ECS

Elitegroup Computer Systems

2024

SUSTAINABILITY REPORT



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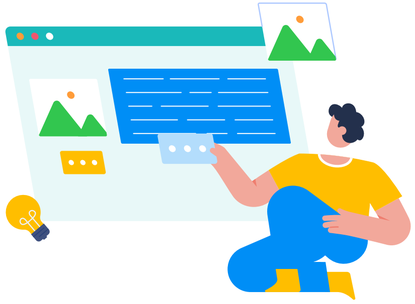
About this Report

The 2024 Sustainability Report, the sixteenth such report released by ECS, encapsulates the Company's achievements and data in corporate governance, social participation, and environmental protection during 2024. It demonstrates the Company's commitment and ambition for sustainable development, meeting the needs of customers and stakeholders.

Scope and Boundaries

This report showcases the performance of ECS in aspects of corporate sustainability from January 1, 2024, to December 31, 2024. The reporting boundary includes ECS Taiwan headquarters, Xingying Digital Technology (Shenzhen) Co., Ltd. (hereinafter referred to as Xingying Factory Site), ECS (Thailand) Co., Ltd. (hereinafter referred to as ECS Thailand), and ECS Industrial Computer Co., Ltd. (hereinafter referred to as ECSIPC). Environmental aspects also include global operating subsidiaries Elitegroup Computer Systems Inc. (USA) (hereinafter referred to as ECSUSA), Elitegroup Computer Systems(Japan) Co., Ltd. (hereinafter referred to as ECSJPN), Elitegroup Computer Systems Korea Co., Ltd. (hereinafter referred to as ECSKR), Xun Rui Electron (Shenzhen) Co., Ltd. (hereinafter referred to as Xunrui Electron), and Beijing Xun Run Technology Co., Ltd. (hereinafter referred to as Beijing Xunrun). This report follows the GRI Sustainability Reporting Standards 2021 edition published by the Global Reporting Initiative (GRI). It also adopts the SASB (Sustainability Accounting Standards Board) standards and the TCFD (Task Force on Climate-related Financial Disclosures) framework for disclosure. Any recompiled information will be disclosed and explained in the relevant chapters. Financial information is provided within the scope of the consolidated financial statements, with more detailed explanations available each quarter on the Company's website.





Report Management

After being verified by departmental supervisors, the information and data in this report are compiled into a preliminary draft by the Sustainability Development Department's report preparation team. It undergoes review and revisions by the supervisors and then follows administrative procedures for the Chairman's review and final approval by the board before publication.

Report External Verification

The related information disclosed in this report has been verified by the international certification organization "AFNOR Asia Ltd.", a collaborating firm, based on a moderate assurance level under Type 1 of the AA1000 v3 Assurance Standard.

Reporting Period

ECS issues its sustainability report on an annual basis.
Previous edition: August 2024.
Current edition: August 2025.
Next edition: June 2026.

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In response to environmental protection and the promotion of paperless practices, this report is announced electronically on the Company's website for download and access.
Download URL

Message from the Chairman

In response to global challenges such as the U.S. President Trump's administration, the trade war, and geopolitical tensions, ECS plans to expand its investment in its anufacturing center in Thailand. This expansion aims to enhance the production capacity of the Thailand facility to meet the growing demand and adjust customer order allocations. ECS's sales strategy covers ODM, IoT, and sales channels, demonstrating a clear and omprehensive plan and vision.

ODM Strategy: ECS will continue to strengthen its ODM (Original Design Manufacturer)business by expanding collaboration with customers, optimizing development processes, and improving cost management. This will comprehensively enhance product competitiveness, focusing on the development of AMD and MoDT (Mobile-on-Desktop) models, as well as providing L10-grade component solutions. By deepening partnerships with customers, ECS will actively expand product lines, such as Non-DT (Non-Desktop) markets, to meet the diverse needs of the market.

OEM and Product Strategy: ECS will focus on specialized product development, concentrating on core technology areas and committing to the research and development of high-value-added products. By strengthening the professional capabilities of our R&D team, we will gain deep insights into and accurately understand customer needs, offering tailored solutions to enhance product market competitiveness and brand influence. To ensure product integrity and diversification, we plan to bring in more industry partners to enrich our product lines. We will also optimize R&D processes and resource allocation to shorten new product development cycles and accelerate time-to-market. Moving forward, ECS will also focus on opportunities in the automotive electronics and low Earth orbit satellite markets. By strengthening the integration of business and R&D, we aim to achieve technological innovation and new product development. Additionally, we will focus on high-end application markets, such as new energy vehicles and in-vehicle technologies.

Market and Marketing Strategy: In terms of marketing, we will adopt a more diversified channel strategy and actively expand sales channels. By integrating e-commerce platforms and leveraging advanced digital marketing technologies, we aim to comprehensively enhance product reach, coverage, and brand visibility. At the same time, we will deepen our offline presence, expanding cooperation with distributors and agents to establish strong and mutually beneficial partnerships, achieving broader market coverage.

In addition, by participating in international trade shows and industry events, we will further enhance brand awareness and reputation, ensuring our competitive advantage in the global market. At the same time, we will integrate social media marketing to establish closer interactions with our target audience, while continuously monitoring market trends and flexibly adjusting our marketing strategies to maintain the brand's foresight and competitiveness. While driving business growth, ECS will also actively focus on achieving sustainable development and social responsibility, creating more corporate value and impact for customers, shareholders, and society.

Chairman of Elitegroup Computer systems **Wkang-Hsiang Wang**



Promoting Sustainability

ECS recognizes that corporate sustainability is the concrete manifestation of a company's core capabilities. In 2022, the Company set 2022 as the inaugural year for ESG, guided by the vision of "Green touch, Good life." A sustainable development blueprint was established, encompassing innovative products, carbon reduction plans, greenhouse gas inventory schedules, and supply chain management. Relevant management goals were defined, and execution strategies were gradually refined to achieve the true value of corporate activities.



Sustainable Development Blueprint of ECS

Green Life

Protect the Earth, Live Smart

Dedicates to Innovative technology, Sustainable development, and a pioneer in Green life

Sustainable Earth

Carbon Management

Committing to a net-zero goal by 2050 and implementing our carbon reduction management strategy.

Energy Management

Promote our own energy conservation management and commit to the 100% usage of renewable energy by 2050.

Product Management

Improve product energy efficiency through technological innovations and the introduction of a green and low-carbon production to minimize environmental impact while achieving the benefits of circular economy.

Social Contributions

Talent Acquisition and Development

Create a high-quality working environment, provide multiple learning resources, improve employee capabilities, and attract global talents

Human Rights and Diversity

Build a friendly and equal workplace, enhance corporate multicultural awareness, and provide care that is superior to laws and regulations

Social Prosperity

Taking the community and societal concerns into consideration, we apply our industrial capabilities to environmental protection, education and other aspects of social contributions.

Ethical Enterprise

Corporate Governance

Construct a multi-disciplinary board of directors and lead the company to introduce sound corporate governance practices

Sustainable Supply Chain

Promote sustainable development of the value chain and fulfill the role of linking the top and bottom of the ECS supply chain.

Sustainable Disclosure

Systematic management of sustainability data to increase the reliability and comparability of disclosures and to respond to stakeholders.

Improve corporate sustainability culture. Strengthen communication with stakeholders

Highlights of 2024 Performance

Sustainable Earth

The electricity consumption decreased 3,608 K-KWH compared to 2023, green electricity direct supply (GEC) 15,000 K-KWH, equivalent to a reduction of 22,553 metric tons of CO_2e.

The water consumption decreased by 25.7 million liters compared to the water consumption in 2023.

New design three models of desktop and laptop computers utilized recycled plastic, with a total shipment of 6,587 units.

The shipment of computer models using recycled corrugated fiberboard packaging reached 123,804 units.

The greenhouse gas inventory for 2024 passed external verification in accordance with ISO 14064-1:2018.

The carbon reduction performance in 2024 recognized as corporate meets under 1.5℃ target.

Social Contribution

Received the Bronze Award for the Talent Quality-management System (TTQS) Corporate Edition from the Workforce Development Agency of the Ministry of Labor.

Continually received the Silver Level Certificate for the RBA VAP (Validated Audit Process).

Sponsored 38 laptops to 5 schools/welfare organizations.

For nine consecutive years, we have actively participated in the "Love found in ECS " blood donation event.

1111 Human Resources Bank [2024 Happy Enterprise].

Sports Administration of the Ministry of Education [Sports Enterprise Certification].

Business Integrity

Ranked between 6% to 20% in the Corporate Governance Evaluation of TWSE Listed Companies

Obtained the A-grade certification in the "Taiwan Intellectual Property Management System" (TIPS).

Accumulated a total of 712 global patents applications.

The 2024 Sustainability Report underwent third-party verification.

TCSA 2023 Sustainability Report Silver Award



Inventory history and verification schedule of the Company and its subsidiaries

Inventory history and verification schedule of the Company and its subsidiaries

Company	Phase	Inventory Period (year)						
		2007	2008-2013	2014-2021	2022-2023	2024-2025	2026-2027	2028-
ECS	Internal Audit	✓	✓	✓	✓	✓	✓	✓
	Internal Verification	✓	✓	✓	✓	✓	✓	✓
	External Verification	✓ ISO 14064-1:2006			✓ ISO 14064-1:2018	✓ ISO 14064-1:2018 ISO 14067:2018	✓	✓
Factories in Mainland China	Internal Audit	✓	✓	✓	✓	✓	✓	✓
	Internal Verification	✓	✓	✓	✓	✓	✓	✓
	External Verification			✓ Shenzhen Carbon Emissions Trading - Organizational Greenhouse Gas Emission Verification Report	✓ ISO 14064-1:2018	✓ ISO 14064-1:2018	✓	✓
Other subsidiaries	Internal Verification					✓	✓	✓
	External Verification					✓	✓	✓

Note 1: Internal verification: This refers to the internal audits conducted by Eco-Tek Consulting in 2008 to train internal personnel as auditors after the company had commissioned Eco-Tek Consulting to provide guidance to the greenhouse gas inventory industry in 2007 to obtain external certification from SGS during the counseling period.
Note 2: Due to the requirement of the Shenzhen competent authority, from 2014 onwards, factories in Mainland China are required to carry out external verification (for CO2 only, excluding other emission sources) for each year in accordance with the qualified external verification unit approved and announced by the Shenzhen competent authority.
Note 3: ISO 14064-1:2006 contains only Scopes I and II; the 2018 edition contains Scopes I, II and III.
Note 4: In accordance with the Financial Supervisory Commission's roadmap for sustainable development of TWSE listed companies and the group's target schedule, subsidiaries began internal audits in 2024, conducted external audits in 2025, and will complete external audits for all physical operating subsidiaries in 2026.

Goals and Objectives

Long-term

- Scope 1 and 2 greenhouse gas emissions in 2050 to achieve net zero goal
- 100% usage of renewable energy by 2050

Mid-term

- Scope 1 and 2 greenhouse gas emissions in 2030 reduced by 35% compared to the 2022 base year
- Achieve 30% renewable energy target by 2030
- Become a member of the RE100

Short-term

- Adopted the ISO 14064-1 standard in 2022; complete internal inspection; send to external verification in 2023
- Adopt the ISO 14067 standard in 2024; complete the internal inspection and send to external inspection in 2025
- Reduce greenhouse gas emissions by 25% in 2025 compared to the base year of 2022.
- Achieve 20% renewable energy target by 2025

Note 1: ECS aims to complete an internal inventory by 2024 which adheres to the ISO 14067 standard. The process will begin with our brand products and expand to other areas.

About ECS

Established in 1987, ECS is a globally recognized leading brand in motherboards, minicomputers, laptops, mobile devices, and a smart city solutions provider. Headquartered in Taipei, ECS has three subsidiary offices in Tokyo, Japan; Seoul, South Korea; and Fremont, USA. Additionally, the Company has sales representatives stationed in South America, Europe, India, and Thailand, collaborating with local distributors to establish a comprehensive distribution network to serve customers conveniently. Furthermore, with the progression of global digitalization, ECS has established online stores on well-known e-commerce platforms, allowing us to penetrate global markets and provide more real-time services.

With over 30 years of production and manufacturing experience, ECS offers high-quality products and provides customers with customized computer hardware and software design services, meeting their needs for innovation and change. With the trend driven by environmental awareness, concerns and the use of smart technologies in recent years, ECS, which has always been committed to promoting green products, has become a comprehensive provider of smart solutions. We offer solutions in smart IoT, smart EV chargers, smart vehicular solutions, and 5G V2X. By vertically integrating the industry chain and expanding our global presence, we aim to promote our solutions internationally.

ECS has two major manufacturing centers in Shenzhen, China, and Thailand. These centers provide comprehensive supply chain capabilities and enable real-time monitoring of production environments to identify and resolve any issues swiftly. Furthermore, they have flexible and agile production processes to adapt to the varying product needs of different customers and market changes. Upholding the business philosophy of green energy, environmental protection, and sustainable operation, ECS has integrated the concept of green products into our workflow, from design, procurement, production, sales, and service, to the 3R principle, with green being the ultimate guideline. From the production of motherboard and mobile device components to computer assembly and the manufacturing of smart vehicular devices, all processes comply with ISO 9001 and ISO 14001 standards, with certifications obtained. We have also fully implemented the IECQ QC080000 production control process in line with global environmental trends, achieving a four major non-toxic control: "Non-Toxic Suppliers," "Non-Toxic Materials," "Non-Toxic Processes," and "Non-Toxic Quality," providing our customers with the best products while minimizing environmental impact. ECS pays attention to every detail and strives to provide customers with the most comprehensive services.

Company Name	Elitegroup Computer Systems Co., Ltd.
Capital	Approximately NT$5.6 billion
Date Established	1987.05.06
Primary Products and Services	Motherboards, VGA Cards, Desktops, Laptops, Tablets, Smart EV Chargers
Chairman of the Board	GX Wang
President	Arthur Chou
Number of Shareholders	52,362
Number of Employees	3,956
Consolidated Revenue for 2024	Approx. NT$17.4 billion
Headquarters	9F, No. 22-1, Sec. 3, Zhongshan N. Rd., Zhongshan Dist., Taipei City 104427 , Taiwan
Operating Regions	Asia, Americas, Europe, Middle East, Africa, Greater China

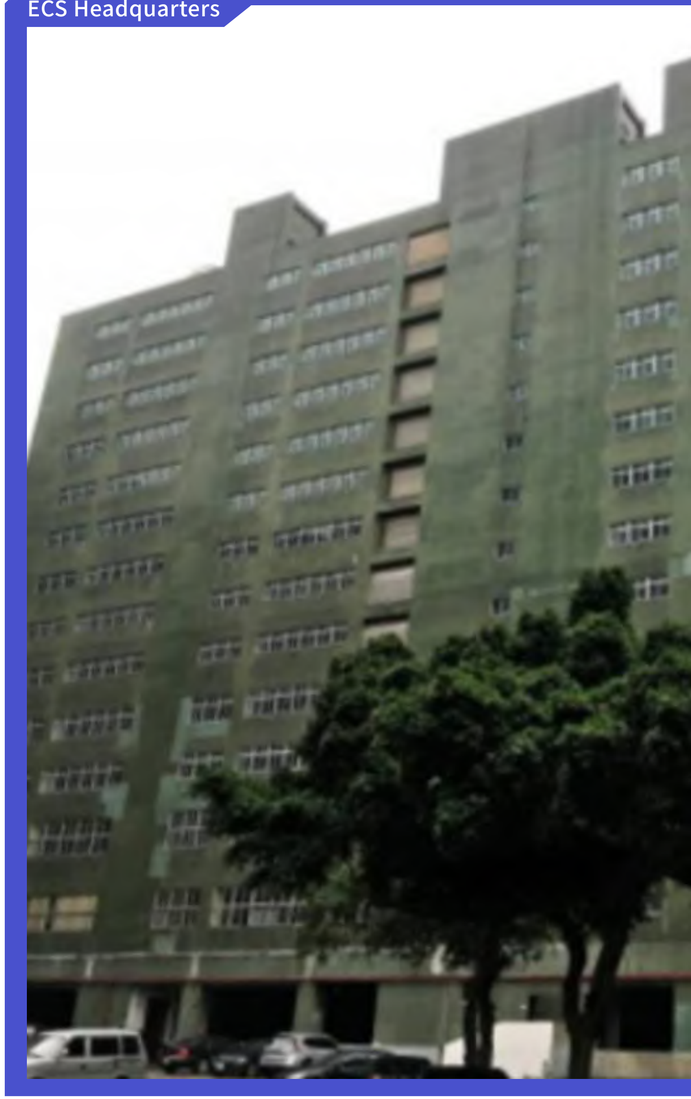
Xingying factory



Thailand factory



ECS Headquarters

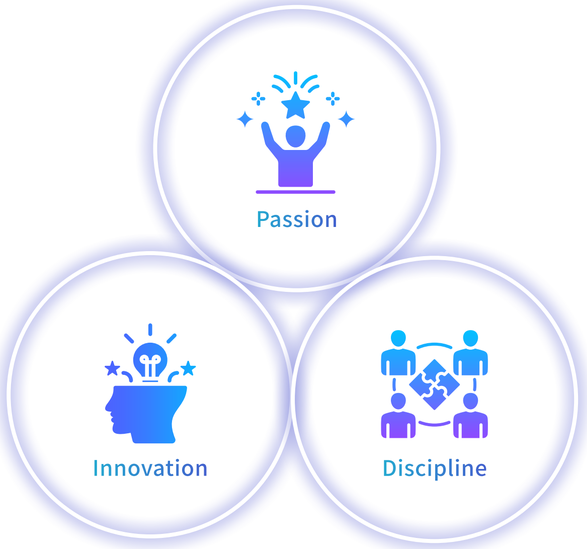


Core Values

ECS is committed to becoming the world's leading information technology company and achieves this goal through three core values. These core values are the cornerstone of the company's operations, guiding the consistent actions of the management team and employees, and ensuring the company's long-term and sustainable development.

- Passion: We firmly believe that passion is a powerful driving force that propels a company forward. Every ECS employee works with utmost enthusiasm, focusing on providing customers with exceptional products and services. We believe that passion fuels creativity, drives innovation, and builds a strong trust and reputation in the market.
- Innovation: In the rapidly changing technological landscape, innovation is key to maintaining competitiveness. ECS continuously pursues technological and product innovation, actively exploring emerging technologies and market opportunities. We are committed to providing forward-looking, high-value solutions to meet our customers' evolving needs and lead the industry.
- Discipline: Discipline is the foundation of our efficient operations. ECS strictly adheres to standards and procedures to ensure that every task is carried out efficiently and orderly. We uphold integrity and professionalism in every aspect of our operations, ensuring the quality and stability of our operations and earning the trust and support of our customers.

ECS adheres to these three core values, not only enhancing our competitiveness and meeting customer needs, but also striving to become a benchmark company leading industry development. We integrate these values into every aspect of our daily work and operations to achieve sustainable development and continuously create new value.



Business Philosophy

ECS is committed to becoming a leading global provider of information technology solutions. We grow and transform year after year, firmly believing that innovative technology is the key to product value. Through comprehensive quality control, we ensure our customers are worry-free and meet their needs, which is the direction of our ongoing efforts.

Our core business philosophy includes:

- Customer First: Our customers are the foundation of our existence. Driven by customer needs, we are committed to providing high-quality products and services that exceed their expectations. We value every customer's feedback and strive for continuous improvement to build long-term relationships of trust and partnership.
- Continuous Innovation: In the information technology sector, innovation is key to maintaining competitiveness. We continuously invest resources and energy in technology research and development, product innovation, and actively explore emerging technologies and market opportunities. We are committed to providing forward-looking and high-value solutions to meet our customers' evolving needs and lead the industry.
- Quality Excellence: We pursue exceptional quality standards, rigorously controlling every step from product design to manufacturing. We utilize state-of-the-art technology and equipment to ensure product reliability and stability, providing customers with trustworthy products while continuously improving product quality.
- Social Responsibility: We actively fulfill our corporate social responsibility (CSR), focusing on environmental protection, promoting sustainable development, and contributing to social welfare. We develop superior products, manufacture them without polluting the environment, and strive to be a responsible corporate citizen, creating greater value for society.

Through these business philosophies, ECS is committed not only to enhancing its competitiveness and meeting customer needs, but also to becoming a benchmark company leading the industry's development. We integrate these philosophies into our daily work and operations to continuously create value and achieve long-term development.

ECS green touch good life

Looking to the future and keeping pace with global market trends, ECS starts with caring for the Earth and protecting the environment while balancing technological innovation to enrich human life and enhance the quality of living. From product design, procurement, production, sales, and service, to resource recycling, ECS fully introduces green solutions, realizing "non-toxic, energy-efficient, easy-to-dismantle, and recyclable" green product design and production. By delivering non-toxic products with low carbon emissions, we actualize our commitment to care for the Earth and protect the environment for sustainable development. Through vertical integration and strategic alliances, ECS controls the supply of critical components, enabling economies of scale in production, which makes computers more accessible and subsequently improves the quality of human life.

ECS Milestones

- **2005** We established subsidiaries in China and South Korea.
- **2002** We achieved 2-million-unit-per-month motherboard sales. We were placed 8th in BusinessWeek's Info Tech 100 as one of the top performers in the IT industry.
- **2000** We achieved 1-million-unit-per-month motherboard sales.
- **1998** We established the Shenzhen ECSM plant with a monthly production capacity of 600 thousand units of motherboards.
- **1994** The first motherboard company to be listed on the Taiwan Stock Exchange.
- **1988-1994** We established subsidiaries in the United States, Germany, the United Kingdom, Japan, Singapore, and Canada.
- **1987** We were officially established as a company dedicated to the professional design and manufacturing of computer motherboards.

- **2006** We acquired and merged with Tatung's desktop PC business unit and Uniwill Computer Corp.
- **2007** We were selected for Deloitte Taiwan's Technology Fast 50 and included in Deloitte's 2007 Asia Pacific Technology Fast 500.
  We established the Suzhou SIP factory to expand the production capacity for laptops.
- **2008** We completed the construction of our Neihu corporate headquarters and formed the Intelligent Communication Product Business Unit to research and develop communication products.
- **2009** We integrated the Hua-nan factory into the Xingying site to enhance the efficiency of upstream and downstream production for circuit boards and supply chain management.
- **2010** We invested and established Elitegroup Electronic (Changshu) Co., Ltd. to assemble and sell motherboards and computer products.
- **2014** We implemented smart building systems in our headquarters to optimize energy conservation.
- **2016** Lize Elementary School implemented ECS' smart campus solutions, paving the way for a new era of smart campus application services.

- **2024** Elitegroup Computer Systems Group consumed 15% renewable energy (certificate) (RE15).
- **2023** In the DT Year Book 2023 issued in February 2023, ECS Group was once again selected as one of the top 50 global ICT brands.
- **2022** We established a subsidiary - ECSIPC, which specializes in industrial computer and automotive electronics.
- **2021** We established the Sustainable Development Committee in December 2021 to establish a sustainability development blueprint, strategic direction, and annual plans.
- **2020** We launched pandemic-related solutions and aligned with the national electric bus team to develop smart vehicular systems.
- **2019** We established a second production base in Thailand.
- **2018** We added capacity for smart vehicular application devices and voice-controlled personal assistant products in the Shenzhen plant.
- **2017** ECS 30th Anniversary Celebration.

Global Footprint



Global Alliance
40+
Partners

Global Network
10+
Countries

Operational Site

- Taipei, Taiwan (Headquarter)
- Fremont, California, U.S.A.
- Tokyo, Japan
- Seoul, Korea

Global Logistics System

For many years, Elitegroup Computer Systems (ECS) has dedicated to developing motherboards, mini PCs, and laptops, demonstrating a highly comprehensive global presence. With branches in the United States and Japan, and sales offices in key countries, we are responsible for developing local market opportunities, providing real-time customer support and service, ensuring rapid response to customer needs and a deep understanding of local market trends.

Our sales channels are diverse, encompassing distributors, system integrators (SIs), white-label OEMs, and private label distribution channels. We are also actively expanding our online presence, collaborating closely with regional e-commerce platforms and listing on two major global e-commerce platforms — Amazon and Alibaba — to target both the B2C and B2B markets. Elite Computer is currently listed on over 62 e-commerce websites across four continents and 22 countries, providing customers with a wider range of purchasing options and further expanding the brand's global reach.

ECS's sales network spans Asia Pacific, the Americas, Europe, the Middle East, and Africa. Through our global presence and diverse product portfolio, we are committed to providing comprehensive service solutions to our customers. Adhering to our core principles of innovative design, high quality assurance, flexible manufacturing, and responsive service, we are rapidly expanding our market, identifying business opportunities, and expanding our sales territory.

In addition, we continue to operate on major social media platforms, planning and participating in online and offline exhibitions and seminars. Leveraging the borderless global network, we are able to reach a wider range of customer groups and enhance interaction and connection with consumers.

ECS will continue to focus on global market expansion, providing customers with the highest-quality products and services through diversified sales channels and comprehensive business support, striving to become a leading global information technology solutions provider.



2024 ECS Global Exhibition

Exhibition	Location	Period	Unit	Year
CES	Las Vegas, USA	1/9 - 1/12	ECS	2024
Bett	London, UK	1/24 - 1/12		
ISE	Barcelona, Spain	1/30 - 2/02	ECSIPC	
Embedded World	Nuremberg, Germany	4/09 - 4/11		
2024 Global Sources Hong Kong Shows - Phase I	Hong Kong	4/11 - 4/20	ECS	
2024 Global Sources Hong Kong Shows - Phase II	Hong Kong	4/18 - 4/20		
Computex	Taipei, Taiwan	6/04 - 6/07	ECS ECSIPC	
Infocomm USA	Las Vegas, USA	6/12 - 6/14	ECSIPC	
Power2Drive	Munich, Germany	6/19 - 6/21		
Retail Tech & Logis Show	Seoul, Korea	6/19 - 6/21		
Automation Expo India	Mumbai, India	8/21 - 8/24		
2024 EE Intelligent Tech Con	Taiwan	10/01 - 10/02	ECS	
2024 Global Sources Mobile Electronics Show	Hong Kong	10/18 - 10/21		

Product Introduction

ECS offers a diversified range of products and services, including motherboards, desktops, laptops, minicomputers, tablets, and other computer-related products, as well as Internet of Things and Vehicle-to-Everything related smart solutions. We are committed to delivering innovative, high-quality, and competitive products to meet the ever-evolving needs of consumers who constantly seek novelty and change.



Business Scope

OEM/ODM

» By analyzing market needs and from design to manufacture, ECS deploys the latest technology to develop a comprehensive product line. Through vertical integration and strategic alliances, we secure the supply of critical components and reduce costs through economies of scale, providing OEM services to major global computer brands.

System Integration (SI)

» ECS provides customized services. We can integrate products we manufacture, such as laptops, minicomputers, and tablets, with relevant software to provide comprehensive solutions. In addition, we also provide vertical integration solutions for hardware infrastructure in the areas of Smart Internet of Things (IoT) and 5G V2X. These solutions are sold globally in a project-based format.

LIVA

» As a subsidiary of the ECS Group, ECSIPC manages the LIVA minicomputers, AiO computers, industrial control motherboards, computers, and EV Chargers. We authorize regional dealers to market our products worldwide through our global channels. Simultaneously, we list our products on regional and global e-commerce platforms and increase visibility and brand awareness through social networking sites to boost sales volume. In addition to the existing LIVA minicomputer product line and channel development, our future focus will be on niche-oriented products for vertical industry applications and providing industry-specific solutions. By shaping the uniqueness of our products or services, we aim to create new product value that stands out in the market, enhances customer satisfaction, and ultimately increases the added value and overall profitability of our offerings. On the other hand, we are simultaneously strengthening the breadth of our product line to align with the global electric vehicle market trends. We have ventured into developing smart EV chargers, ensuring that our products comply with the latest generation specifications (OCPP 1.6/2.0). We aim to establish a unique competitive advantage in smart EV chargers by leveraging our parent company's abundant software development capabilities. By effectively combining our brand's business channels and our subsidiaries' resources, we strive to achieve synergies through efficient integration and application of resources, which will enhance the overall operational performance of the Group and secure a prominent position within the industry.

Primary Products

Motherboards

» Design and manufacture commercial and home desktop motherboards, as well as industrial control motherboards.

Desktop Computers

» Design and manufacture commercial and home desktop computers, including the motherboard, case, and power supply.

Laptops

» Design and manufacture laptops for commercial, educational, and personal use, including the motherboard, case, and power supply.

Tablets

» Design and manufacture tablets for commercial, educational, and personal use, including the motherboard, case, and power supply.

Minicomputers

» Design and manufacture minicomputers for commercial, home, or industrial control use, including the motherboard, case, and power supply.

Smart EV Chargers

» Our smart EV chargers comply with the latest generation standards (IEC-15118) and integrate the online management platform requirements set by the OCA Association, following the OCPP 1.6/2.0 protocols. Additionally, our chargers have customizable capabilities to meet diverse customer needs, providing unique competitive advantages for ECS in the smart EV charger market.

Smart Transportation

» We offer integrated Internet of Things (IoT) applications, including smart logistics, smart warehousing, and smart vehicular systems. Among them, integrating smart vehicular systems with electric buses involves the production of Smart Cockpits, Advanced Driver Assistance Systems (ADAS), and Fleet Management Systems. Through comprehensive smart integration, these solutions enable more efficient fleet operations, enhancing the overall effectiveness of the transportation fleet.

ECS has been committed to researching and developing innovative products. With outstanding technology and excellent quality, we have won numerous international awards. Here are the award records for the LIVA brand minicomputers and ECS brand / ECSIPC brand in 2024:

Award					
Products	System LIVA Z7 PLUS	System LIVA Z7 PLUS	System LIVA Z5 PLUS	System LIVA Z5 PLUS	System LIVA Z5 PLUS
Date	2024/10/27	2024/08/31	2024/04/25	2024/04/05	2024/03/27
Awarding Body	MADSHRIMPS Editor's Choice	geeknetic recommended Award	PC magazine Editor's Choice	Kitguru Worth Buying	PC Perspective Silver Award
Country	Europe Belgium	Europe Spain	Americas United States	Europe UK	Americas United States
Award					
Products	System LIVA Z5 PLUS	EV Charger Venus IEC-32A EU Tethered	System LIVA Z5 PLUS	System LIVA Z5 PLUS	System LIVA Z5 PLUS
Date	2024/03/12	2024/02/29	2024/02/09	2024/01/28	2024/01/05
Awarding Body	T3 India Magazine Mini PC of the Year	iF Design iF Design Award	MADSHRIMPS Performance Award	Hardware Inside Recommended award	Professionalreview Gold Award
Country	Asia India	Europe Germany	Europe Belgium	Europe Germany	Europe Spain

ECS is a member of the following associations:

- ☑ PCI-SIG
- ☑ USB-IF
- ☑ HDCP
- ☑ AVIXA
- ☑ Internal Audit Association of the Republic of China
- ☑ Lawbank
- ☑ GS1 Taiwan
- ☑ Importers & Exporters Association of Taipei
- ☑ Taiwan Electrical and Electronic Manufacturer's Association
- ☑ Taipei Computer Association
- ☑ Taiwan Stock Affairs Association
- ☑ Taiwan Printed Circuit Association (TPCA)
- ☑ VCCI
- ☑ CIO Taiwan
- ☑ Taiwan Independent Director Association
- ☑ UL
- ☑ Intelligent Computer & AIoT Association

Stakeholders and Material Topics

Stakeholder Identification

ECS adheres to the AA1000 Stakeholder Engagement Standard and adopts a five-dimensional assessment method, which considers Responsibility, Influence, Tension, Diverse Perspectives, and Dependency to identify and rank the degree of stakeholder relations.

ECS assesses the mutual impact between stakeholders and the Company through questionnaires, which were completed by 15 department heads who evaluated the stakeholders' relationships. The results are ranked from high to low according to the degree of the relationship. In 2023, the identified stakeholders included shareholders/investors, employees, customers, media, regulatory authorities, suppliers, and community/local groups. These seven categories have been identified as important stakeholders and prioritized communication targets for ECS. Stakeholder communication was reported to the Board of Directors on December 20, 2024.



Stakeholder Communication

Stakeholder Categories: **Shareholders/ Investors**

Significance to ECS

Creating maximum value for shareholders is the Company's operational mission. We prudently utilize capital to generate positive cycles and transparently disclose operational and financial information.

Topics of Concern

- Operational Performance
- Innovative Research and Value Creation
- Supply Chain Management
- Product Safety
- Management Green Products

Stakeholder Communication Methods/ Frequency

- Email Communication / Aperiodically
- Board Meetings / Quarterly
- Conference Calls / Aperiodically
- Video Conference Calls / Aperiodically
- Investor Briefings / Aperiodically
- MOPS / Aperiodically
- Shareholder Meetings / Yearly
- Investor relations contact window

Communication Achievements with Stakeholders in 2024

- The results of the 10th 2023 Corporate Governance Assessment were ranked between 6% and 20%, with the score rising from 96.75 to 98.76. The ranking range for electronics companies with a market capitalization of over NT$10 billion increased from 21% to 40% to 11% to 20%.
- Market Observation Post System (MOPS): Announcing important information such as corporate governance, significant business developments, operational performance, and other relevant information of interest to shareholders and investors.
- Shareholder Phone – 24 Response by dedicated personnel.

1.3 Operational Performance, 1.8 Supply Chain Management, 3.1 Innovative Research and Value, 3.2 Product Safety Creation, 3.3 Management Green Products

Stakeholder Categories Employees

Significance to ECS

Employees are a vital cornerstone for the Company's success, as their contributions, collaboration, and engagement drive the firm's overall productivity, innovation, and customer satisfaction.

Topics of Concern

- Operational Performance
- Business Integrity and Anti-Corruption
- Regulatory Compliance
- Corporate Governance
- Green Products
- Occupational Safety and Health
- Employee Benefit

Stakeholder Communication Methods/ Frequency

- Labor-Management Meetings / Quarterly
- Occupational Safety and Health Committee / Quarterly
- Health Promotion Committee / Quarterly
- Employee Welfare Committee / Quarterly
- Internal Website Announcements / Aperiodically
- Employee Communication Mailbox / Aperiodically

Communication Achievements with Stakeholders in 2024

- 2024 Manufacturing Happy Enterprise Gold Award
- 2023-2026 Sports enterprise certification by the Sports Administration of the Ministry of Education
- Established the Health Promotion Committee
- A total of 5 internal and external employee exchange and welfare activities (Blood donation*2, movie*1, parent-child day*1, weight management*1) will be held in 2024.
- Provide 17 employee leisure clubs
- Subsidy lunch for colleagues NT$70
- ECS Coffee Day provided every month
- Three Festivals Gifts/Gift Vouchers
- Wedding and funeral subsidies
- Hosted regular Labor-Management meetings.
- Irregular factory communication meetings
- Set up an employee welfare committee
- Establish an employee pension supervision committee
- Set up employee communication mailbox and sexual harassment complaint mailbox
- Set up ECS bi-weekly report
- Set up employee EIP portal
- Set up employee assistance service center
- Establish ECS corporate universities
- Set up an occupational safety and health committee and hold regular review meetings
- Set up a health promotion committee and hold regular review meetings

1.1 Corporate Governance, 1.2 Business Integrity and Anti-Corruption, 1.3 Operational Performance, 1.5 Regulatory Compliance, 3.3 Green Products, 4.2 Employee Benefits and Care

Stakeholder Categories Customers

Significance to ECS

Customers are the critical pillars of the Company's prosperity and achievements. They bring financial benefits, lead market demands, and assist the Company in constant improvement through their valuable feedback.

Topics of Concern

- Customer Relationship Management
- Green Products
- Information Security and Privacy Protection
- Energy and Greenhouse Gas

Stakeholder Communication Methods/ Frequency

- Email Correspondence / Monthly
- Field Visits / Aperiodically
- Telephone Correspondence / Aperiodically
- Customer Service System / Aperiodically
- Customer exception handling/ Aperiodically

Communication Achievements with Stakeholders in 2024

- Visit major customers aperiodically, once or twice a year
- Customers may seek product repair services and technical issue inquiries through phone calls aperiodically.
- Dedicated mailbox for customer service - immediate response by assigned personnel
- Customer delivery and dedicated personnel reception and repair services
- Customer service material purchase, improve customer satisfaction information.
- Personally visit the customer's site to resolve product anomalies

1.6 Information Security and Privacy Protection, 1.9 Customer Relationship Management, 2.3 Energy and Greenhouse Gas Management, 3.3 Green Products

Stakeholder Categories

Media

Significance to ECS

The media is a crucial shaper of the Company's reputation and image. Its communicative power conveys the Company's values to a broad audience and influences public perception and trust towards the Company.

Topics of Concern

- Corporate Governance
- Customer Relationship Management

Stakeholder Communication Methods/ Frequency

- Press Conferences / Aperiodically
- Interviews and Special Features / Aperiodically
- Press Releases / Quarterly
- Provide Product and Event Information / Aperiodically
- Telephone, Fax / Aperiodically
- Email Communication / Aperiodically

Communication Achievements with Stakeholders in 2024

- We issued 35 press releases in 2024.
- There were 1150 media exposures in 2024.
- We held 3 product events in 2024.
- We conducted 26 joint media interviews in 2024.

1.1 Corporate Governance, 1.9 Customer Relationship Management

Stakeholder Categories

Regulatory Authorities

Significance to ECS

The regulatory authority oversees the Company's compliance with laws, regulations, and ethical standards, ensuring that the Company operates within a legal, ethical, and responsible framework while safeguarding the public interest and market order.

Topics of Concern

- Corporate Governance
- Regulatory Compliance
- Climate Change Governance

Stakeholder Communication Methods/ Frequency

- Regular Reporting / Monthly
- Regulation Compliance / Aperiodically
- Official Document Correspondence / Aperiodically
- Participation in Seminars and Events / Aperiodically

Communication Achievements with Stakeholders in 2024

- Participate in policy discussions and roundtable meetings with regulatory authorities regularly.
- Cooperate with regulatory authorities for supervision and audits.
- Established a liaison point to maintain good interaction with regulatory authorities.
- Acting Spokesperson: Hui-Lan Tu, Public@ecs.com.tw
- Greenhouses Gas are regularly disclosed in sustainability reports, corporate sustainability websites, and the board of directors for emissions and reduction information.

1.1 Corporate Governance, 1.5 Regulatory Compliance, 2.1 Climate Change Governance

Stakeholder Categories

Suppliers

Significance to ECS

Suppliers are partners in the success of the Company. They provide high-quality products and services, ensuring the Company's smooth operation and satisfying customer needs, thereby establishing a long-term and stable cooperative relationship.

Topics of Concern

- Supplier Sustainability Management
- Regulatory Compliance
- Business Integrity and Anti-Corruption
- Product Safety Management
- Customer Relationship Management
- Information Security and Privacy Protection
- Risk Management

Stakeholder Communication Methods/ Frequency

- Telephone, Fax / Aperiodically
- Email Communication / Aperiodically
- Supplier Auditing / Aperiodically
- Supplier Evaluation / Quarterly
- Stakeholder Zone / Aperiodically

Communication Achievements with Stakeholders in 2024

- We accomplished a comprehensive evaluation and on-site audit of 12 new suppliers in 2024.
- We completed comprehensive evaluations for 278 existing suppliers and conducted reviews item by item according to the evaluation criteria in 2024.
- We completed on-site audits for 56 major suppliers and launched compliance guidance operations simultaneously in 2024.
- In 2024, based on the suppliers' attributes and categories, we completed 27 cross-departmental product development and sustainable procurement deep collaboration meetings.

1.2 Business Integrity and Anti-Corruption, 1.4 Risk Management, 1.5 Regulatory Compliance, 1.8 Supply Chain Management, 1.9 Customer Relationship Management, 3.2 Product Safety Management

Stakeholder Categories

Community and Local Groups

Significance to ECS

Community and local groups are vital links to the Company's success and social inclusion. Their support and cooperation promote the Company's continuous development, simultaneously establishing mutual trust and shared values, benefiting the entire community.

Topics of Concern

- Green Products
- Waste Management
- Social Engagement
- Supply Chain Management
- Business Integrity and Anti-Corruption

Stakeholder Communication Methods/ Frequency

- Company Website / Aperiodically
- Company Website / Periodically
- TWSE MOPS / Periodically
- Sustainability Website / Aperiodically
- Sustainability Report / Annual

Communication Achievements with Stakeholders in 2024

- Regular disclosure of green products and waste disposal.
- Organize charity sales regularly: We organized 1 charity sales in 2024.
- Donate company products regularly: We donated 38 laptops in 2024.
- Participate in Blood Donation Event regularly: We participated in 2 blood-donation events in 2024.
- Cooperate with foundations to organize public welfare events occasionally: We cooperated with the Dandelion Hope Foundation and Yisheng Elementary School in Fuxing District, Taoyuan City, to hold a one-day farmer welfare event in 2024 and organize external public visitations occasionally.
- Participate in Social Group Volunteer Activities: In 2024, We organized two volunteer activities, including habitat conservation and volunteer fruit and vegetable packaging for Fruit4baby.

1.2 Business Integrity and Anti-Corruption, 1.8 Supply Chain Management, 2.5 Waste Management, 3.3 Green Products, 4.4 Social Engagement and Contribution

Contact Person

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Identification and Execution Process for Material Topics

ECS follows the GRI Universal Standards 2021 edition GRI 3 to further evaluate the actual and potential impacts of the corporation on the economy, environment, and communities (including their human rights) throughout its operational activities and business relatio nships. These assessments serve as the basis for the strategic planning of ECS' sustainable development.

Step 1 — Identification of Sustainability Topics

ECS reviews its operational activities, business partnerships, sustainability context, and stakeholders, and refers to international sustainability standards and norms, international assessments (like DJSI, MSCI), TCFD, SASB, the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, industry focus issues, and peers' sustainability practices, to summarize the 24 sustainability topics involved in business operations.

24 Sustainability Topics

Step 2 — Assessment of Actual and Potential Impact Levels

Fifteen internal department heads evaluated ECS on 24 sustainability topics based on the Double Materiality principle. They assessed the significant positive and negative impacts on business operations and the external economy, environment, and people (including their human rights). The impacts were scored based on the probability and degree of occurrence.

In addition, based on the identified stakeholders, we distributed questionnaires to understand the stakeholders' level of concern regarding the 24 sustainability topics and collected 167 valid questionnaires.

15 Internal Impact Assessment Questionnaires 167 Questionnaires of Stakeholder Concerns

Step 3 — Rank Impact Levels and Identify Material Topics

We compiled the results of the internal impact questionnaire analysis, sorting by both the degree of significant positive and negative impacts, and drew a materiality matrix to identify seven sustainability topics with significant impacts. At the same time, we incorporated the perspectives of stakeholders. Based on the stakeholder concern analysis results, we ultimately defined 11 "material topics."

