



# 2025

## Chicony Power Technology

### Sustainability Report





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## About this Report

This report is the fifth sustainability report independently published by Chicony Power Technology Co. Ltd. It covers the reporting period from 1 January to 31 December 2025 and presents information on the Company's governance, environmental and social performance, sustainability priorities and progress against its targets.

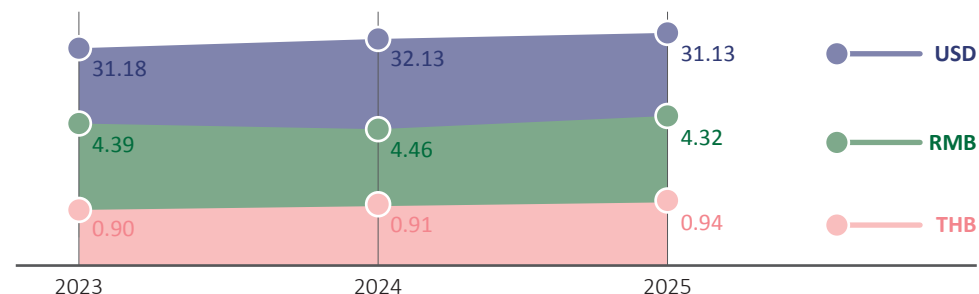
## Reporting Frameworks and Standards

### Sustainability Performance

- This report has been prepared in accordance with the Global Reporting Initiative (GRI), 2021. It has also been subject to independent external assurance in accordance with the AA1000 Assurance Standard, applying Type 1 assurance at a moderate level. For details, please refer to the Appendix VII.
- Sustainability Accounting Standards Board (SASB) indicators for the Hardware industry
- TCFD (Task Force on Climate-related Financial Disclosures) Framework
- TNFD (Task Force on Nature-related Financial Disclosure) Framework
- Sustainable Development Best Practice Principles for TWSE-/TPEX-Listed Companies

### Financial Performance

The financial information presented in this report is derived from Chicony Power Technology's consolidated financial statements that were audited by PwC Taiwan. Unless otherwise stated, all monetary amounts are presented in New Taiwan dollars (NT\$). Amounts originally denominated in other currencies have been converted into New Taiwan dollars using the exchange rates shown alongside.



## Reporting Scope and Boundary

The non-financial performance data covers the principal production sites included in the reporting boundary, as detailed in the table alongside. Where the scope of a non-financial indicator is limited to the Taiwan Headquarters or specific sites, this is stated in the relevant section.

Chicony Power Technology will progressively expand the completeness and consistency of its non-financial data coverage, with the aim of covering all principal production sites by 2028. Where previously reported information has been restated, the nature of and reason for the restatement are disclosed in the relevant section to maintain transparency and comparability across reporting periods.

### Performance Disclosure

| Finance Performance | Sustainability Performance | Name of Unit                                                                                                                                                              |
|---------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓                   | ✓                          | Chicony Power Technology Co., Ltd. and various bases                                                                                                                      |
|                     |                            | The Taiwan Headquarters serves as the R&D Center; the principal production sites are listed as follows:                                                                   |
|                     |                            | <b>Principal Production Sites</b>                                                                                                                                         |
|                     |                            |  Chicony Power Technology - Dongguan Site<br>total site area: 63,623 m <sup>2</sup>  |
|                     |                            |  Chicony Power Technology - Suzhou Site<br>total site area: 96,296 m <sup>2</sup>    |
|                     |                            |  Chicony Power Technology - Chongqing Site<br>total site area: 39,477 m <sup>2</sup> |
|                     |                            |  Chicony Power Technology - Thailand Site<br>total site area: 100,800 m <sup>2</sup> |



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## Data Quality

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

## Report Governance and External Verification

The content of this report was provided by the heads of each department and relevant personnel, coordinated and compiled by the ESG team in the Administration Division, and to strengthen the credibility of sustainability information and ensure the disclosure quality complies with the ESG evaluation quality of the competent authorities, this report will, after completing the third-party assurance process, be submitted to the Sustainable Development Committee for review and approval, and officially issued after being ratified by the Board. The relevant preparation and verification procedures have been incorporated into the Company's internal control operations to ensure that the reporting content possesses reliability, timeliness, and transparency, while also complying with applicable regulations and standards.

## Contact Information

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

Chicony Power Technology Co., Ltd. ESG Task Force

- Publication date: June 2026 (The English version is scheduled to be published in August.)
- Address: 30F, No. 69, Section 2, Guangfu Road, Sanchong District, New Taipei City
- Official website (Mandarin): <https://www.chiconypower.com/zh-tw/home/index>
- Sustainability website (Mandarin): <https://www.chiconypower.com/zh-tw/ESG/index>

- Telephone: +886-6626-0678 #57101
- Email: [ESG@Chiconypower.com](mailto:ESG@Chiconypower.com)
- Official website (English): <https://www.chiconypower.com/en/home/index>
- Sustainability website (English): <https://www.chiconypower.com/en/ESG/index>



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## Our Sustainability Journey

In 2025, climate change and resource scarcity continue to affect business resilience and capital-allocation decisions. The restructuring of global supply chain distribution also continued to create operational challenges in 2025. In response, Chicony Power Technology is embedding sustainability considerations into our governance and management processes. We have deeply integrated sustainable development into our core operating structure. The Board oversees the Company's sustainability-related risks and priorities, while management is responsible for their implementation. Risk identification has been incorporated into relevant operational and decision-making processes. These measures are intended to strengthen business resilience and support long-term value creation.

In 2025, Chicony Power Technology continued to implement its climate and energy-management measures. Scope 1 and Scope 2 greenhouse gas emissions decreased by 47.5% from the base year of 2020, achieving the 2030 reduction target five years ahead of schedule. This achievement stemmed from our investment in the operational transformation of our own sites. In terms of site operations, we, together with our parent company, participate in RE100. In 2025, our renewable electricity accounted for RE56 (56%) of electricity consumption within the relevant reporting scope, far exceeding the target of RE38 (38%). We also continued to improve the energy efficiency of the power-supply products through product design and R&D activities, ensuring that we provided customers with solutions featuring higher energy efficiency. Meanwhile, the Company also introduced an internal carbon reference price of NT\$1,200 per metric ton of CO<sub>2</sub>e as our internal carbon pricing (ICP). The price is used to quantify transition risks and inform investment and R&D decisions, which ensures that our long-term carbon-management objectives are supported.

In 2025, Chicony Power Technology received high recognition from the CDP (Carbon Disclosure Project) with three Leadership level ratings. We achieved an "A" Leadership level in the climate change assessment for the first time, and made significant progress in water security management, advancing to an "A-" Leadership level. This is not only an honor but also signifies that our environmental management system has passed the certification of an international rating institution and has demonstrated internationally leading capabilities in risk identification and information disclosure. In terms of supply chain collaboration, we have maintained an "A" Leadership level in the CDP Supplier Engagement Assessment (SEA) for the second consecutive year, demonstrating our substantial influence on carbon reduction across the value chain. With the publication of our TCFD and TNFD report, and the application of the IFRS S1/S2 standards, Chicony Power Technology has been strengthening the connection of sustainability-related information, risk management, strategic planning, and operational performance.

While pursuing sustainable transformation, Chicony Power Technology has continued to maintain solid operating strength. In 2025, consolidated revenue was NT\$34.451 billion, net income after tax was NT\$2.084 billion and earnings per share (EPS) were NT\$5.20. The Company's financial performance supports continued investment in its sustainability initiatives. It has enhanced environmental adaptability and created tangible economic value for shareholders and stakeholders. In addition, we

also continued to use internally developed energy-management systems to monitor energy efficiency in production. It also automated validation controls for selected ESG and financial information. The Company strengthened the management of key raw materials. It also conducted conflict-minerals due diligence and applied responsible procurement requirements to principal suppliers.

The foundation of corporate resilience lies in talent and organizational culture. In 2025, we completed human rights due diligence for our employees and established relevant mitigation and remedial measures. We also gathered employee feedback through satisfaction survey to understand their needs. The findings were used to identify opportunities to improve the working environment and employee experience. Chicony Power Technology remained within the "Corporate Governance Evaluations Top 6-20%" and was included in the "Taiwan High Compensation 100 Index." We are committed to investing in employee development, remuneration and workplace support measures.

Looking ahead, Chicony Power Technology will focus on expanding renewable electricity use, strengthening sustainability supply chain management, and improving its management of nature-related matters. We will continue to use performance data to inform our sustainability decisions and long-term commitments, all together with all stakeholders to advance toward our 2050 net zero target and create sustainable growth.



Chairman

李健平



President

陳震

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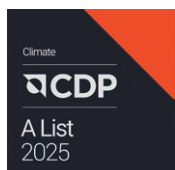
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## Awards and Recognition



CDP Climate Change  
Questionnaire

Achieved an "A" Leadership  
rating for the first time



CDP Water Security  
Questionnaire

Achieved an "A-"  
Leadership rating



CDP Supplier Engagement  
Questionnaire

Achieved an "A"  
Leadership rating



Global Supply Chain  
Sustainability Assessment

EcoVadis Bronze  
Certification



2025 National Sustainable  
Development Awards

Corporate Category  
Semifinalist



The 18th TCSA  
Taiwan's Top 100 Sustain-  
ability Exemplary Awards



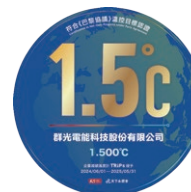
The 18th TCSA  
Corporate Sustainability  
Report Awards: Gold Award



Taiwan High Compensation  
100 Index  
Constituent Stock



Included in Business Weekly  
for 4 consecutive years as a  
Top 100 Carbon  
Competitive Enterprise



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



Global Views Monthly  
ESG Corporate  
Sustainability Role Model  
Award



1111 Job Bank  
Happy Business  
Silver Award



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## Sustainability Strategy and Framework

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

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

### Corporate Governance

- Prioritise clients' expectations to pursue quality excellence under the "No Quality, No Sales" principle.
- Leverage industrial value while actively creating positive social impact.
- Safeguard shareholder rights and promote effective stakeholder engagement.
- Strengthen information security, protect customer interests and build long-term trust.



### Community Engagement and Social Impact

- Partner with leading universities to develop technical talent.
- Offer annual internships combining academic learning with practical experience.
- Work with social organisations to foster inclusive and resilient communities.
- Engage value chain partners to extend positive social impact.



### Human Rights and Employee Wellbeing

- Embed respect for human rights in our corporate culture and management practices.
- Provide competitive remuneration and benefits that support employee wellbeing.
- Promote a diverse and inclusive culture to create a happy and friendly workplace environment.
- Strengthen occupational health and safety measures to provide safe working conditions.



### Sustainable Products and Circularity

- Integrate ecodesign and environmental considerations into product development.
- Use IWA solutions to help customers monitor and optimise energy use.
- Collaborate with the supply chain to build sustainability performance and jointly create a sustainable value chain.
- Advance circular solutions to reduce resource use and waste.



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## Sustainability Performance Indicators and Targets

| SDGs and Sustainability Performance Indicators                                      |                                                                | 2025        |             |                 | 2026 Targets | 2030 Targets | Corresponding Chapter                              |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------|-------------|-------------|-----------------|--------------|--------------|----------------------------------------------------|
|                                                                                     |                                                                | Objective   | Performance | Target achieved |              |              |                                                    |
|    | On-site health checkup coverage ratio                          | ≥ 95%       | 98.91%      | ✓               | ≥ 95%        | ≥ 95%        | 5.2.3.3 Occupational Health Risk Support           |
|    | Renewable energy percentage                                    | 37.5%       | 56.72%      | ✓               | 50%          | 100%         | 4.3.1 RE100 Commitment                             |
|    | Sum of investment in Talent Development Programmes             | ≥ 5,000,000 | 11,480,000  | ✓               | ≥ 5,000,000  | ≥ 5,000,000  | 5.3.2 Talent Development                           |
|                                                                                     | Headcount of Industry-academia Collabouration                  | ≥ 10        | 29          | ✓               | ≥ 10         | ≥ 10         | 5.3.2 Talent Development                           |
|                                                                                     | Proportion of senior management hired from the local community | ≥ 50%       | 56.6%       | ✓               | ≥ 50%        | ≥ 50%        | 5.2.3.1 Fair Recruitment                           |
|                                                                                     | The rate of Employee Turnover in Taiwan Headquarters           | ≤ 10%       | 9.6%        | ✓               | ≤ 10%        | ≤ 10%        | 5.2.3.1 Fair Recruitment                           |
|                                                                                     | ISO 45001 certification coverage at the Principal Sites        | 100%        | 100%        | ✓               | 100%         | 100%         | Appendix VI Management System Certifications       |
|                                                                                     | Case of high-consequence work-related injuries                 | = 0         | 0           | ✓               | = 0          | = 0          | 5.2.3.5 Occupational Health and Safety             |
|  | Case of published patent applications                          | ≥ 50        | 63          | ✓               | ≥ 50         | ≥ 50         | 3.1.3 Innovation and Intellectual Property         |
|  | UL 2799 validation coverage at the Principal Production Sites  | 100%        | 100%        | ✓               | 100%         | 100%         | 4.5.3 UL 2799 Validation and Waste Diversion       |
|  | ISO 14064-1 verification at Principal Production Sites         | 100%        | 100%        | ✓               | 100%         | 100%         | 4.2.2 GHG emissions                                |
|                                                                                     | SBT Scope 1-2 Absolute Reduction (the base year: 2020)         | 21%         | 47.5%       | ✓               | 25.2%        | 42%          | 4.2.3 Decarbonization Performance and SBTi Targets |
|                                                                                     | SBT Scope 3 Absolute Reduction (the base year: 2020)           | 12.5%       | 66.4%       | ✓               | 15%          | 25%          | 4.2.3 SBTi Targets and Decarbonisation Progress    |
|  | Case of Human Rights violation                                 | = 0         | 0           | ✓               | = 0          | = 0          | 5.2.1 Human Rights Policy and Commitments          |
|                                                                                     | Case of judicial sanctions or fines                            | = 0         | 0           | ✓               | = 0          | = 0          | 2.4.3 Legal Compliance                             |
|                                                                                     | Confirmed breaches of the Code of Conduct                      | = 0         | 0           | ✓               | = 0          | = 0          | 2.4.2 Business Integrity                           |

\* The cases of high-consequence work-related injuries were calculated based on the number of units at the Taiwan Headquarters.



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## Company Profile

Chicony Power Technology provides integrated solutions for power products in laptops, desktop computers, servers/cloud applications, smart home/AIoT products, communications products, gaming consoles, and consumer products, using cost-competitive and high-quality products as well as advanced technologies to assist ODMs (Original Design Manufacturers), system integrators, and end users in meeting market demand in a timely manner.

In addition to continuously expanding its market share in power products, Chicony Power Technology, relying on its knowledge and technological leadership advantages in the field of energy management, started to actively expand our technology portfolio related to "smart living and green energy-saving" (Smart & Green Solutions). The core products include LED application and IWA Smart Integration Platform products and solutions, which integrate elements such as environmental friendliness and social responsibility into product design and planning, software and hardware application integration, and professional energy consulting services, providing complete solutions with sustainable value.

|                            |                                                                                                                   |
|----------------------------|-------------------------------------------------------------------------------------------------------------------|
| Company Name               | Chicony Power Technology Co., Ltd.                                                                                |
| Date of Establishment      | 2008/12/24                                                                                                        |
| Stock Code                 | 6412                                                                                                              |
| Headquarters               | 30F, No. 69, Section 2, Guangfu Road, Sanchong District, New Taipei City, Taiwan (Chicony Smart & Green Building) |
| Principal Production Sites | Chicony Power Technology- Dongguan Site, Suzhou Site, Chongqing Site, Thailand Site                               |
| Number of Employees        | 9,568                                                                                                             |
| Industry Category          | Other electronic components-related industries                                                                    |
| Listing Date               | 2013/11/08                                                                                                        |
| Paid-in capital            | NT\$4,007,691 thousand                                                                                            |
| Operating Revenue          | The consolidated net operating revenue for 2025 was NT\$34,451,747 thousand.                                      |

The Company has continued to uphold the customer-first principle of "No Quality, No Sales." Our power supply product designs comply with multiple safety certification requirements, including UL, CSA, NEMKO, Japan PSE, Europe TUV, China CCC, and India BIS, as well as energy efficiency requirements in various countries, such as NRCAN, DoE, CEC, and ErP, while meeting requirements such as U.S. FCC Class B/CISPR and European CE. In addition, we have obtained certifications including ISO 9001, ISO 14001, ISO 45001, ISO 50001 Energy Management System, ISO 14064, and ISO 14067 to further ensure that product quality, environment, occupational safety and health, energy management, and carbon issues all reach international standards. Our products support equipment such as PCs, notebooks, gaming consoles, laser printers, servers, and communications devices. As a professional power supply manufacturer in compliance with international standards, our products are marketed to regions including Hong Kong, Singapore, Japan, Korea, the United States, the United Kingdom, and Europe, and their quality has been highly recognized.

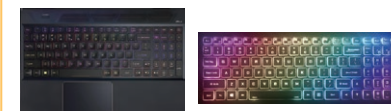
## Main Products



Power supply units



Server power/cloud computing power



LED backlight module applications



LED vehicle headlamps

Smart living and green energy conservation



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## Operating Revenue Proportion of Major Products

The Company's major products include electronic parts/components, consumer and other electronics, and other related products. The sales amount is listed on the table below:

| Year                            | 2023         | 2024         | 2025         |
|---------------------------------|--------------|--------------|--------------|
| Products                        | Sales Amount | Sales Amount | Sales Amount |
| Electronic parts and components | 30,442,278   | 31,055,366   | 27,936,596   |
| Consumer and other electronic   | 4,086,283    | 3,746,893    | 4,257,659    |
| Smart building systems          | -            | 2,099,517    | 2,103,703    |
| Others                          | 1,782,258    | 274,672      | 153,789      |
| Total                           | 36,310,819   | 37,166,448   | 34,451,747   |

## Reference Guidelines for the Identification of Sustainable Economic Activities

We conduct information disclosure in accordance with the "Reference Guidelines for the Identification of Sustainable Economic Activities" (Second Edition) jointly issued by the Financial Supervisory Commission, the Ministry of the Environment, the Ministry of Economic Affairs, the Ministry of Transportation and Communications, the Ministry of the Interior, and the Ministry of Agriculture. This ensures that its sustainable development strategies are closely aligned with the latest policy directions and regulatory requirements. In addition, the IWA Smart Building Integration Platform achieved a revenue share of 6.11% in 2025, reflecting a continuous growth from 5.65% in 2024. This indicates the robust growth momentum of the Company in green transformation and sustainable development.



### Assessment Steps

### Distribution of Chicony Power Technology's Economic Activities

|                                                                                                                                                                                                           | Electronic parts and components | Consumer and other electronic | IWA Smart Integration Platform | Others         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-------------------------------|--------------------------------|----------------|
| (I) Identify the company's main economic activities and their respective revenue shares in the past year.                                                                                                 | 81.09%                          | 12.36%                        | 6.11%                          | 0.44%          |
| (II) Determine whether the identified economic activities qualify as general or enabling activities.                                                                                                      | Not applicable                  | Not applicable                | General Economic Activities    | Not applicable |
| (III) Determine whether the eligible economic activities meet all three criteria for classification as environmentally sustainable activities.                                                            |                                 |                               |                                |                |
| Criterion I: Does the economic activity meet the technical screening criteria for making a substantial contribution to at least one environmental objective? (See Appendix II to these Guidelines.)       |                                 |                               | Yes                            |                |
| Criterion II: Does the economic activity meet the technical screening criteria for doing no significant harm to any of the other environmental objectives? (See Appendices I and II to these Guidelines.) | —                               | —                             | Yes                            | —              |
| Criterion III: Does the economic activity comply with the minimum social safeguards? (See Appendix I to these Guidelines.)                                                                                |                                 |                               | Yes                            |                |
| (IV) Is there a transition plan?                                                                                                                                                                          |                                 |                               |                                |                |
| Assessment Results: Compliance of individual economic activities with guidelines and sustainability levels                                                                                                | Not applicable                  | Not applicable                | Yes                            | Not applicable |

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## Geographical Breakdown of Revenue

According to MTC's 2025 survey of the power supply industry, Chicony Power Technology ranked as one of the world's largest manufacturers in the OEM/embedded segment.

At the Company, Taiwan Headquarters serves as the operational hub, coordinating business strategy, operational planning, customer development, sales and order management. It is also the principal centre for research and development, including the design and development of new products and technologies. The principal production sites in China and Thailand primarily undertake manufacturing activities. Chicony Power Technology draws on regional capabilities to support its global network of sales, logistics, production and technical service operations. Strategically located just-in-time inventory hubs across Asia, the United States and Europe enable the Company to serve customers close to their markets, shorten delivery times and maintain reliable product availability. This model also helps customers optimise inventory levels and reduce working capital requirements.

Through its integrated global operations, Chicony Power Technology seeks to meet customer requirements for quality, cost, delivery and local availability while providing responsive technical and after-sales support.

| Sales Region   | 2023                      |                     | 2024                      |                     | 2025                      |                     |       |
|----------------|---------------------------|---------------------|---------------------------|---------------------|---------------------------|---------------------|-------|
|                | Amount<br>(NT\$thousands) | Proportion<br>( % ) | Amount<br>(NT\$thousands) | Proportion<br>( % ) | Amount<br>(NT\$thousands) | Proportion<br>( % ) |       |
| Domestic sales | 2,392,498                 | 6.59                | 2,957,530                 | 7.96                | 2,353,525                 | 6.83                |       |
| Export sales   | Asia                      | 23,658,699          | 65.16                     | 22,913,598          | 61.63                     | 19,762,861          | 57.36 |
|                | Americas                  | 6,895,612           | 18.99                     | 7,449,364           | 20.04                     | 7,088,860           | 20.58 |
|                | Europe                    | 452,616             | 1.25                      | 420,662             | 1.13                      | 546,723             | 1.59  |
|                | Others                    | 2,911,394           | 8.01                      | 3,435,294           | 9.24                      | 4,699,778           | 13.64 |
|                | Subtotal                  | 33,918,321          | 93.41                     | 34,218,918          | 92.04                     | 32,098,222          | 93.17 |
| Total          | 36,310,819                | 100                 | 37,176,448                | 100                 | 34,451,747                | 100                 |       |





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## Memberships and External Initiatives

As the impacts of climate change become increasingly evident, regulatory requirements and international sustainability standards continue to evolve, alongside stakeholders' expectations of corporate environmental performance. In response, we regularly review relevant international frameworks, regulatory developments and material sustainability topics to inform and update our sustainability strategy and management practices. We also engage with industry associations, professional organisations and collaborative initiatives relevant to our business and sustainability priorities. The organisations and initiatives in which we participated in 2025 are presented below.

| Organization                                                           | Forms of Participation | Membership Fees |
|------------------------------------------------------------------------|------------------------|-----------------|
| RBA Responsible Business Alliance Member                               | General Member         | 403,209         |
| Taiwan Climate Partnership                                             | General Member         | 50,000          |
| The Institute of Internal Auditors                                     | General Member         | 2,000           |
| Chinese Association for the Promotion of Friendly Environmental Action | General Member         | 100,000         |
| Taiwan Construction Site Manager Association                           | General Member         | 3,000           |
| Taipei Computer Association                                            | General Member         | 15,000          |
| Taiwan Refrigeration & Air-Conditioning Engineering Association        | General Member         | 10,000          |
| Taiwan Water Pipe Engineering Association                              | General Member         | 6,000           |
| Taiwan Telecommunication Engineering Industry Association              | General Member         | 7,200           |
| Taiwan Intelligent Building Association                                | General Member         | 12,000          |
| Asia-Pacific ESG Action Alliance                                       | General Member         | 50,000          |
| Taiwan Association of Information and Communications Standards         | General Member         | 28,571          |
| Taiwan Electrical Contractors Association                              | General Member         | 7,500           |
| ESG Service Corporation Association (Thailand)                         | General Member         | 10,000          |
| Total                                                                  |                        | 704,480         |

## Public Associations Expenditures (NT\$)

| Item                                                                                          | 2023 | 2024 | 2025 |
|-----------------------------------------------------------------------------------------------|------|------|------|
| Political Lobbying and Interest Representation                                                | 0    | 0    | 0    |
| Political campaigns, organizations, and candidates at the local, regional, or national level. | 0    | 0    | 0    |
| Elections and Referendums                                                                     | 0    | 0    | 0    |

### Initiatives

### Role



**Carbon Disclosure Project** ➡ Participated since 2018

- ◆ Achieved Leadership level (A) in the 2025 Climate Change Questionnaire
- ◆ Achieved Leadership level (A-) in the 2025 Water Security Questionnaire
- ◆ Recognized as a Supplier Engagement Leader (A) in the CDP Supplier Engagement Rating



**Science-Based Targets (SBT)** ➡ Approved in August 2022  
Set 2020 as the base year for carbon reduction.  
Set 2030 as the target achievement year.



**RE100 Initiative** ➡ Joined RE100 in August 2023  
Committed to 100% renewable energy use at the Headquarters in Taiwan and operation bases around the globe by 2030.



**Climate-Related Financial Disclosure (TCFD Supporter)**  
Aligned with the TCFD initiative, operating climate change management under the TCFD framework, and joined the supporter group in 2022.



**Nature-Related Financial Disclosures (TNFD Form)**  
Supports the TNFD initiative and manages the natural environment under the TNFD framework; joined as an initiative member in 2024.



**Responsible Business Alliance (RBA)**  
Supported and joined the Responsible Business Alliance in 2011 and complies with its code of conduct (RBA Code of Conduct)



**Taiwan Climate Partnership**  
Joined in 2022 as a general member. Responded to brand customers' requirements with practical actions when faced with new challenges in the era of climate change.



**E.SUN ESG Sustainability Initiative**  
Joined the initiative in 2022 and took practical action in response to urgent climate change, advancing the United Nations Sustainable Development Goals (SDGs).

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# Materiality Assessment and Stakeholder Engagement

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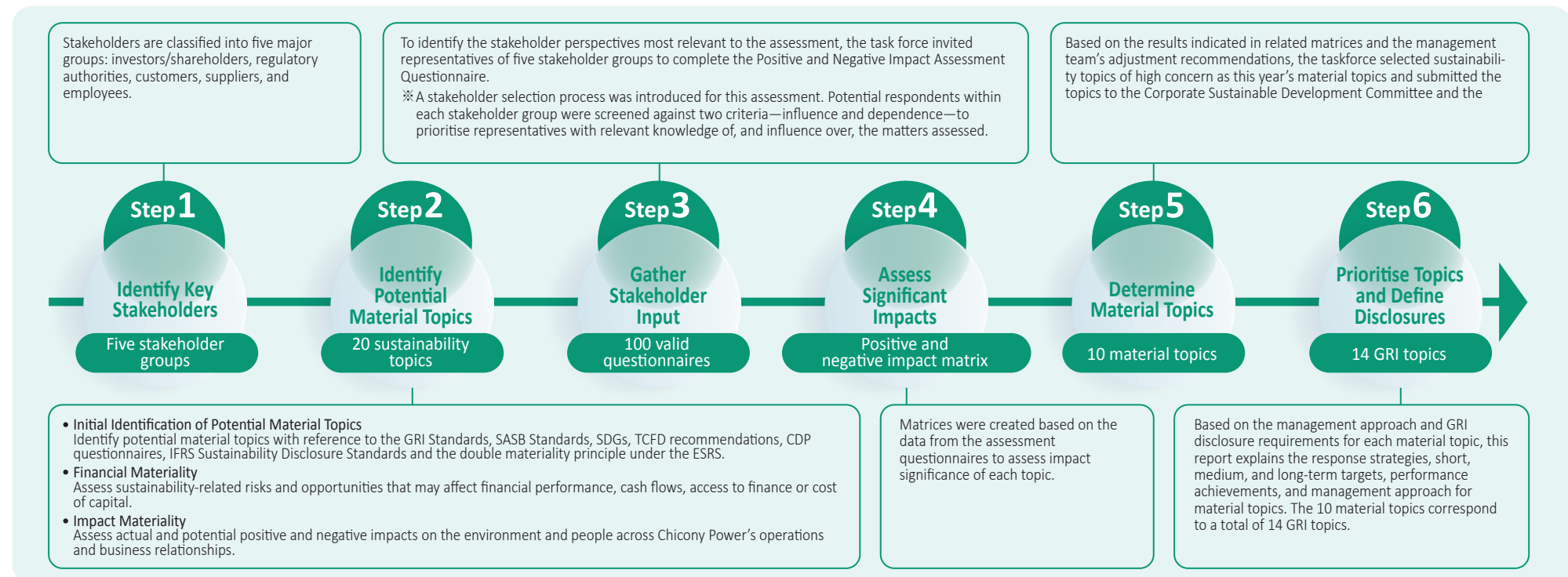
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## 1.1 Materiality Assessment Processes

Chicony Power Technology follows the 2021 edition of the GRI Standards and the AA1000 Accountability Principles Standard (AA1000 AP), using the four principles of inclusivity, materiality, responsiveness, and impact as the core basis for identifying material topics, to ensure that the Company's sustainability management strategy could fully reflect stakeholders' inputs and the substantive impacts of business operations. In terms of stakeholder identification and stakeholder engagement, the Company conducted a systematic assessment based on five dimensions: dependency, responsibility, tension, influence, and diverse perspectives, in accordance with the AA1000 Stakeholder Engagement Standard 2015 (AA1000 SES), identified major stakeholders, and established an ongoing communication mechanism to ensure that stakeholders' inputs were incorporated into the Company's sustainable development strategy and decision-making process.

To respond to the global trend in sustainability information disclosure and regulatory requirements, the Company adopted International Financial Reporting Standards (IFRS) S1, "General Requirements for Disclosure of Sustainability-related Financial Information," to strengthen the connection between material topics and the Company's financial performance. The Company applies to the principle of Double Materiality, which not only assesses how the enterprise is affected by environmental and social topics (Financial Materiality) but also evaluates how the enterprise impacts the environment and society (Impact Materiality), to ensure the completeness of the disclosed information.





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To ensure that material topic management continues to reflect industry trends and stakeholder inputs, the Company conducts a comprehensive material topics identification and double materiality assessment once every two years. Through stakeholder questionnaire surveys and operational impact analysis, it systematically reviews the priority ranking of material topics. Between two complete materiality assessments, the Company continues to regularly review the risks and impacts of various material topics through stakeholder communication, monitoring regulations and industry trends, and internal ESG management mechanisms. In the event of major operational changes, regulatory updates, or a significant increase in stakeholder attention, the topic review and adjustment mechanism will be activated in a timely manner to ensure that the Company's sustainability strategy and management measures can respond promptly to changes in the external environment and stakeholder expectations.

## 1.2 Stakeholder Identification and Engagement

The Company adheres to the five principles of the AA1000 SES stakeholder engagement standards: dependence, responsibility, concern, influence, and diverse perspectives, and distributes a stakeholder identification questionnaire through an internal survey in 2024, resulting in a total of 33 valid responses collected. The statistical results of the questionnaire are reviewed and approved by the ESG Task Force, ultimately identifying five major stakeholders. We will continue engagement through diverse communication channels. Through stakeholder engagement, industry trend analysis, and benchmarking against international sustainability standards, the Company ultimately summarized 20 key sustainability topics. These topics will undergo further assessments of their positive/negative impacts to ensure that their effects on the Company's operations, finances, risk management, and stakeholders are fully considered.

# ESG

### Environmental

- Climate Change and Biodiversity
- Energy and GHG Emissions Management
- Water Stewardship
- Waste Management

### Social

- Human Rights and Labour Relations
- Occupational Health and Safety
- Diversity, Equity and Inclusion
- Talent Attraction, Engagement and Retention

### Corporate Governance

- Sustainable Supply Chain Management
- Business Conduct and Compliance
- Cybersecurity and Data Protection
- Sustainability Governance

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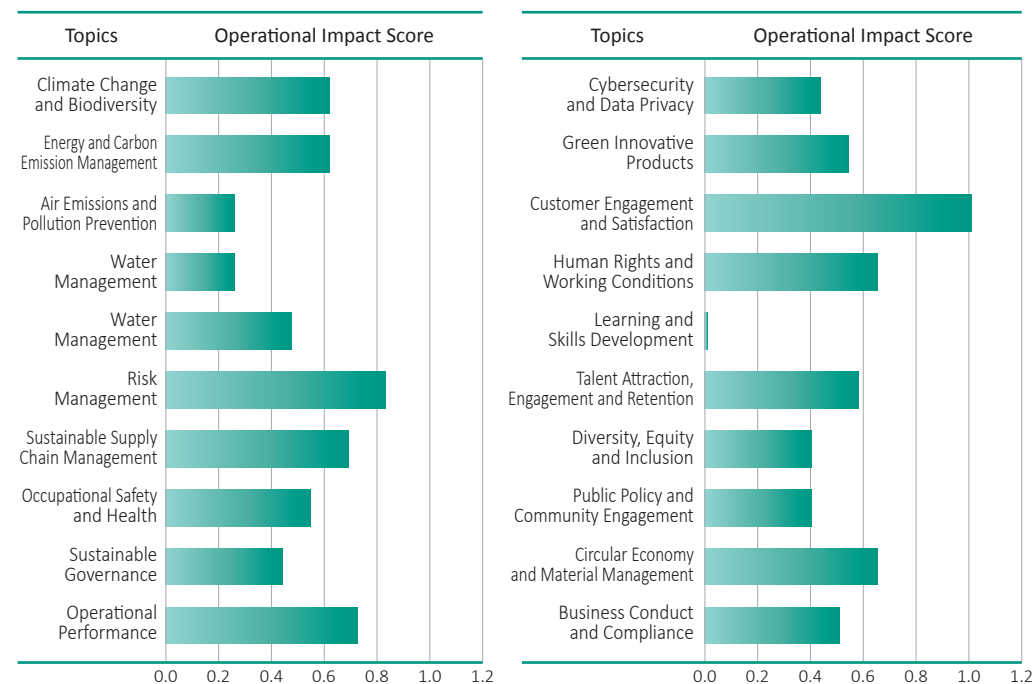
## 1.3 Material Topics Identification

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

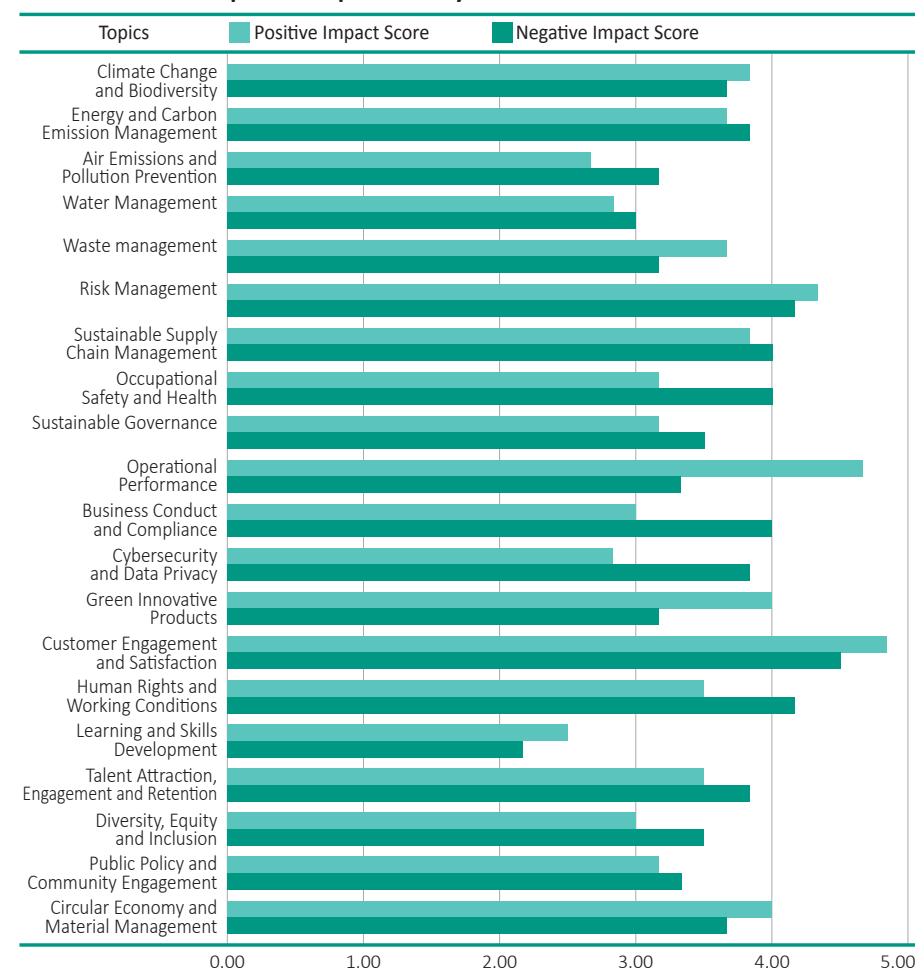
**Impact on Operations :** To assess the impact of sustainability topics on the Company's operational revenue and brand value, a questionnaire was distributed to relevant ESG personnel within the Company, resulting in the collection of 13 valid responses.

Based on the above assessment results, the Company established a "materiality matrix" and set the thresholds for operational impact and sustainability impact at greater than 0.5 as the criteria for determining material topics, ultimately identifying 10 material topics.

### Operational Impact Survey Results



### Sustainable Development Impact Survey Results



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## 1.4 Material Topics Assessment and Prioritisation

As sustainability governance gradually deepened, we continue to optimize the identification mechanism for material topics and, based on stakeholder perspectives and operational impacts, established a systematic materiality analysis method. This report continues to cite the 2024 questionnaire results used in 2025 and adopts a materiality assessment logic centered on impact orientation, while gradually referring to the development of international standards and adjusting toward a double materiality framework.

**Impact-oriented materiality assesses the extent to which the Company's operating activities affect the environment and society, including topics such as resource use, environmental emissions, labor conditions, supply chain management, and information and communications security.**

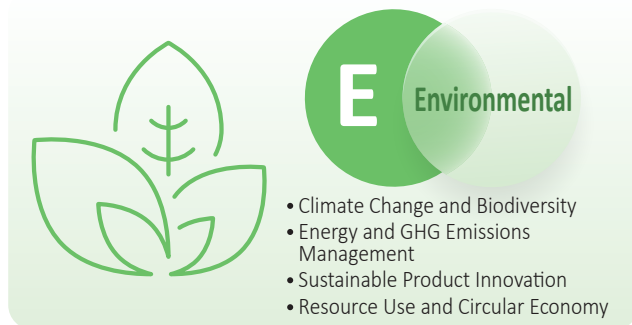
**Stakeholder Relevance is assessed through stakeholder feedback to evaluate the importance of each topic to external related parties.**

Through the above cross-analysis, the Company identified topics that were highly relevant to its business operations and stakeholders and incorporated them into the subsequent disclosure and management scope. This method referred to the disclosure principles of the Global Reporting Initiative (GRI) standards, emphasizing the identification of and response to the enterprise's external impacts, and used stakeholder participation as an important basis for the selection of material topics. In addition to the questionnaire results, the Company also referred to existing management mechanisms (such as information security management, business continuity plans, and internal risk assessments) as supplementary basis for determining material topics, to enhance the completeness and reasonableness of the analysis results.

**Environmental:** Although water management is not listed as a material topic for this year, given its impact on business operations and the environment, relevant management strategies and performance data will still be included in this year's report to ensure transparency of information. Climate change and biodiversity are interrelated topics. The Company, based on considerations of risk management and strategic integration, has merged them into Climate Change and Biodiversity to comprehensively respond to global sustainability trends and corporate carbon reduction commitments.

**Social:** The Company continues to disclose management measures and performance related to occupational safety and health, serving as a core focus for sustainable development. Although social participation is not listed as a material topic for this year, it is still included in the report to explain the relevant achievements and impacts, demonstrating the Company's long-term commitment to social responsibility. Learning and Skills Development will be integrated under the topics of human rights and working conditions, strengthening the overall governance framework for human resource development and labor rights management.

**Governance:** The Company will incorporate cybersecurity management into its ongoing disclosure scope and continuously strengthen data protection mechanisms based on the existing information security management framework to ensure the safety of customer privacy and confidential information, maintaining a high standard of cybersecurity management system.





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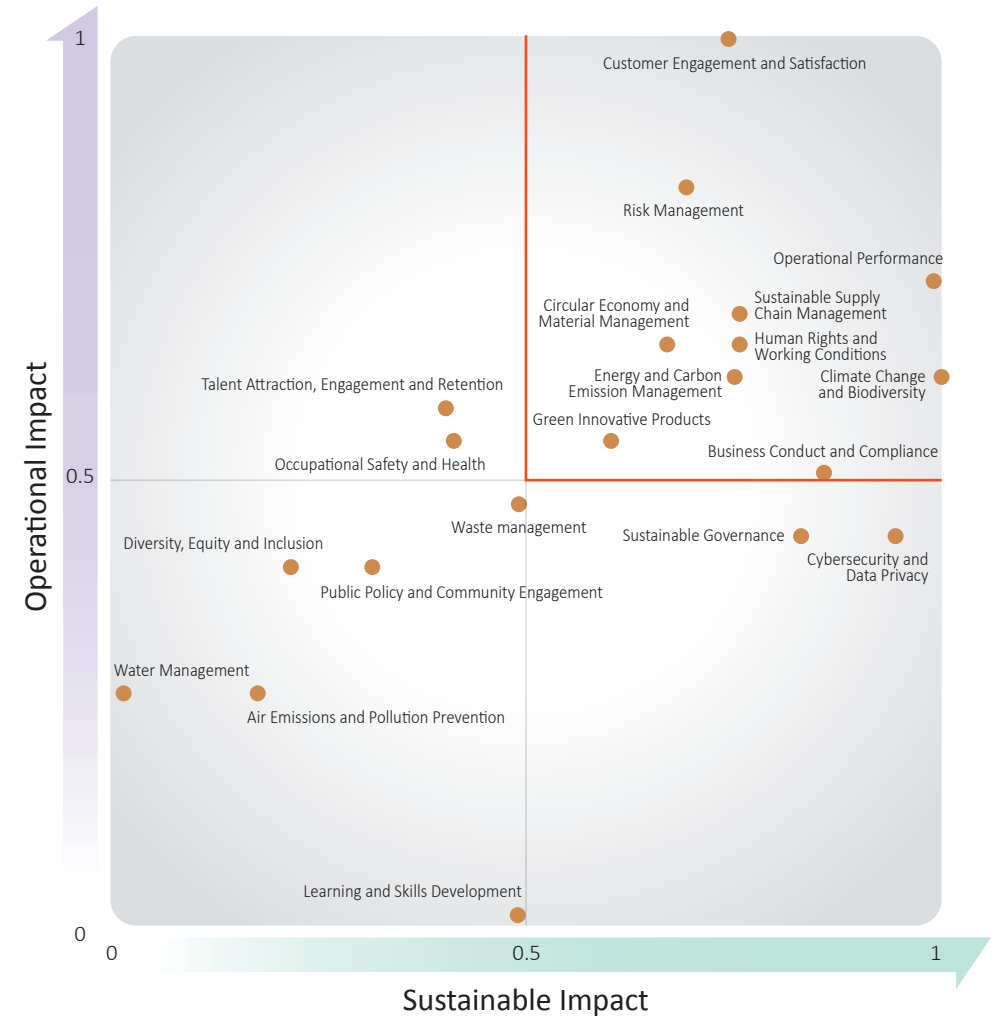
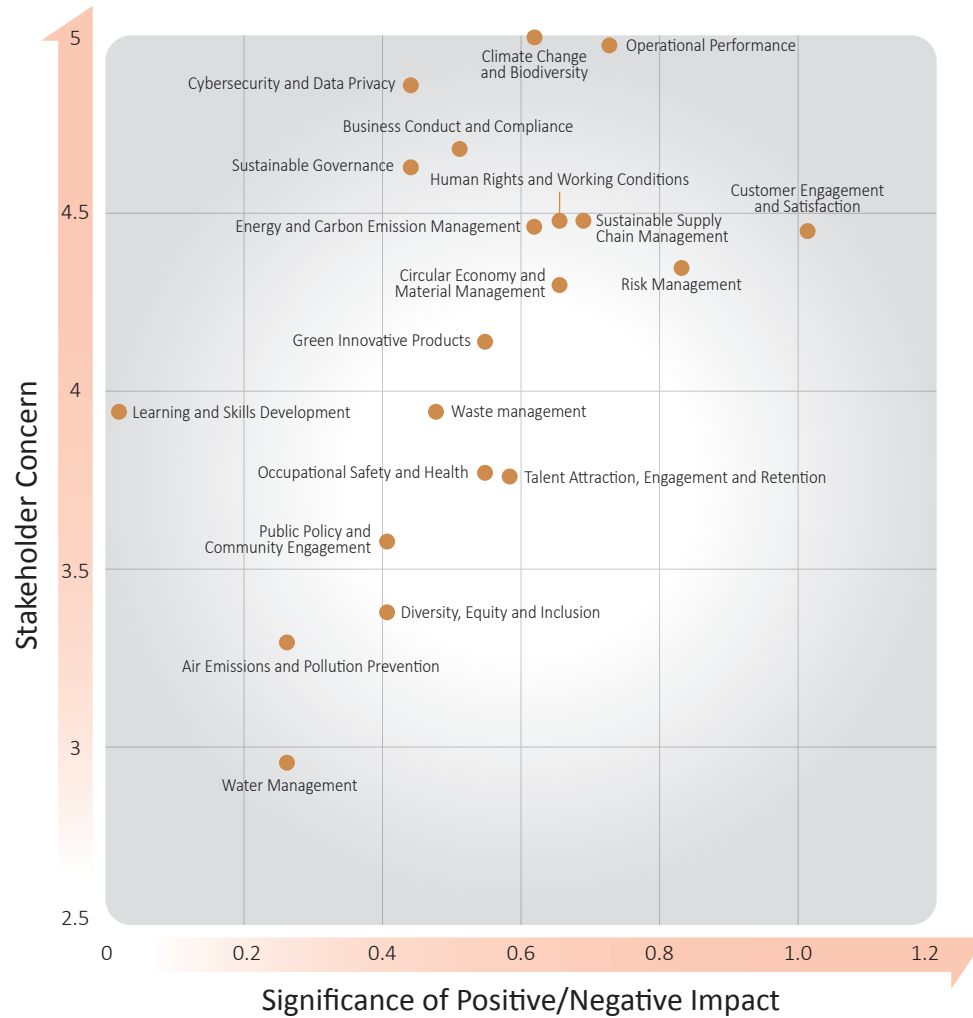
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## Comparison Table of Material Topics

|                                                                                     | Previous<br>execution results                                                                                                                                                                                                                                                         | Current<br>execution results                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>Energy Management</li> <li>Green Product Design</li> <li>Water Stewardship / Wastewater Treatment</li> <li>Climate Change</li> <li>Biodiversity</li> </ul>                                                                                     | <ul style="list-style-type: none"> <li>Climate Change and Biodiversity</li> <li>Energy and GHG Emissions Management</li> <li>Sustainable Product Innovation</li> <li>Resource Use and Circular Economy</li> </ul>                                   |
|   | <ul style="list-style-type: none"> <li>Occupational Health and Safety</li> <li>Talent Attraction, Engagement and Retention</li> <li>Human Rights and Labour Relations</li> <li>Social Participation</li> </ul>                                                                        | <ul style="list-style-type: none"> <li>Human Rights and Labour Relations</li> </ul>                                                                                                                                                                 |
|  | <ul style="list-style-type: none"> <li>Legal Compliance and Ethical Management</li> <li>Operational Risk</li> <li>Economic Performance</li> <li>Privacy Protection and Information Security</li> <li>Supply Chain Management</li> <li>Customer Engagement and Satisfaction</li> </ul> | <ul style="list-style-type: none"> <li>Risk Management</li> <li>Sustainable Supply Chain Management</li> <li>Economic and Operational Performance</li> <li>Business Conduct and Compliance</li> <li>Customer Engagement and Satisfaction</li> </ul> |

| Dimension                      | Material Topics                      | Scope and Definitions of Material Topics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental<br>(E)           | Climate Change and Biodiversity      | The Company adopts green product designs to continuously improve the energy efficiency of its products, comply with hazardous-substance-related laws and regulations, and increase its use of renewable and recyclable materials. Additionally, the Company is committed to environmental protection, green products, and green products promotion to reduce carbon emissions and impacts on the environment. Implementation plans and programs are formulated on a yearly basis, and the progress toward each goal is regularly tracked and reviewed to ensure that the Company's products are aligned with sustainable operations, and that the goals are achieved. |
|                                | Energy and GHG Emissions Management  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                | Sustainable Product Innovation       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                | Resource Use and Circular Economy    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Social<br>(S)                  | Human Rights and Labour Relations    | Chicony Power Technology seeks to provide safe, inclusive and supportive working conditions, together with opportunities for professional and career development. A range of channels for employee dialogue and feedback was maintained to support employee wellbeing, engagement and development.                                                                                                                                                                                                                                                                                                                                                                    |
| Corporate<br>Governance<br>(G) | Business Conduct and Compliance      | The Business Integrity Task Force regularly monitors relevant regulatory developments and Chicony Power Technology's compliance with applicable requirements. It prevents misconduct and reports the the Board of Directors annually.                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                | Risk Management                      | All responsible units identify, analyze, measure, monitor, respond to, and report their operational risks based on their business-related risk characteristics and impact levels, and improve response measures to reduce risk impacts on the Company.                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                | Economic and Operational Performance | Maintaining stable financial performance is the commitment of Chicony Power Technology to all stakeholders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                | Sustainable Supply Chain Management  | A standardised supplier management framework was established. Suppliers are assessed against defined criteria covering labour and human rights, environmental management, occupational health and safety, and sustainability governance. Where deficiencies are identified, suppliers are required to implement corrective measures, and progress is monitored through follow-up activities.                                                                                                                                                                                                                                                                          |
|                                | Customer Engagement and Satisfaction | The Company views suppliers as important partners for sustainable growth. It has carried out sustainable supply chain management to reduce operational risks and continuously provide responsible and quality services to customers.                                                                                                                                                                                                                                                                                                                                                                                                                                  |

As international sustainability disclosure trends have gradually developed, enterprise materiality analysis has also evolved toward a "financial double materiality" framework, that is, evaluating both the enterprise's external impacts and the impact of external factors on the enterprise's finances. The Company will continue to monitor developments of the International Financial Reporting Standards Foundation and related international standards and will gradually evaluate the feasibility of incorporating financial materiality into its analytical framework to enhance the completeness and decision relevance of material topic identification.

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## 1.5 Material Topics Management

Stakeholder expectations and feedback are an important foundation for sustainable corporate development. The Company has continuously engaged in dialogue and interaction with stakeholders through diversified communication mechanisms to gain a deeper understanding of their inputs, and has incorporated them into its short-, medium-, and long-term operational strategies. Through transparent disclosure of information and proactive responses, we are committed to strengthening corporate governance and operational resilience and creating long-term value for stakeholders. In 2025, the Company continued to maintain communication with stakeholders through various channels, including the shareholders' meeting, investor conference, public disclosure of information, employee meetings, the Company's website information platform, and the ESG Report, to ensure transparent disclosure of information and promote two-way communication.

### 2025 Stakeholder Engagement Outcomes:

| Stakeholder                                                                                                                  | Material Topics                                                                                                                                                                                                                                             | GRI Standards & SASB Standards & SDGs Alignment                                                                                                                                                                                                                                                        | Communication Channels and Frequency                                                                                                                                                                                                                                                                                                                                   | 2025 Practice Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Employees                               | <ul style="list-style-type: none"> <li>Economic and Operational Performance</li> <li>Human Rights and Labour Relations</li> <li>Occupational Safety and Health</li> <li>Learning and Skills Development</li> <li>Diversity, Equity and Inclusion</li> </ul> | GRI 201 Economic Performance<br>GRI 401 Employment<br>GRI 403 – GRI 409<br>TC-HW-330a Employee Diversity and Inclusivity<br>SDG 3 Good Health and Well-being<br>SDG 8 Decent Work and Economic Growth                                                                                                  | 1. Industry and company information is updated on corporate website annually.<br>2. Held quarterly labor-management meetings.<br>3. Annually hold employee forum.<br>4. Periodically hold new employee forum.<br>5. Company achievements, employee benefits, and internal campaigns are shown daily through digital information displays.<br>6. Education and training | 1. Industry and company information is updated daily through intranet.<br>2. Held monthly Canteen Committee meetings and safety officer meetings.<br>3. Held quarterly labor-management meetings.<br>4. Held monthly Employee Welfare Committee meetings.<br>5. Held a conference for the entire employee body in August.<br>6. Conducted employee education and training on a continuous basis.<br>7. Announced employee promotion information in May and November.<br>8. Organized Family Day activities in November. |
| <br>Government and Regulatory Authorities | <ul style="list-style-type: none"> <li>Sustainable Governance</li> <li>Business Conduct and Compliance</li> <li>Risk Management</li> </ul>                                                                                                                  | GRI 2-27 Legal Compliance<br>GRI 2-15 Conflicts of Interest<br>GRI 2-16 Communication of Critical Concerns<br>GRI 205 Anti-corruption<br>GRI 206 Anti-competitive Behavior<br>TC-HW-440a Materials Acquisition<br>TC-HW-430a Supply Chain Management<br>SDG 16 Justice, Peace, and Strong Institutions | 1. Participate in policy briefings and workshops organised by relevant government authorities.<br>2. Cooperate with governing agencies' supervision and audits.<br>3. Set up contact personnel to maintain good interactive relationships.                                                                                                                             | 1. Continuously listed as a constituent stock in the Taiwan High Compensation 100 Index.<br>2. Participated in the 2025 ESG Evaluation Promotion Conference                                                                                                                                                                                                                                                                                                                                                             |



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| Stakeholder                                                                                                                   | Material Topics                                                                                                                                                                                                                                  | GRI Standards & SASB Standards & SDGs Alignment                                                                                                                                                                                                                                                                                                                                                                                                                   | Communication Channels and Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2025 Practice Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p><b>Suppliers</b></p>                     | <ul style="list-style-type: none"> <li>• Resource Use and Circular Economy</li> <li>• Sustainable Supply Chain Management</li> <li>• Human Rights and Labour Relations</li> <li>• Occupational Safety and Health</li> </ul>                      | <p>GRI 204 Procurement Practices</p> <p>GRI 308 Supplier Environmental Assessment</p> <p>GRI 414 Supplier Social Assessment</p> <p>GRI 401 Employment</p> <p>GRI 403 Occupational Health and Safety</p> <p>GRI 404 Training and Education</p> <p>TC-HW-410a Product Life Cycle Management</p> <p>TC-HW-430a Supply Chain Management</p> <p>SDG 8 Decent Work and Economic Growth</p> <p>SDG 12 Responsible Consumption and Production</p>                         | <ol style="list-style-type: none"> <li>1. Hold quarterly QBR meetings and irregular meetings with suppliers to share market information.</li> <li>2. Supplier Quality Evaluation and Guidance</li> <li>3. Regular Supplier Audit, Monthly Incoming Material Quality Assessment</li> <li>4. Annual Supplier Responsibility and Sustainability Governance Assessment</li> </ol>                                                                                                                                                                                                                                   | <ol style="list-style-type: none"> <li>1. Required suppliers to develop Business Continuity Plans for various environmental impacts (such as earthquakes, floods, epidemics, etc.).</li> <li>2. Carried out price negotiation on a quarterly basis, and offered discounted prices for specific projects on an irregular basis to seek win-win results.</li> <li>3. Held quarterly QBR meetings with major suppliers, and shared each other's operating status and market information.</li> <li>4. Conducted annual supplier audits.</li> <li>5. Required suppliers to systematically carry out the ESG practices specified in relevant regulations.</li> </ol>                         |
|  <p><b>Investors/<br/>Shareholders</b></p> | <ul style="list-style-type: none"> <li>• Sustainable Governance</li> <li>• Business Conduct and Compliance</li> <li>• Risk Management</li> <li>• Economic and Operational Performance</li> <li>• Customer Engagement and Satisfaction</li> </ul> | <p>GRI 2-27 Legal Compliance</p> <p>GRI 2-15 Conflicts of Interest</p> <p>GRI 2-16 Communication of Critical Concerns</p> <p>GRI 201 Economic Performance</p> <p>GRI 205 Anti-corruption</p> <p>GRI 206 Anti-competitive Behavior</p> <p>TC-HW-230a Product Safety</p> <p>TC-HW-410a Product Life Cycle Management</p> <p>TC-HW-440a Materials Acquisition</p> <p>SDG 8 Decent Work and Economic Growth</p> <p>SDG 16 Justice, Peace, and Strong Institutions</p> | <ol style="list-style-type: none"> <li>1. Hold a regular shareholder meeting every year</li> <li>2. Quarterly financial reports and monthly revenue figure are published through the Market Observation Post System (MOPS) as required.</li> <li>3. Hold at least one investor briefing every quarter.</li> <li>4. Set up bilingual (Chinese and English) sustainable development and investor service pages on the Company's official website.</li> <li>5. Publish an ESG Report every year.</li> <li>6. Set up a spokesperson, deputy spokesperson, and investor relations contact for the Company</li> </ol> | <ol style="list-style-type: none"> <li>1. The regular shareholders meeting was held on May 26, 2025, to explain the Company's operational performance to shareholders and respond to key topics of interest.</li> <li>2. As of December 31, 2025, 9 investor conferences were held in response to invitations.</li> <li>3. The Company compiled and released a bilingual (Chinese and English) sustainability report.</li> <li>4. The Company compiled and released English versions of the annual report and financial report to strengthen information disclosure for international investors.</li> <li>5. As of December 31, 2025, 7 material announcements were issued.</li> </ol> |

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| Stakeholder                                                                                        | Material Topics                                                                                                                                                                                                                                           | GRI Standards & SASB Standards<br>& SDGs Alignment                                                                                                                                                                                                                                                                 | Communication Channels<br>and Frequency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2025 Practice Disclosure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <p>Customers</p> | <ul style="list-style-type: none"> <li>• Sustainable Product Innovation</li> <li>• Customer Engagement and Satisfaction</li> <li>• Human Rights and Labour Relations</li> <li>• Energy and GHG Emissions Management</li> <li>• Risk Management</li> </ul> | <p>GRI 302 Energy</p> <p>GRI 202 Market Presence</p> <p>GRI 401 Employment</p> <p>TC-HW-410a Product Life Cycle Management</p> <p>TC-HW-230a Product Safety</p> <p>SDG 7 Affordable and Clean Energy</p> <p>SDG 9 Sustainable Industry and Infrastructure</p> <p>SDG 12 Responsible Consumption and Production</p> | <ol style="list-style-type: none"> <li>1. Hold QBR meetings with major customers on a quarterly or biannual basis to understand the Company's competitiveness ranking (according to customers), and improvements to be achieved in terms of product R&amp;D, costs, lead time, and after-sales services.</li> <li>2. Hold QBR meetings with major customers on a quarterly or biannual basis to understand customer needs and the future orientation of products so that preparations can be made in advance to shorten new products' development timelines.</li> <li>3. Arrange regular RBA audits to ensure that the Company's factories comply with relevant laws and regulations and meet customers' requirements.</li> <li>4. Participate in customers' ESG/SER workshops on an irregular basis.</li> </ol> | <ol style="list-style-type: none"> <li>1. Held in-person, phone, or video-based QBR (Quarterly Business Review), QTR (Quarterly Technical Review), and EBR (Executive Business Review) meetings with major customers.</li> <li>2. All key facilities disclosed in this report have received the RBA VAP (Validated Assessment Program) Silver Medal. Both the Suzhou Factory and the Chongqing Factory have been selected as "Preferred Factories" by the RBA.</li> <li>3. Customers conducted irregular audits of the Company's factories and proposed relevant product quality requirements.</li> <li>4. Company representatives visited customers on an irregular basis or communicated with them via phone calls and e-mail to confirm customers' needs and the future orientation of products.</li> <li>5. Participated in customers' in-person or video-based ESG/SER (Social and Environmental Responsibility) workshops to understand customers' goals and directions.</li> <li>6. Continue rolling out the IWA Energy Management System across production sites to improve energy efficiency and reduce GHG emissions.</li> <li>7. Continue to increase production capacity at Thailand Factory in response to customers' China Plus One strategy to meet customers' needs.</li> <li>8. Deployed mutually supportive production capacity at the Dongguan Factory, Suzhou Factory, Chongqing Factory and Thailand Factory.</li> </ol> |

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Chicony Power Technology maintains a corporate governance framework designed to support transparent decision-making, effective oversight and long-term value creation. We continue to strengthen the Board's oversight responsibilities, management accountability and governance processes, taking account of relevant regulatory developments and international sustainability practices.

