foundation		
	National Yunlin Special Education School Diaper Club		
	Taipei Orphan Welfare Foundation		
	Joyful Kitchen Project		
	Mennonite Social Welfare Foundation Eastern Region Elderly Care		
	Taitung Luanshan Classroom 530		
	Boyo Social Welfare Foundation		
	Garden of Mercy Foundation Club		
	Peace Foundation		

Proportion of Local Employees at Headquarters

The headquarters of Chicony Power is located in the Sanchong Administrative District of New Taipei City, adjacent to Xinzhuang District. In addition to actively participating in social welfare, we are also concerned with community development. Over 15% of our employees come from Sanchong and Xinzhuang, providing employment opportunities for local residents and achieving mutual prosperity with neighboring communities, and is committed to becoming a responsible corporate citizen.

- Total number of employees at headquarters: 833
- Number of local employees: 145
- Proportion of local residents: 17.4%

Chicony Power has always firmly believed that the sustainability of a business is not only built on a foundation of sound governance and environmental responsibility but also requires a long-term commitment to and the practice of values concerning "people". This report concludes with Chapter Five, which outlines the Company's concrete actions in areas such as the construction of a happy workplace, talent development, labor relations, social participation, and local integration, as a practical extension of this belief.

In the context of a highly dynamic external environment and the accelerated integration of global sustainability standards, a company's ability to cultivate an inclusive, resilient, and respectful work environment will become a key indicator of its social impact and sustainable governance capabilities. Chicony Power has established a systematic internal framework and stakeholder engagement mechanisms, which not only respond to societal expectations but also further deepen the positive connection between the enterprise and society, thereby expanding the sustainable social foundation and long-term impact.

In the future, we will continue to uphold the core philosophy of "people-oriented and walking alongside society", strengthening our internal corporate culture and external partnerships. We will connect international initiatives, local needs, and corporate responsibilities, continuously deepening the breadth and depth of sustainability in practice.



Appendix

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Appendix 2. SASB Index (Hardware)
Appendix 3. Climate-Related Financial Disclosures (TCFD) Comparison Table
Appendix 4. Taiwan Stock Exchange requires disclosure of information
Appendix 5. Management System Certification List
Appendix 6. Assurance Statement

Appendix 1. GRI Content Index

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2-22	Statement on sustainable development strategy	Message from the Chairman and the President	5	
2-23	Policy commitments	5.1.1 Human Rights Policy 5.3.1 Diverse Employee Communication Channels	79 94	
2-24	Embedding policy commitments	2.1 Management Guidelines	24	
2-25	Processes to remediate negative impacts	5.3.1 Diverse Employee Communication Channels	94	
2-26	Mechanisms for seeking advice and raising concerns	2.4.2 Ethical Management Operations Status	34	
2-27	Legal compliance	2.4.3 Legal Compliance	35	
2-28	Membership associations	About Chicony Power	10	
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1. Material Issues and Stakeholder Engagement	14	
2-30	Collective bargaining agreements	5.3.1 Diverse Employee Communication Channels	94	
Material Topics				
GRI 3: Material Topics 2021				

GRI Topics	Disclosure Item	Corresponding Chapter	Page No.	Notes
3-1	Process to determine material topics	1. Material Issues and Stakeholder Engagement	14	
3-2	List of material topics	1. Material Issues and Stakeholder Engagement	14	
3-3	Management of material topics	1. Material Issues and Stakeholder Engagement	14	
Material Topics: Climate and Natural Environment Strategy				
GRI 101: Biodiversity 2024				
101-1	Policies to halt and reverse biodiversity loss	4.6 Biodiversity	74	
101-2	Management of Biodiversity Impacts	4.6 Biodiversity	74	
101-4	Identification of Biodiversity Impacts	4.6 Biodiversity	74	
101-5	Locations impacted by biodiversity	4.6 Biodiversity	74	
101-8	Ecosystem services	4.6 Biodiversity	74	
GRI 201: Economic Performance 2016				
201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate and Natural Resource-Related Financial Disclosure	57	
Material Topics: Energy and carbon emission management				
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	4.3 Energy Management	67	
302-3	Energy intensity	4.3 Energy Management	67	
302-4	Reduction of energy consumption	4.3 Energy Management	67	
GRI 305: Emissions 2016				
305-1	direct (Scope 1) GHG emissions	4.2 Net Zero Emissions	62	
305-2	energy indirect (Scope 2) GHG emissions	4.2 Net Zero Emissions	62	
305-3	other indirect (Scope 3) GHG emissions	4.2 Net Zero Emissions	62	
305-4	GHG emissions intensity	4.2 Net Zero Emissions	62	