11 Material Topics

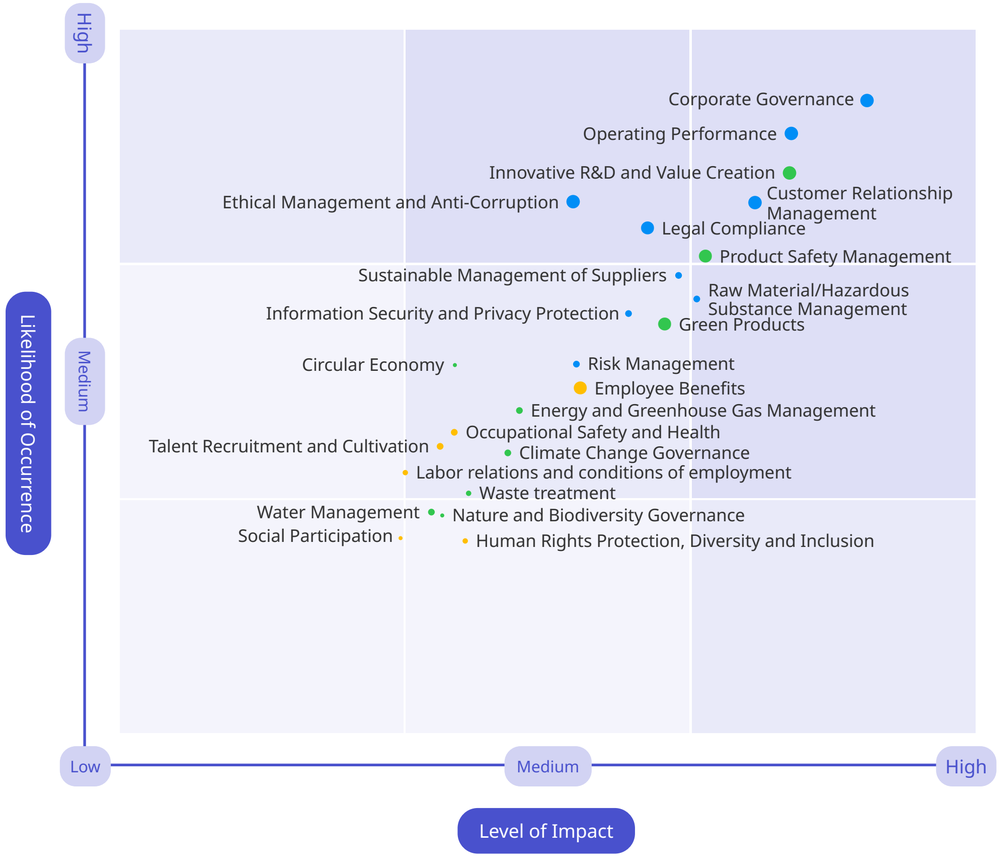
Step 4 — Review and Approval of the Material Topics

The ECS Sustainable Development Committee and senior executives confirm the identification results of the significant topics, formulate management policies and goals, collect information for disclosure, and conduct regular reviews every quarter. On December 20, 2024, the results of the identification of material topics in 2024 were communicated to the Sustainable Development Committee and the Board of Directors.

In 2024, senior executives reassessed the impacts of each sustainability topic and considered the voices of external stakeholders. After being comprehensively analyzed by external experts, the results are reported to the Sustainable Development Committee. The 11 material topics identified by ECS in 2024, in order, are Operational Performance, Innovative Research and Value Creation, Energy and Greenhouse Gas Management, Supplier Sustainability Management, Regulatory Compliance, Information Security and Privacy Protection, Talent Recruitment and Development, Integrity in Business and Anti-Corruption, Product Safety Management, Customer Relationship Management, and Social Engagement. Order changes in focus priorities compared to 2024.

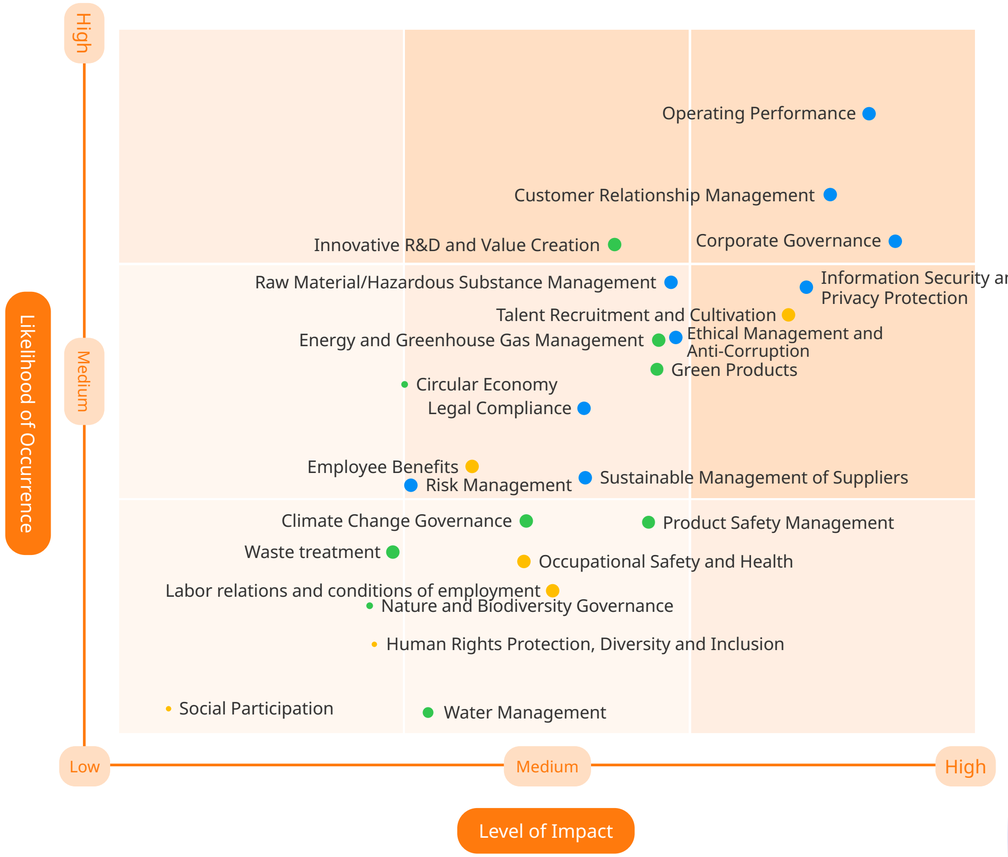
Positive Impact Material Topics Matrix

Note: ● Size indicates the degree of financial significance



Negative Impact Material Topics Matrix

Note: ● Size indicates the degree of financial significance



Material Topics

11 Items

Material Topic Management

Operational Performance		
Significance to ECS		Excellent operational performance is a key driver of the Company's competitiveness. Through efficient operations, the Company ensures its economic stability and sustainable development.
Potential or Actual Impacts	Positive Impact Description	With well-functioning operations and compliance with regulations, the Company will result in an enhanced reputation and increased investment opportunities.
	Negative Impact Description	Detrimental actions toward the Company's credit rating can decrease reputation among external parties and stakeholders.
Policies / Commitments		Ensure transparent disclosure of operational information, conduct business with integrity, and foster a culture of compliance.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	ECS is committed to meeting consumer needs, integrating better products for end consumers to purchase, and stimulating market demand. Through product line extension and design, we provide exceptionally smooth performance and a diverse range of products that cater to different market segments. From entry-level to high-end products, we offer a comprehensive product portfolio that meets the needs of various users.
	Mid-Term (3~5 years)	In our long-term product development plan, ECS continues to provide innovative products and services to the education sector, fostering greater diversity. In addition to a complete lineup of professional and lightweight products, we also plan to introduce a full range of high-end products, tailoring our offerings to different market segments and meeting diverse market demands. This approach also enhances the flexibility of our supply chain management.
	Long-Term (>5 years)	With a focus on risk control, followed by gross margin optimization and shipment volume enhancement, ECS allocates more marketing resources to our main distributors. We also collaborate strategically with other brands, allowing distributors to sell our products as complete devices, highlighting the cost-effectiveness of ECS motherboards.
Complaint / Assessment Mechanism		We have spokespersons, acting spokespersons, and an investor relations contact window responsible for handling shareholder suggestions or disputes and regularly reporting the situation of communication with stakeholders to the Board of Directors.
2024 Management Results		In 2024, ECS continued to focus on adjusting product structure, equipment upgrades and organizational optimization to improve competitiveness and operational efficiency, and strive for greater development space for the company's future growth.
GRI / Custom Topics		GRI 201 Economic Performance
SDGs		
Page Number		38

Innovative Research and Value Creation		
Significance to ECS		Innovative research and value creation are the driving forces behind the Company's prosperity and growth. Through continuous innovation and value creation, we explore new markets, meet customer needs, and establish competitive advantages.
Potential or Actual Impacts	Positive Impact Description	Innovation is not only a response to technological advancements and customer needs but also requires continuous internal innovation in design evolution, optimization of production processes, and a shift in focus toward the impact on the social and environmental aspects. From the user's perspective, ECS continuously explores and innovates in product research and development, and enhances product competitiveness. We also share the achievements of research and development innovation with our customers, ensuring they and end consumers have access to sustainable and innovative green products.
	Negative Impact Description	"The essence of research and development innovation lies in identifying customers' latent and critical needs." The key is to create products that the market needs and others have yet to envision instead of simply standing out. The goal is to create unique value and become a benchmark. Failing to achieve this will result in losing market opportunities and jeopardizing the survival of the Company.
Policies / Commitments		ECS' main products include motherboards, VGA cards, desktops, laptops, and industrial computers. We provide global customers with fast, comprehensive, and cost-effective design solutions. At ECS, we value customer feedback and incorporate this belief into our quality, technology, and innovative planning. We aim to provide customers with satisfactory services through outstanding and innovative design.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	» We utilize environmentally friendly materials, recycled plastics, and components that comply with hazardous substance and halogen-free requirements. We also promote resource circulation and reuse, and strive to increase environmental friendliness while minimizing environmental harm. » Packaging Material ReductionWe have implemented recyclable packaging materials, such as replacing EPE with paper trays for cushioning and substituting PE bags with recycled paper envelopes. We also utilize single-color inks for printing various types of boxes. » Product Energy Efficiency Enhancement Adopting low-energy consumption designs with high conversion efficiency components, we have complied with various environmental and energy-saving standards, such as Energy Star 8 and ErP 2016 Lot3, based on customer requirements.
	Mid-Term (3~5 years)	» Establishment of the Research and Development Engineering Academy » Setting technical indicators that research and development personnel should know and master, as well as technical problem-solving abilities. » Rewards for Patent Application Define the reward policies clearly to encourage colleagues to be creative during project development, identify design differences, make progressive elements, and file patent applications.
	Long-Term (>5 years)	» Expand Industry-Academia Collaboration Projects Through collaborative activities with academia, we conduct talent cultivation, research and development, technology transfer, and realize nurturing and innovation.
Complaint / Assessment Mechanism		» Establish a Customer Spec Technical Design Platform This involves centralized management of customer technical specifications, design requirements, and problem analysis reports. Provide timely and comprehensive proposals and handling in response to customer feedback and requests.
2024 Management Results		» In 2024, we added 27 new patents. » Obtained the A-grade certification in the "Taiwan Intellectual Property Management System" (TIPS).
GRI / Custom Topics		Custom Topic: Innovative Research and Value Creation
SDGs		
Page Number		79, 80

Energy and Greenhouse Gas Management		
Significance to ECS		ECS is continuously planning effective energy use strategies to reduce greenhouse gas emissions, which responds to domestic and foreign regulations and the expectations of external stakeholders, reduces environmental load, and implements environmental sustainability management.
Potential or Actual Impacts	Positive Impact Description	Through annual greenhouse gas inventory and energy-saving carbon reduction activities, we identify high energy consumption and carbon emissions areas, convert to low-carbon and renewable energy, produce low-carbon energy-saving products, and transform into a green sustainable enterprise.
	Negative Impact Description	Suppose we fail to implement corporate energy and greenhouse gas management effectively. In that case, we won't be able to meet product market requirements, harm the Company's reputation, and ultimately be eliminated by consumers and the market.
Policies / Commitments		ECS has established a long-term goal of "net zero emissions by 2050". We aim to reduce 35% of carbon emissions by 2030 and achieve net zero emissions by 2050. We set climate-related performance indicators and quantitative goals, regularly track the achievement, and disclose them to the public.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	» The Parent Company will obtain ISO 14064-1 external verification. » Plan for our brand product lines to complete internal inventory in accordance with ISO 14067 and obtain external verification. » Achieve a renewable energy usage proportion of 20%.
	Mid-Term (3~5 years)	» The subsidiaries will obtain ISO 14064-1 external verification. » Reduce our scope 1 and 2 greenhouse gas emissions by at least 35% compared to the base year of 2022 by 2030. » Achieve a renewable energy usage proportion of 30% by 2030. » Become a member of RE100.
	Long-Term (>5 years)	» Achieve net-zero emissions of scope 1 and 2 greenhouse gases by 2050. » Achieve a renewable energy usage proportion of 100% by 2050.
Complaint / Assessment Mechanism		We have appointed dedicated energy and greenhouse gas management personnel and regularly report the execution results to the Board of Directors.
2024 Management Results		» In 2024, our greenhouse gas emissions were 58,788 metric tons of CO_2e. Compared to 81,648 metric tons in 2023, we reduced 27.99% of emissions. » In 2024, the greenhouse gas emissions (including scopes 1, 2, and 3) of ECS Taiwan headquarters and Xingying factory area obtained ISO 14064-1 external verification.
GRI / Custom Topics		GRI 302 Energy, GRI 305 Emissions
SDGs		
Page Number		66-71

Supplier Sustainability Management		
Significance to ECS		Supplier sustainability management is a key element to the Company's success. Establishing long-term partnerships and promoting environmental and social responsibility ensures the supply chain's reliability, stability, and joint prosperity.
Potential or Actual Impacts	Positive Impact Description	Through supply chain sustainability management, we commit to the effective implementation of environmental, social, and governance factors by suppliers to positively impact society and the environment, and to enhance corporate reputation, therefore increasing customer trust in us.
	Negative Impact Description	Suppose we fail to implement supplier sustainability management effectively. In that case, it will decrease the Company's reputation, lower customer trust, and ultimately reduce future orders.
Policies / Commitments		» Through quarterly supplier assessments, we understand all suppliers' status and risk levels. » We regularly hold supplier conferences to effectively promote the Company's emphasis and requirements on sustainable supply chains. » We audit and coach suppliers with high risks.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	Identify key suppliers based on transaction amounts, understand the suppliers' risk levels through collecting SAQ questionnaires, and effectively demand and urge our suppliers.
	Mid-Term (3~5 years)	Implement annual supplier conference advocacy and require suppliers to comply with the RBA Code of Conduct.
	Long-Term (>5 years)	Assist suppliers in evaluating potential risks and opportunities according to global sustainability trends and jointly develop solutions more beneficial to the social environment.
Complaint / Assessment Mechanism		We have established a complaint channel for supplier communication on the ECS official website: Ms. Lin (02)2162-1177#21555 SCM@ecs.com.tw
2024 Management Results		» In 2024, we incorporated the SAQ questionnaire survey into our supplier evaluation and set it as part of supply chain sustainability management. » In 2024, we distributed 256 SAQ questionnaires to our suppliers and collected 256, yielding an effective questionnaire recovery rate of 100%. » Based on the 2024 transaction amount, we selected 43 key suppliers, accounting for 16.8%, among which 8 were high-risk vendors, accounting for 18.6%.
GRI / Custom Topics		GRI 204 Procurement Practices, GRI 308 Supplier Environmental Assessment, GRI 414 Supplier Social Assessment
SDGs		
Page Number		46-50

Regulatory Compliance		
Significance to ECS		Regulatory compliance is the moral mission and responsibility of the Company. By adhering to legal provisions and ethical standards, and establishing a culture of lawfulness, we uphold the Company's reputation, trust, and social standing, achieving long-term stable development.
Potential or Actual Impacts	Positive Impact Description	Maintain the Company's reputation to gain the respect and trust of customers, suppliers, and other parties.
	Negative Impact Description	Detrimental actions toward the Company's credit rating can decrease reputation among external parties and stakeholders.
Policies / Commitments		Strengthen communication with all stakeholders, and strive to meet their expectations for the Company's sustainable development.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	Ensure that employees adhere strictly to the Company's ethical standards in their everyday work and business activities. By doing so, we uphold the Company's reputation, thereby earning the respect and trust of customers, suppliers, and other stakeholders.
	Mid-Term (3~5 years)	Continually promote business ethics, corporate governance, and employee integrity through internal education and training, daily advocacy, and emailing staff on the latest regulatory trends.
	Long-Term (>5 years)	The ECS management team will closely monitor domestic and international policies and regulations that could affect the Company's finances and business. We will establish corresponding risk management procedures and enhance employees' legal literacy through training.
Complaint / Assessment Mechanism		We have spokespersons, acting spokespersons, and an investor relations contact window responsible for handling shareholder suggestions or disputes and regularly reporting the situation of communication with stakeholders to the Board of Directors. We have established a complaint window for violations of integrity and ethics on the ECS official website: Ms. Lo (02)2162-1177#25231 ethics@ecs.com.tw
2024 Management Results		In 2024, there were no major violations of laws and regulations (including governance, environmental, and social aspects), nor were any penalties paid for non-compliance.
GRI / Custom Topics		GRI 2 General Disclosure
SDGs		
Page Number		41



Information Security and Privacy Protection			
Significance to ECS		Information security and privacy protection serve as vital safeguards for the Company's operations. By ensuring data security, respecting individual privacy, and controlling risks, we establish customer trust, maintain corporate reputation, and ensure our business operations' stability and sustainable development.	
Potential or Actual Impacts	Positive Impact Description	With adequate information security measures that comply with laws and regulations, we enhance our reputation and increase investment opportunities.	
	Negative Impact Description	Detrimental actions toward the Company's credit rating can decrease reputation among external parties and stakeholders.	
Policies / Commitments		» We commit to safeguarding our information assets' confidentiality, integrity, and availability, providing a stable and secure information environment, and facilitating informed business decisions. » We comply with legal and regulatory requirements and continually strengthen our employees' information security awareness.	» We also strengthen our communication with stakeholders to meet their expectations regarding information security.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	» Establish a Security Committee to coordinate ECS's information and communication security risk management.	» Establish a specialized information security unit with dedicated personnel who regularly convene information security meetings, implement protective measures, and report to the Board of Directors. » Enhance our employees' awareness of information security.
	Mid-Term (3~5 years)	» Improve our employees' understanding and defense capabilities against information security threats. » Introduce more advanced technology to strengthen the protective capability of the Company's systems.	» Conduct risk assessments and tests regularly to ensure the Company's systems and processes can withstand threats. » Strengthen cooperation with government and industry organizations to tackle emerging threats jointly.
	Long-Term (>5 years)	» Ensure the security of the Company's systems and data, preventing unauthorized access, use, disclosure, destruction, or loss. » Raise awareness among our customers, suppliers, and employees about the importance of information security.	» Continually invest resources to improve the Company's level of information security. » Stay in sync with industry peers to ensure the Company maintains a leading position in terms of information security.
Complaint / Assessment Mechanism		» We have appointed dedicated security personnel and joined cybersecurity alliances in Taiwan. We will report to the Board of Directors and communicate with stakeholders regularly.	» We perform occasionally information security drills, including vulnerability scanning, disaster recovery, and social engineering.
2024 Management Results		» We have implemented multi-factor authentication. » The Company conducts a disaster recovery drill for critical operational systems in the cloud once every year. » We have established a dedicated information security unit.	» We have certified the ISO 27001:2022 management system, which is subject to annual re-evaluations per the guidelines. » We invited government agencies to share topics on information security. » Our suppliers have achieved an A-grade information security rating (scored 90 and above).
GRI / Custom Topics		GRI 418 Customer Privacy / Information Security and Privacy Protection	
SDGs			
Page Number		41-43	

Talent Recruitment and Development			
Significance to ECS		Talent recruitment and development are the essential cornerstones of the Company's growth and success. We have built a strong team with diversified knowledge and skills by attracting excellent talent and providing growth opportunities, driving innovation and business development.	
Potential or Actual Impacts	Positive Impact Description	**Talent Recruitment** The Company's recruitment channels and hiring procedures are comprehensive, and the overall process complies with labor and gender equality regulations. By expanding diverse recruitment channels, we enhance the overall corporate image and increase the chances of successful recruitment.	**Talent Development** Employees are the Company's most important asset, and annual talent training is one of our important annual projects to improve work quality and efficiency to accomplish organizational goals.
	Negative Impact Description	**Talent Recruitment** Damage to the corporate image and evaluation could lead to job seekers losing employment-related rights and interests.	**Talent Development** Suppose there is no corresponding training system to maximize the potential of human resources at all levels. In that case, it may not only render the training ineffective but could also potentially waste company resources.
Policies / Commitments		**Talent Recruitment** » We educate recruitment-related personnel on compliance concepts and commit to protecting the rights and interests of job seekers and enterprises. » We adhere to labor and gender equality laws, regulations, and requirements. » We collaborate with educational institutions and training organizations, expand recruitment channels, and strengthen the cultivation of reserve talent.	**Talent Development** » ECS values the individual qualities of each colleague, aiming to create an environment that allows colleagues to unleash their potential and elevate their careers. In 2022, we established the ECS Enterprise University and set up various functional colleges. » To enhance the effectiveness of staff training programs, we combine various online learning resources and external professional training to improve the quality of our staff.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	**Talent Recruitment** » Plan recruitment-related teaching materials and courses to strengthen legal compliance awareness among relevant personnel. » Cooperate with universities on government undergraduate pre-employment projects, enhance industry-academic relationships, and cultivate reserve talent.	**Talent Developmen** » Invite sustainability lecturers from the industry through Podcast online courses to conduct sustainability education and training for the entire Company. » Encourage employees to participate in external sustainability lectures and seminars. » Provide different development programs according to employees' personal development plans and encourage employees to learn in all aspects, thereby implementing talent development strategies.
	Mid-Term (3~5 years)	**Talent Recruitment** » Implement compliance courses, combine them with managerial skills training, and treat them as mandatory. » In addition to campuses, we will cooperate with professional training institutions to create diverse recruitment channels.	**Talent Developmen** » For sustainable development, we will formulate plans for talent training and provide supplemental aid for advanced studies.
	Long-Term (>5 years)	**Talent Recruitment** » Keep up to date with compliance knowledge and regularly update and disseminate content for adherence. » Continually expand diverse recruitment channels to enhance talent acquisition effectiveness.	**Talent Developmen** » Continually strengthen measures related to talent development.

Talent Recruitment and Development		
Complaint / Assessment Mechanism	**Talent Recruitment** » We have established an HR complaint mailbox on our website, facilitating job seekers to report and address any violations of their rights to our Company at the earliest opportunity.	**Talent Developmen** » We conduct annual reviews and perception surveys on training execution, write reports on training results, and continually improve. » We measure the quality of training through the Talent Quality-management System (TTQS) evaluation system of the Workforce Development Agency of the Ministry of Labor.
2024 Management Results	**Talent Recruitment** » There were no recruitment disputes in 2024. » There were no negative reviews about the Company on any major job-seeking platforms.	**Talent Developmen** » We achieved a bronze rating in the TTQS evaluation in 2023. » Total training costs for 2024 were NT$1,080,000, with an average training cost per person of NT$1,500. » Total training hours were 62,450 hours, with a total of 9,168 participants per year, for an average of 12.74 hours per person.
GRI / Custom Topics	GRI 404 Training and Education	
SDGs		
Page Number	101-104	



Business Integrity and Anti-Corruption		
Significance to ECS		Business integrity and anti-corruption are the Company's core principles and moral cornerstones. We ensure the Company's credibility, sustainable development, and social impact by maintaining high integrity, establishing a good reputation, and curbing corrupt practices.
Potential or Actual Impacts	Positive Impact Description	The Company operates uprightly and in compliance with regulatory norms, which elevates our reputation and increases opportunities for investment and financing.
	Negative Impact Description	Detrimental actions toward the Company's credit rating can decrease reputation among external parties and stakeholders.
Policies / Commitments		» Ensure transparent disclosure of operational information, conduct business with integrity, and foster a culture of compliance. » We adhere to legal regulations and requirements, and actively promote corporate governance and sustainable development.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	Implement a culture of integrity in our business, encourage employees to serve diligently, and uphold ethical integrity, thereby maintaining the image of corporate integrity.
	Mid-Term (3~5 years)	Conduct education and training for all employees, covering anti-corruption content and the EICC Code of Conduct (RBA Code of Conduct), a mandatory course for new colleagues. The content includes provisions specifically related to anti-bribery.
	Long-Term (>5 years)	All employees will adhere to the integrity clauses and non-competition provisions, which will also be included as one of the necessary documents for our suppliers. They will follow ECS' integrity management code, operational procedures, and behavioral guidelines. Strictly prohibit any corruption, monopoly, bribery, and extortion. In daily operations, we will advocate anti-corruption guidelines included in the employee handbook and company rules, and provide employees with related education and training to ensure every employee understands the relevant provisions.
Complaint / Assessment Mechanism		ECS has an integrity policy, requiring all employees to comply with the integrity clauses and non-competition prohibitions. It is one of the necessary vendor documents for them to adhere to ECS' integrity management code, operational procedures, and behavioral guidelines. We have established a complaint window for violations of integrity and ethics on the ECS official website: Ms. Lo (02)2162-1177#25231 ethics@ecs.com.tw
2024 Management Results		» There were no corruption incidents or violations of professional ethics in 2024. » We organized three business integrity-related education and training sessions with 61 participants in 2024.
GRI / Custom Topics		GRI 205 Anti-Corruption
SDGs		
Page Number		37

Product Safety Management		
Significance to ECS		Product safety management manifests the Company's commitment to customers and consumers. By ensuring product quality, safety, and compliance, we maintain the trust of our customers and consumers, uphold corporate reputation, and achieve high market competitiveness.
Potential or Actual Impacts	Positive Impact Description	The products manufactured by ECS comply with world conventions and national regulations regarding safety regulations, electromagnetic radiation, hazardous substance control, and energy efficiency standards. They have passed the necessary tests to receive certification, following principles of honest product labeling and disclosure in accordance with market marketing and international regulations, ensuring consumer rights, and allowing rapid entry into target markets.
	Negative Impact Description	Products that fail to comply with product safety regulations of various countries fail to enter the market to generate revenue and may lead to significant customer claims, jeopardizing the Company's operations and reputation.
Policies / Commitments		ECS uses international environmental labels as a template and incorporates key considerations of green design concepts, such as low toxicity, easy disassembly, minimal packaging, and low energy consumption. We actively incorporate recycled plastics and packaging materials into our products, expecting our products to meet current and future environmental requirements.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	Enhance the identification and procedures of product safety certification regulations and thoroughly integrate relevant product safety and environmental certification and management systems.
	Mid-Term (3~5 years)	Extend our ODM design verification experience to broaden the certification items of our brand products.
	Long-Term (>5 years)	From four major product perspectives: (1) Green materials, (2) Green packaging, (3) Product recycling, (4) Energy-saving products, we will set standards to assess the environmental impact at all stages from production, manufacturing, transportation, consumer use, recycling, to waste disposal. We will design innovative green products that comply with international regulations and customer needs.
Complaint / Assessment Mechanism		» Consumers can ask questions about our products and services on our external website service platform. Our technical and service staff will respond to and handle these inquiries, facilitating direct communication with consumers to ensure their rights and to enhance the quality of our products and services. » ECS has established a customer complaint channel in the company website's stakeholder section and a proper handling and reply tracking mechanism.
2024 Management Results		In 2024, all products passed safety-related regulatory certifications. Additionally, there were no product safety violations, accidents, or fines paid for non-compliance.
GRI / Custom Topics		GRI 416 Customer Health and Safety
SDGs		
Page Number		81-84

Customer Relationship Management		
Significance to ECS		Customer relationship management is key to the Company's success. ECS fosters enduring and mutually beneficial relationships with our customers by establishing profound relationships, providing quality services, and meeting customer needs.
Potential or Actual Impacts	Positive Impact Description	ECS Team We are actively enhancing our product portfolio, reviewing and improving based on customer needs. We continually monitor international developments, industry trends, and customer pulse to provide the most optimized solutions, which remains our ultimate goal.
	Negative Impact Description	Any factors that harm or undermine customer satisfaction may directly lead to a disruption in customer relationships and a breakdown in cooperative relations, consequently affecting order intake and revenue performance.
Policies / Commitments		» Valuing Commitments Commitment builds reputation. We value every promise made to our customers, gaining trust through concrete actions, and continuously establishing and accumulating a good reputation and support from customers. » Constant Innovation We continually develop new technologies, products, manufacturing methods, and business models in response to changing market and technological trends. With maximizing the Group and Company's synergies in mind, we strive to carve a new path for ECS. » Quality First In response to customers' market demands for high-quality products, we pay attention to quality and detail throughout the production process, from design and development to manufacturing and service. We strive to maximize customer satisfaction throughout the entire service process, which is the quality that the ECS team persists in.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	As the three-year pandemic gradually eases, in addition to regular weekly/monthly conference calls, we have also started to visit key customers or major projects at any time through trade shows. The implementation of the annual customer satisfaction survey consists of two major parts: » We conduct Quarterly Business Reviews (QBRs) each year » Organize an annual customer satisfaction survey. We use the assessment and survey results as a critical foundation for improving customer relationships. Through survey analysis and in-depth customer interaction, we discover potential market opportunities, improve product design, meet customer needs more closely, and establish a win-win relationship.
	Mid-Term (3~5 years)	In the past, we've conducted customer satisfaction surveys through email. Starting from Q3 2024, we will utilize an online customer satisfaction survey system. Our target will be customers who transacted within the current year. We'll extend our surveys through a systematic EIP approach and adjust the direction of overall services synchronously and timely. We will continue paying attention to, analyzing, improving, or optimizing as needed to achieve the maximum benefits of high customer satisfaction.
	Long-Term (>5 years)	We continually strive to elevate the evaluation results of satisfaction to a high standard of above 3.6 points on average (out of 4 points).
Complaint / Assessment Mechanism		» We have established a customer service department, technical support department, customer quality service department, and sales department as contact points. They are responsible for communicating with customers regarding complaint issues. Both parties will discuss and converge on results, using concrete and trusted verification methods to identify the root cause and promptly provide the customer with problem analysis and countermeasure resolution reports (8D reports). Internally, we ensure responsible units submit improvement reviews and modify SOPs with continuous optimization. » Assessment Mechanism - The customer satisfaction survey encompasses research and development, sales/marketing, and quality and service. The survey content includes research and development, sales/marketing, and quality and service.
2024 Management Results		» We scored 4.3 points on average (out of 5) in the 2024 satisfaction survey. For any issues, we direct them to the relevant internal departments for detailed investigation and analysis of possible causes, which are then reported back to the customers.
GRI / Custom Topics		GRI 416 customer health and safety, GRI 418 customer privacy
SDGs		
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Social Engagement		
Significance to ECS		Social engagement is the Company's commitment to society. We actively participate in charitable activities, contribute to society, and promote societal progress, which helps shape our corporate social image and achieve mutual harmony and shared prosperity.
Potential or Actual Impacts	Positive Impact Description	We aim to enhance the sense of belonging and identification among our colleagues, build an employer brand, and attract job seekers' attention and good impressions.
	Negative Impact Description	Lower the Company's image and reputation among stakeholders.
Policies / Commitments		» ECS embracesthe concept of the United Nations Sustainable Development Goals (SDGs) and combines it with corporate social responsibility, successively promoting ESG (S, Social) public welfare activities. » For the social welfare activities planned for 2022, we will focus on technology education (integrating it with our core business), paired with sustainability and environmental protection fields, and cooperate with related social welfare institutions to promote different forms of social welfare activities. » We aim to enhance our support and care for local communities and the underprivileged, continuing the implementation of sustainable business operations.
Short, Medium, and Long-Term Goals	Short Term (1~3 years)	» Establish incentive measures for employee social participation. » Expand the scope of social participation. » Calculate the cost of social investment.
	Mid-Term (3~5 years)	» Strengthen the support for local communities and contribute to local activities. » Invite stakeholders to respond and participate in social welfare activities.
	Long-Term (>5 years)	» Continue to expand the scope of social participation and establish a comprehensive, regular volunteer team. » Obtain and understand the benefits and feedback that public welfare activities bring to stakeholders.
Complaint / Assessment Mechanism		Establish a social welfare activity project team to assist in communication and activity planning between colleagues and social welfare institutions.
2024 Management Results		» Charity sales are held regularly. » Donate company products regularly: We donated 38 laptops in 2024. » Regularly participate in blood donations: Participated in two blood donations in 2024, conducted 10 consecutive years of participation. » Cooperate with foundations to organize public welfare events occasionally: We cooperated with the Dandelion Hope Foundation and Yisheng Elementary School in Fuxing District, Taoyuan City, to hold a one-day farmer welfare event in 2024. » Participate in Social Group Volunteer Activities: In 2024, We organized two volunteer activities, including, habitat conservation and volunteer fruit and vegetable packaging for Fruit4baby.
GRI / Custom Topics		GRI 203 Indirect Economic Impacts GRI 203-1 Infrastructure investments and services supported
SDGs		
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1 Business Integrity

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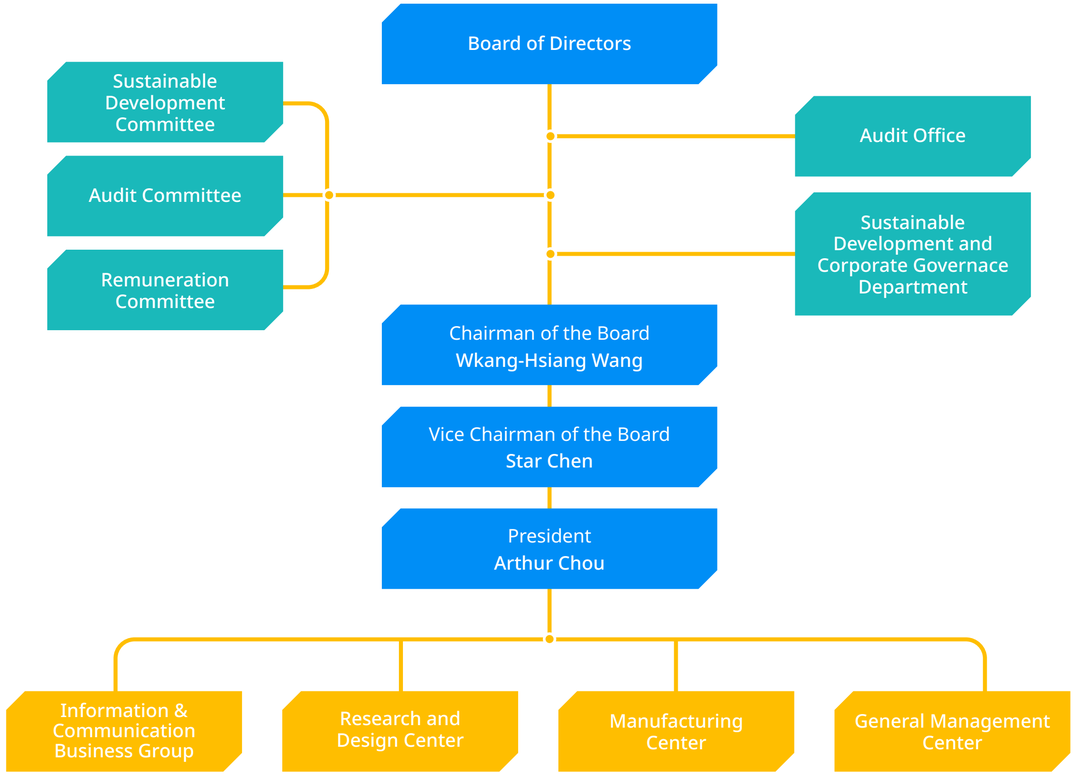
1.1 Corporate Governance

Organizational Structure

In terms of corporate governance, the operations of ECS comply with relevant regulations and the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies. Each director and Audit Committee member possesses the professional knowledge required for management. An Internal Audit Committee has been established within the Company to undertake improvements in various internal audits.



The organizational structure of ECS is as follows:



Note: For information on the qualifications and intellectual and skill development of members of the Board of Directors and various functional committees (Sustainable Development Committee, Remuneration Committee, Audit Committee), please go to the ECS website (https://www.ecs.com.tw/ tw /investor/corp-operation)'s corporate governance operations, check the relevant public information of ECS.

Board of Directors Operations

ECS has always been committed to maintaining corporate governance, emphasizing shareholder rights, and firmly believes that a disciplined and robust Board of Directors is the foundation of corporate governance. The ECS directors are elected through a nomination system and are selected from a list of director candidates according to the ECS "Director Election Procedure." The term of office is three years, and reelection is allowed. The current Board has six members, of which three are independent directors, by the end of 2024, there is one female director and the rest are male. For information on the diversity and industry professional backgrounds of the ECS Board members, please refer to the ECS annual report or the investor section of our website. The chairman of ECS does not concurrently serve as a company manager. The Board meets at least once a quarter to manage the Company's operational performance, committed to maximizing shareholder interests.

Board Attendance

Items	Board of Directors
Number of Board Members	6
Number of meetings held in 2024	11
Attendance rate (actual attendance) (%)	98.63
Attendance rate (including delegated attendance) (%)	100

Note: As the director re-election on January 11, 2024, there were four independent directors. On August 29, Star Chen resigned as a director, resulting in a total of six directors, three of whom were independent, as of the end of 2024. For more information on corporate governance operations, please visit https://www.ecs.com.tw/tw/investor/corp-operation.

Theownership of ECS vests in its general shareholders and such shareholders exercise their control over the Company through General Shareholders' Meetings, and the Board of Directors, led by the Chairman, is responsible for the decision-making, review, and supervision of various company operations. The Chairman does not concurrently hold any managerial positions within the Company. Information regarding the background of board members can be found in the ECS annual report or on the investor section of our website. ECS periodically arranges courses for the Board on economic, environmental, and social issues related to operations. Detailed information can be found in the ECS annual report.

Note: ECS 2024 Annual Report

The operations of the Board of Directors are carried out in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies." The directors will recuse themselves from deliberations and resolutions in the proposals in which they have a conflict of interest, adhering to the highest standards of ethics. We compile a complete record of the director's name, the proposal's content, the reason for avoidance, and participation in the vote.

The Board of Directors serves as the decision-making body for significant operational decisions within the Company. To implement corporate governance and enhance the Board's function, evaluating its performance allows it to have clear objectives and ensures each director assumes relative responsibility, which helps improve the quality and efficiency of Board decision-making, achieving effective management and supervision of the Company. Following the "Rules for Performance Evaluation of the Board of Directors," ECS conducts an annual internal performance evaluation of the Board based on the evaluation procedures and metrics defined by these rules. The board performance evaluation focuses on six aspects: "level of participation in corporate operations," "improving the quality of board decision-making," "board composition and structure," "director selection and continuous development," "internal control," and "participation in sustainable development (ESG)."At least once every three years, an evaluation should be conducted by an external professional independent institution or a team of external experts and scholars. ECS completed an external performance evaluation of the Board on November 28, 2022, and reported the results to the Board on December 20, 2022. For the results of the 2024 internal review and related information, please refer to the Corporate Governance Operations website at https://www.ecs.com.tw/tw/investor/corp-operation. An external review is expected to be conducted again in 2025.

Audit Office

To assist the Board and managers in inspecting and reviewing deficiencies in the internal control system and measuring operational effectiveness and efficiency, and to provide timely improvement suggestions and promote sound company operations, ECS has established an internal control system as per the "Regulations Governing Establishment of Internal Control Systems by Public Companies," which has been approved by the Board. The internal audit is subordinate to the Board of Directors and reports directly to them.

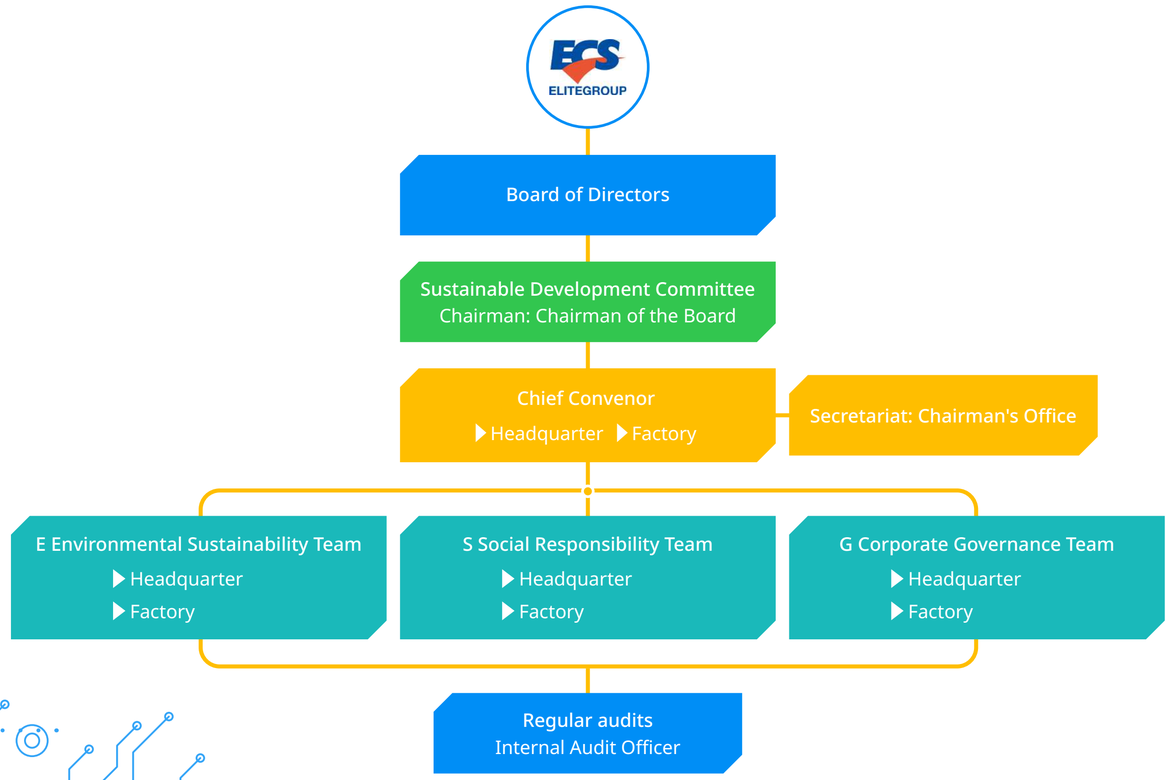
The audit plan for the following year is drafted at the end of each year and, after approval by the Board, is legally reported to the supervising authority. Aside from being submitted to the Chairman for review, written audit reports should be provided to independent directors and the Audit Committee for inspection within the statutory time limit and regular attendance at Board meetings to report audit operations. In the event of a major incident or the discovery of an unusual deficiency, it should be reported to the Board and the Audit Committee immediately to control risks effectively and promptly. Any irregularities or deficiencies found during the audit process will be documented and managed, with regular inventory checks, and progress on improvements will be followed up on. At least once every quarter, they are presented to the Chairman and the operating manager for review until the deficiency is fully corrected.

The purpose of internal audit is to assist the board of directors and managers to inspect and review deficiencies in the internal control system and measure the effectiveness and efficiency of operations, and to provide timely improvement suggestions to ensure the continued and effective implementation of the internal control system and as a basis for reviewing and revising the internal control system. basis and assist management in fulfilling their responsibilities.