The Group's risk management and internal control systems cover operational, financial and sustainability-related risks. Relevant functions regularly identify, assess and monitor these risks, including climate-related risks. Cross-functional coordination and defined management processes support the integration of risk considerations into operational and strategic decision-making. Selected internal controls are reviewed through internal audit procedures. Specified sustainability disclosures are also subject to independent external assurance. The scope, methodology and conclusion of the assurance engagement are set out in the Independent Assurance Statement. Relevant governance and sustainability information is disclosed to stakeholders to support transparency and the protection of shareholder rights.

In 2025, we continued to advance its Sustainability Governance outcomes across the three dimensions of Environmental (E), Social (S), and Governance (G), receiving recognition from multiple authoritative domestic and international institutions. Related outcomes were also disclosed at the Board meetings and shareholder briefings.

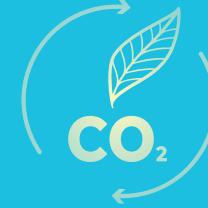
## 2025 Highlights



CDP • Climate Change Survey  
**Score Improved**

**A- → A**

Recognised among global  
leaders in climate  
governance



CDP • Global Recognition

**Selected for**

**2025**

**Corporate A List**

Top 4% of companies scored  
worldwide



CDP • Water Security Survey

**Score Improved**

**B → A-**

Reflecting stronger water  
stewardship



TCSA Sustainability Report  
Award

**GOLD**

Recognising continued  
improvements in reporting  
transparency



TCSA Recognition

**Taiwan Top 100**

**Sustainability  
Exemplary Award**

Selected for the third consecutive year



National Recognition

**2025 National**

**Sustainable**

**Development Awards**

**COMMENDATION**

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## Corporate Governance Promotion Strategies and Management Mechanisms

| Material Topics ▶ Risk Management, Sustainable Supply Chain Management, Economic and Operational Performance, Sustainable Governance, Customer Engagement and Satisfaction |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Non-material Topics ▶ Cybersecurity and Data Protection Business Conduct and Compliance                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Commitment & Policy                                                                                                                                                        | <ul style="list-style-type: none"><li>• Ethical Corporate Management Best Practice Principles</li><li>• Code of Ethical Conduct</li><li>• Procedures for Ethical Management and Guidelines for Conduct</li></ul> <p>Promote a culture of integrity, implement business conduct policies and measures, and prevent unethical conduct.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"><li>• Regulations for Reporting and Complaint-filing Management</li></ul> <p>Set up a reporting/complaint-filing mailbox, email address, and hotline for unethical conduct.</p> | <ul style="list-style-type: none"><li>• Risk Management Policy and Procedures</li></ul> <p>All responsible functions identify, analyze, measure, monitor, respond to, and report their operational risks based on their business-related risk characteristics and impact levels, and improve response measures to reduce risk impacts on the Company.</p> | <ul style="list-style-type: none"><li>• Articles of Incorporation of Chicony Power Technology Co., Ltd.,</li><li>• Corporate Governance Code</li><li>• Sustainable Development Best Practice Principles</li></ul> <p>Continue to strengthen corporate governance systems, including protecting shareholders' rights and interests, reinforcing Board competencies, and enforcing other related principles to actively realize Sustainability Governance.</p> | <ul style="list-style-type: none"><li>• Information Security Policy</li></ul> <p>Fortify cybersecurity (information/communication) through the certification of ISO/ IEC 27001: 2022 Information Security Management System and PDCA (Plan-Do-Check-Act) procedures to protect the confidentiality, integrity, and availability of various information related to customers, employees, and suppliers.</p> |
|                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                            |
| Action Plan                                                                                                                                                                | <ul style="list-style-type: none"><li>• All existing employees and new hires are required to sign the Integrity Statement and comply with our integrity policies to establish a corporate culture rooted in business conduct and compliance.</li><li>• Suppliers are required to sign the Integrity Statement, which clearly states that all transaction counterparties should strictly abide by our integrity policies without involving themselves in any kickbacks, commissions, improper gifts, or other improper advantages.</li><li>• Promoting our integrity policies in supervisor meetings and implement related reporting/complaint mechanisms. The products to increase the Company's profits.</li><li>• Continue to strengthen the Company's cyber (information/communication) security to ensure the confidentiality, integrity, availability, and compliance with relevant information, thereby protecting the rights and interests of the Company's customers, shareholders, employees, and suppliers.</li></ul> |                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                            |
| Tracking Mechanisms                                                                                                                                                        | <ul style="list-style-type: none"><li>• The Promotion Taskforce periodically assesses and conducts annual reviews of changes in laws and regulations and the Company's compliance. It carries out the formulation, supervision, and implementation of our integrity policies and prevention programmes and makes annual reports to the Board.</li><li>• Internal auditors conduct regular audits to ensure compliance with audit systems across various units.</li><li>• The Audit Committee supervises the implementation of various risk management measures and reports to the Board after the relevant assessments.</li><li>• The Company has established a reward system for whistleblowers and protects whistleblowers from retaliatory treatment.</li><li>• The Company has established measurable information security goals, and progress toward goal achievement is regularly reviewed and evaluated.</li></ul>                                                                                                       |                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                            |
| Responsible Functions                                                                                                                                                      | Financial Centre, Audit Office, MIS Division, Administration Management Division, and business units                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                            |

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## 2.1 Governance Purpose and Oversight



Marketing

1. Increase the sales proportion of high value-added power supply products to enhance Company profitability.
2. Expand activities in cloud and intelligent products, power solutions for satellite communications, and server power supplies for data centres.
3. Continue to expand market share in power supply products and actively develop customer markets for new products.
4. Monitor market developments and maintain regular customer engagement to respond to customer needs in a timely manner.



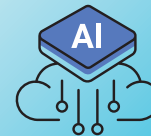
Human  
Resources

1. Continue to collaborate with universities or colleges to strengthen our product design and development capabilities. The scholarships are also offered to support technical education and attract future talent.
2. Leverage various human resource management system indicators to assist each business unit in achieving annual operational and profitability targets.
3. Support fair working conditions by monitoring developments in labour and employment policies in Taiwan and internationally to regularly review related internal policies and practices.
4. Integrate responsible business conduct, effective governance and employee wellbeing into our operations to support long-term sustainability objectives..



Research and  
Development

1. Continue to collaborate with global customers and suppliers to exchange technical expertise, monitor emerging technologies and market trends, and strengthen innovation capabilities.
2. Continue to invest in product innovation and research and development to support technological advancement and long-term competitiveness.
3. Accelerate domestic and international quality certification for various products to strengthen competitiveness in international markets.
4. Continue to recruit skilled professionals and invest in employee learning and development to strengthen research and development capabilities.



Products

1. Monitor market developments to develop power solutions for emerging applications, broadening our product portfolio and supporting profitable growth.
2. Expand power solutions for AI servers and data centres, advancing toward the high-end product market.
3. Continue to develop an integrated smart management platform that supports energy efficiency, emissions management and data-driven decarbonisation.
4. Continue to research and develop high-power power-supply units for high-end servers and gaming computers.



Production

1. Expand close collaboration with suppliers through joint procurement to effectively reduce material procurement costs.
2. Continue to expand production automation to improve operational efficiency and product quality while mitigating labour cost pressures.
3. Continue to research and refine product manufacturing processes to improve production efficiency and product quality.
4. Strengthen economies of scale advantages for high-value-added power supply products to enhance production effectiveness.
5. Demonstrate resilience through dual-core manufacturing bases in China and Thailand, diversifying production base risks.



Corporate  
Sustainability

1. Continue to optimise energy use and support reductions in GHG emissions by deploying IWA smart building system across all principal production sites.
2. Develop a proprietary carbon management platform to improve data quality and streamline the emissions inventory process. The platform supports evidence-based reduction measures and progress towards the net-zero target.
3. Sustainability considerations are integrated into product development to improve resource efficiency and reduce environmental impacts across the product life cycle.
4. Publish an annual sustainability report and establish a stakeholder zone on the Company's official website to strengthen communication between the Company and its stakeholders.



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## 2.2 Economic and Operational Performance

In 2025, Chicony Power Technology generated consolidated operating revenue of NT\$34.452 billion and profit after tax NT\$2.084 billion. The year was marked by slower global economic growth, geopolitical uncertainty and changes in the sustainability policy landscape in the United States and the European Union. Against this backdrop, the management team maintained a disciplined approach to addressing evolving market conditions and industry developments. Power supply products remain at the core of our research, development and sales activities. We are expanding our portfolio for cloud and AI infrastructure applications, including power supplies for AI-enabled PCs and notebooks, AI servers, data centre servers and communications equipment. We are also developing integrated smart energy and carbon management platforms and other high-value solutions.

Guided by our "No Quality, No Sales" principle, we continued to strengthen quality management and improve service responsiveness. We also advanced manufacturing automation, expanded our global operating footprint and improved production flexibility and efficiency. These measures support timely and reliable delivery to customers and strengthen our position in the global power supply chain.

### Economic Value Distribution

Unit: NT\$ thousands

|                                                                                                                                                  | 2023       | 2024       | 2025       |
|--------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|
| Direct economic value generated (A)                                                                                                              | 36,310,819 | 37,176,448 | 34,451,747 |
| Revenue                                                                                                                                          | 36,310,819 | 37,176,448 | 34,451,747 |
| Economic value distributed (B)                                                                                                                   | 34,076,789 | 35,173,822 | 33,970,027 |
| Operating costs                                                                                                                                  | 28,610,901 | 29,684,689 | 28,646,326 |
| Employee salaries and benefits (operating expenses)                                                                                              | 2,136,451  | 2,236,941  | 1,961,295  |
| Payments to Capital Providers (interest expenses, cash dividends, dividends payable on preference shares)                                        | 2,447,188  | 2,471,369  | 2,490,355  |
| Payments to government (all types of taxes and fines, excluding deferred taxes) (1) + (2) + (3) + (4)                                            | 873,299    | 775,588    | 867,301    |
| Taiwan (1)                                                                                                                                       | 402,072    | 371,089    | 457,259    |
| Mainland China (2)                                                                                                                               | 461,218    | 398,652    | 343,811    |
| Thailand (3)                                                                                                                                     | 5,779      | -          | 61,967     |
| Other (4)                                                                                                                                        | 4,230      | 5,847      | 4,265      |
| Community investment (charitable donations, contributions to non-governmental or research institutions, and expenditure on community programmes) | 8,950      | 5,235      | 4,750      |
| Economic value retained (C) = (A) - (B)                                                                                                          | 2,234,030  | 2,002,626  | 481,720    |

\*Consolidated financial statement data

\*In accordance with GRI 201-1 Direct economic value generated and distributed, payments to government include all types of taxes and fines, excluding deferred taxes.

\*Other regions include the U.S. subsidiary.

### Operational Performance

Unit: NT\$ thousands

|                                     | 2023       | 2024       | 2025       |
|-------------------------------------|------------|------------|------------|
| Operating revenue                   | 36,310,819 | 37,176,448 | 34,451,747 |
| Operating costs                     | 28,610,901 | 29,684,689 | 28,646,326 |
| Gross profit                        | 7,699,918  | 7,491,759  | 5,805,421  |
| Operating expenses                  | 3,738,747  | 3,696,816  | 3,558,156  |
| Operating profit                    | 3,961,171  | 3,794,943  | 2,247,265  |
| Non-operating revenues and expenses | 206,805    | 353,542    | 259,413    |
| Research and development expenses   | 1,898,371  | 1,968,623  | 1,800,337  |
| Profit before tax                   | 4,167,976  | 4,148,485  | 3,543,984  |
| Income tax expenses                 | 873,299    | 807,436    | 422,320    |
| Net profit for the period           | 3,294,677  | 3,341,049  | 2,084,358  |
| Earnings per share (NT\$)           | 8.27       | 8.34       | 5.20       |

\*Consolidated financial statement data

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We continue to return the value created through its operations to stakeholders including supply chain partners, employees, investors, and government. In 2025, despite the impact of the international situation on revenue, the overall economic value distribution ratio still accounted for 98.6% of direct economic value generated, the highest level in the past three years, demonstrating that operational resilience and stakeholder commitments remained unaffected. The average distributed economic value over the past three years has consistently accounted for 95.69% of direct economic value generated in each respective year, reflecting the Company's continued prioritization of stakeholder value returns amid market volatility, thereby embodying a long-term oriented management strategy.

In terms of stakeholder value returns:

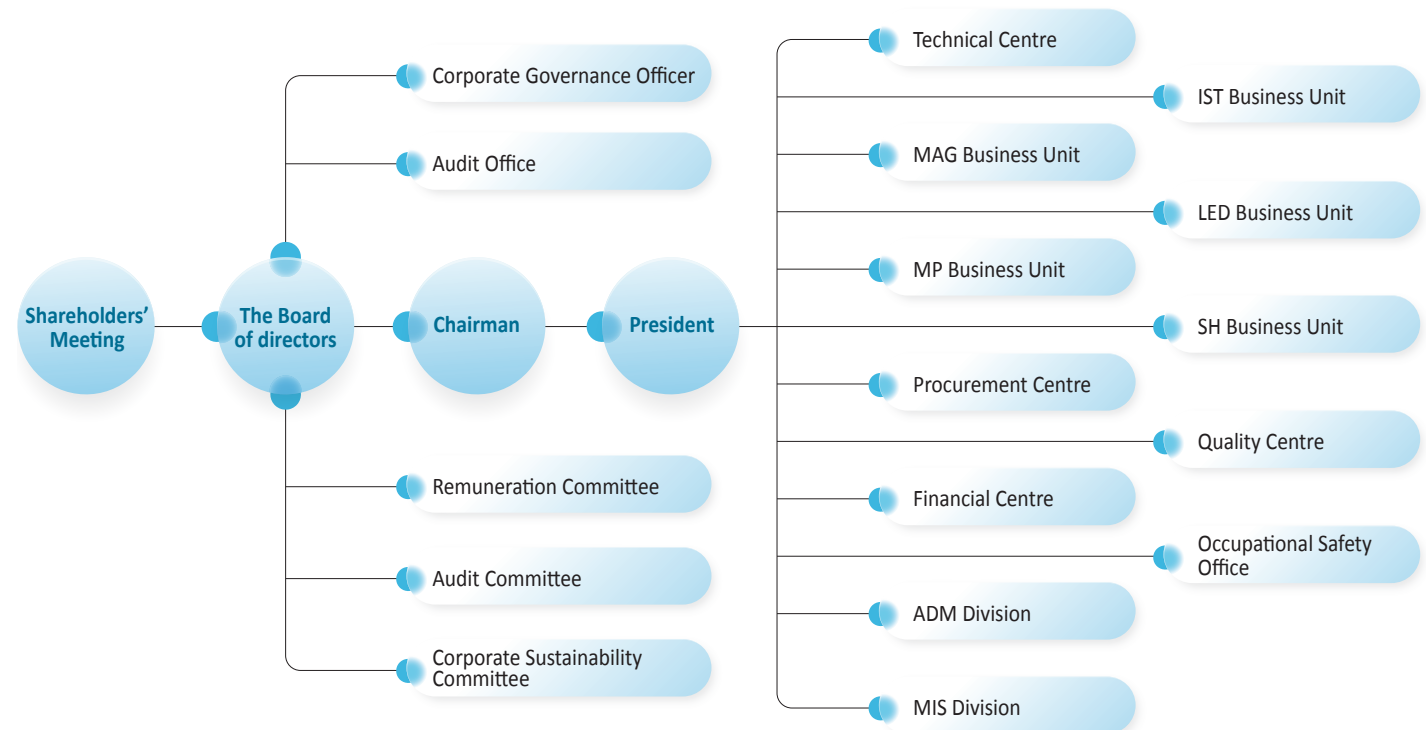
1. Employee remuneration and benefit remained in a stable range, reflecting the Company's emphasis on human capital investment;
2. Payments to capital providers have continued to grow, demonstrating the Company's maintenance of a sound shareholder return policy and strong financial discipline.

Overall, the trend in economic value maintained over the past three years is primarily attributable to cyclical fluctuations in the global electronics industry and adjustments in market demand. Looking ahead, as artificial intelligence, high-performance computing, and data centre construction continue to expand, demand for high-efficiency power supplies and energy management solutions is expected to rise steadily. We will continue to strengthen its operational resilience through technological innovation, product upgrades, and supply chain optimization, while continuously creating long-term and stable economic value amid global energy transition and digitalization trends.

## 2.3 Corporate Governance Framework

The Company's highest governance body is the Board, which has three executive committees: the Remuneration Committee, Audit Committee, and Corporate Sustainability Committee. The Board oversees strategy, risk management and performance. Executive management is responsible for implementation. In 2025, Chicony Power Technology was ranked in the 6%–20% bracket in the Corporate Governance Evaluation.

### 2.3.1 Organisation Chart



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| Department                                                       | Responsibilities                                                                                                                                                                                                                               |
|------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Server and High-Power Business Unit (SH Business Unit)           | Oversee research and development, sales, procurement, manufacturing and after-sales support of high-power supplies for desktop computers, gaming consoles, workstations, servers, data storage systems and satellite communications equipment. |
| Mini Power Business Unit (MP Business Unit)                      | Oversee research and development, sales, procurement, manufacturing and after-sales support of low-power supplies for notebooks, smart home devices and other consumer electronics.                                                            |
| LED Business Unit                                                | Oversee the research and development, business management, material procurement, production management, and after-sales service for the Company's LED application products.                                                                    |
| Magnetics Business Unit (MAG Business Unit)                      | Oversee the research and development, business management, material procurement, production management, and after-sales service for the Company's magnetic component products.                                                                 |
| Intelligent Systems Technology Business Unit (IST Business Unit) | Oversee the research and development, business management, material procurement, engineering management, and after-sales service for the Company's intelligent building business.                                                              |
| Procurement Centre                                               | Oversee material procurement for all the Company's products.                                                                                                                                                                                   |
| Quality Centre                                                   | Oversee the Company's quality control, component engineering, safety certification, and customer after-sales service management.                                                                                                               |
| Technical Centre                                                 | Coordinate and leverage technical resources to support business units in technology development and transfer, and build long-term capabilities in emerging technologies.                                                                       |
| Financial Centre                                                 | Oversee the Company's finance, accounting, shareholder services, customs affairs, and import and export operations.                                                                                                                            |
| ADM Division                                                     | Oversee the Company's human resources, general affairs, integrity and ethics, and sustainable development operations.                                                                                                                          |
| Occupational Safety Office                                       | Formulates, plans, supervises, and promotes industrial safety and health management operations.                                                                                                                                                |
| MIS Division                                                     | Oversee all of the Company's information management and cybersecurity operations.                                                                                                                                                              |
| Audit Office                                                     | Audits and evaluates the Company's internal control systems and the implementation of various rules and regulations.                                                                                                                           |

## 2.3.2 The Board of Directors

Directors are elected by the general meeting of shareholders through the candidate nomination system set out in Chicony Power Technology's Articles of Incorporation. Nominees are assessed in accordance with the Corporate Governance Best Practice Principles and the Board Diversity Policy, considering their integrity, professional expertise, experience and skills, as well as the overall balance of competencies required by the Board. The election is conducted in accordance with the Procedures for Election of Directors. In 2025, the Board held five meetings, with an average attendance rate of 96.875%. Conflicts of interest are managed in accordance with the Rules of Procedure for Board Meetings. Directors must disclose any material interest they, or the legal entities represent, may have in an agenda item. Where such an interest could prejudice Chicony Power Technology's interests, the director concerned must abstain from the related discussion and vote.

| Title                | Name                                                                   | Meetings Attended in Person | Meetings Attended by Proxy | Attendance Rate (%) | Notes                                                           |
|----------------------|------------------------------------------------------------------------|-----------------------------|----------------------------|---------------------|-----------------------------------------------------------------|
| Chairman             | Chicony Electronics Co., Ltd.<br>Legal Representative: Roger Lu        | 5                           | 0                          | 100%                |                                                                 |
| Director             | Chicony Electronics Co., Ltd.<br>Legal Representative: Huang, Yue-Chao | 4                           | 1                          | 80%                 |                                                                 |
| Director             | Peter Tseng                                                            | 5                           | 0                          | 100%                |                                                                 |
| Director             | Li, Tzu-Ching                                                          | 5                           | 0                          | 100%                |                                                                 |
| Independent Director | Sun, Ching-Feng                                                        | 5                           | 0                          | 100%                |                                                                 |
| Independent Director | Hung, Ching-Shan                                                       | 5                           | 0                          | 100%                |                                                                 |
| Independent Director | Lai, Yen-Shin                                                          | 2                           | 0                          | 100%                | Newly appointed on May 26, 2025; required to attend 2 meetings. |



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## The Diversity and Independence of the Board of Directors

Under Chicony Power Technology's Corporate Governance Best Practice Principles, the composition of the Board Takes account of gender, age, nationality and cultural background, as well as the knowledge, skills and experience required for directors to perform their duties effectively. The Company considers diversity across a range of dimensions and maintains a Board Diversity Policy that reflects its operational requirements and long-term development priorities.

The Board comprises seven members: four directors and three independent directors. One of the independent directors joined the Board on 26 May 2025. All current directors are nationals of Taiwan. One director is also an employee of the Company, representing 14.28% of the Board, while the three independent directors represent 42.85%. Each independent director has served for no more than nine years. Four directors are aged between 56 and 65, and three are aged between 66 and 75. The Board includes two women, representing 28.57% of its membership. Board members bring a range of academic backgrounds, professional experience and expertise relevant to the business of the Company. Roger Lu, Peter Tseng, Yue-Chao Huang, Ching-Feng Sun and Yen-Shin Lai contribute experience in leadership, operational decision-making, business management, crisis management and international markets. Ching-Shan Hung and Tzu-Ching Li contribute expertise in finance and accounting. Taken together, the composition of the Board reflects the objectives of Chicony Power Technology's Board Diversity Policy. As part of the nomination and selection process, all director candidates provide declarations setting out their academic and professional backgrounds. Chicony Power Technology also reviews whether any relationship between a candidate, their spouse or relatives within the second degree of kinship and the Company could affect the candidate's independence. None of the current directors is subject to the circumstances prescribed in paragraphs three and four of Article 26-3 of Taiwan's Securities and Exchange Act.

The Company's Board diversity policy and the implementation of diversity by individual Board members have been disclosed on the Company's website. The implementation of Board member diversity is as follows:

| Director Name    | Nationality | Gender | Basic Composition |       |                             | Operational Judgment | Accounting & Finance | Business Management | Crisis Management | Industry Knowledge | International Market Perspective | Leadership & Decision-Making |                             |           |          |
|------------------|-------------|--------|-------------------|-------|-----------------------------|----------------------|----------------------|---------------------|-------------------|--------------------|----------------------------------|------------------------------|-----------------------------|-----------|----------|
|                  |             |        | Age               |       | Concurrent Company Employee |                      |                      |                     |                   |                    |                                  |                              | Independent Director Tenure |           |          |
|                  |             |        | 56-65             | 66-75 |                             |                      |                      |                     |                   |                    |                                  |                              | <3 years                    | 3-9 years | >9 years |
| Roger Lu         | R.O.C.      | Male   | V                 |       |                             | V                    | V                    | V                   | V                 | V                  | V                                | V                            |                             |           |          |
| Peter Tseng      | R.O.C.      | Male   |                   | V     | V                           | V                    | V                    | V                   | V                 | V                  | V                                | V                            |                             |           |          |
| Huang, Yue-Chao  | R.O.C.      | Female | V                 |       |                             | V                    | V                    | V                   | V                 | V                  | V                                | V                            |                             |           |          |
| Li, Tzu-Ching    | R.O.C.      | Female |                   | V     |                             |                      | V                    | V                   |                   | V                  | V                                | V                            |                             |           |          |
| Hung, Ching-Shan | R.O.C.      | Male   |                   | V     |                             | V                    | V                    | V                   | V                 | V                  | V                                | V                            |                             |           |          |
| Sun, Ching-Feng  | R.O.C.      | Male   | V                 |       |                             | V                    | V                    | V                   | V                 | V                  | V                                | V                            |                             |           |          |
| Lai, Yen-Shin    | R.O.C.      | Male   | V                 |       |                             | V                    | V                    | V                   |                   | V                  | V                                | V                            |                             |           |          |

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## The Training of the Board of Directors

To ensure that the functions of the Board meet the Company's development needs and respond to external trends, all Directors continue each year to enhance their overall knowledge through a range of director training channels. In 2025, all Directors completed 51 hours of training, reflecting an increase of 13.33% compared with the total training hours in 2024.

| Title                | Name             | Training Date | Organizer                                                 | Course Name                                                                                                                           | Training Hours |
|----------------------|------------------|---------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Chairman             | Roger Lu         | 2025.08.06    | Taiwan Corporate Governance Association                   | Global Business Strategy for Taiwanese Businesses: Key Considerations for Withdrawal or Downsizing in Mainland China                  | 6              |
| Director             | Huang, Yue-Chao  | 2025.08.06    | Taiwan Corporate Governance Association                   | Global Business Strategy for Taiwanese Businesses: Key Considerations for Withdrawal or Downsizing in Mainland China                  | 6              |
| Director             | Peter Tseng      | 2025.08.06    | Taiwan Corporate Governance Association                   | Global Business Strategy for Taiwanese Businesses: Key Considerations for Withdrawal or Downsizing in Mainland China                  | 6              |
| Director             | Li, Tzu-Ching    | 2025.08.06    | Taiwan Corporate Governance Association                   | Global Business Strategy for Taiwanese Businesses: Key Considerations for Withdrawal or Downsizing in Mainland China                  | 6              |
| Independent Director | Hung, Ching-Shan | 2025.03.27    | The National Federation of CPA Associations of the R.O.C. | Anti-Money Laundering: Emerging Financial Crime Trends, Breaches, and Countermeasures                                                 | 3              |
|                      |                  | 2025.07.10    | Taiwan Securities Association                             | International Development Trends in Sustainability Governance and Green Risk Response Strategy (Including Sustainability Information) | 3              |
|                      |                  | 2025.07.16    | The National Federation of CPA Associations of the R.O.C. | Legal liability for greenwashing in sustainability reports                                                                            | 3              |
|                      |                  | 2025.07.22    | The National Federation of CPA Associations of the R.O.C. | Recent Amendments to and Practical Applications of International Financial Reporting Standards                                        | 3              |
|                      |                  | 2025.07.25    | The National Federation of CPA Associations of the R.O.C. | Materiality considerations in sustainability information disclosure                                                                   | 3              |
| Independent Director | Sun, Ching-Feng  | 2025.08.06    | Taiwan Corporate Governance Association                   | Global Business Strategy for Taiwanese Businesses: Key Considerations for Withdrawal or Downsizing in Mainland China                  | 6              |
| Independent Director | Lai, Yen-Shin    | 2025.05.27    | The Greater Chinese Financial Development Association     | Trump Tariffs 2.0: Challenging US Dollar Hegemony                                                                                     | 3              |
|                      |                  |               | Taiwan Corporate Governance Association                   | International Carbon Management Trend                                                                                                 | 3              |

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## Implementation of the Board of directors Evaluation

The Company has adopted a "Board of directors and executive committees Performance Evaluation Policy" approved by the Board, which is conducted once annually, with evaluation results reported to the Board.

- Scope of evaluation: The Board as a whole, individual Board members, and executive committees (Audit Committee and Remuneration Committee);
- Evaluation method: Internal self-evaluation by the Board, and self-evaluation by individual Board members and functional committee members (Audit and Remuneration Committee members);
- Evaluation procedure: Following the end of each year, the Financial Centre collects information on the activities of the Board, individual Board members, and the Audit and Remuneration Committees, then conducts the Board's internal self-evaluation and distributes self-evaluation questionnaires to individual Board members and Audit and Remuneration Committee members based on the evaluation indicators set forth in the policy. Questionnaires are collected and evaluation results are recorded upon return.
- Application of evaluation results: Used as a reference for the selection or nomination of directors.

The Company has completed the 2025 Board of directors and executive committees' performance evaluation, and the consolidated results of the Board and functional committee performance evaluations have been reported to the Board to strengthen Board effectiveness.

|                            |                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                               |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Evaluation Cycle</b>    | Annual                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                               |
| <b>Evaluation Period</b>   | 2025/1/1 to 2025/12/31                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                               |
| <b>Scope of Evaluation</b> | Overall Board of Directors, individual Board members, and functional committee performance evaluation                                                                                                                                 |                                                                                                                                                                                                                                                                                               |
| <b>Evaluation Method</b>   | Board internal self-evaluation, individual Board member self-evaluation, functional committee member self-evaluation                                                                                                                  |                                                                                                                                                                                                                                                                                               |
| <b>Evaluation Content</b>  | Board Performance Evaluation:<br>1.Level of participation in Company operations<br>2.Quality of Board of decision-making<br>3.Board composition and structure<br>4.Director selection and continuing education<br>5.Internal controls | Functional Committee Performance Evaluation:<br>1.Level of participation in Company operations<br>2.Awareness of functional committee responsibilities<br>3.Quality of functional committee decision-making<br>4.Functional committee composition and member selection<br>5.Internal controls |
|                            | Individual Board Member Performance Evaluation:<br>1. Understanding of goals and responsibilities<br>2.Awareness of director's duties<br>3.Level of participation in Company operations                                               | 4.Internal relationship management and communication<br>5.Director expertise and continuing education<br>6.Internal controls                                                                                                                                                                  |

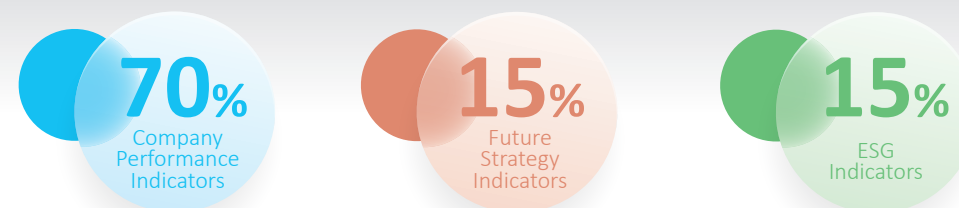
## The Board and Executive Remuneration

Remuneration for directors and executive management is benchmarked against comparable companies and reflects operating results, individual contribution, role responsibilities and the Company's prospective risk exposure. It is therefore closely linked to overall corporate performance. Directors, including independent directors, receive directors' fees and profit-based remuneration. Fees are reviewed by the Remuneration Committee and approved by the Board. In accordance with the Company's Articles of Incorporation, profit-based remuneration may not exceed 1% of annual profit. The Committee recommends the amount and allocation principles after considering each director's involvement in the Company's operations and the value of their contribution. Payment is subject to Board approval. The remuneration of the President and Vice Presidents comprises base salary , bonuses, employee remuneration and statutory retirement benefit contributions. Base salaries reflect the position held, qualifications, professional experience, responsibilities and remuneration for comparable roles at peer companies. Salary adjustments, bonuses and employee remuneration are determined with reference to:

- Financial criteria, including annual revenue and achievement against profitability targets
- Non-financial criteria, including individual performance, employee management performance, exceptional contributions and material adverse incidents
- Remuneration levels at comparable companies

The Remuneration Committee reviews all proposals before submitting them to the Board for approval. ESG-related criteria account for 15% of the annual performance appraisal for executive management. These cover awareness of material ESG issues, occupational health and safety, energy conservation and GHG emissions reduction, and responsible business conduct and personal integrity. Appraisal results inform decisions on bonuses, employee remuneration, salary adjustments and promotion. Executive management is not eligible for employee referral bonuses. The Company does not operate a contractual clawback mechanism unless remuneration has been paid in breach of applicable law. Executive management receives retirement benefits on the same basis as other employees.

### The Performance Evaluation Dimensions of the Executive Management



Note:"Executive management" refers to the President, Vice Presidents, and Senior Vice Presidents, as well as one Deputy Head of the Audit Office.



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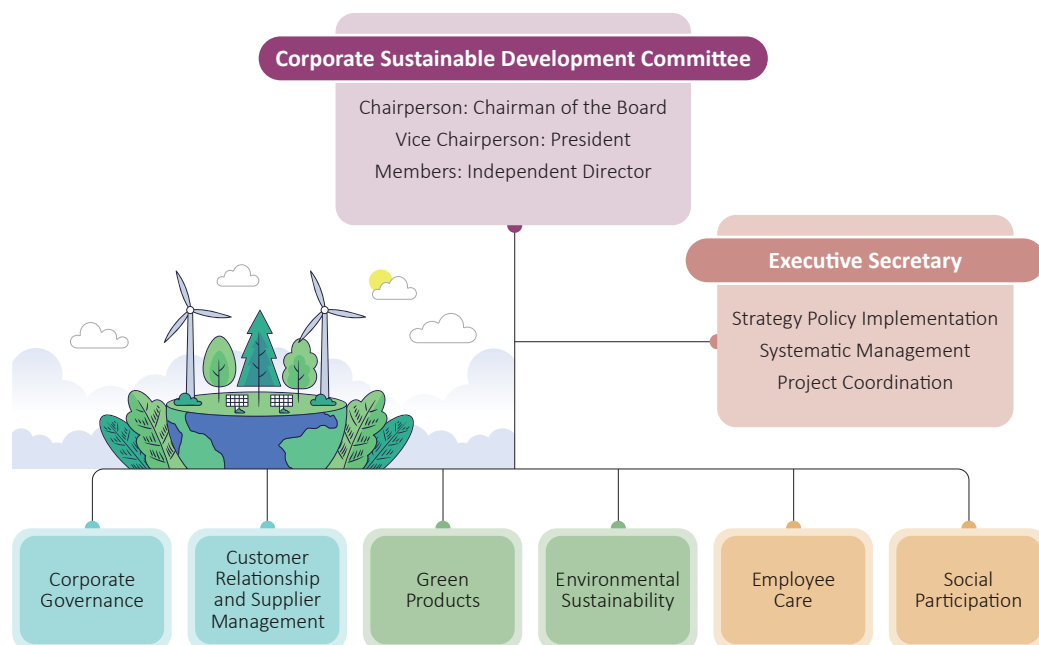
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## Shareholder Rights

All shareholders of Chicony Power Technology have equal voting rights. Each agenda item is voted on individually with results disclosed publicly in real time, and shareholders may exercise their voting rights and participate in Company decisions through the Shareholders' Meeting. The Company's shareholder services are entrusted to a professional shareholder services agent for related operations, and designated spokesperson, deputy spokesperson, and Financial Centre personnel are responsible for handling shareholder suggestions or disputes, strengthening communication with shareholders. In addition, relevant information announcements and filings are made in accordance with regulatory authority requirements, providing timely disclosure of all information that may affect investor decision-making.

### 2.3.3 Corporate Sustainability Committee

The Company established the Corporate Sustainability Committee in 2021, with the Chairman appointed as Convener, the President as Deputy Convener, and three Independent Directors serving as committee members. The Committee has one Executive Secretary position, held by the head of the Administration Management Division. The Committee is responsible for formulating and reviewing the Company's sustainable development policies, systems, and related management guidelines, and reports annual sustainable development implementation outcomes and the following year's work plan to the Board each year. The Board oversees the formulation and implementation of the Company's sustainable development management guidelines, strategies, and objectives.



| Task Force                                    | Responsible Units                                                                                                | Function                                                                                                                        |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Corporate Governance                          | Office of the President, Business Unit, Procurement Centre, Financial Centre, Administration Management Division | Corporate governance, sustainable operation, ethical integrity, operational performance, risk control                           |
| Customer Relationship and Supplier Management | Business Unit, Procurement Centre, Quality Centre                                                                | Supplier management, customer satisfaction, and product promotion to increase visibility                                        |
| Green Products                                | Business Unit, Procurement Centre, Quality Centre, Technical Centre                                              | Raw material control, green materials, product design                                                                           |
| Environmental Sustainability                  | Business Unit, Administration Management Division, Procurement Centre                                            | Pollution source management, GHG management, energy management, climate change response management, renewable energy management |
| Employee Care                                 | Business Unit, Administration Management Division, Welfare Committee                                             | Remuneration and benefits, labor-management relations, talent development, occupational health and safety                       |
| Social Participation                          | Administration Management Division and Welfare Committee                                                         | Communication with the locals, support for disadvantaged groups, and participation in charitable activities                     |

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## Composition of Corporate Sustainability Committee

The Company's Corporate Sustainability Committee is comprised of 5 members.

The term of office of the current Committee members is from May 27, 2024 to May 26, 2027. In 2025, the Corporate Sustainability Committee held two meetings. The members' primary areas of expertise and meeting attendance are as follows:

| Title                                   | Name             | Sustainability Expertise and Competencies                                                                                                                                                                                   | Attendance | Attendance Rate | Notes                                                                                          |
|-----------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------|------------------------------------------------------------------------------------------------|
| Chairperson                             | Roger Lu         | sustainability governance, operational performance, sustainable supply chain, risk management, customer relationship management                                                                                             | 2          | 100%            | Meeting dates: 2025.05.06 ; 2025.11.11                                                         |
| Vice Chairperson                        | Peter Tseng      | sustainability governance, operational performance, sustainable supply chain, customer relationship management, circular economy and materials management, energy and carbon management, talent cultivation and development | 2          | 100%            | Meeting dates: 2025.05.06 ; 2025.11.11                                                         |
| Committee Member (Independent Director) | Hung, Ching-Shan | sustainability governance, business integrity and compliance, circular economy and materials management, climate governance and carbon management capabilities                                                              | 2          | 100%            | Meeting dates: 2025.05.06 ; 2025.11.11                                                         |
| Committee Member (Independent Director) | Sun, Ching-Feng  | sustainability governance, business integrity and compliance, circular economy and materials management                                                                                                                     | 2          | 100%            | Meeting dates: 2025.05.06 ; 2025.11.11                                                         |
| Committee Member (Independent Director) | Lai, Yen-Shin    | Sustainability Governance, talent cultivation and development, and energy and carbon emissions management                                                                                                                   | 1          | 100%            | Newly appointed on May 26, 2025; required to attend 1 meeting. Meeting date: November 11, 2025 |

## Corporate Sustainability Committee Duties

- Formulate corporate social responsibility, environmental protection and climate change initiatives, and sustainable development directions and objectives, and develop related management guidelines and specific implementation plans.
- Promote and implement work related to the Company's integrity and risk management.
- Review and approve the Sustainability Report.
- Report sustainable development implementation outcomes to the Board on a regular basis.
- Handle other matters resolved by the Board to be managed by the Committee.

## Principal agenda items in 2025 were as follows:

1. Report on corporate sustainability implementation outcomes for the first half of 2025 and planned completion items for subsequent key initiatives.
2. Report on GHG inventory and verification progress and outcomes.
3. Discussion on the compilation outcomes of the 2024 Sustainability Report.
4. Report on the operations of "sustainable development," "business integrity and compliance," "stakeholder communication," and the "Risk Management Policy and Procedures."
5. Report on the compilation outcomes of the 2024 Sustainability Report and work plan for the 2025 Sustainability Report.
6. Discussion on the 2026 corporate sustainability key initiatives development plan.

## 2025 Sustainability Management Scope:

1. Climate change response strategy (comprising GHG inventory and verification, science-based target (SBT) implementation, energy conservation and carbon reduction measure adoption, renewable energy use, and carbon footprint management)
2. ESG Report preparation and disclosure
3. Sustainable supply chain management
4. Corporate governance evaluation

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

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## 2.3.4 Executive Committees

| Name                                                | Responsibilities                                                                                                                                                                                                                                                | 2025 Outcomes                                |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| Audit Committee                                     | The Audit Committee aims to assist the Board in overseeing the quality and reliability of the Company's financial accounting, auditing, financial reporting processes, and financial control systems. Primary responsibilities for 2025 included:               | The Audit Committee held 5 meetings in 2025. |
|                                                     | A. Reviewing the financial statements, Business Report, and earnings distribution proposal                                                                                                                                                                      |                                              |
|                                                     | B. Examining internal audit plans and the effectiveness of the internal control system, and amending related policies                                                                                                                                           |                                              |
|                                                     | C. Evaluating the appointment, compensation, and independence of the certified public accountant                                                                                                                                                                |                                              |
|                                                     | D. Deliberating on material assets and derivative product transactions                                                                                                                                                                                          |                                              |
|                                                     | E. Matters related to capital lending to subsidiaries                                                                                                                                                                                                           |                                              |
|                                                     | F. Amending procedures for asset disposal, endorsements and guarantees, and committee organisation                                                                                                                                                              |                                              |
|                                                     | G. Proposals for credit facilities from financial institutions                                                                                                                                                                                                  |                                              |
|                                                     | H. Regularly communicating with the certified public accountant on key financial audit matters and risk items                                                                                                                                                   |                                              |
| I. Supervising the Company's risk control mechanism |                                                                                                                                                                                                                                                                 |                                              |
| Remuneration Committee                              | The Committee assists the Board in reviewing and making recommendations on policies and systems related to the Board of directors and executive management remuneration in accordance with applicable laws and regulations and corporate governance principles. |                                              |
|                                                     | Primary responsibilities in 2025 included:                                                                                                                                                                                                                      |                                              |
|                                                     | A. Periodically reviewing and recommending amendments to the Remuneration Committee Charter                                                                                                                                                                     |                                              |
|                                                     | B. Establishing and periodically reviewing performance targets and compensation systems for the Board of directors and executive management                                                                                                                     |                                              |
|                                                     | C. Evaluating performance achievement and proposing recommendations for compensation distribution                                                                                                                                                               |                                              |
|                                                     | In fulfilling its responsibilities, the Committee emphasizes the linkage between compensation and the Company's operational performance, and makes prudent decisions based on industry standards, fairness, and risk management principles.                     |                                              |
|                                                     |                                                                                                                                                                                                                                                                 | A total of 3 meetings were held in 2025.     |
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### 2.4.1 Risk Management

Chicony Power Technology has established a comprehensive risk management mechanism at all levels, covering areas including operations, finance, environment, hazardous incidents, and climate change. Through systematic risk identification, measurement, monitoring, and reporting mechanisms, the Company ensures that risk management is adjusted in a timely manner in response to changes in the business environment and operational activities. To strengthen corporate governance and implement operational risk management, our "Risk Management Policy and Procedures" was approved by the Board on August 5, 2021, serving as the highest guiding principle for the Company's risk management. Each implementing unit is responsible for risk identification, formulating control strategies and response measures for potential risks, with the internal Audit Office responsible for supervising implementation to ensure that all employees maintain risk management awareness and effective execution.

| Risk Category                       | Potential Risks                                                                                  | Risk Management and Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate Risk                        | Severe changes in weather patterns may disrupt production                                        | <ol style="list-style-type: none"> <li>1. Communicate and coordinate with local governments at each production site prioritised for electricity and water supply.</li> <li>2. Invest in disaster prevention measures and conduct regular maintenance.</li> <li>3. Conduct effective regional risk assessments for raw material suppliers.</li> <li>4. Introduce relevant energy management systems at production sites and evaluate the feasibility of renewable energy installations.</li> <li>5. Install flood prevention, drainage systems and emergency response measures at all principal production sites.</li> </ol>                                                                                                                                                                                   |
| Environmental Risk                  | Rising global temperatures associated with increasing GHG emissions.                             | <ol style="list-style-type: none"> <li>1. The Taiwan Headquarters and all principal production sites have completed ISO 14064-1 verification.</li> <li>2. The SBT target of Chicony Power Technology were validated by SBTi in August 2022.</li> <li>3. Increase R&amp;D investment in high-efficiency products to reduce carbon emissions.</li> <li>4. Increase the proportion of environmentally friendly materials in products to reduce the generation of non-recyclable waste.</li> </ol>                                                                                                                                                                                                                                                                                                                |
| Occupational Safety and Health Risk | Workplace Safety                                                                                 | <ol style="list-style-type: none"> <li>1. The Taiwan Headquarters and all principal production sites are certified to ISO 45001.</li> <li>2. The Taiwan headquarters and on-site EHS teams conduct regular on-site inspections to reduce hazard risks.</li> <li>3. Implement workplace environment monitoring to confirm that the work environment does not adversely affect employee health.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                     | Fire and Explosion                                                                               | <ol style="list-style-type: none"> <li>1. Maintain procedures for the safe use of soldering irons and high-temperature equipment; as well to provide regular safety briefings on fire and explosion risks.</li> <li>2. Assign each soldering iron to a designated user responsible for its safekeeping and maintenance.</li> <li>3. For high-temperature heating equipment that cannot automatically reduce temperature, automatic power-off countdown timers and protective covers are required to reduce the risk of accidental contact.</li> </ol>                                                                                                                                                                                                                                                         |
|                                     | On-site Health Management                                                                        | <ol style="list-style-type: none"> <li>1. The advanced hospital-based physical check programme has been extended to employees with more than five years of employment since 2024.</li> <li>2. Conduct health monitoring and follow-up for high-risk employees, with ongoing attention to employee health.</li> <li>3. Conduct regular environmental disinfection to provide employees with a healthy work environment</li> <li>4. Administer influenza vaccination.</li> <li>5. Healthy workplace certification.</li> </ol>                                                                                                                                                                                                                                                                                   |
| Cybersecurity Risk                  | Information system failures or external malicious cyberattacks resulting in business disruption. | <ol style="list-style-type: none"> <li>1. The Taiwan headquarters obtains ISO 27001 Information Security Management certification annually.</li> <li>2. Deploy firewalls, anti-malware software, cloud-based Advanced Threat Protection (ATP) and email security measures.</li> <li>3. Monitor and block abnormal connections to websites accessed by Company users.</li> <li>4. Conduct quarterly firewall and internal network vulnerability scans, with vulnerability patching based on scan reports.</li> <li>5. Maintain incident monitoring, notification and anomaly-management processes, conduct regular disaster-recovery exercises and operate backup mechanisms.</li> <li>6. Conduct quarterly information security awareness campaigns to enhance employees' cybersecurity awareness.</li> </ol> |
| Financial Risk                      | Exchange rate volatility                                                                         | Use natural hedging to offset US dollar-denominated receivables and payables arising from sales and purchases. Chiony Power Technology monitors global economic conditions and enters into forward foreign exchange contracts where appropriate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |



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## 2.4.2 Business Integrity

### The Policies of Business Integrity and Sustainable Supply Chain Management

Chicony Power Technology has adopted Code of Ethical Conduct based on the Responsible Business Alliance (RBA) Code of Conduct and the Guidelines for the Adoption of Codes of Ethical Conduct by TWSE/ TPEX Listed Companies. The Code addresses anti-bribery and corruption, insider trading, intellectual property protection, and the appropriate retention and disclosure of information. We assess the legal status and business integrity practices of prospective suppliers, clients and other business partners. Suppliers are also required to sign an Integrity Pledge, under which they commit to complying with the integrity requirements of Chicony Power Technology and must not accept kickbacks, unauthorised commissions, improper gifts or other undue benefits. All operating sites were included in the Company's corruption risk assessment in 2025. Identified risks are incorporated into the internal control and audit processes according to their nature and level of exposure. No material corruption risks or high-risk business units were identified during the year. Internal Audit also reviewed compliance with the relevant controls and identified no material cases of fraud, corruption or breaches of the Company's integrity principles. Business integrity expectations are reinforced through the Code of Business Integrity and the Integrity Pledge signed by all employees. Internal Audit conducts regular sample checks and reviews to assess whether these requirements are being applied in day-to-day operations.

### Promotion of Business Conduct and Compliance

To enhance business conduct and compliance, Chicony Power Technology has established the Promotion Taskforce, which is jointly composed of the Administration Management Division, the Financial Centre, and the internal Audit Unit. The task force is responsible for the formulation, the supervision and implementation of our integrity policies and prevention programmes; and makes annual reports to the Board on the implementation status. In addition, the Company has established the Regulations for Reporting and Complaint-filing Management and set up speak-up and whistleblowing channels, email, and hotline to ensure the effective operation of the reporting mechanism. The promotion of business conduct and compliance is conducted during management meetings, and all principal production sites continue to promote our integrity policies and the reporting and complaints system. The implementation status of the 2025 Ethical Management was reported at the annual Board' Meeting.

### Employee Ethical Education and Internal Control Mechanisms

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



100%

Business Integrity and  
Improper Benefits Training  
Coverage in 2025



0

Material  
Corruption-related  
Incidents Identified in  
2025



9,052人

Total Training  
Attendances in 2025



6,037  
New hires

3,015  
Existing employees

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

### Conflict of Interest Management

The Company has established the Conflict-of-Interest Prevention Policy. Employees are required to sign a service contract upon joining, committing to adhere to the conflict-of-interest regulations. Additionally, a reporting and complaint channel has been set up to ensure that all employees can follow the principles of business conduct and compliance.

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## Whistleblowing and Complaint Mechanisms

Chicony Power Technology has adopted the Whistleblowing and Complaints Management Procedure and established formal reporting channels to support the effective implementation of its business integrity policies and prevent unlawful or non-compliant conduct.

### ■ Reporting Channel

- ◆ Mailbox: 30F, No. 69, Section 2, Guangfu Road, Sanchong District, New Taipei City
- ◆ Email: Hotline@chiconypower.com

### ■ Investigation and Remediation

- ◆ Upon identifying or receiving a report of suspected misconduct, we promptly establishes a dedicated investigation team. Where unlawful conduct of a breach of the Company's business integrity policies is substantiated, the individual concerned is required to cease the conduct immediately, and proportionate corrective or disciplinary action is taken according to the severity of the case. We may seek compensation through legal proceedings to protect its reputation and interests. A whistleblowing reward scheme is also operated, with rewards determined in accordance with the Employee Rewards and Disciplinary Measures.

### ■ Whistleblower Protection

- ◆ Chicony Power Technology has established documented procedures and investigation criteria to ensure that reports are handled transparently and impartially. The head of the Administration Department is responsible for receiving investigating and responding to reports. The identity of the whistleblower and the content of the report are kept strictly confidential. Whistle blowers are protected from retaliation or other adverse treatment arising from their report.

In 2025, Chicony Power Technology recorded no cases of business-integrity misconduct involving bribery, corruption or collusion.

## 2.4.3 Legal compliance

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

| Operation-related legislation | Environmental, occupational health and safety, and labour legislation                                                                                                               | Service-related legislation |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| Commercial and tax            | <ul style="list-style-type: none"> <li>• Environmental protection</li> <li>• Occupational safety and health</li> <li>• Building and fire safety</li> <li>• Labour rights</li> </ul> | Personal data protection    |

In 2025, Chicony Power Technology recorded no material regulatory violations and was not subject to any fines or sanctions imposed by regulatory authorities.

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



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## 2.5 Cybersecurity and Data Protection

Chicony Power Technology operates primarily in Taiwan, China and Thailand; exporting most of our products to customers in the United States and other international markets. This cross-regional operating model exposes us to multiple regulatory regimes as well as the cybersecurity requirements of global brand customers.

In recent year, The United States has adopted an approach centred on supply-chain security and national-security considerations, supported by enhanced screening and restrictions. These developments demonstrate the growing connection between cybersecurity, geopolitics and industrial security. In Asia, China has established a comprehensive regulatory framework centred on the Cybersecurity Law and supplemented by the Data Security Law and the Personal Information Protection Law. Recent regulatory developments have further strengthened supervision and penalties relating to artificial intelligence and risk monitoring. Taiwan is also continuing to strengthen its cybersecurity legislation and governance framework, covering corporate cybersecurity governance, incident response and cross-border regulatory compliance. Cybersecurity management has therefore become an integral part of business operations.