GRI Topics	Disclosure Item	Corresponding Chapter	Page No.	Notes
Material Topics: Human rights and employment				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	5.2.4 Talent Recruitment and Retention	83	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.5 Remuneration Information and Benefit Measures	86	
401-3	Parental Leave	5.2.3 Unpaid Parental Leave	83	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	2.3.2 Board of Directors Operations 5.2.1 DEI Culture 5.2.2 Manpower Structure	27 81 81	
405-2	Ratio of basic salary and remuneration of women to men	5.2.5 Remuneration Information and Benefit Measures	86	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	5.1.1 Human Rights Policy	79	
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	5.1.1 Human Rights Policy	79	
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1.1 Human Rights Policy	79	
Material Topics: Sustainable Supply Chain				
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	3.3.6 Implementation of Local Procurement Principles	49	
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	3.3.2 Guidelines for Supplier Assessments	46	

GRI Topics	Disclosure Item	Corresponding Chapter	Page No.	Notes
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	3.3.2 Guidelines for Supplier Assessments	46	
Material Topics: Operational performance				
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	2.2 Operational Performance	25	
Material Topics: Ethical management and legal compliance				
GRI 205 Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	2.4.2 Ethical Management Operations Status	34	
205-2	Communication and training about anti-corruption policies and procedures	2.4.2 Ethical Management Operations Status	34	
205-3	Confirmed incidents of corruption and actions taken	2.4.2 Ethical Management Operations Status	34	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.4.2 Ethical Management Operations Status	34	
Material Topics: Customer relationship management				
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Cyber Security Management	36	
Voluntary disclosure item				
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	4.4 Water Resource Management	69	
303-2	Management of water discharge-related impacts	4.4 Water Resource Management	69	
303-3	Water withdrawal	4.4 Water Resource Management	69	

GRI Topics	Disclosure Item	Corresponding Chapter	Page No.	Notes
303-4	Water discharge	4.4 Water Resource Management	69	
303-5	Water consumption	4.4 Water Resource Management	69	
GRI 303: Waste 2020				
306-3	Waste generated	4.5 Waste Management	72	
306-4	Waste diverted from disposal	4.5 Waste Management	72	
306-5	Waste directed to disposal	4.5 Waste Management	72	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	5.4.1 EHS Management	97	
403-2	Hazard identification, risk assessment, and incident investigation	5.4.1 EHS Management	97	
403-3	Occupational health services	5.4.2 Health Care	102	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.4.1 EHS Management	97	
403-5	Worker training on occupational health and safety	5.4.1 EHS Management	97	
403-6	Promotion of worker health	5.4.2 Health Care	102	
403-8	Workers covered by an occupational health and safety management system	5.4.1 EHS Management	97	
403-9	Work-related injuries	5.4.1 EHS Management	97	
403-10	Work-related ill health	5.4.1 EHS Management	97	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	5.2.6 Training and Development	88	
404-3	Percentage of employees receiving regular performance and career development reviews	5.2.7 Performance Appraisal	91	

Appendix 2. SASB Index (Hardware)