Functional Committees

The Sustainable Development Committee

ECS established the Sustainable Development Committee in March 2022 to define annual sustainable development plans and strategic directions. The Board's resolution appoints the ECS Sustainability Development Committee members, currently composed of two directors and two independent directors, with the Chairman selected as the convener and meeting chairperson. Sustainable development includes establishing objectives, strategies, and execution plans for sustainable governance, integrity in operations, environmental and social aspects, the review, tracking, and revision of execution and effectiveness, and the decision-making on other matters related to sustainable development. This Committee serves as the decision-making and supervisory unit for the work related to sustainable development at ECS, encompassing three major areas: Environment (E), Social (S), and Governance (G). It aims to strengthen the Company's management system, commit to environmental conservation, and fulfill social responsibilities, reporting to the Board every quarter.



The Audit Committee

ECS re-elected its directors and established the Audit Committee at the shareholders' meeting on June 25, 2018. The Committee is composed of three independent directors, all of whom meet the professional qualifications, work experience, independence, and number of concurrent independent directorships stipulated in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Audit Committee is responsible for assisting the Board in executing its supervisory duties, including the formulation or amendment of the internal control system and its effectiveness evaluation, reviewing the fair presentation of the Company's financial statements, supervising the handling procedures of the Company's significant financial business behaviors, reviewing matters of director's self-interest, and ensuring the Company's compliance with relevant laws and regulations. The Audit Committee regularly communicates with the Company's CPA and reviews the CPA's appointment, independence, and performance. At the same time, the Company's internal auditors submit summary audit reports to the Audit Committee regularly based on the annual audit plan.

The Remuneration Committee

ECS established the Remuneration Committee in 2011, to strengthen corporate governance and risk management, and consider the motivation and retention of talent to ensure sound policies and systems for directors' and managers' performance and remuneration. Its primary responsibilities include formulating and regularly reviewing performance assessment standards, annual and long-term performance goals, standards and structures of remuneration policy systems for directors, supervisors, and managers at ECS. It regularly evaluates the achievement of performance objectives by directors and managers at ECS and, based on the performance evaluation results, determines the content and amount of their remuneration.

Attendance Rate of Functional Committees

Items	The Sustainable Development Committee	The Audit Committee	The Remuneration Committee
Number of Committee Members	5	3	3
Number of meetings held in 2024	5	11	8
Attendance rate (actual attendance) (%)	100	97.56	100
Attendance rate (including delegated attendance) (%)	100	100	100

Note: As the director re-election on January 11, 2024, there were four independent directors. On August 29, Star Chen resigned as a director, resulting in a total of six directors, three of whom were independent, as of the end of 2024. For more information on corporate governance operations, please visit https://www.ecs.com.tw/tw/investor/corp-operation.

ECS Remuneration Policy

1 The policy, standard, and combination of remuneration payments

The remuneration of directors and managers of the Company are determined in accordance with the provisions of Article 13.2 and Article 19 of the Company's Bylaws (as described below).

Article 13.2 of the Company's Bylaws

The Board of Directors is authorized to determine the remuneration of the Company's directors by evaluating the candidate's involvement in company operations, the value of their contributions, and the standard levels within the industry. The Remuneration Committee assists with the evaluation process of the candidate's performance and results. Once the Remuneration Committee has undertaken this exercise, it then forwards a recommendation to the Board of Directors for resolution.

Article 19 of the Company's Bylaws

If the Company makes a profit in a given year (the so-called profit refers to the profit before tax, deducting employee remuneration, and director remuneration), 10% should be allocated for employee remuneration and up to 1% for director remuneration. However, when the Company still has accumulated losses (including adjustments to undistributed profits), it should reserve the amount for compensation in advance.

2 Procedure for determining remuneration

The remuneration of directors and managers are dependent on their evaluation results. The evaluation process carried out on the directors and managers of our Company are as follows:

Director remuneration

The key performance evaluation items listed in the Company's "Regulations on the Remuneration Distribution for Directors and Functional Committee Members" and "Regulations on Self-Assessment or Peer Assessment of the Board of Directors," such as understanding the Company's goals and tasks, awareness of director responsibilities, involvement in the Company's operations, internal relationship management and communication, director expertise and continuous learning, and internal control, are taken into consideration along with the industry standard when determining director remuneration to provide reasonable remuneration.

Manager Remuneration

The managers' bonuses are based on the Company's "Regulations on Salary, Bonus, and Remuneration" and "Regulations on Performance-based Reward System." The key performance evaluation items for managers are divided into:

A. Financial Indicators

According to the Company's management income statement, performance evaluation standards such as the distribution of profit contributions from various business departments to the Company, company revenue, gross profit margin, budget completion rate, pre-tax net profit and post-tax net profit completion rate, inventory performance measurement standards, and accounts receivable.

B. Non-financial Indicators

Factors such as the practice of the Company's core values, operational management capabilities, and participation in sustainable operations are considered comprehensively. Referring to the target achievement rate of managers and their contribution to the Company's performance, we calculate the remuneration for their operational performance and provide reasonable manager remuneration.

3 The relationship between operational performance and future risks

01

The review of the standards and system of remuneration related to the Company's remuneration policy is mainly based on the overall operational situation of the Company, and the payment standards are determined based on performance achievement rate and contribution to enhance the overall organizational team effectiveness of the Board of Directors and managers. Additionally, the industry's remuneration standards are taken into consideration to ensure that the Company's management level remuneration is competitive in the industry and retains excellent management talent.

02

The Company's manager performance goals are combined with "risk control" to ensure that potential risks within the scope of responsibility can be managed and prevented, and the results of actual performance evaluations are linked to related human resources and remuneration policies. The major decisions of the Company's management are made after considering various risk factors. The performance of these decisions is reflected in the Company's profitability, thereby linking management's remuneration with risk management performance. We strive to minimize the possibility of operational risks in the future. We constantly review our remuneration system according to actual business conditions and relevant laws, aiming to balance sustainable operation and risk management of the Company.

ECS Remuneration Decision Process

1 To implement corporate governance and improve the Company's remuneration system for directors and managers, we have established the Remuneration Committee in accordance with Article 14-6 of the Securities Exchange Act and the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange."

2 The members of this Committee are appointed by the Board of Directors and comply with professional qualification requirements. They maintain their independence within the scope of their duties and have no direct or indirect conflicts of interest with the Company two years prior to their appointment and during their term. The Committee objectively evaluates the remuneration policy and system for the directors and managers of the Company. The Committee meets at least twice a year and may call meetings as needed to provide recommendations to the Board of Directors, and carries out the following functions in accordance with relevant regulations:

(1) Formulate and regularly review the policy, system, standards, and structure of performance evaluation and remuneration for directors and managers.

(2) Regularly evaluate and determine the remuneration for directors and managers.



1.2 Business Integrity and Anti-Corruption

To implement a culture of integrity, encourage employees' dedication, and uphold ethical conduct, ECS has been striving to maintain a corporate image of integrity. Since 2010, it has used an internal website, bi-weekly ECS newsletters, employee handbooks, and training courses to guide the implementation of business and administrative operations by supervisors and employees. The Company continuously promotes related regulations to colleagues through channels such as the internal website. In 2015, ECS established the Code of Ethical Conduct. The Xingying factory and ECS Thailand factory has also included anti-corruption courses in the annual training courses for all colleagues.

The Xingying factory introduced the EICC Code of Conduct (now known as the RBA Responsible Business Alliance Code of Conduct) in 2009, the ECS Thailand factory introduced the RBA Responsible Business Alliance Code of Conduct in 2021 respectively, carrying out comprehensive educational training for all employees, which covers anti-corruption content. Subsequently, the EICC Code of Conduct (RBA Code of Conduct) has become a compulsory course for new employees, including specific regulations related to anti-bribery. There were no incidents of corruption or violations of professional ethics in 2024.

In May 2011, the legal department of ECS issued an internal announcement on the integrity policy, requiring all employees to comply with integrity clauses and non-competition agreements. This policy was also made mandatory for vendors to abide by, adhering to ECS' Code of Conduct for business integrity, operational procedures, and behavioral guidelines. Strict prohibitions are in place against any forms of corruption, monopoly, bribery, and extortion, which are advocated in daily operations. The Xingying plant includes guidelines related to anti-corruption in its employee handbook and company rules. It also provides relevant education and training for employees to ensure everyone understands the agreed-upon rules and regulations.

The implementation of business integrity-related promotional activities and educational training in 2024 are as follows:

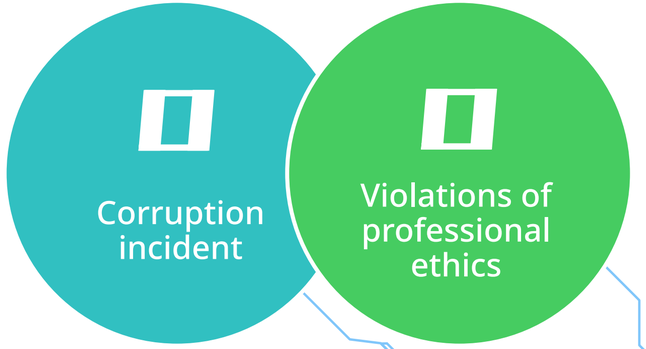
1. "Introduction to Legal Rights and Regulations for New Employees" course
   - conducted 30 minutes online
   - with 39 participants
2. "Introduction to ESG Internal Control System and Code of Integrity" course
   - conducted 45 minutes online
   - with 7 participants
3. "Latest Practical Developments in Insider Trading Prevention and Trade Secret Protection" course
   - conducted 90 minutes online
   - with 15 participants

The Xingying plant has established an internal anonymous reporting mechanism, with relevant reward and penalty regulations publicized to encourage reporting of corrupt or illegal activities.

Internal-related units conduct aperiodic audits to ensure compliance by internal staff and external suppliers, achieving the goal of good management and upholding the principles of good business integrity. The anti-monopoly practices are as follows:

1. Not agreeing to or discussing any arrangements that would weaken competition.
2. Not seeking or obtaining commercially sensitive information from competitors.
3. Not attending meetings or communicating with competitors, except for specific legal reasons.
4. Not participating in collective boycotts, bid rigging, price fixing, or market division actions.

In 2024, no public legal actions related to anti-competitive behavior, antitrust, or monopolistic practices occurred.



1.3 Operational Performance

ECS maintains a bilingual company website and discloses related information to the public. We have appointed dedicated personnel in the legal and finance departments to disclose information on financial operations and corporate governance regularly. In accordance with regulations, we disclose company business, financial, and other significant information on the Market Observation Post System.

Items	Amount (in million NTD)				
	2020	2021	2022	2023	2024
Operating revenue	25,956	31,938	31,364	19,742	17,496
Gross operating profit	2,732	2,662	3,235	3,173	1,922
Operating expenses	2,691	2,922	2,900	2,589	2,438
Operating profit	41	(260)	335	584	(516)
Non-operating income and expenses	378	429	847	702	471
Net profit (loss) before tax	419	169	1,182	1,285	(45)
Net profit (loss) after tax	66	93	873	1,014	(90)
EPS	0.11	0.13	1.57	1.82	(0.16)

Operating Performance

Unit: NT$ Millions

2024 ECS Financial Performance	
Total Assets	23,673
Debt Ratio	50%
Equity Ratio	50%

Direct Economic Value Generated	
Operating Revenue	17,496
Interest Income	214
Asset Leases	18

Distributed Economic Value	
Operating Costs	14,379
Employee Salaries and Benefits	2,677
Payments to Investors	557
Payments to the Government	46
Social Investment	1
Retained Economic Value	68

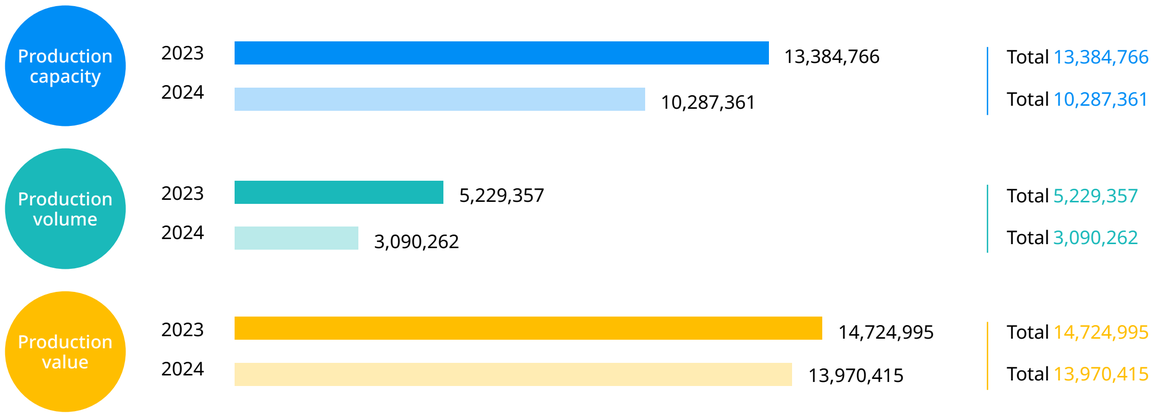
Financial Subsidies

ECSs government financial subsidies for 2024 totaled NT$ 70.9 million, including NT$1.99 million from Taiwan and NT$68.91 million from China.

Production value for the last two years

Unit: pieces; sets; thousand NTD

Main product (or department)



ECS implements LEAN production plans and adjusts its product combinations to cater for the project at hand to maximize profitability. For detailed information on corporate governance, shareholders' meetings, finance, and stock affairs, please visit the Investor Relations section of the ECS website (https://www.ecs.com.tw) to access the Company's public information.

1.4 Risk Management

ECS actively promotes the implementation of risk management mechanisms, with the Board of Directors serving as the highest governance body for risk management. Considering the Company's size, business characteristics, nature of risks, and operational activities, risk management is carried out and executed by the relevant organizations and subordinate units. They report to the Board of Directors on the operation of risk management for ECS at least once a year, with the latest report being completed on December 20, 2024.

ECS established the "Elitegroup Computer Systems Co., Ltd. Risk Management Policy" on December 20, 2021. The policy applies to all levels of risk management operations for the Company and its subsidiaries. From the perspective of the Company as a whole, through activities such as identification, evaluation, control, supervision, and communication of potential risks, qualitative and quantitative management methods are utilized to reduce various operational risks to a bearable and controllable range, the results then serves as a reference basis for formulating business strategies, aiming to ensure the achievement of company strategic goals reasonably.

Risk management organizational structure

Risk management responsibilities



Risk management organizational structure

1 Risk identification

Use various feasible analysis tools and methods (such as: process analysis, situation analysis, questionnaire survey, PESTLE analysis, etc.), based on past experience and information, and consider internal and external risk factors, stakeholder concerns, etc., through " "Bottom-up" and "top-down" analysis and discussion, combined with comprehensive identification of strategic aspects, operational aspects, financial aspects, legal compliance and integrity aspects, and other hazardous events.

2 Rrisk analysis

Understand the nature and characteristics of the identified risk events, analyze their probability of occurrence and degree of impact, and calculate the risk value accordingly.

3 Risk assessment

It provides the company with a basis for decision-making. By comparing the risk analysis results with the risk appetite, it determines the risk events that need to be prioritized, and serves as a reference for subsequent formulation of risk control priorities and selection of response measures.

4 Risk response

Consider the company's strategic objectives, internal and external stakeholder perspectives, risk appetite and available resources to determine the risk response method so that the risk response plan strikes a balance between goal achievement and cost-effectiveness.

5 Risk Oversight and Review

Review whether the risk management process and related risk countermeasures continue to operate effectively, and incorporate relevant review results into performance measurement and reporting matters.

The major and emerging risks in 2024 are Financial Risks, Strategic Risks, Risks related to Information Security and Climate Change. For information on Risks related to Information Security and Climate Change, please refer to the explanations in the corresponding sections 1.6 and 2.1.

Financial Risks

Global economic development continues to be impacted by geopolitical factors, China-US trade relations, and the re-election of Trump as US President, bringing certain shocks and challenges to the global economic environment. Furthermore, the electronics industry has undergone significant changes in recent years, with rapid product upgrades. Combined with geopolitical influences, the traditional single-source operating model of receiving orders in Taiwan and manufacturing in China has been challenged. The China-US trade conflict has also forced companies to establish production bases outside of China, such as in India, Thailand, and Vietnam, to mitigate risks and reallocate resources.

ECS' Countermeasures

ECS prudently evaluates banks and various currency borrowing rates in its capital operations regularly to reduce cash flow risks caused by market interest rate fluctuations. In addition to considering liquidity, we evaluate safety to achieve the best operation for our capital portfolio. ECS will continue to actively monitor market conditions and effectively control costs and operating expenses to mitigate the impact of inflation on operations.

Strategic Risk

In recent years, the world has been significantly affected by trade wars and tech wars, drastically reducing the control over the sources and prices of key critical components.

ECS' Countermeasures

We conducted a comprehensive review of the supply sources and prices of key components for ECS and evaluated the feasibility of alternative components by collaborating with our R&D personnel.

To date, ECS has implemented ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Safety and Health Management System, IECQ QC080000 Hazardous Substance Process Management System, ISO 50001 Energy Management System, ISO 27001 Information Security Management System, RBA VAP Social Responsibility Audit, BSCI Business Social Compliance Initiative Audit, SA8000 Corporate Social Responsibility Management System, etc. Through the continuous operation of these management systems and audits with cooperative vendors.

ECS can effectively grasp and respond to risks related to environmental awareness, employee safety, customer service, supplier management, etc. in the overall operating activities; in conducting business transactions, it adheres to the principles of integrity and anti-corruption, and treats corruption Corruption, bribery or any illegal or dishonest behavior will be handled with a zero-tolerance attitude, and no violations occurred in 20243; in addition, due to the increasing information security risks from operational activities, ECS has also actively strengthened governance measures. Introduce the ISO 27001 information security management system and obtain third-party verification, formulate off-site host backup and data backup related mechanisms, identify the potential damage that may be caused by information security disasters, and formulate specific and feasible emergency response plans and disaster recovery strategies to provide a stable and secure information environment to ensure the continuity of corporate operations.



1.5 Regulatory Compliance

Since its establishment in 1987, ECS has adhered to the standards set by publicly listed companies' relevant regulations when establishing various internal operating procedures. After going public, the Company has been actively updating according to the amendments to laws and regulations made by supervisory authorities and requires its subsidiaries to abide by this spirit.

To embody the Company's core values of upholding high professional ethics and to ensure employees strictly adhere to the Company's ethical standards in their daily work and business dealings, thereby preserving the Company's reputation and gaining the respect and trust of customers, suppliers, and other parties, ECS has established a "Code of Ethical Conduct" to guide employees and managers at all levels.

Regarding regulatory compliance, ECS has a legal and intellectual property department to assist employees in clarifying regulatory ambiguities, and this department controls and supervises risks related to domestic and overseas policies and regulations. It continually promotes ethical norms such as business ethics, corporate governance, and employee moral conduct internally through education, training, and daily advocacy.

The ECS management team closely monitors any domestic and foreign policies and laws that could affect the Company's finances and business and has established related risk management procedures, enhancing the legal proficiency of employees through education and training. Since its establishment, ECS has acted in accordance with the law and has not incurred any significant monetary penalties or other non-monetary sanctions for non-compliance with socio-economic regulations over the years. In 2024, there were no significant violations of regulations (including governance/environmental/social aspects), and no penalties were paid for non-compliance.

1.6 Information Security and Privacy Protection

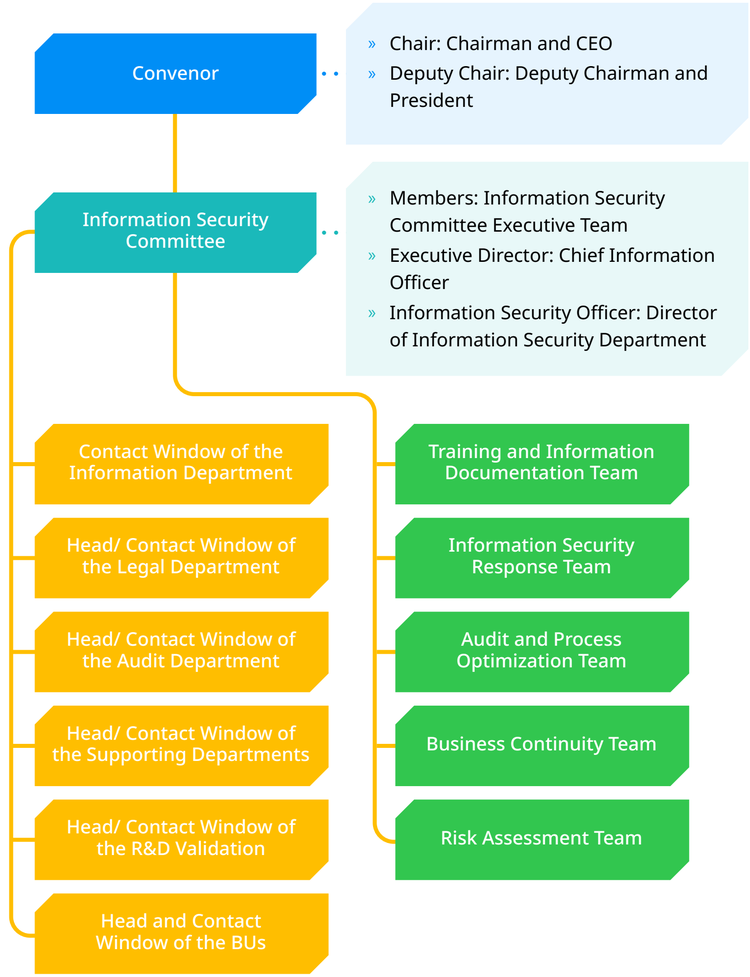
Information Security Management Policy

To strengthen the information security management of ECS and comply with relevant government laws and regulations, we established the information security management system with the information unit, experts, and external consultants. The system was developed in 2020 to streamline ECS's decision-making authority, sales procedures, procurement procedures, manufacturing, recruitment and training, fixed assets management procedures, and compliance with the ISO 27001 ISMS management standard to meet international standards. This ensures that the Company's core information systems and information server room management complies with the International Information Security Management Standards (ISMS), avoiding impacts from various internal and external risks. It secures the confidentiality, integrity, and availability of information assets, providing ECS with a stable and secure information environment and comprehensive operational decision-making information. We conduct regular information security education training to enhance and promote colleagues' awareness of information security issues and trends. The Company has also joined the Taiwan Cybersecurity Alliance to receive information security intelligence, strengthen domestic information security event reporting and response operations, and keep abreast of significant real-time domestic and foreign information security events.

Information Security Organization

ECS has established an Information Security Committee to coordinate information and communication security risk management in response to cybersecurity trends. The Information Security Committee is supervised by the Convener, with the Chairman and CEO or an authorized person acting as the responsible management representative. The CIO acts as the executive secretary and is collectively established with various business unit supervisors/windows. Regular information security meetings are convened, and reports are made to the Board of Directors to discuss and decide on major issues related to corporate information security, supervise the implementation of various control measures, and set up a dedicated information security unit with one dedicated supervisor and three dedicated personnel.

The Structure of the Information Security Committee



Specific Information Security Measures

The Company adopts multi-level information security protection with specific management measures as follows:

Network Security Control

- Firewall
- Intrusion Protection
- URL Filtering
- Network Isolation
- The use of each network service should be conducted in accordance with the information security policy.
- Regular tracking of anomalous System Logs
- Multi-factor authentication
- Information Security Weekly News

Device Security Control

- Regular virus scanning / Microsoft system security updates
- Antivirus Software and Intrusion Detection
- Domain Management
- Connected Device Validation
- Data Security

Data Security

- File encryption
- Cloud/local backup
- Email Protection
- Authority control
- Synchronize HR system and network account

System Security Monitoring

- Regular tracking of anomalous System Logs
- Information Security Threats and Technology Mastery
- Personnel and Physical Environment Safety
- Information Security Weekly

Business Continuity Management

- Cloud/local backup
- Disaster Recovery Drill
- Compliance with the international standard for information security ISO/IEC 27001
- Establishment of incident level notification and handling operations

Training on Audit Certification Review

- Regular information security review and external audits
- Regular vulnerability scan
- Information security training and publicity
- Social engineering drills
- Attend international security audit courses
- Joining an information security organization to obtain information on information security

Information Security Maintenance Practices

- ☑ Establish a dedicated information security unit, information security officer and three dedicated personnel. In 2023, an information security department will be established with one information security supervisor and three dedicated information security personnel.
- ☑ Information security investment accounts for more than 25% of the IT budget.
- ☑ Inventory important information assets and information security risks at least once a year.
- ☑ Submit information security report to the board of directors at least once a year.
- ☑ Submit monthly information security report at monthly Productivity Center meeting.
- ☑ Hold regular information security weekly meetings every Monday and publish monthly information security execution reports.
- ☑ Develop information security standard procedures and operating procedures, and operate in accordance with the management system.
- ☑ Follow and implement the ISMS system, conduct risk assessments regularly, identify high risks, and invest resources to avoid or reduce them.
- ☑ Establish information security incident reporting response and corrective measures to quickly eliminate and reduce the scope of impact.
- ☑ Regularly review and publish information security regulations by the management and forward them to all employees.
- ☑ Conduct internal and external audits regularly every year to review the normal and compliant operation of the information and information security management system and its continuous improvement.
- ☑ Information security personnel should participate in professional courses on information security management or technical training.
- ☑ Join the information security joint defense organization, continue to pay attention to international information security information, effectively block new types of information security threats, and reduce operational risks.

2024 Information Security Management Execution Status

Information Security Measures and Execution Results

- ☑ Filtered 4.30 million spam email attacks successfully.
- ☑ Integrated SSL VPN and multi-factor authentication in 2021. During the COVID-19 epidemic, all colleagues use SSL VPN multi-factor authentication when working from home and outside the company to use company information resources.
- ☑ Conduct regular disaster recovery drills for key operational systems in the cloud every year and on-site restoration drills for key operational systems every quarter to ensure the timeliness of process steps and the effectiveness of backups.
- ☑ Network equipments performed regular maintenance and inspection every quarter and the penetration testing was completed from 2024. The system will perform regular vulnerability scanning and security health checks annually, and the system will be updated to patch vulnerabilities.
- ☑ ISO 27001:2022 new version certification completed.



Strengthen employees' information security awareness

At least two Social engineering drills are conducted every year. In 2024, there were five cybersecurity drills conducted with nearly 11,277 messages, with an average click rate of 3.96%.

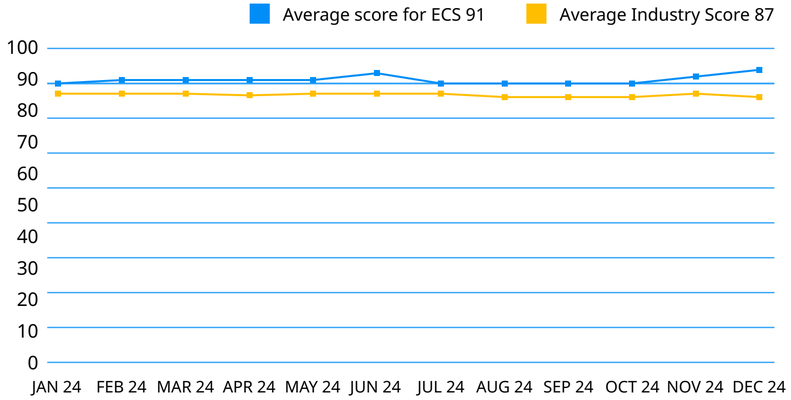
Information Security Training

ECS strengthen the implementation of each employee's information security concept and hire external professional information security lecturers to conduct training. The topics mainly enhance the enterprise's awareness of information security protection. More than 500 people are trained in information security courses every year. In addition to promoting online information security courses for new colleagues in 2024, Additional information security training courses were launched with a total of 633 person-hours. Social engineering drills and hacker phishing emails were simulated to test employees' cybersecurity risk awareness. When information security policies were violated, information security education and training were supplemented to improve the qualifications of colleagues. Cybersecurity awareness and vigilance to reduce information security risks and impact on company operations.

1. Annual drill in 2024
   - Five cybersecurity drills conducted with nearly 11,277 messages
   - Average click-through rate: 3.96%
2. Annual cybersecurity training courses
   - Over 500 person-hours
3. New Employee Cybersecurity Training Course in 2024
   - A total of 633 person-hours

Vendor Information Security Maturity Assessment

ECS continuously evaluates the security status of our organizational network environment and systems through partnering vendors. Each year, we commission professional entities to conduct regular network and system vulnerability scans, verifying the effectiveness of our current cybersecurity measures. This serves as a basis for patching vulnerabilities, improving methods, and making corrections to strengthen system security. Through public evaluations of our network and information security maturity by our partners, our average score from January to December 2024 was 91, higher than the global manufacturing industry average of 87.



Zero Major Information Security Incidents

ECS successfully blocked potential cyberattacks at the enterprise's internet entry point that could have significantly impacted our business and operations. There have been no legal cases or regulatory investigations related to this. Through staff training, regular drills and tests, and maintenance, we have established concrete, feasible emergency response plans and disaster recovery strategies to ensure the continuous operation of the Company. In 2024, no significant cybersecurity incidents impacted the Company's business and operational production.

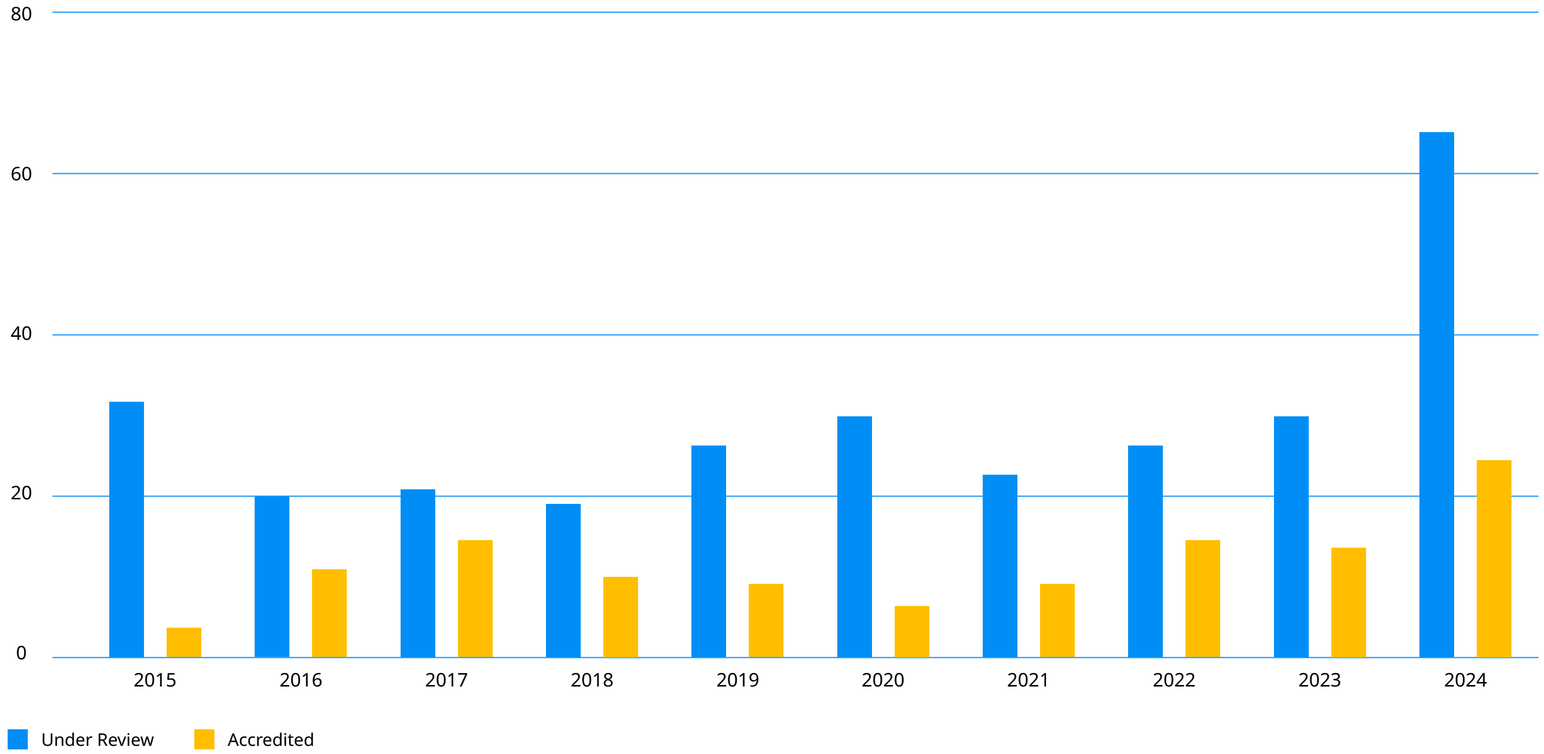
1.7 Intellectual Property Rights

ECS values intellectual property rights and actively invests in the research and development of computer technology, avoiding the infringement of others' intellectual property rights. ECS upholds the concept of respecting intellectual property rights. From its establishment in 1986 until December 2024, the Company has accumulated 392 approved patents in various countries, with an additional 363 patents under official review. This demonstrates ECS' firm commitment to technical patents. In February 2023, we obtained the Taiwan Intellectual Property Management System (TIPS) Grade A Certification. ECS is committed to continuously strengthening the protection and management of intellectual property rights. The Company utilizes a dual-track protection mechanism for patents and trade secrets, whilst aligning this with the Company's business strategy to enhance competitiveness. A total of 65 patents were reviewed in 2024 and 27 patents were accredited.


TIPS
台灣智慧財產管理規範
驗 證 通 過 證 書
Certificate of Taiwan Intellectual Property Management System
精英電腦股份有限公司
Elitegroup Computer Systems Co., Ltd.
A
Number of Registration : TIPS-2023-cert.-073
Date of Expiration : December 31, 2025
連錦漳

TIPS Class A Certificate

Number of patents at ECS



Patent Application Rewards

ECS has incentive policies for patent applications and has developed an "Intellectual Property Management Procedure Manual." Various patent application rewards are given for different types of proposals as follows:

	Invention	Utility Model	Design
Proposal Bonus (settled quarterly)	NTD 3,000	NTD 3,000	NTD 3,000
Application Bonus (settled quarterly)	NTD 30,000	NTD 15,000	NTD 15,000
Approval Bonus (settled quarterly)	NTD 60,000	NTD 30,000	NTD 30,000

Annual Excellent Proposal (settled annually)

NTD 10,000

In addition, if ECS receives payments from a third party due to an employee's patent proposal (such as royalties received from licensing or transfer, or compensation and settlement money paid by cooperative manufacturers for infringing ECS' rights), after being reviewed and confirmed by the legal intellectual property department, and after the Company confirmed receiving the payment, a patent income bonus equal to 5% of the payment received in that period will be issued to the employee.

Rewards for Reporting Infringing Patents

If an ECS employee identifies a third party infringing on the Company's patent rights, they should report this to the Legal Intellectual Property Department. Suppose the Legal Intellectual Property Department confirms that the report has helped ECS minimize damage. In that case, the reporting employee will be rewarded with a reporting bonus of NT$10,000.

The results of the 2024 Patent Education and Training Courses:

1. "Essential IP Knowledge for Developers"
   - conducted 1.5 hours
   - with 30 participants
2. "Innovative Ideation Workshops"
   - conducted 2 hours
   - with 30 participants
3. "The Framework and Key Analysis of the Taiwan Intellectual Property Management System (TIPS) "
   - conducted 1 hours
   - with 15 participants



1.8 Supply Chain Management

ECS communicates the current requirements of various international green regulations to all suppliers to ensure that everything from parts to products can meet green environmental trends, thereby building a green supply chain system. With the motto "Pursuing Green Excellence," the strategy includes "developing green manufacturing processes, providing green products, building green supply chains," and "assisting upstream and downstream manufacturers, enhancing green competitiveness, and creating sustainable business opportunities together."

ECS implements supply chain control from the source of suppliers by reviewing in-house manufacturing processes and controlling raw materials, thereby establishing green procurement standard procedures. The Company ensures its products comply with relevant environmental regulations by periodically outsourcing component testing. In managing harmful substances, ECS ensures good management procedures through the IECQ QC080000 certification to gain customers' trust.



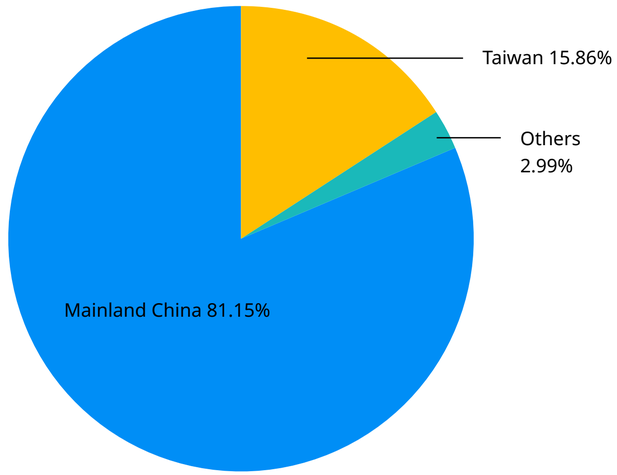
ECS uses the green product management system to verify whether the components of purchased parts comply with its green procurement standards and uses system information to screen suppliers. In addition, ECS conducts on-site guidance and verification for major suppliers. For those suppliers who do not meet the standards, the Company proposes improvement requirements and continues to track the results to enhance the overall supply chain's compliance with green product standards. We believe that the foundation of good supply chain management comes from a close collaborative relationship with our suppliers, where risks and benefits are shared. By optimizing our information systems, we can improve operational efficiency, shorten delivery times, and reduce costs between stages.

Additionally, to enhance the sustainability of the supply chain, ECS not only adheres to the guidelines of the Responsible Business Alliance on sustainability topics but also exerts influence to require upstream supply chains to follow the same, which leads to improved customer satisfaction and an optimal product and service experience.

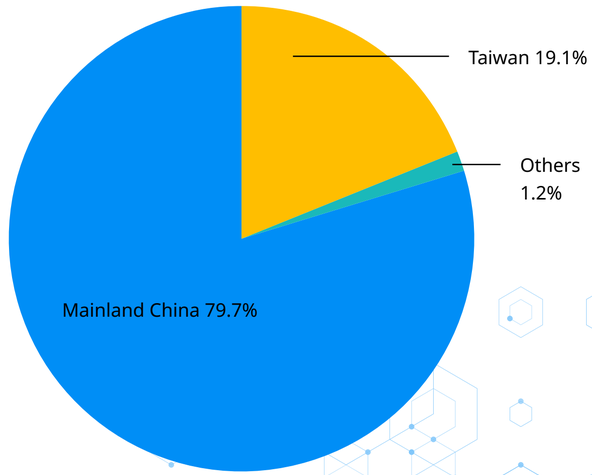
ECS is committed to promoting the localization of the supply chain and actively strengthening relationships with suppliers. We continuously develop new certified products with localized raw materials. This reduces the risk of delivery and enhances the competitiveness of products developed jointly with suppliers. ECS' localization ratio continues to increase for factories (Xingying) that mainly produce in China. The 2023 vs. 2024 geographical regions for where our suppliers are located are as follows:

Global Supplier Locations for ECS

2023



2024



Supply Chain Management Process

ECS supplier management includes three stages: Selection and Approval of New Suppliers, Quarterly Supplier Evaluation, and Annual Supplier Audit. This covers raw materials suppliers, component suppliers, and agents.

Selection and Approval of New Suppliers

New suppliers must possess certifications such as ISO 9001, Declarations of Compliance with the Regulation of Restricted Substances in Products, and a Statement of Commitment to Integrity. We also conduct audits on supplier behavior guidelines and Responsible Business Alliance behavior guidelines before they become official suppliers to ECS. In addition to product responsibility and confidentiality clauses, ECS' procurement contracts also require signing a "Corporate Social Responsibility (CSR) Compliance Declaration."

Quarterly Supplier Evaluation

ECS conducts a CQDSM (Cost, Quality, Delivery, Service, Management) quarterly evaluation of its suppliers every quarter. Additionally, through the B2B supplier platform, suppliers are required to respond to or modify SAQ questionnaires and upload relevant ESG certificates to the platform. Suppose a supplier is rated below D (less than 70 points) in the quarterly evaluation. In that case, transactions with them will be halted, and a supplier audit will need to be carried out again. Transactions can only be resumed when the supplier meets the Company's standards.

Annual Supplier Audit

We conduct annual reviews and audits for new, major, and high-risk suppliers. We conduct the first stage of the written audit using questionnaires and documents, investigating potential risks in labor, health and safety, environment, integrity and ethics, and management systems of the suppliers. We evaluate the risk level and capability level of ESG and conduct due diligence investigations on conflict minerals. ECS identifies high-risk suppliers and, based on their level of urgency, implements systematic tracking and on-site audits to require suppliers to make effective improvements.

Execution Results of Supplier Management

1. Selection and Approval of New Suppliers

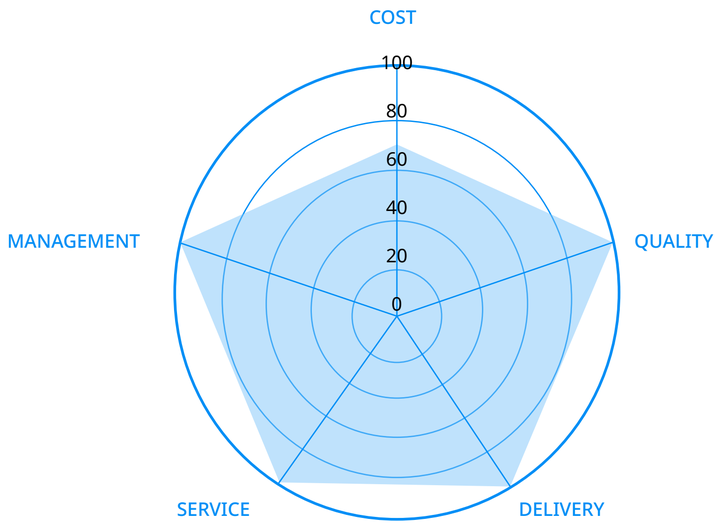
ECS has constructed a comprehensive supply chain management system with established "Supplier Management/Evaluation Procedures." New supplier evaluation procedures are executed based on the quality standards, such as ISO 9001 and ISO 14001, and the RBA (Code of Conduct - Responsible Business Alliance, RBA) specifications. The new supplier's assessment results will influence the procurement quantity and the basis for future collaboration. All new suppliers of ECS must pass evaluations on quality, lead time, price, engineering technical ability, and have a good market reputation as well as quality and environmental management system evaluations. These serve as selection criteria for suppliers. ECS conducts written reviews and on-site evaluations of these items for new suppliers. If a supplier does not meet the standards, they are required to improve within a given period. After completing the necessary improvements, they can be officially included as a new qualified supplier. In 2024, ECS added 17 new suppliers. After written and on-site audits, 14 vendors, accounting for about 82.35%, met the requirements. The other 3 suppliers that did not meet the standards were listed as high-risk suppliers and prohibiting transactions with high-risk suppliers. From 2023, the CSR assessment of new suppliers has also been included in the new supplier assessment items to ensure that suppliers agree with ECS' sustainable supply chain management and are willing to fulfill their corporate social responsibilities (CSR). ECS and its suppliers are committed to jointly complying with corporate social responsibility, conveying comprehensive information about performance, practice, and expectations to all employees and suppliers. They must jointly comply with CSR requirements. Suppliers were asked to sign and return the "Corporate Social Responsibility (CSR) Compliance Declaration" starting in 2022. A total of 109 declarations were issued, and 109 were recovered, with a recovery rate of 100%. In 2023, an updated version of the "Corporate Social Responsibility (CSR) Compliance Statement" was released, focusing on the vision for sustainable development and adding “Comply with the social responsibility requirements of the SA8000 international standard" and "Comply with the Responsible Business Alliance (RBA) Code of Conduct". It covers aspects such as ethics, environment, labor, health, and safety assessments, and requests suppliers to confirm and sign off on it. We sincerely hope to work with our suppliers to enhance the corporate social responsibility of the supply chain.