Our product portfolio includes power supplies for servers, notebook computers and consumer electronics, which are widely used in data centres, cloud computing infrastructure and end-user devices. Product security affects the reliable operation of equipment and the protection of customer data throughout the supply chain. Accordingly, we have moved from a site-based approach to a dual-track management model: common cybersecurity principles are applied across all operating sites, while controls are implemented locally in accordance with operational circumstances and applicable laws.



### 2.5.1 Information Security Governance Structure and Dual-Track Management Model

Chicony Power Technology has established a top-down cybersecurity governance framework that led by the Information Security Mangement Committee to apply consistently high standards across the organisation and safeguard the confidentiality, integrity and availability of information. The Committee formulates the Information Security Management Policy and the the Information Security Organisation Management Procedure to oversee related initiatives. The local IT departments are responsible for implementation, supported by a dual-track model comprising internal operations management and client-focused management.

The senior executive responsible for IT at the Taiwan Headquarters serves as the Committee's governor, while the IT function coordinates implementation across the relevant business units. The Committee meets regularly to review implementation and reports annually to senior management on performance and the cybersecurity risk profile, supporting effective oversight. Each operating site covered by this report has a designated cybersecurity contract to ensure consistent local implementation. The Information Security Management System (ISMS) we have implemented that aligned with ISO 27001. The system covers information-asset inventory and classification, risk assessment and controls, access-right and account management, and cybersecurity incident reporting. These processes support consistent and suditable cybersecurity management. Internal and external audits are conducted to strengthen the effectiveness and maturity of the management system and maintain alignment with international practices. We are also progressively extending the scope of cybersecurity management to overseas sites and other operating locations.

#### Internal Operations Information Security Management

Focused primarily on information systems and day-to-day operations support, this track strengthens employee information security awareness and system stability through education and training, social engineering simulations, and disaster recovery testing, reducing operational risks, with an emphasis on ensuring the stability of internal data processing and system operations.

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## Information Security Management of Plant Sites

Given direct engagement with brand customers and handling of technical data, this track is required to further respond to supply chain requirements for information security and data protection.



Personnel operational  
risk control

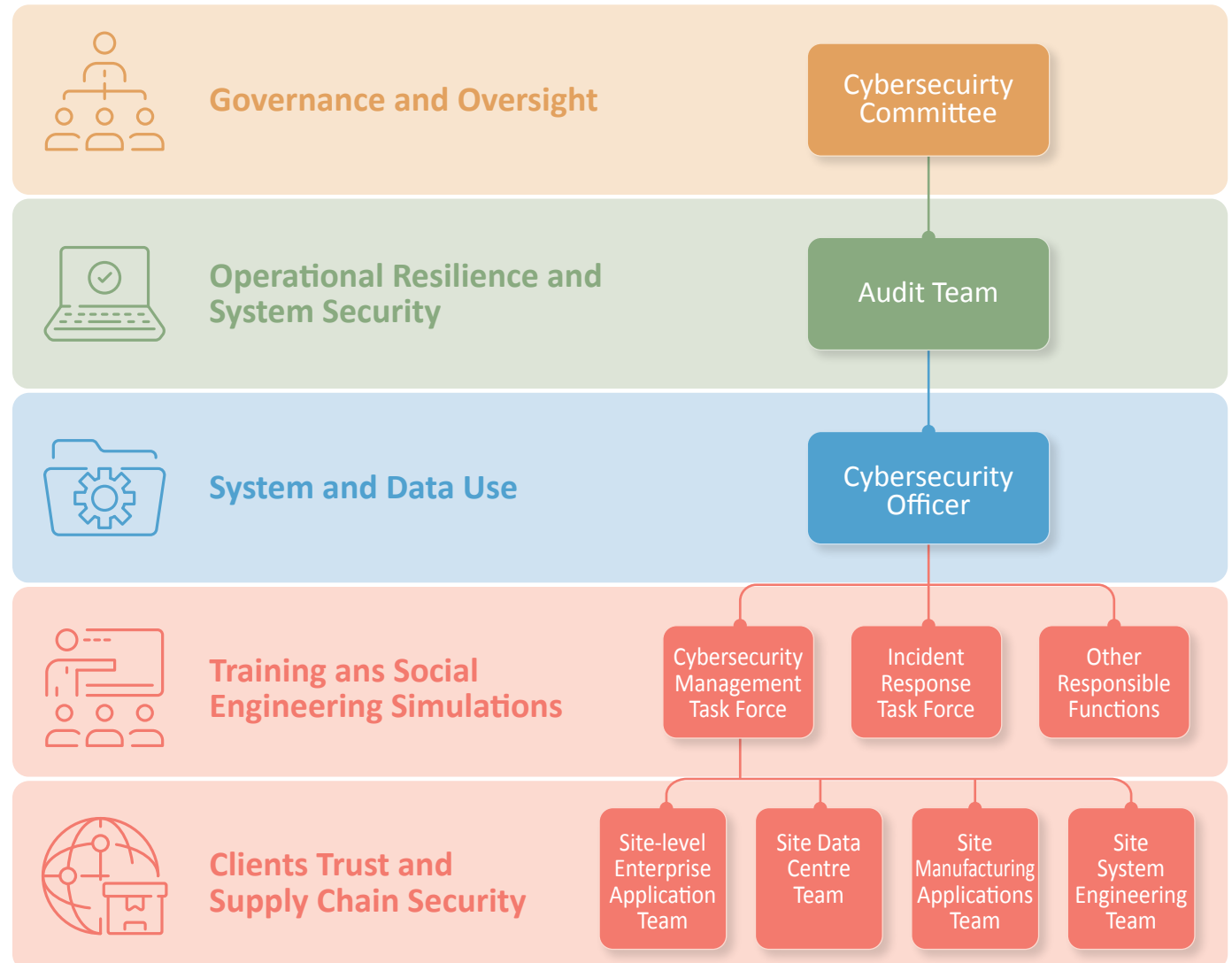


Information use security  
in manufacturing  
environments



Customer data  
protection capabilities

Through this dual-track framework, the Company can simultaneously address both internal operational security and external customer requirements, transforming information security from a single functional management activity into an important foundation supporting enterprise operations and supply chain trust.





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## Chicony Power Technology Corresponding Functions for Information Security Management

| Management Dimension   | Management Content                                       | Primary Implementation Measures                                            |                                        |                                   | Scope of Application                                                                                         | Management Objective                                                      |
|------------------------|----------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------|-----------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| Governance System      | Information Security Policy and Organisational Framework | 1.Formulating information security policies and decision-making for issues | 2.Convening management meetings        | 3.Cross-departmental coordination | All operating sites                                                                                          | Establish a unified governance framework and division of responsibilities |
|                        | Risk Management                                          | Risk assessment and management procedures                                  |                                        |                                   | All operating sites                                                                                          | Systematically identify and control information security risks            |
|                        | Documentation and System Management                      | Document management and procedure controls                                 |                                        |                                   | All operating sites                                                                                          | Ensure system consistency and traceability                                |
|                        | Performance Management                                   | 1.KPI formulation                                                          | 2.ISMS objectives and strategies       |                                   | All operating sites                                                                                          | Track management outcomes                                                 |
|                        | Audit and Continuous Improvement                         | Internal audit and corrective management                                   |                                        |                                   | All operating sites                                                                                          | Ensure system effectiveness and continuous improvement                    |
| Control Measures       | Access Control                                           | 1.Account management                                                       | 2.Access control                       |                                   | All operating sites                                                                                          | Prevent unauthorized access                                               |
|                        | Network and Communications Security                      | 1.Firewall management                                                      | 2.Vulnerability Scanning               | 3.Network monitoring              | All operating sites                                                                                          | Enhance network protection capabilities                                   |
|                        | System and Equipment Security                            | 1.Patch management                                                         | 2.Login monitoring                     | 3.Anomaly handling                | All operating sites                                                                                          | Maintain system stability and security                                    |
|                        | Data and Document Security                               | 1.Data backup                                                              | 2.Login protection                     | 3.Document controls               | All operating sites                                                                                          | Ensure data integrity and confidentiality                                 |
|                        | Application and Development Security                     | 1.Source code management                                                   | 2.Version control                      |                                   | Taiwan Headquarters System development units                                                                 | Reduce system development risks                                           |
|                        | Physical and Environmental Security                      | 1.Access control management and monitoring                                 | 2.Uninterruptible power supply systems | 3.Environmental controls          | Taiwan Headquarters server room All principal production sites                                               | Ensure physical environment security                                      |
|                        | Supply Chain and Outsourcing Management                  | 1.Confidentiality agreements                                               | 2.Outsourcing management procedures    |                                   | All operating sites                                                                                          | Reduce supply chain risks                                                 |
|                        | Business Continuity Management                           | Information security-related simulations                                   |                                        |                                   | All operating sites                                                                                          | Ensure uninterrupted operations                                           |
|                        | Incident Management                                      | Incident management procedures and response mechanisms                     |                                        |                                   | All operating sites                                                                                          | Reduce incident impact                                                    |
|                        | Personnel Security Management                            | 1.Education and training                                                   | 2.Social engineering simulations       |                                   | Taiwan Headquarters All principal production sites implemented flexibly based on operational model and needs | Reduce personnel operational risks                                        |
| Monitoring and Results | System Monitoring                                        | 1.Login review                                                             | 2.Anomaly monitoring                   |                                   | All operating sites                                                                                          | Real-time information security status awareness                           |
|                        | Simulations and Testing                                  | Social engineering simulations                                             |                                        |                                   | All operating sites                                                                                          | Validate management effectiveness                                         |
|                        | Records Management                                       | 1.Simulation records                                                       | 2.Operational records                  |                                   | All operating sites                                                                                          | Provide audit evidence                                                    |

\* In accordance with differences in operational nature and site differences, the Company has clearly categorized information security management measures into two tiers — implementation across all sites and application at a plant site — to ensure comprehensive coverage and consistency in information security management, while effectively responding to operational and supply chain requirements.

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## 2.5.2 Integrated Management of Material Information Security Risks and Data Protection

The Company manages issues and identifies risks with reference to the "Guidelines for Information Security Control of Listed and OTC Companies" and the SASB standard TC-HW-230a.1 framework, combined with the characteristics of the power supply industry, to establish a comprehensive information security management system. In addition, information security has been incorporated into the scope of sustainability disclosure, with annual data reporting and management mechanisms ensuring consistency and comparability of disclosed information. From a management practice perspective, the Company has established the following risk management characteristics:

- (I) Internal system and data usage risks
- (II) Operational risks at all principal production sites
- (III) Customer data and product information requirements

### CyberSecurity Goals



#### Short-term Goals

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



#### Mid- to Long-term Goals

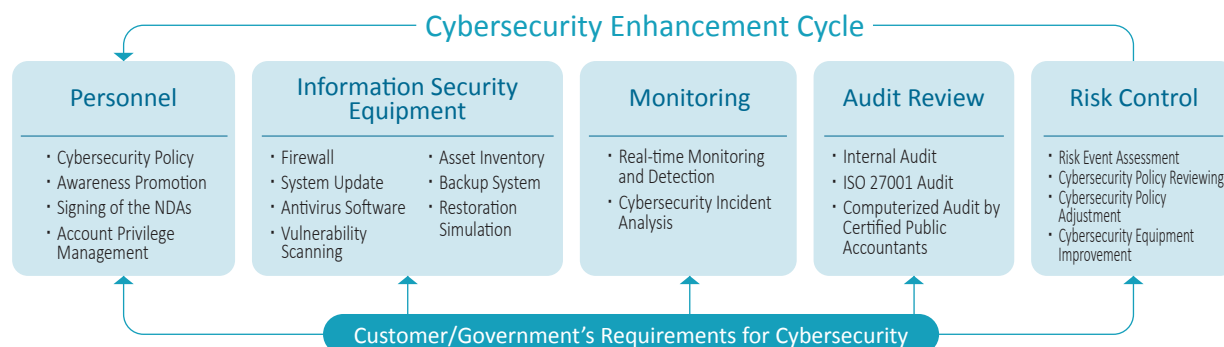
1. Continuously strengthen the information and communication security of the Company.
2. Ensure confidentiality, integrity, availability, and compliance with information.
3. To safeguard the rights and interests of the Company's customers, shareholders, employees, and suppliers.

## 2.5.3 Internal and Customer Information Security Management

In 2023, the Taiwan Headquarters of Chicony Power Technology implemented an Information Security Management System aligned with ISO/ IEC 27001. The third-party verification organisation conducts regular risk reviews, supplemented by relevant threat intelligence. The findings inform updates to our information security policies, systems and controls, which are implemented consistently across all operating sites through a tiered approach reflecting local operations and risk exposure. The structure of our management framework is based on employee training, simulation exercises and systematic record-keeping. These measures follow an annual planning and review cycle, strengthening our ability to identify and respond to information security risks while supporting business continuity and proportionate risk control. We also set measurable information security objectives and periodically assess progress, security-system configurations and the adequacy of our cybersecurity infrastructure. We apply the Plan-Do-Check-Act methodology to reduce information security risks and drive continuous improvement. Alignment with the requirements of clients and competent authorities further strengthens our cybersecurity controls and organisational resilience.



\*Security Operations Centre (SOC)/Managed Detection and Response (MDR)



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## Information Security Management Measures

### ISO 27001

Obtain Information Security Management System certification and conduct annual reviews.



### Multi-Factor Authentication (MFA)

Implement identity verification and access control mechanisms so that authorization is granted only after verification.



### Social Engineering Simulations

Conduct regular simulated phishing emails and training to enhance employees' awareness of information security threats.



### Information Security Awareness Campaigns

Regularly announce information security measures and policies to strengthen employees' information security awareness.



### Vulnerability Scanning / Remediation

Regularly scan hosts and identify vulnerabilities, followed by remediation.



### SOC / MDR

Conduct real-time monitoring of firewalls, endpoints, and servers, and retain operational records.



### Intrusion Detection / Automated Detection

Detect abnormal systems or network activities to identify malicious or destructive behaviour.



### Logging Management and Analysis System

Collect and integrate logs from systems such as SNMP, Flow, and Syslog for correlation and analysis.



### IT Asset Management System

Manage computer assets, application software, and operating system licenses daily.



### Email Filtering System

Filter emails target key executives, APT attacks, phishing emails, and other threats, and perform interception and blocking.



### Domestic Cybersecurity Organisation Partnerships

Collect cross-industry cybersecurity intelligence and share cybersecurity incident information and protective measures.



### Information Security Training

Incorporate cybersecurity awareness into orientation training for new employees and conduct regular refresher training.



### Backup Redundancy

Enhance the security of the Company's system backup data and implement the 3-2-1 backup principle.



### Antivirus System

Detect and block malware and ransomware to prevent cyberattacks and virus infections.



The information security management of manufacturing locations represents the most operationally relevant component of the Company's information security system. The protection of confidential information and customer privacy is one of the reasons customers have maintained long-standing cooperative relationships with the Company over the years. Given the direct engagement with brand customers, information security management not only affects internal risk control but also directly impacts supply chain trust and customer relationships.

### Personnel-Oriented Information Security Management

- Education and training
- Social engineering simulations

### Information Security Controls for Manufacturing Process Integration

- Controls on information use during operations
- Integration of routine management processes
- Information security activities conducted in parallel with production operations

### Business Continuity and Customer Trust

- System recovery capability
- Production continuity assurance
- Foundation of customers' trust

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## Chicony Power Technology 2025 Summary of Information Security Measures and Management

### Information Security Meetings

- Information security policies and objectives
- Information security performance and trend tracking
- Disaster response handling and sharing
- Information security risk identification and improvement

2025 Results

**20**  
sessions across  
all sites

### Cybersecurity Awareness Training

- External seminars and online courses
- Annual general training
- Information security awareness training
- Data security training
- Personal data protection training

2025 Results

**16 / 652**  
sessions / attendances

Target Groups: Core system  
administrators and personnel  
engaged in high-risk activities

## Major Information Security Incidents

**0**

### Disaster Recovery Simulations

- Verify system recovery capabilities
- Ensure operational recovery capabilities after network system interruption
- Enhance the organisation's response capabilities for unexpected incidents

2025 Results

**9**  
simulations across all sites

### Information Security Commitment Coverage

- Information security incident commitment coverage
- Information security maintenance response rate
- Scope: All principal production sites

2025 Results

Chongqing and Thailand **100%**  
Suzhou and Dongguan **50%**

### Social Engineering Simulations

- Regular simulated phishing campaigns
- Employee responses monitoring
- Test records retained

2025 Results

**2** sessions in  
Taiwan Headquarters  
Target audience: All employees

In 2025, Chicony Power Technology's information security programme towards more integrated operation. Governance, site-level implementation and performance monitoring are now increasingly connected. Key development during the year included:

- Information security training covered all operating sites, focusing on critical system administrators and personnel associated with higher-risk behaviours, reflecting a more risk-based approach.
- Taiwan Headquarters recorded the greatest investment in training. This was accompanied by increased resource allocation and capability-building.
- Training was delivered consistently at all principal production sites, establishing a common baseline for implementation.
- All operating sites conducted disaster recovery exercises, and no material information security incidents were recorded during 2025. This provides an indication of the Company's recovery capabilities and the contribution of existing controls to operational stability.

These results suggest that a more frequent governance cycle and sustained training investment have supported greater standardisation of disaster recovery exercises and more consistent outcomes across sites. Three features of the Company's current management approach are evident:

- Governance arrangements are supporting the implementation of information security measures across operating sites.
- Workforce information security management has an established training foundation despite monitoring does not yet provide full coverage.
- Information security controls increasingly support business continuity, while supply chain cybersecurity management continues to be expanded.

Overall, the information security programme is supported by defined governance arrangements, consistent implementation and verifiable performance outcomes. The related disclosures also address the principal SASB expectations.

\*The "Information Protection Commitment" and "Cybersecurity Protection Statement" are primarily required by our clients to ensure the effectiveness and compliance of our cybersecurity scrutiny system applied on all principal production sites. The Taiwan Headquarters, as the cybersecurity governance, policy development, and oversight centre of the Company, is not an applicable subject of this commitment and signing and is therefore not included in the coverage rate statistics.

\*As the headquarters serves as the core hub for the Group's information systems and electronic mail management, social engineering simulations are currently conducted solely by the Taiwan Headquarters.



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## 2.6 Business Conduct and Compliance

In an increasingly complex global operating environment, the material risks facing enterprises have extended beyond single operational or regulatory compliance issues to encompass multi-dimensional impacts including information and communication security, supply chain disruptions, and environmental and social incidents. Chicony Power Technology has accordingly established an institutionalized and real-time material critical incident management mechanism as a core component of the Company's overall risk governance and information disclosure system.

Pursuant to Article 4, paragraph 1, subparagraph 26 of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, we have established criteria and internal procedures for identifying, assessing and reporting material incidents. Relevant events include disaster, collective protests or strikes, environmental pollution, information and communication security incidents, and orders or penalties imposed by competent authorities that could materially affect our operations. The criteria include quantitative thresholds, such as administrative fines arising from a single event that accumulate to NT\$1 million or more. When a potential material incident is identified, the responsible functions promptly assess its severity and its likely operational and financial effects. Matters meeting the escalation criteria are reported through the appropriate internal channels and submitted to the Board of Directors where required. This mechanism supports timely disclosure, transparent decision-making and effective risk oversight. Material incident management is embedded in our routine risk-governance processes. We apply a closed-loop approach covering incident identification, impact assessment, response and post-incident review. The process is supported by cross-site risk monitoring, information security management, business continuity planning and internal controls. Findings and corrective actions are incorporated into ongoing operations, enabling us to manage material incidents systematically and strengthen organisational resilience.

Changes in US reciprocal tariff policy and related trade controls increased uncertainty across the electronics supply chain in 2025, particularly in relation to costs, client demand and sourcing decisions. We assessed these developments as a potential source of material risk. Based on the position of Chicony Power Technology in the value chain as a midstream supplier of power supplies and electronic components, our products generally reach end markets through OEM and ODM clients and system integrators. Therefore, we assessed our direct tariff exposure as relatively limited compared with exporters of branded finished products. The principal effects were reflected in demand volatility, pricing pressure and changes to customer order timing. Our geographically diversified manufacturing footprint provides flexibility to adjust production capacity across sites and reduces concentration risk. As at the end of the reporting period, tariff-related developments had affected market conditions and customer purchasing patterns but had not met our internal criteria for classification as a material incident.

### 2025 Material Incident Implementation Status

The Company has established principles for determining material incidents based on the severity of incident impact, regulatory requirements, and operational impact. In 2025, no material incidents occurred at any of our operating sites. Related indicators are as follows:

- Material information security incidents: 0
- Material penalty incidents due to environmental or operational violations: 0
- Material operational disruption incidents due to external environmental changes (such as tariffs or supply chain anomalies): 0

The above results indicate that the Company's existing risk management and control mechanisms have achieved a meaningful level of effectiveness, maintaining operational stability amid a highly uncertain external environment. This material incident management has progressively shifted from "passive disclosure" toward "proactive management," strengthening the enterprise's ability to identify and respond to potential risks through institutionalized regulations, cross-location implementation, and continuous monitoring mechanisms. Overall, despite facing supply chain adjustments, changes in customer pull-in rhythm, and cost structure pressures amid shifts in global trade policy, our impact remains "manageable" in nature given its industry role as a supplier of electronic components and the geopolitical risk diversification already achieved through its multi-location capacity deployment.



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The core principle of “Design for Sustainable Future” is deeply integrated the environment considerations into product development and supply chain management policies of Chicony Power Technology. Through cross-departmental collaboration, the Company continuously promotes sustainable product design, material substitution, and energy efficiency improvements, thereby reducing the potential environmental impact of our products from the source, and strengthening the environmental performance of products across their entire life cycle. During product development, R&D and quality teams systematically review product materials against international environmental directives, including RoHS and REACH, while assessing opportunities to improve conversion efficiency and reduce material use. In terms of material selection, Chicony Powr Technology also actively introduces circular materials, attempting to increase the usage of recycled or recyclable materials. The Company has also engaged in product recycling and resource reuse projects through collaboration with key customers, further achieving product lifecycle responsibility. To deepen upstream and downstream cooperation and further expand the influence of ecodesign, we also extend the principle through supplier qualification, sustainability risk assessment, self-assessment, on-site audits and responsible minerals due diligence. In terms of responsible business governance, Chicony Powr Technology also referred to international responsible business standards and adopted the Responsible Business Alliance (RBA) Code of Conduct as an important basis for the Company's operations and supply chain management. Our four principal production sites located in Suzhou, Chongqing, Dongguan, and Thailand apply RBA-aligned labour, health and safety, environmental and ethics requirements. All the principal production sites obtained RBA Silver Recognition; Suzhou and Chongqing have further received the RBA Factory of Choice designation. RBA recognition is reported as an external assessment outcome, it does not replace the the Company's own due diligence and corrective-action processes.

In 2025, the Company expanded the use of recycled plastics and metals, continuing supplier sustainability engagement, and advanced product and process efficiency initiatives. The following sections describe the relevant governance, action and results.

## 2025 Highlights



**CDP Supplier Engagement Assessment Leader  
(A List)**



**QBR Quality  
Award of  
2025**



**Annual Supplier  
Excellence in  
Quality Award**



**RBA VAP Silver  
Awards** The Sites  
of Chongqing,  
Dongguan, and  
Thailand



The Sites of Suzhou  
and Chongqing  
**RBA Factory of  
Choice Award**

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## Sustainable Value Chain Promotion Strategies and Management Mechanisms

**Topic** ▶ Sustainable Innovativation, Circularity Management, Sustainable Supply Chain, Customer Relationship Management

### Commitment & Policy

#### Design for Sustainable Future:

The Company actively implements sustainable supply chain and environmentally friendly product design policies. The Company is committed to reducing environmental impact throughout the entire product life cycle and collaborates with suppliers to promote a circular economy and responsible governance. The Company has established the following major policy framework:

- **RBA Code of Conduct:** Requires suppliers to comply with responsible operational principles such as labour rights, occupational health and safety, environmental protection, and business ethics, and incorporates relevant requirements into supplier screening, evaluation, and management mechanisms to promote responsible supply chain management.
- **Corporate Procurement Policy for Ethical and Sustainable Sourcing:** Incorporates environmental, social, and governance (ESG) factors into procurement decision-making considerations, requires suppliers, as appropriate, to align with the Company's sustainable development policy, and continuously enhances the overall sustainability performance of the supply chain through supplier evaluation and management mechanisms.
- **Corporate Procurement Policy for Ethical and Sustainable Sourcing Guideline:** Establishes a supplier sustainability management process covering supplier qualification assessments, sustainability risk identification, self-assessment questionnaires, audits, and follow-up improvements, to ensure that the supply chain meets the Company's management requirements in environment and social responsibility.
- **Restricted Substance Control Standard:** Establishes the control criteria of hazardous substances in raw materials, components, and packaging materials to ensure that products comply with international environmental regulations and customer requirements, while simultaneously reducing the potential impacts of products on the environment and human health.
- **Responsible Mineral Sourcing Policy:** A comprehensive declaration rejecting the use of conflict minerals and following the Organisation for Economic Co-operation and Development (OECD) due diligence guidance for responsible minerals to promote supply chain due diligence and information disclosure mechanisms, enhancing mineral source transparency and supply chain responsible governance.

### Action Plan

- **Digital Management:** Implementation of digital control and documentation tracking for hazardous substances.
- **Circular Reuse:** Assess and increase the utilization rate of post-consumer recycled (PCR) plastics year by year.
- **Sustainable Supply Chain:** Establish ESG Partnerships and Regularly Convening Supplier Conferences.
- **Due Diligence on Responsible Minerals:** Implementation of the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT), with requests for alternative improvements directed at suppliers.

### Tracking Mechanisms

- Track and compile patent achievements; actively apply ecodesign.
- Increase the usage percentage of PCR plastics to reduce carbon footprints.
- Continue to verify suppliers' annual sustainability and responsibility performance through Supplier Self-assessment Forms, and on-site audits.
- Continue to promote the RMI (Responsible Minerals Initiative) Conflict Minerals Due Diligence every year and update molding plate information.

### Accountable Function

Procurement Center, Procurement Departments of All Principal Production Sites, R&D Units, Quality Assurance Department, and Administrative Management Division



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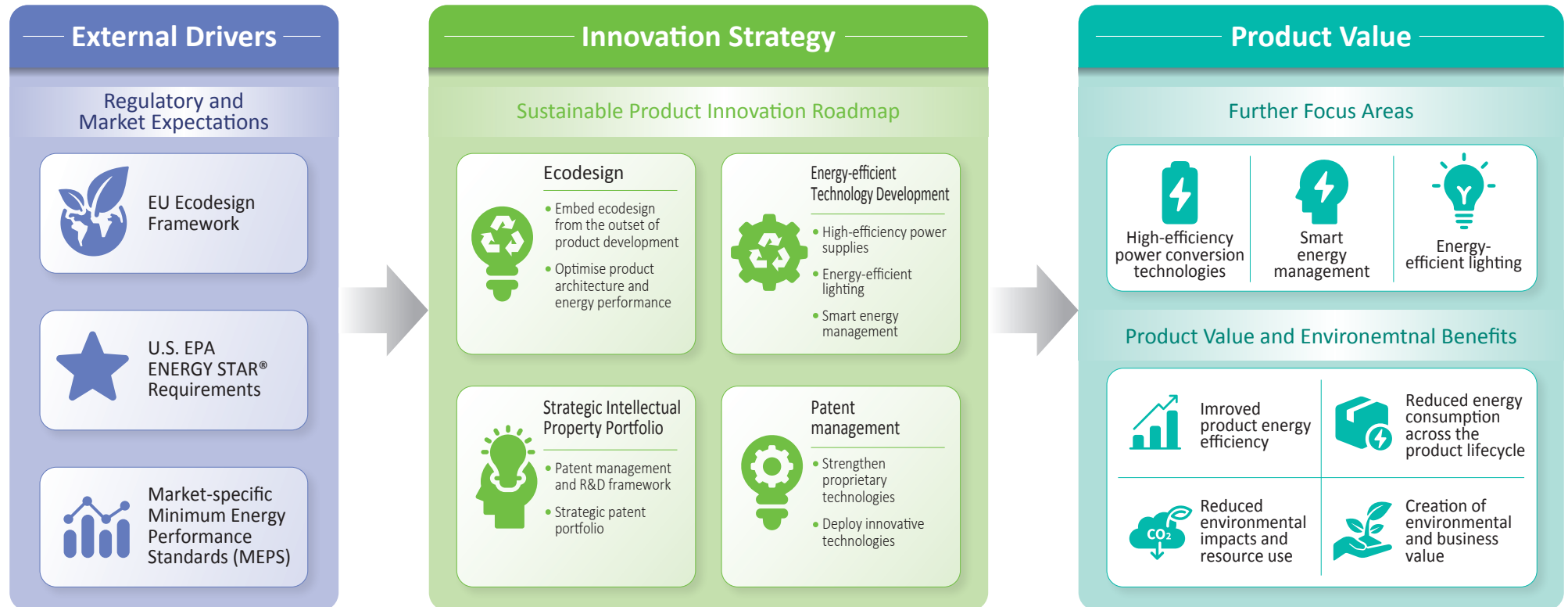
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## 3.1 Sustainable Product Design and Innovation

### Driving the development of high-efficiency and energy-saving products through sustainable design and technological innovation

Energy-efficiency requirements and customers specifications shape the product-development priorities of Chicony Power Technology. The Company integrates energy efficiency, material selection, restricted-substance control and design for circularity into relevant development processes.



Through a sustainable product innovation strategy, Chicony Power Technology will continue to deepen sustainable product design and innovative R&D, and, through the development of high-efficiency power supply technology, smart Energy Management System, and energy-saving lighting technology, will promote improvements in product energy efficiency and the application of low-carbon technologies, in response to the global trend toward improved energy efficiency and international regulatory requirements, and will support the global energy transition and SDGs.

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### 3.1.1 Ecodesign and Sustainable Product Innovation

In response to the global energy transition and the development trend of the low-carbon economy, Chicony Power Technology has systematically incorporated the concept of sustainability into its product design and R&D processes, and, through the integration of technological innovation and management mechanisms, continuously enhances energy efficiency and reduces the environmental impact over the entire product life cycle.

#### ●Deploy innovative technologies Embed sustainability from the outset

In response to the global trend toward energy transition and low-carbon economic development, Chicony Power Technology has incorporated the concept of sustainable design at the initial stage of product development, integrating energy efficiency, product architecture optimization, and intelligent functions into the design process. Through systematic design strategies, the Company continues to promote the development of high-efficiency power supply technologies, energy management, and energy-saving solutions to reduce the energy consumption and environmental impact of products throughout their entire life cycle.

#### ●Govern R&D for delivery Strengthen R&D outputs into protected technology assets

Chicony Power Technology has established a structured R&D governance framework covering technological innovation, intellectual property management and R&D incentives to implement our sustainable design strategy. A dedicated function provides central oversight of R&D outputs and intellectual property, managing technical concepts, patent applications, technology protection and portfolio maintenance through a consistent process. This approach enables us to convert R&D outputs more efficiently into protected technology assets and sustain their long-term value.

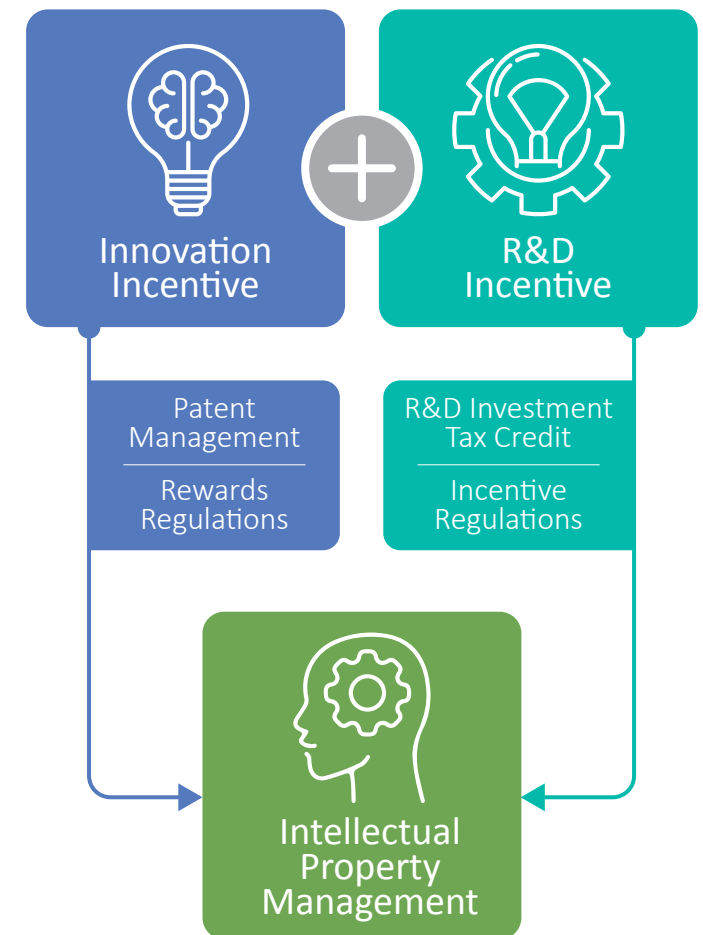
#### ●Protect intellectual property Safeguard core technologies and reduce innovation risk

Chicony Power Technology operates a comprehensive patent management system under which proposed inventions undergo prior-art searches and patentability assessments before filing. Once the R&D teams submit a technical concept, our dedicated intellectual property function conducts the relevant searches and analyses and, where appropriate, initiates the patent application process. This ensures that key technologies receive appropriate protection. We also review the validity and strategic value of our patent portfolio through regular maintenance reviews and technology-value assessments. Patent intelligence and strategic portfolio planning help us monitor technology trends and manage R&D-related risks.

#### ●Create an innovation culture Strengthen R&D capability and encourage technological progress

Chicony Power Technology has established an R&D incentive framework that includes rewards for patent applications and granted patents, as well as an annual technology review and selection process. We encourage employees to submit ideas with technical merit and innovation potential, recognise outstanding inventors and provide project-based incentives. We also invest in patent portfolio development and emerging technologies and support R&D teams in applying for government R&D tax credit programmes.

Through the promotion of sustainable R&D and design strategies, Chicony Power Technology continues to strengthen its corporate innovation capabilities and directes R&D resources toward such areas as high-efficiency power supply technologies, smart energy management, and smart building systems. In the future, the Company will continue to deepen its research and development of energy-saving technologies and smart energy solutions, support improvements in energy efficiency and the low-carbon transition through technological innovation, and promote enterprises and society to jointly move toward sustainable development.



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### 3.1.2 Sustainable R&D

#### High-efficiency power supplies reduce heat, energy losses and material use

Chicony Powr Technology uses GaN (gallium nitride) and SiC (silicon carbide) technologies in selected next-generation power supplies to improve conversion efficiency and reduce energy losses. Higher-frequency switching can also enable smaller magnetic components and more compact product designs. The Le Petit II 65W power supply has a volume of 38 cm<sup>3</sup>. Any comparison with market alternatives should identify the products assessed, measurement date and calculation method. Report on conversion efficiency, standby power and material reduction where verified data are available.

#### Energy-efficient LED solutions reduce use-phase energy consumption and associated Scope 3 emissions

In lighting applications, Chicony Powr Technology continues to develop high-efficiency LED solutions and applies them to automotive and display products. For commercial heavy-duty trucks, for example, a 30W LED module can replace a traditional 140W light fixture, achieving energy efficiency of nearly 80% while also increasing illumination brightness by more than 10% and doubling the irradiation range. In addition, the application of Mini LED technology to keyboard backlighting can reduce power consumption by more than 50% and improve display uniformity and the user experience. It has already been introduced into notebook computers of international brands and expanded for application.

#### IWA Smart Integration Platform enables data-driven energy and carbon management

The IWA smart integration platform is centered on data analytics, the Internet of Things (IoT), and intelligent control technologies, integrating energy management, equipment monitoring, and environmental monitoring functions to help organizations grasp energy consumption and emissions information in real time, and supporting the planning and implementation of energy-saving and carbon reduction strategies through data analytics. The platform primarily covers the following three major application areas:



#### Energy Management and Decarbonisation

Integrating data to improve energy efficiency and reduce GHG emissions

- Analysing operational data to identify energy-efficiency opportunities and continuously improve energy management performance.
- Monitoring equipment operation and energy performance in real time to identify inefficiencies and support corrective action.
- Integrating energy-use and GHG emissions data to enable centralized monitoring and reporting.



#### Safety Workplace and Management

Using environmental and security monitoring to support workplace safety and occupant comfort

- Monitoring workplace conditions to support operational efficiency, personnel safety and occupant comfort.
- Integrating video surveillance and access-control systems to strengthen site security management.
- Monitoring indoor environmental conditions, including air quality and humidity.



#### Data-Driven Management and Decision Support

Integrating operational data and analytics to support informed decision-making

- Applying AI-based analytics to energy and facilities data to support operational recommendations and management decisions.
- Presenting key performance indicators through dashboards to enable real-time monitoring of operating conditions.
- Integrating equipment, energy-use and operational data to establish a consistent data infrastructure for operational management.

### Key IWA Systems and Applications



IWA Carbon  
Management  
System



WA Energy  
Management  
System



IWA Data  
Analytics  
Sytem



IWA Facilities and  
Property  
Management System



IWA Integrated  
Intelligent Building  
Management Platform



AL-based  
Analytics and  
Intelligent Controls

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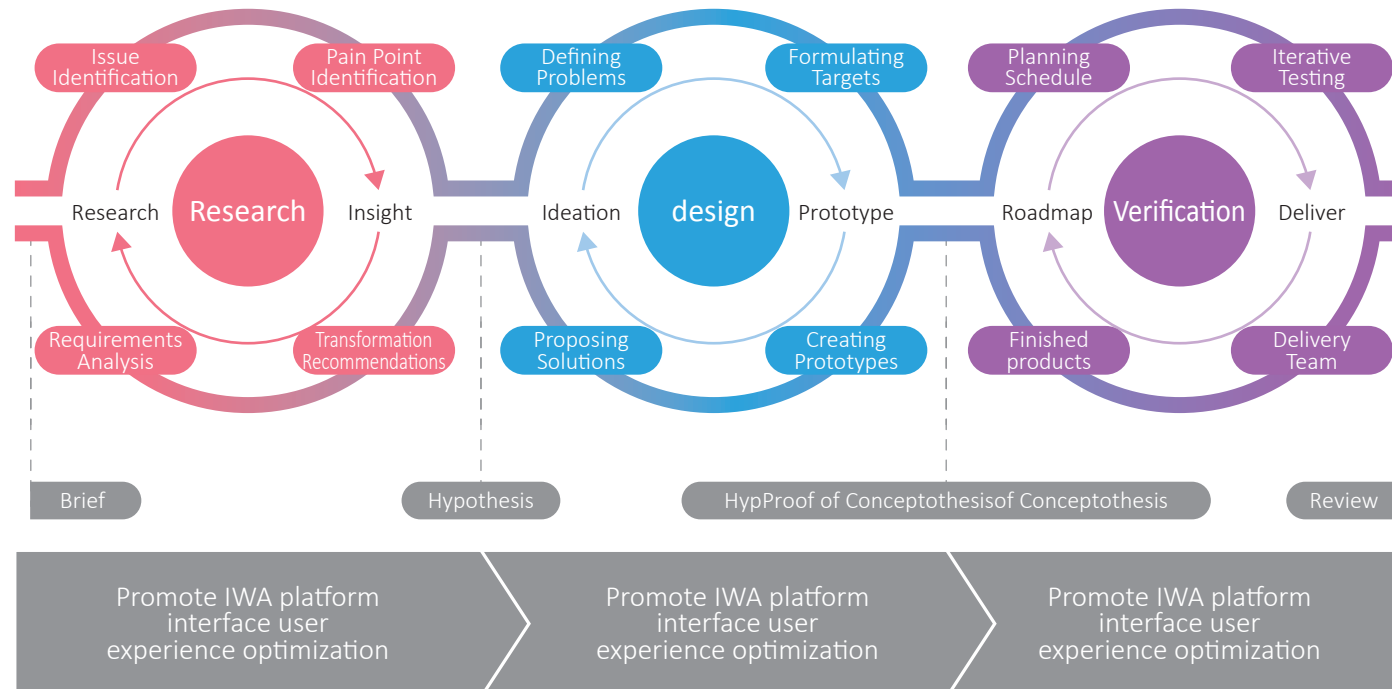
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The IWA platform uses modular architecture and open APIs to connect selected building and facility systems, including power, lighting, air conditioning, water, access control and equipment monitoring. It can be combined with our controllers, sensors, meters, converters and gateways to collect and analyse operating data. Data-quality controls include field validation, missing-value and outlier alerts, version control and audit trails. Security and resilience controls include authentication, access control, encryption, network segregation, system monitoring, redundancy and disaster recovery. State the applicable security standard, assurance scope and reporting-year incidents if these claims are retained.

In the future, we will continue to integrate data analytics, Artificial Intelligence, and IoT technologies, strengthening the platform's applications in energy efficiency management, carbon emissions monitoring, and smart building management, while promoting low-carbon technological innovation.



### 3.1.3 Intellectual Property and Patent Portfolio

Chicony Power Technology manages patents, trademarks and copyrights to protect selected R&D outputs and support the commercialisation of proprietary technology. In July 2024, the Company received "Top 100 Global Innovators 2024 - Energy and Electrical segment," and ranked the 12th under the methodology applied by Clarivate. In addition, with respect to the Company's own-brand smart building and energy management-related products, in addition to protecting core technologies through the patent system, the Company also deployed trademark rights and copyrights to establish a multi-layered intellectual property protection mechanism, reduce technology and market competition risks, and ensure that research and development achievements could continue to support the Company's long-term development.





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## Comprehensive Intellectual Property Management System

Chicony Powr Technology has established an intellectual property rights management system encompassing the three stages of invention, confirmation of rights, and rights protection. It ensures the effective acquisition and continuous maintenance of patent technologies and strengthens the enterprise's technological asset management capabilities.

| Stage        | Objective                                         | Approaches                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Creation     | Invention disclosure and patentability assessment | The R&D engineers' understanding of intellectual property rights and patent portfolio management were strengthened through regular training and comprehensive policies. The prior-art searches, patenability assessments and technical evaluations would be conducted when an invention for potential patent protection was submitted. This helps us identify inventions with clear technical merit and strengthens the quality of applications. |
| Confirmation | Filing and prosecution                            | The invention's core features and competitive differentiators would be identified through technical analysis. The constructive communication with the relevant patent office is also maintained to establish a claim scope to provide appropriate protection for our core technologies.                                                                                                                                                          |
| Enforcement  | Portfolio maintenance, monitoring and enforcement | We regularly review the validity and protection status of our intellectual property portfolio. The market and industrial developments are also monitored to identify potential unauthorised use of our technologies. The appropriate legal action would be taken if infringement is identified.                                                                                                                                                  |

Since 2019, Chicony Powr Technology has promoted its intellectual property portfolio and has deeply integrated technological innovation with energy efficiency and carbon reduction. More than 80% of its patents have focused on energy efficiency and energy management, demonstrating a high degree of alignment between its R&D strategy and low-carbon transition. From 2023 to 2025, the Company achieved an overall disclosure rate of 66% in areas such as power supply technology, LED optics, smart buildings, and process technology. This demonstrates that the Company possesses stable technical output and patent commercialization capabilities, and that its R&D results have been effectively converted into technical assets. From a review of technical distribution, power supply-related technologies are the primary focus of R&D and account for over 50% of the total applications; meanwhile, the cumulative announcement rate for LED optical technologies has reached 86%, indicating that the relevant energy-saving lighting technologies have already established a mature foundation.



| Category           |         | Sustainability Category                | 2023          |                    | 2024          |                    | 2025          |                    |
|--------------------|---------|----------------------------------------|---------------|--------------------|---------------|--------------------|---------------|--------------------|
|                    |         |                                        | Patent Filing | Patent Publication | Patent Filing | Patent Publication | Patent Filing | Patent Publication |
| Power supply units | Circuit | Energy efficiency                      | 38            | 25                 | 43            | 20                 | 68            | 34                 |
|                    | Process | Sustainable manufacturing              | 5             | 3                  | 12            | 7                  | 0             | 0                  |
| LED optics         |         | Energy-efficient lighting              | 29            | 17                 | 39            | 39                 | 25            | 24                 |
| Smart buildings    |         | Smart energy monitoring and management | 9             | 5                  | 12            | 6                  | 0             | 5                  |
| Total              |         |                                        | 81            | 50                 | 106           | 72                 | 93            | 63                 |

### Core Value of R&D

Support product decarbonization

Reduce carbon emissions over the full life cycle

Strengthen energy efficiency solution capabilities

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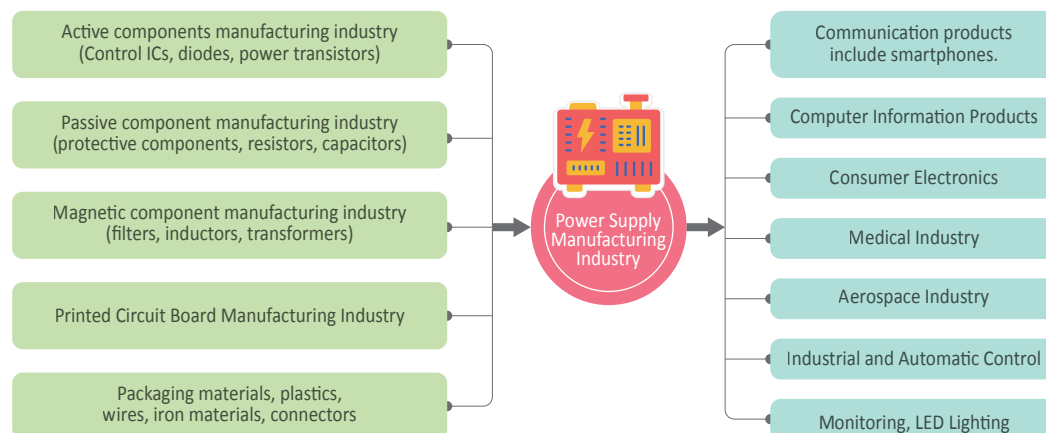
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## 3.2 Responsible Supply Chain Management

The power supply industry is positioned in the midstream of the electronics manufacturing value chain, and product manufacturing relies heavily on multi-tier supply chain cooperation. As a result, environmental and social management performance in the supply chain has become a critical factor affecting corporate operational risk and sustainable competitiveness. Regulatory and clients' expectations are increasing the need for more structured value-chain due diligence and emissions data. Relevant developments include the EU Corporate Sustainability Due Diligence Directive (CSDDD), sustainability-reporting requirements applicable to certain clients, such as the Corporate Sustainability Reporting Directive (CSRD), and clients or voluntary climate commitments that focus more on Scope 3 information, such as the Science Based Targets initiative, SBTi. The applicability and timing of each requirement differ by entity and jurisdiction. Chicony Power Technology uses these developments, together with RBA and OECD guidance, to inform its supplier-management approach.

This section will explain how we strengthen supply chain transparency and risk management capabilities through measures such as a sustainable procurement policy, value chain risk assessment, supplier evaluation and audit mechanisms, sustainable supplier management, and local procurement strategies to work with our supplier partners to jointly promote the sustainable value of environmental protection, social responsibility, and corporate governance.

### Power Supply Manufacturing Value Chain



### 3.2.1 Responsible Sourcing and Supplier Standards

Chicony Power Technology integrates sustainability principles into supply chain management to establish a Corporate Procurement Policy for Ethical and Sustainable Sourcing, as well as a supplier ESG management mechanism to promote sustainable development across the value chain. The requirements incorporate environmental, social and governance criteria into procurement decisions, supporting the continued development of a resilient and transparent supply chain. Our approach is informed by internationally recognised responsible business frameworks, including the Ten Principles of the United Nations Global Compact (UN Global Compact, UNGC), and the Responsible Business Alliance (RBA) Code of Conduct. It also takes account of applicable legislation and regulatory developments, including the EU Corporate Sustainability Due Diligence Directive (CSDDD). Within this framework, suppliers are required to follow four core principles that underpin our responsible procurement and supply chain due diligence processes:

#### Human Rights Protection

Suppliers shall respect and safeguard basic human rights, avoid any form of forced labour, child labour, and discrimination, and establish a safe, fair, and inclusive working environment to uphold employee dignity and well-being.

#### Labour Rights

Suppliers shall provide working conditions that comply with labour laws and international standards, including reasonable working hours, lawful remuneration, occupational safety and health protection, and shall ensure employees' freedom to express opinions and rights of association, so as to promote fair and stable labour relations.

#### Environmental Responsibility

Suppliers shall actively reduce the impact of their operations on the environment, including reducing pollutant emissions, improving energy and water resource use efficiency, and strengthening waste management and resource recycling. Chicony Power Technology also encourages suppliers to develop climate action plans in support of global climate mitigation and low-carbon transition targets.

#### Integrity Governance

Suppliers shall adhere to the principles of integrity management, and bribery, corruption, fraud, and unfair competition are strictly prohibited. They shall also establish a corporate governance framework that is transparent and subject to accountability mechanisms in order to maintain fairness and trust in business cooperation.

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To ensure the effective implementation of policies and promote the implementation of sustainable supply chain management, Chicony Power Technology incorporates related sustainability requirements into its supplier relationship management framework and, where appropriate, included sustainability principles as a basis for mutual cooperation through sustainability annex clauses in procurement contracts, cooperation agreements, or other management mechanisms, so as to jointly promote responsible procurement and sustainable development of the supply chain. In addition, the Company also gradually plans and promotes suppliers' signing of the Supplier Responsibility and Sustainability Commitment Statement to confirm that suppliers understand and support Chicony Power Technology's sustainability principles in the areas of human rights, labour rights, environmental management, and integrity governance. With the Statement, Chicony Power Technology expects to establish a shared vision for sustainable development with its suppliers and encourages suppliers to continuously enhance their management capabilities in environmental and social responsibility matters during operations. During supply chain management, the Company also establishes a supplier due diligence and management mechanism, requiring suppliers to comply with relevant regulations and regularly disclose environmental and social performance data, including information on energy consumption, greenhouse gas emissions, and hazardous substances management. The Company also continuously monitors suppliers' performance on

sustainability issues through the "Annual Self-Assessment Questionnaire on Supplier Responsibility and Sustainability Governance," supplier audit, and corrective action tracking mechanism. In addition, suppliers shall conduct mineral source due diligence in accordance with the requirements of relevant laws and regulations, including the disclosure of information on the sources of conflict minerals such as tin, tungsten, tantalum, and gold, as well as other high-risk minerals, to ensure that the supply chain does not involve conflict financing or improper labour sources. Chicony Power Technology also continuously monitors suppliers' sustainability performance through key short-, medium-, and long-term targets, such as greenhouse gas emissions intensity, waste reduction rate, and audit improvement completion rate, and incorporates these into supplier performance evaluation. For suppliers that have performed excellently in sustainability management, the Company will provide preferential opportunities for cooperation or long-term collaboration incentives; for suppliers that have not met the requirements, the Company will require the submission of improvement plans and conduct follow-up management.

Through the policy measures and management mechanisms described above, Chicony Power Technology's supply chain management has shifted from a cost-oriented approach to focusing on three core priorities: risk, carbon reduction, and responsible governance.

## Value Chain Sustainability Due Diligence Process



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### 3.2.2 Supply Chain Sustainability Risk Management

Chicony Powr Technology regards supply chain management as an important component of corporate sustainable development. Through the establishment of a supply chain risk management mechanism, it continuously identifies and manages potential risks in the supply chain with respect to environment, society, and corporate governance (ESG). Supplier sustainability risks are assessed using defined likelihood and severity criteria. The resulting score is compared with the Company's risk-acceptance threshold. Risks below the threshold are classified as acceptable and remain subject to existing controls and periodic monitoring. Risks above the threshold are classified as unacceptable and require a corrective-action plan, responsible owner and completion date. Residual risk is reassessed after corrective actions. And scoring scale, threshold, review frequency and approving function.

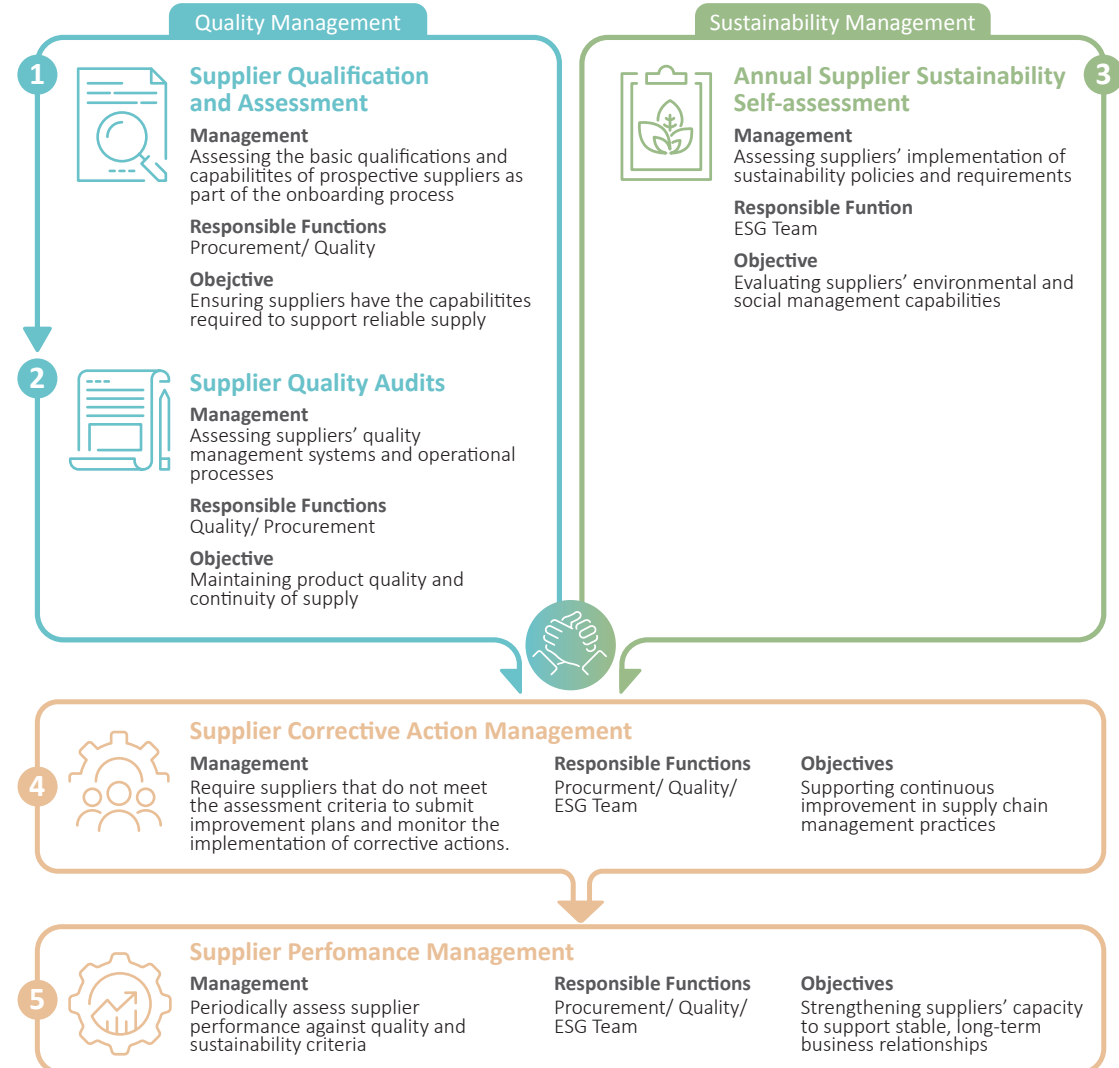
### 3.2.3 Supplier Assessments and Audits

To ensure that suppliers comply with the Company's requirements for quality, sustainability management, and raw material source management, Chicony Powr Technology adopted a dual-track mechanism of "Quality + ESG" to comprehensively monitor suppliers' operations and sustainability performance. Supplier quality audits are conducted by the quality assurance department in cooperation with the procurement department through regular or irregular on-site audits, evaluating the supplier's quality management system, production process control, material management, and legal compliance to ensure they possess stable quality management and supply capabilities. Supplier sustainability and responsibility assessments are carried out by the ESG team, requiring critical suppliers to complete a sustainability self-assessment questionnaire to evaluate their management status across dimensions such as environmental management, labour conditions, occupational safety and health, business ethics, and legal compliance; this assessment mechanism helps the Company grasp suppliers' management maturity on sustainability issues and identify potential environmental and social risks in the supply chain, serving as an important basis for supply chain risk management and continuous supplier improvement. In addition, the Company promotes conflict minerals management through a cross-departmental cooperation mechanism to ensure that the source of raw materials in the supply chain complies with responsible procurement principles.