Code	Index Description	Chapter & Description
	1.Product Security	
TC-HW 230a.1	Description of approach to identifying and addressing data security risks in products.	For details, please refer to 2.4: Risk Management and 2.5: Cyber Security Management
	2.Employee Diversity & Inclusion	
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for management, technical staff, and all others.	For details, please refer to 5.2.2: Manpower Structure
	3.Product Lifecycle Management	
TC-HW-410a.1	Percentage of products, by revenue, that contain IEC 62474 declarable substances.	In response to relevant domestic/international laws and regulations on environmental protection and prohibited substances, Chicony Power's environmental management and substance standards are updated on a regular basis, and the Company complies with the requirements listed in the IEC 62474 Declarable Substance List (DSL). After excluding products categorized as other non-electronic parts/components (accounting for 5.65% of the revenue), 94.35% of products, by revenue, contain declarable substances.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.	Because Chicony Power's main products are B2B, the EPEAT Label targeting end electronics/ electrical products cannot be obtained.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria.	Because Chicony Power's main products are B2B, the Energy Star Label targeting end electronics/ electrical products cannot be obtained.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled.	100% recycling and reuse of scraps and electronic waste. Please refer to 4.5: Waste Management
	4.Supply Chain Management	
TC-HW 430a.1	The percentage of facilities of first-tier suppliers that have undergone physical review in the RBA Verification Audit Process (VAP) or equivalent standards, which includes (a) all facilities and (b) high-risk facilities.	In 2024, Chicony Power will conduct evaluation operations based on the RBA equivalent standards for a total of 184 first-tier suppliers worldwide, which accounts for approximately 40% of all first-tier suppliers. For relevant impact assessment results, please refer to Section 3.3.2: Guidelines for Supplier Assessments.
TC-HW 430a.2	Among the first-tier suppliers cooperating in physical operations, (1) the ratio of those that do not meet the RBA Verification Audit Process (VAP) or equivalent standards, and (2) the ratio of relevant improvement measures for (a) major non-conformities and (b) other non-conformities.	
	5.Materials Sourcing	
TC-HW 440a.1	Description of the management of risks associated with the use of critical materials.	Chicony Power defines gold (Au), tantalum (Ta), tin (Sn), and tungsten (W) and their derivatives as critical materials. For details on the management of conflict minerals and related achievements, please refer to 3.3.2: Guidelines for Supplier Assessments, 3.3.3: Green Supply Chain Management, and 3.3.5: Conflict Mineral Management.

Activity Metrics

<table>
<tr><th>Code</th><th>Activity Metric</th><th>Chapter & Description</th></tr>
<tr><td>TR-AP-000.A</td><td>Number of units produced by product category.</td><td>The Company's major products include electronic parts/components, consumer and other electronics, and other related products. The production volume and sales amount are listed in the table below:
<table>
<tr><th>Year</th><th colspan="2">2024</th></tr>
<tr><td>Products</td><td>Production Volume</td><td>Sales Amount</td></tr>
<tr><td>Electronic parts and components</td><td>111,020</td><td>31,055,366</td></tr>
<tr><td>Consumer and other electronic</td><td>13,660</td><td>3,746,893</td></tr>
<tr><td>Others</td><td>0</td><td>2,364,189</td></tr>
<tr><td>Total</td><td>124,680</td><td>37,166,448</td></tr>
</table></td></tr>
<tr><td>TR-AP-000.B</td><td>Area of manufacturing facilities.</td><td>The Taipei Headquarters serves as the R&D Center; the major production/manufacturing bases are listed as follows:
1.Chicony Power- Dongguan Factory (plant area: 63,623 m²)
2.Chicony Power- Suzhou Factory (plant area: 96,296 m²)
3.Chicony Power- Chongqing Factory (plant area: 39,477 m²)
4.Chicony Power- Thailand Factory (plant area: 100,800 m²)</td></tr>
<tr><td>TR-AP-000.C</td><td>Percentage of production from owned facilities.</td><td>All products (100%) are produced/manufactured at Chicony Power's owned facilities.</td></tr>
</table>