2. Quarterly Supplier Evaluation

ECS conducts quarterly evaluations of suppliers through various aspects of CQDSM (Cost, Quality, Delivery, Service, Management). The SAQ (Self-Assessment Questionnaire) focuses on three dimensions of ESG: E, Environmental issues; S, Occupational Safety and Health Management; and G, Sustainable Management and Information Disclosure. It is set as part of sustainable supply chain management, and ECS' SAQ questionnaire is provided to suppliers through the B2B supplier platform. In 2024, new SAQ supply chain suppliers will be required to disclose organizational and product greenhouse gas reduction information, announce the year or year in which the RE100 target will be achieved, and publicly announce the relevant timeline for the 2050 net-zero carbon emissions target.

The Schematic Radar Diagram for Each Supplier After the CQDSM Quarterly Evaluation



The ECS B2B supplier platform is divided into two parts

1

The first part

relates to material control. Suppliers can confirm the demand and arrange production and delivery schedules accordingly through the B2B platform.

2

The second part

focuses on the SAQ questionnaire. During the evaluation period, the platform allows suppliers to enter the system to answer or revise the SAQ questionnaire and upload related ESG certificates to the platform. Suppliers can also confirm their radar diagram independently.

2024 SAQ Response Rate

In 2024, we distributed 256 SAQ questionnaires to our suppliers and recovered 256, achieving a valid questionnaire recovery rate of 100%.

Suppliers are categorized into major and general suppliers, with major suppliers accounting for 70% of the transaction amount.

1. Among the valid questionnaires, there are approximately 43 major suppliers, which account for about 16.8%.
2. The total score of the questionnaire is 107 points, and there are about 42 high-risk suppliers (those scoring below 80 points), accounting for approximately 16.4%.

Of these high-risk suppliers, 8 are major suppliers, accounting for approximately 18.6%.

Level	Low Risk (score above 80 points)	High Risk (score bellow 80 points)	Total Number of suppliers
Key suppliers	35	8	43
Other suppliers	179	34	213
Total	214	42	256

Supplier SAQ Questionnaire Distribution in 2024

Valid questionnaire recovery rate of **100%**

Major suppliers

43 suppliers accounting for **16.8%**

High-risk suppliers scoring below 80 points

42 high-risk suppliers accounting for **16.4%**

3. Annual Supplier Audit

ECS conducts annual audits on major and high-risk suppliers every year. The Responsible Business Alliance (RBA) Code of Conduct audit and investigation have been included in the supplier audit items starting in 2018. The Company manages potential risks in suppliers in terms of labor - respecting workers' rights, environment - safe environmental management, health and safety assessment - focusing on worker safety, and ethics - insisting on the highest moral standards to avoid potential negative impacts on governance, environment, and society, as well as potential risks associated with ethical standards that may affect the operation of the supply chain. ECS audits major suppliers on labor ethics, environment, occupational health, safety, and system. This helps us better understand the current status of our major suppliers regarding RBA, fulfilling ECS' corporate social responsibility.

In 2024, ECS conducted annual supplier audits for 55 suppliers, of which 55 passed the audits, achieving a 100% pass rate.

Green supply chain management

ECS uses annual audits, SAQ questionnaires and plans to add new podcast courses in 2024 to publicize the current international green regulatory requirements, ensure that everything from parts to products can meet the requirements of green environmental protection trends, and build a green supply chain system. Control is implemented from the source of the supplier, with the pursuit of "green excellence" as the pursuit, including "developing green processes, providing green products, and building a green supply chain" and "assisting upstream and downstream manufacturers to enhance green competitiveness and jointly create sustainable business opportunities" Continuous pursuit of excellence. ECS continues to inspect the factory's manufacturing processes and raw materials, establishes green procurement standard procedures, and arranges irregular outsourcing for parts testing to confirm that the company's products comply with relevant environmental protection directives. Through the continuous updating of IECQ QC080000 certification, it shows that the management procedures of hazardous substances are good enough to gain the trust of customers.

ECS uses the green product management system to confirm that the greenness of the parts is in compliance with the current status. In addition, it also conducts on-site coaching and inspections for major suppliers, puts forward improvement requirements for coached manufacturers that do not meet the standards, and continuously tracks the results to improve the green product compliance of the entire supply chain.

Both ECS and suppliers commit to jointly abide by corporate social responsibilities, fully communicate information such as implementation performance, practices and expectations to all employees and their suppliers, and must jointly comply with social responsibility (CSR) requirements; and have been included in the "ECS Suppliers Procurement Contract", jointly committed to improving the corporate social responsibility of the supply chain.

The key points of green management that was put into practice are as follows:

Restriction of Hazardous Materials Management

Establish a detailed list for the ECS hazardous substance management system.

- Encouraged suppliers to sign a green guarantee and submit a materials testing report to ensure that its products are in compliance with the prevailing regulations.
- Require an inspection of hazardous substance to endure that every component meets green regulations.

Supplier Education

- Classify suppliers based on material attributes and level of risk.
- ECS will compile a written review or an on-site evaluation and education to ensure that green suppliers have efficient management.

Green Procurement Management

- ECS delivers the documents about green purchasing requirements and green supplier management along with the order through the purchasing system to the supplier.

Supplier Rating

- Add the supplier’s hazardous substance management result in accordance with the company’s rating program.
- Any supplier who obtains the relevant environmentally friendly or hazardous material management certificate (ISO14001 or IECQ QC 080000), will be highly recognized.

Conflict Minerals Management

ECS requires its suppliers to fulfill social and environmental responsibilities and to practice international justice. We do not accept 'conflict minerals' from the Democratic Republic of Congo and its surrounding countries and regions to be used in the products we manufacture. Conflict minerals include gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica. ECS requires its suppliers to investigate and trace the sources of all conflict minerals contained in their products, including smelters. We demand that these metals come from smelting plants certified by the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition, EICC) to ensure these metals are not sourced from conflict mining zones. This requirement to prohibit conflict minerals is conveyed to our upstream suppliers for compliance.

To ensure that its suppliers' procurement sources do not come from conflict areas and comply with customer and regulatory requirements, ECS manages and controls conflict minerals through a conflict minerals declaration maintenance system. Due diligence is carried out for new materials and new suppliers regarding conflict minerals. From 2023, we conducted due diligence investigations into conflict minerals for all new materials and suppliers, all of which were compliant.

The Responsible Business Alliance Code of Conduct

ECS has established working groups in each factory since 2006 to meet customer needs and international trends. These groups promote the Electronic Industry Code of Conduct (EICC), currently known as the Responsible Business Alliance (RBA) Code of Conduct. We track and address any shortcomings identified in audits to ensure a safe working environment, protect and respect employees' rights, implement pollution prevention measures in processes and products, and fulfill social responsibilities. Since 2018, our Xingying factory has completed the RBA's Validated Assessment Program (VAP) and has achieved Silver level recognition in the RBA VAP Recognition Program. This acknowledges our active improvement efforts and commitment to social and environmental responsibility. Through the RBA VAP Recognition Program, we can identify and encourage companies that pursue excellence in social responsibility. In 2024, ECS Thailand also obtained the Gold level certification recognition in the RBA VAP Recognition Program.

Management System

Labor

Respect human right

- Freely Chosen Employment
- Child Labor Avoidance
- Working hours
- Wages and Benefits
- Humane Treatment
- Non-Discrimination
- Freedom of Association

1

Environment

Safe environment management

- Environmental Permits
- Solid Waste
- Pollution Prevention
- Air Emissions
- Resources Reduction
- Wastewater Emissions
- Hazardous Substances

2

Health and Safety Evaluate

Emphasize labor safety

- Occupational Safety
- Free choice of career
- Emergency Preparedness
- Machine Safeguarding
- Occupational Injury & Illness
- Sanitation, Food, Housing

3

Ethics

High level

- Business Integrity
- Fair Business
- No Improper Advantage
- Fair Business
- Protection of Identity
- Disclosure of Information
- Community Participation
- Intellectual Property

4

Xingying factory RBA VAP certificate


Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Golden Elite Technology (SHENZHEN) LTD.

No.1, Nan-Huan Rd., Sha Jing, BaoAn, Shenzhen, Guangdong, 518104 China

Completed the RBA Validated Audit Process, achieving SILVER Status without any priority findings, earning a score of 169.1

Validated Audit Report: VAR-20250618-CHN-05A01-3
Audit date: June 18, 2025
Certificate issue date: July 10, 2025
Expiration date: June 20, 2027

Robert F. Lederer
CEO, RBA

Xingying factory SA8000 certificate


BENCHMARKS
Benchmarks Co., Ltd.
SA8000 MANAGEMENT SYSTEM CERTIFICATION

SA8000 Certificate

Cert. No.: BM-CN-20230280

This is to certify that

Golden Elite Technology (Shenzhen) Ltd.

Business Registration Address: No. 1 Nanhuan Road and 1st Floor, 6 Building, Golden Elite Factory, Shatou Industrial Area, Heyi Community, Shajing Street, Baoan District, Shenzhen City, Guangdong Province, P.R. China
Operation Address: No. 1 Nanhuan Road, Shajing, Baoan,District, Shenzhen City, Guangdong Province, P.R. China

Has been found to conform with an appropriate and effective management system that meets the requirements of Social Accountability Management System Standard

SA8000:2014

The scope of certification described by this certificate releases to the empowerment and production of all personnel who provide products or services for that organisation at the above address including personnel employed by the organisation itself for the following activities:

Design and manufacture of mainboards & cards; Manufacture of multi-layer printed circuits boards; Manufacture of computers, including personal computers, portable computers, servers and all in one computers; Manufacture of computer peripherals, including cameras and headsets; Manufacture of Electrical Vehicle Charger.

Certification Issued Date: 10 May 2023
Certificate Issued At: Shenzhen, China
Certificate Expiry Dates: 9 Apr 2026
On Behalf of Benchmarks Co., Ltd.
Lead Auditor: Valley Guo
General Manager

This certificate is issued by SAAS Accredited Unit: Benchmarks Co., Ltd.
http://www.benchmarks.com.hk

ECS (Thailand) RBA VAP certificate


Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Elitegroup Technology (Thailand) CO., LTD. (Head Office)

700/50,52,54 Moo.6 T.Nongmaidang A.Muang Chonburi, Chonburi, Thailand 20000 , Muang Chonburi, Chonburi, 20000
Thailand

Completed the RBA Validated Assessment Program, achieving GOLD Status without any Priority or Major findings, earning a score of 193.7

Validated Audit Report: VAR-20250306-THA-02B02-1
Audit date: March 6, 2025
Certificate issue date: March 25, 2025
Expiration date: March 8, 2026

Robert F. Lederer
CEO, RBA

Xingying factory RBA FOC certificate


Responsible Business Alliance
Advancing Sustainability Globally

Recognition that

Golden Elite Technology (SHENZHEN) LTD.

No.1, Nan-Huan Rd., Sha Jing, BaoAn, Shenzhen, 518104 China

completed the RBA® Factory of Choice

Award ID*: y5MJy253u76StJz
Issue date: October 29, 2025
Expiration date: April 09, 2026

*To verify this award, send an email to FOC@responsiblebusiness.org

1.9 Customer Relationship Management

Customer Satisfaction Survey Management

ECS considers customer satisfaction a critical annual feedback indicator for the services provided. Customer satisfaction is divided into four levels: excellent (5 points), good (4 points), fair (3 points), acceptable (2 points), and poor (1 point). The overall key indicators are divided into four major aspects. Sub-item questions cover product design, product project management, cost control, price competitiveness, delivery, quality, production systematization, the professionalism of partnership personnel, and service process and support for customers to score annually. In the third quarter of each year, a customer satisfaction survey is sent to customers, and in the fourth quarter, the survey results are compiled and shared with the relevant departments.

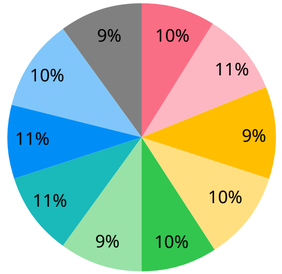
ECS addresses customer dissatisfaction issues or areas that require improvement by having the relevant departments propose improvement plans, thereby maintaining customer trust in product quality and service. For dissatisfied customers, the responsible units are asked to propose improvement plans within a specified time and to track the effectiveness of these improvements. Through this process, ECS aims to become a reliable long-term partner for its customers.

In addition to customer satisfaction surveys, some customers of ECS also hold Quarterly Business Reviews (QBRs) each year. These meetings plan for future needs and address related issues. Additionally, through weekly regular conference calls, ECS can quickly understand customer needs and promptly resolve issues. For major customers or important projects, ECS conducts face-to-face customer interviews and listens to their voices. Participating in exhibitions and conducting aperiodic visits allows our customers to fully understand the complete scope of ECS' product planning, and to discuss related cooperation issues and long-term technical support.

The content of the ECS customer satisfaction survey includes the following topics and dimensions:

Research and Development

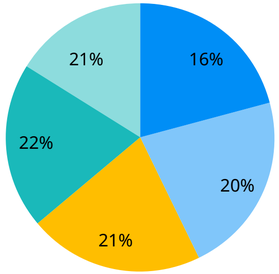
(with questions on 10 aspects) account for 39%



- Product Appearance and Industrial Design (ID)
- Product Performance
- Product Design Innovation
- Product Specifications and Features
- Product Functions and Usage Flexibility
- Product Packing Design
- Product Reliability
- Product meets Safety standard
- Response on Green Data Inquiry (e.g.; Environmental Product Info / Green Declaration)
- Time product is easy to disassemble and recycle

Sales/Marketing

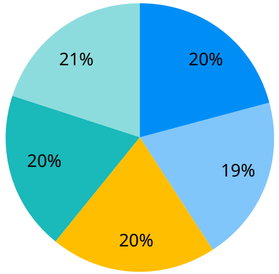
(with questions on 5 major aspects) account for 20%



- Product Competitiveness in the Market
- Product On Time Delivery to Customer
- Handling Process of Customer's Sales Order and Requirements
- Satisfaction Level of the Product
- Business Trading Terms

Quality

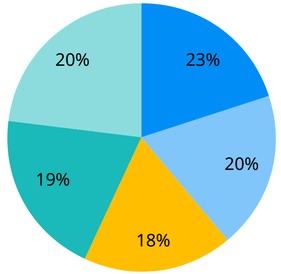
(with questions on 5 major aspects) account for 20%



- Quality Level of the Product
- Product Workmanship Level
- Product Quality Feedback Handling Procedure
- Product Quality Issue Feedback Time
- Production Operation Quality Standards Meets Customer Expectations

Service

(with questions on 5 major aspects) account for 21%



- Professionalism in Communication with Customers
- Product Repair (RMA) Turn Around Time
- Product Repair Quality
- Spare Parts On-Time Delivery
- Customer Service Issues Response Time

ECS primarily conducts customer satisfaction surveys with regular transactional partners, covering approximately 80% of our customers. Potential customers or those we have recently made contact with are not included in the survey scope. The 2021 customer satisfaction survey yielded a score of 'Good' (average score: 3 points), the 2022 customer satisfaction survey yielded a score of 'Good' (average score: 3 points), 2023 customer satisfaction survey yielded a score of ' Acceptable ' (average score: 2.79 points), while the 2024 results also came in as 'Good' (average score: 4.3 points).

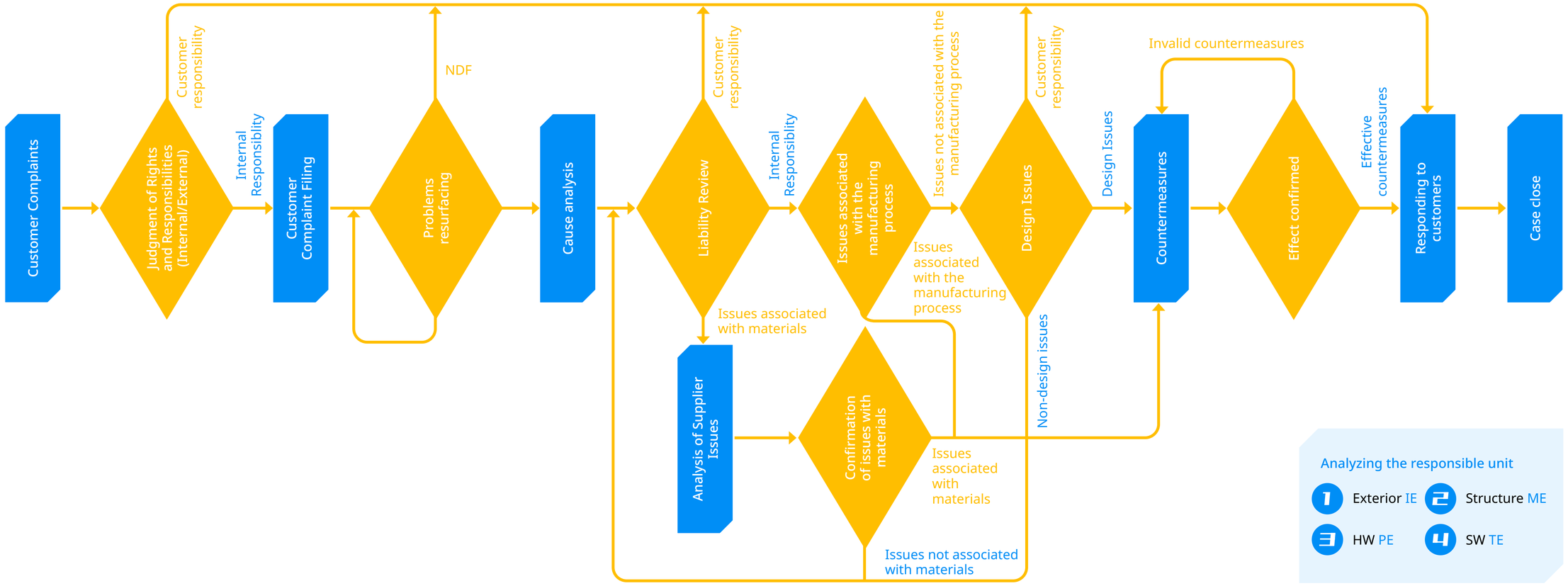
ECS will continue to monitor, analyze, and improve or optimize relevant services based on the results of customer satisfaction surveys. This serves as a basis for internal operation improvement plans to achieve maximum benefits from high customer satisfaction.

The Customer Complaint Handling Process

After receiving a customer complaint, we will direct the issue to the relevant internal departments to clarify the details and analyze potential causes, which will then be reported back to the customer. After back-and-forth discussions to converge on a result, we can identify the root cause using concrete and trusted verification methods, and promptly provide the customer with a problem analysis and solution report (8D report). Internally, we ensure that the responsible departments submit an improvement review report and revise the SOP for ongoing optimization.

In 2024, the main customer complaints were related to products. Responding to the received complaints, all departments and factories immediately held meetings to review and formulated improvement plans and implemented preventive measures with continuous tracking and management. We also mandate that customer complaint cases must be resolved as quickly as possible. All customer complaints in 2024 have been resolved.

Diagram of the Customer Complaint Handling Process





Sustainable Earth

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2-3 Energy and Greenhouse Gas Management 66

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2.1 Climate Change Governance

Governance Related to Climate Change

In response to potential crises of climate emergency and energy supply, ECS adapts and strengthens our plans that contribute to climate resilient developments and to reduce the operational impact of possible disasters and continually strives to reduce greenhouse gas emissions. By identifying risks and opportunities related to climate change and implementing corresponding measures and strategies, we aim to reduce risk whilst seizing business opportunities, and achieve the objective of sustainable business operations. Through scenario planning, we recognize physical and transitional risks and opportunities regarding products, customer interactions, and operational aspects. By understanding the impact and influence of our business activities, we aim to strengthen the Company's governance in dealing with climate change.

Regarding climate risk management, ECS has dedicated departments for environmental governance, corporate sustainability development, and corporate governance. These departments coordinate with relevant departments and collaborative units following the Paris Agreement, Taiwan's 2050 Net-Zero Emissions Target, and the regulatory authority's "Climate Change Response Act" requirements to assess operational risk, formulate responsive strategies and corresponding management policies based on their materiality, and actively communicate with stakeholders, integrating these strategies into daily business operations. By estimating the probability and impact of risks, we formulate risk response, mitigation plans, as well as crisis management mechanisms. By issuing early warnings, we aim to mitigate the effects of risks on the Company's operations."

To seize opportunities arising from climate change, ECS continuously improves the energy efficiency of its products through research and development. We aim to supply products that comply with advanced energy efficiency regulations worldwide ahead of time, reducing the impact on climate and the environment during the product's lifecycle, and assisting customers and all sectors of society in achieving energy-saving and carbon-reducing effects and appropriate climate adaptation.

In response to climate change risks, ECS adheres to the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. Through the four pillars — governance, strategy, risk management, and metrics and targets — we promote green, low-carbon value chain transformation and climate adaptation strategies.

Management of Risks and Opportunities Related to Climate Change

ECS established its Sustainable Development Committee in 2021, composed of Board members and the management team. The committee is responsible for approving the Company's vision, strategies, and short, medium, and long-term goals for climate change. The management level is tasked with promoting the evaluation and management of climate-related issues and reporting the results to the Board.

In 2021, ECS established the "Elitegroup Computer Systems Co., Ltd. Risk Management Policy." The Chairman and General Manager are responsible for overseeing and coordinating the execution and operation of the overall risk management, and appointing a risk management secretary unit to assist in its completion. From the perspective of the Company as a whole, through identifying, assessing, controlling, supervising, and communicating potential risks, and using qualitative and quantitative management methods, we aim to reduce the various risks faced in operations to an acceptable and manageable range. This serves as a reference for formulating business strategies to ensure the achievement of the Company's strategic objectives reasonably. Reviewing its own business and operational characteristics based on the principle of materiality, the Company incorporates climate change risks through the following identification process:



Climate risks are divided into two main categories: transition and physical risks. Transition risks include policies and regulations, technology, market, and reputation, while physical risks include immediate and long-term climate risks. Opportunities are classified into resource efficiency, energy sources, products and services, markets, and organizational resilience. Through workshops, each department's team identifies the potential risks and opportunities brought by climate change factors and evaluates their likelihood and the extent of the impact. They draw up a risk and opportunity matrix based on the analysis results and strategize and establish ECS' climate change response strategies for the top three climate risks and opportunities. ECS will also follow the Financial Supervisory Commission's blueprint to promote the integration of IFRS sustainability standards to further evaluate the quantitative assessment results related to the disclosure of climate risks and opportunities.

Setting Climate Change Scenarios

Setting up two climate change scenarios:
1. SSP5-8.5: Temperature rise by 6°C
2. Temperature rise by 1.5°C

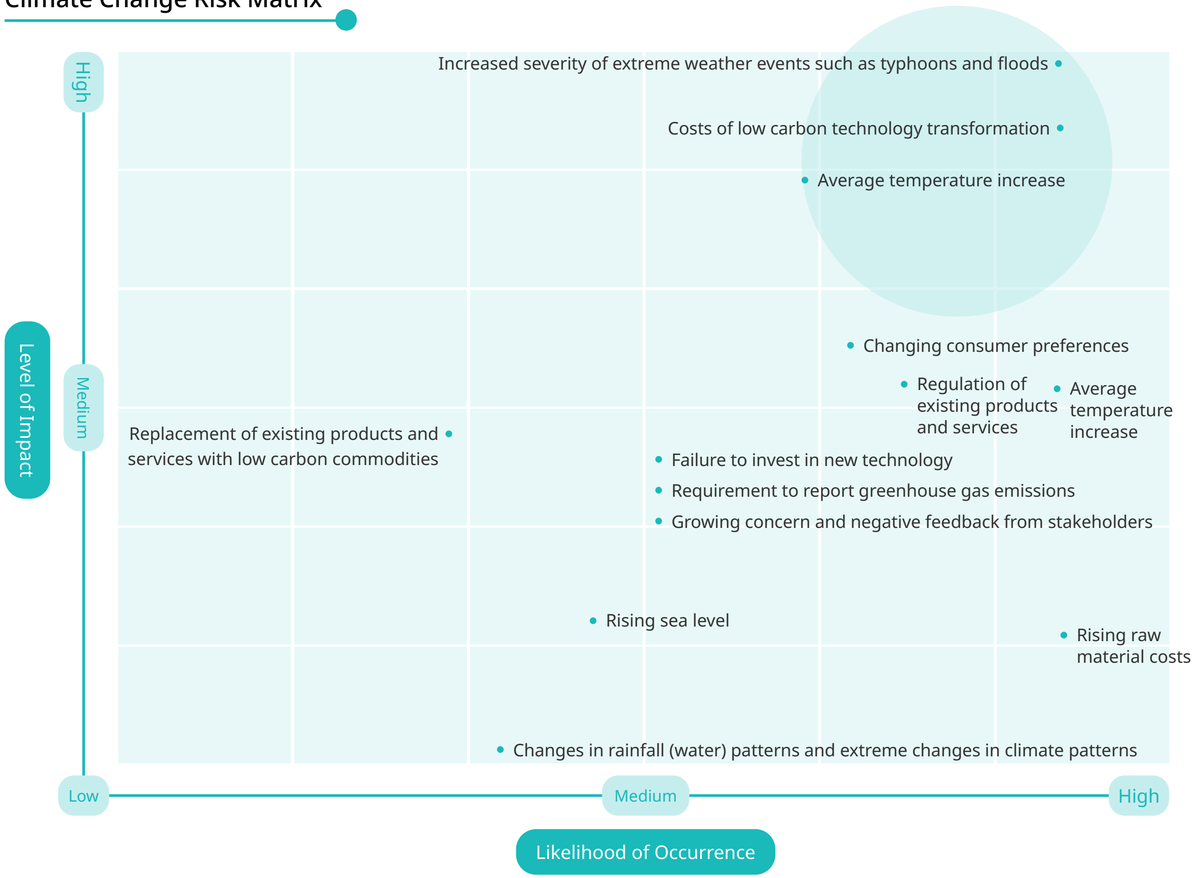
Evaluating the Impact on the Operating Environment

Evaluate the impact of climate change on the operational environment and stakeholders.

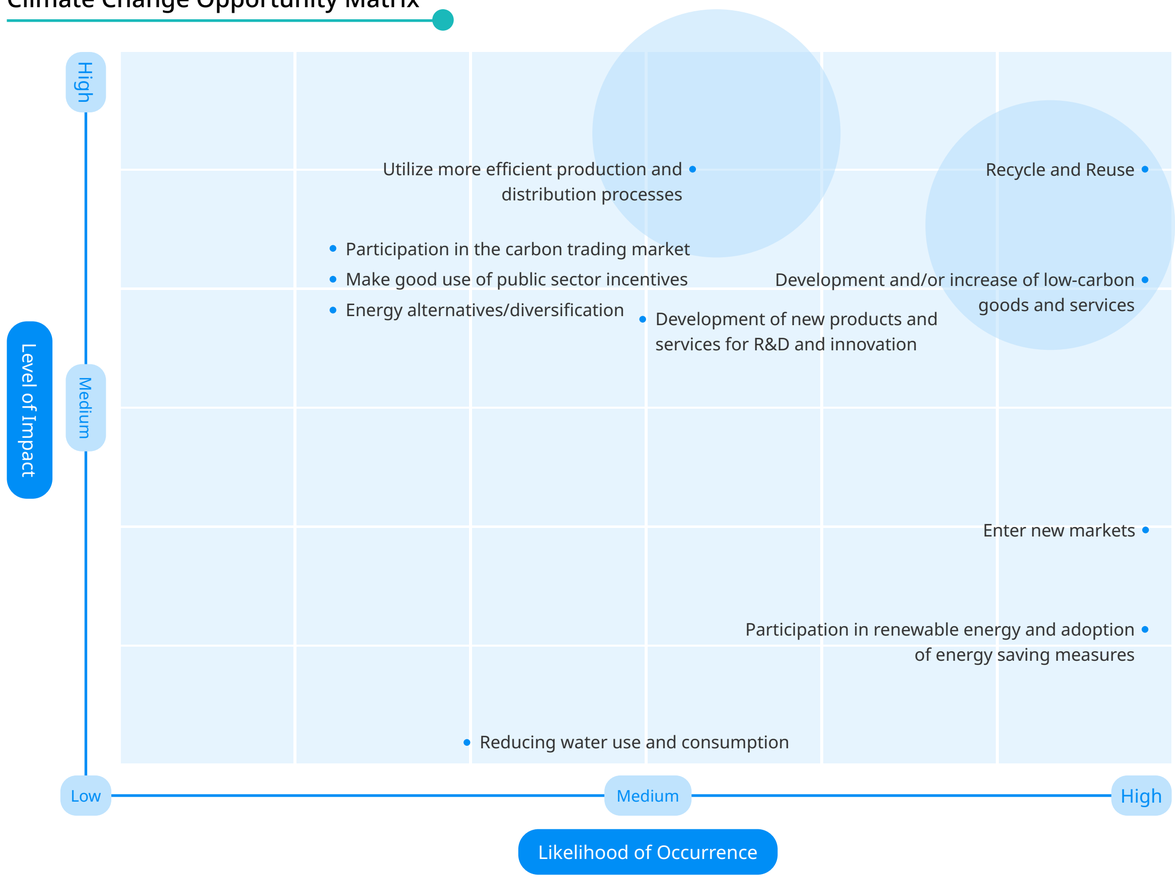
Identifying Climate Risks and Opportunities

Establish a risk and opportunity matrix to confirm climate change risks and opportunities.

Climate Change Risk Matrix



Climate Change Opportunity Matrix



Summary of the Climate Change Risk Identification

Risk Ranking	Risk Number	Risk Type	Risk Factors	Timeframe Evaluation
1	001	Physical Risk - Immediate	Increased severity of extreme weather events like typhoons and floods.	Short-term
2	002	Transition Risk - Technology	The costs of low-carbon technology transition	Mid-term
3	003	Transition Risk - Policies and Regulations	Increased greenhouse gas emission pricing	Short-term

Summary of the Climate Change Opportunity Identification

Opportunity Ranking	Opportunity Number	Opportunity Type	Opportunity Factors	Timeframe Evaluation
1	001	Opportunity - Resource Efficiency	Recycling and reutilize	Mid-term
2	002	Opportunity - Products and Services	Develop and/or increase low-carbon goods and services.	Mid-term
3	003	Opportunity - Resource Efficiency	Use more efficient production and distribution processes.	Mid-term

Note: The definition of timeframes: Short-term: 2022-2025, Medium-term: 2026-2030, Long-term: 2031-2050

Climate Change-related Risk and Opportunity Management Strategy

Evaluation of Significant Climate-related Risk and Strategy

Risk
001

Increased severity of extreme weather events such as typhoons and floods

Impact

Due to the intensification and increasing severity of extreme weather changes, occurrences of adverse weather such as typhoons, floods, and droughts increase in frequency, leading to flooding, power outages, and work disruption. This lengthens production time and causes damage to factory equipment, impacting the Company's normal operations and delaying product delivery timelines, resulting in decreased revenue and increased costs.



Risk-Impacted Aspects

Products or services

- Factory locations are affected by drought, typhoons, and heavy rain, resulting in production stoppage or property and personnel loss, making it impossible to deliver products on time.

Supply chain and value chain

- The supply chain cannot deliver goods normally due to natural disasters.
- Customers require increased alternative materials or purchase high-priced materials to reduce the risk of supply chain disruption.

Countermeasures

Products or services

- Assess the risk of climate-related disasters at manufacturing locations, formulate and implement risk mitigation measures, establish a comprehensive water monitoring mechanism and emergency response program, and conduct regular drills.

Supply chain and value chain

- Manage suppliers through CQDSM, and require vendors to implement sustainable management, carbon inventory, and greenhouse gas emission controls to enhance their ability to respond to extreme weather events.
- Introduce more suppliers for risk diversification, ensuring stable material availability and delivery.

Financial Impact

Decreased revenue

- due to the impact of extreme weather on the quantity and condition of shipments.

Increased direct costs

- extreme weather leads to supply issues, requiring higher-priced purchases.

Increased operating costs

- factories cannot receive materials on time, resulting in production delays, overtime work, or expedited shipping; natural disasters cause damage to assets, leading to asset depreciation or premature disposal.

Costs Arising from Changes

Increased operating cost

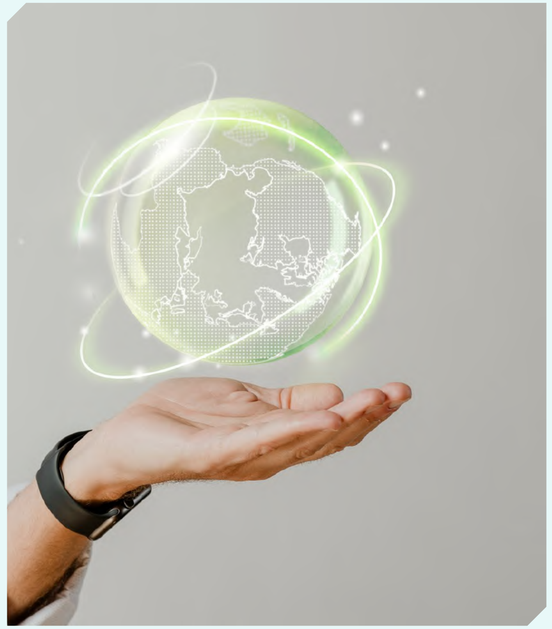
- increasing the number of suppliers, leading to increased communication and procurement costs.

Risk
002

The costs of transition to low-carbon technology

Impact

The Company is investing in the transition to low-carbon technologies and energy-saving equipment in response to global trends and customers' carbon reduction demands. This involves enhancing product design capabilities, researching and developing low-carbon products and processes, introducing new technical personnel, adding energy-saving equipment, and incorporating the concept of low-carbon transition into factories, equipment, and processes. This significantly increases capital expenditure and R&D costs, limiting product market introduction and capacity expansion.



Risk-Impacted Aspects

Products or services

» Low-carbon design, technology, and recycled materials may affect product durability, reliability, and appearance. In the short term, product quality may decline due to low-carbon materials and immature technology.

Supply chain and value chain

» We need to seek suppliers of low-carbon materials and technologies, resulting in increased procurement costs, extended lead times, and supply disruption.

New R&D or investment

» We need to purchase low-carbon technology equipment and processes, and assess the impact of low-carbon components/methods on product quality, thereby increasing Company operating costs.

Financial Impact

Increased direct cost

» Introducing and applying low-carbon technologies will require significant upfront resources for R&D validation.

Increased operating cost

» Production equipment, process technology, and personnel capabilities all need to be adjusted and optimized, and continuous communication and design adjustments with customers are also required.

Increased capital expenditure

» Equipment corresponding to the new technologies will need to be purchased.

Countermeasures

Products or services

» Continue introducing low-temperature reflow soldering processes, which can save 10% of electricity compared to traditional processes.

Supply chain and value chain

» Improve the green manufacturing capabilities of the supply chain, introduce low-carbon, carbon-free process materials to meet customer requirements, and enhance the Company's image.

New R&D or investment

» Transitioning all existing processes to Low-Temperature Soldering (LTS) processes reduces energy consumption and negates the need for specifically chosen high-temperature components, thus stabilizing the Company's procurement costs.

Costs Arising from Changes

Increased operating cost

» The development of low-carbon technologies will require some equipment and processes to be modified and optimized, resulting in additional costs. The application of new technologies will also increase R&D costs.

Risk
003

Increased pricing for greenhouse gas emission

Impact

Due to the total control of greenhouse gas emissions and the imposition of carbon fees/taxes, the Company has acquired carbon reduction equipment, renewable energy, and carbon rights to comply with relevant regulations. This has been integrated into our carbon reduction management strategies across facilities, equipment, and processes. The integration, however, has led to higher production costs, decreased price competitiveness of our products, and ultimately, a reduction in company revenue and increased operational costs.



Risk-Impacted Aspects

Products or services

» Carbon fees and taxes are transferred to the products, raising production costs and product prices, thereby affecting sales volumes.

Supply chain and value chain

» The imposition of a carbon tariff on future customer product imports to the EU will increase customer demand for carbon-neutral products, increasing corporate pressure on carbon reduction and energy conservation, thereby increasing costs (e.g., factories must undergo carbon-neutral factory certification).

Countermeasures

Products or services

» Optimize product structure to reduce product standby power; require suppliers to undertake green packaging initiatives to reduce the use of packaging materials and decrease the product's carbon footprint.

» The Renewable Energy Purchase Plan will increase the use of renewable energy, reducing operational carbon emissions.

Supply chain and value chain

» Enhance supply chain green manufacturing initiatives, including requiring suppliers to manage energy, conduct carbon emission inventories, and improve low-carbon manufacturing capabilities.

Financial Impact

Increased operating cost

» The imposition of carbon fees and taxes will increase additional operating costs.

Costs Arising from Changes

Increased operating cost

» The purchase of renewable energy and implementation of energy and water conservation measures will increase the costs of energy conservation equipment procurement and operating costs.

Opportunity 001

Recycle and reutilize

Impact

In response to international environmental trends and expectations from customers and stakeholders for plastic reduction and material recycling, we have established product recycling mechanisms to reduce electronic waste and extend the lifecycle of products and materials. Production waste in our factories is also reutilized through recycling and treatment mechanisms. By complying with the recycling mechanisms of each production country, we effectively utilize resources, achieving a circular economy and efficient use of resources, thus gaining customer favor and enhancing revenue and investment/financing opportunities.



Opportunity-Impacted Aspects

Products or services

- Design products that are easy to recycle and have a high overall recycling rate.
- Extend product life cycle and modular design, and accommodate customers' requests for extended product warranties. At the same time, modular design can improve efficiency in product maintenance.
- Enhance the reusability of the chassis by designing it to accommodate different motherboards, thereby achieving reutilization and reducing electronic waste generation.
- Using recycled materials for product packaging and plastic parts can increase the recycling rate and reduce waste output.

Supply chain and value chain

- Discuss with suppliers to develop a commonly used chassis.

New R&D or investment

- Adopt electronic components that are easy to recycle and decompose, reducing the use of components that are not easy to recycle and increasing the future recycling rate of circuit boards.
- Develop new PCB materials that are easier to recycle. These materials allow recyclable (metallic) and non-recyclable (waste) materials to be separated during recycling and reduce the proportion of hazardous substances in non-recyclable waste.

Financial Impact

Increased revenue

- The recyclability of packaging and the extension of the product's life cycle can improve the product's added value, meet market needs, and increase revenue.

Reduced operating cost

- A reusable chassis can accommodate multiple motherboards at the same time, eliminating the need for repeated manufacturing of the chassis, thereby indirectly reducing the cost of chassis production.

Countermeasures

Products or services

- Extend the life cycle to increase product lifespan and warranty periods and design upgradeable modules, such as replaceable batteries, RAM, SSD, and wireless network cards.
- Cooperate with electronic waste recycling companies.
- Design the chassis to accommodate different motherboards. If clients require a simple chipset/mechanical upgrade, they only need to replace the motherboard, and the old chassis can continue to be used.
- All packaging materials are designed with paper boxes and pulp materials with no excessive modification processes. At the same time, they are designed for easy disassembly and to increase the functionality and usability of the outer packaging, such as pencil holders and storage boxes.

Supply chain and value chain

- Seek collaboration with excellent suppliers, use low-carbon production materials, and introduce better-quality materials to enhance product lifespan.

New R&D or investment

- Cooperate with companies related to electronic waste recycling, and refer to the latest environmental regulations and technologies to reduce the use ratio of hazardous substances in non-recyclable waste.

Costs Arising from Changes

Increased operating cost

- Designing the product for a high recycling rate is expected to increase material costs and extend the design time, further increasing direct costs.

New financing plan

- Seek relevant partner companies to invest in the production plan for recyclable and reusable cases.

Opportunity 002

Develop and/or increase low-carbon products and services

Impact

With the international trend of carbon reduction, customers have higher carbon reduction requirements for their suppliers. To ensure competitiveness, the Company introduced the structure of energy-saving labels into its products, including improving product energy efficiency and increasing the ratio of recyclable materials to improve energy conversion efficiency. In addition, the Company expands products and services such as DC-DC fast-charging stations to enhance market competitiveness, reduce the possibility of being eliminated by the market, and obtain more opportunities to be invested.



Opportunity-Impacted Aspects

Products or services

- The Company is expanding its brand of charging stations and charging services to meet the trend of low-carbon and create low-carbon business opportunities.
- High energy conversion efficiency parts are used in the design, which can reduce waste and meet more energy-saving needs due to improved energy conversion efficiency.
- We increase the added value of shipments of compact machine systems (such as LIVA, NUC). In addition to providing low-carbon products, we can enhance consumer purchase intentions by offering environmentally friendly gifts.

Supply chain and value chain

- The Company works with the supply chain to develop and research more low-carbon products or services, which can promote the brand image of both parties.

New R&D or investment

- Increase the R&D of charging station product lines, try to cooperate with various countries or car companies, expand the global electric vehicle market, increase market share, and significantly increase revenue.

Countermeasures

Products or services

- We will incorporate recycled plastic and aluminum into our products. Currently, we have 14-inch models that incorporate recycled plastic, reaching over 10% of the total plastic content. We also plan to introduce recycled aluminum into the laptop cover.
- We will use high-efficiency, low-carbon process components in our products. These are paired with motherboards that support energy-saving certifications from various countries (e.g., EuP) to achieve energy conservation.
- We will ship our compact system products (e.g., LIVA, NUC) with a complimentary potted plant. In addition to the products being designed for energy efficiency (e.g., EuP), the plants absorb carbon dioxide and beautify the environment.

Supply chain and value chain

- We will prioritize cooperating with the supply chain that can produce high-energy conversion and low-carbon process parts.
- We will require the supply chain to use low-carbon production materials and recycling rates, and we will encourage the supply chain to design and develop pin-to-pin and BOM-to-BOM substitute materials, improving our product efficiency.

New R&D or investment

- Expand the product line of charging stations (fast/slow charging and different charging specifications), continuously develop charging stations with high charging conversion rates, and expand charging service locations.

Financial Impact

Increased revenue

- Increasing the green added value of our products, gaining corporate support, and boosting consumers' willingness to purchase, thereby enhancing sales volume.