In the future, Chicony Powr Technology will also gradually strengthen supply chain sustainability management measures, such as increasing the ESG assessment coverage rate of critical suppliers, promoting carbon reduction cooperation with suppliers, and introducing a supply chain carbon emissions disclosure mechanism, so as to promote the supply chain toward low-carbon and sustainable development.

### Integrated Supplier Quality and Sustainability Management

Strengthening supply chain resilience and supporting long-term value creation through integrated quality and sustainability management





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### 3.2.3.1 Supplier Qualification Review and Onboarding Management

To ensure supply chain quality, environmental compliance, and social responsibility meet the Company's management requirements, Chicony Powr Technology has established a dual review mechanism for quality and ESG at the source during the supplier onboarding stage, effectively reducing supply chain risks.

Supplier assessments are conducted by a cross-functional team comprising representatives from Procurement, Quality Control, Green Product Management, Component Engineering and R&D. The assessment is initiated when a new technology, material or sourcing need arises and must be completed before the first purchase order is placed. The process examines the supplier's management systems, engineering and process capabilities, hazardous-substance controls and quality management system to determine whether the supplier can maintain a stable supply. Before mass production, suppliers must provide material-composition data, test reports and a self-declaration of conformity to demonstrate that the relevant products meet applicable environmental legislation and client requirements. We supplement the document review with ongoing incoming quality inspection of supplied raw materials and components. To reinforce business integrity throughout the relationship, new suppliers must sign an integrity undertaking, and ethical conduct requirements from part of the terms of engagement. Together, these controls establish baseline requirements for quality, environmental performance and governance during supplier onboarding and provide a consistent foundation for ongoing supplier management and collaboration.

#### Chicony Powr Technology Supplier Assessment Framework

| Assessment area                                        | Assessment criteria                                                                                                                                                                                                      |                                                                                                                                                           |                                                                                             |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Business relationship management                       | 1.Order and delivery management<br>2.Supplier and trade security management<br>3.Supplier communication and information management<br>4.Supplier's social and environmental responsibility management and EHS management |                                                                                                                                                           |                                                                                             |
| Product design, development and engineering management | 1.Organisational structure and responsibilities<br>2.Pilot production controls<br>3.Product reliability controls<br>4.Tooling control<br>5.Product safety compliance controls                                            | 6.Raw-material approval controls<br>7.Customer sample approval controls<br>8.Changes management<br>9.Environmental product testing and reporting controls |                                                                                             |
| Quality management system                              | 1.Quality management<br>2.Document and data management<br>3.Education and training                                                                                                                                       | 4.Procurement quality management<br>5.Warehouse materials management<br>6.Process control                                                                 | 7.Final product verification<br>8.Calibration management<br>9.Storage and transport control |
| Hazardous-substance management                         | 1.Hazardous-substance process management system<br>2.Hazardous-substance-free (HSF) product realisation<br>3.Monitoring, measurement, analysis and improvement                                                           |                                                                                                                                                           |                                                                                             |

### 3.2.3.2 Quality Performance Management

As the supply chain continues to expand in scale and complexity, Chicony Powr Technology continues to systematically monitor supplier quality and material compliance status. The Company identifies key suppliers each year based on transaction amounts and records of quality abnormalities, and uses them as the basis for subsequent audits and management.

Regarding materials management, the Company has established the "Restricted Substance Control Standard," which classifies substances by level of risk into prohibited-use, restricted-use, and self-managed substances, to prevent hazardous substances from entering the product manufacturing process. At the same time, suppliers are required to submit material composition data and related supporting documents through the system, and to undergo comparison and review to ensure that the products complied with international regulations and customer requirements. In quality management, the Company implements a Supplier Quality Management (SQM) mechanism, regularly assesses suppliers' transaction volumes and quality risks, and accordingly formulates the annual audit plan. For local suppliers, their process and quality capabilities are primarily verified through on-site or video audits; for overseas suppliers, document review is the primary method, with follow-up conducted depending on the level of risk.

In addition, to enhance the efficiency of material management in the value chain and the transparency of information, the Company also uses Green Product Management (GPM) to centrally manage supplier material data and product compliance information, thereby strengthening hazardous substance management in the supply chain and environmental compliance. The supplier shall submit the Material Content Declaration (MCD) and related compliance documents through the system, and shall submit and compare the data in accordance with the Company's hazardous substances management standards. The system can automatically check whether the supplier's data complies with the relevant environmental regulations and, upon finding any non-conformance, issue an alert notification to facilitate timely risk assessment and corrective management by the relevant units. Through the GPM system, the Company is able to centrally manage supplier material data and continuously monitor product material usage, ensuring that products comply with relevant regulations and customer environmental requirements. The supply chain management process of the GPM system includes:

- Issuance of Material Compliance Requirements and Submission of Data
- Review and System Cross-Check of the Material Composition Declaration (MCD)
- GP (Green Product)/RoHS Dedicated Team Review and Determination of Results
- Test Report Validity Period Management and Document Updates
- Restricted Substances Procurement Exception Review and Risk Control



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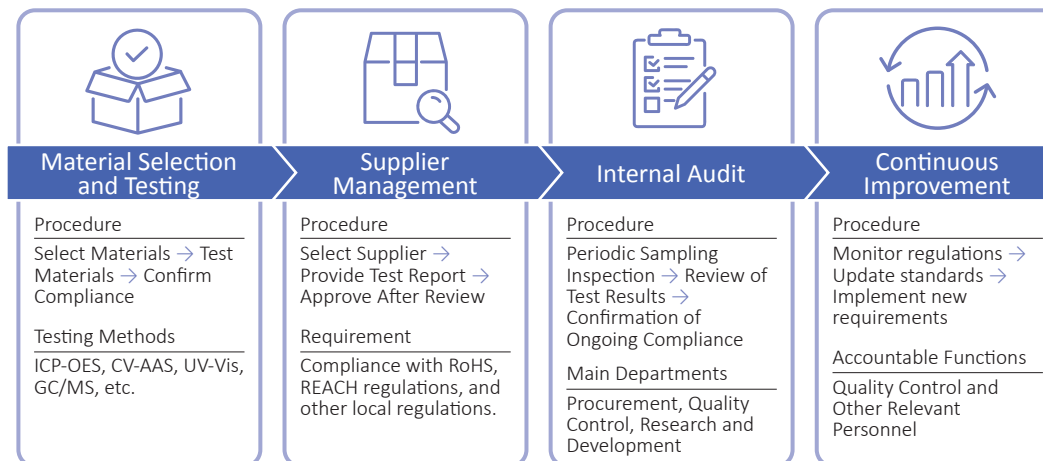
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Where supplier submissions do not meet our specifications, they are returned for correction and the resulting actions are tracked to closure. This process helps ensure that supplied materials meet our restricted-substance requirements. We monitor developments in environmental legislation, client specifications and industry standards, including the EU RoHS Directive, the REACH Candidate List of substances of very high concern (SVHCs), applicable halogen-free requirements and Sony SS-00259. Relevant changes are promptly incorporated into our internal controlled-substance lists and supplier material requirements to support product compliance across target markets. We assess supplier performance regularly against defined quality criteria. The results determine the level of follow-up and improvement required. Suppliers that fall below the required threshold must submit a corrective action plan, which we monitor through completion and verify for effectiveness. Persistent under-performance may result in a review of the supplier's approval status or commercial relationship. These controls strengthen supplier quality management and reduce quality-related supply chain risks.

Through the above quality performance management mechanism, Chicony Power Technology is able to continuously monitor supplier quality performance and product compliance, and, in conjunction with Supplier Audit and the data management system, establish a comprehensive supplier quality management framework to ensure stable supply chain quality and enhance the overall management level of the supply chain.

### Simplified Procedures for Restricted Substance Control Standard Implementation



### Chicony Power Technology On-site Supplier Audit Results

| Indicator                     | Audit Method           | 2024   |           |          |          |       | 2025   |           |          |          |       |
|-------------------------------|------------------------|--------|-----------|----------|----------|-------|--------|-----------|----------|----------|-------|
|                               |                        | Suzhou | Chongqing | Dongguan | Thailand | Total | Suzhou | Chongqing | Dongguan | Thailand | Total |
| Suppliers Audited             | Documentation Reviewed | 136    | 85        | 81       | -        | 302   | 42     | 78        | 148      | -        | 268   |
|                               | On-site audits         | 79     | 8         | 57       | 23       | 176   | 79     | 9         | 75       | 23       | 186   |
| Product RoHS Compliance Rate  |                        | 100%   | 100%      | 99.95%   | -        | -     | 100%   | 100%      | 99.97%   | -        | -     |
| Product REACH Compliance Rate |                        | -      | -         | 100%     | -        | -     | -      | -         | 100%     | -        | -     |

\*Compliance testing for hazardous chemical substances is conducted by spot checks at the frequency set forth in the Supplier Material Risk Control Table, and an differentiated implementation mechanism is applied based on product type, material risk level, and regulatorapplicability. Accordingly, the testing items, spot-check frequency, and audit results may vary by year and by site.

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Based on an overall review of supplier audit data for 2024 and 2025, Chicony Powr Technology continued to monitor supplier management through a dual-track mechanism of document audits and on-site audits. The overall audit scale remained stable, indicating that the Company continued to conduct regular oversight of supply chain quality and environmental compliance.

- 1.The number of supplier on-site audits increased from 176 in 2024 to 186 in 2025, indicating that the Company gradually increased the proportion of on-site audits for high-risk suppliers in order to strengthen oversight of supply chain quality and sustainability management.
- 2.The product RoHS compliance testing results for products subject to applicable laws and regulations and included within the testing scope all remained at a high level of above 99%, with some products even reaching 100% compliance, demonstrating that the Company has established a stable hazardous substances management system, supplier material control, and product compliance verification mechanism, and has continued to strengthen product compliance with environmental laws and regulations through supplier audit, material risk management, and compliance testing.

Overall, the Supplier Audit mechanism and product environmental compliance management has formed a mutually supportive supply chain oversight system. This management model not only helps reduce quality and regulatory risks in the supply chain, but also enhances supply chain transparency and management maturity, and lays the foundation for the Company's continued promotion of sustainable supply chain management. In the future, Chicony Powr Technology will continue to optimize its Supplier Audit mechanism, gradually increase the proportion of on-site audits of critical suppliers, and integrate supplier ESG assessments and materials compliance management to further strengthen supply chain quality and sustainability management capabilities.

### 3.2.3.3 Responsible Minerals Management

Chicony Powr Technology supports the values of international human rights and sustainable responsibility and is committed to ensuring that the mineral sources in its supply chain comply with international responsible sourcing standards. The Company has established a responsible minerals management mechanism in accordance with the Responsible Mineral Sourcing Policy, and refuses to use minerals from armed conflict areas or minerals involved in human rights abuses, including 3TG minerals such as tin (Sn), tantalum (Ta), tungsten (W), and gold (Au), as well as extending coverage to high-risk raw materials such as cobalt (Co) and mica, in order to reduce the potential impact of the supply chain on human rights and the environment. Responsible minerals management was also incorporated into the Company's overall sustainable procurement and supply chain governance framework. Relevant requirements were also clearly stipulated in our Corporate Procurement Policy for Ethical and Sustainable Sourcing and the supply chain management system to ensure that the supply chain complies with sustainability principles such as environmental protection, human rights protection, and business ethics. The relevant policies are formulated in accordance with international standards such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the

Responsible Minerals Initiative (RMI), and the United Nations Global Compact, in order to enhance the transparency of mineral sourcing and the traceability of the supply chain. Because the Company primarily procures electronic components and materials from suppliers for product manufacturing and assembly, and does not directly engage in mineral exploitation or smelting, its management focus is placed on supply chain due diligence and supplier management mechanisms, ensuring through institutionalized investigation and oversight processes that upstream mineral sources met responsible sourcing requirements.

To ensure that mineral sources complied with responsible sourcing principles, Chicony Powr Technology has established a "multi-tier supply chain responsible minerals due diligence process," including supplier surveys, systematic data management, and compliance oversight.



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## Multi-Tier Responsible Minerals Supply Chain Due Diligence Process

Supporting responsible sourcing, traceability and the management of human rights and environmental risks

Reference  
frameworks and  
internal policies



**OECD**

Diligence Guide for Mineral  
Supply Chains of  
Conflict-Affected and High-Risk  
Areas



**RMI**

Responsible Minerals  
Initiative



**UN Global  
Compact**

Ten Principles of the United  
Nations Global Compact



**Internal policies**

Responsible Minerals Sourcing Policy  
Corporate Procurement Policy for Ethical  
and Sustainable Sourcing

Key focus: Supply chain due diligence, supplier management, and continuous improvement, ensuring transparency and traceability of mineral sources

1



**Policy and  
governance**

- Establish a responsible minerals procurement policy and management system in accordance with international standards and regulations.
- Regularly review and continuously optimize the management mechanism

2



**Supplier  
Commitment**

- Require suppliers to sign the Responsible Minerals Commitment Statement
- Incorporate responsible minerals requirements into procurement contracts

3



**CRMT/ERMT/AMRT  
surveys**

- Regularly request suppliers to complete the RMI standard questionnaire
- Collect mineral sourcing and supply chain information

4



**GPM Data  
Management**

- Integrate and manage survey data through the Responsible Minerals Management System (GPM)
- Track response progress and completeness of information

5



**RMAP  
Compliance  
Review**

- Cross-reference the smelter list with the RMI-recognized list (RMAP)
- Assess the compliance and risk level of the smelter

6



**Facility  
remediation**

- Request suppliers to develop a corrective action plan
- Continue to track improvement progress and, when necessary, take risk control measures.

7



**Supplier review  
and monitoring**

- Regularly review supplier compliance status and the effectiveness of improvements
- Continue strengthening supply chain transparency and responsible procurement performance

Scope of management: 3TG minerals, including tin (Sn), tantalum (Ta), tungsten (W), and gold (Au), and extending to high-risk raw materials such as cobalt (Co) and mica.

Applicable parties: major suppliers. Management approach focuses on supply chain due diligence and supplier management as the Company is not directly involved in mineral mining or smelting.



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The Company conducts a responsible minerals survey at least once each year. To further implement the responsible procurement principle, Chicony Powr Technology requires all suppliers to sign a Non-Conflict Metal Declaration, committing that the products they provide do not use mineral materials from conflict regions, and to regularly update the relevant declaration documents. At the same time, the Company also requires suppliers to give priority to procuring from RMAP (Responsible Minerals Assurance Process)-certified smelters and refineries, in order to reduce the likelihood of sourcing high-risk minerals. With respect to the mineral data reported by the supplier, the Company compares the smelter information against the compliance list published by the RMI (Responsible Minerals Initiative). If any smelter not certified under RMAP is identified, it is placed on the tracking list, and the Company continuously monitors the supplier's submission of improvement measures or alternative proposals. In terms of management tools, the Company implements the GPM (Green Product Management) system to centrally manage supplier material data and mineral source information. Through a digital platform, it carries out data uploads, reviews, and automatic cross-checking, enhancing supply chain data transparency and management efficiency. The main functions of the GPM system include:

- Materials composition data management
- Tracking mineral origin
- Restricted substances comparison
- Document validity period management
- Supplier information update reminder

Through systematic management and digital tools, the Company is able to monitor supply chain compliance in real time and reduce operational risks, thereby enhancing the effectiveness of responsible minerals management. Chicony Powr Technology also continues to deepen responsible minerals due diligence through supplier communication and training and regularly promotes responsible procurement requirements to the procurement team and supply chain partners, enhancing the supply chain's awareness and implementation of human rights protection, environmental protection, and corporate responsibility.

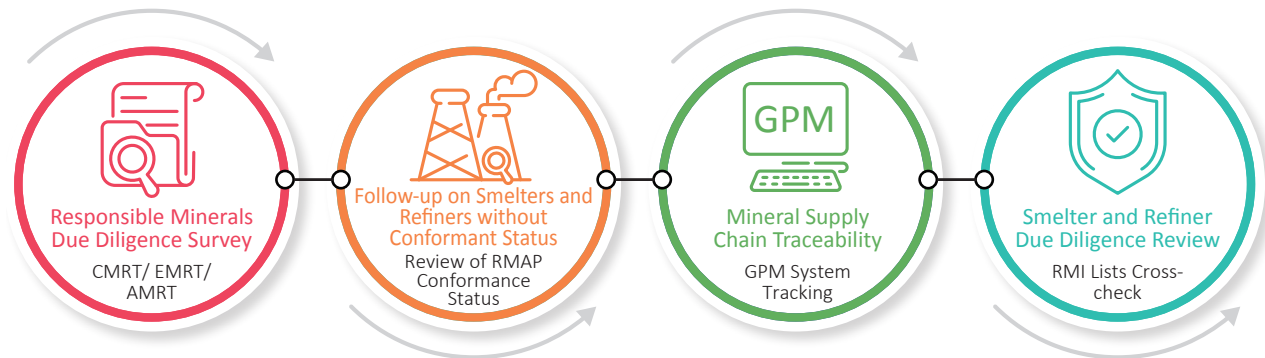
## Responsible Minerals Due Diligence

Strengthening traceability and managing risks in mineral supply chains

Chicony Power Technology conducts responsible minerals due diligence at least annually using the reporting templates developed by the Responsible Minerals Initiative (RMI), including the CMRT, EMRT and AMRT. Suppliers are required to complete the applicable reporting templates and acknowledge our responsible minerals sourcing requirements.

Information submitted by suppliers is recorded and monitored through the GPM system. Reported smelters and refiners are checked against the RMI's published lists and their Responsible Minerals Assurance Process (RMAP) status.

### Chicony Powr Technology's Responsible Minerals Due Diligence Processes



### Due Diligence Results



#### Survey Coverage

**100%** coverage of the Taiwan Headquarters and principal production sites in China and Thailand



**Supplier Response Rate**  
**95% - 100%**



**Supplier Acknowledgement**  
**100%**

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### 3.2.3.4 Responsibility and Sustainability Management

To enhance supply chain sustainability management maturity, Chicony Power Technology requires all suppliers to comply with the Responsible Business Alliance (RBA) Code of Conduct, which covers five major dimensions: labour human rights, health and safety, environmental protection, business ethics, and management systems, reinforcing supply chain social and environmental responsibility. In this reporting year of 2025, the Company launched its first "Supplier Sustainability and Responsible Governance Self-Assessment Questionnaire" for Tier-1 suppliers across Taiwan Headquarters and the principal production sites of Suzhou, Chongqing, Dongguan, and Thailand. This initiative leverages a systematic survey methodology to evaluate suppliers' management status across environmental, social, and corporate governance (ESG) dimensions, thereby strengthening supply chain risk identification and sustainability management capabilities. The 2025 SAQ population comprised 83 in-scope Tier-1 suppliers selected under the Company's material-category and procurement-spend criteria. 74 suppliers submitted SAQ and met the completeness criteria, representing a 91% response rate.

The supplier sustainability assessment primarily covers four major areas, including human rights and labour conditions, environmental management, sustainable governance, and corporate responsibility management issues. Based on the overall scoring results of the supplier self-assessment questionnaire, the Company has established a tiered management mechanism, classifying suppliers' sustainability management maturity into five levels: Excellent Leader (Platinum), Advanced Maturity (Gold), Meets Basic Requirements (Silver), Partially Meets Requirements (Bronze), and Initial Stage (Red Flag), to serve as a reference for supplier cooperation strategies and subsequent management measures. When a supplier's overall score reaches Silver, this indicates that its sustainability management system has basically complied with the relevant laws and regulations and customer requirements, and that it has demonstrated preliminary sustainability management capability. Such suppliers are classified as general partners, and through annual follow-up and ongoing communication mechanisms, they are encouraged to gradually enhance their management maturity. For suppliers whose scores fall into the Bronze category, the Company requires them to submit a commitment to a follow-up Corrective Action Plan (CAP) to reduce potential sustainability risks. If a supplier's score is below the Bronze level, this may indicate that there are material gaps in its sustainable governance or management systems, and the Company will, depending on the circumstances, further communicate and review the cooperative relationship. Through the questionnaire survey, the Company can gain a preliminary understanding of the supplier's management maturity in environmental management systems, labour condition safeguards, and corporate governance, and this served as an important reference for subsequent supply chain risk assessment and supplier guidance.



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## Supplier Sustainability Assessment and Management Frameworks

### Following the Five Areas of the RBA Code of Conduct



#### Labour and Human Rights

- Non-discrimination and equality
- Freedom of association
- Wages and working hours
- Prohibition of child labour



#### Health and Safety

- Occupational health and safety
- Emergency preparedness and response
- Hazard identification and control
- Employee health protection



#### Environment

- Environmental compliance
- Resource and energy management
- Pollution prevention and waste management



#### Business Ethics

- Business integrity
- Anti-corruption
- Information transparency
- Intellectual property protection



#### Management Systems

- Management systems and procedures
- Risk management
- Continuous improvement
- Document and record management

### Supplier Sustainability Rating Framework

#### Platinum - Leading

Comprehensive policies, a high level of transparency and evidence of advanced sustainability management practices

#### Gold - Mature

A high level of alignment with applicable requirements and well-developed management systems

#### Silver – Basic Compliance

Alignment with applicable legal and customer requirements, supported by basic sustainability management capabilities

#### Bronze – Partially Compliance

Basic requirements are partially met; a corrective action plan (CAP) is required

#### Red Flag – Potential Risk Identified

Material non-conformities or missing management systems have been identified and may affect the business relationship



### Rating-based Supplier Management Actions

#### Silver and above

Classify as a standard business partner. Continue routine monitoring and engagement to encourage further improvement



#### Bronze

Require a corrective action plan (CAP) and monitor implementation progress



#### Below Bronze

Conduct enhanced due diligence and reassess the business relationship



#### Supplier Improvement

Strengthen risk identification and supplier capacity-building to improve the overall maturity of sustainability management



### Assessment Scope and Results



**Suppliers Assessed**  
Major suppliers, defined as in-scope Tier-1 direct suppliers collectively representing at least 80% of procurement spend.



**Geographical Scope**  
Tier-1 suppliers managed by the Taiwan Headquarters and principal production sites



**Assessment Results**  
• Initial response rate: **91%**  
• Tier-1 supplier self-assessment coverage: **100%**

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## Chicony Powr Technology's 2025 Tier-1 Supplier Sustainability SAQ Result

### Indicator

| SAQ coverage                                                                          | 100%   |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assessment metric                                                                     | Result | Scope and methodology                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Human Rights Management- Suppliers with valid assessments                             | 74     | Assess whether suppliers have established a human rights policy and management mechanism, including human rights commitments, a grievance mechanism, and employee communication procedures.                                                                                                                                                                                                                                                     |
| Labour practices and Occupational Health and Safety- Suppliers with valid assessments | 74     | Assess the supplier's management practices in areas such as labour conditions, anti-discrimination policies, working hours management, remuneration and benefit programs, and occupational safety and health systems.                                                                                                                                                                                                                           |
| Environmental and Climate Management- Suppliers with valid assessments                | 74     | Assess the supplier's management capabilities in environmental management systems, pollution prevention, energy management, greenhouse gas emissions management, and product environmental compliance.                                                                                                                                                                                                                                          |
| Business Integrity, Governance and Compliance- Suppliers with valid assessments       | 74     | Assess suppliers' corporate governance systems in areas such as business ethics, anti-corruption, disclosure of information, and legal compliance.                                                                                                                                                                                                                                                                                              |
| Suppliers rated as low environmental-impact risk                                      | 33.73% | Environmental risk identification factors:<br>The Company conducts environmental risk assessments through the supplier sustainability self-assessment questionnaire by evaluating the establishment of environmental management systems, energy management system, GHG management capabilities, and product environmental management, in order to identify any actual or potential adverse impact that suppliers might have on the environment. |
| Suppliers rated as medium environmental-impact risk                                   | 27.71% |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Suppliers rated as high environmental-impact risk                                     | 38.55% |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Suppliers rated as low overall ESG risk                                               | 19.27% | ESG risk identification factors:<br>Review the supplier-reported systems, management measures, and related supporting documentation concerning environment management, human rights and labour conditions, governance and business ethics, and supply chain responsibility management through a document review process.                                                                                                                        |
| Suppliers rated as medium overall ESG risk                                            | 19.27% |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Suppliers rated as high overall ESG risk                                              | 61.44% |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Suppliers associated with adverse environmental impacts that agreed to CAP            | 100%   |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Supplier relationships terminated due to adverse environmental impacts                | 0%     |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

\*Percentages are rounded to two decimal places. Totals may differ slightly from 100% due to rounding.

Overall, the environmental assessment results reflect that there are still certain differences in the supply chain's maturity in environmental management, and also indicate the need to continue promoting improvements in suppliers' environmental management capabilities. If further cross-analyzed based on the overall ESG impact assessment results, the findings show that although some suppliers have already developed basic capabilities in a single environmental management system, there is still significant room for improvement in overall ESG management maturity, including human rights management, labour conditions, business ethics, and governance systems.

For the potential negative impact on the environment identified in the assessment results, the Company has established follow-up improvement and tracking mechanisms. In 2025, all suppliers assessed as presenting environmental risks were required to submit improvement plans. The coverage rate of the improvement requirement reached 100%, and all relevant suppliers had agreed to cooperate with the improvement measures and continue enhancing their management capabilities. No supplier has been terminated for cooperation due to environmental risk factors in this year, indicating that the Company has adopted a management principle of "guidance and improvement first" and has assisted suppliers in improving their sustainable management performance through ongoing communication and capacity building.



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### 3.2.4 Supplier Qualification and Onboarding

Chicony Power Technology integrates local and sustainable sourcing considerations into procurement decisions to reduce the environmental impacts of our supply chain and strengthen operational resilience. Our approach covers transport distances, recycled and circular materials, supplier sustainability performance. These measures support lower supply chain GHG emissions, greater supply continuity and a stronger response to disruption. We maintain long-term relationships with key suppliers to support continuity of supply, consistent quality and effective management of lead times and pricing. Procurement function aligns purchasing plans and delivery schedules with order intake and production requirements, helping to manage inventory costs and exposure to external volatility.

Supplier location, supply capability and sustainability performance form part of our procurement evaluation. Where operationally feasible, all principal production sites give preference to qualifies suppliers located nearby. Shorter transport routes can reduce transport-related GHG emissions and improve delivery efficiency. For reporting purposes, suppliers are classified as local based on their dispatch address, while inter-company transfers are excluded to maintain data consistency and comparability. Our sustainable procurement approach also supports the

progressive use of materials with lower environmental impacts and recycled content. Post-consumer recycled (PCR) materials and other recycled inputs are included among the materials prioritised for procurement. We encourage suppliers to offer lower-carbon materials and products manufactured in line with our environmental requirements. Supplier engagement and evaluation consider environmental management capabilities, the ability to supply circular materials, products, and broader sustainability performance. We also encourage suppliers to participate in joint decarbonisation and environmental improvement initiatives. Going forward, we plan to strengthen supply chain GHG data collection and expand collaborative decarbonisation programmes to support the transition to a lower-carbon supply chain.

Overall, through local procurement, sustainable procurement, and supplier collaboration management, Chicony Powr Technology has continued to strengthen supply chain resilience, reduce the environmental burden caused by supply chain transportation and raw material use, and gradually build a sustainable supply chain system that combines environmental responsibility and operational efficiency.

#### Chicony Powr Technology's Local Procurement and Sustainable Procurement Performance

| Indicator                                                | Sustainable Benefits                                                                                                                                                                                                                                                                                                                                               | 2024   |           |          |          |        | 2025   |           |          |          |        |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----------|----------|----------|--------|--------|-----------|----------|----------|--------|
|                                                          |                                                                                                                                                                                                                                                                                                                                                                    | Suzhou | Chongqing | Dongguan | Thailand | Total  | Suzhou | Chongqing | Dongguan | Thailand | Total  |
| Number of Sustainable Procurement Suppliers              | 1. Promote the development of recycled materials and the Circular Economy, and reduce resource consumption and waste                                                                                                                                                                                                                                               | 20     | 0         | 2        | 0        | 22     | 21     | 0         | 2        | 0        | 23     |
| Sustainable Procurement Amount Ratio                     | 2. Reduce environmental pollution and chemical risks                                                                                                                                                                                                                                                                                                               | 1.18%  | 0         | 0.05%    | 0        | 0.3%   | 1.68%  | 0         | 0.02%    | 0        | 0.42%  |
| Local Supplier Ratio                                     | 1. Reduce the demand for long-distance transportation and lower Scope 3 upstream transportation emissions<br>2. Shorten lead times and improve supply chain efficiency to reduce inventory requirements                                                                                                                                                            | 91.65% | 91.26%    | 90.36%   | 22.05%   | 73.83% | 91.48% | 89.13%    | 88.24%   | 22.05%   | 72.72% |
| Local procurement amount ratio                           | 3. Promote regional industrial development, strengthen local supply chain cooperation, and enhance industrial cluster effects to address the risk of supply chain disruptions                                                                                                                                                                                      | 92.87% | 85.36%    | 89.67%   | 86.73%   | 88.65% | 72.66% | 68.76%    | 68.84%   | 86.75%   | 74.25% |
| Short-, medium-, and long-term implementation directions | 1. Short-term- Plan an annual sustainable supplier conference and encourage suppliers to implement organizational carbon and product carbon footprint verification and carbon reduction plans<br>2. Medium-term- Analyze the considerations for establishing a sustainable supplier list<br>3. Long-term- Promote a supplier carbon emissions disclosure mechanism |        |           |          |          |        |        |           |          |          |        |

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The data disclosed in the table mainly covers the principal production sites of Chicony Powr Technology, which are Suzhou, Chongqing, and Dongguan, China, as well as Thailand Site. Consequently, this footprint is defined as a critical scope for value chain governance and the reporting of localized sourcing metrics. Through analyzing the procurement structure of all principal production sites, the Company is able to more specifically grasp the degree of regionalization of the supply chain and its impact on supply chain carbon emissions and operating efficiency.

An analysis of procurement data for 2024 and 2025 shows that local suppliers continued to account for approximately 88 - 91% of suppliers at the principal production sites, despite minor changes year-on-year. The share of procurement spend with local suppliers also changed in 2025. This metric is influenced by the number of suppliers, the mix of goods purchased, procurement requirements and the annual sourcing profile. It therefore does not necessarily move in line with the proportion of local suppliers. Regional suppliers nevertheless remain central to our supply chain, helping to reduce cross-regional transport and the associated GHG emissions. Changes in the supplier mix mainly reflect the need to source certain raw materials and specialised components from outside the region to meet technical or quality requirements. As local supply markets develop, we will further continue to identify qualified local suppliers with the required technical capabilities and prioritise regional sourcing opportunities. This approach is expected to increase the share of local procurement overtime and further reduce transport-related emissions. Local procurement reduces the need for long-distance transport and the associated Scope 3 emissions from upstream transportation and distribution. It can also shorten lead times, improve security of supply and reduce exposure to supply chain disruption, thereby strengthening operational resilience.

In terms of sustainable procurement, Chicony Powr Technology continued to promote the low-impact or recycled materials and gradually expanded cooperation with suppliers that possessed sustainable management capabilities. In 2025, the number of sustainable procurement suppliers increased to 23, indicating that the Company has gradually incorporated sustainability principles into supplier collaboration and procurement decisions. The proportion of sustainable procurement amount also shows a growing trend. The related procurement items mainly include recycled materials and low-carbon materials that comply with environmental requirements. As demand for circular materials and low-carbon products continue to increase, the Company will continue to raise the proportion of sustainable material procurement and work with suppliers to promote product decarbonization and material circularity.

Through the continued promotion of local procurement and sustainable procurement strategies, Chicony Powr Technology gradually enhances the maturity of its supply chain sustainability management and drove the supply chain toward low-carbon and Circular Economy development. In the future, the Company will gradually introduce a supply chain carbon emissions disclosure and management mechanism, encourage major suppliers to disclose carbon emissions information, and jointly promote carbon reduction measures in order to strengthen the supply chain's low-carbon transition.

### 3.2.5 Customer Health and Product Safety

Chicony Powr Technology places great emphasis on customer health and safety. We manage product safety and regulatory conformity through design controls, restricted-substance requirements, supplier material declarations, testing and traceability. The Green Product Management system supports the collection and review of material and supplier data against applicable legal and customer requirements. Product labelling and information are reviewed under the requirements applicable to the relevant product and market. To ensure that customer feedback can be reflected in a timely manner and effectively addressed, the Company has also established diversified customer communication and feedback channels. Standardized customer complaint handling procedures were established at all principal production sites. Through the five major stages of "receipt, analysis, improvement, response, and case closure," customer issues are handled through defined escalation and corrective-action processes. Chicony Powr Technology is committed to safeguarding customer health and safety and strengthening the company's responsibility and reputation in the global market. This section distinguishes product-safety controls from general quality, delivery and commercial complaints.



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## Customer Relationship Management and Response Mechanism for All Chicony Powr Technology Sites

| Management Aspects                               | Management Measures                                                      | Governance and Processes                                                                                                                                                                                                             | Objective                                                                                                                                           |
|--------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Proactive communication                          | Communicate clients requirements and satisfaction regularly              | 1.Customer Relationship Management (CRM)<br>2.Quarterly Business Reviews (QBR)                                                                                                                                                       | Strengthen customer engagement and partnerships                                                                                                     |
|                                                  | Provide product updates, technical information, and market trends        | Product information disclosure and customer communication process                                                                                                                                                                    | Improve product understanding, information transparency and customer trust                                                                          |
|                                                  | Customized solutions and technical support                               | Cross-departmental collaboration mechanism among RD, Sales, and FAE                                                                                                                                                                  | Enhance the quality of customer management services                                                                                                 |
|                                                  | Adapt service delivery to client requirements                            | Customer feedback and improvement mechanism                                                                                                                                                                                          | Increase the value of customer management services                                                                                                  |
| After-sales support and issue resolution         | Standardized complaint handling process (3 hrs/48 hrs/72 hrs)            | Customer complaint handling procedure                                                                                                                                                                                                | Ensure clients concerns are addressed effectively                                                                                                   |
|                                                  | Assign responsibility for complaint handling                             | Responsibility and accountability process                                                                                                                                                                                            | Establish consistent ownership and execution                                                                                                        |
|                                                  | Conduct cross-functional issue analysis                                  | Cross-functional meeting mechanism                                                                                                                                                                                                   | Initiate investigations promptly and improve response efficiency and service quality                                                                |
|                                                  | Perform root-cause analysis and implement corrective/ preventive actions | Corrective-action reporting and follow-up                                                                                                                                                                                            | Address issues systematically and prevent recurrence                                                                                                |
|                                                  | Manage nonconformity risk control                                        | Incident notification and emergency response process                                                                                                                                                                                 | Protect product safety and minimise client impact                                                                                                   |
|                                                  | Monitor corrective-action effectiveness and close resolved cases         | Complaint closure and effectiveness verification process                                                                                                                                                                             | Ensure effective corrective actions that resolved issues                                                                                            |
| Customer satisfaction and continuous improvement | Analyse complaint data by product batch and monitor trends               | 1.Maintain a complaint database and conduct trend analysis<br>2.Review complaint types and causes regularly<br>3.Apply corrective actions across comparable products<br>4.Implement a cross-departmental quality improvement project | Evaluate service quality on a batch basis to serve as a basis for improvement                                                                       |
| Integrity and grievance mechanism                | Provide client grievance and reporting channels                          | 1.E-mails<br>2.Telephone<br>3.Customer complaint and defect feedback form<br>4.Sales contact or quality representative                                                                                                               | Ensure that customers and stakeholders can report improper conduct or related concerns, thereby strengthening corporate governance and transparency |
|                                                  | Escalate unresolved client concerns                                      | Direct escalation to senior management                                                                                                                                                                                               | Ensure fair and confidential investigations and case handling to strengthen stakeholder trust                                                       |

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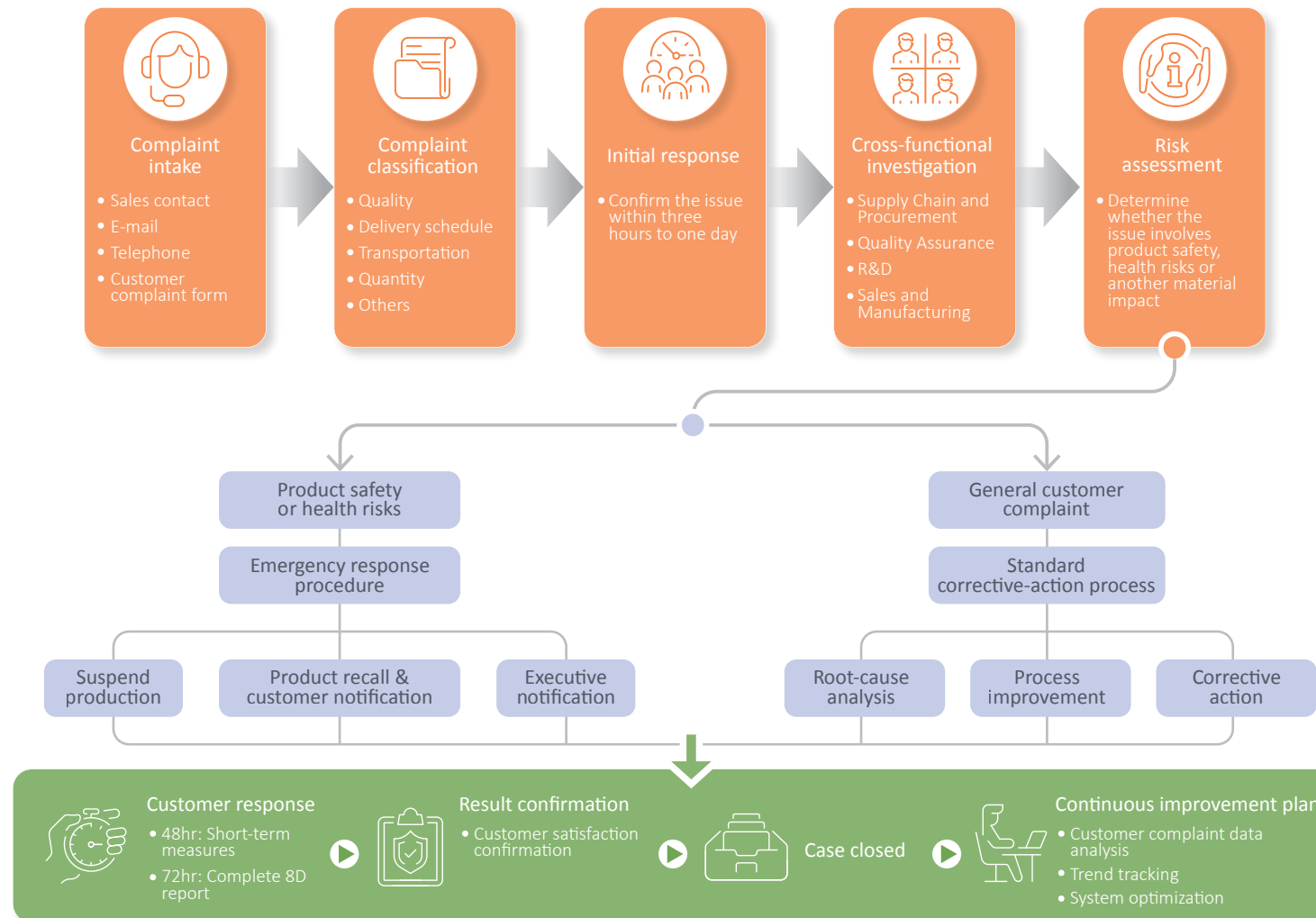
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## Customer Complaint Management and Resolution Process



In 2025, Chicony Power Technology did not experience any incidents involving violations of product health and safety-related regulations, nor did it experience any incidents involving violations of product information disclosure and labeling-related regulations, indicating that the Company's product design and management processes had effectively complied with relevant regulations and customer requirements. To continuously enhance the maturity of customer health and safety management, the Company will also continue to optimize product safety management and customer service processes in the future, and will gradually strengthen the disclosure of the following indicators:



On-time Client  
Complaint Response  
Rate



Complaint Closure  
Rate and Average  
Days to Resolution



Major Quality Issue  
Rate



Customer  
Satisfaction Index



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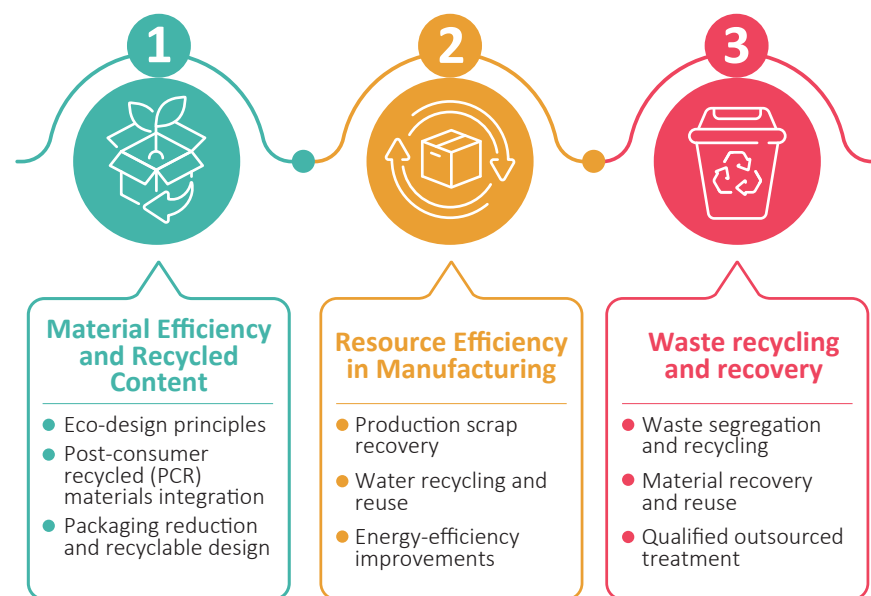
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## 3.3 Circular Economy and Resource Efficiency

Chicony Power Technology takes a product life-cycle approach to resource management, integrating circular economy principles into product development, materials management and manufacturing. We improve resource efficiency and reduce reliance on virgin resources by using less material, increasing recycled content, recirculating process materials and converting waste into secondary resources.

At the design stage, we optimise product architecture, module integration and reduce packaging to limit material use and transport-related energy consumption. In manufacturing, we recycle water, improve energy efficiency and operate internal material-recovery systems to minimise resource losses. Waste is segregated for recycling or reuse, while external treatment is managed in accordance with applicable requirements to keep materials in circulation wherever feasible.

### Circular Economy Management Framework



| Action                    | Sustainable/Environmental Benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Materials Selection       | PCR plastics, ocean-bound plastic (OBP) and recycled metals are used in components, as well as expanding the use to reduce demand for virgin materials and associated GHG emissions. PCR plastic has been used as a substitute for virgin plastic in our components since 2018. Following design optimisation and supply chain validation, the recycled-material share reached 45.5% in 2025. Recycled steel, copper and aluminium are also included in our sourcing strategy, with recycled content and technical feasibility assessed jointly with suppliers. Recycled steel represented 20.3%. |
| Product Design            | The energy-efficient LED technologies were developed and expanded the use of silicon carbide (SiC), gallium nitride (GaN) and power-management integrated circuits across mid- to high- end notebook products. These technologies streamline manufacturing and improve power-conversion efficiency. They also enable smaller transformers and lower aluminium use, helping to reduce product weight, the energy demand associated with products and services, reliance on virgin materials and related GHG emissions.                                                                             |
| Process Optimization      | <ol style="list-style-type: none"> <li>The automation in the manufacture of newly developed products is increased to improve production efficiency and resource use. Energy Recovery Systems (ERS) have been introduced in burn-in testing facilities to recover and reuse electricity.</li> <li>A copper-printing process was developed through the collaboration with material suppliers to reduce energy consumption up to 50% and wastewater generation. This alternative also improves copper utilisation and reduces chemical inputs.</li> </ol>                                            |
| Energy and water recovery | <ol style="list-style-type: none"> <li>The waste heat from air compressors and water chillers is recovered and used to heat mains water to 50° C for domestic hot-water supply, improving energy-conversion efficiency at Suzhou Site.</li> <li>Rainwater and condensate from air-conditioning systems are recovered for landscape irrigation, road cleaning and cooling-system refilling water. This reduces freshwater demand and operating costs.</li> </ol>                                                                                                                                   |
| Reuse                     | Production cartons, plastic crates packaging materials, wooden pallets and used metal parts are reused or repaired through the collaboration with suppliers. These measures extend material life, reduce demand for new materials and lower waste, as well as GHG emissions.                                                                                                                                                                                                                                                                                                                      |
| Separate collection       | Outer cartons and inner packaging for backlight modules are designed for recovery and collected from our products through the delivery process. This reverse-logistics arrangement reduces virgin material demand and packaging waste.                                                                                                                                                                                                                                                                                                                                                            |
| Recovery and recycling    | Lead-free solder spatters are treated and made into tin bars to reduce virgin materials consumption and waste generation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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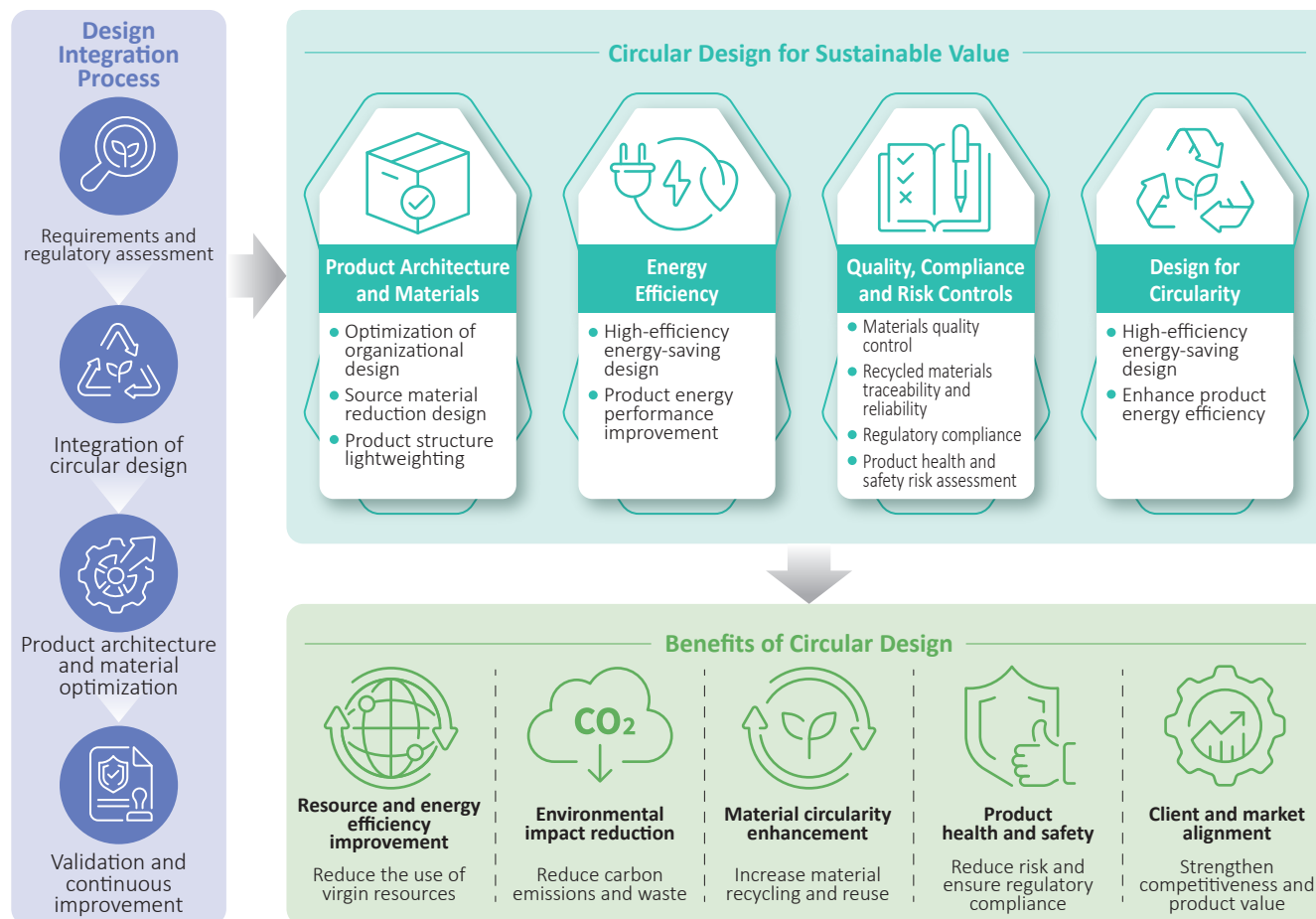
### 3.3.1 Circular Product Design

Chicony Power Technology integrates circular economy principles into product R&D and design. By optimising product architecture and energy performance, we aim to improve resource efficiency and reduce environmental impacts across the product life cycle. Ecodesign considerations are incorporated from the outset, with a focus on reducing virgin material use, extending product life and enabling easier disassembly. The R&D functions assess material requirements and product architecture early in the development process through mechanical design optimisation, product lightweighting, component design improvements, higher material and energy efficiency. Except for what mentioned above, the environmental requirements also incorporated into the product development process. Circular-design criteria covers material reduction, and design for supporting greater reparability, recyclability and material-recovery potential. This approach guides product development towards greater resource efficiency and circularity.

For product health and safety, we work with material through joint quality-assurance controls. These controls support the reliable sourcing and traceability of recycled materials to be compliance with applicable quality and regulatory requirements. Our internal risk management process systematically identifies product health and safety risks during design and development so that risks arising during product use can be managed appropriately. Going forward, we will further embed circular-design principles by improving product energy efficiency, material efficiency and recyclability, supporting the development of lower-carbon and more circular products.

## Circular Economy-Oriented Product Design Framework

During product research, development, and design stages, the concept of circular economy is introduced to improve resource efficiency, reduce environmental impact, and promote products toward low-carbon and circular development.



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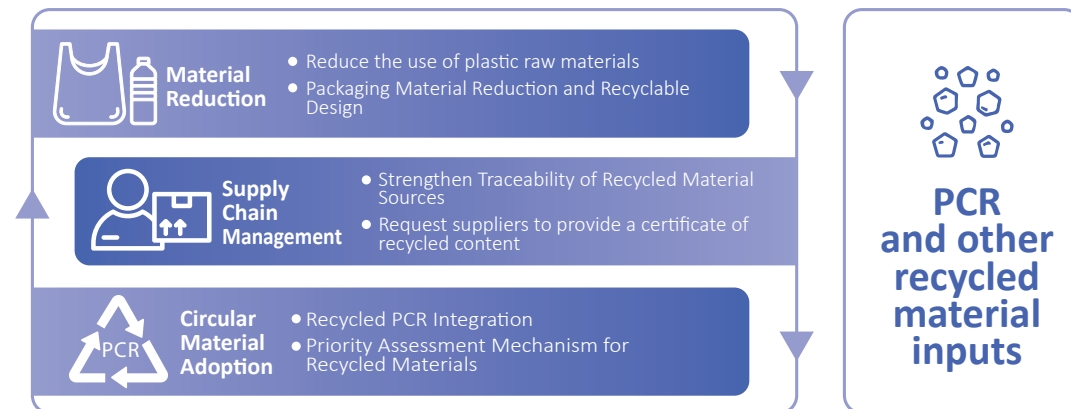
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### 3.3.2 Material Efficiency and Recycled Content

Chicony Power Technology applies material-efficiency and recycled-material principles during product design and material selection to reduce resource consumption across the product life cycle and support the transition to a circular economy. We optimise product design, such as reducing plastic use and designing products for recyclability to lower consumption for virgin materials and reduce environmental impacts during manufacturing and transport. We require suppliers to provide documentation verifying the origin and recycled content of the materials supplied to ensure reliable and traceable sourcing. This strengthens oversight of recycled-material sources and improves supply chain transparency. We are also progressively increasing recycled content, giving priority to PCR plastics materials. Combined with improvements in product and material design, these measures increase material circularity and reduce the carbon footprint across the product life cycle.

Overall, the Company has gradually incorporated the concept of circular materials into product design and materials management, and, by increasing the use of recycled materials and designing products for recyclability, has gradually reduced the use of virgin materials and improved the efficiency of material circularity. In the future, Chicony Power Technology will continue to strengthen its material management mechanisms and continuously enhance the recyclability of product materials and material use efficiency, so as to promote the development of the product life cycle toward a circular economy and low carbon manufacturing model.

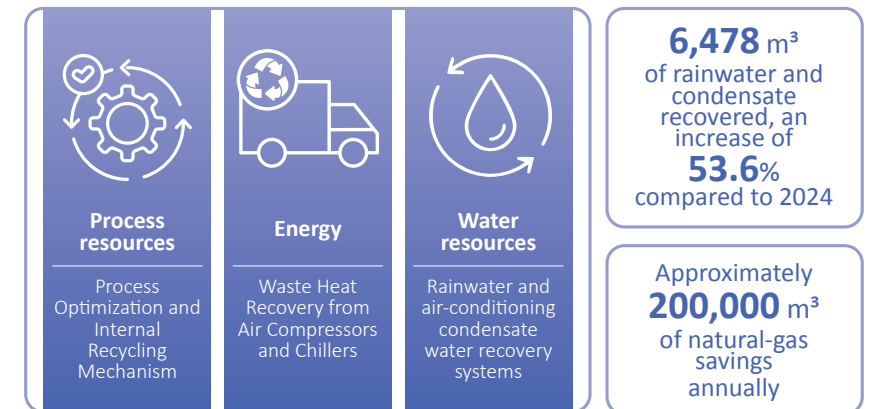
#### Material Recycling Management Measures



### 3.3.3 Resource Recovery in Production Progress

Chicony Power Technology continues to improve resource efficiency and increase the circular use of materials in manufacturing. Across the principal production sites, process improvements and equipment optimisation help reduce material consumption, offcuts and production losses. Tighter process parameters and more precise production controls reduce defects and material losses, while internal recovery systems return suitable materials to production. Water-reuse and energy-efficiency measures also reduce our dependence on natural resources. All of our principal production sites collect rainwater and condensate from air-conditioning systems for landscape irrigation, site cleaning and cooling-system refilling water. These integrated systems support the development of on-site water-reuse loops. In 2025, total rainwater and condensate recovered across all business units reached 6,478 m<sup>3</sup>, an increase of 53.6% from the previous year. Meanwhile, waste heat from air compressors and water chillers is also recovered and used to produce domestic hot water at the Suzhou Site. Looking ahead, we will continue to use smart manufacturing and process optimisation to improve resource efficiency and expand resources recirculation within production. These measures support the transition towards lower-carbon and more circular manufacturing.