Appendix 3. Climate-Related Financial Disclosures (TCFD) Comparison Table

Aspects / TCFD Recommended Disclosure Items		Corresponding Chapter	Page No.
Governance	Supervision of Climate-Related Risks and Opportunities by the Board of Directors	4.1.1 Climate and Natural Governance Framework	57
	The Role of Management in Assessing and Managing Climate-Related Risks and Opportunities	4.1.1 Climate and Natural Governance Framework	57
Strategy	Identification of Short-, Medium-, and Long-Term Climate-Related Risks and Opportunities	4.1.3 Climate and Natural Risk and Opportunity Identification	58
	The Actual and Potential Impacts of Climate-Related Risks and Opportunities on Strategy and Financial Planning	4.1.4 Climate and Natural Scenario Analysis	59
	The organization's resilience strategy includes operational performance in various scenarios. (including scenarios with conditions of 2℃ or more severe)	4.1.4 Climate and Natural Scenario Analysis	59
Risk Management	Identification and Assessment Process of Climate-Related Risks	4.1.2 Climate and Natural Risk and Opportunity Identification Management Process	57
	Management Process of Climate-Related Risks	4.1.2 Climate and Natural Risk and Opportunity Identification Management Process	57
	How the identification, assessment, and management processes of climate-related risks are integrated into the overall organizational risk management system.	4.1.1 Climate and Natural Governance Framework, 4.1.2 Climate and Natural Risk and Opportunity Identification Management Process	57
Indicators and Goals	Indicators used by the organization to assess climate-related risk management processes	4.1.5 Significant Climate and Nature-Related Risks and Opportunities	60
	Scope 1, Scope 2, and Scope 3 (as applicable) GHG Emissions and Related Risks	4.1.5 Significant Climate and Nature-Related Risks and Opportunities, 4.2.1 Greenhouse Gas Management	60、63
	The goals used by the organization to manage climate-related risks and opportunities, as well as the performance in developing those goals.	4.1.5 Significant Climate and Nature-Related Risks and Opportunities, 4.3 Energy Management	60、67

Appendix 4. Taiwan Stock Exchange requires disclosure of information

In accordance with the regulations set forth by the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, relevant appendices are disclosed.

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Notes
I	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantitative	4.3.2 Energy Consumption Status	Gigajoules (GJ), percentage (%)	
II	Total water withdrawn and total water consumption	Quantitative	4.4.2 Water Resources Statistics	Thousand cubic meters (m^3)	
III	Total hazardous waste generated and the percentage recycled	Quantitative	4.5.1 Waste Statistics	Metric ton (t) percentage (%)	
IV	Types, number of employees affected, and rate of occupational accidents	Quantitative	5.4.1 Occupational Safety and Health Management	Percentage (%), quantity	
V	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste, and percentage recycled (Note 1) Note 1: Descriptions including the sale of scraps and the recycling and processing of waste must be provided.	Quantitative	4.5.1 Waste Statistics	Metric ton (t) percentage (%)	
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	3.3 Raw Materials and Suppliers Management	Not applicable	
VII	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Zero dollars	Reporting currency	
VIII	Production volume of major products by product category	Quantitative	Appendix 2 SASB Index (Hardware)	According to product type	

Appendix 2 Climate-Related Information of Listed Companies

1.Implementation of Climate-Related Information: Please refer to Section 4.1 Climate and Natural Resource-Related Financial Disclosure.

1.1 Recent two-year greenhouse gas inventory and verification status

In order to actively respond to the challenges posed by climate change and to enhance the overall consistency of greenhouse gas management, the scope of the 2024 disclosure data has been comprehensively expanded to include all subsidiaries within the consolidated financial statements. In 2023, the primary production factories, including the headquarters, Dongguan factory, Suzhou factory, and Chongqing factory, will be the focus of disclosure.

Year	Range	Scope 1&2		Scope 3		Assurance Information		
		Emissions (tCO_2e)	Intensity (tCO_2e) / NT$ million	Emissions (tCO_2e)	Intensity (tCO_2e) / NT$ million	Organization	Guidelines	Opinions
2023	Headquarters	1,554.68	0.91	990.32	553.13	SGS	ISO14064-1:2018	Reasonable Assurance (Scope 1 & 2) Limited Warranty (Scope 3)
	Dongguan Factory Suzhou Factory Chongqing Factory	31,454.27		20,084,213.03		SGS Bureau Veritas		
2024	Headquarters	1,659.23	0.65	1,105.04	520.25	SGS Group Verification	ISO14064-1:2018	Reasonable Assurance (Scope 1 & 2) Limited Warranty (Scope 3)
	Consolidated Financial Report of Subsidiaries	22,346.95		19,339,979.75				

1.2 Greenhouse Gas Reduction Goals, Strategies, and Specific Action Plans

Since 2022, Chicony Power has implemented the Science Based Targets (SBT) project and successfully passed the SBTi review. In alignment with the 1.5℃ scenario outlined in the Paris Agreement, the Company has established science-based carbon reduction targets, with 2030 designated as the milestone year mandated by SBTi. The Company estimates its GHG reduction responsibilities accordingly, clearly establishing dual reduction targets for absolute emissions and emission intensity for Scope 1 and Scope 2. Additionally, Emissions during the Use Phase of Sold Products in Scope 3 have been incorporated into key performance indicators (KPIs), demonstrating a proactive approach to carbon management across the entire value chain.