Increased opportunities of being invested in

- Due to charging stations and charging services, there's an opportunity to collaborate on investments with automobile-related industries; low-carbon products attract outside investors' attention, indirectly increasing the opportunity of acquiring capital.

Costs Arising from Changes

Increased operating cost

- The cost of raw materials using recycled plastic and recycled metal will increase by 10~20% or more; the initial product development cost of charging stations and the cost of installation will increase operating costs.

Increased capital expenditure

- Actively purchase renewable energy, or invest in producing renewable energy, to reduce carbon emissions from production.

Adjustment of acquisitions and asset segregation

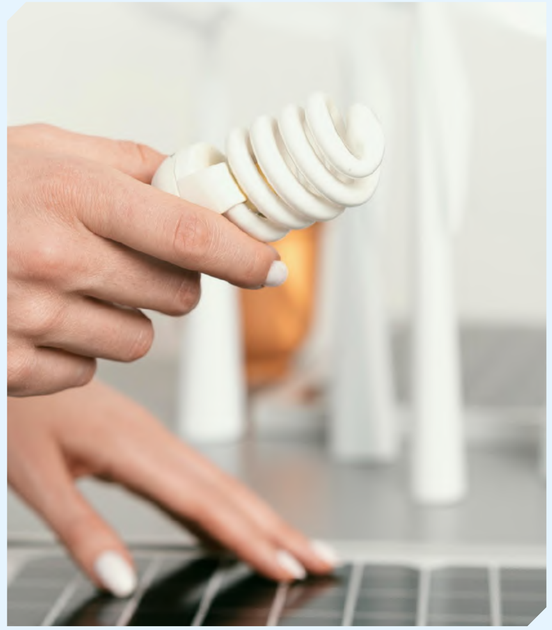
- Acquire companies that comply with low-carbon-related parts and carry out long-term integration of product supply chains.

Opportunity
003

Utilizing effective production and distribution processes

Impact

By improving energy efficiency in factories and local procurement, we can achieve more efficient production and distribution processes, enhancing the reliability of business operations. This results in energy-saving and carbon-reducing benefits during production and distribution, establishing beneficial business models with customers. It strengthens operational resilience, reducing operating costs and energy usage, thereby increasing production capacity, boosting revenue, and reducing the likelihood of operational interruptions and potential losses.



Opportunity-Impacted Aspects

Products or services

» Using low-temperature processes and low-temperature solder paste technology can save space, power, and air conditioning consumption; it also reduces board warping defects and improves motherboard yield rate. Apart from achieving energy-saving and carbon reduction, it also enhances corporate competitiveness and reduces the production of defective products and waste.

Supply chain and value chain

» Improving local procurement shortens delivery time and costs.

Countermeasures

Products or services

» Our NUC product has already fully incorporated low-temperature solder paste SMT technology (Pin In Paste, PIP process), and components on the motherboard have also been changed to those suitable for low-temperature processes.

Supply chain and value chain

» To reduce costs and risks associated with transportation, we have introduced local procurement of packaging materials for the ECS Thailand factory, reducing transportation costs.

Financial Impact

Reduced direct costs

» The oven temperature of low-temperature solder paste is lower than that of high-temperature solder paste, thereby reducing power consumption in the process and decreasing electricity costs.

Reduced operating costs

» Local procurement can decrease transportation costs and time.

Costs Arising from Changes

Increased operating costs

» Investing in equipment related to low-temperature solder paste technology and cultivating skilled personnel is necessary.

Climate Change-Related Indicators and Goals

ECS is committed to Taiwan's long-term goal of "net-zero emissions by 2050", with a 35% reduction in carbon emissions by 2030 and carbon neutrality by 2050. We strive to do our best for the sustainable development of our environment and the planet. We set climate-related performance indicators and quantified goals, regularly track progress, and disclose transparently.

Short-term

2022-2025

- Completed internal inventory in accordance with ISO 14064-1 standard in 2022; we will send for external verification in 2023.
- We will implement ISO 14067 standard for internal inventory in 2024 and send for external verification in 2025. Note 1
- Reduce scope 1 and 2 greenhouse gas emissions by at least 25% by 2025 compared to the baseline year 2022.
- Achieve 20% use of renewable energy by 2025.

Mid-term

2026-2030

- Reduce scope 1 and 2 greenhouse gas emissions by at least 35% by 2030 compared to the baseline year 2022.
- Achieve 30% use of renewable energy by 2030.
- Become a RE100 member.

Long-term

2031-2050

- Achieve net zero emissions of scope 1 and 2 greenhouse gases by 2050.
- Achieve 100% use of renewable energy by 2050.



Note 1: By 2024, We will apply internal inventory on self-branded products in compliance with the ISO 14067 standard and gradually extend to other products.

2.2 Nature and Biodiversity Governance

Nature and Biodiversity Related Governance

Climate change and biodiversity loss are regarded as the two major environmental crises in the new century. These two major crises not only jointly contribute to crises such as food shortages, water shortages, and natural disasters, but their formation mechanisms are also interrelated. The importance of biodiversity to human well-being has been recognized by the world. The rapid loss of biodiversity and the risks it poses are also attracting global concern, especially the frequent occurrence of extreme climate events under global warming and climate change in recent years. , biodiversity has suffered serious losses due to climate change. However, the success of corporate operations is inseparable from the surrounding ecosystem. In response to natural and biodiversity risks, ECS refers to the "Task Force on Nature-Related Financial Disclosures (TNFD)" guidelines through four major aspects, governance, strategy, risk management and indicators and targets to drive response strategies to nature and biodiversity across global operations and value chains. ECS uses the following four stages to assess nature-related risks and opportunities, referred to as LEAP, which are: Locate, Evaluate, Assess, and Prepare.

LEAP

Locate Evaluate Assess Prepare

Nature and Biodiversity Risk Assessment

"Biodiversity Loss" has gradually become the most impactful and key concern under climate-related risks. ECS checked the Key Biodiversity Areas (KBA) and confirmed that none of the production sites and office areas around the world are located in environmental protection, key biological rich and diverse areas or restored habitats, and there are no rare plants or famous species on site. Natural woodlands such as ancient trees are not listed as endangered species on the Red List or National Conservation List of the World Conservation Union (IUCN). At the same time, we conduct environmental impact assessments in accordance with local environmental protection regulations to avoid operating activities that harm the conservation of biodiversity, use environmentally friendly technologies to actively reduce pollution, strictly abide by environmental protection regulations, and take testing measures every year to ensure that wastewater, exhaust gas, waste disposal, and noise emissions comply with regulatory requirements. ECS introduces the Biodiversity Risk Analysis Tool and Database (Biodiversity Risk Filter (BRF)) built by the World Wide Fund for Nature, using 2023 as the base year of assessment, and targets ECS' main operating locations. -specific) and activities to assess biodiversity-related risks, including physical and reputational risks.



Risk assessment of ECS global all physical operating locations

01 PHYSICAL RISK INDICATORS



02 REPUTATIONAL RISK INDICATORS



Biodiversity Risk Filter Scape Risk Results			Scape Physical Risk	Scape Physical Risk
Plant	Country	Land or Seascape		
ECS (ECSIPC)	Taiwan	Taipei	1.4	1.3
GECS	China	Shenzhen	1.9	1.9
ECSTHL	Thailand	Chonburi	1.6	1.7
ECSUSA	USA	Newark	1.4	1.3
ECSJPN	Japan	Tokyo	1.2	1.2
ECSKR	Korea	Seoul	1.3	1.3
Xunrui Electron	China	Shenzhen	1.9	1.7
Beijing Xunrun	China	Beijing	1.4	1.3

Very Low 1.0-1.8 | Low 1.8-2.6 | Medium 2.6-3.4 | High 3.4-4.2 | Very High 4.2-5.0

ECS evaluates the impact and dependence of all physical operating sites on nature, and conducts major risk opportunity assessments and response strategies for environmental and biological data in the factory and surrounding environment. For information disclosure related to environmental management such as climate change governance, energy and greenhouse gas management, water resources management, and waste management, please refer to the corresponding sections 2.1, 2.3, 2.4 and 2.5 for details.

Major risk opportunities and response orientations

Physical risk

Major risk

- The temperature rises
- Changes in tap water supply due to drought and other reasons
- Insufficient management of green space in factory areas may cause hazard risks
- Factory operation and management affect surrounding birds
- Factory air quality, business waste, noise

Major opportunities

- Reducing carbon and reducing heat island effect
- Recycle water resources
- Improve plant maintenance and strengthen ecological habitat creation
- Build window protection measures
- Improve environmental management effectiveness

Transition risk

Major risk

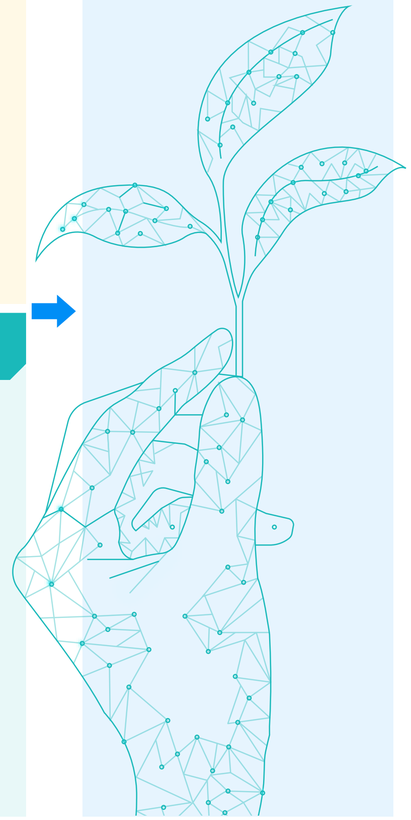
- Competent authorities require higher intensity information disclosure
- Competent authorities and stakeholders demand increased intensity of environmental management

Major opportunities

- Obtained domestic and foreign green label certification
- Establish friendly relations with local communities to jointly engage environmental issues with factory

response orientations

- Water resources management
- Environmental management
- Bio-friendly management
- Information disclosure



ECS Biodiversity and No Deforestation Commitment

ECS pays attention to international trends in biodiversity and forest conservation, and follows the United Nations Convention on Biological Diversity (CBD) and the Kuming-Montreal Global Biodiversity Framework (GBF) to demonstrate corporate conservation Ecological environment and the core value of promoting sustainable development. We commit to jointly maintain and promote biodiversity in our operations and value chain activities, avoid various deforestation activities, further promote forestland protection and restoration, and implement SDG 6 of the United Nations Sustainable Development Goals (SDGs): clean drinking water and sanitation, SDG 12 Sustainable Consumption and Production Patterns, SDG 13 Climate Action, SDG 14 Conservation of Oceans and Marine Resources, SDG 15 Conservation of Terrestrial Ecology, SDG 17 Diversified Partnerships.



Our commitment

1. Existing operating activities are located in areas adjacent to key biodiversity, and gradually conduct risk assessments on natural resource use and biodiversity to plan response actions and reduce dependence on natural resources.
2. The principle is to avoid new business operations in areas adjacent to critical biodiversity, including assessing the risks of harm to biodiversity and forests, and developing impact mitigation strategies, including prevention, mitigation, restoration, offset and other measures, to protect this critical area ecosystem.
3. In various operational activities, use environmentally friendly paper products as much as possible, including materials using recycled content, and materials with recyclable, renewable and other characteristics to reduce various environmental impacts from a life cycle perspective to reduce demand for deforestation.

Our actions

1. Enhance the awareness of stakeholders and the value chain on the importance of biodiversity and forest conservation.
2. Conduct biodiversity impact assessments on the company’s operating sites.
3. If operations operate in areas close to critical biodiversity, necessary measures (such as avoiding, reducing, mitigating or offsetting, etc.) should be taken to reduce their negative impacts.
4. Promote biodiversity and non-deforestation commitments from suppliers and partners and assess biodiversity risks at their operating sites
5. Work with suppliers and partners to improve the material efficiency of products and packaging and reduce the use of virgin pulp as much as possible.

ECS has initially completed an assessment of the ecosystem within its all physical operating bases, taking stock of its own impact and impact on biodiversity value. At the same time, it promotes ecological conservation education, improves water resource recycling, and reduces plastics that are closely related to biodiversity. Actions such as waste, non-deforestation commitments and air quality will further expand the scope of the value chain and develop corresponding restoration activities, communication methods and commitment targets.

2.3 Energy and Greenhouse Gas Management

Environmental Management Policy



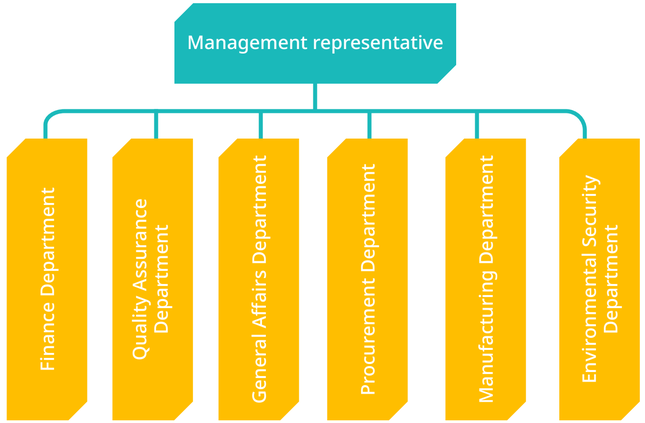
Environmental responsibility is about minimizing the environmental impact and natural resources consumption during product production while protecting public health and safety. ECS has always prioritized environmental operations to implement environmental responsibilities and aims to improve the environment. We have introduced and passed the ISO 14001 environmental management system verification for our manufacturing arms in our Xingying factory area and ECS Thailand, thereby establishing a comprehensive environmental management system. We regularly monitor waste, wastewater, and waste gas emissions each year, whilst taking relevant environmental factors into consideration to evaluate the impact caused to the environment, enabling us to continuously improve on the measures to be implemented.

The Xingying factory area and ECS Thailand annually sets management plans according to environmental management objectives, conducts meetings for management reviews, tracks performance, and ensures the implementation of environmental management activities. As a result, there has never been a case of being fined due to violating environmental regulations. Environmental monitoring data such as Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant air emissions are accurately uploaded to the Green ECS website for regulatory agencies, customers, and stakeholders to review. Green ECS environmental pollution prevention and control measures and information include waste gas emission monitoring information, wastewater emission monitoring information, soil pollution control, hazardous waste information, general industrial solid waste generation overview, wastewater / waste gas / noise detection reports, and soil pollution control. After assessing the potential environmental impacts of the manufacturing process based on environmental regulations, ECS continuously improves through core activities such as greenhouse gas management, energy management, water resource management, waste management, and self-initiated environmental activities. In 2024, there were no violations of environmental regulations by ECS, Xingying factory area, or ECS Thailand.

ISO 14001 Certificate


Certificate CN10/31614
The management system of
Golden Elite Technology (Shenzhen) Ltd.
has been assessed and certified as meeting the requirements of
ISO 14001:2015
For the following activities
Design and manufacture of mainboards & cards.
Manufacture of multi-layer printed circuits boards
Manufacture of computers, including personal computers, portable computers, servers and all in one computers
Manufacture of computer peripherals, including cameras and headsets
Manufacture of Electrical Vehicle Charger
This certificate is valid from 24 February 2024 until 24 February 2027 and remains valid subject to satisfactory surveillance audits.
Issue 3. Certified since 06 January 2015
Certificate TH22/000000600
The management system of
Elitegroup Technology (Thailand) Co., Ltd.
has been assessed and certified as meeting the requirements of
ISO 45001:2018
For the following activities
Manufacture of printed circuit board assembly (PCBA), Manufacture of personal computer (Mini PC and Desktop PC), and Manufacture of Electrical Vehicle Charger
This certificate is valid from 03 August 2025 until 04 August 2028 and remains valid subject to satisfactory surveillance audits.
Issue 2. Certified since 03 August 2022

Environmental Management Organizational Structure



A. Energy Usage

ECS has set up an energy-saving project team at the Xingying factory area responsible for planning the reporting, execution, consolidation, auditing, and comparison system of energy-saving projects and mechanisms. This requires full participation and dedicated personnel, with the support of factory service and electrical professionals. We will continue to implement various energy-saving measures to reduce electricity usage. By the end of 2016, the Xingying factory area had launched an energy management system to improve energy use efficiency and has held an ISO 50001 Energy Management System Certification since 2017. In 2017, the headquarters building in Neihu received an Excellence Award for "2017 Energy-saving Leadership" from the Taipei City Government.

ECS has launched short-term, medium-term and long-term energy use phased goals based on the 2050 net-zero goal. Taking electricity usage in 2022 as the base year, the proportion of renewable energy used in electricity will reach 5% in 2023, and a cumulative total of 15% in 2024, reaching a cumulative total of 20% in 2025. The Xingying factory already purchased 5 million kilowatt-hours of electricity from renewable energy certificates in 2023, and ECS will gradually convert to renewable energy in accordance with the 2050 net-zero goal.

Renewable energy usage schedule





ECS energy-saving measures

Electric equipment inventory

We have a comprehensive understanding of electric equipment and conduct electricity management, focusing on controlling air conditioning, air pressure, ventilation, lighting, and equipment power consumption during holidays. We reevaluate the necessity and rationality of turning on electric equipment and implement closures or reductions for unnecessary electric equipment. From 2023 to 2024, we continued to manage the electricity consumption of lighting in the public areas of the headquarters building.

Product design, process optimization, and reducing electricity usage

Through design optimization, process simplification, quality improvement, and reduction of rework, we can effectively reduce the amount of electricity used significantly.

Office electricity saving

Encourage practices such as turning off the computer power when not in use and shutting down when no one is present.

Division of responsibility areas

We divided the electricity usage areas into managed zones, implemented various power-saving measures, and conducted audits. We practice area-based statistics, analysis, comparison management, and implement power-saving responsibilities and results in each area.

Improvement of electric equipment technology

We have evaluated the feasibility of introducing power-saving technology to equipment, aiming for power-saving effects during use. Examples include frequency conversion power saving, replacing all office and restroom lighting in the headquarters building with T5 LED lamps, and condenser cleaning technology for air conditioners.

Enhance equipment maintenance to improve operational efficiency

Maintain electric equipment to keep them in good condition, lower the failure rate, reduce invalid energy loss, improve efficiency, and save energy.

Xingying factory area energy-saving improvement plan

- ☑ Replace T5 tubes with LED tubes
- ☑ Install a variable-frequency drive in high-power motors
- ☑ Introduce outdoor cold air when the temperature is low
- ☑ Replace dormitory air-source heat pumps
- ☑ Introduce a low-temperature process production line
- ☑ Adjust cafeteria air conditioning hours
- ☑ Heat press insulation project
- ☑ Replace high-frequency rectifiers
- ☑ Replace chiller refrigerants
- ☑ Lower the location of air conditioning vents
- ☑ Connect air ducts between buildings
- ☑ Adjust the lower limit of nitrogen equipment pressure

Chiller photos before improvement



Chiller installed in 2006



Old chiller system



Old cooling tower system



Old Guoyou brand chiller

Photos of the chiller after replacing with energy-saving equipment



Replacement of energy-saving magnetic levitation chiller unit



Magnetic levitation chiller system



Replacement of cooling tower system



Magnetic levitation chiller Haier brand



ISO 50001 Certificate Xingying Factory Area



ISO 50001 Certificate ECS Thailand



Renewable Energy Certificate 2023



Renewable Energy Certificate 2024

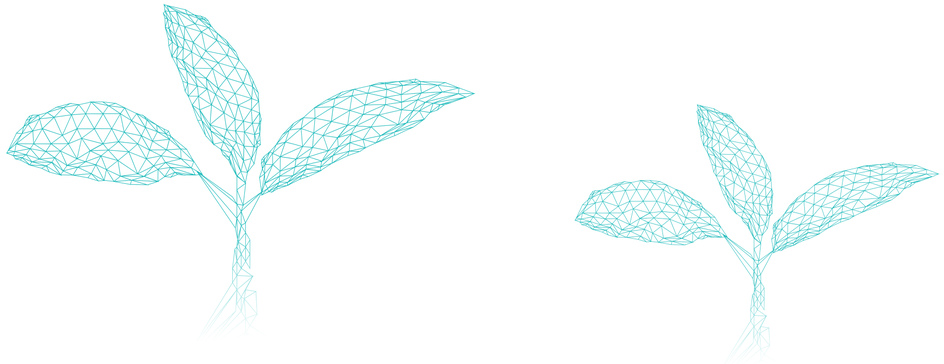


Energy-saving Leadership Award

Energy Consumption

Energy		Unit	2020	2021	2022	2023	2024
Electricity	Purchased non-renewable energy	MWh (K-KWH)	121,203.19	141,955.88	116,486.65	105,235.33	101,627.30
		GJ	436,331	511,041	419,352	378,847	365,858
	Self-generated renewable energy	MWh (K-KWH)	1.24	0.003	2.37	2.32	0
		GJ	4.46	0.01	8.53	8.35	0
Gasoline		Liters	1,036	10,451	11,462	10,377	14,336
		GJ	3,823	38,564	42,295	38,291	52,902
Diesel		Liters	300	3,300	3,950	1,000	119
		GJ	1,011	11,121	13,312	3,370	401
Natural Gas		Kilostere	646	776	633	540	493
		GJ	24,742	29,721	24,244	20,682	18,882
Total Energy		GJ	465,911	590,447	499,212	441,198	438,043

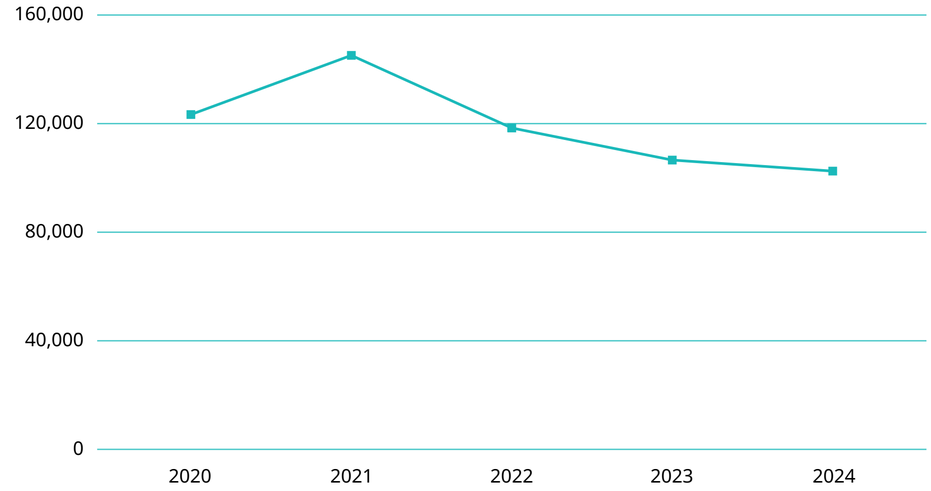
Note 1: Electricity usage includes the headquarters building in Taiwan, ECSUSA, ECSJPN, ECSKR, Xingying factory area, Xunrui Electron, Beijing Xunrun, ECS Thailand, and ECSIPC (2024).
Note 2: The above data represents the consumption of purchased electricity and energy resources.
Note 3: Based on the emission coefficient from the Ministry of Environment announced the greenhouse gas emission coefficient on February 5, 2024, diesel is converted to 8,400 (kcal/l), gasoline to 7,800 (kcal/l), electricity to 3,600 (GJ/GWh), and natural gas to 8,000 (kcal/m3).
Note 4: ECS redefined 2022 as the base year for environmental management indicators, included the PCB plant in the Xingying factory area in its reporting boundary, and updated and disclosed the environmental information from the past five years.
Note 5: No energy used outside the reporting boundary.



In 2024, electricity usage was 101,627.30 K-KWH, a 3.43% decrease from the 105,235.33 K-KMH used in 2023. Xingying factory purchased 15 million kWh of green energy certificates (GEC). In line with sustainability goals, we aim to increase renewable energy use gradually.

Electricity

Unit: MWh (K-KWH)



In 2024, the intensity of electricity use (purchased non-renewable energy) was	5.81 MWh/million NT$.
In 2024, the intensity of gasoline use was	0.82 liters/million NT$.
In 2024, the intensity of diesel use was	0.01 liters/million NT$.
In 2024, the intensity of natural gas use was	0.03 kilostere/million NT$.

Note 1: The revenue for calculating the intensity of greenhouse gas emissions in 2024 is the group's consolidated revenue (million NT$).

Greenhouse Gas Inventory

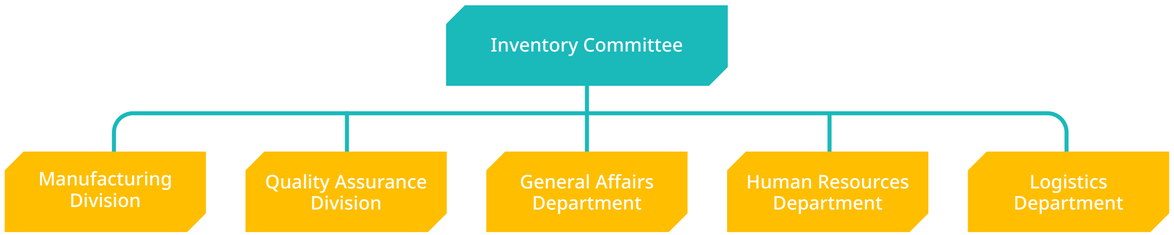
Global warming in recent years has led to climate anomalies, making greenhouse gas emission control a global concern. ECS introduced greenhouse gas inventory in 2008 to protect the human environment. The headquarters and the Xingying factory area successfully obtained the baseline 2007 inventory verification certificate. We have recorded the CO_2e emissions and product production in the Xingying factory area, which will be the basis for calculation of carbon reduction operations. The goal is to reduce carbon emissions by 35% by 2030 and achieve net-zero emissions by 2050.

Since 2008, ECS has also been participating in the international Carbon Disclosure Project (CDP) for carbon disclosure, carefully assessing and implementing the risks and opportunities brought about by extreme climates, and striving to meet the carbon reduction requirements and goals of international NGOs, governments, and customers. The types of greenhouse gases inventoried include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

In 2020, ECS achieved a phased goal of reducing carbon emissions by 60% compared to 2007 (the baseline year set by the ISO 14064-1:2006 inventory). From 2022, we conducted the greenhouse gas inventory according to the ISO 14064-1:2018 standard and set a new baseline year which has been externally verified. We are committed to establishing reduction targets that align with the 1.5°C carbon reduction pathway scenario in line with the Science Based Target Initiative (SBTi) framework. By 2030, we expect to achieve at least a 35% reduction in carbon emissions compared to 2022 and achieve net-zero emissions by 2050.

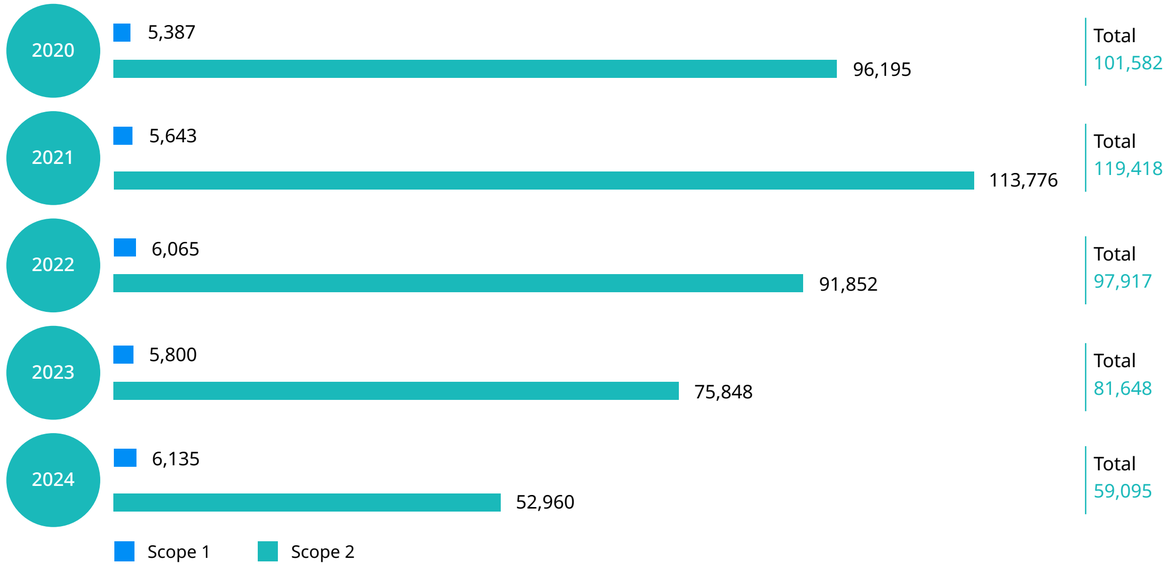
ECS has launched short-term, medium-term and long-term greenhouse gas emission reduction phased goals based on the 2050 net-zero goal. Taking 2022 greenhouse gas emissions as the base year, emissions will be reduced by 10% in 2023 compared with 2022, and the cumulative emissions will be reduced by 20% in 2024 compared with 2022, and the cumulative emissions reduction in 2025 will be 30% compared to 2022.

The following is the inventory team comprising various units within the Xingying factory area.



Greenhouse gas inventory status

Unit: metric tons of CO_2e



Note 1: Greenhouse gas emissions include the headquarters building in Taiwan, ECSUSA, ECSJPN, ECSKR, Xingying factory area, Xunrui Electron, Beijing Xunrun, ECS Thailand, and ECSIPC (2024).
Note 2: The calculation of greenhouse gas emissions for ECS adopts an operational control approach for inventory. The calculation method is activity data * emission factor * GWP value (the emission factor value is taken from the Ministry of Environment announced the greenhouse gas emission coefficient on February 5, 2024 and the GWP value is taken from the IPCC's Sixth Assessment Report (2021)).
Note 3: ECS redefined 2022 as the base year for environmental management indicators, included the PCB plant in the Xingying factory area in its reporting boundary, and updated and disclosed the environmental information from the past five years.
Note 4: The Taiwan Headquarters building, ECSUSA, ECSJPN, ECSKR, the Xingying factory area and ECS Thailand have obtained the ISO 14064-1:2018 verification.

The primary sources of Scope 1 greenhouse gas emissions for ECS are fuel use in Taiwan and the Xingying factory area and natural gas use in the cafeteria at the Xingying factory. Scope 2 is the purchased electricity. In 2024, the greenhouse gas emissions (Scope 1 + Scope 2) were 59,095 metric tons of CO_2e, a decrease of 27.62% compared to ,81,648 metric tons of CO_2e in 2023 (Scope 1 + Scope 2). The carbon reduction is equivalent to the annual carbon absorption of 363.6 Daan Forest Parks.

Green House Gas Emission Volume in 2024

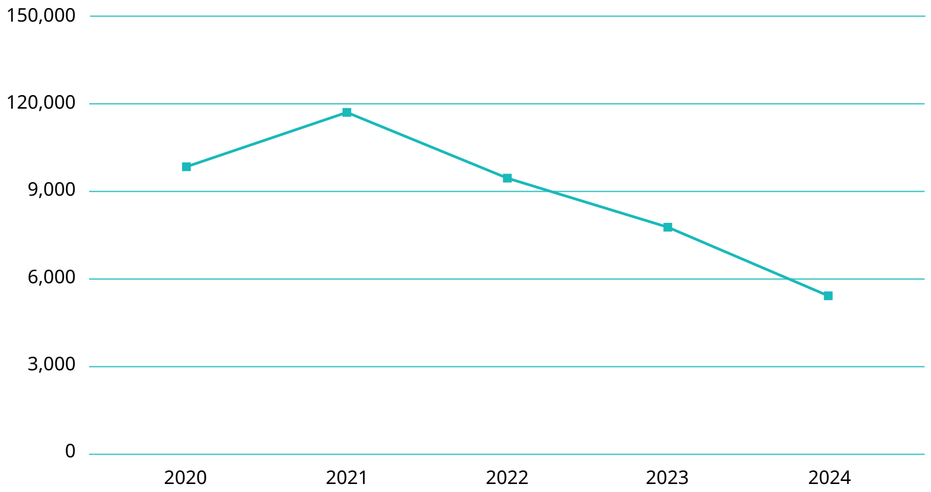
59,095 Tons CO_2e

Greenhouse gas emissions reduced compared to the previous year

27.62%

ECS has excellent performance in carbon reduction and was awarded the corporate certification of "Excellent Results (Below 1.6°C)" by the "Corporate Carbon Reduction Thermometer" survey conducted by CommonWealth Magazine. ECS meets the 1.5°C target and is the highest among the 5-level evaluations, keeps the Earth below 1.5°C.

Unit: metric tons of CO_2e



The greenhouse gas emission intensity (Scope 1) in 2024

0.35 metric tons of CO_2e/million NT$

The greenhouse gas emission intensity (Scope 2) in 2024

3.03 metric tons of CO_2e/million NT$

The greenhouse gas emission intensity (Scopes 1, 2, and 3) in 2024

4.93 metric tons of CO_2e/million NT$



1.5°C Label Certificate

Note 1: The revenue for calculating the intensity of greenhouse gas emissions in 2024 is the group's consolidated revenue (million NT$).

In 2024, ECS's Scope 3 greenhouse gas emissions were 27,093.079 metric tons of CO_2e. We plan to gradually include Scope 3 indirect greenhouse gas emission sources in the inventory plan.

Unit: metric tons of CO_2e

Category		ECS Taiwan HQ, ECSIPC, ECSUSA, ECSJPN, ECSKR	Xingying factory area, ECS Thailand, Beijing Xunrun, Xunrui Electron	Subtotal
Category 3	3.1 Emissions from upstream transport and distribution	8.360	0	1,546.386
	3.2 Emissions from downstream transport and distribution for goods	5.038	882.960	
	3.3 Emissions from employee commuting	363.275	0	
	3.5 Emissions from business travel	178.553	108.200	
Category 4	4.1 Emissions from purchased goods	174.893	16,494.093	20,603.628
	4.2 Emissions from capital goods	478.242	0	
	4.3 Emissions from the disposal of solid and liquid waste	21.611	537.030	
	4.4 Emissions from the use of assets	2,889.109	0	
	4.5 Emissions from service used	8.651	0	
Category 5	5.1 Emissions or removals from the use stage of the product	3,640.373	0	4,931.025
	5.2 Emissions from downstream leased assets	77.080	0	
	5.3 Emissions from end of life stage of the product	0.330	0	
	5.4 Emissions from investments	1,213.242	0	
Category 6	6.1 Emissions from other sources	0	12.040	12.040
Total				27,093.079

Note 1: Greenhouse gas emissions scope 3 include the headquarters building in Taiwan, Xingying factory area, and ECSIPC (2023).
Note 2: The source of greenhouse gas emissions generated by the upstream and downstream transportation and distribution of goods of ECS and ECSIPC is the transportation of samples and prototypes.
Note 3: The greenhouse gas emissions of ECS and ECSIPC from new purchases of capital goods and asset usage improvements in 2024 are calculated using the emission factors of US EPA EEIO v1.1.
Note 4: The emissions or removals produced during the product use stage are the emissions during the use phase of ECS and ECSIPC's own brand system products (LIVA).
Note 5: The Taiwan Headquarters building and the Xingying factory area have obtained the ISO 14064-1:2018 verification.



ISO 14064-1:2018 Verification Statement

2.4 Water Resource Management



ECS has established a water-saving project team in the Xingying factory area, planning the reporting, execution, consolidation, auditing, and comparison system of the water-saving project. It requires full participation and dedicated personnel, with the factory area conducting various water-saving measures from top to bottom to reduce water consumption. The smart building of ECS Neihu headquarters has established a rainwater recycling system for landscape irrigation. From 2015 to 2023, we recycled 16,215 metric tons of rainwater, reducing greenhouse gas emissions by 2.529 metric tons of CO_2e.

ECS water-saving measures

1. Enhance the promotion of water conservation, posting water-saving posters to remind every personnel "Save water, turn it off when not in use" in various water-using areas and regularly hosting "Water Conservation" educational seminars, allowing our factory employees to understand the purpose of water conservation so that everyone consciously joins the Company's water-saving movement.
2. Our employee dormitories provide hot water in different time slots to ensure its availability for employees and to prevent wastage of hot water.
3. We regularly and irregularly inspect water usage and water storage facilities to prevent the wastage of water resources.
4. We regularly maintain water usage and storage facilities to ensure regular operation.
5. Factory management personnel regularly check water meters, analyze water consumption, and promptly handle anomalies.
6. Enable rainwater recycling irrigation system and use it according to weather conditions.
7. Reduce the water usage of washbasins and toilets, decrease daily per capita water consumption, and promote dual-flush toilets.

Water-saving improvement plans in the Xingying factory area

1. Reduce the water flow of handwashing faucets
2. Install smart water meters in the dormitory
3. Install smart water meters in the cafeteria kitchen
4. Expand the scope of recycled water usage
5. Increase the amount of treated recycled water
6. Reduce moisture content in sludge

Water withdrawal and discharge amount

Unit: Million Liters

Water Use		Location/Year	2020	2021	2022	2023	2024
Water withdrawal	Water from Collaborating Companies (Total Amount)	Taipei (ECS, ECSIPC)	14.73	10.73	10.26	11.71	0.66
		Xingying Factory Area	1243.08	1332.56	1045.68	944.55	932.28
		ECS Thailand	5.10	4.33	5.35	2.49	2.50
	Surface Water	Taipei (ECS, ECSIPC)	0.26	3.07	1.37	2.45	0
	Total		1,263.17	1,350.69	1,062.66	961.20	935.44
Water Consumption			0	0	0	0	0
Water Discharge	Water from Collaborating Companies (Total Amount)	Taipei (ECS, ECSIPC)	14.73	10.73	10.26	11.71	0.66
		Xingying Factory Area	1243.08	1332.56	1045.68	944.55	932.28
		ECS Thailand	5.1	4.33	5.35	2.49	2.50
	Surface Water	Taipei (ECS, ECSIPC)	0.26	3.07	1.37	2.45	0
	Total		1,263.17	1,350.69	1,062.66	961.20	935.44

Note 1: The water usage covers the Taipei headquarters building, the Xingying factory area in Mainland China, ECS Thailand, and ECSIPC (2024).
Note 2: The water obtained from collaborating companies is withdrawn from reservoirs in the factory area, none of which are situated in water-stressed regions.
Note 3: The surface water used in Taipei comes from rainwater collected by the Headquarters smart building in Taipei to irrigate the surrounding landscape.
Note 4: ECS redefined 2022 as the base year for environmental management indicators, included the PCB plant in the Xingying factory area in its reporting boundary, and updated and disclosed the environmental information from the past five years.

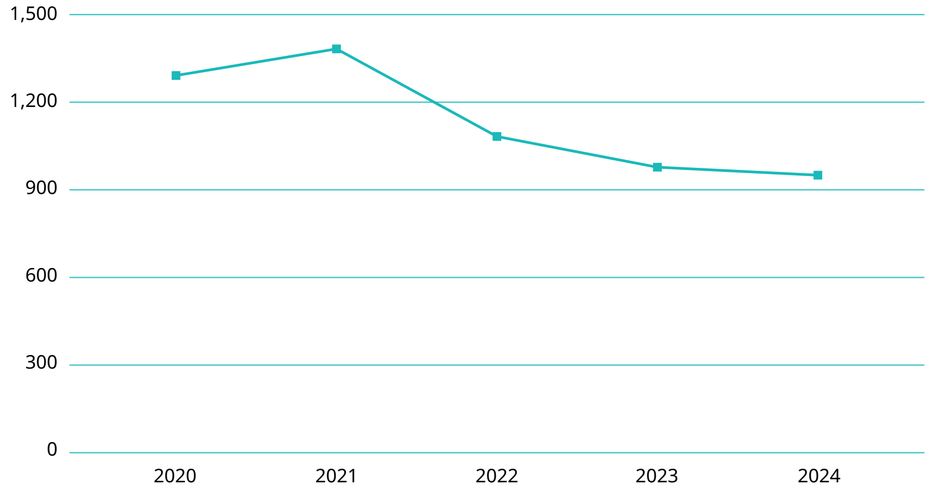
The water usage in 2024 (excluding surface water) was 935.44 million liters, a decrease of 2.575% compared to the 961.20 million liters used in 2023 (excluding surface water). ECS's short-term water consumption reduction target in 2025 is to decrease by at least 25% compared to 2021. The water-saving achievements of ECS Xingying Factory in 2023 were awarded the Water-Saving Benchmark Industrial Enterprise Label of Shenzhen Water Affairs Bureau.

The water usage (excluding surface water) intensity in 2024

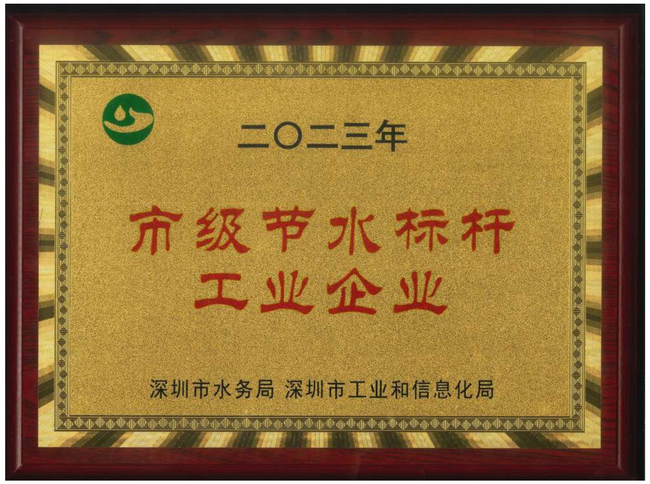
0.053 Million Liters /million NT$

Water Usage

Unit: Million Liters



Water-Saving Benchmark Industrial Enterprise Label

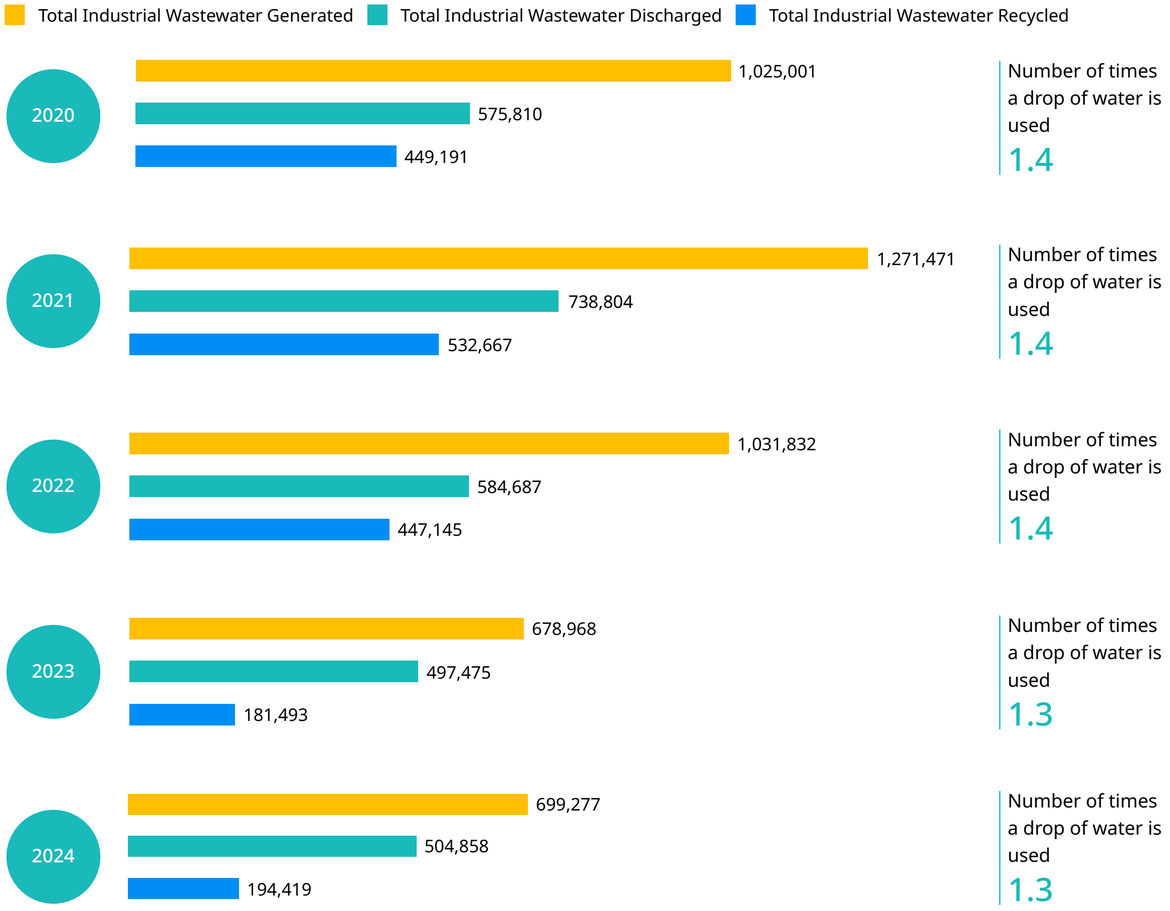


Wastewater Management

When building the factory, ECS incorporated environmental care into its sustainable development plan, complying with local environmental regulations for wastewater discharge. In 2011, ECS specifically updated the wastewater treatment plant equipment in the Xingying factory area to meet stricter future wastewater discharge standards. Some of the wastewater is treated and reused in the production line, achieving the ultimate goal of water conservation and environmental protection.