#### Process Resource Recycling Diagram



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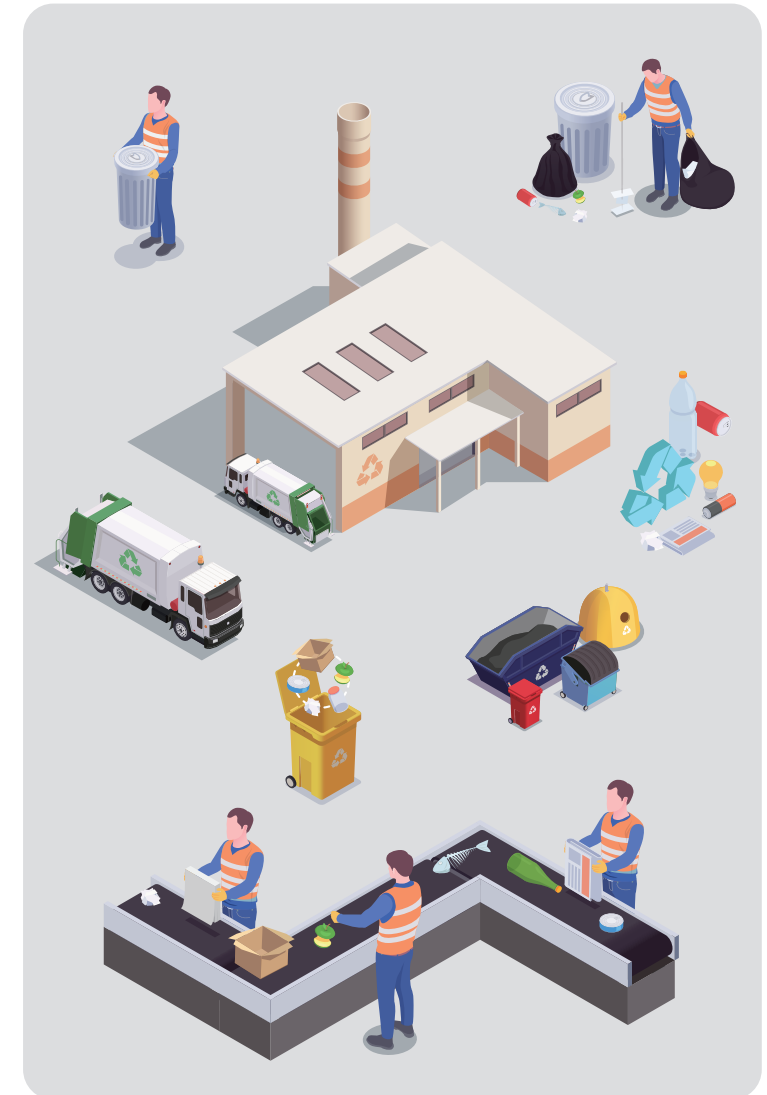
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3.3 Circular Economy and Resource Efficiency

### 3.3.4 Waste Management and Resource Recovery

Chicony Powr Technology continues to promote waste reduction and resource recovery management by means of a comprehensive sorting and recycling system, resource reuse mechanisms, and entrusting qualified processing organizations to carry out resource recovery treatment, to reduce the impact of waste on the environment and improve resource utilization efficiency. In terms of waste management, all principal production sites implement classified management based on the properties of the waste and give priority to introducing recyclable materials into resource recycling and reclamation processes. For example, metal materials, plastics, and packaging materials are all managed as resources through recycling and reuse or remanufacturing processes, so as to reduce the amount of final waste disposal and improve the rate of resource circular utilization. In addition, the Company also promotes waste reduction at the source by reducing resource waste in the production process through process improvements and material management measures. These measures include optimizing production processes to reduce material loss, improving material utilization, and promoting packaging reduction and recyclable design, thereby gradually reducing waste generation in the manufacturing process. In 2025, waste treatment at principal production sites consisted primarily of reuse and resource recycling, primarily including plastic drums, wooden pallets, cardboard, end-of-life products, and PC embossed carrier tapes. The remaining waste was processed through incineration with energy recovery, thereby effectively reducing the final volume of waste disposal.

In the electronic manufacturing process, the soldering process generates tin dross, which is a common byproduct of metal processing. To enhance resource utilization efficiency and reduce the generation of process waste, the Company has established a tin dross recovery and reuse mechanism. Tin dross generated during the manufacturing process is centrally collected and sent to qualified recycling and processing plants for regeneration treatment. The recovered tin material can then be reused as metal raw material. Through waste reduction and resource recovery management measures, the Company has continued to increase the proportions of waste recycled and reused while reducing the amount of final disposal, demonstrating that its waste management strategy has gradually developed toward resource circulation and reduction. Related measures also help improve the efficiency of material recycling and reuse, reduce the consumption of virgin resources, and decrease waste generation, thereby gradually promoting production activities toward a circular economy and low carbon manufacturing model. In the future, Chicony Powr Technology will continue to strengthen its waste management mechanism, increase the proportion of recycling and reuse, and gradually move toward the circular management goal of zero waste to landfill.



#### 2025 Resource Recovered Highlights

100% of  
Tin Dross Recovered



Recovering resources  
and retaining materials

Tin Dross  
Recovered

**13** tonnes

Recovery volumes remained  
high compared with 2024

Tin Dross  
Recycling Rate

**100%**

All recovered tin dross  
were recycled,  
with non sent to disposal



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The environmental footprint of power supplies and other electronic products extends across their life cycle. Relevant impacts and risks include energy consumption, GHG emissions, chemical management, waste prevention and resource circularity. Weak controls at any phase may result in product non-compliance, supply disruption, delayed customer deliveries or reputational damage. Taiwan's Climate Change Response Act establishes the national objective of net-zero GHG emissions by 2050 and provides for periodic targets, carbon fees, climate adaptation, carbon-footprint management and public disclosure. The Resource Recycling Act applicable during the reporting period promotes lower resource consumption, waste prevention, recovery and reuse. These requirements are increasing the need for systematic carbon and resource management.

Three developments are particularly relevant to the electronics industry:

#### I. Greater emphasis on prevention and efficiency

Environmental management is moving upstream from end-of-pipe pollution control to the prevention of impacts at source. Energy-efficient equipment, lower-carbon production processes and waste-heat recovery can reduce resource consumption and environmental impacts while improving operational efficiency.

#### II. Wider application coverage

GHG inventories, product carbon footprints and environmental performance disclosure are becoming important considerations in clients' supplier assessments.

#### III. Extensive use of digital controls

Systematic data collection, real-time monitoring, exception alerts and traceable document management can improve the quality of environmental information and support more timely decision-making.

Chicony Power Technology incorporates environmental sustainability into its governance and operational management. Its environmental programme covers climate action, resource circularity, pollution prevention and environmental risk management, taking account of regulatory requirements, client expectations and industry developments. The data and management disclosures in this chapter describe the Company's progress and the controls supporting it. They also outline how the Company is preparing for the transition towards lower-carbon operations, more circular use of resources and sustainable manufacturing while maintaining compliance and strengthening operational resilience.

## 2025 Highlights



The Suzhou Site

### Notable Achievements in Green and Low-carbon Development

Recognised by Wujiang District



The Suzhou Site

#### China's Top Runner for Industrial Carbon Peaking



The Suzhou Site

#### Jiangsu Province Zero-Carbon Factory



The Principal Sites of Suzhou, Chongqing, Dongguan

#### UL 2799 Platinum Zero Waste to Landfill Validation



The Thailand Site

#### UL 2799 Zero Waste to Landfill First Achieved

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## Environmental Performance Overview - Progress to 2025

### Renewable Energy Percentage

Result



by 2025

**56.72%**

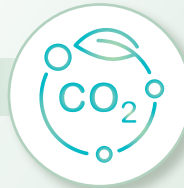
**37%**

(Target achieved)



### SBT Absolute Reduction in Scope 1 and 2

Result



by 2030

**47.5%**

**42%**

(Target achieved)



2020 baseline

### SBT Absolute Reduction in Scope 3

Result



by 2030

**66.4%**

**25%**

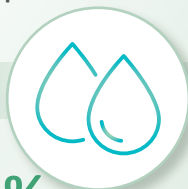
(Target achieved)



2020 baseline

### Water-withdrawal Intensity at Principal Production Sites

Result



by 2025

**-26.7%**

**-15%**

(Target achieved)



2020 baseline

### Waste Intensity at Principal Production Sites

Status



by 2030

**Baseline  
Reset**

**-15%**  
from the 2025  
baseline

### Waste Conversion Rate at Principal Production Sites

Result



by 2030

**100%**

**100%**

(Target achieved)





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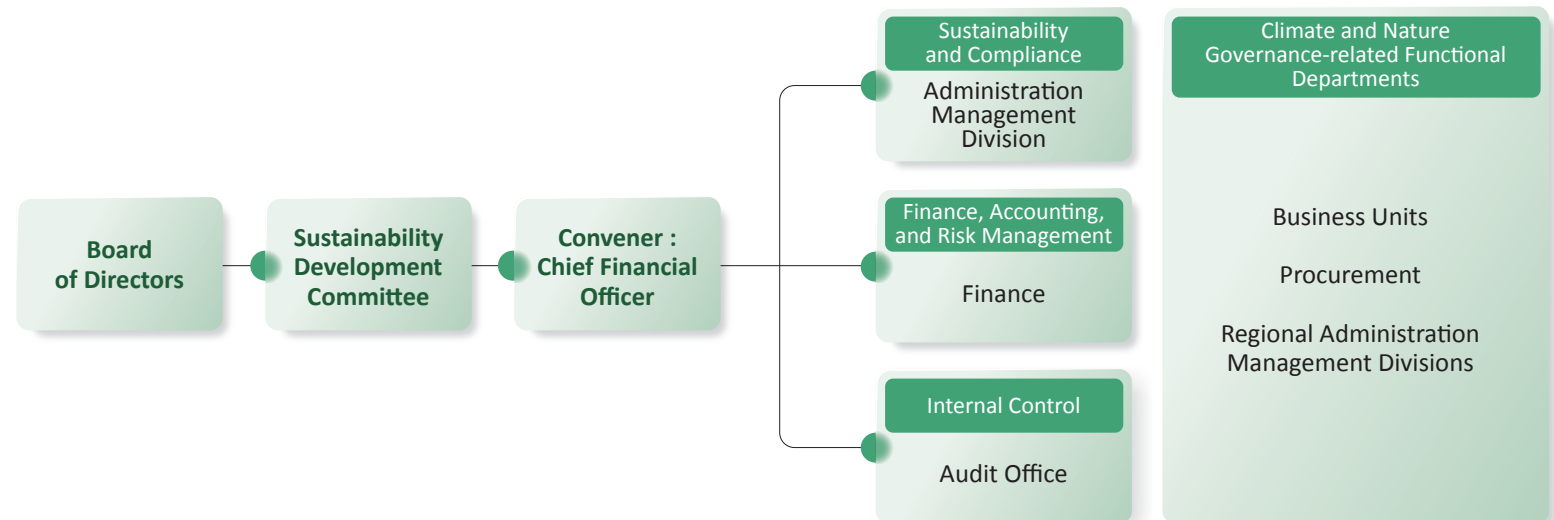
## 4.1 Climate- and Nature-related Risks and Opportunities

As climate change and the depletion of natural capital increasingly impact the global economic system, the World Economic Forum's Global Risks Report 2025 highlights that extreme weather events, biodiversity loss, ecosystem degradation, and natural resource scarcity will continue to dominate the global long-term risk landscape over the next decade. Looking ahead to 2026, these risks have evolved from potential impacts into quantifiable operational risks and strategic considerations with clear financial implications. In response to this trend, the Company assessed climate- and nature-related risks and opportunities using the TCFD and TNFD frameworks and considered their potential operational and financial effects. We have further aligned with IFRS S2 requirements, systematically integrating environmental risks and opportunities into management and decision-making processes to enhance overall operational resilience and long-term value stability. For detailed disclosures on climate and nature-related risks, please refer to the 2024 Chicony Power Climate and Biodiversity Report.

### 4.1.1 Governance of Climate- and Nature-related Matters

Chicony Power Technology regards climate change and natural environment issues as highly interconnected factors that jointly influence our long-term operational resilience, financial performance, and sustainable competitiveness. In alignment with the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD) frameworks, the Company has established a consistent and integrated governance and decision-making processes. The Board of Directors serves as the highest supervisory body for climate- and nature-related matters. It is responsible for reviewing overall strategic direction, significant risks, and response measures, and regularly receives reports from the Sustainability Development Committee on the outcomes of climate and nature risk management.

The Sustainability Development Committee, chaired by the Chairman of the Board with all members being directors, integrates the expertise of senior management and the Board to oversee strategic planning, resource allocation, and cross-functional coordination of climate and nature-related issues. Under the Committee, a Corporate Sustainability Task Force and a cross-functional ESG Task Force are established to execute climate and nature strategies, identify risks and opportunities, collect data, track performance, and manage internal and external communications. Key issues and implementation results are periodically reported to management and the Board to ensure that climate and nature considerations are effectively embedded into our overall business operations and risk management system.





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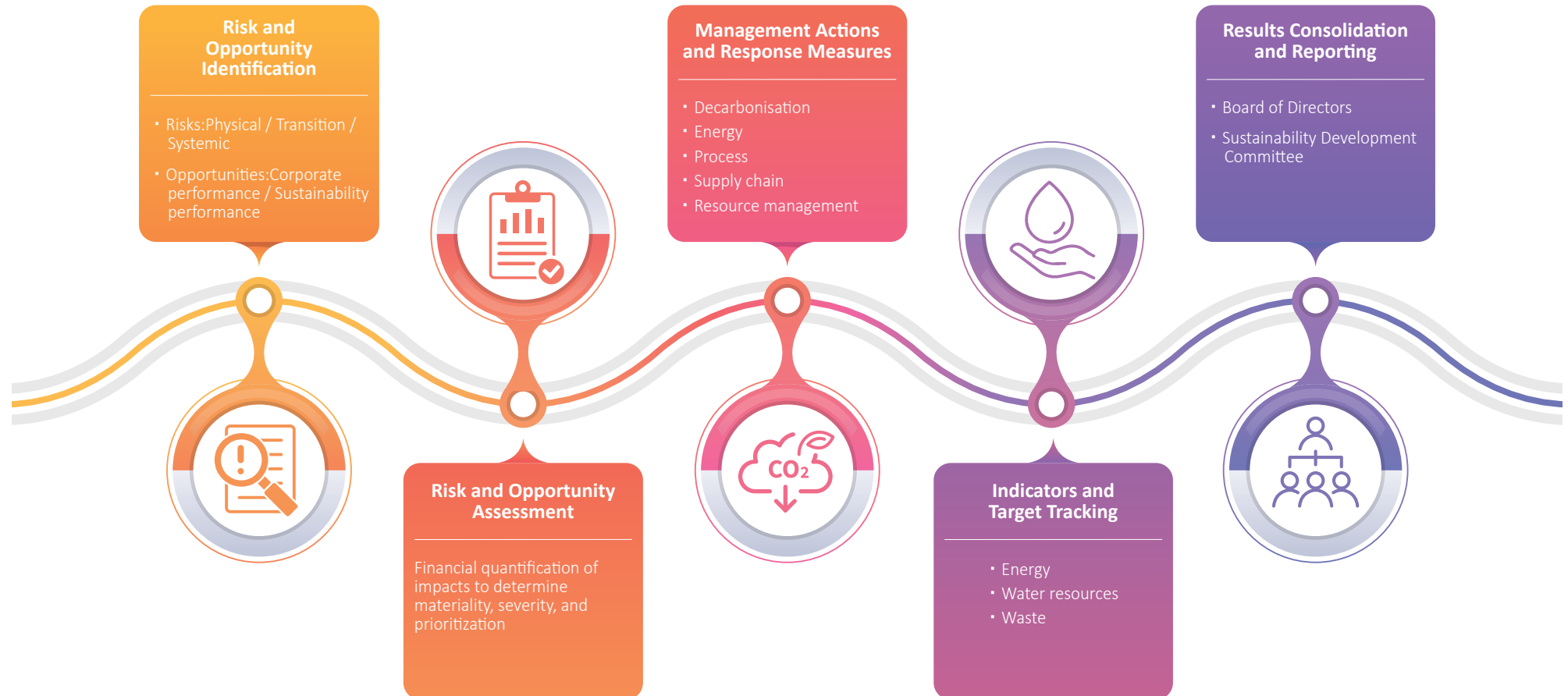
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## 4.1.2 Identification and Management of Risks and Opportunities



Note:

1. Physical risks: Immediate and long-term physical risks (e.g., flooding, drought, extreme temperature events, soil acidification/liquefaction)

2. Transition risks: Risks arising from policy, regulatory, market, and technological changes related to climate and nature (e.g., stricter regulations, increasing customer requirements, technology obsolescence, reputational risks)

3. Systemic risks: Structural risks caused by ecosystem degradation or imbalance (e.g., increasing water stress, declining ecosystem regulatory functions, regional supply chain disruptions)

4. Corporate performance: Impacts on business operations, markets, resource efficiency, products, financing, and reputation

5. Sustainability performance: Positive and negative impacts of business activities on the sustainability of natural resources and ecosystem protection, restoration, and regeneration (e.g., resource substitution, circular utilization, ecosystem support)

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### 4.1.3 Assessment of Risks and Opportunities

To identify climate- and nature-related transition risks, physical risks, and potential opportunities, Chicony Power Technology has adopted a scenario analysis approach in reference to the TNFD recommendations. Two representative development scenarios were selected for assessment, reflecting (1) a context where sustainability transition is strongly driven by policy and market forces, and (2) a more conservative macroeconomic and policy environment. Physical risks and transition risks were used as the core analytical variables. The results of this analysis are applied to identify risks and opportunities affecting operational and strategic resilience under different scenarios and are incorporated into overall strategic considerations.

| Category        |                                                    | Relevant Value Chain |                       |                |                      | Potential Implications                                                                                                                                                                                                                                                                                                                                 |
|-----------------|----------------------------------------------------|----------------------|-----------------------|----------------|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 |                                                    | Energy Supply        | Upstream Supply Chain | Own operations | Downstream Customers |                                                                                                                                                                                                                                                                                                                                                        |
| Transition Risk | Policy and regulations                             |                      |                       | V              | V                    | The climate-related regulation and environmental policy across the principal operating sites are monitored. The scale of increasingly stringent requirements to the downstream clients and end users are also assessed.                                                                                                                                |
|                 | Technology development                             |                      |                       | V              |                      | As an electronics component manufacturer, the Company invests in low-carbon technologies to address climate change, improving production efficiency through process automation and digitalisation to reduce climate-related impacts. Brand customers are committed to reducing Scope 3 emissions, requiring product redesign to enhance recyclability. |
|                 | Market                                             |                      | V                     | V              | V                    | Raw-material prices may become more volatile in response to policy developments and market trends, including the requirement of a more robust waste-recovery and valorisation processes from the clients, or the expectations for recycled materials from stakeholders.                                                                                |
|                 | Reputation                                         |                      |                       | V              |                      | The Company actively participates in international initiatives such as SBTi, RE100, and TNFD Forum, and engages in communication with diverse stakeholders regarding its risk management and response efforts.                                                                                                                                         |
| Physical Risk   | Acute risks                                        | V                    | V                     | V              |                      | Acute climate events could interrupt production or disrupt supply chains due to the access to critical water sources is constrained. Additional water-supply or treatment equipment may be required.                                                                                                                                                   |
|                 | Chronic risks                                      |                      |                       | V              |                      | Changes in precipitation patterns or the increasing frequency of extreme high-temperature events may potentially affect water availability and energy consumption at production sites, thereby influencing manufacturing operations.                                                                                                                   |
| Opportunity     | Resource efficiency                                |                      |                       | V              |                      | By improving resource and energy efficiency, Chicony Power Technology can achieve an operating model that balances cost efficiency with environmental sustainability.                                                                                                                                                                                  |
|                 | Market                                             | V                    |                       | V              |                      | Actively responding to climate- and nature-related policies enables the Company to access targeted subsidies and enhance its competitiveness during the transition process.                                                                                                                                                                            |
|                 | Products and services                              | V                    |                       | V              | V                    | Greater deployment of low-Earth-orbit satellites for Earth observation, disaster management and environmental protection may increase demand for the Company's products and services, while falling green-technology costs and the integration of circular-economy principles into its business models may create additional growth opportunities.     |
|                 | Ecosystem protection, restoration and regeneration |                      |                       | V              |                      | The global awareness of biodiversity conservation is increasing. Chicony Power Technology is investing in the production of eco-friendly products (such as recycled plastics and low-light pollution LEDs), which will help reduce interference with the natural environment and expand emerging markets.                                              |

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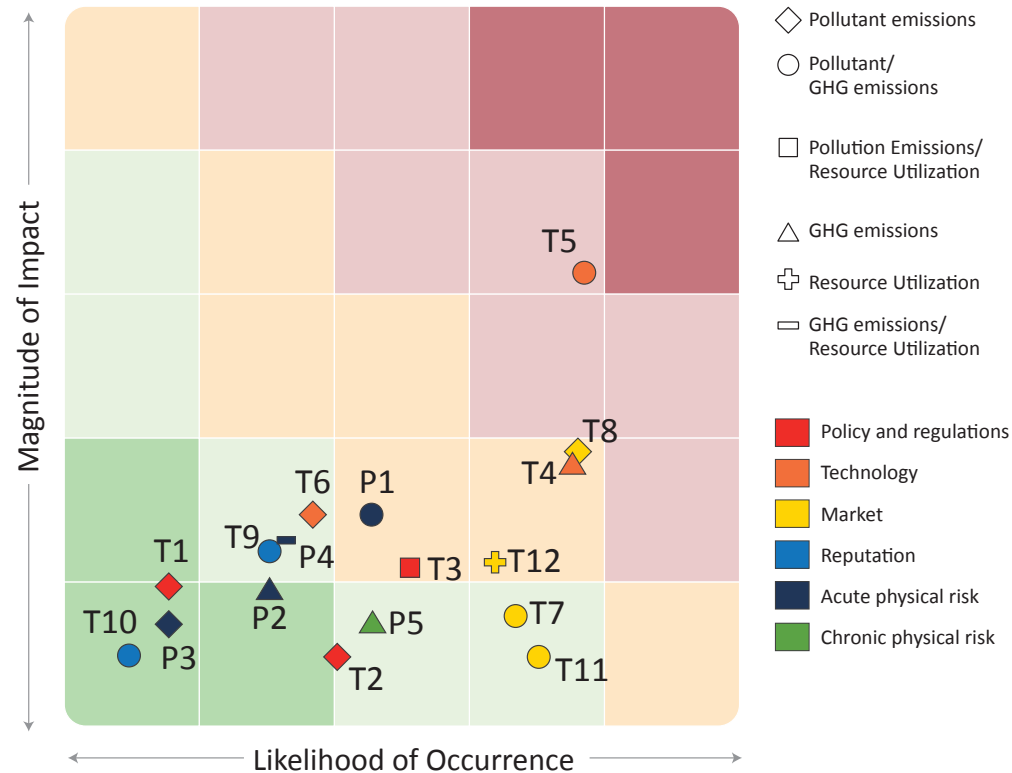
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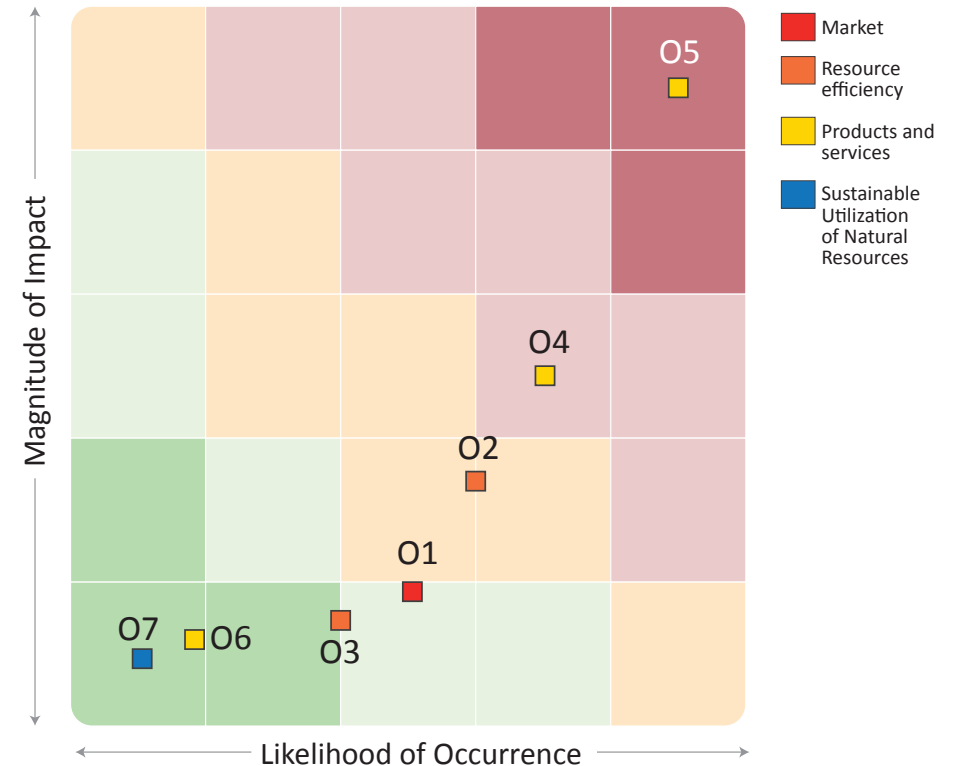
### 4.1.4 Material Impacts, Risks and Opportunities

To effectively manage the climate- and nature-related risks and opportunities that may arise throughout its operations, Chicony Power Technology follows its Climate Change and Natural Environment Risk Management Policy. Risk values are calculated based on the product of "likelihood of occurrence × degree of impact." Through a risk matrix analysis, we identified issues exceeding the materiality threshold for the current year, including three material risks and two material opportunities.

Climate- and Nature-related Risk Matrix



Climate- and Nature-related Opportunity Matrix



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| Risk                                                                  | Core Scenario                                                                                                    | Operational Impact                                                                                        | Value Chain                               | Impact Horizon | Financial Impact        |
|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------|----------------|-------------------------|
| Stricter Energy Efficiency and Sustainable Design Requirements        | As energy efficiency standards become increasingly stringent across countries, products must be upgraded rapidly | Failure to adjust product specifications in a timely manner may result in loss of orders and market share | Manufacturing stage, downstream customers | Short-term     | Risk of revenue decline |
| Fluctuations in Renewable Energy and Recycled Material Costs          | Demand for renewable energy and sustainable materials continues to increase                                      | Rising costs of renewable electricity and recycled materials may compress profit margins                  | Manufacturing stage, downstream customers | Medium-term    | Increased costs         |
| Investment Pressure from Process Automation and Low-carbon Transition | Investment in low-carbon manufacturing equipment continues to increase                                           | Higher short-term capital expenditures                                                                    | Manufacturing stage                       | Short-term     | Increased CAPEX         |

| Opportunity                                       | Core Scenario                                                                        | Operational Impact                                                   | Value Chain                               | Impact Horizon | Financial Impact |
|---------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------------------------------|----------------|------------------|
| Climate Adaptation and Smart Energy Solutions     | Extreme climate conditions are increasing the demand for environmental monitoring    | This drives greater demand for smart power and monitoring equipment  | Manufacturing stage, downstream customers | Short-term     | Revenue growth   |
| Early Compliance with Energy Efficiency Standards | Customers increasingly prioritize the procurement of high energy-efficiency products | This creates opportunities for order advantages and pricing premiums | Manufacturing stage, downstream customers | Short-term     | Revenue growth   |
| Improve Resource and Energy Efficiency            | Market Demand for More Energy-Efficient and Low-Carbon Product Manufacturing         | Improve Energy Efficiency of Production Facilities                   | Manufacturing Stage                       | Medium Term    | Decreased costs  |

\* Short-term 2025-2026, Medium-term 2027-2030, Long-term 2031-2050



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### 4.1.5 Climates Scenario Analysis

Under extreme scenarios such as river flooding and storm surge, the Taiwan headquarters of Chicony Power Technology has a very low flood exposure. While the Suzhou Site may experience minor flooding under certain scenarios, potential impacts are expected to arise only after 2050 due to the combined effects of sea-level rise and storm surges, with an overall low impact on operations. For the Thailand Site, extreme scenarios suggest potential financial impacts as early as 2030, such as revenue losses due to disruptions in surrounding transportation caused by flooding. However, considering that the facility is newly constructed and has incorporated flood mitigation measures—such as elevated foundations and improved drainage systems—into its design, the overall risk to actual operations is assessed to remain limited.



### 4.1.6 Responses to Risks and Opportunities

After completing the identification and prioritization of climate- and nature-related risks and opportunities, Chicony Power Technology has established three key response strategies based on their impact on operational and strategic resilience. These strategies aim to mitigate transition and physical risks while capturing opportunities arising from the sustainability transition.

| Countermeasures                                                        | Planning                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Integration of Energy Efficiency, Sustainable Products, and Materials  | Through improving product energy efficiency, adopting sustainable design, and carefully evaluating the use of recycled materials, Chicony Power Technology addresses tightening energy efficiency regulations, increasing sustainability requirements, and raw material cost volatility. The Company also proactively aligns with energy efficiency standards to gain product competitiveness. In addition, through smart energy management systems and related solutions, the Company helps its own sites and customers enhance energy efficiency and operational adaptability, responding to challenges driven by climate and nature changes. |
| Energy Management and Lower carbon Transformation                      | By strengthening energy management systems and improving energy efficiency and combining renewable energy strategies with RE100 and SBTi commitments, the Company responds to renewable energy price fluctuations and the demand for automation and intelligent transformation. This approach reduces energy-related transition risks while improving operational efficiency.                                                                                                                                                                                                                                                                   |
| Enhancing Operational Resilience and Sustainable Operations Management | To address physical risks such as flooding, storm surge, and drought, the Company integrates operational resilience into its overall risk management framework and plans to progressively implement a sustainable operations management system. This strengthens risk assessment, response, and recovery capabilities across principal production sites and supply chains, thereby reducing potential disruptions to business continuity caused by extreme climate events.                                                                                                                                                                      |

| Impact Horizon      | Short-term              |                         | Medium-term       |                         | Long-term         |                      |
|---------------------|-------------------------|-------------------------|-------------------|-------------------------|-------------------|----------------------|
| Physical Risk       | Riverine Flooding       | Storm Surge Flooding    | Riverine Flooding | Storm Surge Flooding    | Riverine Flooding | Storm Surge Flooding |
| Taiwan Headquarters | Very low flood exposure |                         |                   |                         |                   |                      |
| Thailand            | 0.188                   | Very low flood exposure | 0.283             | Very low flood exposure | 0.337 ~ 0.373     | 0 ~ 1.340            |
| Suzhou              | 0.013                   | Very low flood exposure | 0.016             | Very low flood exposure | 0.02 ~ 0.035      | 0 ~ 0.970            |

\*Flood depth assessment under the SSP5-8.5 scenario is based on a 50-year return period.

\*The unit of measurement is flood depth (m).

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### 4.1.7 Internal Carbon Pricing

In response to the global Net Zero transition trend and the continuous strengthening of climate policies, Chicony Power Technology incorporates the potential costs associated with greenhouse gas emissions into its operational management. We plan to implement an internal carbon fee system as a key tool to drive decarbonisation actions, support science-based reduction targets, and enhance climate risk management. In 2024, the Company established a clear internal carbon price to internalize the cost of Scope 1 and Scope 2 greenhouse gas emissions. The system applies differentiated charges based on each plant's actual emissions and annual carbon reduction targets, encouraging business units to incorporate carbon costs into investment evaluations and operational decisions. The initial internal carbon price is set at NT\$1,200 per metric ton of CO<sub>2</sub> equivalent. This pricing will be periodically reviewed and adjusted in line with external carbon price trends, internal abatement costs, and the effectiveness of implementation. The carbon fee fund is managed as a virtual financial flow under a "dedicated use" principle. It serves as an internal resource allocation arrangement to support low-carbon transition initiatives, with priority given to energy-saving improvements, energy efficiency enhancement, and low-carbon technology and innovation development. This approach accelerates the implementation of decarbonisation measures and strengthens overall operational resilience.

#### Internal Carbon Pricing Framework Design

- **Scope and Coverage:** In the initial phase, the system is piloted at principal production sites, covering Scope 1 and Scope 2 emissions. Expansion to other operational sites will be evaluated based on implementation effectiveness.
- **Fee Structure and Incentive Mechanism:** Carbon fees are calculated based on the annual emissions of each principal production site relative to its reduction targets. Emissions below the target are charged at a base rate, while emissions exceeding the target are subject to a higher rate to strengthen decarbonisation incentives and accountability.
- **Fund Management and Utilization Principles:** The carbon fee fund operates under a "site-specific use" principle. Each principal production site may apply its accumulated allocation for projects such as energy-saving equipment upgrades, energy efficiency improvement initiatives, and the adoption of low-carbon and innovative technologies. All applications are reviewed and managed within our environmental and climate governance framework.

#### Scope of Application of the Internal Carbon Fee

##### 1. Development of Renewable Energy and Low-Carbon Technologies

Support the adoption of renewable energy, low-carbon manufacturing processes, and related technology R&D to accelerate the transformation of the energy mix across operational sites.

##### 2. Energy Efficiency and Energy Management

Invest in high-efficiency equipment upgrades, process optimisation, and energy management initiatives to reduce energy consumption per unit of output and lower carbon intensity.

##### 3. Low-Carbon Innovation and Pilot Projects

Encourage business units to propose innovative ideas with decarbonisation potential. Through the internal carbon fee mechanism, pilot projects are supported to promote bottom-up carbon-reduction actions.

### 4.1.8 Environmental Management Framework

To ensure that the identification and response to climate- and nature-related risks are supported by a structured and continuously improving system, certain issues are addressed at the strategic and market level through product design optimisation, energy structure adjustment, and supply chain management. Other operational environmental management issues are managed and improved through institutionalized systems. Chicony Power Technology has implemented the ISO 14001 Environmental Management System at principal production sites, establishing a governance framework that includes environmental aspect identification, legal compliance evaluation, operational control procedures, internal audits, and management reviews. Through this systematic process, key issues such as energy use, greenhouse gas emissions, water resource management, waste handling, and pollution prevention are integrated into routine management cycles, ensuring timely identification and control of environmental risks.

The ISO 14001 management system is closely integrated with our climate and nature risk management processes, serving as a foundational system for controlling climate- and nature-related risks. Relevant procedures are also aligned with the greenhouse gas inventory system, ISO 14064-1, and the energy management system, ISO 50001, enabling a consistent framework for environmental risk assessment, performance monitoring, and improvement actions, thereby enhancing transparency and traceability. Through this institutionalized management foundation, we can translate climate and nature considerations from the strategic level into operational execution, ensuring that risk management and performance objectives are actionable and supported by continuous improvement, while also underpinning future disclosure of indicators and targets.

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## 4.1.9 Environmental Targets and Progress

|  <p>SBTi</p>                                                                                                                                                                                                                                                                                                                       |  <p>RE100</p>          |  <p>Water Productivity<br/>Intensity (WPI) at<br/>Principal Production Sites</p> |  <p>Waste Conversion<br/>Rate (%) at Principal<br/>Production Sites</p> |  <p>Automation and<br/>Smart Manufacturing</p>                                                                                                                                                                              |  <p>Sustainable<br/>Operations Plan</p>                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Targets and Progress                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                         |                                                                                                                                                                    |                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>By 2030, reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by <b>42%</b>, and reduce absolute Scope 3 (use of sold products) emissions by <b>25%</b> (achieved in 2024).</li> <li>By 2030, reduce Scope 1 and Scope 2 greenhouse gas emission intensity by <b>56.8%</b>, and reduce Scope 3 (use of sold products) emission intensity by <b>44.2%</b>.</li> </ul> | <p>By 2030, achieve</p> <p><b>100%</b></p> <p>renewable electricity usage across global operations.</p> | <p>Reduce by</p> <p><b>30%</b></p> <p>by 2030<br/>(baseline year: 2020).</p>                                                                                       | <p>Target :</p> <p><b>100%</b></p> <p>by 2030<br/>(achieved in 2025)</p>                                                                                   | <p>Automation and smart transformation initiatives will be incorporated into management evaluations based on operational needs and feasibility, provided they do not affect existing business strategies and performance. Their material benefits to operational management will be reviewed periodically.</p> | <p>The Company evaluates the adoption of a sustainable operations planning processes to systematically strengthen the response and recovery capabilities of principal production sites and supply chains against climate- and nature-related physical risks. All related initiatives will be gradually assessed and implemented, provided they do not compromise existing operational strategies or stability.</p> |

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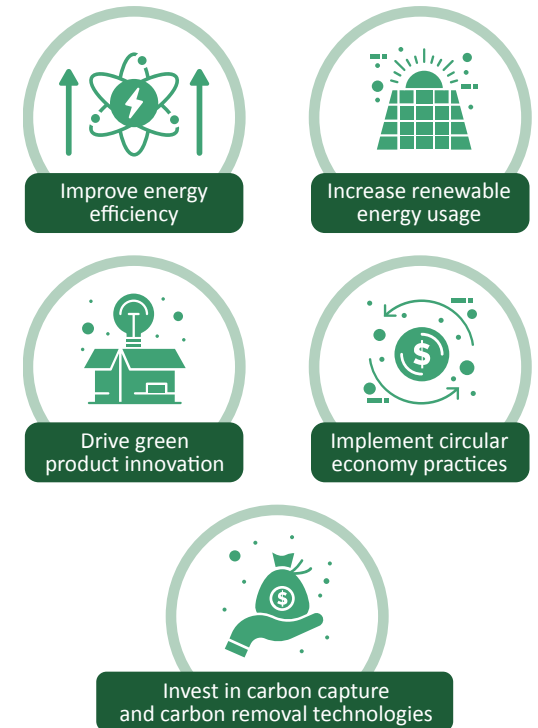
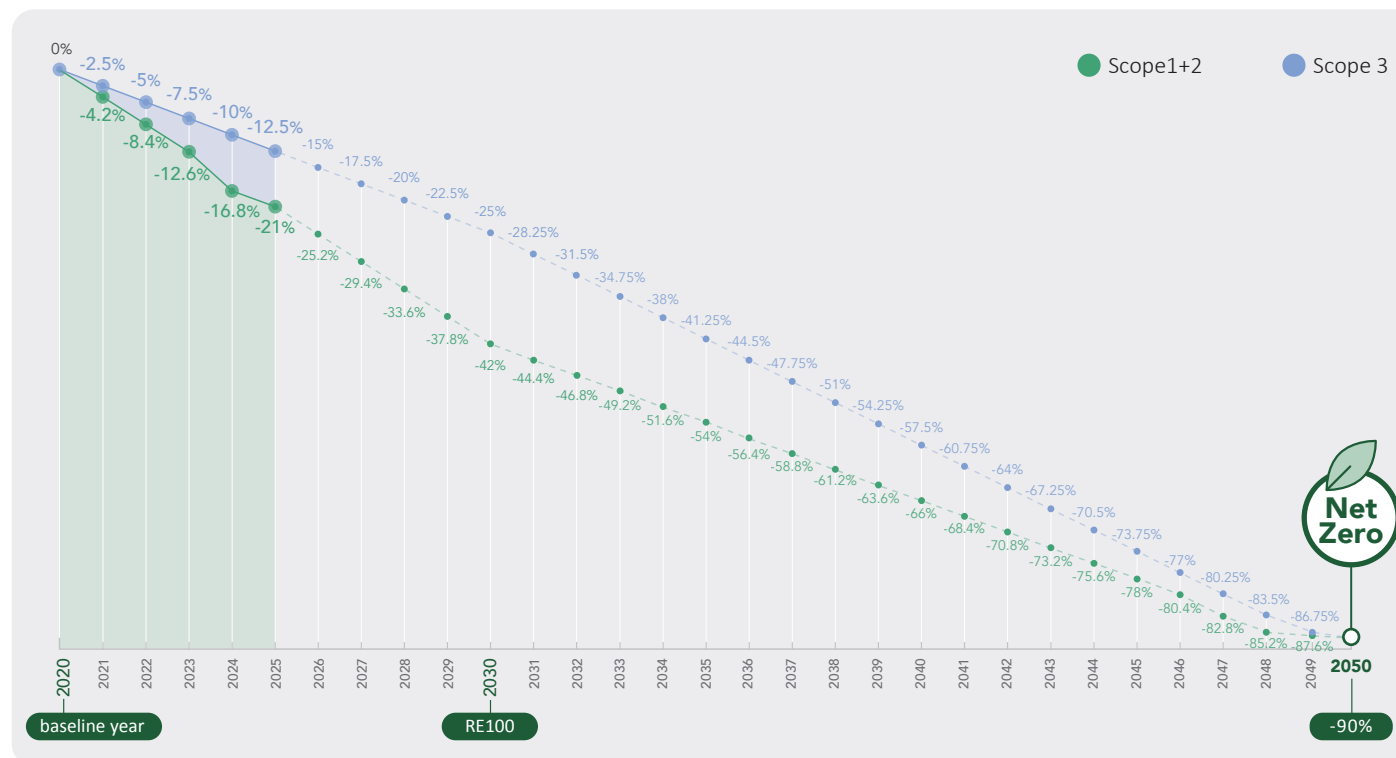
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## 4.2 Net-zero Commitment

Chicony Power Technology launched its Science-Based Targets (SBT) initiative in 2022 and obtained approval from the Science Based Targets initiative (SBTi). Aligned with a 1.5 °C pathway, the Company has set phased decarbonisation targets for 2030, establishing both absolute and intensity-based reduction targets for Scope 1 and Scope 2 emissions. It has also included the "use of sold products" category within Scope 3 as a key management indicator. In 2023, the Company further committed to achieving Net Zero emissions by 2050.

It expanded the Scope 3 boundary to cover all relevant emissions sources within its value chain and integrated them into its Net Zero roadmap. The related carbon reduction targets and action plans are regularly supervised and reviewed by the Board of Directors and the corporate sustainability governance mechanism, demonstrating our transition from a compliance-driven approach to full value chain governance in climate action.

### 4.2.1 Net Zero Transition





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## 4.2.2 GHG Emissions

Chicony Power Technology has established its GHG inventory system in accordance with ISO 14064-1:2018 and the Greenhouse Gas Protocol (GHG Protocol). We continuously conduct internal audits and engage accredited third-party verification bodies to perform annual assurance, ensuring the accuracy and credibility of disclosed data. The results are also disclosed externally on a regular basis. Since 2017, we have progressively implemented GHG inventory practices, expanding its organizational boundary and management scope. In 2024, it completed a full inventory covering 100% of all operational sites within the consolidated financial reporting boundary under the operational control approach, along with ISO 14064-1 external verification. This reflects ongoing alignment with international sustainability disclosure standards and climate governance requirements.



### 2025 Greenhouse Gas Emissions

| Scope                                                                                                            | Scope 1  | Scope 2<br>(market-based) | Scope 3       | Total GHG emissions |
|------------------------------------------------------------------------------------------------------------------|----------|---------------------------|---------------|---------------------|
|  Emissions(tCO <sub>2</sub> e) | 2,581.32 | 21,829.73                 | 11,421,744.45 | 11,446,155.49       |
|  Percentage(%)                | 0.02     | 0.19                      | 99.79         | 100                 |

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## Category 1 & 2 Emissions

Unit : tCO<sub>2</sub>e

| Category                                                                   | 2022      | 2023      | 2024      | 2025      |
|----------------------------------------------------------------------------|-----------|-----------|-----------|-----------|
| Category 1: Direct GHG emissions                                           | 2,937.73  | 2,607.86  | 2,241.86  | 2,581.32  |
| CO <sub>2</sub>                                                            | 1,022.59  | 559.40    | 602.18    | 515.24    |
| CH <sub>4</sub>                                                            | 844.76    | 215.20    | 249.21    | 460.76    |
| N <sub>2</sub> O                                                           | 2.99      | 256.55    | 137.36    | 6.55      |
| HFCs                                                                       | 1,067.39  | 1576.71   | 1,253.11  | 1,598.77  |
| PFCs                                                                       | 0.00      | 0.00      | 0.00      | 0.00      |
| SF <sub>6</sub>                                                            | 0.00      | 0.00      | 0.00      | 0.00      |
| NF <sub>3</sub>                                                            | 0.00      | 0.00      | 0.00      | 0.00      |
| Category 2: Indirect emissions from purchased electricity (location-based) | 37,698.19 | 33,662.84 | 34,383.35 | 39,524.14 |
| Category 2: Indirect emissions from purchased electricity (market-based)   | 35,987.75 | 15,980.87 | 21,764.31 | 21,829.73 |
| Category 1 + 2 (location-based)                                            | 40,635.93 | 36,270.70 | 36,625.21 | 42,105.46 |
| Category 1 + 2 (market-based)                                              | 38,925.49 | 18,588.73 | 24,006.18 | 24,411.04 |
| Consolidated revenue (NT\$ million)                                        | 41,066.11 | 36,311.82 | 37,176.45 | 34,451.75 |
| Category 1 + 2 emissions intensity (location-based)                        | 0.99      | 1.00      | 0.99      | 1.22      |
| Category 1 + 2 emissions intensity (market-based)                          | 0.95      | 0.51      | 0.65      | 0.71      |

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### Category 3 - Category 6 Other Indirect Greenhouse Gas Emissions

Unit : tCO<sub>2</sub>e

| Category                                                                                               | 2022          | 2023          | 2024          | 2025          |
|--------------------------------------------------------------------------------------------------------|---------------|---------------|---------------|---------------|
| Category 3 Upstream transportation and distribution                                                    | 18,242.66     | 15,526.82     | 27,270.22     | 14,193.66     |
| 3-1 Upstream raw material transportation and distribution (4)                                          | 13,237.81     | 7,693.77      | 23,752.70     | 4,545.19      |
| 3-2 Business travel (6)                                                                                | 114.43        | 286.90        | 417.86        | 412.96        |
| 3-3 Employee commuting (7)                                                                             | 697.46        | 665.39        | 1,398.54      | 3,444.33      |
| 3-4 Downstream transportation and distribution (9)                                                     | 4,192.96      | 6,880.76      | 1,701.12      | 5,791.19      |
| Category 4 Indirect greenhouse gas emissions from products used by the organization                    | 421,379.43    | 1,041,994.45  | 892,388.02    | 592,646.61    |
| 4-1 Procurement of goods and services (1)                                                              | 416,975.71    | 1,035,784.10  | 883,387.41    | 580,936.99    |
| 4-2 Capital goods (2)                                                                                  | 190.43        | 284.66        | 379.06        | 516.16        |
| 4-3 Fuel and energy-related activities (3)                                                             | 3,236.19      | 4,706.84      | 7,386.39      | 8,874.00      |
| 4-4 Waste generated in operations (5)                                                                  | 37.15         | 241.89        | 178.13        | 1,279.98      |
| 4-5 Upstream leased assets (8)                                                                         | 939.95        | 977.07        | 1,057.02      | 1,039.47      |
| Category 5 Indirect greenhouse gas emissions from the use of products associated with the organization | 23,164,138.43 | 19,027,673.36 | 18,421,426.56 | 10,814,904.18 |
| 5-1 Processing of sold products (10)                                                                   | -             | -             | -             | 215.71        |
| 5-2 Use of sold products (11)                                                                          | 23,152,176.84 | 19,019,297.53 | 18,420,689.20 | 10,814,080.10 |
| 5-3 End-of-life treatment of sold products (12)                                                        | 11,924.33     | 7,715.88      | 169.66        | 148.68        |
| 5-4 Downstream leased assets (13)                                                                      | 37.25         | 659.94        | 567.69        | 459.69        |
| Category 6 Other indirect emissions                                                                    | -             | -             | -             | -             |
| Total Scope 3 Emissions                                                                                | 23,603,760.52 | 20,085,194.74 | 19,341,084.79 | 11,421,744.45 |
| Total Scope 1, 2, and 3 Emissions (Market-based)                                                       | 23,642,686.00 | 20,118,197.42 | 19,365,090.97 | 11,446,155.49 |
| Consolidated Revenue (NT\$ million)                                                                    | 40,363.98     | 41,066.11     | 36,311.82     | 37,176.45     |
| Scope 3 Emissions Intensity                                                                            | 574.77        | 553.13        | 520.25        | 331.53        |

\*The greenhouse gas inventory and calculation of Chicony Power Technology are consistently based on the Global Warming Potential (GWP) values published in the IPCC Sixth Assessment Report (AR6, 2023). This ensures scientific rigor and timeliness in emissions conversion, enhancing the accuracy and comparability of disclosed data.

\*No biogenic CO<sub>2</sub> emissions from biomass combustion were reported because the production sites within the reporting boundary did not use biomass fuels.

\*The category numbers shown in parentheses correspond to the Scope 3 standard categories defined under the Greenhouse Gas Protocol (GHG Protocol).

\*GHG inventories for subsidiaries within the Company's consolidated financial statements have undergone independent third-party verification by SGS in accordance with ISO 14064-3. Reasonable assurance has been obtained for Scope 1 and Scope 2 emissions, while limited assurance has been obtained for Scope 3. The verification statement will be disclosed on the Company's website: <https://www.chiconypower.com/zh-tw/ESG/EsG>

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### 4.2.3 SBTi Targets and Decarbonisation Progress

Using 2020 as the baseline year, Chicony Power Technology has set its 2030 interim decarbonisation targets in line with the 1.5°C pathway approved by the Science Based Targets initiative (SBTi). Based on the latest performance results, as of 2025, Scope 1 and Scope 2 absolute emissions have decreased by 47.5% compared to the baseline year, while emissions intensity has decreased by 49.7%. These results significantly exceed the 2030 targets of a 42% absolute reduction and a 56.8% intensity reduction. The Company has therefore not only met but also achieved its interim commitments ahead of schedule, demonstrating the effectiveness and execution capability of its low-carbon transition progress.

For Scope 3 emissions from the "use of sold products" category, emissions as of 2025 have decreased by 66.4% compared to the baseline year, while emissions intensity has decreased by 66.0%, far exceeding the 2030 targets of a 25% absolute reduction and a 44.2% intensity reduction. The Company has already achieved its 2030 SBT interim targets ahead of schedule and continues to maintain decarbonisation momentum through energy efficiency optimisation, renewable energy adoption, and the strategies of lower-carbon product design, thereby laying a solid foundation for its 2050 Net Zero commitment.

| Item                             | Year                                                  | 2020          | 2021          | 2022          | 2023          | 2024          | 2025          |
|----------------------------------|-------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Scope 1 and Scope 2              | Emissions (tCO <sub>2</sub> e)                        | 46,520.87     | 53,579.82     | 38,925.49     | 36,270.70     | 24,006.18     | 24,411.04     |
|                                  | Emissions reduction percentage (%)                    | 0.0%          | 15.2%         | -16.3%        | -22.0%        | -48.4%        | -47.5%        |
|                                  | Emissions intensity (tCO <sub>2</sub> e/NT\$ million) | 1.41          | 1.33          | 0.95          | 1.00          | 0.65          | 0.71          |
|                                  | Emissions intensity reduction percentage(%)           | 0.0%          | -0.5%         | -29.0%        | -25.1%        | -51.6%        | -49.7%        |
| Scope 3-<br>Use of Sold Products | Emissions (tCO <sub>2</sub> e)                        | 32,167,148.27 | 44,154,628.33 | 23,152,176.84 | 19,019,297.53 | 18,420,689.20 | 10,814,080.10 |
|                                  | Emissions reduction percentage (%)                    | 0.0%          | 37.3%         | -28.0%        | -40.9%        | -42.7%        | -66.4%        |
|                                  | Emissions intensity (tCO <sub>2</sub> e/NT\$ million) | 922.67        | 1,093.91      | 563.78        | 523.78        | 495.49        | 313.89        |
|                                  | Emissions intensity reduction percentage(%)           | 0.0%          | 18.6%         | -38.9%        | -43.2%        | -46.3%        | -66.0%        |
| Scope 3                          | Emissions (tCO <sub>2</sub> e)                        | 35,722,576.84 | 45,421,410.84 | 23,603,760.52 | 20,085,203.34 | 19,341,084.79 | 11,421,744.45 |
|                                  | Emissions reduction percentage (%)                    | 0.0%          | 27.2%         | -33.9%        | -43.8%        | -45.9%        | -68.0%        |
|                                  | Emissions intensity (tCO <sub>2</sub> e/NT\$ million) | 1,024.66      | 1,125.30      | 574.77        | 553.13        | 520.25        | 331.53        |
|                                  | Emissions intensity reduction percentage(%)           | 0.0%          | 22.0%         | -37.7%        | -40.1%        | -43.6%        | -64.1%        |

### 4.2.4 Product Carbon Footprint and Life Cycle Management

The overall GHG emissions profile of Chicony Power Technology indicates that the use of sold products accounts for more than 90% of total emissions, while raw-material acquisition represents approximately 6%. These emissions hotspots inform the Company's Scope 3 priorities. Improving product energy efficiency and incorporating lower-carbon design are central to reducing use-phase emissions, while material optimisation and supplier engagement address embedded emissions associated with materials and manufacturing.

Since 2022, the Company has conducted product carbon footprinting in accordance with ISO 14067: 2018. By the end of 2025, there are in total of five products that were conducted assessment. The findings of ISO 14067: 2018 are incorporated into product-development and design decisions. They also support our science-based emissions-reduction pathway and 2050 net-zero objective by directing resources towards the most emissions-intensive stages of the value chain.

#### ISO 14067 : 2018 Progress to 2025



**5**  
products  
assessed



More than  
**90%**  
of total emissions  
during the  
product-use phase



Emissions-reduction  
measures integrated  
into  
**the product  
development  
process**



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## 4.3 Energy Management

Chicony Power Technology primarily relies on purchased electricity for its energy consumption, while other energy sources include liquefied petroleum gas, natural gas, gasoline, and diesel. These are mainly used for company vehicles, forklifts, and auxiliary facilities within operational sites. Energy use is the primary source of Scope 1 and Scope 2 greenhouse gas emissions. As such, the Company has incorporated energy structure optimisation and efficiency improvement into its environmental and climate governance framework as a core management priority, serving as a key control lever for achieving its SBT decarbonisation targets.

In 2025, total energy consumption was 303,812.24 GJ, slightly lower than 306,480.62 GJ in 2024. In terms of energy mix, renewable electricity usage increased to 46,844 MWh (168,638.40 GJ), while non-renewable electricity consumption decreased from 40,142.09 MWh to 35,740.22 MWh, indicating a continued shift toward a lower-carbon electricity structure. Energy intensity was 8.82 GJ per NT\$ million, an increase of 7% compared to 8.24 in 2024, primarily due to a decline in consolidated revenue. Going forward, we will continue to leverage the ISO 50001 energy management system and Energy Performance Indicators (EnPI) to strengthen efficiency improvements and energy optimisation. This will ensure that energy use gradually decouples from business growth and continues to support our decarbonisation roadmap.



| Year                                | 2022          |            | 2023          |            | 2024          |            | 2025          |            |
|-------------------------------------|---------------|------------|---------------|------------|---------------|------------|---------------|------------|
| Unit                                | Original unit | GJ         | Original unit | GJ         | Original unit | GJ         | Original unit | GJ         |
| Total electricity consumption (Mwh) | 74,009.92     | 266,435.71 | 80,278.82     | 289,003.75 | 82,306.75     | 296,304.29 | 82,584.22     | 297,303.18 |
| Renewable electricity (Mwh)         | 6,999.12      | 25,196.83  | 35,026.72     | 126,096.17 | 42,164.65     | 151,792.75 | 46,844.00     | 168,638.40 |
| Non-renewable electricity (Mwh)     | 67,010.80     | 241,238.88 | 45,252.10     | 162,907.58 | 40,142.09     | 144,511.54 | 35,740.22     | 128,664.77 |
| Liquefied Petroleum Gas (LPG) (kg)  | 5,939.00      | 299.88     | 3,662.50      | 184.93     | 3,210.00      | 162.09     | 1,260.00      | 63.63      |
| Liquefied Natural Gas (LNG) (m³)    | 370,961.00    | 13,975.58  | 276,688.00    | 10,423.94  | 265,751.00    | 10,011.90  | 171,031.00    | 6,443.42   |
| Gasoline (1,000 liters)             | 30.70         | 1.00       | 41.35         | 1.35       | 63.52         | 2.07       | 60.94         | 1.99       |
| Diesel (1,000 liters)               | 78.91         | 2.77       | 26.43         | 0.93       | 7.64          | 0.27       | 0.95          | 0.03       |
| Electricity intensity               | 6.49          |            | 7.96          |            | 7.97          |            | 8.63          |            |
| Total energy consumption (GJ)       | 280,714.95    |            | 299,614.90    |            | 306,480.62    |            | 303,812.24    |            |
| Energy consumption intensity        | 6.84          |            | 8.25          |            | 8.24          |            | 8.82          |            |

\*The calorific values are referenced from the Bureau of Energy's published data: electricity: 860,000 kcal/1000 kWh; liquefied petroleum gas (LPG): 12,062 kcal/kg; liquefied natural gas (LNG): 9,000 kcal/m³; gasoline: 7,800 kcal/L; diesel: 8,400 kcal/L. 1 kcal = 4,186 J; 1 GJ = 1 billion joules.