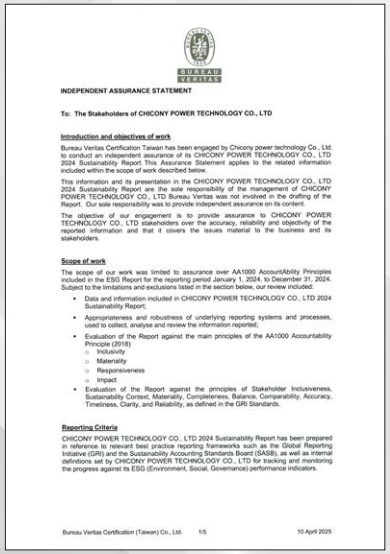
In 2023, the Company further committed to achieving net-zero emissions by 2050, continuing to align with global net-zero pathways and strengthening its carbon reduction strategies and action plans. The overall carbon reduction efforts focus on the following areas: energy management, renewable energy, green product design, circular economy, supplier carbon management, nature-based solutions, and emerging technologies such as carbon capture and storage. The aim is to create a low-carbon enterprise that is both resilient and competitive.

Appendix 5. Management System Certification List

	Environmental					Social			Governance		
	ISO 14001:2015	ISO 50001:2018	ISO 14064-1:2018	IEQC QC 080000:2017	UL 2799	RBA VAP	ISO 45001:2018	C-TPAT	ISO 27001:2022	ISO 9001:2015	IATF 16949
Taipei	● 2027/10/19		● 2025/06/06				● 2027/10/19		● 2025/10/31		
Dongguan	● 2026/01/11	● 2026/09/26	● 2025/06/06	● 2027/09/28	● 2026/02/22	● 2025/06/02	● 2026/03/15			● 2027/01/22	● 2027/01/22
Suzhou	● 2026/11/01	● 2027/12/07	● 2025/06/06	● 2027/09/28	● 2025/10/13	● 2025/06/02	● 2026/09/03	● 2026/06/07		● 2027/07/31	
Chongqing	● 2025/07/29	● 2025/07/11	● 2025/06/06	● 2027/09/28	● 2026/04/29	● 2026/05/17	● 2025/07/21			● 2027/06/07	
Thailand	● 2027/09/06	2025 Completion of Certification	● 2025/06/06		2025 Completion of Certification	2025 Completion of Certification	● 2027/09/06			● 2026/08/23	

Note:
1.The Taipei headquarters focuses on research and development as well as operational management, and has not applied for manufacturing-related certifications such as ISO 9001 separately. However, it continues to comply with the quality system requirements of the manufacturing sector, providing support in design, technology, and regulatory operations.
2.Information Security Management (ISO 27001) is coordinated by the headquarters to ensure the uniformity and control of the information security system.
3.Factories in various locations apply for the corresponding management system certifications based on business needs. If a certification has not been obtained, it indicates that the system is either not applicable to the business scope or is still in the planning stage.

Appendix 6. Assurance Statement



INDEPENDENT ASSURANCE STATEMENT

To: **The Stakeholders of CHICONY POWER TECHNOLOGY CO., LTD**

Introduction and objectives of work

Bureau Veritas Certification Taiwan has been engaged by Chicony power technology Co., Ltd. to conduct an independent assurance of its CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report.This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report are the sole responsibility of the management of CHICONY POWER TECHNOLOGY CO., LTD.Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

The objective of our engagement is to provide assurance to CHICONY POWER TECHNOLOGY CO., LTD stakeholders over the accuracy, reliability and objectivity of the reported information and that it covers the issues material to the business and its stakeholders.