The wastewater reuse of ECS in the past 5 years is as follows:

Unit: m^3/year



Note: Number of times a drop of water is used = (Total industrial wastewater generated + Total industrial wastewater recycled) / Total industrial wastewater generated

Wastewater Quality Test Results (Average)

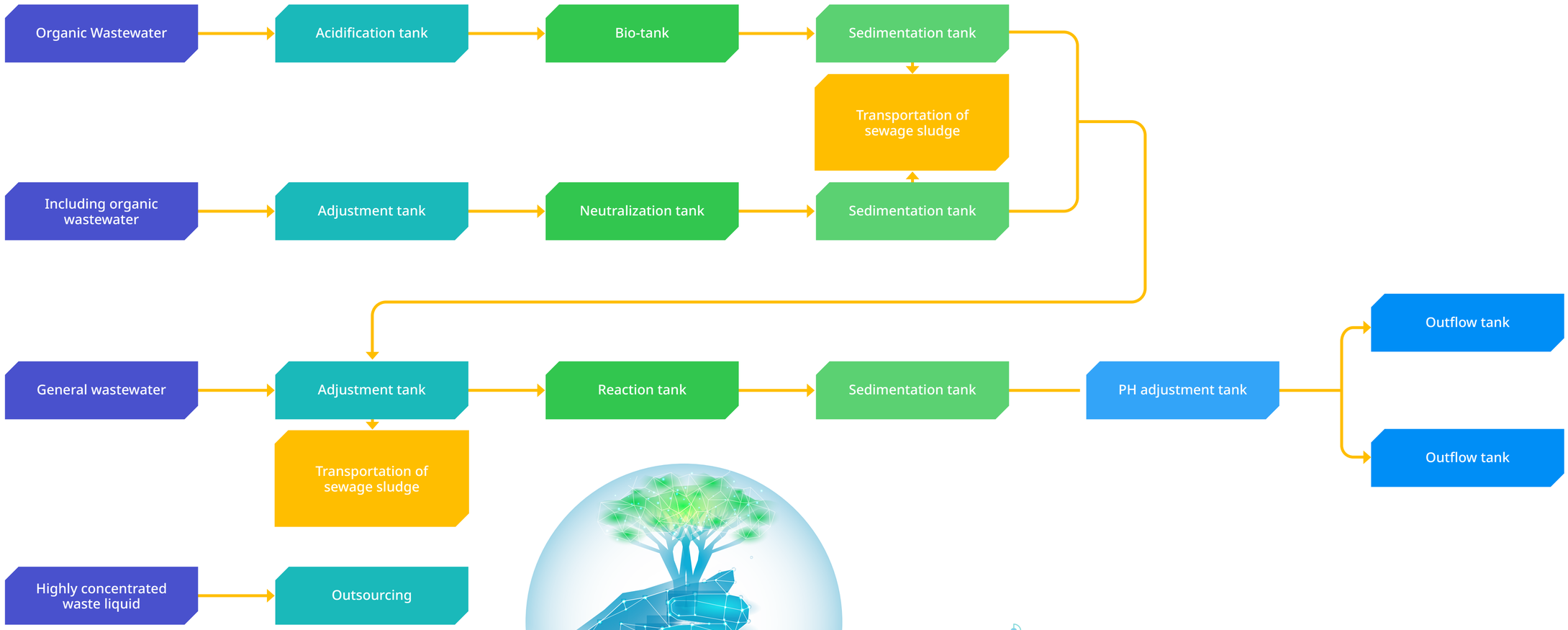
Test Items	2020	2021	2022	2023	2024	National Discharge Standards	Unit
Potential of Hydrogen (pH)	7.12	7.30	7.52	7.35	7.57	6-9	–
Chemical Oxygen Demand (COD)	37.31	48.22	24.95	37.17	49.66	< 80	Mg/L
Total Amount of Copper (Cu)	0.12	0.06	0.04	0.07	0.141	< 0.5	Mg/L

The water quality testing results show that the discharge water from ECS fully complies with the discharge standards for newly established enterprises in the country.

In 2024, ECS' Xingying factory area generated 699,277 m3/year of industrial wastewater, with a total discharge of 504,858 m3/year. The volume of wastewater recycled was 194,419 m3/year. All production wastewater was discharged into the factory's wastewater treatment facility. The wastewater treatment capacity of ECS is 3000T/D, and the discharged wastewater complies with the national standards for newly established enterprises (GB21900-2008 new enterprise water pollutant discharge concentration limits).

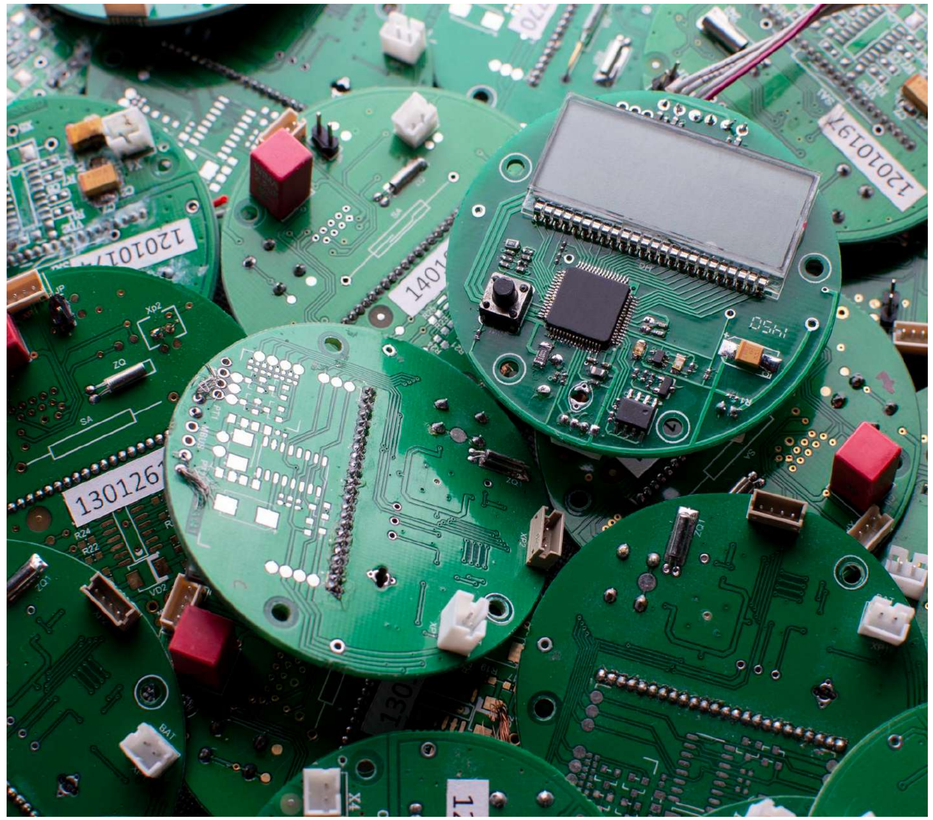


Simplified Wastewater Treatment Process Diagram



2.5 Waste Management

ECS actively promotes recycling, transforming waste into useful resources for circular use. Regarding waste and hazardous waste cleanup operations, we select compliant recycling vendors that meet national standards for treatment methods and continuously conduct audits on hazardous waste cleanup vendors. No major waste leakage incidents occurred in 2024.



Waste reduction measures of ECS and Xingying factory area:

Implement waste sorting and recycling

Waste sorting recycling bins are set up on each floor, with separate collections for "general waste," "recyclable waste," and "food waste," and the promotion of waste sorting is intensified.

Reducing the use of disposable tableware

ECS does not use disposable tableware such as bowls, plates, cups, chopsticks, and soup spoons in its cafeteria and provides eco-friendly tableware for employees in the employee cafeteria. After we discontinued providing disposable chopsticks in the employee cafeteria on April 18, 2022, we reduced the use by 87,834 pairs from April to December 2022. This is approximately equivalent to reducing the felling of 25.1 large trees and reducing greenhouse gas emissions by 1,756.68 kilograms.

Reduce the number of discarded batteries

Promote the use of rechargeable batteries to reduce the number of discarded batteries.

Reduce paper waste

- Promote the use of both sides of paper for writing to reduce paper printing; increase the use of recycled paper products, such as hand towels.
- Promote paperless office operations, using email and projection presentations to reduce the transmission and preservation of paper files.
- Promote print reservation features to ensure the accuracy of printed content prior to printing and reduce wasteful printing.

The results of ECS waste management and recycling are as follows:

Unit: Metric tons

Item		2020	2021	2022	2023	2024
Hazardous Waste	Other Disposal Operations (Xingying Factory Area)	11,318.65	13,476.20	9,422.50	8,030.94	8,840.39
	Total	11,318.65	13,476.20	9,422.50	8,030.94	8,840.39
	Proportion of the Total Amount	57.88%	71.07%	70.47%	78.43%	80.25%
Non-Hazardous Waste	Large Furniture (Construction Mix) (Taiwan)	-	-	10.00	40.00	0
	Recycling (Taiwan)	20.43	23.98	19.27	25.29	0
	Recycling (Taiwan) Proportion of Total Waste	0.104%	0.126%	0.144%	0.247%	0
	General Incineration (Domestic Waste) (Excluding Energy Recovery) (Taiwan)	77.81	76.88	85.52	88.70	46.19
	Other Disposal Operations (Xingying Factory Area)	8,139.48	5,386.10	3,832.71	2,053.80	2,129.30
	Total	8,237.72	5,486.96	3,947.50	2,207.79	2,175.49

Note 1: The waste volume includes the Taipei headquarters building, the Xingying factory area in Mainland China, ECS Thailand, and ECSIPC (2024).
Note 2: ECS redefined 2022 as the base year for environmental management indicators, included the PCB plant in the Xingying factory area in its reporting boundary, and updated and disclosed the environmental information from the past five years.

In 2024, the total waste (including hazardous and non-hazardous waste) of ECS amounted to 11,015 metric tons, an increase of 7.59% compared to the total waste (including hazardous and non-hazardous waste) of 10,238 metric tons in 2023. ECS' short-term waste reduction goal for 2025 is to reduce total waste by at least 35% compared to the total waste in 2021.

The waste intensity (hazardous waste) in 2024

0.50 metric tons/million NT$

The waste intensity (non-hazardous waste) in 2024

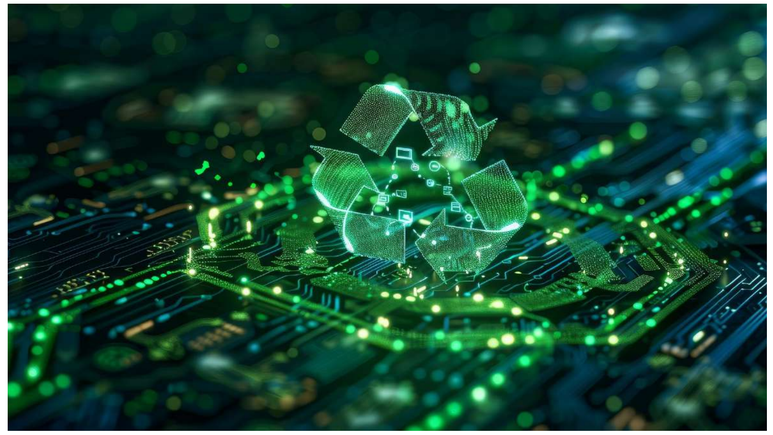
0.12 metric tons/million NT$

The waste intensity (including hazardous waste and non-hazardous waste) in 2024

0.62 metric tons/million NT$







3 Green Products

3-1 Innovative Research and Value Creation 79

3-2 Product Safety Management 81

3-3 Green Products 85

3-4 Circular Economy 90

3.1 Innovative Research and Value Creation

Product Innovation Development

Innovation is not only a response to technological advancements and customer needs, it also requires the Company to consistently promote a culture to be innovative to enable it to foster evolution in its design, optimization of production processes, and a shift in focus toward the impact on the social and environmental aspects. From the user's perspective, ECS continuously explores and innovates in product research and development, and enhances product competitiveness. We also share the achievements of research and development innovation with our customers, ensuring that they and end consumers have access to sustainable and innovative green products.

ECS Xingying factory area was awarded the honor of High-Tech Enterprise in 2023.



High-Tech Enterprise Certificate

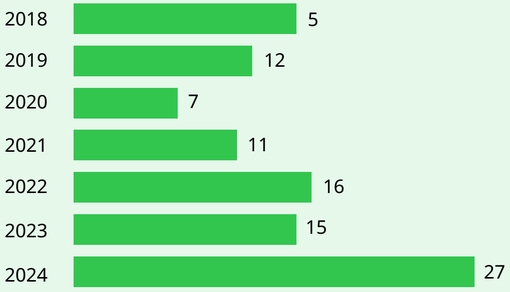
1 Establishment of the Research and Development Engineering Academy

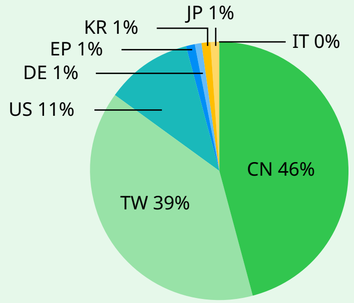
Setting technical indicators that research and development personnel should know and master, as well as technical problem-solving abilities.

2 Rewards for Patent Application

Define precise reward policies to encourage colleagues to be creative and innovative during project development, identify design differences, make progressive elements, and file patent applications.

Number of Product Patents





3 Industry-Academia Collaboration

In 2021, 2022, 2023 and 2024, ECS collaborated with Ming Chi University of Technology's Department of Electronic Engineering, with ECS as the industry expert, and provided the "BIOS Firmware Practice" course. Through an 18-hour course over five weeks each year, students are educated about industry practical requirements, and we achieve the purpose of talent cultivation.

4 The Conduct of the 2024 Patent Course

We organized three intellectual property rights courses, including essential IP knowledge for developers, innovative ideation workshops, and the framework and key analysis of the Taiwan Intellectual Property Management System (TIPS) online, helping our colleagues understand intellectual property rights and patent regulations.

Product Value Creation

ECS' main products include motherboards, VGA cards, desktops, laptops, and industrial computers. We provide global customers with fast, comprehensive, and cost-effective design solutions. At ECS, we value customer feedback and incorporate this belief into our quality, technology, and innovative planning. We aim to provide customers with satisfactory services through outstanding and innovative design.

Use of Environmentally Friendly Materials

The introduction of post-consumer recycled (PCR) plastics, RoHS (Restriction of Hazardous Substances), and HF (Halogen Free) components promotes resource recycling, enhances environmental friendliness, and reduces harm to the environment.

Packaging Material Reduction

We have implemented recyclable packaging materials, such as replacing EPE with paper trays for cushioning and substituting PE bags with recycled paper envelopes. We also utilize single-color inks for printing various types of boxes.

Product Energy Efficiency Enhancement

Adopting low-energy consumption designs with high conversion efficiency components, we have complied with various environmental and energy-saving standards, such as Energy Star 8 and ErP 2016 Lot3, based on customer requirements.

Establish a Customer Spec Technical Design Platform

We provide centralized management of customer technical specifications, design requirements, and problem analysis reports. We also offer timely and comprehensive proposals and handling in response to customer feedback and requests.

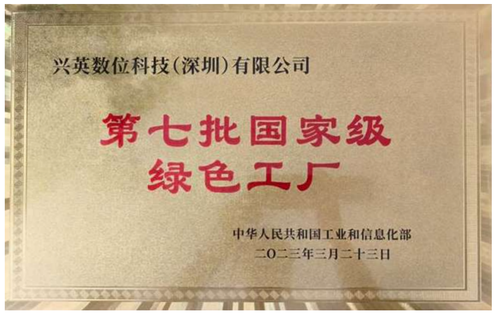
Intellectual Property Rights Management and Patent Acquisition

We have established corporate intellectual property patent-related measures to protect technological innovation and R&D knowledge and increase the added value of products. Apart from practical application in product development, we also encourage colleagues to continuously improve and explore alternatives during the product development process, implement the protection of intellectual property rights for new technological advancements and patent expansions, thereby maximizing the value of innovation development.

Building an Environmentally Friendly Green Factory

ECS creates its environmentally friendly green factory through six major strategies: land use intensification, harmless raw materials, clean production, waste recycling, low-carbon energy, and green production processes.

In promoting green design, green procurement, and developing green products, ECS employs advanced and applicable clean production technologies and high-efficiency end-treatment equipment to phase out outdated equipment, establish a recycling and reutilization mechanism, and optimize energy structure. We aim to maximize the reduction of resource wastage throughout the whole process, from raw material procurement to product recycling, and minimize or avoid using raw materials containing toxic and harmful substances to reduce the generation and emission of pollutants, thereby achieving the development of green factories.

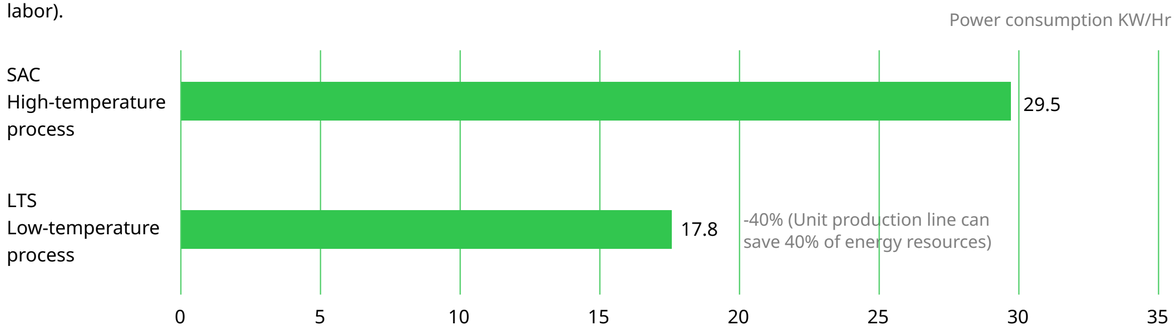


National Green Factory Certificate

The factory operation complies with the requirements of ISO 14001:2015 "Environmental management systems — Requirements with guidance for use," ISO 50001:2018 "Energy management systems — Requirements with guidance for use," and ISO 14064:2018 Greenhouse Gas Emissions Standards and Requirements. ECS Xingying factory area was awarded the honor of National Green Factory in 2023.

Introduce and Expand Low-Temperature Lead-Free Processes

Low-temperature lead-free processes can reduce carbon emissions from power consumption by about 40% per year compared to high-temperature processes. By eliminating the use of Wave Solder Machines, the Company can also save space, electricity consumption required for air conditioning, thereby reducing manufacturing costs, increasing revenue, enhancing competitiveness, and achieving energy-saving and carbon-reduction goals. Using low-temperature processes can also reduce PCB warpage and improve the yield of motherboards, resultant effect is the reduction in the generation of defective waste products and achieving environmental protection goals. This also helps the Company by saving direct costs (electricity) and indirect costs (maintenance and labor).



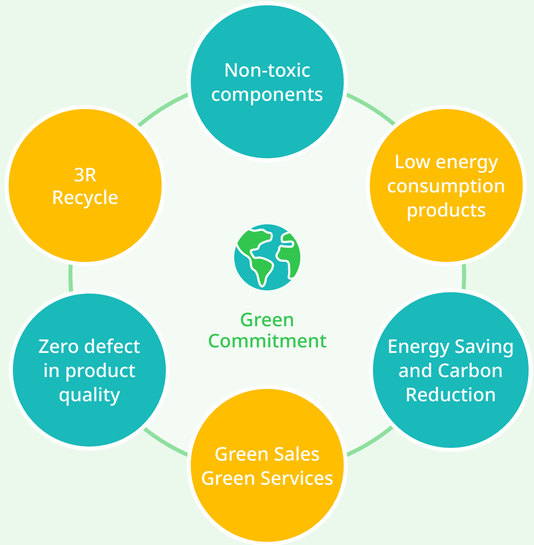
3.2 Product Safety Management

Green Commitment

ECS is committed to sustainable development and integrates the concept of green environmental protection into the Company from the customer health and safety perspectives, thereby meeting customer needs, fulfilling environmental protection, and achieving corporate development, creating a win-win-win situation. As a leading manufacturer in designing and producing motherboards, VGA cards, desktop computers, laptops, and tablets, ECS has implemented the "Green Competitive Advantage Quality Plan" to innovate with green quality and fully introduce the "green product" concept. We not only achieve the four toxic controls of "no-toxic suppliers," "no-toxic materials," "no-toxic processes," and "no-toxic products," but we also sequentially complete the six stages of certification and goals in each operational link of the Company.

The six stages are as tails:

1. Zero defect in product quality.
2. 3R products, implementing Reuse, Recycle, and Recovery that complies with the EU WEEE (Waste Electrical and Electronic Equipment Directive).
3. Use "non-toxic" green components to meet the standards of related hazardous substance regulations such as RoHS, HF, and REACh.
4. Comply with the ErP regulation by "Saving Energy," "Life Cycle Management," and Eco-Profile, serving as essential references in the manufacturing process of ECS products.
5. Full implementation of energy conservation and carbon reduction for the sustainable development of the earth.
6. Green sales and services that comply with environmental operation efficiency.





Green Regulation Implementation

EU RoHS

RoHS (Restriction of Hazardous Substances Directive) Management

In 2007, ECS introduced the GPM system with stringent measures that monitors the materials used and require all of our vendors to report and list any harmful substances that may be present in such materials to ensure the control of non-hazardous substances in components and reduce the entry of toxic products into our living environment that endanger human survival and development. In 2012, ECS' products adhered to the RoHS 2.0 regulations, complying with international development trends and customer requirements, prohibiting the use of substances that are harmful to the environment in our products, and thereby implementing the control of hazardous substances in products, components, and packaging. All ECS products are 100% compliant with RoHS requirements.

1

WEEE

WEEE (Waste Electrical and Electronic Equipment Directive) Management

Preventing excessive electronic equipment waste from entering landfills in order to increase the proportion of resource reutilization to reduce the impact that our products may have on the environmental. All ECS products comply with local regulations and customer requirements. The recycling rate of our products exceeds 85%, while the reutilization and regeneration rate surpass 75%, meeting the requirements of the EU WEEE directive, thereby reducing environmental waste.

2

China RoHS Greenhouse Gas Inventory HF

HF (Halogen-Free) Management

In response to the international trend of enforcing environmental protection measures to create a halogen-free environment, ECS initiated the HF parts numbers labelling system in the third quarter of 2008. Aligning with customer needs, we produce halogen-free models that comply with Cl and Br content restrictions, achieving the international goal of prohibiting PVC and BFRs.

3

ErP

ErP (Eco-design for Energy-related Products Directive) Management

With the increased and widespread use of electronic products, there is a need to resolve related eco-design issues such as energy consumption. ECS introduced Lot 6 energy-consuming products in standby and shutdown modes in September 2009, implemented the 2013 new phase energy requirements for Lot 6 in standby and shutdown modes, and Lot 7 battery chargers and external power supplies in October 2012. In 2015, the Company introduced the 2016 new phase energy requirements for Lot 3 computers and server-related products. In accordance with the requirements and implementation measures of relevant regulations, we considered the spirit of the ErP directive, which includes eco-design, conformity assessment, self-declaration, and appropriate disclosure of pertinent information to consumers. We provide products free of hazardous substances, introduce eco-design by taking the lifecycle of our products into account, improve the energy utilization rate of products, and minimize the environmental impact of products throughout their lifecycle. All ECS products are 100% compliant with ErP requirements.

4

REACh Carbon Footprint CSR EnMS

REACh (Registration, Evaluation, Authorization, and Restriction of Chemicals in the EU) Management

The EU REACh directive aims to enhance the protection of human health and the environment, preventing harm caused by chemical substances. ECS formally implemented REACh in January 2010, requiring suppliers to inventory and declare the chemical substances used in parts to ensure that the products produced by ECS comply with green regulations. All ECS products are 100% compliant with REACh requirements.

5

Product Marking Instructions

ECS is committed to prioritizing our customers. Our products meet global standards for safety regulations, electromagnetic radiation, hazardous substance control, and energy efficiency. Beyond complying with international conventions, we also meet the requirements and regulations of various countries and pass the necessary inspections to receive certifications. We strictly evaluate the impacts on health and safety throughout the product lifecycle. Following the principles of honest product labeling and disclosure in accordance with market practices and international laws, we safeguard the rights and interests of consumers. The product manuals list safe usage instructions for consumers, offering information on how to use the products, important points to note, and the environmental recycling measures to take when replacing the product.

1 Consumers can ask questions about our products and services on our external website service platform. Our technical and service staff will respond to and handle these inquiries, facilitating direct communication with consumers to ensure their rights and to enhance the quality of our products and services.

2 ECS has established a customer complaint channel in the company website's stakeholder section and a proper handling and reply tracking mechanism.

All ECS product markings comply with environmental, societal, and usage safety regulations. In 2022, there were no incidents related to non-compliance with laws and regulations concerning product and service information and labeling and with marketing communication regulations.

Product Quality Performance

Superior quality is the goal pursued by ECS and is also a reflection of the Company's competitiveness. ECS places importance on the management of suppliers, factories, and customers. Through our quality information system, we unify standards across all factories, establish inspection items and standards for incoming materials, integrate related system processes, reduce human negligence, and continuously improve the value of products and services to achieve customer satisfaction. We constantly monitor information on our product quality to identify problems in early stages and minimize losses. For all production anomalies within the factory, we conduct real-time tracking and report to relevant departments for analysis and verification, thus achieving continuous quality improvement and customer satisfaction. In 2022, there were no incidents or violations related to product quality that jeopardized customer health and safety.

Regarding component improvement, excellent suppliers are selected through auditing systems, and the audit operation helps the suppliers improve and implement internal management. We conduct regular quality reviews with suppliers to prevent defects. Factory management is improved through our online information systems, enabling improvements in reporting defective products. In customer management, ECS continuously improves by conducting customer satisfaction surveys, collecting customer feedback, enhancing product quality, and reducing the defect rate. The Company aims for zero defects in its improvements to increase customer recognition and satisfaction.

Apart from focusing on product research and development and technical innovation, ECS has established policies and goals on product quality by implementing strict quality control and thoroughly carrying out the spirit of company-wide quality assurance. From product research and design, manufacturing, and inspection, to after-sales service, every aspect of ECS' operations is rooted in meeting customer needs and regulatory requirements. All levels within the Company adhere to strict quality management standards.

Below are the certificates obtained by ECS and the Xingying factory area


Certificate TW11/10168

SGS

The management system of
ELITEGROUP COMPUTER SYSTEMS CO., LTD.
No. 239, Sec. 2, Ti Ding Blvd., Nei Hu Dist., Taipei City, Taiwan
has been assessed and certified as meeting the requirements of
ISO 9001:2015
For the following activities
Design and Sales of Motherboard, Notebook, Desktop, Barebone, Gateway and Add-on card.

This certificate is valid from 22 March 2023 until 22 March 2026 and remains valid subject to satisfactory surveillance audits.
Issue 7. Certified since: 22 March 2011
Certified activities performed by additional sites are listed on subsequent pages.

Authorised by
Jonathan Hall
Global Head - Certification Services

SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350 6666 - www.sgs.com

IAF

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IPC
Validation Services
RECOGNIZED

IPC J-STD-001/IPC-A-610 Qualified Manufacturers Listing
for
Elitegroup Technology (Thailand) Co., Ltd.
Amata City, Chonburi, Thailand
The manufactured processes at this facility are in accordance with the requirements of IPC J-STD-001 / IPC-A-610 (Classes 1, 2, and 3).
This site is qualified for the QML through May 10, 2026.

May 10, 2023 — Date
QML-Listed Certificate Number


Certificate IATF 0545649
Certificate CN17/31217
SGS
The management system of
Golden Elite Technology (Shenzhen) Ltd.
IATF UID: CN42HY
No. 1 Nanhuan Road and 1 Floor, Building 6, Golden Elite Factory, Shatou Industrial Area, Heyi Community, Shajing Subdistrict, Baoan District, Shenzhen City, Guangdong Province, P. R. China.
has been assessed and certified as meeting the requirements of
IATF 16949:2016
Edition 1
For the following Scope
Manufacture of printed circuit boards and printed circuit board assemblies

EXCLUSIONS: 8.3 Product Design

3 Year certification is valid from 18 September 2024 until 17 September 2027 and remains valid subject to satisfactory surveillance audits.
Version no. 7. Current version updated 18 September 2024

Authorised by
Norman SHENG
Veto Power Authority
Contracted Office : SGS United Kingdom Ltd, Station Road, Oldbury, B69 4LN, UK.
Email : Norman.Sheng@sgs.com

SGS

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ISO 9001 Certificate
ECS

IPC-A-610 Certificate
Xingying Factory Area

IATF 16949 Certificate
Xingying Factory Area

After-Sales Service

In the process of rendering after-sales services, we are customer oriented and backed by professionalism, establishing a comprehensive service system, to continuously pursue product improvements to provide high-quality products and services that fulfill customer's expectations.

From the moment we receive a notification from customers, we strive to be efficient in all operational stages until the product is returned. Utilizing our global network of repair locations, we provide superior repair service quality, including product round-trip and faulty repair. Data and information on the faulty product is immediately provided to R&D, factory sites, and vendors for real-time improvement measures to prevent the recurrence of defects and enhance quality, with excellent products serving as our ultimate goal in customer service.

1. Instantaneous information systems are used to improve repair efficiency and logistics status.
2. We collect data from various repair locations online to conduct fault analysis.
3. We promptly obtain customer information and carry out relevant contact and processing operations.

Global Service and Repair Locations



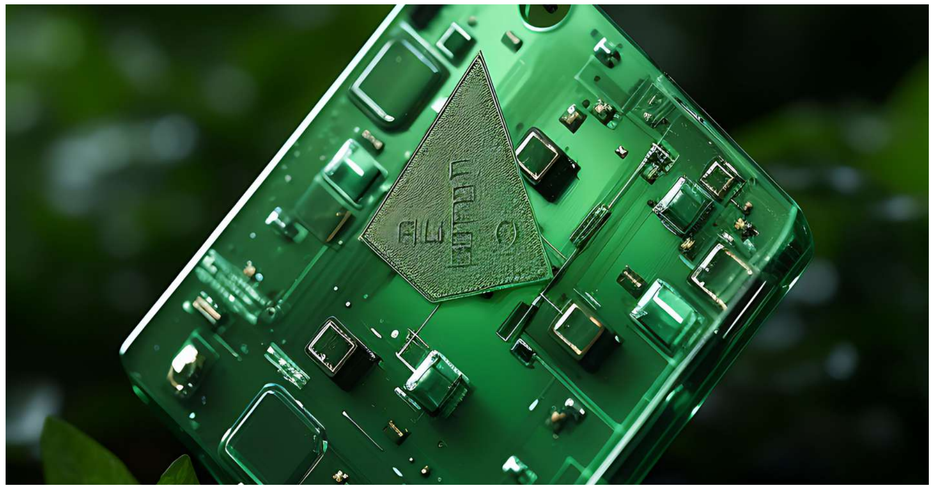
Our manufacturer/RMA service assure an optimum processing period for the repair of products with a legal and unequivocal contract. This ensures that ECS processing service is superior to the competition.

Factory	Logistics SC	EMEA RSC	Asia RSC	China RSC
●GECS – Shenzhen ●ECS – SIP (Suzhou)	●USA	●Poland ●Turkey	●India ●Korea ●Indonesia ●Taiwan	●Shenzhen ●Beijing ●Suzhou

3.3 Green Products

Green Product Policy

ECS uses international environmental labels as a template and incorporates key considerations of green design concepts, such as low toxicity, easy disassembly, minimal packaging, and low energy consumption. We actively incorporate recycled plastics and packaging materials into our products, expecting our products to meet current and future environmental requirements. ECS' brand, LIVA, has progressively introduced related green product recycling plans in recent years. We actively encourage market users to replace old high-energy-consumption models with new energy-saving ones. This campaign helps accelerate the proliferation of low-energy-consumption products and promotes the recycling of old machines, thereby fostering a circular economic system. ECS is also committed to designing climate-friendly products for our customers that use recycled plastics to reduce the extraction of raw materials, thereby decreasing the product's carbon footprint and environmental burden. In 2024, we designed and developed three new models of desktop and laptop computers that were made using recycled plastics, significantly reducing carbon emissions over the product life cycle. In 2024, the number of products we shipped using recycled plastic reached 6,587 units, reducing carbon emissions over the product life cycle by 308 kilograms.

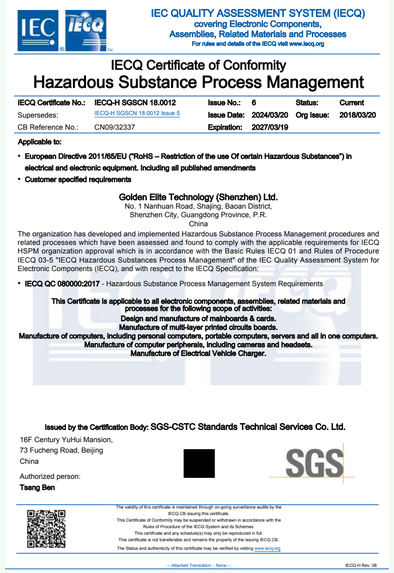


Low Toxicity

ECS has innovated with green quality by fully introducing the concept of "green products." Not only have we achieved control in the four major areas of "no hazardous substances," including "Non-toxic supply control," "Non-toxic material control," "Non-toxic production," and "Non-toxic quality control," but we have also sequentially completed these in every operational link of the Company, thus contributing to the overall sustainable development of the environment.

ECS implements controls at the supplier source, examining internal processes and raw materials, and establishing green procurement standard procedures. We also conduct aperiodic third-party component inspections to ensure company products comply with related environmental directives. Through the IECQ QC080000 certification, the management system for hazardous substances has been shown to be robust and has gained the trust of customers. Furthermore, we utilize a green product management system to confirm and audit the green compliance of our supply chain in general in respect of the components they supply.





IEC QUALITY ASSESSMENT SYSTEM (IECQ)
covering Electronic Components, Assemblies, Related Materials and Processes
For rules and details of the IECQ visit www.iecq.org

IECQ Certificate of Conformity
Hazardous Substance Process Management

IECQ Certificate No.:	IECQ-H SGSCN 18.0012	Issue No.:	6	Status:	Current
Supersedes:	IECQ-H SGSCN 18.0012 Issue 5	Issue Date:	2024/03/20	Org Issue:	2018/03/20
CB Reference No.:	CN09/32337	Expiration:	2027/03/19		

Applicable to:

- European Directive 2011/65/EU ("RoHS – Restriction of the use Of certain Hazardous Substances") in electrical and electronic equipment. Including all published amendments
- Customer specified requirements

Golden Elite Technology (Shenzhen) Ltd.
No. 1 Nanhuan Road, Shajing, Baoan District,
Shenzhen City, Guangdong Province, P.R.
China

The organization has developed and implemented Hazardous Substance Process Management procedures and related processes which have been assessed and found to comply with the applicable requirements for IECQ HSPM organization approval which is in accordance with the Basic Rules IECQ 01 and Rules of Procedure IECQ 03-5 "IECQ Hazardous Substances Process Management" of the IEC Quality Assessment System for Electronic Components (IECQ), and with respect to the IECQ Specification:

- IECQ QC 080000:2017 - Hazardous Substance Process Management System Requirements

This Certificate is applicable to all electronic components, assemblies, related materials and processes for the following scope of activities:
Design and manufacture of mainboards & cards.
Manufacture of multi-layer printed circuits boards.
Manufacture of computers, including personal computers, portable computers, servers and all in one computers.
Manufacture of computer peripherals, including cameras and headsets.
Manufacture of Electrical Vehicle Charger.

Issued by the Certification Body: SGS-CSTC Standards Technical Services Co. Ltd.
16F Century YuHui Mansion,
73 Fucheng Road, Beijing
China

Authorized person:
Tsang Ben

SGS

The validity of this certificate is maintained through on-going surveillance audits by the IECQ CB issuing this certificate.
This Certificate of Conformity may be suspended or withdrawn in accordance with the Rules of Procedure of the IECQ System and its Schemes.
This certificate and any schedule(s) may only be reproduced in full.
This certificate is not transferable and remains the property of the issuing IECQ CB.
The Status and authenticity of this certificate may be verified by visiting www.iecq.org

– Attached Translation: None –

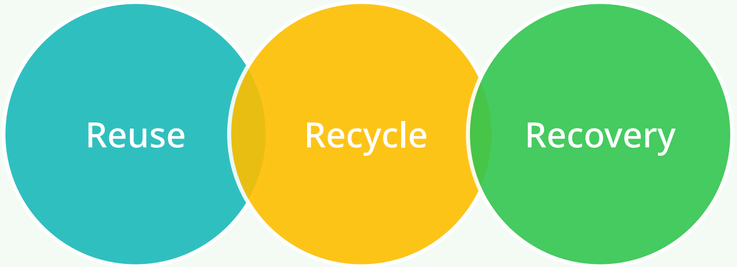
IECQ-H Rev. 08

IECQ QC080000 證書

Easy Disassembly

In accordance with the EU WEEE Directive, ECS has integrated ease of disassembly into our product design. We use exploded views for disassembly analysis, assessing the structure of each product, calculating disassembly time, improving product assembly structures, and reducing disassembly recycling operation time to comply with WEEE regulations. ECS creates disassembly manuals and calculates product recycling rates (3R = Reuse + Recycle + Recovery) according to environmental certification rules as required by our customers, fulfilling the regulatory requirements for product overall recycling rates.





Minimal Packaging

In choosing packaging materials, ECS considers the effectiveness of protection of the product, impact on the environment, including recyclability and non-toxic, and compliant with the EU Packaging Directive and various national regulations. We are committed to increasing the use of recycled packaging materials for the utmost environmental protection and resource recycling. In response to global policies to reduce plastic, ECS places special emphasis on reducing plastic packaging usage. In 2024, the shipment of computer models using recycled corrugated paper packaging reached 123,804 units, significantly reducing product plastic packaging waste and environmental burden.







The shipment of computer models using recycled corrugated paper packaging reached **123,804** Units

Low Energy Consumption

When developing new products, ECS takes into account customer needs, aligns with energy consumption requirements of environmental labels, verifies product compliance, evaluates the environmental performance throughout the product life cycle, and seeks potential alternative technologies for other components to enhance product environmental performance. We develop environment-friendly and low-energy consumption products that meet Energy Star 8.0, ErP Lot 6, Lot 7, and Lot 3 EU low energy consumption regulations, substantially reducing energy use in our products. ECS' branded minicomputers demonstrate an average energy consumption that is 35.46% superior to the Energy Star 8.0 standard, significantly reducing carbon emissions throughout the product life cycle.

Reducing carbon emissions during the product's lifecycle usage phase accounts for **35.46** %

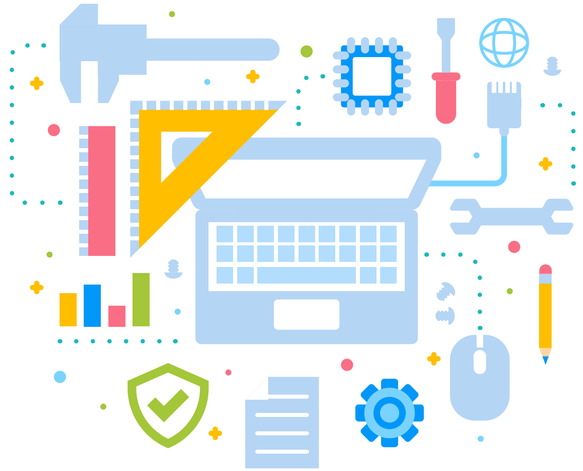
Green Product Management System

In light of the recent international trend towards non-toxic green products becoming an essential requirement, ECS upholds the principle of "Earth care, We care" and continues to protect the earth with our greatest effort. ECS continues to strengthen the collection of legal requirements from various countries, formulate environmental control policies, and assess the green compliance of products. During the product development stage, the Company introduces eco-friendly design concepts, incorporating energy-saving, low-toxic, and easy recycling to address environmental issues. We established a green team at our Xingying factory area to implement internal inspection control and ensure that our products meet green requirements. Furthermore, to control materials from their source, ECS introduced the Green Product Management (GPM) system in 2007, ensuring that materials comply with international green regulations and reduce the use of hazardous substances in products, thus contributing to our planet. In 2012, we upgraded the GPM system to provide comprehensive support for the R&D and manufacturing of green products.



Through the GPM system, ECS is able to unify its control regarding green information on parts and components, enhancing verification efficiency for a large amount of restricted and prohibited substances. The system preserves data for an extended period, including the collection and follow-up of test reports and control documents. Corresponding suppliers are notified by email to upload RoHS Data. Once the supplier has completed the upload, an internal review is conducted, and QVL approval is granted upon completion. Furthermore, Green BOM is created to ensure compliance with green product control. Ensure the due diligence process is standardized/systematized/automated, we established a Green Parts/Green BOM databases toaccelerate the product/material compliance verification with RoHS (including exceptions), define the division and tracking of responsibilities between suppliers and demanders, thereby enhancing management efficiency.