\*Electricity intensity = total electricity consumption (GJ) ÷ annual consolidated revenue (NT\$ million).

\*Energy consumption intensity = total energy use (GJ) ÷ annual consolidated revenue (NT\$ million).

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### 4.3.1 RE100 Commitment

The parent company of Chicony Power Technology has officially joined the RE100 initiative, committing to progressively increase renewable energy usage and ultimately achieve 100% renewable energy by 2030. As a key operating entity within the Group, the Company aligns with the Group-level energy transition commitment by integrating RE100 targets into its environmental and climate governance framework. Annual implementation plans are developed based on operational scale and electricity consumption structure to ensure effective execution across all manufacturing sites.

In 2020, the Company's electricity mix was fully dependent on non-renewable energy, with non-renewable electricity accounting for 100%. With the gradual introduction of long-term power purchase agreements (PPAs), on-site solar photovoltaic systems, and renewable energy certificates (RECs), the renewable electricity percentages, Recs included, increased from 0.50% in 2021 to 56.72% in 2025. Excluding certificates, the renewable electricity share reached 42.42% in 2025, indicating that nearly half of electricity consumption is now supplied through physical renewable sources. Correspondingly, the share of non-renewable electricity declined from 100% in 2020 to 43.28% in 2025, demonstrating a significant decarbonisation of the electricity structure.

According to the RE100 pathway, our renewable energy transition progress has substantially outpaced its planned trajectory. In 2025, the renewable electricity mix consisted of 55.63% from PPAs, 19.16% from self-built solar photovoltaic systems, and 25.21% from RECs, reflecting a strategy centered on physical renewable energy with complementary use of certificates. This structure enhances both supply stability and system integrity. We have transitioned from full reliance on conventional electricity to a structure where renewable electricity accounts for more than 50% of total consumption, achieving interim RE100 milestones ahead of schedule. Going forward, it will continue to expand PPAs, invest in solar energy, and optimize energy management to steadily increase renewable energy penetration, thereby supporting both the Group's RE100 commitment and its long-term decarbonisation targets.

### RE100 Pathway and Renewable Energy Usage

| Year                                        | 2020 | 2021   | 2022   | 2023   | 2024   | 2025   | 2030 |
|---------------------------------------------|------|--------|--------|--------|--------|--------|------|
| RE100 Pathway                               | 0%   | 0%     | 0%     | 12.5%  | 24%    | 36.5%  | 100% |
| Percentage of non-renewable energy          | 100% | 99.50% | 90.54% | 56.37% | 48.77% | 43.28% | 0%   |
| Renewable energy percentage (Recs excluded) | 0%   | 0%     | 1.83%  | 2.09%  | 39.96% | 42.42% | 100% |
| Renewable energy percentage (Recs included) | 0%   | 0.50%  | 9.46%  | 43.63% | 51.23% | 56.72% |      |

### 2025 Renewable Energy Structure

| Sources of Renewable Energy               | Usage (MWh) | Renewable Energy Ratio (%) |
|-------------------------------------------|-------------|----------------------------|
| Long-term Power Purchase Agreements (PPA) | 26,058      | 55.63%                     |
| Solar Photovoltaic                        | 8,975       | 19.16%                     |
| Renewable Energy Certificates (RECs)      | 11,811      | 25.21%                     |

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### 4.3.2 Energy Efficiency Improvement Measures

Chicony Power Technology has consolidated individual energy-saving projects into a structured programme organised by system type in recent years, which are planned across six main areas, including electrical and energy-supply systems, production processes, heating, ventilation, air-conditioning and cooling systems, compressed-air systems and lighting. The programme combines equipment upgrades, optimisation of operating conditions and energy-recovery measures. Cumulative electricity savings reached 43,234.49 MWh between 2021 and 2024, followed by a further 16,261.41 MWh in 2025.

Within energy-saving structure, the manufacturing process system represents a key decarbonisation driver, where aging equipment upgrades and energy recovery systems have effectively reduced core production energy consumption. The HVAC and cooling system improve efficiency through chiller optimisation and heat integration, while the electrical and power supply system enhances power efficiency through improved power quality and optimized energy distribution, reducing unnecessary losses. Annual carbon reduction has reached 9,200.74 tCO<sub>2</sub>e, representing a 191.16% increase compared to 2024 (3,160 tCO<sub>2</sub>e). We will continue to expand both carbon reduction outcomes and energy efficiency improvements in the future.

| Category                                                                                                               | 2021-2024<br>Electricity Savings<br>(MWh) | 2025 Electricity<br>Savings (MWh) | 2025 Carbon<br>Reduction<br>(tCO <sub>2</sub> e) |
|------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------------------|--------------------------------------------------|
|  Electrical and Power Supply System | 8,440.71                                  | 3,188.57                          | 9,200.74                                         |
|  Manufacturing Process System       | 12,332.54                                 | 10,559.24                         |                                                  |
|  Lighting System                    | 7,614.60                                  | 548.98                            |                                                  |
|  HVAC/Cooling System                | 12,736.44                                 | 1,489.42                          |                                                  |
|  Compressed Air System              | 1,728.05                                  | 291.84                            |                                                  |
|  Others                             | 382.15                                    | 183.37                            |                                                  |
|  Total                              | 43,234.49                                 | 16,261.41                         |                                                  |



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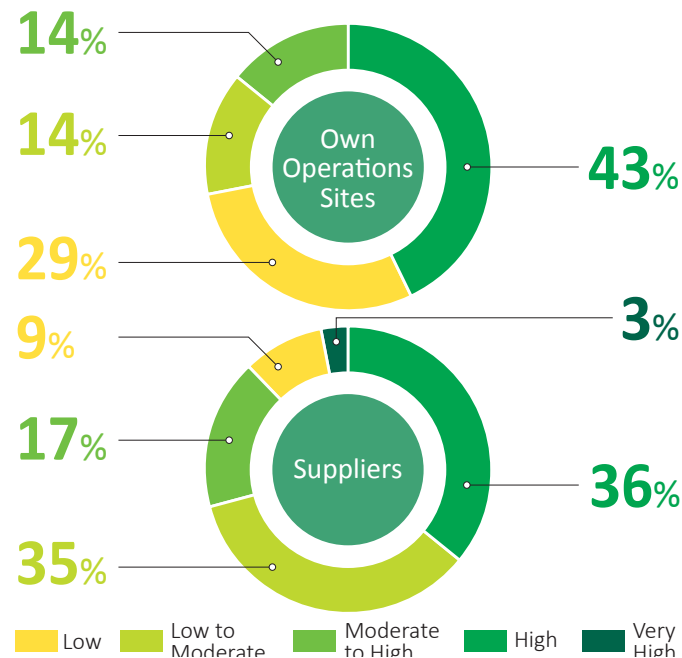
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## 4.4 Water Stewardship

### 4.4.1 Risks and Responses

Following the TNFD framework, Chicony Power Technology has adopted the WRI Aqueduct tool to assess water-related risks across principal production sites and top 50 suppliers. The assessment indicates that 43% of the Company's own operational sites are in areas of high-water stress, specifically the Suzhou and Thailand Sites, while the remaining 57% are not in the regions of high-water stress. Under the SSP5-8.5 scenario, a comparison of basin water supply and facility water withdrawal shows that these two sites account for only 0.0044% and 0.0004% of total basin water use, respectively. In terms of the supply chain, approximately 40% of the top 50 suppliers are in high or extremely high-water stress regions.



### Proportion of Water Usage in Areas with High Water Resource Stress

| Site     | SSP5-8.5 Basin Water Supply | Facility Water Withdrawal (10,000 tons/day) | Share of Regional Water Use |
|----------|-----------------------------|---------------------------------------------|-----------------------------|
| Suzhou   | 1,099.79                    | 0.0484                                      | 0.0044%                     |
| Thailand | 4,508.09                    | 0.0174                                      | 0.0004%                     |

\*Data was sourced from the 2024 Chicony Power Climate and Biodiversity Report

Based on the analysis results, certain principal production sites of Chicony Power Technology are exposed to physical water-related risks in specific regions. However, the scale of water withdrawal remains extremely low relative to total basin water availability and has not created any material regional supply-demand pressure in the short term. Nevertheless, climate change may affect future water supply conditions, requiring continuous monitoring and management. In response to these risks, the Company has established a Water Resource Management Policy, incorporating water-related issues into its climate risk management framework. We also promote water optimisation processing, the implementation of water-saving equipment, and water recycling and reuse measures, while establishing contingency control for water supply disruptions to enhance operational resilience in the areas of high-water stress.

### Water-efficiency Measures

- Process water efficiency optimisation
- Implementation of high-efficiency water-saving equipment
- Reuse of condensate and recycled water
- Enhancement of wastewater treatment and water quality management
- Establishment of water supply disruption contingency control



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## 4.4.2 Water Withdrawal, Consumption and Discharge

The withdraws water of Chicony Power Technology primarily for sanitary purposes and the cooling of plant and equipment. HVAC systems account for the largest share of consumption, which means that the water use is predominantly non-process-related. Domestic waste water is managed in accordance with applicable local environmental requirements, and is either treated before discharge or conveyed to an authorised municipal sewerage system. These arrangements help mitigate pollution risks of waste water discharge. Therefore, no fines or sanctions were imposed at all principal production sites for breaches relevant regulation in 2025.



| Category                                                                       | 2023             |                 | 2024             |                 | 2025             |                 |
|--------------------------------------------------------------------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|
|                                                                                | Water withdrawal | Water discharge | Water withdrawal | Water discharge | Water withdrawal | Water discharge |
| Surface Water (Rainwater, River Water, Lake Water)                             | 0                | 0               | 0                | 0               | 0                | 0               |
| Groundwater                                                                    | 0                | 0               | 0                | 0               | 0                | 0               |
| Seawater                                                                       | 0                | 0               | 0                | 0               | 0                | 0               |
| Output Water (Purified Water)                                                  | 0                | -               | 0                | -               | 0                | -               |
| The urban water supply system or other organizations provide third-party water | 591,135.42       | -               | 603,111.83       | -               | 560,228.12       | -               |
| Third-party water for use by other organizations                               | -                | 500,902.80      | -                | 512,649.60      | -                | 476,195.75      |
| Total water withdrawal                                                         | 591,135.42       |                 | 603,111.83       |                 | 560,228.12       |                 |
| Total water discharge                                                          |                  | 500,902.80      |                  | 512,649.60      |                  | 476,195.75      |
| Total water consumption                                                        |                  | 90232.62        |                  | 90,462.23       |                  | 84,032.37       |
| Recycled water volume                                                          |                  | 6,884           |                  | 4,216           |                  | 6,478.43        |
| Water recycling rate                                                           |                  | 1.15%           |                  | 0.69%           |                  | 1.19%           |
| Water withdrawal intensity                                                     |                  | 16.28           |                  | 16.22           |                  | 16.26           |

\*Data scope: Taiwan Headquarters and The Principal Production Sites.

\*Water discharge at each site is estimated at 85% of total water withdrawal.

\*Recycled water volume includes rainwater reuse and condensate water reuse. Water recycling rate = recycled water volume ÷ (total water withdrawal + total recycled water volume).

\*The Suzhou Site and Thailand Site are in water-stressed areas. In 2025, the Suzhou Site recorded total water withdrawal of 176,678.00 m³ and total water consumption of 26,501.70 m³, while the Thailand Site recorded total water withdrawal of 63,394.00 m³ and total water consumption of 9,509.10 m³.

\*Water withdrawal intensity = total water withdrawal (m³) ÷ annual consolidated revenue (NT\$ million).

2025  
Total Water  
Withdrawal



560,228.12 m³

2025  
Total Water  
Discharge



476,195.75 m³

2025  
Total Water  
Consumption



84,032.37 m³

2025  
Recycled  
Water Volume



6,478.43 m³

2025  
Water  
Recycling Rate



1.19%

2025  
Water Withdrawal  
Intensity



16.26 m³/ NT\$ million



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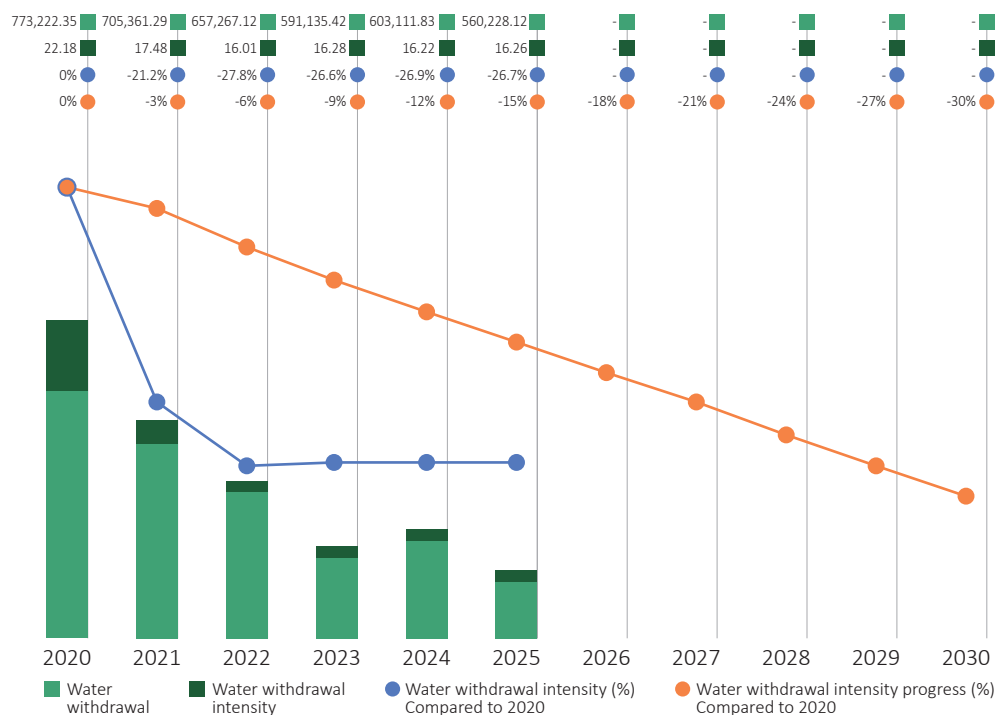
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### 4.4.3 Water Performance

Using 2020 as the baseline year (water withdrawal intensity: 22.18), Chicony Power Technology has set an annual reduction target of 3%, aiming to achieve a 30% reduction by 2030 compared to the baseline year (target value: 15.53). As of 2025, the Company's water withdrawal intensity was 16.26, representing a decrease of approximately 26.7% compared to the baseline year. This improvement is primarily driven by the implementation of condensate and rainwater recycling systems, which are used for site landscaping irrigation, road cleaning, and cooling tower makeup water. In addition, the Company has promoted the adoption of water-saving faucets and high-efficiency water supply equipment, with an estimated annual water-saving benefit of 27,000 cubic meters. Overall, the trend remains significantly lower than the baseline level, and progress continues steadily toward the 2030 target of a 30% reduction in water withdrawal intensity.



\*Water withdrawal intensity = total water withdrawal (m³) ÷ annual consolidated revenue (NT\$ million).

### 4.4.4 Wastewater Management

Chicony Power Technology operates as a non-water-intensive manufacturing industry. Wastewater is discharged into municipal sewer systems or treated by qualified third-party treatment facilities in accordance with local regulatory requirements. We continuously monitor evolving discharge management requirements and relevant regulatory changes to ensure that all wastewater treatment and disposal practices comply with applicable environmental regulations in all principal production sites. In 2025, no major violations or water pollution incidents occurred across principal production sites, indicating that wastewater management remains in full compliance and is operating effectively.

| Site                | Effluent Concentration        |                                  |                         |     | Water Discharge (m³) | Recycled Water (m³) |
|---------------------|-------------------------------|----------------------------------|-------------------------|-----|----------------------|---------------------|
|                     | Chemical Oxygen Demand (mg/L) | Biochemical Oxygen Demand (mg/L) | Suspended Solids (mg/L) | pH  |                      |                     |
| Taiwan Headquarters | -                             | -                                | -                       | -   | 14,999.20            | -                   |
| Suzhou              | 369                           | 134                              | 38                      | 6.7 | 150,176.30           | 5,897               |
| Chongqing           | -                             | -                                | -                       | -   | 69,797.90            | 417                 |
| Dongguan            | 109                           | 39.8                             | 47                      | 6.9 | 187,337.45           | 164.43              |
| Thailand            | 105                           | 42                               | 31.5                    | 7.5 | 53,884.90            | -                   |

\*The Taiwan Headquarters is a leased office without independent effluent discharge or recycled water flows. The Chongqing Site has not yet implemented self-monitoring; it is currently under planning. Once monitoring is conducted, the relevant data will be disclosed in the respective annual sustainability report.

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## 4.5 Resource Use, Circularity and Waste

Chicony Power Technology places great importance on waste management and resource utilization efficiency during its operations. Through institutionalized management and continuous monitoring systems, we track waste generation and disposal at each operational site and ensure proper disposal in accordance with local environmental laws and regulations. We continue to strengthen its waste data management and performance evaluation as an important basis for advancing reduction measures and resource reuse strategies. In terms of waste reduction management, we lower waste generation through process improvement, raw material management, and resource recycling, while continuously increasing the rate of recycling and reuse. We also reduce waste generation through circular design and process improvements, such as the introduction of recycled materials and the circulation of process resources. For related circular economy strategies, please refer to Section 3.3, Circular Economy and Resource Efficiency. This section describes the overview of waste generation, recycling and reuse performance, and reduction management measures at each of our principal production sites.

### 4.5.1 Waste Generations and Management

Waste generated from principal production site is classified, stored, collected, and ultimately treated in accordance with local environmental protection regulations, and is handled by qualified licensed waste removal and treatment contractors. In 2025, no violations of environmental laws or contractual requirements were recorded by the waste disposal contractors engaged by us. Waste generated at Taiwan Headquarters is centrally managed and processed by Chicony Electronics, while principal production sites have established localized waste management in compliance with respective regional regulations and infrastructure conditions.

From 2021 to 2025, the Company's total waste volume fluctuated in line with operational scale. Total waste reached 4,036.36 tons in 2024 and decreased to 3,556.12 tons in 2025, reflecting an overall reduction in the year-over-year. Non-hazardous waste constitutes the vast majority of total waste, while hazardous waste accounts for a relatively small proportion, although it has increased in recent years due to adjustments in certain manufacturing processes and material composition. In terms of treatment methods, we continue to prioritize recycling and reuse as well as incineration (including energy recovery), while landfill disposal remains at zero. In 2025, total recycled and reused waste amounted to 2,991.65 tons, accounting for 84.13% of total waste. This represents a slight decrease compared to 2024, primarily due to changes in waste composition and disposal progress.

| Category                                            | Item                                  | 2021     | 2022     | 2023     | 2024     | 2025     |
|-----------------------------------------------------|---------------------------------------|----------|----------|----------|----------|----------|
| Non-hazardous waste                                 | Landfill                              | -        | -        | -        | -        | -        |
|                                                     | Incineration- with energy recovery    | 798.16   | 685.05   | 182.79   | 243.79   | 411.52   |
|                                                     | Incineration- without energy recovery | -        | -        | -        | -        | -        |
|                                                     | Recycling and reuse                   | 2,931.42 | 2,640.80 | 3,143.22 | 3,536.84 | 2,865.24 |
|                                                     | Physical/Chemical treatment           | -        | -        | -        | -        | -        |
|                                                     | Total                                 | 3,729.58 | 3,325.85 | 3,326.01 | 3,780.63 | 3,276.76 |
| Hazardous waste                                     | Landfill                              | -        | -        | -        | -        | -        |
|                                                     | Incineration- with energy recovery    | -        | -        | -        | -        | -        |
|                                                     | Incineration- without energy recovery | 56.33    | 40.95    | 71.90    | 239.24   | 152.95   |
|                                                     | Recycling and reuse                   | 0.00     | 34.77    | 28.79    | 16.50    | 126.41   |
|                                                     | Physical/Chemical treatment           | -        | -        | -        | -        | -        |
|                                                     | Total                                 | 56.33    | 75.71    | 100.70   | 255.74   | 279.36   |
| Total recycled and reused waste                     |                                       | 2,931.42 | 2,675.57 | 3,172.01 | 3,553.34 | 2,991.65 |
| Total waste                                         |                                       | 3,785.91 | 3,401.56 | 3,426.70 | 4,036.36 | 3,556.12 |
| Waste recycling rate                                |                                       | 77.43    | 78.66    | 92.57    | 88.03    | 84.13    |
| Waste intensity                                     |                                       | 0.094    | 0.083    | 0.094    | 0.109    | 0.103    |
| Waste Conversion Rate at Principal Production Sites |                                       | -        | -        | 75%      | 75%      | 100%     |

\*Data scope: Taiwan Headquarters and The Principal Production Sites.

\*All waste generated within factories is treated off-site or recycled.

\*Total waste = non-hazardous waste + hazardous waste.

\*Waste recycling rate = (Total recycled and reused waste in tons ÷ Total waste in tons) × 100%.

\*Waste intensity = Total waste (tons) ÷ Annual consolidated revenue (NT\$ million).

\*Waste conversion rate at the principal production sites is primarily based on UL 2799 verification. For sites without certification, the conversion rate is considered 0. Waste conversion rate = sum of UL 2799 conversion rates of major production sites ÷ number of the principal production sites.

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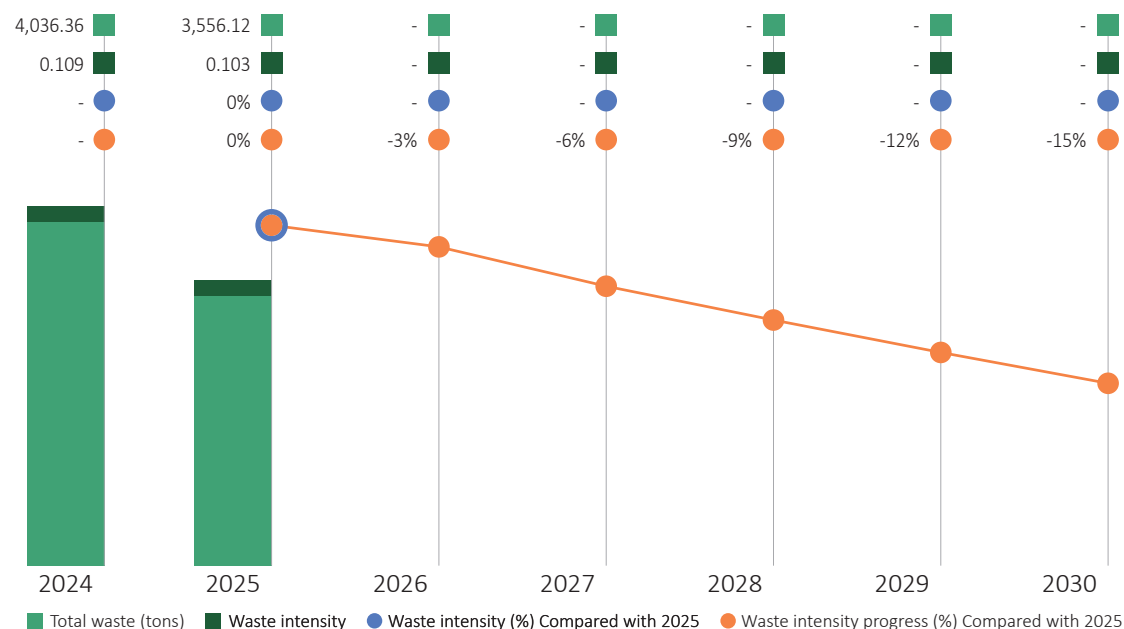
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## 4.5.2 Waste Prevention and Resource Recovery

In response to the full implementation of the UL 2799 management framework across our principal production sites in 2025, waste flow classification, system boundaries, and data collection methodologies have been standardized across all facilities. All manufacturing sites adopt consistent definitions, inventory methodologies, and audit processes for waste statistics and disclosure, significantly enhancing data comparability and management transparency. Through the third-party verification system under UL 2799, we have also strengthened the accuracy of waste diversion tracking and reuse rate calculation, advancing waste management from a compliance-oriented approach toward a performance-driven management system.

With a harmonized management foundation established across principal production sites, we have redefined its waste performance metrics in 2025, designating "waste intensity" as the new baseline indicator and setting 2025 as the base year for waste reduction. Looking ahead, we will focus on production efficiency improvement, process optimisation, leaning raw material management, and enhanced circular reuse. From 2026 to 2030, the Company aims to reduce waste intensity by 3% year-over-year, progressively driving structural waste reduction.



\*Data scope: Taiwan Headquarters and The Principal Production Sites.

\*Waste intensity = Total waste (tons) ÷ Annual consolidated revenue (NT\$ million).

## 2025 Statistics of Discarded Products and Electronic Waste

| Category           | Recycled/ Reused | Other Treatment Methods | Recycling/Reuse Rate (%) |
|--------------------|------------------|-------------------------|--------------------------|
| Discarded products | 134.93           | 0                       | 100                      |
| Electronic waste   | 31.68            | 0                       | 100                      |

## 4.5.3 UL 2799 Validation and Waste Diversion

In 2025, the principal production sites of Chicony Power Technology held UL 2799 validation and reported a 100% waste diversion rate. This result indicates that all waste generated at principal production sites is treated through recycling and reuse, energy recovery, or other resource recovery methods, with no landfill disposal.

| Site                                                              | Suzhou   | Chongqing | Dongguan | Thailand |
|-------------------------------------------------------------------|----------|-----------|----------|----------|
| Waste Diversion Rate                                              | 100%     | 100%      | 100%     | 100%     |
| Zero Waste Certification (UL 2799 Environmental Claim Validation) | Platinum | Platinum  | Platinum | -        |

\*The Thailand Site has obtained UL 2799 certification with a 100% waste diversion rate (meeting the Platinum level standard). However, it has not yet obtained the UL 2799A Zero Waste Claims Validation. We plan to apply for this additional certification in 2026.

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## 4.6 Biodiversity and Ecosystems

### 4.6.1 Biodiversity Policy and Management

Biodiversity loss and natural capital degradation have become global challenges that may affect supply chain stability and long-term business resilience. Although the Company does not directly extract biological resources, its operations and value chain depend on water, energy, minerals and ecosystem services. Therefore, Chicony Power Technology regards biodiversity as a key component of nature-related risk management and has implemented structured policy commitments and governance processes to address it.

The Company has established a "Biodiversity and No Deforestation Policy," which explicitly commits to avoiding support for or participation in activities that cause deforestation, degradation of high conservation value areas, or significant habitat loss. The policy is implemented in accordance with the mitigation hierarchy and applies to all owned operations as well as key supply chain activities. Through supplier engagement and materials management, the Company progressively reduces dependence on virgin resource extraction. Guided by the principle that "prevention is better than remediation," we prioritize upstream design improvements and resource efficiency to delimitate putting pressure on natural ecosystems. It also continuously evaluates the spatial relationship between principal production sites and environmentally sensitive areas to ensure forward-looking and systematic management.

### 4.6.2 Biodiversity Screening and Spatial Analysis

Chicony Power Technology conducted geospatial screening, the TNFD LEAP approach, to identify locations requiring further assessment of potential nature-related dependencies. We have completed spatial mapping analysis for seven operation sites and 65 key supplier locations. The screening overlaid the locations with geospatial data on areas of biodiversity importance, water stress regions, ecosystem integrity, forest integrity, and natural heritage sites. Such an analysis provides an initial indication of where our operations and key supplier locations may interact with ecologically sensitive areas.

The analysis indicates that approximately 15% of sites were situated within 2.5 km of an area of biodiversity importance, and around 18% within a 5 km radius. Two operating sites were identified as priority locations and have been prioritized for further assessment and ongoing monitoring. Within the assessed supply chain, approximately 16% were in, adjacent to or within the defined buffer of a Key Biodiversity Area. Together with the water-stress screening, this spatial assessment enables us to identify our interface with nature and priority locations for further analysis; the later phases

evaluate dependencies and impacts, as well as assess risks and opportunities. This could support our nature-related risk management integrating into both operational and supply chain decision-making frameworks.

| Operating Sites                 | Key Suppliers                  |
|---------------------------------|--------------------------------|
| seven sites Analysis completed  | 65 sites Analysis completed    |
| two sites (28%) Sensitive areas | 11 sites (16%) Sensitive areas |

\*Detailed analysis and findings are disclosed in the 2024 Chicony Power Climate and Biodiversity Report.

### 4.6.3 Nature-related Dependencies and Impact

Following the completion of spatial mapping, we further assessed its dependencies on ecosystem services and its potential impacts on nature. The assessment indicated that the Company has a significant dependency on both surface water and groundwater supplies. It also relies on ecosystem functions such as water flow regulation and pollution dilution to maintain a stable production environment. Increased regional water stress or degradation of ecosystem functions could adversely affect operational stability and cost structures. In addition, we identified activities such as greenhouse gas emissions, water withdrawal, and upstream raw material sourcing as potential drivers of nature-related pressures. Although the Company is not directly involved in land-use change or habitat conversion, indirect impacts may still arise through its value chain activities. Accordingly, we have identified water stress and energy consumption structure as priority nature-related management topics and have incorporated them into its future action plans.

| Impact Driver                                                                                                           | Operations Center        | Key Dependency Factors                                                           |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------------------------------|
| Land use<br>GHG emissions<br>Air pollutants<br>Water pollutants<br>Water resource use<br>Solid waste<br>Soil pollutants | Chicony Power Technology | Surface water<br>Atmospheric and ecosystem dilution<br>Flood and wind protection |

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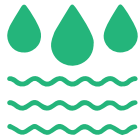
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## 4.6.4 Biodiversity Metrics and Actions

To enhance the traceability and effectiveness of nature-related risk management, Chicony Power Technology has established relevant management indicators, including water withdrawal intensity, energy efficiency, and environmental impact improvement performance. Based on the outcomes of risk identification and priority issue assessment, we have implemented corresponding actions across both operational and product dimensions to reduce its dependence on natural capital and mitigate potential impacts on nature. In terms of water resource management, we continue to optimize its water sourcing structure and water recycling systems. Through rainwater harvesting and condensate recovery systems, we reduce its reliance on external water supplies and help alleviate regional water stress. In energy management, we promote optimisation of its energy consumption mix, improve energy efficiency throughout manufacturing processes, and enhance energy performance through equipment upgrades and digital management tools. These efforts not only support the transition toward a low-carbon energy future but also help mitigate the impacts of electricity cost fluctuations and carbon-related risks, thereby strengthening operational resilience. At the product level, we improve power conversion efficiency and reduce standby power consumption, lowering energy demand during the use phase of end-user devices. This, in turn, indirectly reduces the pressure that energy generation and resource extraction place on natural ecosystems. Through product design optimisation, the Company extends nature stewardship considerations throughout the product life cycle.

### Nature Risk Management Actions

| Water Management                                                                                                                                                                                                                                                    | Environmental Management in Operations                                                                                                                                                                                                                                                                       | Product-level Measures                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <ul style="list-style-type: none"> <li>• Improve power-conversion efficiency</li> <li>• Reduce standby power consumption</li> <li>• Optimise system-level energy use</li> </ul> |  <ul style="list-style-type: none"> <li>• Implement energy-efficiency and emissions-reduction projects</li> <li>• Strengthen pollution prevention and control</li> <li>• Increase waste recovery and recycling</li> </ul> |  <ul style="list-style-type: none"> <li>• Improve power-conversion efficiency</li> <li>• Reduce standby power consumption</li> <li>• Optimise system-level energy use</li> </ul> |

## 4.6.5 Biodiversity Monitoring and Review

We apply habitat quality models to analyze land-use change trends around its operational sites and include priority locations within its regular monitoring scope. Nature-related risks have also been incorporated into the annual risk assessment process and Board reporting mechanisms, enabling iterative review and optimisation of management measures. Looking ahead, we will continue to enhance its capabilities in quantifying nature dependencies and impacts, progressively establishing a nature-related indicator monitoring system. It will also strengthen management and engagement for high-risk supply chains to improve its adaptive capacity to changes in natural capital and enhance long-term value creation.

### Nature-Based Carbon Sequestration Strategy Direction

Chicony Power Technology has incorporated principles supporting native species restoration, green space development, and ecological conservation partnerships into its Biodiversity and No Deforestation Policy. Nature-based carbon sequestration is regarded as a supplementary strategic tool within a long-term integrated climate and nature management framework. At present, the Company's operating model does not involve large-scale land development or forest management activities, nor does it directly own land assets capable of generating significant carbon sinks. As such, no specific afforestation or restoration projects have been initiated. Nature-based carbon sequestration initiatives remain at the strategic evaluation stage. Future participation in relevant projects will be considered through external collaboration models, depending on operational characteristics and resource allocation. We will adhere to a "priority on emissions reduction" principle when assessing such initiatives, and will carefully evaluate environmental integrity, quantification methodologies, and long-term management responsibilities to avoid over-reliance on offset mechanisms, while ensuring alignment with biodiversity conservation objectives.



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Chicony Power Technology considers its employees key stakeholders in the Company's long-term resilience and competitiveness. We identify and manage workforce-related risks and impacts concerning labour practices, human rights, occupational health and safety, and skills development. Competitive remuneration and benefits, comprehensive occupational health and safety management, and employee well-being programmes help address employee turnover, work-related injuries and workplace inequality.

Our baseline commitments are zero major human rights violations and zero high-consequence work-related injuries. We also monitor employee retention and workforce health indicators, including maintaining annual employee turnover below 10% at our Taiwan Headquarters. Going forward, we will progressively introduce quantitative measures to assess employee physical and mental well-being initiatives and the effectiveness of learning and development programmes. This will strengthen our preventive and continuous-improvement approach to human capital management.



## 2025 Highlights



Ahead of Taiwan's HRDD Programme and the EU CSDDD

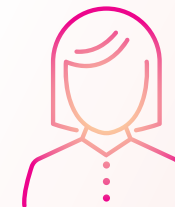
**Launched and initiated three-year Human Rights Due Diligence roadmap**



**Apprentices were paid 8.4%** above the minimum wage, demonstrating a competitive compensation system



**Reached 33**  
certification holders of  
iPAS Net-zero Carbon  
Planning Administrators  
by 2025



**Reached 49.6%**  
of female employees by  
2025



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## 5.1 Social Sustainability Governance and Targets

Chicony Power Technology considers the social dimension integral to sustainable business management. In line with international sustainability developments, our approach is based on five principles: respect for human rights, fair working conditions, risk prevention, diversity and inclusion, and positive social impact.

We focus on employee rights, labour relations, occupational health and safety, and community impact. These matters are managed through policies, defined processes, performance indicators, periodic reviews and continuous improvement. This chapter outlines our social governance framework, management approach, annual priorities, responsibilities, and short-, medium- and long-term targets. It explains how we manage social risks, support employee well-being and respond to stakeholder expectations. Employees are among our most important stakeholders. We are committed to providing a safe, healthy, inclusive and fair working environment. Our Human Rights Policy, Diversity, Equity and Inclusion Policy, occupational health and safety management system, and employee engagement mechanisms help us prevent and mitigate human rights violations, work-related injuries, labour disputes and employee turnover.

Our community engagement is guided by two principles: responding to societal needs and strengthening local connections. Through long-term community programmes and employee volunteering, we apply our resources and expertise to create positive social impact.



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|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Material Topics</b>           | Human Rights and Labour Relations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Secondary Topics</b>          | Talent Attraction, Engagement and Retention Occupational Health and Safety                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>SDGs Indicators</b>           | SDG 3 Good Health and Well-Being; SDG 4 Quality Education; SDG 8 Decent Work and Economic Growth; SDG 10 Reduced Inequalities; SDG 16 Peace, Justice and Strong Institutions; SDG 17 Partnerships for the Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Commitment/<br/>Policy</b>    | <ol style="list-style-type: none"> <li>1. Human Rights Policy: Safeguards the basic human rights of employees and supply chain workers in accordance with the International Bill of Human Rights and industry standards.</li> <li>2. Sexual Harassment Prevention: Prevents and addresses harassment through training, confidential reporting, impartial investigations, proportionate disciplinary action and protection against retaliation.</li> <li>3. Whistleblowing and Grievance Procedures: Provides confidential channels for reporting suspected misconduct, with objective investigation and timely follow-up.</li> <li>4. Learning and Development: Builds employee capabilities and strengthens succession planning through structured, career-focused development.</li> <li>5. Environmental, Health and Safety Policy: Integrates risk identification, prevention and corrective action into daily operations.</li> </ol> |
| <b>Management<br/>Focus</b>      | <ol style="list-style-type: none"> <li>1. Human Rights and Labour Relations: Prevents discrimination, forced labour, harassment and labour-rights violations through robust policies, working-time controls, grievance channels and regular risk reviews.</li> <li>2. Talent Attraction and Retention: Strengthens retention through fair remuneration, employee dialogue, responsive grievance mechanisms and family-friendly support.</li> <li>3. Occupational Health and Safety: Prevents work-related injuries and promotes employee health through ISO 45001-aligned risk controls, training and performance monitoring.</li> </ol>                                                                                                                                                                                                                                                                                                 |
| <b>Action Plan</b>               | <ol style="list-style-type: none"> <li>1. Human Rights and Labour Relations: Strengthens human rights due diligence, grievance remediation and continuous improvement through annual risk reviews and management tracking.</li> <li>2. Talent Attraction and Retention: Supports employee development and retention through structured learning, key-talent programmes, industry-academia partnerships and family-friendly measures, informed by regular workforce data analysis.</li> <li>3. Occupational Health and Safety: Prevents work-related injuries and promotes employee health through hazard assessments, training, workplace inspections, incident reviews and occupational health support.</li> </ol>                                                                                                                                                                                                                      |
| <b>Responsible<br/>Functions</b> | Administration Division                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

\*The above topics are coordinated and planned by the Administration Division, with implementation carried out by each responsible unit according to its function; results are tracked regularly and reviewed and improved on a rolling basis.

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## 2025 Achievements



Human rights  
violation cases

0



Annual turnover rate  
at the Taiwan Headquarters

≤ 10%



The number of cases of  
recordable  
work-related ill health

0



The rate of  
high-consequence  
work-related injuries

0



Launched and completed  
an internal employee  
human rights due  
diligence assessment



**EAPs**

Planned the  
implementation timeline  
for the Employee  
Assistance Programme

## 2026 Targets

- ✓ Human rights violation cases = 0
- ✓ Annual turnover rate at the Taiwan Headquarters ≤ 10%
- ✓ The rate of high-consequence work-related injuries ≤ 1
- ✓ Expand the scope of human rights due diligence to the supply chain and local communities
- ✓ Planned the implementation timeline for the Employee Assistance Programme (Employee Assistance Program, EAPs)

## 2030 Targets

- ✓ Human rights violation cases = 0
- ✓ Annual turnover rate at the Taiwan Headquarters ≤ 10%
- ✓ The rate of high-consequence work-related injuries ≤ 1
- ✓ Strengthening human rights due diligence performance and risk identification mechanisms

## 2050 Targets

- ✓ Human rights violation cases = 0
- ✓ Annual turnover rate at the Taiwan Headquarters ≤ 10%
- ✓ The rate of high-consequence work-related injuries ≤ 1
- ✓ Strengthening human rights due diligence performance and risk identification mechanisms



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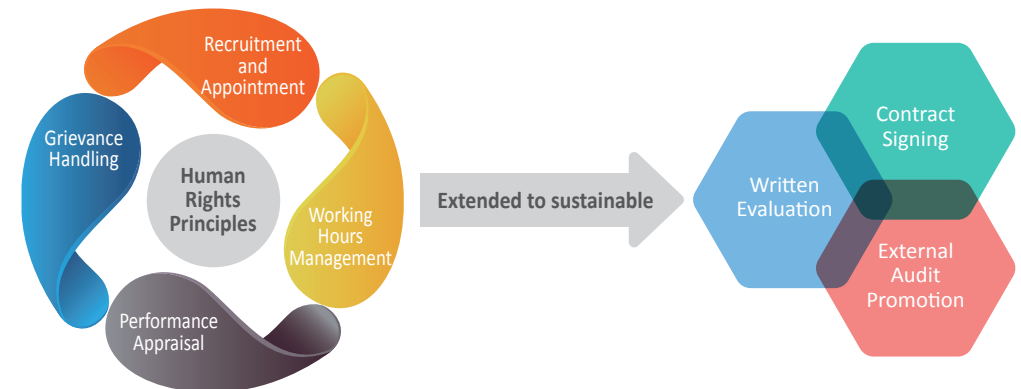
## 5.2 Corporate Sustainability Due Diligence Compliance

### 5.2.1 Human Rights Policy and Commitments

Chicony Power Technology considers respect for human rights fundamental to sustainable business management. Its Human Rights Policy reflects international labour and human rights standards and prohibits discrimination, forced labour, child labour, inhumane treatment and unlawful workplace conduct. These principles are embedded in recruitment, employment, working-time management, performance evaluation and grievance procedures. The policy applies to all employees and extends to suppliers, contractors and business partners.

Human rights risk management focuses on working conditions at production sites and labour practices in the supply chain. Compliance is monitored through internal assessments, supplier contractual requirements, written evaluations and external audits, covering freedom of association, working hours, forced and child labour, and non-discrimination. Identified breaches are subject to time-bound corrective action and further measures proportionate to their severity, strengthening human rights protection across our operations and value chain.

In 2025, Chicony Power Technology had no human rights violation cases and no record of penalties imposed by competent authorities.



### 5.2.2 Human Rights Risk Assessment

To strengthen the maturity of its human rights governance and respond ahead of international trends and regulatory developments, Chicony Power Technology initiated a human rights due diligence programme in 2025—ahead of the formal mandatory implementation of the EU's Corporate Sustainability Due Diligence Directive (CSDDD)—and completed the first stage of internal human rights risk identification and materiality Analysis as the basis for subsequent management and improvement.

The scope of this assessment covered the main office locations and principal production sites in Taiwan, China, and Thailand. To further enhance the maturity of human rights governance going forward, we followed a risk-based approach and adopted a "phased and iterative improvement" model to conduct its initial human rights risk identification. The purpose of the first stage was to establish a risk inventory at both the institutional and operational levels; accordingly, the primary survey targets were mid- to senior-level managers with a cross-departmental and cross-site overall perspective and information access. These management levels are largely responsible for human resource allocation, working hours arrangements, performance management, and on-site operational oversight, and are therefore better positioned to assess potential human rights risks from the perspective of institutional operation and management practice. The effective response rate for this survey reached 89.8%, with 157 questionnaires distributed and 141 valid responses collected. The results were cross-analysed together with external violation records and internal complaint data to enhance the completeness of human rights risk identification and its value as a basis for decision-making.

Having completed an internal inventory at the key level in the reporting year of 2025, we plan to launch the second stage of its human rights due diligence (HRDD) process in 2026, ahead of the formal implementation of the "Taiwan Enterprise Supply Chain Respect for Human Rights Programme" policy measures being developed by the Executive Yuan and the Ministry of Economic Affairs. This stage will extend to the supply chain and the communities where the principal production sites of Chicony Power Technology are located, to establish a complete internal and external human rights due diligence mechanism. Going forward, depending on the type of risk and the nature of the issues involved, we will also progressively expand the engagement of frontline staff and specific groups to incorporate a wider range of perspectives, forming a comprehensive value-chain-wide human rights management framework covering the our internal operations, supply chain, and the communities where it operates. The results of each stage will also be regularly reported to management, incorporated into the annual sustainability and risk management review, and disclosed in that year's sustainability report, formally transforming human rights risk management from a policy commitment into a corporate governance issue.

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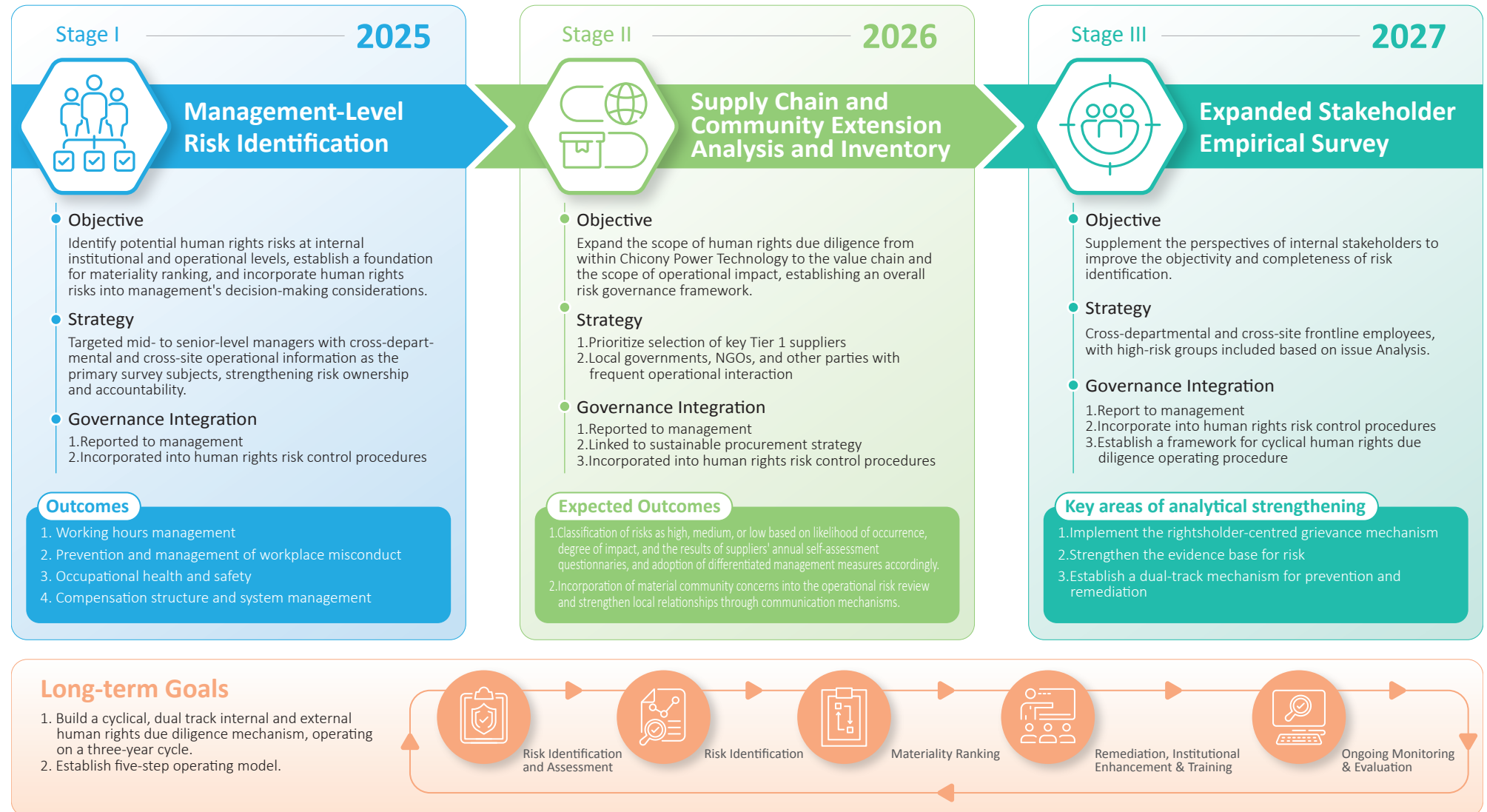
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## Overview of the Human Rights Due Diligence Programme Framework



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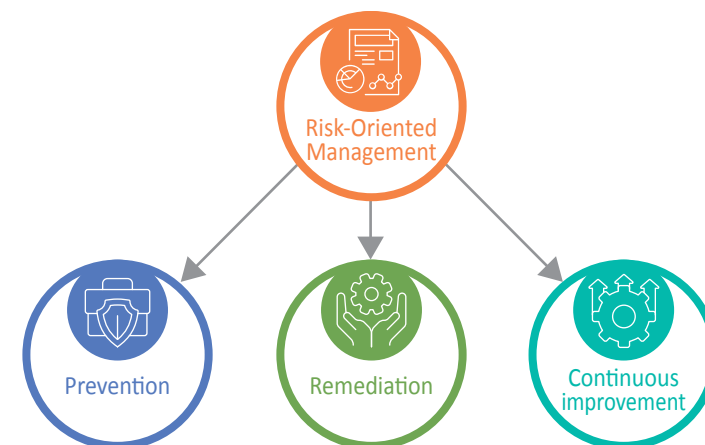
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In 2025, Chicony Power Technology completed the first phase of its Human Rights Due Diligence (HRDD) process and identified four salient human rights issues: working hours, workplace misconduct, occupational health and safety, and remuneration practices. The assessment combined quantitative questionnaire results, management input from all reporting sites, and internal and external data analysis, supporting an evidence-based and risk-oriented materiality assessment.

For each salient issue, we established preventive, corrective and continuous-improvement measures, supported by defined responsibilities, monitoring frequencies and quantitative performance indicators. The measures were reviewed through cross-functional coordination and approved by the responsible executives, taking operational feasibility and resource allocation into account. They currently cover all full-time employees.

In 2026, Chicony Power plans to extend relevant requirements to key suppliers through its Supplier Code of Conduct, Sustainable Procurement Guidelines and contractual requirements, strengthening human rights oversight across the value chain. Progress is reviewed annually as part of the Sustainability Report preparation and incorporated into the Company's risk management review. Implementation is regularly reported to management and the Board of Directors, reinforcing accountability, transparency and continuous improvement.