Scope of work

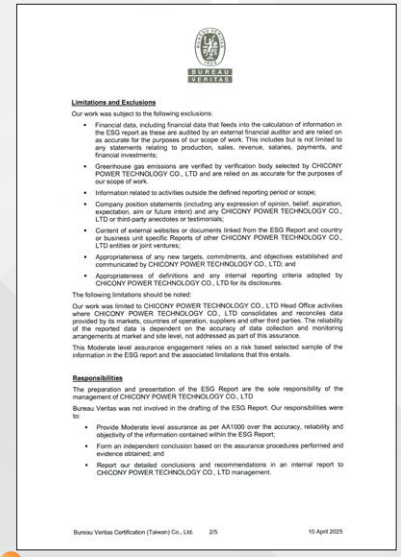
The scope of our work was limited to assurance over AA1000 AccountAbility Principles included in the ESG Report for the reporting period January 1, 2024. to December 31, 2024. Subject to the limitations and exclusions listed in the section below, our review included:

- Data and information included in CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analysa and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Accountability Principle (2018)
  - Inclusivity
  - Materiality
  - Responsiveness
  - Impact
- Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability, as defined in the GRI Standards.

Reporting Criteria

CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report has been prepared in reference to relevant best practice reporting frameworks such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as internal definitions set by CHICONY POWER TECHNOLOGY CO., LTD for tracking and monitoring the progress against its ESG (Environment, Social, Governance) performance indicators.

Bureau Veritas Certification (Taiwan) Co., Ltd. 1/5 10 April 2025



Limitations and Exclusions

Our work was subject to the following exclusions:

- Financial data, including financial data that feeds into the calculation of information in the ESG report as these are audited by an external financial auditor and are relied on as accurate for the purposes of our scope of work. This includes but is not limited to any statements relating to production, sales, revenue, salaries, payments, and financial investments;
- Greenhouse gas emissions are verified by verification body selected by CHICONY POWER TECHNOLOGY CO., LTD and are relied on as accurate for the purposes of our scope of work.
- Information related to activities outside the defined reporting period or scope;
- Company position statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent) and any CHICONY POWER TECHNOLOGY CO., LTD or third-party anecdotes or testimonials;
- Content of external websites or documents linked from the ESG Report and country or business unit specific Reports of other CHICONY POWER TECHNOLOGY CO., LTD entities or joint ventures;
- Appropriateness of any new targets, commitments, and objectives established and communicated by CHICONY POWER TECHNOLOGY CO., LTD; and
- Appropriateness of definitions and any internal reporting criteria adopted by CHICONY POWER TECHNOLOGY CO., LTD for its disclosures.

The following limitations should be noted:

Our work was limited to CHICONY POWER TECHNOLOGY CO., LTD Head Office activities where CHICONY POWER TECHNOLOGY CO., LTD consolidates and reconciles data provided by its markets, countries of operation, suppliers and other third parties. The reliability of the reported data is dependent on the accuracy of data collection and monitoring arrangements at market and site level, not addressed as part of this assurance.

This Moderate level assurance engagement relies on a risk based selected sample of the information in the ESG report and the associated limitations that this entails.

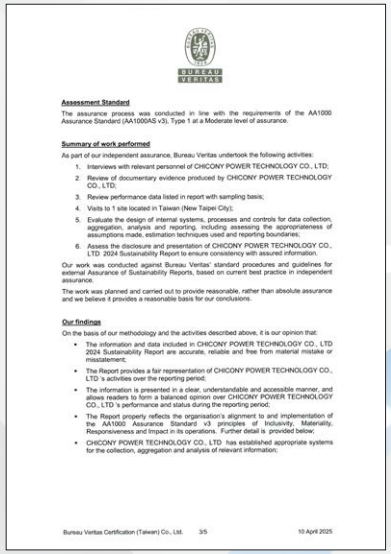
Responsibilities

The preparation and presentation of the ESG Report are the sole responsibility of the management of CHICONY POWER TECHNOLOGY CO., LTD

Bureau Veritas was not involved in the drafting of the ESG Report. Our responsibilities were to:

- Provide Moderate level assurance as per AA1000 over the accuracy, reliability and objectivity of the information contained within the ESG Report;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our detailed conclusions and recommendations in an internal report to CHICONY POWER TECHNOLOGY CO., LTD management.

Bureau Veritas Certification (Taiwan) Co., Ltd. 2/5 10 April 2025



Assessment Standard

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS v3), Type 1 at a Moderate level of assurance.