To ensure that the components provided by the vendor meet ECS' requirements, vendors must provide the following information:

Non-Toxic Declaration

The vendor pledges that the provided parts do not contain hazardous substances and comply with international green regulations.

Non-Toxic Ingredients List

Provide green information for each part component in a single material format.

Qualified Inspection Report

The parts are proven to contain no hazardous substances based on the information in the report.

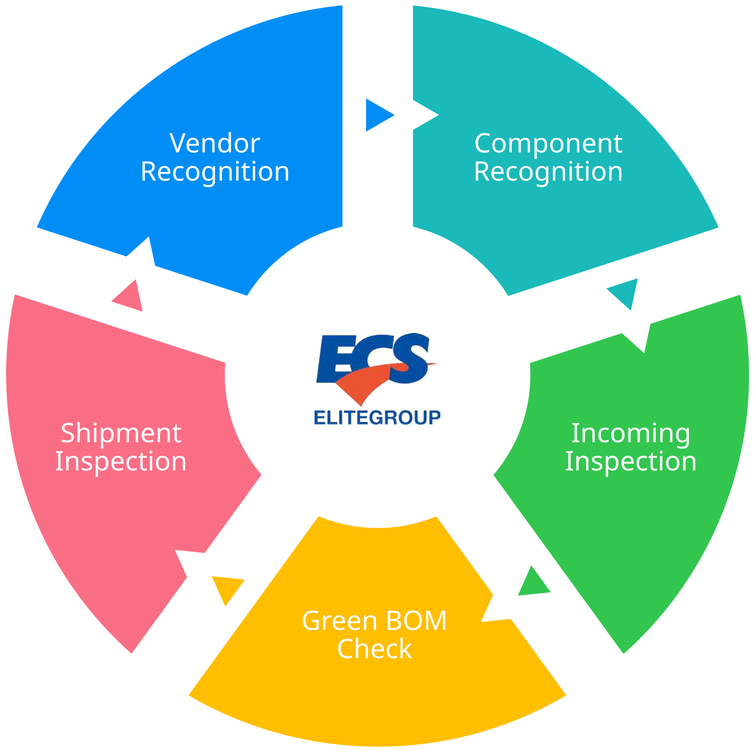
ISO Certified Documents

Through the suppliers' self-attainment of ISO certification, we ensure proper internal self-regulation and control within the supplier's organization.

- ISO 14001 Environmental Management System
- Considers environmental impacts, complies with environmental regulations, formulates management plans and improvement targets, and conducts regular supervision for continuous improvement.
- IECQ QC080000 Hazardous Substance Process Management System
- The requirements for the management system of hazardous substances in electronic and electrical components and products comply with various hazardous substance management systems, such as RoHS and WEEE.
- ISO 9001 Quality Management System
- The quality management system, after being enhanced through incorporating appropriate processes from business operations, research and development, procurement, manufacturing, quality control, and warehouse management, can fulfill the purpose of managing restricted and banned substances.

Green Product Management Process

ECS introduced the "Green Competitive Advantage Quality Plan" in 2007, comprehensively implementing the concept of "green products" and achieving a four major non-toxic control: "Non-Toxic Suppliers," "Non-Toxic Materials," "Non-Toxic Processes," and "Non-Toxic Quality," conducting green control in every operation link of the Company.



Green Supply Chain

For the selection qualifications of green suppliers, ECS utilizes a supplier management system to establish a supplier evaluation mechanism, to effectively control the quality of the green supply chain. We also require suppliers to obtain the IECQ QC080000 certificate to demonstrate the presence of a sound internal hazardous substance management system, providing excellent components for their customers and showing compliance with environmental directives required by RoHS and WEEE. Establish a comprehensive and fast green supply system by conducting on-site audits of the supplier's management system.

Green Factory

In a comprehensive green production system, measures such as the control of incoming material inspection, semi-finished products, and finished products provide the most reliable process and guarantee for green products. Under the strict implementation of ISO 14001, IECQ QC080000, and ISO 45001 management system certifications, environmental protection responsibilities are fulfilled. Through systematic management and desktop and handheld XRF, continuous material inspection and control are carried out in respect of materials, consumables, process tin blocks, and finished products, ensuring good green process control.

Green Sales, Green Service

Green sales focus on energy conservation and carbon reduction in response to the global warming issue. Through lightweight, beautiful, and compact product design, energy waste during product transportation is reduced, simultaneously decreasing carbon emissions. In collaboration With ECS' global distribution system, we can precisely monitor customers' inventory for the most efficient logistics operations. Green services are implemented through ECS' service system, establishing a product knowledge base to respond quickly to customer inquiries. Moreover, the support for post-sale parts and tracking returned products all comply with environmentally friendly operations.



Green Product Recycling

1. In response to the environmental 3R principles (Reuse, Recycle, Recovery), ECS integrates the concepts of recycling, reuse, easy decomposition, and convenient disassembly right from the product design stage. This approach minimizes the waste of resources.

2. ECS has registered its brand products in Germany and the United Kingdom in accordance with the WEEE Directive, offering recycling for its branded products.

3. ECS' brand, LIVA, has progressively introduced related green product recycling plans in recent years. We actively encourage market users to replace old high-energy-consumption models with new energy-saving ones. This mechanism helps accelerate the proliferation of low-energy-consumption products and promotes the recycling of old machines, thereby fostering a circular economic system.



EU WEEE recycling logo

4. The motherboards developed and manufactured by ECS have an overall recycling rate of more than 85% across the European Union, exceeding the 75% required by the EU's WEEE Directive.

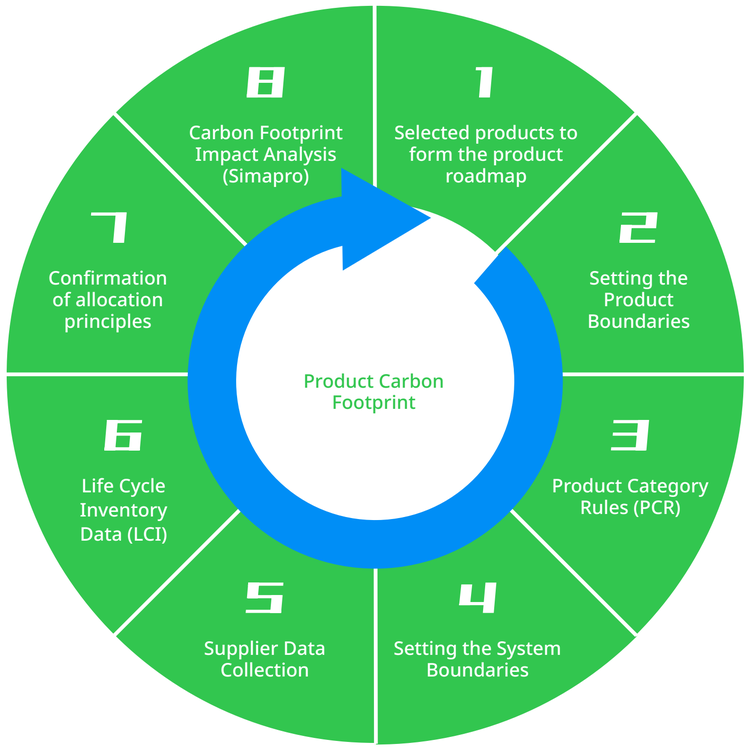
5. The overall recycling rate (3R) = Reuse + Recycle + Recovery

6. Recycling service information can be found at: www.stiftung-ear.de/hersteller

stiftung elektro-altgeräte-register® ear complydirect your environmental future

Product Carbon Footprint

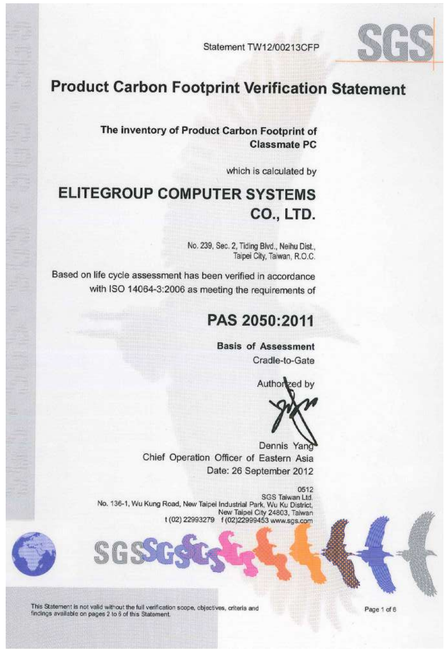
In 2009, ECS initiated a project to inventory the carbon footprint of our products for both government and customers. This serves as an essential basis for internal improvements to calculate the greenhouse gases emitted by the product at various stages, including raw material sourcing, manufacturing, distribution, usage, and disposal. The carbon emission quantity for that product is determined through reasonable allocation and calculation, serving as the core of a carbon reduction plan guided by the concept of "sustainable consumption."



Inventory Operation Process Description

Desktop (DT) and notebook (NB) products have completed the product carbon footprint inventory. The results from these two projects serve as the basis for planning the improvement of product carbon footprints. ECS discovered during the project that the extraction of raw materials accounts for the largest proportion of the product's life cycle from cradle to gate stages. Therefore, with the primary consideration of reducing the product's carbon footprint, the Company is actively focusing on material selection and reducing the number of parts used so as to lower the product's carbon emissions.

ECS plans to complete its internal product carbon footprint inventory in 2024 using the ISO 14067 standard. The Company will start with its branded products and gradually expand, with the external inventory of the product carbon footprint scheduled for 2025.



Statement TW12/00213CFP

SGS

Product Carbon Footprint Verification Statement

The inventory of Product Carbon Footprint of Classmate PC

which is calculated by

ELITEGROUP COMPUTER SYSTEMS CO., LTD.

No. 239, Sec. 2, Tiding Blvd., Neihu Dist., Taipei City, Taiwan, R.O.C.

Based on life cycle assessment has been verified in accordance with ISO 14064-3:2006 as meeting the requirements of

PAS 2050:2011

Basis of Assessment
Cradle-to-Gate

Authorized by

Dennis Yang
Chief Operation Officer of Eastern Asia
Date: 26 September 2012

0612
SGS Taiwan Ltd.
No. 136-1, Wu Kung Road, New Taipei Industrial Park, Wu Ku District, New Taipei City 24803, Taiwan
t (02) 22993279 f (02)22999453 www.sgs.com

This Statement is not valid without the full verification scope, objectives, criteria and findings available on pages 2 to 5 of this Statement.

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Product Carbon Footprint Verification







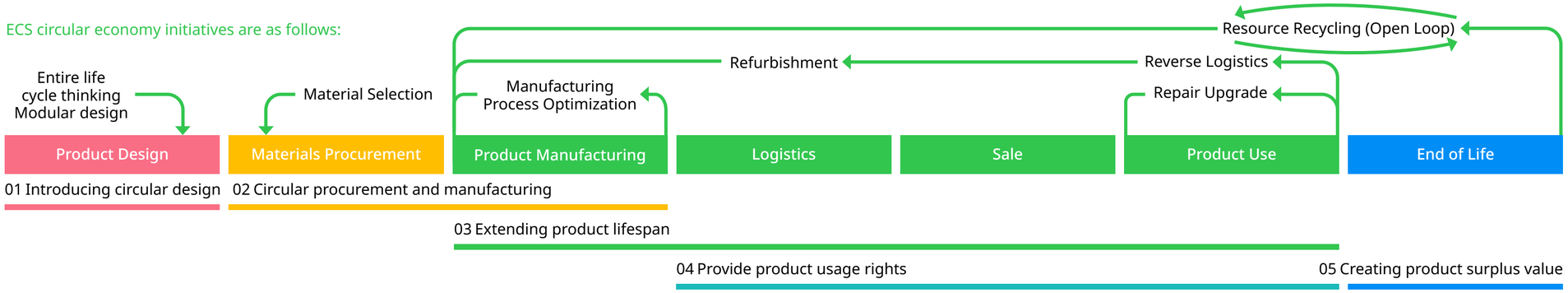
3.4 Circular Economy

In response to the increasing demand for resources driven by rapid global population growth and economic development, as well as the current trend toward a circular economy, optimizing resource efficiency and mastering resource recycling technologies are key competitive advantages for businesses. Through innovative circular economy solutions and technology development across the value chain, including the use of recycled materials, companies are increasing the recycling of raw materials (plastics, paper, metals, etc.), water, and waste. These initiatives create new circular economy business models, reduce operating costs, generate new business opportunities, and increase the potential for resource recycling, thereby creating positive environmental impact.

ECS recognized that the damage to the natural environment caused by human economic activities has exceeded the Earth's affordable capacity, and that the continuous exploitation and consumption of primary resources has resulted in the destruction of biological habitats and the increasing risk of climate change, firmly believes that the circular economy is the best solution to achieving net-zero sustainability. ECS committed to introducing the concept of the circular economy into the seven stages of the product life cycle, namely product design, raw material procurement, manufacturing, logistics, sales, product use, and end of life, during the product concept development stage. We actively review and apply five major circular strategies and corresponding circular solutions throughout our operational value chain.

Strategy	Solution	Action	Approach
Introducing circular design	» Entire life cycle thinking » Modular design	» Product Eco-Design	» All 12-inch laptop packaging has been redesigned to eliminate plastic handles to reduce plastic waste. » Brand products are increasing the use of Type-C power supplies, reducing the need for multiple or specialized power supplies. » Brand products manuals are 100% paperless. » Brand products have 100% eliminated the need for DVDs. » Modular design provides flexible component production and replacement, facilitating easy upgrades and repairs, extending product lifespan. » Laptops use standardized screws for ease of assembly, repair, upgrades, and recycling.
Circular procurement and manufacturing	» Material Selection » Manufacturing Process Optimization	» Introducing Recycled Materials » Use of rotary reusable packaging materials inter-factory	» Product design utilizes recycled plastics, recycled aluminum metal and recycled packaging, and recycled paper pulp » Increased the proportion of recycled paper pulp used in the inner and outer cartons of all notebook product lines from 75% to 80% » Introduced environmentally friendly plastics to replace PE bags, with a goal of reducing plastic use by 10% of existing PE packaging » Introduced a low-temperature, lead-free manufacturing process
Extending product lifespan	» Maintenance » Repair » Upgrade » Refurbishment	» Establish a reverse logistics recycling system » Provide after-sales repair and warranty services. » Modular design facilitates easy upgrades and repairs, extending product lifespan.	» Modular design provides flexible component production and replacement models, enabling easy upgrades and repairs, extending product life. » Actively seek partnerships with local recycling organizations to enhance recycling convenience and develop effective recycling programs.
Creating product surplus value	» Resource recycling (open loop)	» Establish a product reverse logistics recycling system » Optimize product collection and recycling systems	» Evaluate and educate clients on circular economy products, increase sales of recyclable products, and implement an optional accessory package purchase model. » Offer incentives to distributors in specific markets to trade in old units for new energy-efficient units.

ECS circular economy initiatives are as follows:



4 Social Contribution

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4-3 Talent Recruitment and Development 101

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4.1 Human Rights Protection and Diversity Inclusion

ECS, in accordance with international human rights conventions such as the "International Convention on the Elimination of All Forms of Racial Discrimination," "Convention on the Elimination of All Forms of Discrimination Against Women," "Convention on the Rights of the Child," "Convention on the Rights of Persons with Disabilities," and government-enforced regulations including the "Employment Service Act," "Act of Gender Equality in Employment," "Labor Standards Act," "Guidelines for Employing People with Disabilities," "Human Trafficking Prevention Act," has established a workplace that eradicates all unlawful discrimination to ensure equal employment opportunities. This includes prohibiting child labor, forced labor and human trafficking, providing a safe and healthy work environment, and supporting employees in maintaining mental and physical well-being and a work-life balance.

In continuously adhering to the "UN Global Compact," "ILO Declaration on Fundamental Principles and Rights at Work," "Guiding Principles on Business and Human Rights," and the "Responsible Business Alliance Code of Conduct," ECS further implements its human rights policy, which covers the following aspects:

Freedom of Occupation

No use of forced, bonded, or contractually oppressed labor, ensuring that employment conditions are voluntary and fair. Employees have the right to resign freely when proper legal notice is given, and we ensure that employee personal identification cards or other related documents are not held as collateral and condition for employees to work.

No Child Labor

Compliance with local legal regulations on minimum age requirements, ensuring no employment of child labor.

Working Hours

Provision of paid annual leave for employees, and also do not force them to work beyond the permitted local legal maximum working hours.

Compliance with Basic Salary

Compliance with all applicable wage laws, including local government minimum wage regulations, and prompt payment of wages to employees.

Freedom of Communication

Respect for employee rights, allowing employees to freely participate in community organizations, providing "Employee Suggestion Boxes," holding regular employee meetings, and allowing employees to communicate with management without fear of retaliation, threats, or harassment.

No Inhumane Treatment

Prohibition of cruel or inhumane treatment of employees, including any forms of harassment, corporal punishment, or threats.

Non-Discrimination

Ensuring no discrimination in employment and work (such as promotion, salary adjustment, rewards, and educational training) due to race, skin color, age, gender, disability, pregnancy, faith, political affiliation, or marital status. Everyone has the right to equal protection without any discrimination.

No Unjust Enrichment

Adherence to integrity and ethical standards, prohibiting any forms of corruption, bribery and acceptance or bribes, or other forms of unjustified enrichment. Promotion of "Whistleblower Reward System": Encouraging employees to report any form of unjust enrichment.

Identity Confidentiality

Establishing procedures to prevent employee data leaks while protecting the confidentiality of those who submit opinions or whistleblowers.

Employee Health, Safety, and Self-Development

Providing all employees with a healthy and safe working environment characterized by mutual trust and respect.

Statistics for 2024 by Gender Ratio in (1) Management Level (2) Technical Staff (3) Other Employees:

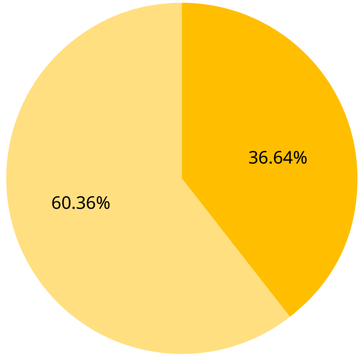
Taiwan Headquarters

Female Male

Female 199

Male 303

Total 502



Gender Ratio for Different Employee Categories		Female	Male	Total
Management Level (Supervisory Positions)	Number of Employees	66	133	199
	Percentage	13.15%	26.49%	39.64%
Technical Staff (Engineering Positions, Excluding Direct)	Number of Employees	36	147	183
	Percentage	7.17%	29.28%	36.45%
Other Employees (Staff Positions)	Number of Employees	97	23	120
	Percentage	19.32%	4.58%	23.90%
Other Employees (Including Direct)	Number of Employees	-	-	-
	Percentage	-	-	-
Total	Number of Employees	199	303	502
	Percentage	39.64%	60.36%	100.00%

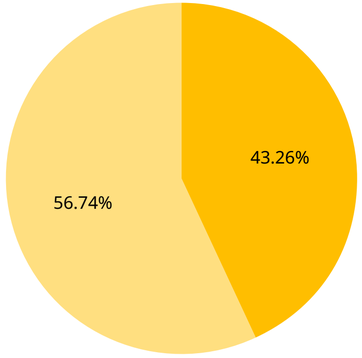
Xingying Factory Area

Female Male

Female 876

Male 1,149

Total 2,025



Gender Ratio for Different Employee Categories		Female	Male	Total
Management Level (Supervisory Positions)	Number of Employees	84	172	256
	Percentage	4.15%	8.49%	12.64%
Technical Staff (Engineering Positions, Excluding Direct)	Number of Employees	187	342	529
	Percentage	9.23%	16.89%	26.12%
Other Employees (Staff Positions)	Number of Employees	134	32	166
	Percentage	6.62%	1.58%	8.20%
Other Employees (Including Direct)	Number of Employees	471	603	1,074
	Percentage	23.26%	29.78%	53.04%
Total	Number of Employees	876	1,149	2,025
	Percentage	43.26%	56.74%	100.00%

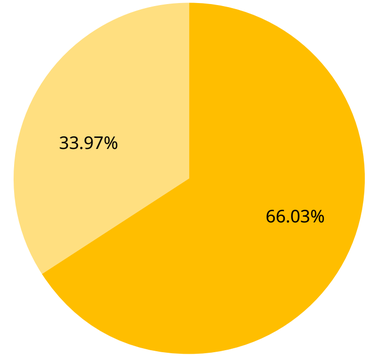
ECS Thailand

Female Male

Female 103

Male 53

Total 156



Gender Ratio for Different Employee Categories		Female	Male	Total
Management Level (Supervisory Positions)	Number of Employees	8	5	13
	Percentage	5.13%	3.21%	8.33%
Technical Staff (Engineering Positions, Excluding Direct)	Number of Employees	9	25	34
	Percentage	5.77%	16.03%	21.79%
Other Employees (Staff Positions)	Number of Employees	18	5	23
	Percentage	11.54%	3.21%	14.74%
Other Employees (Including Direct)	Number of Employees	68	18	86
	Percentage	43.59%	11.54%	55.13%
Total	Number of Employees	103	53	156
	Percentage	66.03%	33.97%	100.00%

Employee Composition in 2024

Taiwan Headquarters

Female | Male

Permanent Employees	Temporary Employees	Full-time Employees
Total 502		Total 502
199	0	199
303	0	303

Xingying Factory Area

Female | Male

Permanent Employees	Temporary Employees	Full-time Employees
Total 2,025		Total 2,025
876	0	876
1,149	0	1,149

ECS Thailand

Female | Male

Permanent Employees	Temporary Employees	Full-time Employees
Total 120	Total 36	Total 156
72	31	103
48	5	53

Note: The table excludes 113 security guards, cleaning staff, and contractors in Xingying Factory Area, and 2 security guards in ECS Thailand.

Communication Channels for ECS Employees

Labor-Management Meetings

Frequency
Held Quarterly

Implementation
Before convening, topics will be collected from both the labor and management sides. These will be discussed in the meeting, and the minutes will be announced for everyone's knowledge.

Employee Welfare Committee

Frequency
Held Quarterly

Implementation
Each year, enthusiastic colleagues would volunteer and elected to assist in implementing various welfare activities, also acting as a communication link between the Welfare Committee and all colleagues.

Health Promotion Committee

Frequency
Held Quarterly

Implementation
Enthusiastic colleagues are selected to assist in implementing various policies to promote health at ECS to care for employees' health. The Committee also represents all employees in expressing opinions on health promotion matters.

Labor Pension Fund Supervision Committee

Frequency
Held Quarterly

Implementation
To protect the pension rights of ECS employees under the old system, we will report related topics in the meeting for the labor and management representatives to understand, and announce the meeting minutes will for everyone's knowledge.

Sexual Harassment Prevention Measures Complaint and Discipline Area

Frequency
Aperiodically

Implementation
Complaint channel:
1. Email: Forwarded to the "Sexual Harassment Complaint Handling Committee" by the Human Resources hr@ecs.com.tw
2. Direct Line: 2162-1177 ext#25472

Employee Assistance Program

Frequency
Aperiodically

Implementation
When faced with any problems, distress, or stress requiring assistance, consultation services are provided:
Direct Line: 2162-1177 ext#25616

ECS attaches great importance to the rights and opinions of employees and is committed to providing a transparent and barrier-free communication platform to create a win-win and harmonious relationship between labor and management. ECS currently has a trade union organization in the Xingying factory area for smooth communication between labor and management. The percentage of the total number of employees covered by the group agreement in 2024 is 75.475%. The headquarters and other operating locations are in compliance with local regulations and conduct labor-management meetings and other channels about negotiation and communication of labor working conditions and terms of employment.

In terms of human rights risk mitigation measures to prevent human right violations, ECS conducts on-site audits annually in accordance with the Responsible Business Alliance (RBA) Code of Conduct (formerly known as EICC) and the Code of Conduct of the Business Social Compliance Initiative (BSCI), maintaining good implementation results. From 2020 to 2024, ECS continuously obtained the silver-level certificate for RBA VAP (Validated Assessment Program).

ECS follows the United Nations Protect, Respect and Remedy Framework principles regarding human rights concerns and practices. In 2020, ECS established a "Four Major Prevention Program on Occupational Safety and Health" section to safeguard employees' legal rights. A written statement for "Preventing Workplace Violence" was signed, including plans for "Maternal Labor Health Protection," "Prevention of Unlawful Infringement During Execution of Duty," "Prevention of Disease from Abnormal Workload," and "Human Factor Hazard Prevention." All these include mechanisms such as human rights risk assessment, mitigation measures, remediation and prevention, and complaint channel to prevent any infringement or violation of human rights, ensuring that all internal and external members are treated fairly and with dignity, fully reflecting the responsibility to respect and protect human rights.

In 2023, ECS implement human rights protection-related training for colleagues (companies and factories), with a total of 154 hours, and a total of 77 colleagues have completed the training. In the future, ECS will continue to pay attention to human rights protection issues and promote relevant education and training to improve human rights protection awareness and reduce the likelihood of related risks occurring.

Human rights protection training practices at ECS include:

Establishing internal communication structure:

ECS incorporates the prohibition of forced labor, anti-discrimination, anti-workplace violence, labor rights and human rights advocacy in the pre-employment training courses for new employees. Periodic training is conducted for employees through the logistical and general education college of the ECS Enterprise University. ECS has established an employee complaint channel in the company website's stakeholder section and a proper handling and reply tracking mechanism.

Offering sexual harassment prevention courses:

ECS incorporates measures to raise awareness on how to prevent and address sexual harassment in the workplace as part of its pre-employment training and periodic refresher courses. These measures help employees understand the concept of sexual harassment and how to prevent it. The Company has also established a dedicated section within the EIP for filing complaints and administering disciplinary procedures related to sexual harassment.

Implementing workplace bullying prevention advocacy

ECS implements the "Plan for Preventing Unlawful Infringement in the Execution of Duties" through a written statement signed by the highest executive to prevent workplace violence, which assists employees in understanding workplace bullying and violence, learning how to avoid such incidents, and collaboratively creating an open and friendly workplace environment. This is announced to all colleagues by establishing a special section for the Four Major Prevention Program on Occupational Safety and Health on the Company's EIP.

Providing comprehensive occupational safety and health training

ECS and its factories provide regular labor protection measures (fire safety and first aid training) and safety health education according to each work environment. This mainly includes employee health checks, on-the-job training in fire safety and industrial safety, and a series of lectures on occupational health protection knowledge.



4.2 Employee Benefit and Care

ECS has collaborated with the Hsinchu City Lifeline Association Employee Assistance Service Center to maintain the healthy development of employees' lives, work, and mental and physical well-being. In caring for employee health, ECS has established a Health Promotion Committee to implement various company policies promoting health, aiming to foster correct concepts of self-management of health among employees. To reinforce health awareness of our employees, bi-weekly newsletters and internal learning websites promoting various new insights related to medical, hygiene, healthy diets, and disease prevention are conveyed.

Employee Benefit Measures

1. ECS has an employee recreation center on the 20th floor of the headquarters, providing a gym, weight training equipment, and club activities. Current clubs include Women's Stress Relief Club, Neihu Yoga Beauty Club, Tai Chi Health Club, Pilates Club, Badminton Club, Muscle Aerobic Training Club, Douluyi Tribe Camping Club, Floral Art Club, Dance Club, Table Tennis Club, Board Game Club, Mountain Climbing Club, Running Club, Muscle Building Club, Dance Club, Cycling Club, and Parent-child Playgroup Club, enriching the leisure and entertainment of employees.
2. ECS provides employee birthday gifts, three festival gifts, community assistance, emergency relief, wedding and funeral assistance, etc.
3. ECS promotes parental leave, maternity leave, paternity leave, and paternity leave in accordance with the law.

Item	Female	Male	Total
The number of employees eligible to apply for unpaid parental leave in 2024	18	24	42
The number of unpaid parental leave applications in 2024	5	-	5
A: The number of employees scheduled to return from unpaid parental leave in 2024	2	-	2
B: The number of employees who were scheduled and did return from unpaid parental leave in 2024	2	-	2
C: The number of employees who returned from unpaid parental leave in 2023	2	-	2
D: The number of employees who returned to work from parental leave in 2023 and remained employed for a full year in 2024	2	-	2
Re-employment Rate %=B/A	100%	-%	100%
Retention Rate %=D/C	100%	-%	100%

Note 1: The re-employment rate is calculated as the number of employees who were scheduled and did return from unpaid parental leave in the current year divided by the number of employees scheduled to return from unpaid parental leave in the current year.
Note 2: The retention rate is calculated as the number of employees who returned from unpaid parental leave in 2023 and remained employed for a full year in 2024 divided by the number of employees who returned from unpaid parental leave in 2023.

- ECS offers flexible working hours and work-from-home applications, with 25 applications approved by 2024. This allows employees to avoid rush hour crowds and traffic, and facilitates child care and family emergencies.
- ECS headquarter and the Xingying facility area offer group insurance, covering employees, their spouses, and their children. The insurance includes term life insurance, accident insurance, and hospitalization medical insurance, safeguarding health without worries for the future.
- ECS places great emphasis on caring for retired employees and ensuring they receive their entitled benefits in compliance with legal regulations. To honor employees' years of hard work and contribution, the Company presents a gold coin upon retirement to express gratitude. The Company greatly appreciates the everyday service of its employees and recognizes their essential role in the Company's growth and development. Therefore, the Company is committed to relevant welfare measures reflecting its care and responsibility.



Presenting a gold coin to retired employees

Health Promotion Committee

ECS has established a Health Promotion Committee to promote various health programs and policies to cultivate proper self-management of health. Nursing staff provides blood pressure monitors, scales, body fat monitors, emergency medical treatment, and health care consultations.

ECS offers an employee health check plan once per year that exceeds the Labor Standards Act's requirement. We host health-related activities annually, including health lectures, the Thousand Person Blood Donation Event, first aid training, and family and sports seasons. We also implement a smoke-free workplace policy and regularly conduct environmental tests. We provide a lactation room, recreational and sports facilities, and a safe and hygienic dining environment in our employee cafeteria.

ECS Blood Pressure Measurement APP

To enable employees to monitor their health, ECS' IT department has developed the "ECS Employee Blood Pressure Measurement" mobile app (ECS External Service), available for employees to download. In addition, every two months, an on-site physician is available to provide health consultations and guidance to high-risk employees.

In recent years, ECS has placed a strong emphasis on preventing and monitoring the Three Highs metabolic syndrome while also promoting mental and physical well-being and work-life balance. Through health promotion activities, on-site medical services, specialized lectures, and integrated courses, ECS guided employees to focus on subjects such as balance between mental and physical wellbeing, collectively fostering a positive and health-conscious office ambiance. In 2024, we organized 7 specialized lectures and implemented 3 project activities, engaging a total of 678 participants.

Furthermore, ECS promotes medical, dietary, and disease prevention knowledge through electronic newsletters, video conferences, and an internal learning website, strengthening employees' health consciousness. Current health promotion services include annual employee health check-ups, healthy weight management programs, sports season club promotion, and health promotion lectures and courses.

ECS aims to enhance workplace health by fostering employees' mental and physical well-being, thereby strengthening workplace cohesion and overall corporate competitiveness. Due to the active promotion of the above measures, ECS has been consecutively recognized from 2012 to 2019 with the "Healthy Workplace Certification" and was honored by the Taipei City Government in 2018 with the "Taipei City Outstanding Healthy Workplace" award. In 2023, ECS also obtained the "Sports Enterprise Certification" from the Sports Administration of the Ministry of Education.

Additionally, regarding maternal employee health protection, ECS has continuously received certification for Excellent Lactation Rooms from 2017 to 2022. In 2023, ECS also passed the "Excellent" quality lactation room certification.



Healthy Workplace Certification


Taipei City Outstanding Workplace Award



Certification for Excellent Lactation Rooms


Work-Life Balance Award



Ministry of Education "Sports Enterprise Certification"



1111 Job Bank "Happy Enterprise-Gold Award"


ECS/ECSIPC Parent-Child Day! Come to the Science and Education Museum!



ECS/ECSIPC Fun Movie Day!



Charity Blood Donation Event


FUN-Style Lecture: Smart Financial Planning

In 2024, the Xingying plant area held 13 employee and community events, with a total of 2,280 participants.



Charity Blood Donation Event



FUN-Style Lecture: Smart Financial Planning



Mooncakes DIY for Mid-Autumn Festival



Traditional Chinese Medicine Health Activities - Experiencing Traditional Therapies (Gua Sha, Acupuncture, etc.)



Basketball Game



Basketball Game

Employee Assistance Program

In addition to adhering to the "Occupational Safety and Health Act" announced by the Ministry of Labor to protect the physical and mental health of employees, planning and implementing necessary safety and health measures, and creating a healthy and positive workplace environment through the Health Promotion Committee, ECS also collaborated with the Hsinchu Lifeline Association - Employee Assistance Program Center (EAPC) in 2015 to promote the ECS Employee Assistance Programs (EAPs) "Professional Counseling and Referral" service, ensuring that every employee knows that if they encounter any problems, distress, or pressure and need assistance, they have access to this counseling service. Since the program's inception in June 2015, an average of 2-3 colleagues utilize this system each month.

By integrating internal and external resources along with the Employee Assistance Programs (EAPs) resource map, ECS plans a variety of courses, lectures, and activities. These cover topics such as physical and mental health, interpersonal management, personal growth, public welfare, and legal and financial matters. The goal is to resolve personal issues affecting job performance and safety, helping the Company and employees achieve stable growth and enhancing the organization's competitiveness. In 2018, ECS was honored with the "Work-Life Balance Award - Employee Assistance Medal," presented by the Ministry of Labor.

In 2024, ECS continued to integrate social resources to provide free/paid psychological counseling hotlines and website links for related assistance, which will be announced on the website for reference. ECS focus and safeguard the healthy development of our employees' lives, work, and mental well-being.



ECS EAPs Service Promotional Card

Occupational Safety and Health

ECS's Occupational Safety and Health Policy:

1. Comply with government regulations and fulfill social responsibility
2. Implement risk management to prevent hazards
3. Dedicate to education and training to enhance occupational safety awareness
4. Commit to continuous improvement and achieve sustainable development

To prevent occupational safety and health hazards and avoid losses in safety, health, and finance for employees and stakeholders, ECS follows the Labor Safety and Health Management Procedure Manual, Fire Safety Protection Operation Guidelines, and other company management regulations. They have also established an Occupational Safety and Health Committee to oversee and manage related topics, aiming to reduce and prevent occupational accidents, provide a safer and more friendly work environment, and fulfill their safety and health responsibilities.

The Xingying Factory area and ECS Thailand have implemented ISO14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety Management Systems, achieving proactive prevention of pollution and hazards. We implement the PDCA cycle - Plan, Do, Check, and Action, to continuously improve mechanisms from the source.

P D C A

Plan Do Check Action

Occupational Safety and Health Committee

ECS has an Occupational Safety and Health Committee, which consists of 11 members. The Committee is made up of occupational safety and health personnel, relevant department heads, and labor representatives. It convenes quarterly to coordinate and advise on occupational safety and health matters and discusses proposals raised by departments and workers. They also share information on occupational safety with colleagues through bi-weekly newsletters, emails, and messaging apps to increase awareness.

Hazard Identification and Risk Assessment

To effectively and quickly control accidents during man-made and natural disasters, ECS has established emergency response teams at each plant. These teams follow an emergency response procedure to mobilize response teams to control and eliminate accidents when they occur. Meanwhile, ECS also ensures that every worker is familiar with occupational safety and health regulations and the Company's safety and health management mechanisms, providing regular occupational health and safety training and embedding the Company's safety and health culture.

ECS continues to maintain adequate lighting for all work areas, to ensure the comfort and safety of the office environment. Furthermore, ECS HR manager regularly lead doctors, specialized nursing staff, and occupational safety and health personnel to the work environment every year to identify and assess factors in the workplace and within the organization that may affect workers' physical and mental health, and they propose recommendations for improvement.

Occupational Health Services

ECS and Xingying Factory area has employed on-site nursing services, analyzing and assessing employees' physical (health) examination results, health management, and data retention. Assistance is also offered in matching workers with appropriate job roles and other occupational health services. We established a health examination grading system, and through quantitative analysis of new and existing employees' physical (health) examination data, we implemented health risk classification management. This includes follow-up consultations for abnormal examination results, providing relevant health education information, and encouraging employees to participate in health-promoting activities to maintain physical and mental well-being. After health examinations and follow-up, all employees have been free of occupational diseases.



Occupational Safety and Health Education, Training, and Accident Prevention Awareness

Emergency response procedures are in place to effectively and swiftly control accidental incidents caused by human error or natural disasters, and emergency response teams are set up in various factory areas. They can mobilize response personnel to control and eliminate accidents as they occur. Simultaneously, ECS complies with legal requirements, ensuring every worker is familiar with occupational safety and health regulations and the Company's safety and health management mechanisms. Regular occupational health and safety training is provided to incorporate safety, health culture, and awareness into the Company.

Training Courses			2022	2023	2024	Training Frequency
Internal	AED and CPR Training Offline Courses	Total Participants	55	148	116	Biannually
		Percentage	10.96%	19.63%	15.72%	
	Building Fire Drills	Total Participants	79	208	88	Annually
		Percentage	15.74%	27.59%	11.92%	
External	On-the-job Safety and Health Training for Operators of Hazardous Equipment	Participants	2	2	0[3]	Every three years
	Specialized Personnel in High-Rise Building Disaster Prevention Centers and Underground Building Central Control Rooms	Participants	5	5	0[3]	Every five years

Note 1: To comply with fire safety regulations, we conduct annual building fire training courses, including an introduction to the building's fire equipment, self-defense firefighting task organization, evacuation drills and escape routes, and hands-on experiences (using fire extinguishers and operating fire hydrants).

Note 2: In accordance with the "Taipei City High-Rise Building Disaster Prevention Center and Underground Building Central Control Room Special Personnel Duty Management Guidelines," received training and instruction from specialized personnel at the High-Rise Building Disaster Prevention Center and the Underground Building Central Management Office. Our staff (6 from general affairs and 2 from security) underwent training for specialists, with refresher courses every five years. We regularly implement relevant emergency response education, training, and drills to prevent and mitigate significant occupational safety and health adverse impacts and associated hazards and risks.

Note 3: The duty management guidelines do not apply to the floors where the Organization Department building since ECS re-located to the Tatung Park in 2024.



2024 Fire Drills

Contractor Safety Management

To avoid the potential hazards caused by raw materials, machinery and equipment, the working environment, and personnel actions involved in various company operations or services, reasonable and feasible control measures have been adopted to reduce the safety and health impact on company personnel, contractor workers, and related third parties. We have established a non-production related procurement procedure manual and an engineering contract management manual to minimize potential risk factors.

In terms of promoting strategies and plans for employee and contractor safety and health management, ECS ensures the work safety of contractor personnel involved in repairs and maintenance by requiring them to sign a construction hazard notification and submit relevant safety and health training certification or information before entering the Company for construction. If there are safety concerns, the workers will stop work immediately and report them to minimize the potential impact of a disaster.

Occupational Accident Statistics

Last three years, the frequency rate (FR), severity rate (SR), and total injury index are all 0. There have been no fatalities, severe occupational injuries, or occupational diseases, and no industrial safety incidents in the last four years, so there are no related adverse impacts.



ISO 45001 Certificate

Management of Employees and Work Environment under the Covid-19 Pandemic

1. Implement office entry temperature checks, wearing masks, and hand disinfection with alcohol.
2. Limit the number of in-person meeting participants and add partitions and alcohol spray bottles to enhance personal epidemic prevention.
3. Install nearly 100 alcohol hand sanitizers in main employee pathways and restroom corridors to reduce virus transmission rate.
4. Plan remote working for employees, adding 234 seats, with staggered groups and flexible working hours.
5. Regular environmental cleaning and sterilization.
6. Aperiodic reinforcement of temporary floor or designated colleague seat sterilization.

4.3 Talent Recruitment and Development

The philosophy and policy of ECS HR management is "Make it different – Create new HR value."

Three-Phase Human Resource Strategy

EC Employee Champion

Improve HR system construction and integration, promoting more efficient work processes among employees and nurturing talent rotation towards group integration and globalization.

BP Business Partner

Optimize the systems, strategies, and practices of selection, development, employment, and retention, thereby collaborating to enhance the cultivation of potential talents and global managerial talents' leadership and management skills.

BD Business Driver

In response to sustainability trends, we focus on digital transformation, organizational cultural development strategies, strategic talent cultivation, and strengthening sustainable competitiveness, leading ECS towards digital revolution and business momentum.

Recruitment Strategy

ECS adopts a multifaceted recruitment strategy, including advertising job vacancies on job-seeking platforms, providing internal employee referral incentives, and collaborating with schools and training institutions to strengthen talent development. We can conduct online and offline activities by integrating campus and job-seeking platform resources.

For information on the average and median salaries of ECS full-time, non-supervisory employees, as well as their changes compared to the previous year, please visit the Public Information Observation Station (https://mops.twse.com.tw/mops/) → Corporate Governance → Corporate ESG Information → Employee Benefits and Compensation Statistics → Non-Supervisory Full-Time Employee Salaries → Computer and Peripheral Equipment Industry.

ECS Recruitment Channels

- Job-seeking Platforms: 104, cake resume, yes123, Linkedin.
- Match Making Events: MIC Talent Matching Making.
- Government Training Projects: Youth Employment Flagship Project, College Youth Recruitment Project Matchmaking Association
- Internship Programs: Takming University of Science and Technology/Chinese Cultural University Internship Programs
- EMPLOYEE REFERRALS: Internal employee recommendations and referral bonus policy

Xingying Factory Area Recruitment Channels

- Job Platforms: 51JOB, BOSS
- Campus Recruitment: Job Fairs at Major Universities
- On-site Recruitment: On-site recruitment at the company's recruitment center
- Employee Referrals: Internal Employee Referrals and Referral Bonus Options

New Hire Statistics (Gender and Age)

Employees		Gender				Age						Total	
		Female		Male		Under 30		31-50		Over 51			
Taiwan Headquarter	2024	9	1.79%	20	3.98%	3	0.6%	9	1.79%	17	3.39%	29	5.78%
	2023	44	5.83%	90	11.94%	41	5.44%	78	10.34%	15	1.99%	134	17.77%
	2022	51	6.91%	79	10.71%	55	7.46%	75	10.16%	-	-	130	17.62%
Xingying Factory Area	2024	97	4.79%	189	9.33%	178	8.79%	97	4.79%	11	0.54%	286	14.12%
	2023	374	15.55%	700	29.11%	662	27.53%	404	16.80%	8	0.33%	1,074	44.66%
	2022	1,352	49.16%	4,850	176.36%	4,070	148.00%	2,120	77.09%	12	0.44%	6,202	225.53%
ECS Thailand	2024	38	24.36%	23	14.74%	41	26.28%	19	12.18%	1	0.64%	61	39.10%
	2023	63	39.87%	47	29.75%	81	51.27%	28	17.72%	1	0.63%	110	69.62%
	2022	24	23.08%	19	18.27%	24	23.08%	15	14.42%	4	3.85%	43	41.35%

Resignation Statistics (by Gender and Age)

Employees		Gender				Age						Total	
		Female		Male		Under 30		31-50		Over 51			
Taiwan Headquarters	2024	27	5.38%	38	7.57%	24	4.78%	32	6.37%	9	1.79%	65	12.95%
	2023	49	6.50%	69	9.15%	46	6.10%	64	8.49%	8	1.06%	118	15.65%
	2022	96	13.01%	138	18.70%	113	15.31%	121	16.40%	-	-	234	31.71%
Xingying Factory Area	2024	280	13.83%	386	19.06%	353	17.43%	294	14.52%	19	0.94%	666	32.89%
	2023	515	21.41%	903	37.55%	801	33.31%	576	23.95%	41	1.70%	1,418	58.96%
	2022	1,363	49.56%	4,774	173.60%	3,946	143.49%	2,160	78.55%	31	1.13%	6,137	223.16%
ECS Thailand	2024	39	25.00%	24	15.38%	39	25.00%	24	15.38%	0	0.00%	63	40.38%
	2023	43	27.22%	13	8.23%	33	20.89%	20	12.66%	3	1.90%	56	35.45%
	2022	27	25.96%	22	21.15%	30	28.85%	16	15.38%	3	2.88%	49	47.12%

Note: The higher new hire and resignation rates at the Xingying Factory Area are a normal industry trend. In 2024, human resource optimization implemented to control the new recruitment rate and improve the turnover rate.