## Overview of the Human Rights Due Diligence Programme Framework

### 2025 Phase I: Management-Level Risk Identification

| Significant Issues       | Potential Adverse Impact                                                                                                                       | Mitigation Measures<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                             | Remedial Mechanism<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                                                                                                                                                                                            | Management Objectives and Tracking Frequency                                                                                                                                                                                                          | Oversight                                               |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| Working Hours Management | Inadequate management of working hours may result in regulatory compliance risks and increase employee health and occupational safety burdens. | <b>1.Policy and System</b><br>A.Operate a cross-site working-hour monitoring system. Each site is authorised to establish overtime approval procedures reflecting local production requirements.<br>B.Introduce process automation initiatives to optimize workforce allocation.<br>C.Included in the annual risk management review                                                                                                                                                                                                                                            | 1.Establish a health monitoring and follow-up mechanism for employees identified with abnormal working hours, providing appropriate medical and psychological support. Dedicated personnel shall conduct regular or ad hoc follow-up based on the employee's health condition and improvement status.<br>2.Provide multiple grievance channels, including an employee hotline, suggestion mailbox, and online platform. In the event of concerns or alleged rights infringement, cases shall be received by the head of the Administrative Management Division and investigated in accordance with established procedures.<br>3.Strengthen managerial communication and people management capabilities relating to working hours management. | 1.100% completion rate of working hours management training for management personnel at operational sites.<br>2.100% communication coverage on the principle of voluntary employee consent to overtime<br>3.Annual review of progress against targets | Administration Division/<br>Heads of each business unit |
|                          |                                                                                                                                                | <b>2.Communication Training</b><br>A.Conduct regular working hours management training for managerial personnel to strengthen compliance awareness and reinforce the principle that overtime work shall be based on employees' voluntary consent.<br>B.Conduct two-way consultation on working-hour arrangements when required.<br>C.Ensure that any new policies involving adjustments to working hours are subject to consultation through labour-management meetings and implemented only after consensus has been reached between management and employee representatives. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                       |                                                         |

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| Significant<br>Issues                | Potential<br>Adverse Impact                                                                                                                                                                                                              | Mitigation Measures<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Remedial Mechanism<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Management<br>Objectives and<br>Tracking Frequency                                                                                                                                                                                                                                                                                      | Oversight                                                     |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Occupational<br>Health and<br>Safety | 1.Inadequate safety management may lead to occupational injuries and operational disruption risks.<br>2.Increase in the cases of recordable work-related ill health attributable to workplace incidents occurring during work execution. | <b>1.Policy and System</b><br>A.Maintain the regulatory update compliance rate of the Environmental, Health and Safety (EHS) Policy.<br>B.In line with domestic regulatory developments, periodically review and optimize the incident reporting and investigation mechanism to ensure timely response to incidents and minimize impacts on personnel safety, property, and the environment.<br>C.Ensure the effective implementation of hazard identification and risk assessment processes and adopt appropriate preventive actions or necessary control measures based on assessment results, including occupational health and safety management programmes, operational controls, emergency response measures, training and education, and the use of personal protective equipment (PPE).<br>D.Ensure the implementation of ad-hoc EHS audits across all sites on an annual basis to assess whether the physical working environment and workplace design are safe and comfortable, and to promptly adjust response strategies as necessary.<br>E. Implement employee health promotion and care programs, including the establishment of on-site medical facilities, regular physician visits, employee health examination follow-up mechanisms, hospital-level health checkups, influenza vaccination services, and health promotion campaigns and competitions.<br>F. Included in the annual risk management review<br><b>2.Communication Training</b><br>A.Provide occupational health and safety training programs for both new hires and existing employees. In addition, continuously enhance employees' awareness of workplace hazards and their knowledge of occupational health and safety practices required for accident prevention through communication channels such as emails, electronic bulletin boards, poster campaigns, and safety awareness seminars.<br>B.Engage external experts on an ad-hoc basis to conduct health-related seminars covering topics such as nutrition, mental well-being, and stress management, with the aim of enhancing employees' health literacy and self-care capabilities. | 1.In the event of an occupational injury incident, ensure that the relevant departments initiate response and investigation procedures in accordance with established protocols. To support employee recovery, provide necessary medical treatment and rehabilitation assistance, and make every effort to facilitate a return to work through functional recovery support or appropriate job reassignment. Regarding compensation, occupational injury benefits and necessary employee support shall be provided in strict compliance with applicable local labour laws and insurance schemes. In addition, preventive and corrective actions shall be implemented based on the root causes identified through incident investigations to prevent recurrence.<br>2.Based on the Nature and severity of occupational injury or illness incidents, strengthen corrective and preventive mechanisms in a timely manner to address identified causes, enhance workplace environment safety, and reinforce occupational health and safety awareness among employees through relevant communication initiatives and policy development. | 1.Maintain a 100% certification retention rate for ISO 45001 across all sites covered in This Report.<br>2.Achieve a zero rate of material occupational injuries.<br>3.Achieve a 100% annual completion rate of basic occupational health and safety training for all employees.<br>4.Achievement rate of annual review and objectives. | Administration<br>Division/<br>Heads of each<br>business unit |



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| Significant<br>Issues                                 | Potential<br>Adverse Impact                                                                                                                                                                                                 | Mitigation Measures<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Remedial Mechanism<br>(The detailed contents of the relevant policy measures were disclosed in<br>5.2.3.3 Working Hours and Health Management Mechanism<br>5.2.3.4 Workplace Respect and Unlawful Infringement System<br>5.2.3.5 Occupational Health and Safety Management System<br>5.2.3.2 Remuneration, Pay Equity and Performance Assessment)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Management<br>Objectives and<br>Tracking Frequency                                                                                                                                                                                                                                                                                       | Oversight                                                     |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Workplace<br>misconduct<br>Prevention<br>Management   | Inappropriate<br>workplace<br>conduct may<br>adversely affect<br>employees' dignity and<br>undermine<br>organisational<br>trust.                                                                                            | <b>1.Policy and System</b><br>A.Review and enhance the safety of the physical workplace environment to prevent potential factors that may trigger workplace misconduct.<br>B.Included in the annual risk management review<br><b>2.Communication Training</b><br>A.Strengthen training on sexual harassment prevention and workplace codes of conduct.<br>B.Promote effective communication and awareness-building between supervisors and employees to prevent inappropriate workplace behavior and misconduct.<br>C.Provide internal training on workplace hazard prevention and communication skills for both new hires and existing employees.<br>D.Enhance communication and issue-resolution capabilities among management personnel to facilitate the early identification and appropriate handling of workplace-related concerns.<br>E.Ensure appropriate workload allocation and workforce planning to prevent workplace misconduct arising from excessive work pressure or interpersonal conflicts among employees.                                                                                                                                         | 1.Upon receiving a complaint regarding suspected workplace misconduct, the Company shall investigate and conclude the case within the statutory timeframe stipulated by internal regulations or within a reasonable period. The confidentiality of the complaint process and investigation results shall be strictly maintained. Appropriate protection, accommodation, and assistance shall be provided to the affected employees, and necessary measures shall be implemented to prevent recurrence.<br>2.An investigation committee has been established according to the nature and circumstances of the case. It comprises representatives of the relevant functions and, where appropriate, independent external members. The committee supports the affected employee through subsequent grievance procedures and reports its findings to the site's most senior manager, the Administrative Management Division and senior management.<br>3.Following the occurrence of relevant incidents, the Company shall strengthen the promotion of workplace conduct and behavioral standards training to enhance employees' understanding of how to prevent and respond to harassment incidents, thereby safeguarding their rights and interests.<br>4.Material cases shall be reported to the highest-ranking manager of the site and the Company's management. | 1.100% completion rate of annual workplace conduct and harassment prevention training (in-person or online) for all employees.<br>2.100% annual review completion rate for physical workplace environments<br>3.Management communication completed for 100% of investigated cases<br>4.Achievement rate of annual review and objectives. | Administration<br>Division/<br>Heads of each<br>business unit |
| Remuneration<br>Structure<br>and System<br>Management | Insufficient<br>review of the<br>remuneration<br>framework<br>may create<br>pay-equity<br>concerns and<br>employee-<br>retention risks,<br>adversely<br>affecting<br>workforce<br>morale and<br>organisational<br>stability | <b>1.Policy and System</b><br>A.Provides equal employment opportunities in line with applicable employment regulations. Remuneration reflects professional qualifications and job responsibilities, and wage deductions are prohibited as a disciplinary measure.<br>B.Policy effectiveness is regularly reviewed across recruitment, promotion, workplace inclusion, learning and development, performance evaluation and employee benefits to maintain a fair, inclusive and respectful workplace.<br>C.Establish and actively implement objective performance standards and evaluation procedures to support decisions regarding employee compensation adjustments, incentive payments, and career advancement opportunities.<br>D.Monitor remuneration equity indicators and regularly disclose the gender pay gap in the annual Sustainability Report.<br>E. Conduct an annual gender pay gap Analysis.<br>F. Included in the annual risk management review<br><b>2.Communication Training</b><br>A.Regularly conduct human rights training programmes for all employees to enhance awareness of the importance of pay equity and equal remuneration principles. | 1.Implement and continuously maintain a compensation benchmarking mechanism to ensure that annual compensation decisions are determined based on market survey results, the Company's financial performance, organisational structure, employees' professional competencies, job responsibilities, performance outcomes, and the achievement of corporate business objectives.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1.Achieve a 100% implementation rate of the salary market benchmarking and compensation review mechanism.<br>2.Achieve 100% completeness and compliance in the annual disclosure of gender pay gap information in the Sustainability Report.<br>3.Achievement rate of annual review and objectives.                                      | Administration<br>Division/<br>Finance Center                 |

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### 5.2.3 Responsible Employment

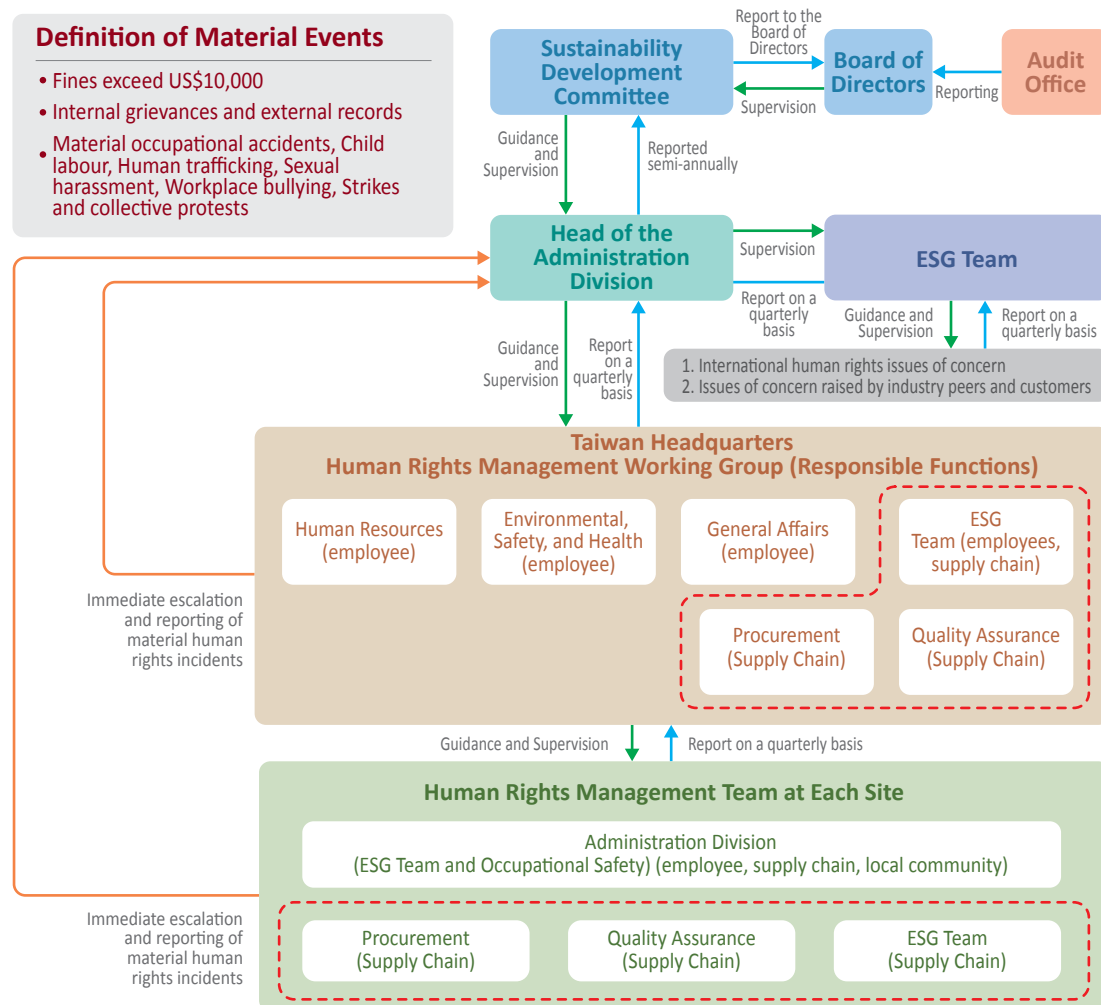
Chicony Power Technology's human rights management framework is guided by its Human Rights Policy as the highest governing principle. By integrating the employment management system, occupational health and safety management system, grievance mechanism, and sustainable supply chain management procedures, the Company has established a systematic governance framework encompassing prevention, monitoring, and remediation. Human rights-related matters are centrally coordinated and managed by the Administration Division. The Administration Division comprises the Environmental, Health and Safety (EHS) Unit, General Affairs Unit, Human Resources Unit, and ESG Sustainability Team, each assuming responsibility for the implementation and oversight of specific human rights aspects based on their respective functions, including:

- Human Resources Unit: Responsible for employment management, remuneration and performance management, equal opportunity policies, and employee development programmes.
- Environmental Health and Safety (EHS) Unit: Responsible for the establishment and maintenance of the occupational health and safety management system.
- General Affairs Unit: Responsible for workplace safety and infrastructure management.
- ESG Team: Responsible for the integration of human rights issues, promotion of human rights due diligence, and cross-functional communication and coordination.

Chicony Power Technology embeds human rights requirements in operational decision-making through defined responsibilities and cross-functional coordination. A tiered governance structure—comprising the Board of Directors, Sustainability Development Committee, executive management and principal production sites—oversees human rights risks and impacts. Material incidents are promptly assessed by the responsible management functions and escalated according to their severity. Matters with significant impacts or cross-regional implications are reported to the corporate governance level. Human rights risk trends, remedial actions and outcomes are reviewed regularly and inform annual risk assessments and subsequent human rights due diligence cycles. Progress is disclosed in the annual Sustainability Report to strengthen transparency and accountability.

This framework also covers employee well-being, family-friendly employment practices, workplace respect and community engagement. Related initiatives—including parental leave, employee benefits and employee clubs—are presented in Employee Well-being and Talent Development, while industry-academia partnerships and charitable contributions are covered in Social Investment and Local Impact. Together, these measures support an integrated approach to managing human rights and social impacts across the Company's operations and wider stakeholder relationships.

### Chicony Power Technology Human Rights Due Diligence Governance Structure



\*The functions highlighted within the red dashed box represent the responsible units for supply chain human rights management. These functions encompass procurement, quality management, and ESG management responsibilities, and are accountable for supplier human rights risk management, human rights due diligence, and corrective action tracking. Relevant information, management progress, and review outcomes are regularly reported to the Human Rights Management Task Force for feedback, monitoring, and management review.

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### 5.2.3.1 Fair Recruitment

Chicony Power Technology maintains a fair, transparent and non-discriminatory employment system, guided by its Human Rights Policy and relevant International Labour Organization conventions. Equal employment opportunities are embedded in recruitment, performance evaluation and promotion. Discrimination based on gender, age, race, religion, political affiliation, disability or other personal characteristics is prohibited.

Recruitment follows standardised procedures, including workforce requisition reviews, qualification screening and structured interviews. Hiring decisions are based on professional competence and suitability for the role. All employees receive a written employment contract on their first day of employment, setting out the rights and obligations of both parties. Forced labour and employment below the applicable minimum working age are strictly prohibited. Compliance is supported by pre-employment document checks and enrollment in statutory social insurance programmes.

In line with its business and workforce needs, we recruit through diverse channels, including industry-academia partnerships, apprenticeship programmes and employee referral schemes. New employees receive mentoring and professional skills training to support their integration and development. In 2025, the Company employed 9,568 people across its Taiwan Headquarters and all principal production sites in China and Thailand. We hired 6,867 employees, of whom 41.95% were women. The new-hire retention rate was 47.15%. Until 2025, women represented 49.6% of the workforce and approximately 32% of management positions.

Workforce composition and employee turnover are regularly analysed to assess employment equity and inform retention measures. The Human Resources function periodically reviews employment and remuneration practices, with significant matters escalated to management for review and approval. The findings also inform the Company's human rights risk management and due diligence processes. Through continued monitoring and improvement, we seek to strengthen fair employment practices and organisational resilience.

### Chicony Power Technology Employment and Workforce Management System

#### General Recruitment Mechanism

1. Recruitment is implemented in accordance with the policy of Chicony Power Technology on Employee Recruitment and Appointment.
2. Applicable to employees at the Taiwan Headquarters and expatriate employees assigned to overseas locations. The Human Resources Department centrally coordinates workforce requirements and annual human resources planning and conducts open recruitment through diversified talent sourcing channels.
3. Qualification reviews and candidate assessments are conducted in accordance with local regulations and job requirements.

#### Employee Referral Programme

Chicony Power Technology operates an Employee Referral Programme to broaden its talent pool, improve recruitment efficiency and support employee retention. The Administration Division announces eligible vacancies based on workforce needs and applies standardised referral procedures and documentation to ensure consistent and transparent candidate assessment.

Referral bonuses are paid in stages after the successful candidate completes probation and one year of continuous employment, encouraging high-quality referrals and longer-term retention. Senior executives and employees responsible for recruitment or HR administration are excluded to prevent conflicts of interest. The Company also offers incentives for providing information on prospective candidates, expanding employee participation in talent sourcing and strengthening access to key talent.

#### Job Transfer Management Mechanism

Proposed by department supervisors and the Human Resources Department require prior consultation with, and consent from, the employee concerned before the transfer application and approval process may proceed. This mechanism ensures transparency and safeguards employee rights and interests.

#### Resignation / Leave Without Pay Mechanism

1. Employees are required to provide notice of resignation or leave without pay in accordance with applicable local legal requirements and prescribed notice periods.
2. The Human Resources Department assists in conducting exit interviews to understand the reasons for departure and assess potential retention opportunities.
3. Through a nominated deputy arrangement and workforce planning mechanisms, we seek to minimize the operational impact of employee turnover.

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## Chicony Power Technology Workforce Profile and Key Employment Metrics

Table (i) Employee Structure and Diversity Composition

| Indicator                                                      |                    | 2023         |            |            |             |            |              | 2024         |            |            |             |            |              | 2025         |              |              |             |            |              |
|----------------------------------------------------------------|--------------------|--------------|------------|------------|-------------|------------|--------------|--------------|------------|------------|-------------|------------|--------------|--------------|--------------|--------------|-------------|------------|--------------|
|                                                                |                    | Taiwan       | Suzhou     | Chongqing  | Dongguan    | Thailand   | Total        | Taiwan       | Suzhou     | Chongqing  | Dongguan    | Thailand   | Total        | Taiwan       | Suzhou       | Chongqing    | Dongguan    | Thailand   | Total        |
| Category                                                       | Direct Employees   | -            | 3,127      | 1,628      | 1,552       | 749        | 7,056        | -            | 2,402      | 1,581      | 1,379       | 1,035      | 6,397        | -            | 2,216        | 1,677        | 1,472       | 1,621      | 6,986        |
|                                                                | Indirect Employees | 798          | 0          | 194        | 491         | 491        | 1,974        | 833          | 629        | 198        | 509         | 509        | 2,678        | 790          | 564          | 238          | 485         | 505        | 2,582        |
| Total Number of Employees                                      |                    | 798          | 3,127      | 1,822      | 2,043       | 1,240      | 9,030        | 833          | 3,031      | 1,779      | 1,888       | 1,544      | 9,075        | 790          | 2,780        | 1,915        | 1,957       | 2,126      | 9,568        |
| Female Employee Ratio                                          |                    | <b>28%</b>   | <b>33%</b> | <b>58%</b> | <b>49%</b>  | <b>70%</b> | <b>47.6%</b> | <b>27%</b>   | <b>45%</b> | <b>55%</b> | <b>48%</b>  | <b>71%</b> | <b>49.2%</b> | <b>29%</b>   | <b>45%</b>   | <b>56%</b>   | <b>48%</b>  | <b>70%</b> | <b>49.6%</b> |
| Proportion of Female R&D Personnel                             |                    | <b>16%</b>   | -          | -          | -           | -          | -            | <b>16%</b>   | -          | -          | -           | -          | -            | <b>18%</b>   | <b>25%</b>   | <b>0%</b>    | <b>36%</b>  | <b>50%</b> | <b>25.8%</b> |
| Proportion of Female First-Line Manager                        |                    | <b>24%</b>   | -          | -          | -           | -          | -            | <b>22%</b>   | -          | -          | -           | -          | -            | <b>25%</b>   | <b>44.2%</b> | <b>46%</b>   | <b>51%</b>  | <b>67%</b> | <b>46.6%</b> |
| Proportion of Female Mid-Level Managers                        |                    | <b>19%</b>   | -          | -          | <b>35%</b>  | -          | -            | <b>20%</b>   | -          | -          | <b>32%</b>  | -          | -            | <b>24%</b>   | <b>36.6%</b> | <b>28%</b>   | <b>34%</b>  | <b>33%</b> | <b>31.1%</b> |
| Proportion of Female Senior Executives                         |                    | <b>0%</b>    | -          | -          | <b>9%</b>   | -          | -            | <b>0%</b>    | -          | -          | <b>9%</b>   | -          | -            | <b>0%</b>    | <b>62.9%</b> | <b>9%</b>    | <b>11%</b>  | <b>8%</b>  | <b>18.1%</b> |
| Local Community Employment Rate                                |                    | <b>23.8%</b> | -          | -          | -           | -          | -            | <b>23.2%</b> | -          | -          | -           | -          | -            | <b>25.0%</b> | -            | -            | -           | -          | -            |
| Ratio of Senior Management hired from the Local Community      |                    | <b>100%</b>  | -          | -          | <b>100%</b> | -          | -            | <b>100%</b>  | -          | -          | <b>100%</b> | -          | -            | <b>100%</b>  | <b>56%</b>   | <b>27.3%</b> | <b>100%</b> | <b>0%</b>  | <b>56.6%</b> |
| Number of Foreign Employees                                    |                    | 2            | -          | -          | 17          | 55         | -            | 0            | -          | -          | 14          | 372        | -            | 1            | 24           | 25           | 13          | 594        | 63           |
| Ratio of Senior Management Positions Held by Foreign Employees |                    | 0%           | -          | -          | 0%          | -          | -            | 0%           | -          | -          | 0%          | -          | -            | 0%           | 44%          | 72.7%        | 0%          | 100%       | 43.3%        |
| Number of Employees with Disabilities                          |                    | 9            | -          | -          | 0           | 10         | -            | 9            | 10         | -          | 0           | 18         | -            | 10           | 11           | 17           | 0           | 15         | 53           |
| Employee Distribution by Age Group                             | <30                | 105          | 1,735      | 854        | 462         | 475        | 3,631        | 111          | 1,644      | 805        | 417         | 1,045      | 4,022        | 97           | 1,598        | 880          | 376         | 1,388      | 4,339        |
|                                                                | 30-50              | 562          | 1,308      | 955        | 1,378       | 750        | 4,953        | 590          | 1,294      | 961        | 1,136       | 485        | 4,466        | 598          | 1,083        | 1,021        | 1,218       | 706        | 4,626        |
|                                                                | >50                | 131          | 84         | 13         | 203         | 15         | 446          | 132          | 93         | 13         | 335         | 14         | 587          | 95           | 99           | 14           | 312         | 32         | 552          |

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## Chicony Power Technology Workforce Profile and Key Employment Metrics

Table (i) Employee Structure and Diversity Composition

| Indicator                                       |                                    |        | 2023   |        |           |          |          |       | 2024   |        |           |          |          |       | 2025   |        |           |          |          |       |
|-------------------------------------------------|------------------------------------|--------|--------|--------|-----------|----------|----------|-------|--------|--------|-----------|----------|----------|-------|--------|--------|-----------|----------|----------|-------|
|                                                 |                                    |        | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total |
| Employee Distribution by Educational Attainment | Ph.D.                              |        | 4      | 0      | 0         | 0        | 0        | 4     | 4      | 0      | 0         | 0        | 0        | 4     | 5      | 1      | 0         | 0        | 0        | 6     |
|                                                 | Master                             |        | 351    | 13     | 0         | 0        | 3        | 367   | 365    | 13     | 0         | 0        | 2        | 380   | 439    | 11     | 4         | 0        | 7        | 461   |
|                                                 | Bachelor                           |        | 437    | 115    | 38        | 335      | 239      | 1,164 | 456    | 144    | 37        | 392      | 386      | 1,415 | 341    | 131    | 230       | 385      | 254      | 1,341 |
|                                                 | High school (or below)             |        | 6      | 2,999  | 1,784     | 1,708    | 998      | 7,495 | 8      | 2,874  | 1,742     | 1,496    | 1,156    | 7,276 | 5      | 2,637  | 1,681     | 1,521    | 1,865    | 7,709 |
| Employee Employment Type                        | Full-time employees                | Male   | 578    | -      | 768       | 702      | -        | -     | 606    | -      | 794       | 614      | 361      | -     | 559    | 164    | 262       | 630      | 627      | 1,615 |
|                                                 |                                    | Female | 220    | -      | 1,054     | 614      | -        | -     | 277    | -      | 985       | 573      | 811      | -     | 231    | 126    | 380       | 516      | 1,344    | 1,253 |
|                                                 | Contracted personnel employeesS    | Male   | 13     | -      | -         | 328      | 0        | -     | 13     | -      | -         | 298      | 85       | -     | 16     | 1,366  | 575       | 338      | 42       | 2,295 |
|                                                 |                                    | Female | 0      | -      | -         | 201      | 0        | -     | 1      | -      | -         | 205      | 287      | -     | 0      | 1,124  | 698       | 208      | 113      | 2,030 |
|                                                 | Employees Without Guaranteed Hours | Male   | 0      | -      | -         | 20       | 365      | -     | 0      | -      | -         | 18       | 0        | -     | 0      | 0      | 0         | 18       | 0        | 18    |
|                                                 |                                    | Female | 0      | -      | -         | 178      | 0        | -     | 0      | -      | -         | 180      | 0        | -     | 0      | 0      | 0         | 196      | 0        | 196   |
|                                                 | Number of Security Personnel       |        |        |        | 0         | -        | 0        | 0     | 0      |        | 0         | -        | 0        | 0     | 0      |        | 0         | 37       | 0        | 11    |
| Average Age                                     |                                    |        | 41     | -      | 32        | -        | -        | -     | 42     | 30     | 32        | -        | -        | -     | 41     | 29     | 32        | 40       | 28       | 32.25 |
| Average Years of Service                        |                                    |        | 8      | -      | 4         | -        | -        | -     | 8      | 3      | 5         | -        | -        | -     | 8      | 3      | 5         | 6        | 1        | 3.75  |

\*As the human resources information systems and reporting methodologies across operating locations are still undergoing integration and optimization, certain annual or site-specific indicators are not yet fully available for disclosure. In 2025, the Company initiated a human resources data inventory and standardization project to progressively establish consistent definitions and disclosure mechanisms across all locations. The completeness and consistency of disclosures are expected to improve in future reporting periods. Going forward, the Company will use the Data Completeness Improvement Rate as a key indicator for tracking enhancements in human resources data governance.

\*Local community employees are defined as employees residing in the Sanchong and Xinzhuang districts where the Taiwan Headquarters is located.



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### Workforce Growth

The total workforce increased from 9,030 employees in 2023 to **9,568** employees in 2025, demonstrating a steady growth trend.



### Gender Balance and Inclusive Employment

Women represented **49.6%** of employees in 2025. This proportion has remained above 40% for the past three years and is approaching gender parity.



### Diversity in Critical Roles

At Taiwan Headquarters, women's representation in R&D increased from 16% in 2023 to **18%** in 2025, reflecting our shift from workforce expansion towards a more balanced talent strategy focused on both professional capabilities and diversity.



### Age Profile and Talent Pipeline

- Employees aged 30–50 constitute the core operational workforce, while employees under the age of 30 represent the second-largest employee group. Together, they form a dual-track workforce structure comprising experienced mid-career professionals and emerging young talent.
- The proportion of employees aged over 50 has remained stable, serving an important role in knowledge retention, experience sharing, and technical expertise transfer.



### Local Leadership and Talent Development

In 2025, local employees accounted for an average of **56.6%** of senior management positions, demonstrating the maturity of local management capabilities.

Note: The statistics presented above cover the Taiwan Headquarters as well as the consolidated manufacturing sites in China and Thailand.

The year 2025 serves as the base year for the comprehensive disclosure of workforce diversity and human capital structure indicators. Going forward, we will continue to monitor trends in gender composition, management structure, employment types, age distribution, and employee tenure. The analysis results will be incorporated into our human rights due diligence process and annual talent development review mechanism, forming an integrated cycle of data-driven identification, governance response, and continuous improvement.

## Chicony Power Technology Workforce Profile and Key Employment Metrics

Table (ii) Recruitment and Employee Turnover Indicators – New Hires

| Indicator                                       |        | 2023          |               |               |               |               |               | 2024          |               |              |               |               |               | 2025          |               |               |               |               |               |
|-------------------------------------------------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                                 |        | Taiwan        | Suzhou        | Chongqing     | Dongguan      | Thailand      | Total         | Taiwan        | Suzhou        | Chongqing    | Dongguan      | Thailand      | Total         | Taiwan        | Suzhou        | Chongqing     | Dongguan      | Thailand      | Total         |
| New Hires                                       | Male   | 61            | 418           | 740           | 1,888         | 219           | 3,326         | 79            | 1,060         | 366          | 1,825         | 405           | 3,735         | 79            | 841           | 522           | 1,225         | 797           | 3,464         |
|                                                 | Female | 27            | 225           | 589           | 875           | 339           | 2,055         | 20            | 1,327         | 290          | 787           | 1,044         | 3,468         | 33            | 534           | 531           | 496           | 1,809         | 3,403         |
| Total Number of New Hires                       |        | 88            | 643           | 1,329         | 2,763         | 558           | 5,381         | 99            | 2,387         | 656          | 2,612         | 1,449         | 7,203         | 112           | 1,375         | 1,053         | 1,721         | 2,606         | 6,867         |
| Proportion of Female New Hires                  |        | <b>30.68%</b> | <b>34.99%</b> | <b>44.31%</b> | <b>31.66%</b> | <b>60.75%</b> | <b>40.47%</b> | <b>20.20%</b> | <b>55.59%</b> | <b>44.2%</b> | <b>30.13%</b> | <b>72.04%</b> | <b>44.43%</b> | <b>29.46%</b> | <b>38.83%</b> | <b>50.42%</b> | <b>28.82%</b> | <b>62.25%</b> | <b>41.95%</b> |
| Proportion of Female New Hires in R&D Personnel |        | <b>15.9%</b>  | -             | -             | -             | -             | -             | <b>7.14%</b>  | -             | -            | -             | -             | -             | <b>13.15%</b> | <b>11.11%</b> | <b>0%</b>     | <b>0%</b>     | <b>50%</b>    | <b>14.85%</b> |

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Table (ii) Recruitment and Employee Turnover Indicators – New Hires

| Indicator                                              |                                       |        | 2023   |        |           |          |          | 2024  |        |        |           |          |          | 2025   |        |        |           |          |          |        |
|--------------------------------------------------------|---------------------------------------|--------|--------|--------|-----------|----------|----------|-------|--------|--------|-----------|----------|----------|--------|--------|--------|-----------|----------|----------|--------|
|                                                        |                                       |        | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total  | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total  |
| Proportion of Female New Hires in Management Positions |                                       |        | 22.22% | -      | -         | -        | -        | -     | 5%     | -      | -         | -        | -        | -      | 20%    | 0%     | 0%        | 0%       | 19.23%   | 7.84%  |
| Proportion of Local Employee New Hires                 |                                       |        | 100%   | 100%   | 100%      | 100%     | 100%     | 100%  | 100%   | 100%   | 100%      | 100%     | 78.81%   | 95.76% | 99.1%  | 100%   | 100%      | 100%     | 93.63%   | 98.54% |
| Number of Foreign New Hires                            |                                       |        | 0      | 0      | 0         | 0        | 0        | 0     | 0      | 0      | 0         | 307      | 307      | 1      | 0      | 0      | 0         | 166      | 167      |        |
| Number of New Hires with Disabilities                  |                                       |        | 0      | 0      | 0         | 0        | 0        | 0     | 0      | 10     | 0         | 0        | 12       | 22     | 0      | 0      | 2         | 0        | 1        | 3      |
| New Hires by Age Group                                 | <30                                   |        | 12     | 502    | 1,025     | 1,238    | 179      | 2,956 | 12     | 1,832  | 524       | 1,322    | 159      | 3,849  | 13     | 1,131  | 880       | 831      | 2,067    | 4,922  |
|                                                        | 30-50                                 |        | 48     | 139    | 304       | 1,500    | 379      | 2,370 | 44     | 536    | 132       | 1,182    | 1,182    | 3,076  | 50     | 242    | 173       | 868      | 536      | 1,869  |
|                                                        | >50                                   |        | 13     | 2      | 0         | 25       | 0        | 40    | 9      | 19     | 0         | 108      | 108      | 244    | 13     | 2      | 0         | 22       | 3        | 40     |
| New Hires by Educational Attainment                    | Ph.D.                                 |        | 1      | 0      | 0         | 0        | 0        | 1     | 0      | 0      | 0         | 0        | 0        | 0      | 1      | 1      | 0         | 0        | 0        | 2      |
|                                                        | Master                                |        | 40     | 0      | 0         | 0        | 0        | 40    | 26     | 1      | 0         | 0        | 0        | 27     | 28     | 1      | 0         | 0        | 1        | 30     |
|                                                        | Bachelor                              |        | 31     | 41     | 15        | 8        | 27       | 122   | 39     | 48     | 9         | 226      | 181      | 503    | 47     | 5      | 87        | 275      | 147      | 561    |
|                                                        | High school (or below)                |        | 1      | 602    | 1,314     | 2,755    | 531      | 5,203 | 0      | 2,338  | 647       | 2,386    | 1,268    | 6,639  | 0      | 1,368  | 966       | 1,446    | 2,458    | 6,238  |
| New Hires by Job Category                              | R&D                                   | Male   | 37     | -      | -         | -        | -        | -     | 39     | -      | -         | -        | -        | -      | 33     | 8      | 0         | 0        | 1        | 34     |
|                                                        |                                       | Female | 7      | -      | -         | -        | -        | -     | 3      | -      | -         | -        | -        | -      | 5      | 1      | 0         | 0        | 1        | 7      |
|                                                        | Other Job Categories                  |        | 44     | 607    | 1,329     | 2,761    | 558      | 5,299 | 57     | 2,377  | 656       | 2,610    | 1,449    | 7,149  | 74     | 1,366  | 1,053     | 1,721    | 2,605    | 6,819  |
|                                                        | R&D Apprentices                       | Male   | 9      |        |           |          |          | 9     | 11     |        |           |          |          | 11     | 14     |        |           |          |          | 14     |
|                                                        |                                       | Female | 0      |        |           |          |          | 0     | 1      |        |           |          |          | 1      | 0      |        |           |          |          | 0      |
|                                                        | One-year Retention Rate for New Hires |        |        | 88%    | -         | -        | 18.24%   | -     | -      | 80%    | -         | -        | 21.42%   | -      | -      | 72%    | 57%       | 72%      | 23.77%   | 11%    |

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Table (ii) Recruitment and Employee Turnover Indicators – New Hires

| Indicator                                       |                        |        | 2023   |        |           |          |          | 2024   |        |        |           |          |          | 2025   |        |        |           |          |          |        |
|-------------------------------------------------|------------------------|--------|--------|--------|-----------|----------|----------|--------|--------|--------|-----------|----------|----------|--------|--------|--------|-----------|----------|----------|--------|
|                                                 |                        |        | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total  | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total  | Taiwan | Suzhou | Chongqing | Dongguan | Thailand | Total  |
| Employees Departures                            | Male                   |        | 59     | 1,763  | 716       | 1,930    | 129      | 4,597  | 51     | 1,486  | 358       | 1,885    | 278      | 4,058  | 50     | 956    | 607       | 519      | 750      | 2,882  |
|                                                 | Female                 |        | 14     | 965    | 565       | 942      | 135      | 2,621  | 14     | 997    | 364       | 882      | 668      | 2,925  | 26     | 670    | 308       | 1,184    | 1,574    | 3,762  |
| Total Employee Departures                       |                        |        | 73     | 2,728  | 1,281     | 2,872    | 264      | 7,218  | 65     | 2,483  | 722       | 2,767    | 946      | 6,983  | 76     | 1,626  | 915       | 1,703    | 2,324    | 6,644  |
| Proportion of Female Employee Departures        |                        |        | 19.17% | 35.37% | 44.1%     | 32.79%   | 51.13%   | 36.51% | 21.53% | 40.15% | 50.41%    | 31.87%   | 70.61%   | 42.91% | 34.21% | 41.2%  | 33.66%    | 69.52%   | 67.72%   | 49.26% |
| Proportion of Female R&D Employee Departures    |                        |        | 6.97%  | -      | -         | 33.33%   | -        | -      | 12.12% | -      | -         | 0%       | -        | -      | 21.05% | 12.5%  | 0%        | 0%       | 0%       | 6.71%  |
| Proportion of Female Manager Departures         |                        |        | 12.5%  | -      | -         | 45.45%   | -        | -      | 5%     | -      | -         | 50%      | -        | -      | 26.31% | 0%     | 0%        | 100%     | 17.64%   | 28.79% |
| Proportion of Local Employee Departures         |                        |        | 98.63% | 100%   | 100%      | 100%     | 100%     | 99.72% | 96.92% | 100%   | 100%      | 100%     | 99.26%   | 99.23% | 100%   | 100%   | 100%      | 100%     | 98.1%    | 99.62% |
| Number of Departing Foreign Employees           |                        |        | 1      | 0      | 0         | 0        | 0        | 1      | 2      | 0      | 0         | 0        | 7        | 9      | 0      | 0      | 0         | 0        | 44       | 44     |
| Number of Departing Employees with Disabilities |                        |        | 9      | 0      | 0         | 0        | 0        | 9      | 0      | 0      | 0         | 0        | 3        | 3      | 0      | 0      | 3         | 0        | 1        | 4      |
| Employee Departures by Age Group                | <30                    |        | 12     | 2,207  | 974       | 2,558    | 45       | 5,796  | 12     | 1,923  | 525       | 2,551    | 1        | 5,012  | 13     | 1,303  | 698       | 838      | 1,784    | 4,636  |
|                                                 | 30-50                  |        | 48     | 509    | 293       | 300      | 219      | 1,369  | 44     | 550    | 197       | 216      | 690      | 1,697  | 50     | 322    | 187       | 844      | 535      | 1,938  |
|                                                 | >50                    |        | 13     | 12     | 14        | 14       | 0        | 53     | 9      | 10     | 0         | 0        | 255      | 274    | 13     | 1      | 30        | 21       | 5        | 70     |
| Employee Departures by Educational Attainment   | Ph.D.                  |        | 1      | 0      | 0         | 0        | 0        | 1      | 0      | 0      | 0         | 0        | 0        | 0      | 1      | 0      | 0         | 0        | 0        | 1      |
|                                                 | Master                 |        | 40     | 1      | 0         | 0        | 0        | 41     | 26     | 1      | 0         | 0        | 0        | 27     | 28     | 2      | 0         | 0        | 2        | 32     |
|                                                 | Bachelor               |        | 31     | 35     | 11        | 9        | 10       | 96     | 39     | 19     | 7         | 0        | 52       | 117    | 47     | 31     | 69        | 0        | 106      | 253    |
|                                                 | High school (or below) |        | 1      | 2,692  | 1,270     | 2,863    | 254      | 7,080  | 0      | 2,463  | 715       | 2,767    | 894      | 6,839  | 0      | 1,593  | 846       | 1,703    | 2,216    | 6,358  |
| Employee Departures by Job Category             | R&D                    | Male   | 40     | -      | -         | 4        | -        | -      | 29     | -      | -         | 1        | -        | -      | 30     | 14     | 0         | 3        | 0        | 47     |
|                                                 |                        | Female | 3      | -      | -         | 2        | -        | -      | 4      | -      | -         | 0        | -        | -      | 8      | 2      | 0         | 0        | 0        | 10     |
|                                                 | Other Job Categories   |        | 30     | 2,696  | 1,281     | 2,866    | 264      | 7,137  | 32     | 2,465  | 722       | 2,766    | 946      | 6,931  | 38     | 1,610  | 915       | 1,700    | 2,324    | 6,587  |

\*The R&D Apprentices position is part of a cooperative education programme between the Taiwan Headquarters and local technological universities, aimed at promoting youth employment and development opportunities. This position is available only at the Taiwan Headquarters.

\*As the human resources information systems and reporting methodologies across operating locations are still undergoing integration and optimization, certain annual or site-specific indicators are not yet fully available for disclosure. In 2025, the Company initiated a human resources data inventory and standardization project to progressively establish consistent definitions and disclosure mechanisms across all locations. The completeness and consistency of disclosures are expected to improve in future reporting periods. Going forward, the Company will use the Data Completeness Improvement Rate as a key indicator for tracking enhancements in human resources data governance.

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## Analysis of Chicony Power Technology's Workforce Mobility Structure: Risks and Opportunities

From 2023 to 2025, the workforce of Chicony Power Technology evolved from adjustment to stabilisation and growth. In 2023, capacity optimisation and workforce reallocation at certain mature production sites resulted in departures exceeding new hires. Hiring and turnover became more balanced in 2024, followed by positive net workforce growth in 2025, indicating a transition from organisational restructuring to stable development.

In 2025, the newly established in the production site of Thailand recorded higher turnover among direct production employees under 30, primarily due to production-line ramp-up and employee-role fit assessments during probation. This contributed to a new-hire retention rate of 47.15% across all disclosed sites. Excluding the production site of Thailand, turnover among key functional and managerial employees at mature sites remained low. New-hire retention at both the Taiwan Headquarters and Chongqing site was approximately 72%, indicating no systemic deterioration in overall workforce stability.

Given the level of workforce mobility across principal production sites, Chicony Power Technology assesses structural workforce risks by cross-analysing workforce distribution and turnover by location, function, gender and age. The findings inform its evaluation of organisational resilience and workforce-related risks.

|                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Potential Risk Dimensions        | <p>1. Turnover at the Emerging Thailand Site:<br/>Rapid expansion and workforce alignment during the Thailand facility's ramp-up resulted in high recruitment and turnover, although net workforce growth remained positive. Strengthening local training, supervisory capabilities and knowledge transfer will be important to safeguard technical stability and consistent product quality.</p> <p>2. Mobility Among Younger Employees:<br/>Employees under 30—particularly those in entry-level and production roles—accounted for the largest shares of both new hires and departures. While typical of manufacturing ramp-ups, sustained turnover could increase training costs and weaken organisational learning and capability development.</p> <p>Gender Balance in Workforce Mobility:<br/>Women represented 49.6% of the workforce, and their share of employee turnover was broadly proportionate to their workforce representation, indicating no significant structural imbalance. However, women's share of departures slightly exceeded their share of new hires in 2025 and will continue to be monitored.</p> |
| Structural Opportunity Dimension | <p>1.Organisational Rejuvenation and Technological Advancement Opportunities<br/>The introduction of younger talent contributes to organisational vitality and strengthens digital transformation capabilities, thereby supporting our long-term competitiveness.</p> <p>2.Opportunities to Strengthen Local Governance Systems<br/>The workforce mobility patterns observed in emerging manufacturing sites provide an evidence-based foundation for enhancing local leadership development and institutional knowledge transfer. This facilitates the establishment of a replicable governance model for future international expansion.</p> <p>3.Opportunities to Enhance Workforce Diversity<br/>During periods of organisational growth and workforce rebalancing, we can further optimize gender diversity and management-level representation, thereby strengthening decision-making inclusiveness and organisational resilience.</p>                                                                                                                                                                                    |
| Management Response Mechanism    | <p>Over the past three years, workforce mobility was concentrated among entry-level and production employees, reflecting the dynamic workforce allocation typical of a growth-stage organisation. This did not affect the stability of Chicony Power Technology's core functions or management structure, and the associated risk remains manageable. We will continue to monitor recruitment and turnover annually, assessing these indicators alongside workforce composition, age distribution and management representation to provide a balanced view of workforce stability. The findings will inform human capital risk management, human rights due diligence, retention measures and career development support, strengthening organisational resilience and long-term sustainability.</p>                                                                                                                                                                                                                                                                                                                             |

## 5.2.3.2 Remuneration, Pay Equity and Performance Assessment

Chicony Power Technology maintains a structured remuneration and performance management system under its Human Rights Policy, personnel management mechanisms, and working-time and overtime provisions. The Human Resources Department oversees remuneration policies, job grading and performance evaluation. Attendance controls and approval workflows align working-time records with payroll calculations, reducing the risks of concealed forced labour and incorrect wage payments. Remuneration differences between employee categories are disclosed in the annual Sustainability Report to support transparency and oversight.

Remuneration is determined by job responsibilities, professional competencies, market benchmarks and individual performance, without discrimination based on gender, race, political affiliation, religion, marital status or other personal characteristics. Entry-level pay exceeds applicable statutory minimum wages and reflects job grade and professional qualifications. Annual market benchmarking informs salary adjustments and incentive allocations, alongside Company performance and operational target achievement. This approach supports external competitiveness and internal equity.

In accordance with the disclosure principles of GRI 202-1, the reporting boundary for this section has been defined based on the concept of significant locations of operation. Applying a dual assessment approach comprising both a risk-based perspective and institutional impact considerations, we evaluated factors including operational scale, functional positioning, workforce composition, and the impact of compensation systems. Based on this assessment, Taiwan Headquarters was identified as the primary significant location of operation for disclosure in the reporting year of 2025. Going forward, subject to data completeness and consistency in calculation methodologies, we plan to establish a standardized salary structure conversion model across locations and assess the feasibility of gradually expanding the scope of disclosures. Such efforts aim to enhance compensation transparency across all sites covered by This Report and further strengthen compensation governance maturity.

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### 1.The Taiwan Headquarters Serves as the Core Location for Corporate Decision-Making and Remuneration System Development

The Taiwan Headquarters serves as the central planning and governance hub for the human resources policies and compensation systems of Chicony Power Technology. It encompasses research and development personnel, professional management staff, and headquarters functional employees. As such, its compensation structure is highly representative of the Company's compensation framework and carries significant policy influence.

### 2.The Remuneration System Established at the Taiwan Headquarters Forms the Basis of Chicony Power Technology Standards

Our recruitment practices, compensation-setting principles, and job grading system are centrally designed and administered by Headquarters. The principal production sites implement these frameworks in accordance with local regulations and market conditions. Therefore, headquarters data serves as a representative benchmark for assessing the reasonableness, consistency, and fairness of the Company's compensation policies.

### 3.Ensuring Consistent Comparability and Stable Disclosure Quality

Principal production sites exhibit substantial differences in employment arrangements, compensation structures, and regulatory definitions, including distinctions between direct and indirect employee as well as production-line compensation mechanisms. Conducting cross-location comparisons without first establishing a standardized conversion methodology could lead to misinterpretation of compensation data. Accordingly, Chicony Power Technology has adopted its principal production sites as the disclosure basis for the current reporting stage.



## Chicony Power Technology Workforce Profile and Key Employment Metrics

Table (iii) Taiwan Headquarters Pay and Remuneration Indicators

| Indicator                                                                                                                                              | 2023   | 2024   | 2025   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|
| Ratio of the Annual Total Remuneration of the Highest-Paid Individual to the Median of Total Remuneration of All Other Employees                       | 29.0   | 28.6   | 24.40  |
| Ratio of the Percentage Increase in Annual Total Remuneration of the Highest-Paid Individual to the Median Percentage Increase for All Other Employees | 0.72   | 0.51   | 0      |
| Female-to-Male Salary Ratio for Management Employees                                                                                                   | 0.97:1 | 0.98:1 | 0.98:1 |
| Female-to-Male Remuneration Ratio for Management Employees                                                                                             |        |        | 0.87:1 |
| Female-to-Male Salary Ratio for Non-management Employees                                                                                               | 0.85:1 | 0.85:1 | 0.86:1 |
| Female-to-Male Remuneration Ratio for Non-management Employees                                                                                         |        |        | 0.86:1 |
| Ratio of Local Minimum Wage to Entry-Level Female Employee Salary                                                                                      | 1:1.30 | 1:1.45 | 1:1.41 |
| Ratio of Local Minimum Wage to Entry-Level Male Employee Salary                                                                                        | 1:1.27 | 1:1.21 | 1:1.20 |
| Average Annual Salary of Non-Manual Employees (NT\$ thousand)                                                                                          | 1,830  | 1,888  | 1,613  |
| Median Annual Salary of Non-Manual Employees (NT\$ thousand)                                                                                           | 1,626  | 1,691  | 1,500  |

\*Entry-level personnel: rank 6 (inclusive) and lower, including operators, senior operators, and junior officers.

\*The minimum wage applicable during the reporting year of 2025 was NT\$28,590 per month, as announced by the Ministry of Labour and effective from January 1, 2025.



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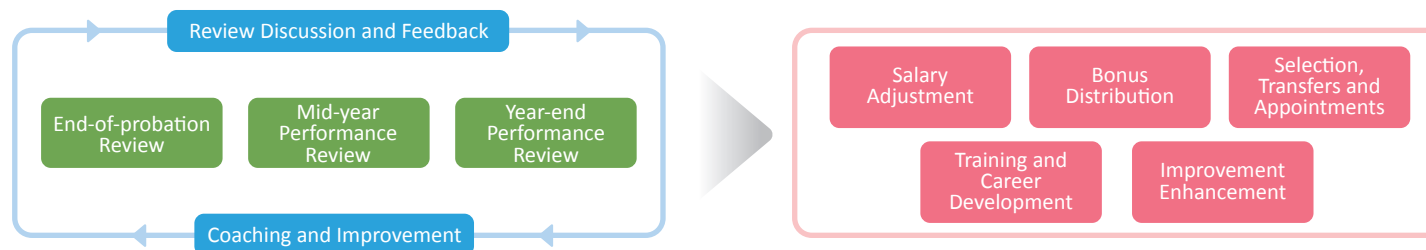
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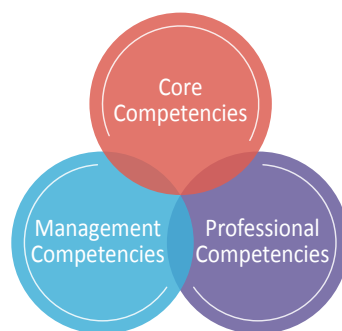
Chicony Power Technology has established a structured performance management system that links remuneration decisions with talent development to evaluate employee performance effectively. Assessment criteria are differentiated by employee grade and job category and cover three dimensions: core, managerial and professional competencies. This approach enables employees to be assessed against standards aligned with their roles and responsibilities, supporting fair and consistent evaluations across functions.

Performance appraisals are conducted twice a year through mid-year and year-end reviews. The process combines employee self-assessment, supervisor evaluation and performance review discussions, creating a two-way feedback mechanism. Employees and supervisors jointly identify development priorities and agree on performance objectives for the next review period, ensuring that the process supports continuous development rather than focusing solely on past results. Material appraisal outcomes are subject to cross-functional calibration reviews to assess their reasonableness and promote consistency across departments. This process helps mitigate potential bias arising from the concentration or excessive dispersion of ratings. Appraisal results inform remuneration and incentive adjustments, as well as succession planning, talent development and job rotation. The performance management system therefore serves both developmental and governance purposes, integrating performance oversight with long-term workforce planning rather than functioning solely as a mechanism for allocating compensation.

### Chicony Power Technology's Performance Management Framework and Fairness Principles



| Employee Assessment Structure       | Timing of Appraisal        | Contents                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| End-of-probation appraisal          | Three months after joining | <ol style="list-style-type: none"> <li>When new employees start their jobs at Chicony Power Technology, we arrange mentors to assist them in adapting to the work environment and carrying out their designated tasks.</li> <li>The employee is assessed against achievement of work objectives, professional conduct, attitude and interpersonal relationships through a review discussion at the end of the three-month probationary period.</li> </ol> |
| Interim performance appraisal       | July                       | <ol style="list-style-type: none"> <li>The appraisal examines three major dimensions based on employees' job categories and organisational duties, namely common core items, management competency, and professional competency.</li> <li>Employee self-evaluations, supervisor reviews, and performance interviews are conducted to improve employees' personal and organisational performance.</li> </ol>                                               |
| End-of-period performance appraisal | December                   | <ol style="list-style-type: none"> <li>Feedback and guidance are offered for the improvement suggestions or solutions proposed by employees during performance interviews.</li> </ol>                                                                                                                                                                                                                                                                     |



Innovation Capability, Work and Design Quality, Goal Setting and Achievement, Effective Communication and Teamwork, Alignment with and Support for Company Policies, Occupational Safety and Health (OSH), Energy Conservation and Emissions Reduction, Ethical Conduct and Integrity

Planning and Organizational Skills, Problem Analysis and Resolution Skills, Leadership Development and Succession Planning

General Positions / R&D Specialists: Professional Expertise  
Sales Specialists: Customer Relationship Management  
Work Efficiency, Work Commitment and Attitude, Self-Development and Learning Indicators

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Chicony Power Technology has established a mechanism for monitoring performance appraisal completion to support the effective implementation and mitigate the risks of discriminatory treatment or systemic exclusion. The Administration Division regularly consolidates mid-year and year-end appraisal data from all operating sites and analyses completion rates by job level and gender to assess the consistency and fairness of implementation. Relevant data are incorporated into the Company's sustainability disclosures and annual management reviews.

From 2023 to 2025, the overall appraisal completion rate across all operating sites remained above 97%. In 2025, 98.38% of eligible employees completed their appraisals, demonstrating that performance management has been firmly embedded in our operational processes. Completion rates for managerial and non-managerial employees were broadly comparable, with no indication of exclusion based on organisational level. The difference between male and female employees also remained below one percentage point, indicating no material gender disparity in access to the appraisal process. As appraisal results inform remuneration and promotion decisions, maintaining a high completion rate helps safeguard the objectivity and fairness of these decisions by reducing the risk that employees are disadvantaged due to incomplete evaluations. Going forward, we will expand its analysis to examine the distribution of appraisal outcomes across job grades and genders. This will advance the Company's governance focus from ensuring comprehensive appraisal coverage to assessing the reasonableness and equity of appraisal outcomes, while further strengthening the fairness and transparency of its performance management system.



### Performance Management System Implementation and Coverage Across Chicony Power Technology's Operations

| Indicator |           |          | Employee Categories |                | Gender |        |
|-----------|-----------|----------|---------------------|----------------|--------|--------|
|           |           |          | Management          | Non-managerial | Male   | Female |
| 2023      | Taiwan    | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Suzhou    | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Chongqing | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Dongguan  | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Thailand  | Mid-Year | 100%                | 98.2%          | 98.1%  | 98.2%  |
|           |           | Year-End | 96%                 | 98.7%          | 98.4%  | 98.6%  |
| Total     |           |          | 99.6%               | 99.69%         | 99.65% | 99.68% |

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### Performance Management System Implementation and Coverage Across Chicony Power Technology's Operations

| Indicator |           |          | Employee Categories |                | Gender |        |
|-----------|-----------|----------|---------------------|----------------|--------|--------|
|           |           |          | Management          | Non-managerial | Male   | Female |
| 2024      | Taiwan    | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Suzhou    | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Chongqing | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Dongguan  | Mid-Year | 100%                | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%           | 100%   | 100%   |
|           | Thailand  | Mid-Year | 96.1%               | 86.6%          | 96%    | 97.2%  |
|           |           | Year-End | 97%                 | 87.1%          | 97.35% | 97.95% |
| Total     |           |          | 99.31%              | 97.37%         | 99.33% | 99.51% |

### Performance Management System Implementation and Coverage Across Chicony Power Technology's Operations

| Indicator |           |          | Employee Categories |                   |                | Gender |        |
|-----------|-----------|----------|---------------------|-------------------|----------------|--------|--------|
|           |           |          | Management          |                   | Non-managerial | Male   | Female |
|           |           |          | Middle Management   | Senior management |                |        |        |
| 2025      | Taiwan    | Mid-Year | 100%                | 100%              | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%              | 100%           | 100%   | 100%   |
|           | Suzhou    | Mid-Year | 100%                | 100%              | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%              | 100%           | 100%   | 100%   |
|           | Chongqing | Mid-Year | 100%                | 100%              | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%              | 100%           | 100%   | 100%   |
|           | Dongguan  | Mid-Year | 100%                | 100%              | 100%           | 100%   | 100%   |
|           |           | Year-End | 100%                | 100%              | 100%           | 100%   | 100%   |
|           | Thailand  | Mid-Year | 96.7%               | 92.7%             | 89.64%         | 25.32% | 64.51% |
|           |           | Year-End | 94.1%               | 93.1%             | 85.35%         | 24.28% | 61.11% |
| Total     |           |          | 99.08%              | 98.58%            | 97.49%         | 84.96% | 92.56% |

\*For personnel in Taipei, mid-level management refers to employees holding the position of Associate Manager and above, but below Associate Director level; senior management refers to employees holding the position of Associate Director and above. For manufacturing site personnel, mid-level management refers to employees holding positions from Assistant Section Manager and above up to and including Supervisor level; senior management refers to employees holding the position of Associate Manager and above.

\*Performance appraisal participation and completion rate = Number of performance appraisal participants / Total headcount

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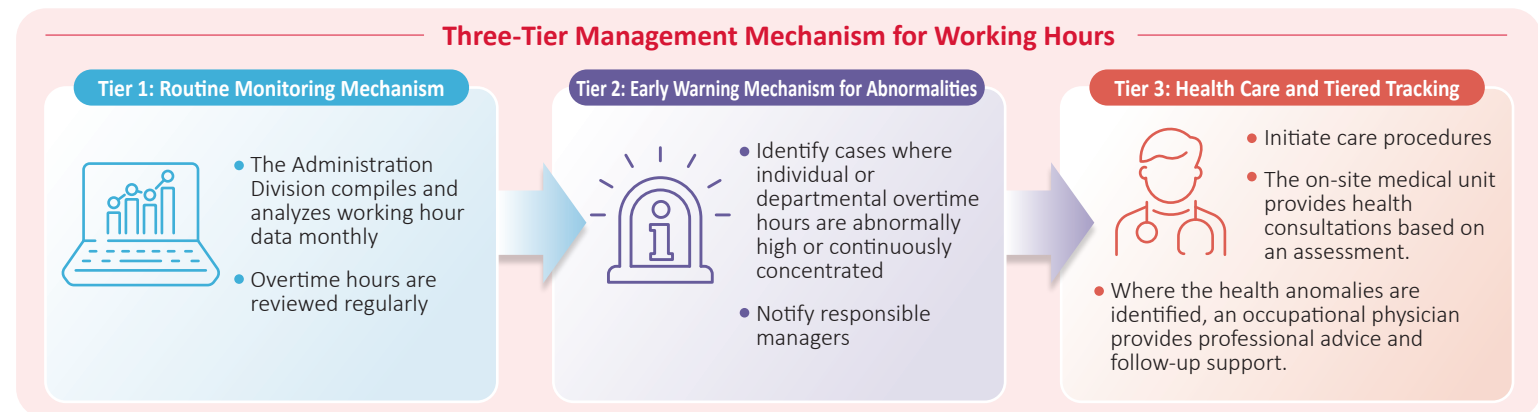
Overall, Chicony Power Technology's performance appraisal coverage rate has remained stable over the past three years. As of the reporting year of 2025, the overall coverage rate across all sites covered by This Report reached 99.08%. This trend indicates that the performance management system of Chicony Power Technology has been broadly implemented across its operations, enabling most employees to receive structured feedback on their work performance through a formalized performance evaluation process.

We disclosed the performance appraisal coverage rate for senior management for the first time in 2025 to enhance the completeness and transparency of its performance management framework, strengthen senior management accountability for organisational performance and sustainability objectives, as well as reinforce the corporate governance accountability chain. The disclosure scope is across Taiwan Headquarters and all principal production sites.

The coverage for both mid-year and year-end appraisals was close to 100%. Performance appraisal coverage among non-managerial employees remained above 97% throughout 2023–2025, reflecting the consistent integration of performance monitoring and talent development into the Company's management processes. Women accounted for 49.6% of the workforce in 2025, indicating a progressively more balanced workforce composition. Appraisal coverage rates for male and female employees were broadly comparable, with both approaching 100% in most years. The minimal difference indicates that the appraisal system has been implemented consistently across genders and supports equitable access to employee development and career advancement opportunities.

### 5.2.3.3 Occupational Health Risk Support

Chicony Power Technology manages working hours and occupational health through two distinct but coordinated governance streams. Their integration enables the Company to move beyond compliance monitoring and focus on preventing potential adverse impacts on workers. At each operating site, local labour laws and the Attendance Management Rules provide the basis for standard working-hour and overtime controls. Formal overtime application and approval procedures are in place. Working-hour governance focuses on legal compliance, reasonable workloads and the prevention of fatigue-related risks. Digital monitoring and automated alerts help identify recurring excessive working hours and potential non-compliance. Overtime is undertaken voluntarily by employees and requires approval from the relevant manager and Human Resources. Forced overtime is prohibited, and wage deductions are not used as a disciplinary measure. Proposed changes to working-hour arrangements must be discussed through labour-management consultation and may be implemented after agreement has been reached. This process supports effective worker consultation and reduces human rights risks arising from unilateral changes. Occupational health governance focuses on identifying and managing health risks according to their severity. Occupational physician consultations and case-specific follow-up support early intervention and strengthen employee health protection.