Summary of work performed

As part of our independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of CHICONY POWER TECHNOLOGY CO., LTD;
2. Review of documentary evidence produced by CHICONY POWER TECHNOLOGY CO., LTD;
3. Review performance data listed in report with sampling basis;
4. Visits to 1 site located in Taiwan (New Taipei City);
5. Evaluate the design of internal systems, processes and controls for data collection, aggregation, analysis and reporting, including assessing the appropriateness of assumptions made, estimation techniques used and reporting boundaries;
6. Assess the disclosure and presentation of CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report to ensure consistency with assured information.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

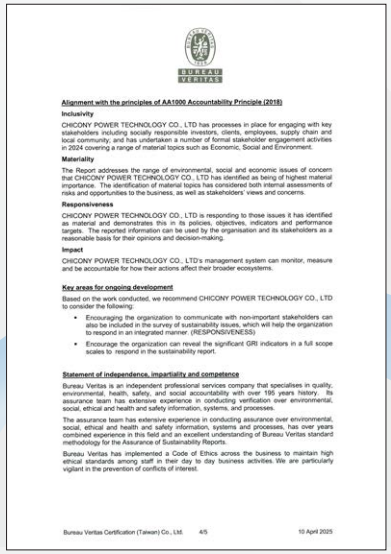
The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in CHICONY POWER TECHNOLOGY CO., LTD 2024 Sustainability Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of CHICONY POWER TECHNOLOGY CO., LTD 's activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over CHICONY POWER TECHNOLOGY CO., LTD 's performance and status during the reporting period;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard v3 principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- CHICONY POWER TECHNOLOGY CO., LTD has established appropriate systems for the collection, aggregation and analysis of relevant information;

Bureau Veritas Certification (Taiwan) Co., Ltd. 3/5 10 April 2025



Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

CHICONY POWER TECHNOLOGY CO., LTD has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community; and has undertaken a number of formal stakeholder engagement activities in 2024 covering a range of material topics such as Economic, Social and Environment.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that CHICONY POWER TECHNOLOGY CO., LTD has identified as being of highest material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

CHICONY POWER TECHNOLOGY CO., LTD is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

CHICONY POWER TECHNOLOGY CO., LTD's management system can monitor, measure and be accountable for how their actions affect their broader ecosystems.

Key areas for ongoing development

Based on the work conducted, we recommend CHICONY POWER TECHNOLOGY CO., LTD to consider the following:

- Encouraging the organization to communicate with non-important stakeholders can also be included in the survey of sustainability issues, which will help the organization to respond in an integrated manner. (RESPONSIVENESS)
- Encourage the organization can reveal the significant GRI indicators in a full scope scales to respond in the sustainability report.

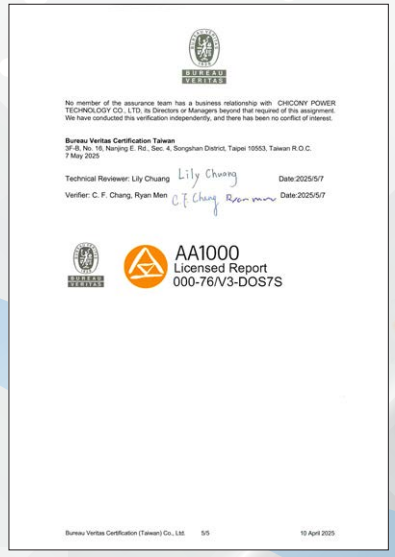
Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 195 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems, and processes.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

Bureau Veritas Certification (Taiwan) Co., Ltd. 4/5 10 April 2025



No member of the assurance team has a business relationship with CHICONY POWER TECHNOLOGY CO., LTD, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

Bureau Veritas Certification Taiwan
3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan District, Taipei 10553, Taiwan R.O.C.
7 May 2025

Technical Reviewer: Lily Chuang Lily Chuang Date:2025/5/7

Verifier: C. F. Chang, Ryan Men C.F. Chang Ryan Men Date:2025/5/7

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Bureau Veritas Certification (Taiwan) Co., Ltd. 5/5 10 April 2025

Chicony Power Technology

Sustainability Report 2024