Talent Development Plans

ECS considers employees to be the Company's most important asset and regards annual talent training as one of its essential yearly projects. Aligned with the Company's vision and development strategies, ECS divides the training system into orientation, managerial competencies, and professional skills training. The system is founded on job functions and integrates a functional system course structure, implementing a series of courses based on various job functions to improve personnel quality and achieve organizational goals comprehensively.

In professional skills training, ECS encourages employees to explore their potential actively, broadening their international perspective and enhancing workplace competitiveness through job rotation. ECS fosters exceptional talent by utilizing internal training mechanisms that offers the diverse courses via its ECS Enterprise University, thereby preserving corporate culture and philosophy, and building a sustainable foundation.

ECS Enterprise University

ECS values the individual characteristics of each colleague and strives to create a workplace environment that allows employees to unleash their potential and advance their careers. In 2012, we established ECS Enterprise University, comprising four main colleges: the ECS Management Academy, Research and Development Engineering Academy, Marketing and Sales Academy, Project Management Academy, and Logistics and General Studies Academy. In 2023 a Digital IntelManagement Academy was added, with courses designed around each academy's professional domain to provide opportunities for employee advancement. This system avoids course duplication and facilitates curriculum planning and transparent learning progression. In 2024, digital intelligence lectures such as introductory applications of generative AI and new trends in the transformation of industries by the new generation of artificial intelligence were offered, with 322 participants to enhance the digital computing capabilities of talents.



Awarded the 2022 TTQS Bronze Medal Certification.

Furthermore, to ensure the effectiveness of employee training, ECS combines various online learning resources with external professional training to achieve the goal of personnel quality improvement, and makes necessary adjustments and enhancements based on this strategy. In addition, satisfaction surveys, such as training course satisfaction questionnaires, colleague satisfaction, and feedback surveys, are conducted to review employee progress and feedback.

To integrate AI with innovative factory operations, the Xingying Factory Area invited AI expert Professor Yin Zhi (Visiting Professor at Lingang University of Technology, expert in ChatGPT and AI, member of the Expert Committee of the Shanghai Artificial Intelligence Technology Association, expert of the Shanghai Metaverse Industry Development Expert Advisory Committee, member of the Guizhou Big Data Expert Committee, and currently Chief Architect of SenseTime Smart Industry Research Institute and Chief Architect of SenseTime's Strategic Ecosystem) and Professor Lai Xiaofan of the Department of Management Science at the Shenzhen University School of Management to teach a course titled "The Development and Application of Artificial Intelligence (AI)" in 2024. Furthermore, to enhance the sense of purpose and happy leadership of key personnel, promote anti-corruption efforts, purify the mind, and foster happy leadership, Professor Jiao Can of the Shenzhen University School of Psychology was invited to the company to teach a course titled "Sense of Meaning in Work and Happy Leadership."

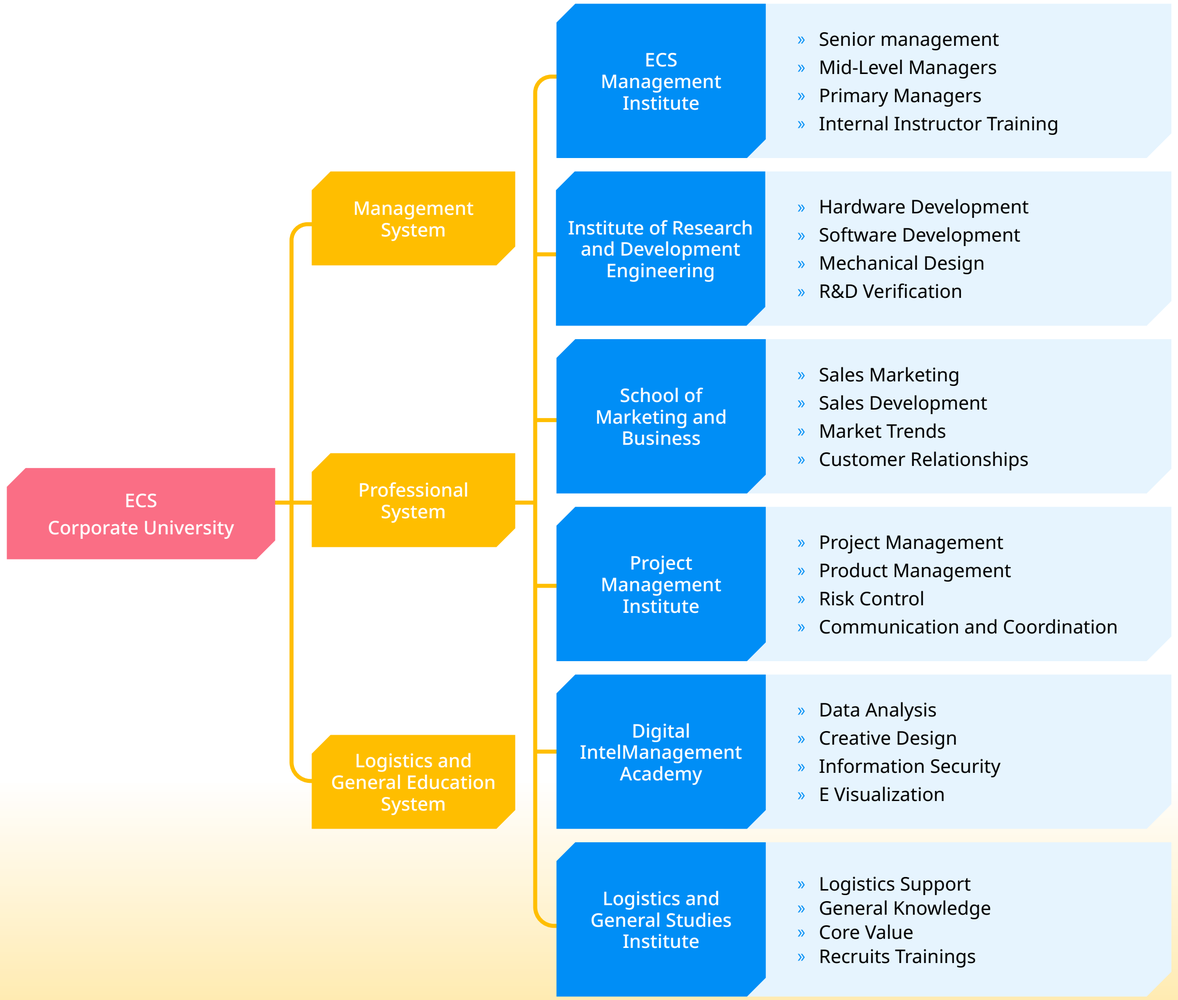
ECS focuses not only on employees' job performance but also places great emphasis on individual characteristics. The Company aims to stimulate everyone's potential through training. Therefore, ECS has designed courses tailored to the professional fields of various colleges, offering employees further education to help them showcase their expertise and potential in the workplace while enhancing their career development opportunities. By obtaining the TTQS Bronze Medal, ECS demonstrates that its employees possess corresponding professional knowledge and skills as well as recognition of ECS' efforts in the continuous training of its employees, thereby further strengthening ECS' competitiveness.

2024 Training Costs and Hours

Region	Total Education and Training Cost	Average Cost per Person for Training	Total Training Hours	Average Training Hours per Person	Total Participants
Taiwan Headquarters	NTD $1,080,000	NTD $1,720	9,988	15.9	628
Xingying Factory Area	CNY $89,511.36	CNY $ 44	52,757	21.0	2,532
ECS Thailand	THB $46,700.0	THB $299	1,492	9.6	156
Consolidated Data	-	-	64,237	17.09	2,809

2024 Education and Training – by Gender and Employee Category

Region	Gender				Category				Total	
	Female		Male		Management Level (Supervisory Positions)		Other Employees			
	Average Hours	Persons	Average Hours	Persons	Average Hours	Persons	Average Hours	Persons	Average Hours	Persons
Taiwan Headquarters	15.7	244	16.0	384	18.0	228	14.7	400	15.9	628
Xingying Factory Area	21.0	1,088	20.0	1,444	26.0	410	20.0	2,122	21.0	2,532
ECS Thailand	9.5	103	9.5	53	11.5	13	9.4	143	9.5	156
Consolidated Data	19.3	1,435	18.9	1,881	22.9	651	18.6	2,665	19.5	3,316



Professional and Excellent Learning Environment





Employee Performance and Talent Retention

ECS periodically evaluates, reviews, and provides feedback on employee job performance to ensure the achievement of individual and departmental goals. It also establishes communication channels between managers and subordinates as one of the means to enhance employee performance. Employee performance serves as an important basis for various rewards distribution, job adjustments, and promotions. Performance appraisal requires setting annual goals at the beginning of the year, and conducting goal setting, employee self-evaluation, performance interviews between supervisors and subordinates, and supervisor evaluations in the first and second half of the year. For colleagues who still have room for improvement in work performance, supervisors and colleagues should conduct Performance improvement coaching to ensure that both parties achieve effective two-way communication and performance improvement goals.

In 2024, 100% of employees at Taiwan Headquarters underwent a performance review, including managerial positions accounted for 189 positions, representing 39.21% of the total; non-managerial positions accounted for 293 positions, representing 60.79% of the total. A total of 1,650 employees at the Xingying factory area, 81.48% of employees undergo performance appraisals (employees at level II and above are required to undergo performance appraisals; production line operators are primarily evaluated on job qualifications, attendance, and discipline, and do not receive performance appraisals). This percentage includes 12.35% of supervisory positions and 69.14% of non-supervisory positions. In ECS Thailand, all employees underwent performance evaluation, with 8.33% in managerial and 91.67% in non-managerial roles.

In terms of talent retention planning, ECS increases its attractiveness through performance bonus systems, patent innovation incentives, diversified incentive policies, flexible working hours, and smooth promotion channels.

Employee Performance Review – by category

Employee Categories		2022	2023	2024
Taiwan Headquarters	Management Level (Supervisory Positions)	31.30%	34.62%	37.65%
	Other Employees	61.79%	60.08%	58.37%
	Total	93.09%	94.69%	96.02%
Xingying Factory Area	Management Level (Supervisory Positions)	9.78%	11.56%	12.35%
	Other Employees	55.42%	61.83%	69.14%
	Total	65.20%	73.39%	81.48%
ECS Thailand	Management Level (Supervisory Positions)	11.54%	9.49%	8.33%
	Other Employees	88.46%	90.51%	91.67%
	Total	100.00%	100.00%	100.00%

Employee Performance Review – by gender

Employee Categories		2024
Taiwan Headquarters	Male	60.36%
	Female	39.64%
	Total	100%
Xingying Factory Area	Male	46.67%
	Female	34.81%
	Total	81.48%
ECS Thailand	Male	33.97%
	Female	66.03%
	Total	100%

4.4 Social Engagement and Contribution

Responding to the United Nations Sustainable Development Goals (SDGs) and integrating practices for corporate sustainable development, ECS has been continuously promoting social welfare activities. By combining public welfare activities related to its core business and focusing on technology education, along with sustainable environmental protection and related fields, the Company collaborates with social welfare organizations to promote various social welfare activities. The Company also intensifies its commitment to neighborhood care and support for the underprivileged, implementing ECS' sustainable business practices. In 2024, we held 5 charitable activities (including 1 charity sales, 3 volunteer engagements, and 1 ESG environmentally friendly handcraft activities, and sponsored 4 social welfare organizations and cultural industries.



1 Public Welfare

Charity Sale

June Yu-Cheng Social Welfare Foundation – a charity sale

We cooperate with the foundation to host a charity sale and invite all company colleagues to purchase charity sale products to help disadvantaged groups to sustainable operation.

Volunteers for Charities

March One day ECS Farmer (Volunteers activity)

We partnered with the Dandelion Hope Foundation to organize an ESG charity event, allowing colleagues and disadvantaged students to learn about low-carbon living and healthy eating, supporting the SDGs' commitment to ecological sustainability.

October Fruit4baby (Volunteers activity)

ECS partnered with the Fruit4baby to take concrete action, visiting the association's warehouse. Through the collaborative efforts of our colleagues, we packaged 33 boxes of safe fruits and vegetables and delivered them to the orphanage. The non-toxic, safe fruits we distributed gathered love and brought warmth to every child.

November Habitat Conservation (Volunteers activity)

Due to poor weather and bridge pier repairs, the Society of Wilderness adjusted the originally planned beach cleanup activity to a "Habitat Conservation" program, focusing on habitat work and habitat maintenance.

2 Promotion of education and industry-academia cooperation

Charity Events

April ESG (Environmental Handicraft Charity Activity)

In conjunction with Earth Day, celebrated annually on April 22nd, we encouraged our colleagues to support and practice resource recycling. We are collaborating with Yun Handcrafts to host an ESG environmental aesthetics lecture and handcraft workshop on Friday, April 26th.

ECS Sponsorship

February Donated 38 laptops

Laptop donation: donated to 3 elementary schools and 1 caring association

ECS Charitable Contributions in 2024

Charity Sales

Participated by nearly one hundred colleagues, raising a total of NT$ 70,000.

ECS invited the Yu-Cheng Social Welfare Foundation to co-host a charity sale. With the participation of colleagues, sales were booming and the proceeds from the day were donated to the foundation to encourage and support people with Down syndrome and intellectual disabilities.



ECS/Yu-Cheng Social Welfare Foundation - Charity Sale Group Photo



Charity Sale - Strong Buying Momentum

Volunteers for Charities

Habitat Conservation

38 volunteers and their families participated in the project, collaborating with the Society of Wilderness. The original beach cleanup was later redesigned as "Habitat Conservation" due to poor weather and bridge pier repairs. The event included introductions to habitat conservation and habitat maintenance (removal of small-flowered wormwood, etc.) to help colleagues understand and support the SDGs' concept of ecological sustainability.

ESG Environmental Handicraft Charity Activity

31 volunteers participated in the ESG Environmental Handicraft Charity Activity in conjunction with Earth Day on April 22nd each year, collaborating with Yun Handicraft. Through creativity, they transformed various PCR recycled plastics, including marine and land waste, into succulent scented MEMO clips, actively promoting the circular economy and implementing sustainable environmental principles.



Yun Handicraft - Volunteers use their creativity to transform marine wastes

One day ECS Farmer

26 volunteers participated in the ESG charity event with the Dandelion Hope Foundation, helping colleagues and disadvantaged children understand and support the SDGs concept of ecological sustainability.



Utux Forest Park - Environmental Sustainability Education

Fruit4baby

9 volunteers participated in the "Love Camp - Safe Fruit and Vegetable Packaging Project" organized by the Fruit4baby Social Welfare Association. ECS invited colleagues to join the ranks of volunteers to pack safe fruit, so that the safe fruit they deliver can gather more people's love and bring warmth to every child.



Group photo of caring volunteers

Sponsorship Activities

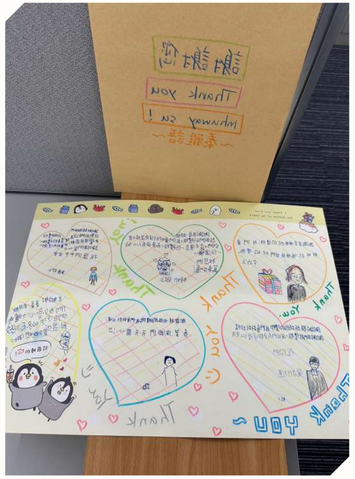
ECS adheres to the principle of "Taking from Society, Giving Back to Society," aspiring to assist domestic students and underprivileged groups further to enjoy the advantages of digital learning, fostering a boundless future through diverse education.

Sponsored 38 laptops to 4 schools/social welfare organizations

Yisheng Elementary School in Taoyuan City, Anding Elementary School in Taichung City, JiJi Elementary School in Nantou County, and the Friendly Care Association in Taitung County.



Laptop Sponsorship - Photo with Students



Yisheng Elementary School Greeting Card

Xingying Factory Area Charity Activities







Holding Arbor Day event on March 12, 2024 to enhance employees' ecological awareness





On April 23, 2024, we held a green environmental protection event to promote recycling and renewable, and comprehensively enhance our employees' awareness of environmental protection and energy conservation.

Appendix

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GRI CONTENT INDEX

Usage Disclaimer	ECS has reported content from January 1, 2024, to December 31, 2024, in accordance with the GRI standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable sector standards.

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
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2-14	Role of the highest governance body in sustainability reporting	About this Report Stakeholders and Material Topics	3 14	

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2-15	Conflicts of interest	1.1 Corporate Governance	33	
2-16	Communication of critical concerns	Stakeholders and Material Topics	14	
2-17	Collective knowledge of the highest governance body	1.1 Corporate Governance	33, 34	
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2-21	Annual total compensation ratio		-	Due to the confidential nature of salaries and personal data, disclosure is withheld.
2-22	Statement on sustainable development strategy	Message from the Chairman	4	
2-23	Policy commitments	1.2 Business Integrity and Anti-Corruption	37	
		4.1 Human Rights Protection and Diversity Inclusion	46	
2-24	Embedding policy commitments	1.2 Business Integrity and Anti-Corruption	37	
		1.8 Supply Chain Management	46	
2-25	Processes to remediate negative impacts	Stakeholders and Material Topics	18, 19	
2-26	Mechanisms for seeking advice and raising concerns	Stakeholders and Material Topics	14	
2-27	Compliance with laws and regulations	1.5 Regulatory Compliance	41	
		2.3 Energy and Greenhouse Gas Management	66	
2-28	Membership associations	About ECS	13	
2-29	Approach to stakeholder engagement	Stakeholders and Material Topics	14-17	
2-30	Collective bargaining agreements	4.1 Human Rights Protection and Diversity Inclusion	95	
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	Stakeholders and Material Topics	18, 19	
3-2	List of material topics	Stakeholders and Material Topics	20-31	

Material Topics

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
Economic Performance				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	20	
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	1.3 Operational Performance	38	
201-2	Financial implications and other risks and opportunities due to climate change	2.1 Climate Change Governance	54-62	
201-3	Defined benefit plan obligations and other retirement plans	4.2 Employee Benefit and Care	96	
201-4	Financial assistance received from government	1.3 Operational Performance	38	
Innovative Research and Value Creation				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	21	
Self-designated Topics				
	Innovative Research and Value Creation	1.7 Intellectual Property 3.1 Innovative Research and Value Creation	44, 45 79, 80	
Customer Relationship Management				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	26	
Self-designated Topics				
	Customer Relationship Management	1.9 Customer Relationship Management	51	
Social Engagement				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	31	
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	4.4 Social Engagement and Contribution	105-107	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
Talent Recruitment and Cultivation				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	28, 29	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	4.3 Talent Recruitment and Development	102	
404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Talent Recruitment and Development	103, 104	
404-3	Percentage of employees receiving regular performance and career development reviews	4.3 Talent Recruitment and Development	103, 104	
Information Security and Privacy Protection				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	24	
Self-designated Topics				
	Information Security	1.6 Information Security and Privacy Protection	41-43	
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.9 Customer Relationship Management	52	
Energy and Greenhouse Gas Management				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	25	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	2.3 Energy and Greenhouse Gas Management	69	
302-2	Energy consumption outside of the organization	2.3 Energy and Greenhouse Gas Management	69	
302-3	Energy intensity	2.3 Energy and Greenhouse Gas Management	71	
302-4	Reduction of energy consumption	2.3 Energy and Greenhouse Gas Management	71	
302-5	Reductions in energy requirements of products and services	3.3 Green Products	86	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	2.3 Energy and Greenhouse Gas Management	70	
305-2	Energy indirect (Scope 2) GHG emissions	2.3 Energy and Greenhouse Gas Management	70	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
305-3	Other indirect (Scope 3) GHG emissions	2.3 Energy and Greenhouse Gas Management	71	
305-4	GHG emissions intensity	2.3 Energy and Greenhouse Gas Management	71	
305-5	Reduction of GHG emissions	2.3 Energy and Greenhouse Gas Management	71	
305-6	Emissions of ozone-depleting substances (ODS)	ECS adheres to the Montreal Protocol and does not use ozone-depleting substances in processes or materials, with no production, import, or export amounts of CFC-11 (Trichlorofluoromethane) ODS.	-	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2.3 Energy and Greenhouse Gas Management	66	
Supplier Sustainability Management				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	22	
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	1.8 Supply Chain Management	46	
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	1.8 Supply Chain Management	47-49	
308-2	Negative environmental impacts in the supply chain and actions taken	1.8 Supply Chain Management	47-49	
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	1.8 Supply Chain Management	47-49	
414-2	Negative social impacts in the supply chain and actions taken	1.8 Supply Chain Management	47-49	
Business Integrity and Anti-Corruption				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	27	
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	1.2 Business Integrity and Anti-Corruption	37	
205-2	Communication and training about anti-corruption policies and procedures	1.2 Business Integrity and Anti-Corruption	37	
205-3	Confirmed incidents of corruption and actions taken	1.2 Business Integrity and Anti-Corruption	37	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
Regulatory Compliance				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	23	
GRI 2: General Disclosures 2021				
2-27	Compliance with laws and regulations	1.5 Regulatory Compliance	41	
		2.3 Energy and Greenhouse Gas Management	66	
Product Safety Management				
GRI 3: Material Topics 2021				
3-3	Management of material topics	Stakeholders and Material Topics	30	
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	3.2 Product Safety Management	81	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 Product Safety Management	83, 84	

General Topics

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2 Business Integrity and Anti-Corruption	37	
GRI 300: Environmental Standards				
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	3.3 Green Products	82-89	
301-2	Recycled input materials used	3.3 Green Products	82-89	
301-3	Reclaimed products and their packaging materials	3.3 Green Products	82-89	
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	2.4 Water Resource Management	72	
303-2	Management of water dischargerelated impacts	2.4 Water Resource Management	72	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
303-3	Water withdrawal	2.4 Water Resource Management	73	
303-4	Water discharge	2.4 Water Resource Management	73	
303-5	Water consumption	2.4 Water Resource Management	73	
GRI 304: Biodiversity 2016				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2.2 Nature and Biodiversity Governance	63-65	
304-2	Significant impacts of activities, products and services on biodiversity	2.2 Nature and Biodiversity Governance	63-65	
GRI 306: Effluents and Waste 2016				
306-3	Significant spills	2.5 Waste Management	77	
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	2.5 Waste Management	77, 78	
306-2	Management of significant waste-related impacts	2.5 Waste Management	77, 78	
306-3	Waste generated	2.5 Waste Management	77	
306-4	Waste diverted from disposal	2.5 Waste Management	77	
306-5	Waste directed to disposal	2.5 Waste Management	77	
GRI 400: Social Disclosures				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	4.3 Talent Recruitment and Development	102	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	4.2 Employee Benefit and Care	96-98	
401-3	Parental leave	4.2 Employee Benefit and Care	96	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	4.2 Employee Benefit and Care	99	
403-2	Hazard identification, risk assessment, and incident investigation	4.2 Employee Benefit and Care	99, 100	
403-3	Occupational health services	4.2 Employee Benefit and Care	97	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Employee Benefit and Care	99	
403-5	Worker training on occupational health and safety	4.2 Employee Benefit and Care	100	

GRI Standard	Disclosure	Corresponding Chapter	Page Number	Explanation (including omitted explanations)
403-6	Promotion of worker health	4.2 Employee Benefit and Care	97	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.2 Employee Benefit and Care	99, 100	
403-8	Workers covered by an occupational health and safety management system	4.2 Employee Benefit and Care	100	
403-9	Work-related injuries	4.2 Employee Benefit and Care	100	
403-10	Work-related ill health	4.2 Employee Benefit and Care	99	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	1.1 Corporate Governance 4.1 Human Rights Protection and Diversity Inclusion	34 92	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	ECS meets international human rights standards and has not faced any legal incidents due to discrimination based on employee identity.	-	
GRI 407: Freedom of Association and Collective Bargaining 2016				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.1 Human Rights Protection and Diversity Inclusion	92, 95	
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	4.1 Human Rights Protection and Diversity Inclusion	92	
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1 Human Rights Protection and Diversity Inclusion	92	
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	3.2 Product Safety Management 3.3 Green Products	83, 84 88	
417-2	Incidents of non-compliance concerning product and service information and labeling	3.2 Product Safety Management	83, 84	
417-3	Incidents of non-compliance concerning marketing communications	3.2 Product Safety Management	83, 84	

SASB COMPARISON TABLE: HARDWARE

Table 1. Sustainability Disclosure Topics & Accounting Metrics

<table>
<tr><th>SASB Code</th><th>Indicator Description</th><th>Explanation</th></tr>
<tr><td colspan="3">Product Security</td></tr>
<tr><td>TC-HW-230a.1</td><td>Description of approach to identifying and addressing data security risks in products</td><td>ECS is committed to strengthening corporate information security management and ensuring product security across the value chain – from component procurement to manufacturing, transport, service, and recycling. In 2021, our Taipei headquarters passed the ISO 27001 Information Security Management System verification, and completed the ISO 27001:2022 new version certification conversion in 2024. We require all value chain suppliers to eliminate counterfeit, embedded malicious software, and data tampering risks. We exert strict information security control in the manufacturing and using all our hardware, software, and firmware products. We categorize various scenarios and triggering conditions based on suspicion level, enabling security personnel to prioritize potentially high-risk and likely attack incidents. We aim to prevent sensitive information and consumer personal data from threats and damages, whether internal, external, intentional, or accidental, thereby guarding against business information alterations, disclosures, damages, or losses.</td></tr>
<tr><td colspan="3">Employee Diversity and Inclusion</td></tr>
<tr><td>TC-HW-330a.1</td><td>Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees</td><td>For the gender and racial group percentages of ECS' 2024 employees</td></tr>
</table>

Gender Ratio for Different Employee Categories		Management Level (Supervisory Positions)		Technical Staff (Engineering Positions, Excluding Direct)		Other Employees (Staff Positions)		Other Employees (Including Direct)		Total	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
Taiwan Headquarters	Female	66	13.15%	36	7.17%	97	19.32%	-	-	199	39.64%
	Male	133	26.49%	147	29.28%	23	4.58%	-	-	303	60.36%
	Total	199	39.64%	183	36.45%	120	23.90%	-	-	502	100.0%
Xingying Factory Area	Female	84	4.15%	187	9.23%	134	6.62%	471	23.26%	876	43.26%
	Male	172	8.49%	342	16.89%	32	1.58%	603	29.78%	1,149	56.74%
	Total	256	12.64%	529	26.12%	166	8.20%	1,074	53.04%	2,025	100.0%
ECS Thailand	Female	8	5.13%	9	5.77%	18	11.54%	68	43.59%	103	66.03%
	Male	5	3.21%	25	16.03%	5	3.21%	18	11.54%	53	33.97%
	Total	13	8.33%	34	21.79%	23	14.74%	86	55.13%	156	100.0%

<table>
<tr><td colspan="3">Product Lifecycle Management</td></tr>
<tr><td>TC-HW-410a.1</td><td>Percentage of products by revenue that contain IEC 62474 declarable substances</td><td>Products under the ECS brand that contain IEC 62474 disclosed substances constitute 39.09% of the brand's revenue.</td></tr>
</table>

<table>
<tr><th>SASB Code</th><th>Indicator Description</th><th>Explanation</th></tr>
<tr><td>TC-HW-410a.2</td><td>Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent</td><td>All system products designed by ECS in the development phase refer to EPEAT and other environmental label requirements. Besides providing eco-label compliant products to assist clients in obtaining eco-label certifications, our brand system products (LIVA) also meet the eco-label requirements. Currently, our brand system products (LIVA) have no products registered under EPEAT.</td></tr>
<tr><td>TC-HW-410a.3</td><td>Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria</td><td>All system products designed by ECS in the development phase refer to ENERGY STAR and other energy efficiency requirements. Besides providing energy-efficient products to assist clients in achieving energy efficiency label certifications, our brand system products (LIVA) also meet ENERGY STAR requirements. The relative revenue percentage compliant with ENERGY STAR versions is:
<table><tr><th>ENERGY STAR Version</th><th>V8.0</th><th>V7.1</th></tr><tr><td>Relative Revenue Percentage</td><td>99.4%</td><td>0.01%</td></tr></table>
Currently, our brand system products (LIVA) have no products registered under ENERGY STAR.</td></tr>
<tr><td>TC-HW-410a.4</td><td>Weight of end-of-life products and e-waste recovered, percentage recycled</td><td>All ECS brand system products (LIVA) are recycled according to regional recycling system requirements. According to the 2024 feedback from the recycling agency, the data for ECS minicomputers (LIVA) is as follows:
Collection Group G2:
Waste weight: 0 ton
Recycle: 85.5% (as material)</td></tr>
<tr><td colspan="3">Supply Chain Management</td></tr>
<tr><td>TC-HW-430a.1</td><td>Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities</td><td>From 2020 to 2024, ECS consistently received a silver certificate level in VAP (Validated Audit Process) from the RBA external collaborators. Starting in December 2021, we began managing and tracking the performance of first-tier suppliers with RBA audit qualifications. In 2024, 10 of our audited suppliers had RBA VAP audit qualifications.
(a) Number of suppliers who passed RBA VAP / Total suppliers in 2024 = 16 / 256 = 6.25%
(b) Number of suppliers who passed RBA VAP / High-risk suppliers in 2024 = 16 / 42 = 38.1%</td></tr>
<tr><td>TC-HW-430a.2</td><td>Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances</td><td>From 2020 to 2024, ECS consistently received a silver certificate level in VAP (Validated Audit Process) from the RBA external collaborators. Starting in December 2021, we initiated management and performance tracking for tier 1 suppliers with RBA audit qualifications. Out of the audited suppliers in 2024, 16 possess RBA VAP audit qualifications, and none have priority issues.
(2a) Priority non-conformances corrected / Priority total non-conformances= 0%
(2b) Other non-conformances corrected / Other total non-conformances= 16/16 = 100%</td></tr>
<tr><td colspan="3">Material Sourcing</td></tr>
<tr><td>TC-HW-440a.1</td><td>Description of the management of risks associated with the use of critical materials</td><td>ECS ensures that component materials, especially conflict metals (3TG), do not originate from conflict zones and identifies the use of precious and rare metals in product components. We adopt a procurement strategy that includes at least two suppliers for similar components and manage risks based on the geographical location of factories to diversify supply risks. At the same time, we adhere to international recycling policies for recovering and recycling precious and rare metals.</td></tr>
</table>

Table 2. Activity Metrics

<table>
<tr><th>SASB Code</th><th>Indicator Description</th><th>Explanation</th></tr>
<tr><td>TC-HW-000.A</td><td>Number of units by product category</td><td>
<table>
<tr><th>Year</th><th colspan="3">2024</th></tr>
<tr><td>Output quantity and value
Main product (or department)</td><td>Production capacity</td><td>Production volume</td><td>Production value</td></tr>
<tr><td>Computers and peripheral equipment</td><td>10,287,361</td><td>3,090,262</td><td>13,970,415</td></tr>
<tr><td>Total</td><td>10,287,361</td><td>3,090,262</td><td>13,970,415</td></tr>
</table>
</td></tr>
<tr><td>TC-HW-000.B</td><td>Surface Area and location of manufacturing facilities</td><td>The manufacturing plant area of ECS and Xingying Factory is 372,720 square meters, and the manufacturing plant area of ECS Thailand is 36,197 square meters. The total area is 408,917 square meters.</td></tr>
<tr><td>TC-HW-000.C</td><td>Percentage of production from owned facilities</td><td>ECS produces 100% of products in its own factories and does not outsource production.</td></tr>
</table>

Note 1: Adopted SASB Index, standards for hardware in the technology and communication sector, Version 2023-12
Note 2: For activity metrics TC-HW-000.A, TC-HW-000.B, and TC-HW-000.C in Table 2 of the SASB Index, our explanation is that ECS' operational model primarily focuses on product sales and customer service. Typically, we disclose the revenue proportions of various products in our quarterly financial presentations. The financial report of ECS can be found at: https://www.ecs.com.tw/
Note 3: The scope of SASB disclosures for ECS predominantly focuses on our Taiwan headquarters, with revenue statistics primarily related to our brand system products (LIVA), excluding OEM/ODM products.

TCFD COMPARISON TABLE

Category	TCFD Recommended Disclosures	Corresponding Chapter	Page Number
Governance	Describe the Board's oversight of climate-related risks and opportunities.	2.1 Climate Change Governance	54-62
	Describe the management's role in assessing and managing climate-related risks and opportunities.	2.1 Climate Change Governance	54-62
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2.1 Climate Change Governance	54-62
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2.1 Climate Change Governance	54-62
	Projected impacts - Scenario analysis (including 2°C or stricter scenarios)	2.1 Climate Change Governance	54-62
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	2.1 Climate Change Governance	54-62
	Describe the organization's processes for managing climate-related risks.	2.1 Climate Change Governance	54-62
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2.1 Climate Change Governance	54-62
Metrics and Targets	Disclose whether the metrics used by the organization to assess climate-related risks and opportunities align with its strategy and risk management process.	2.1 Climate Change Governance	54-62
	Disclosure Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas emissions and related risks.	2.1 Climate Change Governance	54-62
	Management goals and relevant performance.	2.1 Climate Change Governance	54-62

SASB COMPARISON TABLE: HARDWARE INDEX

SASB Code	Indicator Description	Page number
Product Security		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	117
Employee Diversity and Inclusion		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	117
Product Lifecycle Management		
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	117
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	118
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	118
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	118
Supply Chain Management		
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	118
TC-HW-430a.2	Tier 1 suppliers'(1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances	118
Material Sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	118

SUSTAINABILITY DISCLOSURE INDICATORS - COMPUTER AND PERIPHERAL EQUIPMENT INDUSTRY

No.	Index	Annual Disclosure	Disclosure / Corresponding Chapter
1	Total amount of energy consumed, the percentage of purchased electricity, and the utilization rate of renewable energy	Total energy consumption 438,043 (GJ) Percentage of purchased electricity : 88.173% Renewable energy (including certificates) ratio : 15%	2.3 Energy and Greenhouse Gas Management
2	Total water intake and total water consumption	Total Water Withdrawal : 935.436 K m^3 Total Water Consumption : 0 K m^3	2.4 Water Resource Management
3	Weight of hazardous waste generated and percentage recycled	Total Weight of Hazardous Waste : 8,840.39 tons Percentage of Total Recycled Hazardous Waste 0%	2.5 Waste Management
4	Description of types, number of people, and the ratio of occupational accidents	After health examinations and follow-up, all employees have been free of occupational diseases.	4.3 Talent Recruitment and Development
5	Disclosure of product life cycle management: including the weight of end-of-life products and electronic waste and the percentage of recycling (Note 1)	All ECS brand system products (LIVA) are recycled according to regional recycling system requirements. According to the 2024 feedback from the recycling agency, the data for ECS minicomputers (LIVA) is as follows: Collection Group G2: Waste weight: 0 ton Recycle: 85.5% (as material)	3.3 Green Products
6	Description of the risk management associated with the critical materials used	ECS ensures that component materials, especially conflict metals (3TG), do not originate from conflict zones and identifies the use of precious and rare metals in product components. We adopt a procurement strategy that includes at least two suppliers for similar components and manage risks based on the geographical location of factories to diversify supply risks. At the same time, we adhere to international recycling policies for recovering and recycling precious and rare metals.	1.8 Supply Chain Management
7	Aggregate amount of pecuniary damage resulting from legal proceedings relating to anti-competitive conduct regulations	No monetary losses resulting from legal proceedings related to anti-competitive conduct regulations in 2024.	1.2 Business Integrity and Anti-Corruption
8	Output of major products by product category	In 2024, ECS's production of major computers and peripheral equipment were 3,090,262 units.	1.3 Operational Performance

Note 1: Including the disposal of scraps or other recycling, relevant instructions should be provided.

CLIMATE-RELATED INFORMATION FOR TWSE AND TPEX LISTED COMPANIES

Items		Execution Status / Corresponding Chapters
1	Description of the Board and Management's oversight and governance of climate-related risks and opportunities.	2.1 Climate Change Governance
2	Description of how the identified climate risks and opportunities impact the Company's business, strategies, and finance (short, mid, and long-term)	2.1 Climate Change Governance
3	Description of the impact extreme climate events and transitional actions have on finance.	2.1 Climate Change Governance
4	Description of how the climate risk identification, assessment, and management process is integrated into the overall risk management system.	2.1 Climate Change Governance
5	Should scenario analysis is used to assess the Company's resilience in the face of climate change risks, explanations of the scenario, parameters, hypothesis, analysis factors, and major financial impacts should be provided.	2.1 Climate Change Governance
6	Should there be transitional programs in response to managing climate-related risks, please explain the program's content, metrics, and targets used to identify and manage physical and transitional risks.	2.1 Climate Change Governance
7	Should internal carbon pricing is used as the planning tool, the pricing mechanism should be explained.	No internal carbon pricing established
8	Should climate-related targets be in place, information such as their scope of action, GHG emissions, planned timeline, and yearly achieved progress should be stated; for targets achieved through carbon offset and RECs, the source of offset amount and number of RECs should be stated.	2.1 Climate Change Governance
9	Carbon inventory and assurance efforts.	Energy and Greenhouse Gas Management

Greenhouse Gas Inventory Information

Year	Scope	Total Emissions (metric tons CO_2e)	Emission Intensity (metric tons CO_2e/NT$ million)	Data coverage
2022	Scope 1	54.0573	54.0573 / 31346.786= 0.00172	ECS - Parent Company
	Scope 2	1089.8173	1089.8173 / 31346.786= 0.03476	ECS - Parent Company
2023	Scope 1	47.4155	47.4155 / 19741.745= 0.00240	ECS - Parent Company
	Scope 2	1038.2941	1038.2941 / 19741.745= 0.05259	ECS - Parent Company
2024	Scope 1	116.7491	116.7491 / 17495.705= 0.006673	ECS - Parent Company
	Scope 2	693.5706	693.5706 / 17495.705= 0.039642	ECS - Parent Company

Greenhouse Gas Assurance Information

Year	Assurancee Boundary	Assurance Institur	Assurance Standard	Assurance Level
2022	ECS - Parent Company	BSI Taiwan	ISO 14064-1:2018	Scope 1 & Scope 2 are reasonable assurance level of the inventory data
2023	ECS - Parent Company	AFNOR Taiwan	ISO 14064-1:2018	Scope 1 & Scope 2 are reasonable assurance level of the inventory data
2024	ECS - Parent Company	AFNOR Asia Ltd.	ISO 14064-1:2018	Scope 1 & Scope 2 are reasonable assurance level of the inventory data

EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS) DISCLOSURE INDEX

Index	Disclosure	Corresponding Chapter	Page
ESRS 2 GOV-1	Information about composition and diversity of members of administrative, management and supervisory bodies	Message from the Chairman	4
ESRS S1-3	Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in ist own workforce	Stakeholders and Material Topics	14-31
ESRS 2 GOV-1	Disclosure of how body's or individuals within body responsibilities for impacts, risks and opportunities are reflected in undertaking's terms of reference, board mandates and other related policies	1.1 Corporate Governance	4, 5, 33-35
ESRS 2 MDR-P	Disclosure of timeframe in which the undertakings aims to adopt policies	1.1 Corporate Governance	4, 5, 33-35
ESRS S1-3	Disclosure of how own workforce and their workers' representatives are able to access channels at level of undertaking they are employed by or contracted to work for	Stakeholders and Material Topics	14-18
ESRS S1-3	Information about procedures in place to prevent, detect, and address allegations or incidents of corruption or bribery	1.2 Business Integrity and Anti-Corruption	37
ESRS S1-11	Disclosure of types of employees who are not covered by social protection, through public programs or through benefits offered, against loss of income due to unemployment starting from when own worker is working for undertaking	1.1 Corporate Governance	36
ESRS GOV-1	Disclosure of role of administrative, management and supervisory bodies related to business conduc	2.1 Climate Change Governance	54-62
ESRS E1-1	Disclosure of transition plan for climate change mitigation	2.1 Climate Change Governance	54-62
ESRS E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions - GHG emissions per scope	2.3 Energy and Greenhouse Gas Management	66-71

AA1000AS Assurance Statement

Independent Assurance Statement

ELITEGROUP COMPUTER SYSTEMS CO., LTD.
2024 SUSTAINABILITY REPORT

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

RESPONSIBILTIES

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

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

SCOPE AND CRITERIA

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

1. The scope of assurance operation is consistent with the scope disclosed in the 「ELITEGROUP COMPUTER SYSTEMS CO., LTD. 2024 SUSTAINABILITY REPORT」.
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating ECS's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating ECS's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
   - GRI Standards.

METHODOLOGY

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

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

ECS has established a diverse and extensive stakeholder engagement mechanism to identify and understand the important issues of concern to stakeholders and to include the opinions of all parties. The Report discloses information covering economic, environmental, social and governance aspects, fully demonstrating the organization's specific practices in inclusivity.

Materiality

ECS has established a process to collect, analyze and identify issues related to its sustainable development. The Report has shown the results of the planned and implemented materiality analysis and decision-making, and used it to rank and respond to various material topics. In the future, the organization can continue to improve its decision-making process to make reasonable and balanced decisions and management on material topics.

Responsiveness

ECS has disclosed economic, governance, environmental and social information in the report, allowing stakeholders to understand the company's governance and management performance. In the future, the organization can continue to identify and judge relevant reporting requirements that meet its own operating activities to more accurately disclose its operating performance and sustainable actions.

Impact

ECS has provided the necessary resources to monitor and measure the impact of its operations on the overall environment. The Report has disclosed the various impacts and management measures identified, and presented the management performance of the impacts through qualitative and quantitative indicators, providing sufficient information for stakeholders to understand the organization's sustainable actions.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to collect and disclose the management performance of each operating location and provide comprehensive and comparable information to stakeholders.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by ECS and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by ECS provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in ECS in 2024 are well represented.

ASSURANCE LEVEL

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

For and on behalf of AFNOR：

AA1000
Licensed Report
000-84/V3-0ASZU

August Tsai
The Director for Certification and Assessment
Jun.23.2025
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ENVIRONMENT, SOCIAL, GOVERNANCE