Employee health data is managed in accordance with applicable personal data protection principles. It is used solely for health-risk prevention and necessary medical guidance, subject to the employee's consent. Access for any other purpose requires the employee's prior written consent.

The Working-hour and occupational health management are reviewed together as two governance streams, ensuring that working-hour anomalies lead to appropriate action rather than remaining data points. Where workload pressures intersect with individual health risks, the Company can intervene early and provide support. This approach establishes a continuous management cycle of monitoring, alert, intervention and improvement. It moves working-hour governance beyond legal compliance towards the prevention of adverse impact and the protection of employees' health. Results are reported regularly and incorporated into the Company's human rights due diligence and annual improvement plans.

In addition to complying with statutory health examination requirements, Chicony Power Technology provides enhanced health management benefits, including:



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This demonstrates our commitment to viewing employee health as an investment in human capital rather than merely a minimum regulatory compliance cost. In addition, to reduce work-related stress and promote employees' physical and mental well-being, Chicony Power Technology provides a range of multi-tiered health support measures, including:

## Integrated Health Management Framework



## Employee Health Support

### Diverse health support and mental health care

- On-site occupational physician and health consultation —• Provide regular on-site consultations on the issues of work-related ill health prevention and health guidance
- Medical office and psychological counseling room —• Provide aids for physical and mental well-being and support for stress
- Dedicated care services for expectant mothers —• Provide individualized health assessments and work assignment
- On-site influenza vaccination station —• Collaborate with medical institutions annually to set up on-site
- Health seminars and lifestyle management course —• Covers topics such as nutrition, stress management, and psychological

### Enhanced measures for health promotion

- Visually impaired massage support programme
- Weight management competition



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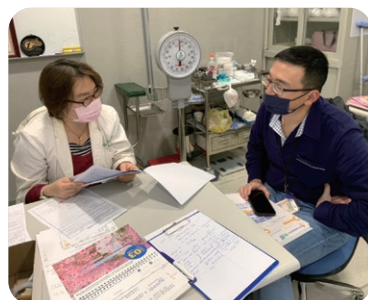
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To verify the substantive implementation of its health management system, Chicony Power Technology has established a health governance maturity indicator framework encompassing dimensions of policy strength, coverage rate, risk identification, health intervention, and health promotion, which is reported to management for review on a regular basis. In 2025, the Company's health checkup coverage rate was maintained at 71%–98%, the completion rate for occupational physician consultations for abnormal cases reached 100%, and the rate of follow-up examinations for abnormal findings reached 80%. Through cross-Analysis of health indicators and monitoring of working hour anomalies, we have progressively established a mature management model that advances from "compliance management" to "integrated governance of risk prevention and health promotion."



2025 Women's Cancer Screening Campaign



2025 On-site Health Consultation



2025 Fitness Programme – Award Ceremony

## Chicony Power Technology Health Governance Maturity Overview

2023 – 2025

| Dimension & Indicator |                                                                               | Data                  |                    |        | Description                                                                                                                                   |
|-----------------------|-------------------------------------------------------------------------------|-----------------------|--------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------|
|                       |                                                                               | 5–10-year employees   | 10+ year employees |        |                                                                                                                                               |
| Governance Framework  | Senior employee health screening rate                                         | 71.35%                | 87.02%             |        | Overall senior employee health screening rate                                                                                                 |
|                       | On-site health screening coverage                                             | Taiwan-based managers | Overseas managers  |        | Overall manager health screening rate                                                                                                         |
| Programme Coverage    | Health-examination completion rate (2024)                                     | 98.91%                |                    |        | Biennial health checkup for all employees, exceeding the standards set forth in the Ministry of Labour's Labour Health Protection Regulations |
|                       | Completion rate for identifying abnormal health-screening results             | 100%                  | 100%               | 100%   | Assessment of potential health risks                                                                                                          |
| Risk Identification   | Follow-up examination rate following abnormal health-screening results (2024) |                       | 80%                |        | Employee health risk management                                                                                                               |
|                       |                                                                               |                       |                    |        |                                                                                                                                               |
| Health Intervention   | Number of occupational physician consultation users                           | 78                    | 79                 | 77     | Occupational physician services provided once monthly; total 36 service hours per year                                                        |
|                       | Female cancer screening participation rate                                    | 110%                  | 142.05%            | 80.93% |                                                                                                                                               |
| Health Promotion      | Number of influenza vaccine recipients                                        | 96                    | 83                 | 92     | Participation remained stable, increasing by 10.8% in 2025 compared with 2024.                                                                |
|                       | Utilisation rate of massage services provided by visually impaired therapists | 100%                  | 100%               | 100%   | Supports stress management and employee wellbeing                                                                                             |
|                       | Fitness programme target achievement rate                                     |                       | 46.4%              | 75.38% | Behavioral change programme                                                                                                                   |

\*Fitness programme target achievement rate = Number of participants achieving weight loss targets / Total number of weight management activity participants.

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### 5.2.3.4 Respectful Workplace and Grievance Management

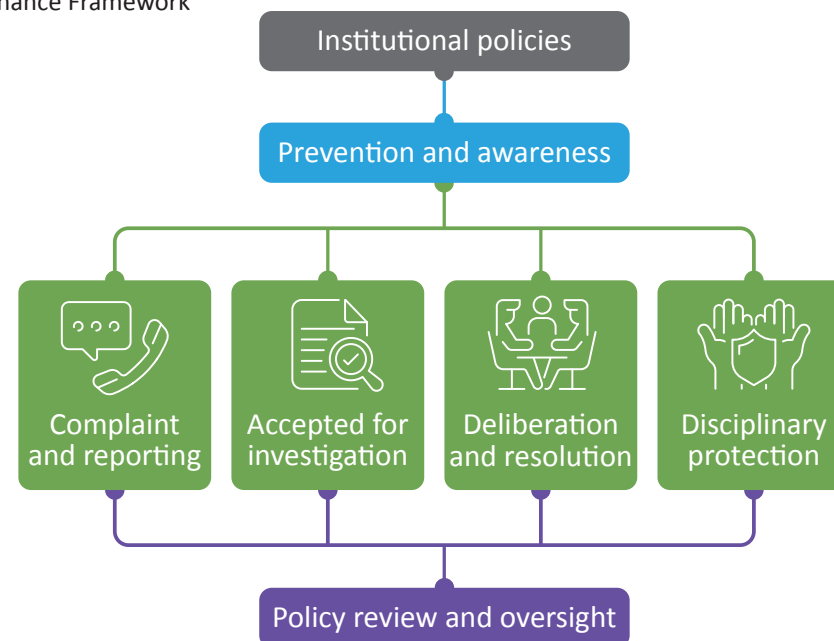
Chicony Power Technology has established a "Workplace Respect and Prevention of Unlawful Infringement System" in accordance with its Human Rights Policy and the labour regulations applicable to each principal production site and has formulated a "Workplace Sexual Harassment Prevention and Disciplinary Policy" and a "Management Procedures for the Prevention of Wrongful Harm during the Execution of Job Duties." Through institutionalised management mechanisms, the system clearly defines procedures for prevention and awareness, complaint channels, and investigation and handling processes, ensuring that all employees work in a safe, respectful, and discrimination- and harassment-free environment. This management system covers workplace sexual harassment, workplace bullying, and other forms of unlawful infringement, and applies to all our employees, including dispatched workers, technical trainees, apprentices, and other personnel performing duties within the workplace. We explicitly prohibit any use of positional authority, working relationships, or managerial power to subject employees to inappropriate verbal conduct, behavior, or other acts that infringe upon personal dignity, and has incorporated these principles into its internal management policies to prevent workplace violence, bullying, sexual harassment, and other forms of unlawful infringement. To ensure that the system remains aligned with external regulations and best practices, we regularly review updates to external regulations and regulatory authority policies, making timely adjustments to relevant management standards. The workplace respect and unlawful infringement prevention mechanism has also been incorporated into the human rights risk management framework, with ongoing monitoring of system operations through an annual disclosure review mechanism.

To reduce the risk of unlawful infringement incidents in the workplace, Chicony Power Technology has established a preventive management mechanism through a parallel approach of policy awareness and management capability enhancement. This includes conducting education and training on workplace respect and unlawful infringement prevention to strengthen supervisors' awareness of workplace communication, conflict resolution, and managerial responsibilities, as well as continuously reviewing the safety and privacy protection design of the work environment to mitigate potential risks. In addition, relevant awareness content is incorporated into onboarding training for new employees, enabling them to understand the zero-tolerance principle of Chicony Power Technology toward workplace misconduct and available complaint channels, while fostering an organisational culture of respect for diversity and equality. Beyond its regular employees, Chicony Power Technology also pays attention to the workplace safety and human rights awareness of other personnel within the workplace, including security personnel stationed by third-party service providers. In its human rights education and training planning, the Company has extended coverage to include security personnel, ensuring that all individuals performing duties within the workplace understand the Company's fundamental requirements regarding safety, respect, and human rights protection. Given that security personnel are employed by third-party service providers, their education and training arrangements must be coordinated with the actual management model and service contract terms at each location; certain sites have already introduced relevant training measures. Going forward, we will continue to review the operational needs of each location and progressively strengthen education, awareness, and management mechanisms for outsourced service personnel, with the aim of enhancing overall workplace safety and human rights governance standards.

### Chicony Power Technology Unlawful Infringement Governance Maturity Overview

| 2025                    |                                                             |                                                                |                                                                       |
|-------------------------|-------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------|
| Governance Aspect & KPI |                                                             | Data                                                           | Notes/Additional Information                                          |
| System Establishment    | Human Rights Protection Policy                              | Human Rights Policy                                            | Establishment of institutionalised prevention and handling mechanisms |
|                         | Unlawful Infringement & Sexual Harassment Prevention Policy | Workplace Sexual Harassment Prevention and Disciplinary Policy | Clear definition of misconduct and disciplinary measures              |
|                         | Policy coverage rate of employees                           | 100%                                                           |                                                                       |

### Governance Framework



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## Chicony Power Technology Unlawful Infringement Governance Maturity Overview

2023 – 2025

| Governance Aspect & KPI         |                                                                                   | Data                                                                                                                                                                                                                                                                                                       |           |            |             |            | Notes/Additional Information                                                                                                 |
|---------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------|-------------|------------|------------------------------------------------------------------------------------------------------------------------------|
| Education and training          | Training and awareness on human rights and the prevention of workplace misconduct | Taiwan                                                                                                                                                                                                                                                                                                     | Suzhou    | Chongqing  | Dongguan    | Thailand   | <b>40%</b><br><b>coverage of human rights education and training for security personnel across the reporting sites</b>       |
|                                 |                                                                                   | 2 sessions                                                                                                                                                                                                                                                                                                 | 1 session | 2 sessions | 10 sessions | 0 sessions |                                                                                                                              |
|                                 |                                                                                   | 3 hrs                                                                                                                                                                                                                                                                                                      | 1.5 hrs   | 2 hrs      | 20 hrs      | 0 hr       |                                                                                                                              |
| Complaint/ Grievance Mechanisms | Accessible channels for reporting workplace harassment or misconduct              | Grievance channel for all Chicony Power Technology locations: hotline@chiconypower.com<br>Taiwan Headquarters receiving unit:<br>Grievance-handling unit personnel: Administrative Management Division<br>Complaint Hotline: 02-66260678 #57100<br>Each location also maintains a local grievance hotline. |           |            |             |            | Local complaint mechanisms ensure that employees at domestic and overseas locations can report safely                        |
| Incident Management             | Substantiated cases of workplace harassment or misconduct                         | 0                                                                                                                                                                                                                                                                                                          |           |            |             |            | Monitoring of potential workplace risks                                                                                      |
|                                 | Average case handling time                                                        | The Workplace Sexual Harassment Prevention and Disciplinary Policy explicitly stipulate that the outcome must be communicated in writing to the complainant, the respondent, and relevant supervisors within 30 days of the date the complaint is accepted                                                 |           |            |             |            | Increasing case handling efficiency                                                                                          |
| Protection Measures             | Confidentiality and protection for complaint                                      | The Workplace Sexual Harassment Prevention and Disciplinary Policy require all case handlers to protect the identities of the parties and the confidentiality of complaint details. Any breach results in immediate removal from the case and disciplinary action under applicable regulations.            |           |            |             |            | Prevention of retaliation or unfavorable treatment                                                                           |
| Policy Improvement              | Policy Updates and Revisions                                                      | In accordance with the Occupational Safety and Health Administration, Ministry of Labour's February 2025 Guidelines for Preventing Illegal Harm While Performing Duties (4th Edition), the Taiwan Headquarters revised and supplemented its internal policies in December 2025.                            |           |            |             |            | Regular review of external regulations and regulatory authority policy updates, with timely adjustments to internal policies |
| Transparency                    | ESG Report Public Disclosure                                                      | Once per year                                                                                                                                                                                                                                                                                              |           |            |             |            | Strengthening transparency and external oversight                                                                            |

\*Given that the format and implementation of education and training programmes vary across locations, and in order to continuously strengthen human rights governance and education and training management, the Company optimized its statistical methodology for human rights-related education and training in 2025, re-integrating training records and classification standards across locations to ensure consistency and comparability in data disclosure.

\*Security personnel are on-site staff employed by third-party security service providers and are neither formal employees of the Company nor included in total employee headcount statistics. In 2025, certain locations extended human rights education and training coverage to on-site security personnel, with the number of trained individuals accounting for 40% of the total on-site security personnel across all disclosed locations. The Company will continue to expand human rights education, awareness, and management mechanisms for outsourced service personnel going forward.

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### 5.2.3.5 Occupational Health and Safety

Chicony Power Technology places great importance on employee occupational safety and health and has established an occupational health and safety management system in accordance with the occupational safety and health regulations applicable to each operation base. Since 2017, the Company has implemented and obtained third-party certification for the ISO 45001 Occupational Health and Safety Management System, and has formulated Chicony Power Technology's Environmental, Health and Safety (EHS) Policy in compliance with relevant EHS regulations including the Occupational Safety and Health Act, the Climate Change Response Act, and the Fire Services Act, serving as the highest guiding principle for promoting environmental protection and occupational health and safety management. Through institutionalised and systematic management mechanisms, we ensure the effective implementation of this policy across operational activities, continuously strengthening workplace risk prevention and safety management capabilities while safeguarding employees' physical and mental well-being. The EHS Policy of Chicony Power Technology is signed and approved by senior management and reviewed and updated on a regular basis to ensure alignment with relevant regulatory requirements and international management trends and is published on our official website for download by all stakeholders. The EHS Policy is anchored in the core management principles of "regulatory compliance, risk prevention, and continuous improvement," with a commitment to the following six pledges:



Chicony Power Technology operates an occupational health and safety management system to identify, assess, prevent and mitigate the risks arising from relevant activities. Each operating site applies controls proportionate to its activities and appoints designated environment, health and safety (EHS) personnel employed by the Company in accordance with local legal requirements. Their responsibilities include hazard identification, risk assessment, safety training, incident reporting and investigation with applicable requirements. They report directly to the senior site manager, supporting clear accountability, timely escalation and the allocation of appropriate resources. They also need to complete external professional training and courses on the regular basis that is required under local regulations and internal policies. This helps them maintain the competence required for their roles.

The management system covers all workplaces under the Company's operational control and everyone working at or visiting these operating sites, including permanent and fixed-term employees, employees with non-guaranteed-hours contracts, temporary and agency workers, contractors, outsourced personnel and visitors. Each site communicates requirements through safety training, safe operating procedures and contractor-management controls. These preventive measures help reduce the risk of incidents and adverse impacts on the health and safety of workers and other site users.

The system covers all types of activities conducted as part of the Company's operations, including but not limited to:

- Manufacturing and production-related operations
- Equipment, operation and maintenance
- Warehousing and logistics operations
- Administrative and office operations
- Equipment installation and engineering operations
- Other operational activities managed or controlled by the Company

Each operation base conducts hazard identification and risk assessments on a regular basis in accordance with its operational characteristics and work-related risks and implements appropriate risk control measures and preventive mechanisms based on assessment outcomes, with the aim of reducing the likelihood of occupational disasters and continuously improving workplace safety management performance.

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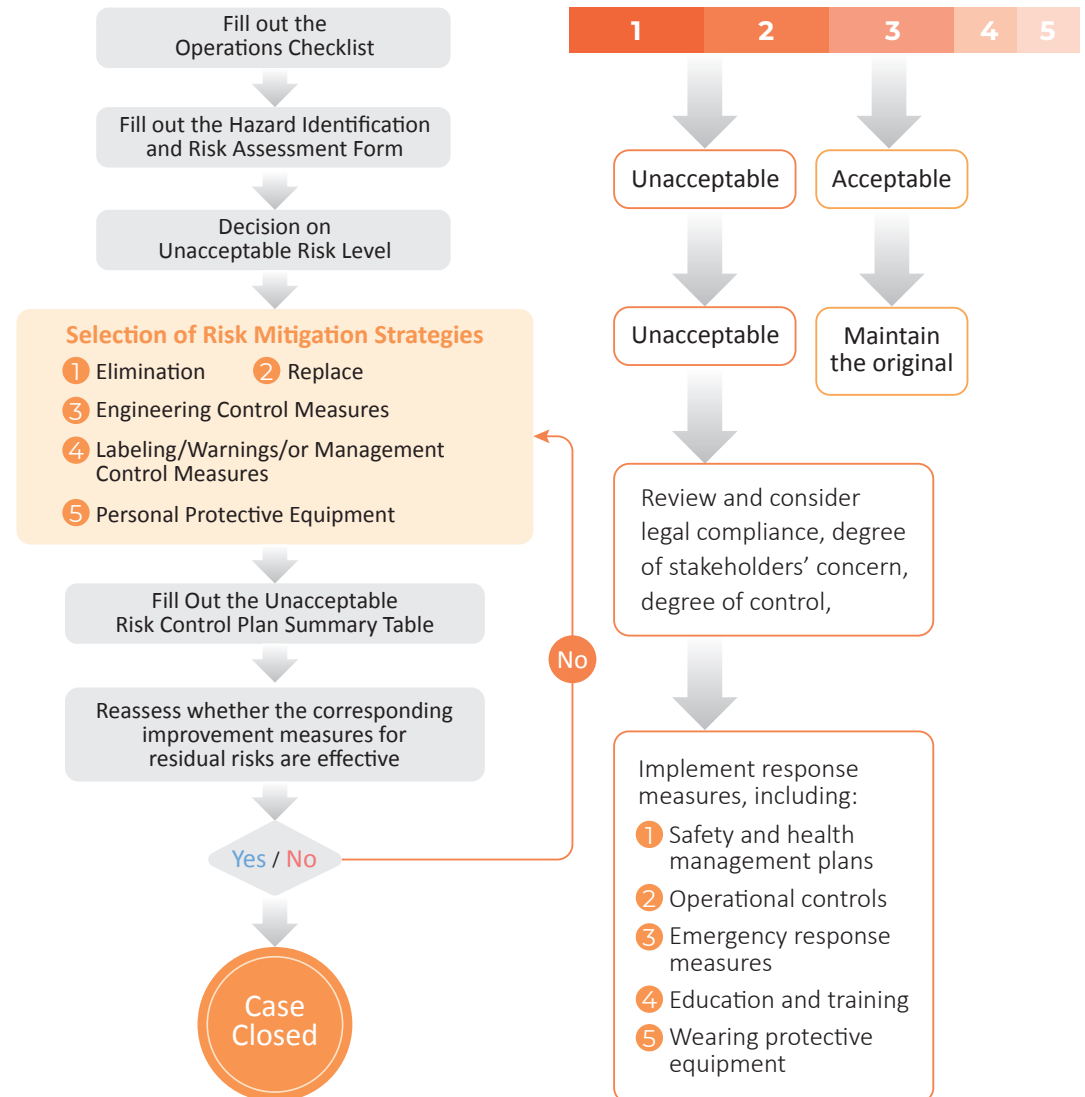
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To strengthen occupational health and safety governance and employee participation mechanisms, the Taiwan Headquarters has established an "Occupational Safety and Health Committee" in accordance with relevant occupational safety and health regulations. The Committee comprises 10 members appointed by employee representatives from each business unit and convenes once every three months as required by law, serving as an important internal platform for occupational health and safety management and communication. The current labour representative ratio within the Occupational Safety and Health Committee stands at 70%, exceeding the statutory requirement. Through cross-departmental collaboration and employee participation mechanisms, the Committee jointly discusses and advances occupational health and safety matters, ensuring that employee perspectives are fully reflected in safety and health management decisions and improvement measures. Principal production sites also arrange for labour representative participation in occupational health and safety-related meetings in accordance with applicable regulations, ensuring that employees can participate in workplace safety management through institutionalised channels. The occupational health and safety management system encompasses:

- Hazard identification and risk assessment
- On-site inspections and internal audits
- Incident reporting and root cause Analysis
- Corrective and preventive action management mechanisms

Through continuous monitoring and improvement, the Company enhances overall occupational health and safety management effectiveness. In terms of risk prevention management, we identify, assess, and manage potential safety and health risks in operational procedures, equipment and facilities, and the work environment through the ongoing Procedures for Hazard Identification and Risk Assessment. For risks assessed as unacceptable, engineering controls are prioritized to reduce hazard sources. In addition, during the procurement of new equipment and process changes, we conduct safety assessments through a change management mechanism to ensure that operational safety and health risks are effectively controlled at the source. Chicony Power Technology has also established an "EHS Incident Reporting and Investigation Management Procedure" for the reporting and investigation of occupational disasters or safety incidents. The investigation process adheres to principles of objectivity, fairness, and impartiality, with the rights and privacy of affected parties and reporters duly protected. Furthermore, if an employee identifies an imminent risk of danger while performing their duties, they may cease work and withdraw to a safe location in accordance with the Occupational Safety and Health Act, and we have explicitly stipulated that no unfavorable action shall be taken against any employee for doing so.





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### Chicony Power Technology's Types of Work-related Injury Statistics

| Primary Hazard Type       | Primary Risk Source                         | 2024 |      | 2025 |        | Primary Preventive Measures                                                           |
|---------------------------|---------------------------------------------|------|------|------|--------|---------------------------------------------------------------------------------------|
| Commuting accidents       | Plant vehicles and commuting traffic        | 6    | 24%  | 16   | 51.61% | Vehicle management, traffic safety education and training, commuting safety awareness |
| Falls                     | Wet or slippery floors, workplace obstacles | 5    | 20%  | 6    | 19.35% | Workplace inspections, housekeeping, and anti-slip measures                           |
| Machine entrapment        | Mechanical equipment operation              | 5    | 20%  | 1    | 3.22%  | Equipment safety guards, operational safety training                                  |
| Crush and impact injuries | Material handling or equipment operation    | 2    | 8%   | 3    | 9.67%  | Material handling safety training, protective equipment                               |
| Cuts and abrasions        | Hand tools or equipment operation           | 4    | 16%  | 2    | 6.45%  | Personal protective equipment (PPE), operational safety standards                     |
| Collisions                | Movement of vehicles or equipment           | 1    | 4%   | 1    | 3.22%  | Work traffic flow management, safety signage                                          |
| Others                    | Another operational scenario                | 2    | 8%   | 2    | 6.45%  | Case-by-case Analysis and improvement measures                                        |
| Total                     |                                             | 25   | 100% | 31   | 100%   | Continuous review and improvement                                                     |

Based on incident statistics, commuting-related accidents were the predominant type of occupational injury in 2025. To mitigate the associated risks, Chicony Power Technology has strengthened traffic safety awareness, vehicle management, and commuting safety education and training, while continuing to review on-site traffic flow and safety management measures. In addition, through workplace inspections, equipment safety guards, and operational safety education and training, we continue to reduce the risk of occupational injuries such as slips and falls, machinery entrapment, and cuts and abrasions, and continuously improve occupational health and safety management performance through incident investigation and corrective action tracking mechanisms.

| Indicator                                                 | 2024      |           |           |           |           |       | 2025      |           |           |           |           |        |
|-----------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-------|-----------|-----------|-----------|-----------|-----------|--------|
|                                                           | Taiwan    | Suzhou    | Chongqing | Dongguan  | Thailand  | Total | Taiwan    | Suzhou    | Chongqing | Dongguan  | Thailand  | Total  |
| Working days                                              | 250       | 251       | 251       | 262       | 274       |       | 246       | 251       | 251       | 260       | 262       |        |
| Total working hours of all employees                      | 1,666,000 | 6,086,248 | 3,572,232 | 3,957,248 | 3,384,448 |       | 1,554,720 | 5,582,240 | 3,845,320 | 4,070,560 | 4,456,096 |        |
| Number of recordable work-related injuries                | 0         | 4         | 10        | 7         | 5         | 26    | 0         | 4         | 2         | 2         | 7         | 15     |
| Recordable work-related injury rate                       | 0%        | 0.13%     | 0.55%     | 0.35%     | 0.29%     | 0.26% | 0%        | 0.14%     | 0.1%      | 0.09%     | 0.31%     | 0.12%  |
| Number of work-related injury fatalities                  | 0         | 0         | 0         | 0         | 0         | 0     | 0         | 0         | 0         | 1         | 0         | 1      |
| The rate of fatalities as a result of work-related injury | 0%        | 0%        | 0%        | 0%        | 0%        | 0%    | 0%        | 0%        | 0%        | 0.04%     | 0%        | 0.008% |

\*"Recordable workplace occupational injuries" refers to occupational injury incidents occurring within the workplace that are directly related to the work environment, equipment operation, or operational activities.

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Chicony Power Technology continues to advance risk prevention and incident management mechanisms through its occupational health and safety management system and regularly tracks occupational injury-related indicators across all operation bases to assess safety management effectiveness. Overall, occupational safety performance indicators remained stable throughout 2025, with certain locations also showing improvement trends.

- The number of recordable occupational injury cases across all locations decreased from 26 in 2024 to 15 in 2025.
- Injury case numbers at the Chongqing and Dongguan locations declined significantly, reflecting the progressive effectiveness of process and operational safety improvement measures.

The overall occupational safety performance across all locations indicates that Chicony Power Technology's safety management system has reached a considerable level of maturity, capable of maintaining a relatively stable incident rate amid stable operational scale, while reducing incident rates for certain higher-risk operations through continuous improvement measures at each location. Going forward, we will continue to advance incident prevention and risk control measures through its occupational health and safety management system and will further reduce occupational injury risks and continuously improve overall occupational safety performance through incident statistical Analysis, education and training enhancement, and workplace safety inspection management mechanisms.

### 2025 Chicony Power Technology All-Site Occupational Health and Safety Training Hours Statistics

| Training Type                                                 | Training Objective                                                | Taiwan | Suzhou  | Chongqing | Dongguan | Thailand | Training target                                                             | Total   |
|---------------------------------------------------------------|-------------------------------------------------------------------|--------|---------|-----------|----------|----------|-----------------------------------------------------------------------------|---------|
| New Employee EHS Education and Training                       | Establish foundational awareness of workplace safety and health   | 4      | 2,178   | 300       | 1,952    | 294      | New employees                                                               | 4,728   |
| Occupational Health Manager Professional Training             | Strengthen occupational health expertise and regulatory knowledge | 1      | 8       | 8         | 8        | 12       | Designated EHS personnel                                                    | 37      |
| Occupational Safety and Health Supervisor In-Service Training | Enhance management-level safety management capabilities           | 3      | 8       | 8         | 2        | 12       | Management                                                                  | 33      |
| Internal EHS Education Training and Seminars                  | Strengthen operational safety and risk prevention awareness       | 2      | 46      | 16.5      | 99       | 72       | 1.General employees<br>2.Designated EHS personnel<br>3.External contractors | 163.5   |
| Internal First Aid Training                                   | Enhance emergency response capabilities for incidents             | 1      | 1.5     | 0.5       | 2        | 6        | 1.General employees<br>2.Designated EHS personnel                           | 11      |
| Internal Fire Safety Training                                 | Strengthen fire emergency response and evacuation capabilities    | 1      | 4       | 9         | 10       | 16       | 1.General employees<br>2.Designated EHS personnel                           | 24      |
| Total                                                         |                                                                   | 12     | 2,245.5 | 342       | 2,073    | 324      |                                                                             | 4,996.5 |

\*New employee EHS training hours are calculated based on the cumulative hours of education and training courses actually conducted at each location during the year, covering courses on new employee safety education, occupational safety and health, and operational risk notification. As certain locations onboard a larger number of new employees and are required to conduct relevant courses in multiple batches, the cumulative training hours reflect the scale of annual education and training investment and do not represent the training hours of any individual employee.

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To enhance worker safety awareness and disaster response capabilities, we conduct occupational health and safety education and training at all locations on a regular annual basis. In addition to formal courses, Chicony Power Technology continuously reinforces employees' awareness of workplace hazard identification and safety precautions through emails, announcement systems, and safety awareness campaigns, and encourages employees to participate in safety training and occupational health-related activities to heighten risk awareness and reduce potential workplace hazards. In terms of contractor safety management, Chicony Power Technology has established contractor safety, health, and environmental management standards, requiring contractors performing on-site work to comply with relevant occupational safety and health regulations and the Company's management policies. Contractor personnel are required to complete necessary safety and health awareness education and hazard notification procedures prior to entering the premises before commencing work. Through the contractor management system, the Company ensures that all personnel performing work within the workplace adhere to the same safety management standards, to reduce operational risks and maintain overall workplace safety.



2025 New Employee EHS Seminar

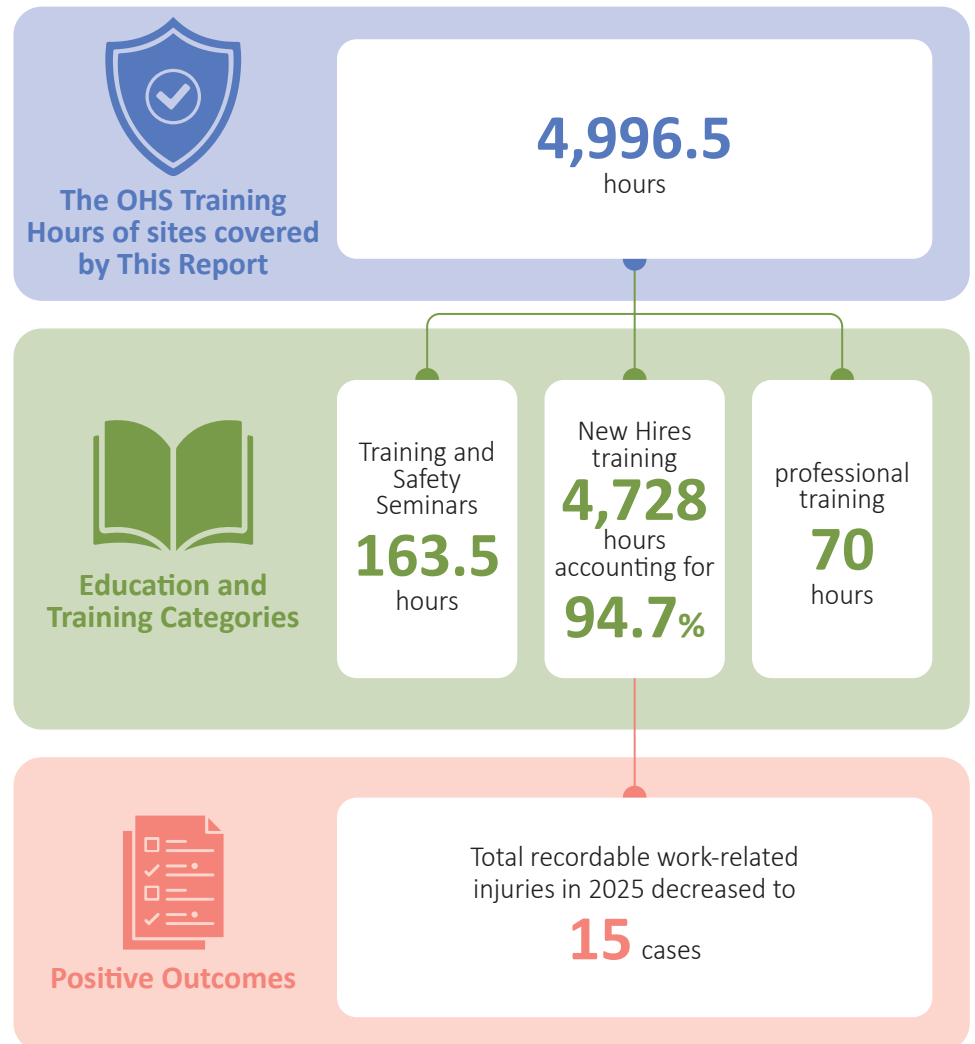


2025 New Employee EHS Outdoor Training



2025 New Employee EHS Practical Drill

- 2025 Chicony Power Technology Occupational Health and Safety Education and Training Investment:



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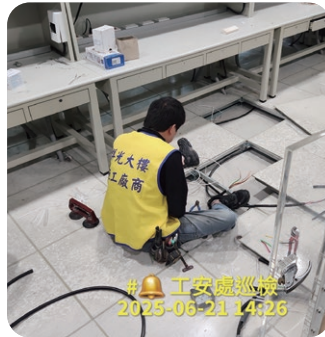
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To strengthen oversight and continuous improvement, Chicony Power Technology conducts an annual environmental inspection of the Taiwan Headquarters office building jointly with its parent company. All the principal production sites also undergo periodic EHS audits to ensure the strict implementation regarding policies and regulations, make timely adjustments to response strategies, and reduce occupational safety risks. These audits cover not only workplace environment inspections but also equipment maintenance, emergency response plans, and workplace accident-prevention mechanisms. Through these rigorous supervision and management mechanisms, Chicony Power Technology has been able to continuously enhance occupational safety and environmental protection standards, creating a safer and healthier working environment for its employees. Overall, Chicony Power Technology not only regards employees as the key to corporate success but also ensures through its stringent safety management system that all the principal production sites meet the highest standards, truly embodying the principle of "safety first." Such efforts not only enhance employee satisfaction and loyalty but also lay a solid foundation for the sustainable development of the Company.



Chicony Power implements occupational health measures at each operating site based on local regulations, operating conditions and risk profiles. At the Taiwan headquarters, employee health check-ups, medical support and health management programmes help promote well-being and reduce occupational health risks. Further details are provided in Section 5.2.3.3 Occupational Health Risk Support. The principal production sites manage workplace health risks through environmental safety controls, occupational safety training and preventive measures aligned with local requirements and operational needs.

Employee health information is kept confidential and used only when necessary, legally authorised and appropriately consented to. Participation in occupational health services does not adversely affect employees' working conditions or treatment. Through these measures, we strengthen prevention, protect employee rights and fosters a safe, healthy and supportive workplace.

## 5.2.4 Employee Engagement and Labour-management Dialogue

Chicony Power Technology respects and supports employees' freedom of association and collective bargaining rights and has established diverse employee communication and participation mechanisms in accordance with the regulatory requirements and practical operations of each operating country and region, ensuring that employee views are fully expressed and incorporated into our management decisions. We regularly review the operation of these mechanisms to ensure that employee rights are adequately protected, and potential labour-management relations risks are mitigated.

- Taiwan Headquarters:** No labour union has been established; however, a labour-management meeting system serves as the formal communication platform between labour and management. Labour-management meetings are composed of representatives from both labour and management across each business group and are convened regularly in accordance with applicable regulations to negotiate and exchange views on matters related to employee rights and interests. In 2025, four labour-management meetings were held at the Taiwan Headquarters, covering topics including our operational overview, employee updates, welfare measures, workplace environment improvements, and policy adjustments. A feedback mechanism for suggestions is also in place to ensure that employee views can be raised and incorporated into subsequent evaluation and improvement processes. In addition, the headquarters holds annual employee forums conducted in departmental cohorts to further expand employee participation coverage and ensure all employees can participate, promoting internal communication and fostering closer teamwork. The forums are attended in person by the Chairman and General Manager of Chicony Power Technology, who directly engage with and respond to employee feedback. This approach helps reduce communication layers, enhance decision-making transparency, and strengthen employees' sense of participation and organisational trust.
- Principal Production Sites in China (Dongguan, Suzhou, Chongqing):** Labour unions or employee representative congress organizations have been established in accordance with the local Labour Union Act and Regulations on Enterprise Trade Union Work. While formal collective agreements have not yet been comprehensively signed, the Company has established diverse alternative communication mechanisms, such as labour-management communication meetings and employee representative congresses, to ensure that matters related to employees' working conditions, compensation and benefits, and work environment are addressed through open and transparent collection and communication of employee views and coordination. This mechanism ensures that employees retain full participation and expression rights even in the absence of a formal collective agreement and facilitates the timely identification and resolution of potential labour-management issues, reducing dispute risks and maintaining operational stability.



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- **Principal Production Site in Thailand:** No labour union has been established. Employee feedback and communication are primarily conducted through a welfare committee and internal communication mechanisms, ensuring that employees can participate in matters related to their rights and interests.

In addition to the formal representation mechanisms described above, each location also continuously collects employee feedback and strengthens internal communication through performance reviews, cross-departmental meetings, and day-to-day communication channels, in accordance with its operational circumstances. Overall, Chicony Power Technology has established differentiated employee participation mechanisms in accordance with the regulatory requirements and operational characteristics of each operating location, and through institutionalised management ensures that all mechanisms operate under consistent principles with effective communication, in order to strengthen employee participation, enhance decision-making transparency, and promote stable labour-management relations. As of 2025, no significant risks or actual cases have been identified at all the principal production sites, which indicates that employees' freedom of association or collective bargaining rights have been restricted or infringed upon. We continue to review the operational effectiveness of its various communication mechanisms, fostering an inclusive and trust-based working environment.

### 2025 Chicony Power Technology All-Site Employee Communication Mechanism Coverage

#### One-way Advocacy

- Bulletin Board: publicizes the Company's latest news and management measures
- E-mail: announce information about company affairs, advocacy issues, and events/activities
- Digital Achievement Wall: displays the Company's operations, benefits, and related achievements

#### Two-way Communication

- New Employee Communication Meetings: The Administration Division holds regular meetings to introduce new employees to the management systems and platforms, support workplace integration, and identify any adjustment needs.
- Annual Employee Forums: All employees engage in two-way dialogue with the Chairman and General Manager, with feedback addressed on the spot or followed up with written responses after the meeting.
- Labour-Management Meetings: Management representatives and labour representatives communicate with each other on a quarterly basis.

| Sites               | Employee Representative Mechanism             | Collective Bargaining Mechanism                | Mechanism Characteristics                                                   | Additional Information                                                                                                                                                                  |
|---------------------|-----------------------------------------------|------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Taiwan Headquarters | Labour-management meetings, Welfare Committee | Annual employee forums                         | Institutionalised two-way communication                                     | 1. Quarterly labour-management meeting dates: 01/17, 04/24, 07/24, and 10/30<br>2. Annual employee forum date: 08/13<br>3. Number of employee proposals submitted at forums: 22         |
| Suzhou              | Labour Union                                  | Labour-management meeting mechanism            | Established in accordance with applicable law; ad hoc meeting communication | 1. Quarterly labour-management meetings: once per quarter<br>2. Dormitory interview frequency: irregular<br>3. Number of employee proposals submitted at labour-management meetings: 29 |
| Chongqing           | Employee representative congress organization | Employees Representatives Congress             | Internal policy established; irregular meeting communication                | 1. Annual Employee Representative Congress date: 07/08<br>2. Number of employee proposals submitted at congress: 7                                                                      |
| Dongguan            | Labour Union                                  | Labour-management meeting mechanism            | Established in accordance with applicable law; ad hoc meeting communication | 1. Labour-management consultation meeting dates: 03/27, 06/25, 09/26, 12/26<br>2. Number of employee proposals submitted at consultation meetings: 31                                   |
| Thailand            | Welfare Committee                             | Internal communication and grievance mechanism | Diverse participation channels                                              |                                                                                                                                                                                         |

In addition to day-to-day communication and participation mechanisms, we also provide diverse employee feedback and grievance channels (such as email, physical suggestion boxes, and anonymous platforms) as supplementary mechanisms to ensure that employees can safely express their views in specific circumstances. These mechanisms are distinct from, yet complementary to, the integrity whistleblowing and workplace misconduct reporting systems, ensuring that different types of issues are handled by the appropriate mechanism.





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## 5.3 Employee Wellbeing and Talent Development

Chicony Power Technology aims to provide a working environment in which employees can remain healthy, balance work and family responsibilities, and build long-term careers. Employee benefits, family support, healthcare and engagement programmes are managed as a connected portfolio. Workforce data and employee feedback help the Company assess whether these programmes remain relevant and where improvements are needed. The overall aim is to support employee wellbeing and retention while maintaining the skills and experience required across the business.

Common principles apply across the Company, while individual site adapts their benefits to local legislation, workforce needs and operating conditions. The resulting package has three layers: statutory entitlements, benefits that exceed local legal requirements and voluntary benefits. The Taiwan Headquarters offers a broader range of family-support, health and employee-care measures. The principal production sites in China and Thailand continue to expand and refine their benefit portfolio in response to local circumstances. Support is available at key stages of employees' family lives, from marriage, childbirth to parental leave and caregiving. Measures include unpaid parental leave, childbirth incentives, and financial support for marriage, bereavement and other significant life events. Return-to-work outcomes following parental leave are tracked across reporting periods by application-year cohort. This method provides a clearer view of how effectively the arrangements support employees returning to work. The benefits portfolio also recognises different cultural needs. Indigenous employees at the Taiwan Headquarters may take ceremonial leave and receive related financial support, enabling them to participate in traditional events while managing their work and family responsibilities. These provisions contribute to a more inclusive workplace. Health protection forms another part of the benefit portfolio. Health supports are delivered through the occupational health and safety management system, helping employees understand their health status and supporting the early management of risks that could affect their wellbeing. Further information is provided in Section 5.2.3.3.

The benefits portfolio is reviewed regularly. Feedback gathered through employee dialogue, participation channels and satisfaction surveys is considered alongside workforce trends and other data. The findings determine improvement priorities and inform subsequent policy changes, allowing the portfolio to develop in step with employee needs and the organisation.

### Chicony Power Technology Employee Benefits

| Category                     | Measure                                            | Purpose                                                                                                                                                                                   | Institutional Nature   |
|------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Family Support               | Marriage, funeral, and festive occasion allowances | Support employees' financial needs at important life milestones, build emotional connections between employees and the Company, and enhance organisational belonging                      | Voluntary benefit      |
|                              | Childbirth incentives                              | Provide tiered childbirth subsidies based on the number of children to alleviate childcare costs                                                                                          | Voluntary benefit      |
|                              | Unpaid parental leave                              | Provide job security and flexible arrangements during the childcare period, reduce the risk of employees leaving due to family reasons, and improve retention rates and career continuity | Statutory policy       |
|                              | Emergency allowances                               | Provide urgent financial support for sudden major incidents, reduce employees' life uncertainty, and stabilize work engagement                                                            | Voluntary benefit      |
|                              | Hospitalization subsidies                          | Provide medical expense subsidies during hospitalization to reduce employees' financial burden                                                                                            | Voluntary benefit      |
|                              | Scholarships and education subsidies               | Support employees' personal growth and long-term development needs, and strengthen long-term employee commitment and organisational attractiveness                                        | Voluntary benefit      |
| Cultural Support             | Annual rituals leave                               | Support cultural event participation and family connection                                                                                                                                | Voluntary benefit      |
|                              | Indigenous financial support                       | Provide cultural and livelihood support subsidies                                                                                                                                         | Voluntary benefit      |
| Health and Lifestyle Support | Health checkups                                    |                                                                                                                                                                                           | Above-statutory policy |
|                              | Subsidised gym membership                          | Encourage employee health management and exercise habits                                                                                                                                  | Voluntary benefit      |
|                              | Meal subsidy                                       | Provide daily meal support                                                                                                                                                                | Voluntary benefit      |
| Employee Care and Support    | Parking subsidy                                    | Enhance employee commuting convenience                                                                                                                                                    | Voluntary benefit      |
|                              | Festival vouchers                                  | Provide festival and birthday vouchers                                                                                                                                                    | Voluntary benefit      |
|                              | Employee travel subsidy                            | Promote employee relaxation and team cohesion                                                                                                                                             | Voluntary benefit      |
| Insurance and Retirement     | Labour pension                                     | Taiwan Headquarters: employer contribution rate of 6% under the new labour pension system                                                                                                 | Statutory policy       |
|                              | Social insurance                                   | Principal Production Sites in China: Five social insurances and one housing fund<br>Principal Production Site in Thailand: Social insurance fund                                          | Statutory policy       |
|                              | Group insurance                                    | Additional insurance coverage                                                                                                                                                             | Voluntary benefit      |
| Compensation and Incentive   | Performance bonus                                  | Distributed based on operational performance and individual performance                                                                                                                   | Voluntary benefit      |
|                              | Share-based Remuneration                           | Shares granted to employees                                                                                                                                                               | Voluntary benefit      |

\*The above employee benefit measures are planned and adjusted in accordance with the regulations and practical needs of each operation base, and their appropriateness and effectiveness are continuously reviewed through employee satisfaction surveys and communication mechanisms.

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### 5.3.1 Work-life Balance and Family Support

Chicony Power Technology recognises that employees' needs evolve across different life stages. Through family-friendly measures and diversified support programmes, the Company helps employees balance work and family responsibilities while strengthening long-term retention.

In accordance with applicable regulations, we provide unpaid parental leave for employees with childcare responsibilities and monitors application, return-to-work and post-return retention outcomes to evaluate the effectiveness of related support measures. Although overall utilisation remained limited over the past three years, the number of applications showed a fluctuating upward trend. The application rate rose to 6.98% in 2025, representing a notable increase from the previous year. Participation among male employees also increased, indicating growing awareness and use of the programme. Beyond statutory entitlements, the Company has established a Childbirth Incentive Policy to provide additional financial support to eligible employees. Subsidies are differentiated according to birth order and periodically reviewed in light of domestic childcare costs. The policy was most recently revised in 2024. Employees who meet the minimum service requirement are eligible to receive NT\$66,000 for their first child, NT\$88,000 for their second child, NT\$128,000 for their third child, and NT\$168,000 for their fourth and each subsequent child. In 2025, seven employees received childbirth incentives totalling NT\$506,000.

| Group  | Actual number of employees who returned to work from parental leave in 2022 | Number of employees eligible for parental leave in 2023 | Actual number of parental leave applications in 2023 | Actual application rate in 2023 | Number of employees originally scheduled to return from parental leave in 2023 | Actual number of employees who returned to work from parental leave by end of 2023 | Unpaid parental leave return-to-work rate in 2023 | Number of employees who returned from unpaid parental leave in 2022 and remained employed at end of 2023 | Retention rate |
|--------|-----------------------------------------------------------------------------|---------------------------------------------------------|------------------------------------------------------|---------------------------------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------|
| Male   | 0                                                                           | 56                                                      | 0                                                    | 0                               | 0                                                                              | 0                                                                                  | NA                                                | 0                                                                                                        | 0%             |
| Female | 2                                                                           | 16                                                      | 3                                                    | 18.75%                          | 3                                                                              | 1                                                                                  | 33.33%                                            | 3                                                                                                        | 100.00%        |
| Total  | 2                                                                           | 72                                                      | 3                                                    | 4.17%                           | 3                                                                              | 1                                                                                  | 33.33%                                            | 3                                                                                                        | 100.00%        |
| Group  | Actual number of employees who returned to work from parental leave in 2023 | Number of employees eligible for parental leave in 2024 | Actual number of parental leave applications in 2024 | Actual application rate in 2024 | Number of employees originally scheduled to return from parental leave in 2024 | Actual number of employees who returned to work from parental leave by end of 2024 | Unpaid parental leave return-to-work rate in 2024 | Number of employees who returned from unpaid parental leave in 2023 and remained employed at end of 2024 | Retention rate |
| Male   | 0                                                                           | 44                                                      | 1                                                    | 2.27%                           | 0                                                                              | 0                                                                                  | 0%                                                | 0                                                                                                        | 0%             |
| Female | 1                                                                           | 14                                                      | 0                                                    | 7.14%                           | 2                                                                              | 2                                                                                  | 100.00%                                           | 1                                                                                                        | 100.00%        |
| Total  | 1                                                                           | 58                                                      | 1                                                    | 1.72%                           | 2                                                                              | 2                                                                                  | 100.00%                                           | 1                                                                                                        | 100.00%        |
| Group  | Actual number of employees who returned to work from parental leave in 2024 | Number of employees eligible for parental leave in 2025 | Actual number of parental leave applications in 2025 | Actual application rate in 2025 | Number of employees originally scheduled to return from parental leave in 2025 | Actual number of employees who returned to work from parental leave by end of 2025 | Unpaid parental leave return-to-work rate in 2025 | Number of employees who returned from unpaid parental leave in 2024 and remained employed at end of 2025 | Retention rate |
| Male   | 1                                                                           | 32                                                      | 2                                                    | 6.25%                           | 2                                                                              | 1                                                                                  | 50.00%                                            | 0                                                                                                        | 0%             |
| Female | 0                                                                           | 11                                                      | 1                                                    | 9.09%                           | 1                                                                              | 1                                                                                  | 100.00%                                           | 1                                                                                                        | 50.00%         |
| Total  | 1                                                                           | 43                                                      | 3                                                    | 6.98%                           | 3                                                                              | 2                                                                                  | 66.66%                                            | 1                                                                                                        | 50.00%         |

\*Periods of parental leave without pay may span different calendar years, and some employees who applied for parental leave in a prior year may return to work in the following year. As a result, return-to-work rates may involve headcount data that crosses year boundaries. For example, the 2023 return-to-work rate may include as its base employees who applied for unpaid parental leave in 2022 and were scheduled to return to work in 2023.

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Overall, Chicony Power Technology's parental leave without pay system has demonstrated three important trends in recent years.

- The application rate in 2025 rose to 6.98%, indicating increased employee awareness and willingness to utilize the system;
- The male application rate also increased from 2.27% to 6.25%, reflecting the system's progressive advancement toward gender-balanced utilization;
- The female return-to-work rate in 2024–2025 remained at 100%, demonstrating the high stability of female employees returning to the workplace following unpaid parental leave;
- Chicony Power Technology has established a comprehensive tracking mechanism covering parental leave, return-to-work, and retention, continuously fostering a work environment that supports both family care and career development.

In terms of family relationship maintenance and employee engagement, Chicony Power Technology places great importance on the well-being of employees and their families, regarding family support as an important component of workplace retention and physical and mental health management. The Company regularly organizes employee family days and company trips to cultivate a harmonious Group Culture, encouraging employees to bring their families so that family members can gain firsthand understanding of the work environment and corporate culture, serving as a complementary measure to the family-friendly and employee care policies of Chicony Power Technology. Through the annual "Family Open Day" held in November, featuring a variety of parent-child activities, game booths, and enriching entertainment programmes, the event not only helps strengthen the emotional bond between employees and their families, but also enhances families' understanding, connection with, and support for employees' work, further improving employees' sense of belonging and job satisfaction. At the same time, Employees' Outing Day serves as an important mechanism for promoting cross-departmental exchange and team cohesion, enabling employees to build interaction and trust in informal settings and strengthening the foundation for internal organisational collaboration. These activities not only demonstrate our care for its employees but also reinforce the close bond between the Company and its workforce, fostering a more harmonious corporate culture.



2025 Chicony Group Family Open Day



2025 Employees' Outing Days- Sun Moon Lake



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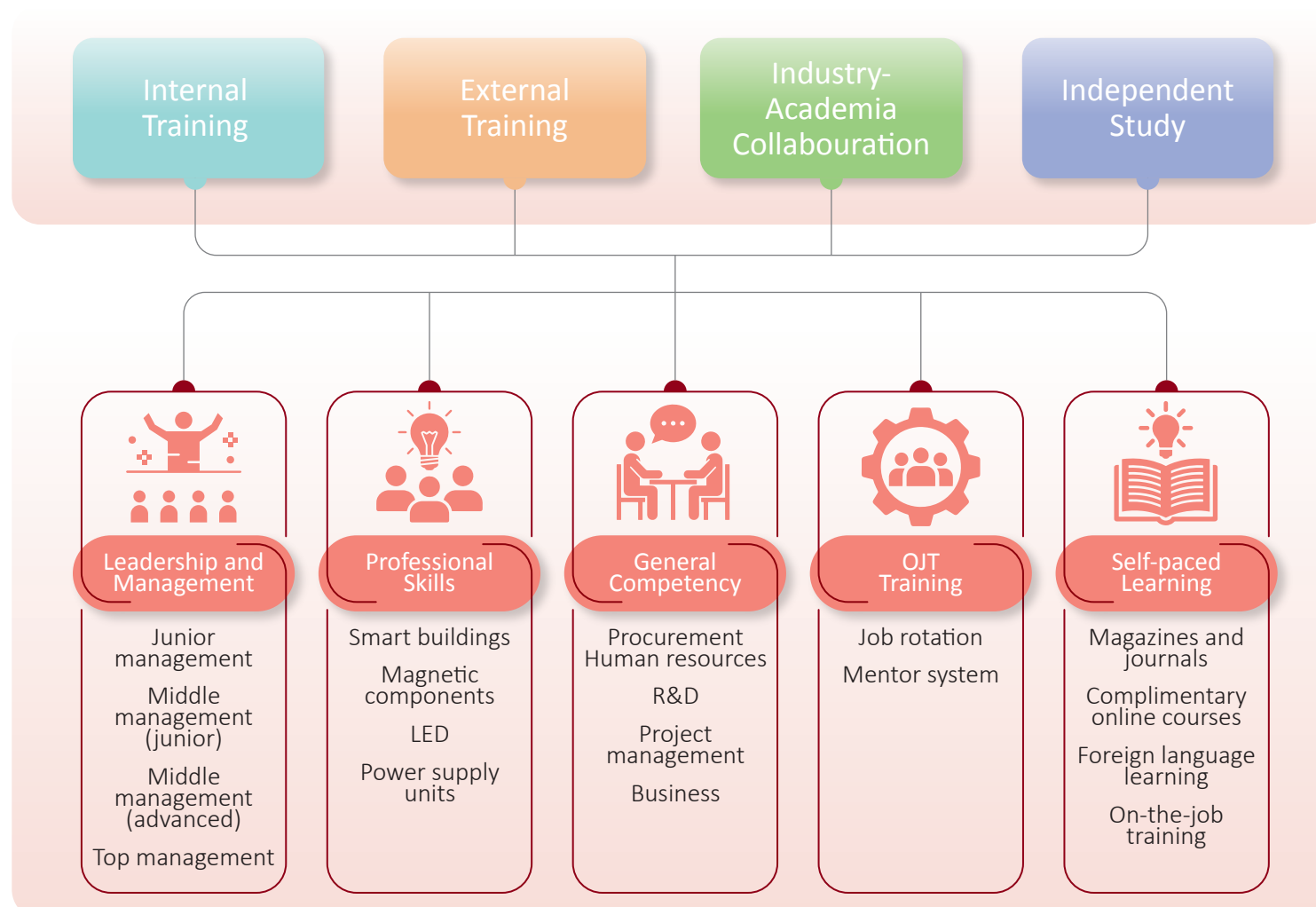
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### 5.3.2 Talent Development

Chicony Power Technology is committed to talent cultivation and development based on its operational goals and corporate sustainability. The Company's education and training system provides diversified courses covering six dimensions: New Employee Training, Leadership and Management, General Competency, Professional Skills, On-the-job Training, and Self-inspiration. Moreover, the Company engages in industry-academia collabouration to cultivate diversified talent and provide extensive career development opportunities. The Leadership and Management training focuses on talent cultivation and employee career development planning. It provides on-the-job training for managerial personnel of all levels to reinforce their leadership and management mindset, so they can lead their teams to achieve our goals. To enhance employees' competitiveness, the Company provides training courses related to professional skills and general competencies and organizes yearly technical seminars based on the organization's operational development needs.

#### Chicony Power Technology Education and Training System



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### 2023–2025 Chicony Power Technology All-Site Education and Training Hours and Expenses Statistics

| Operational Areas   |                       | Taiwan |        | Dongguan |        | Suzhou |        | Chongqing |        | Thailand |        |
|---------------------|-----------------------|--------|--------|----------|--------|--------|--------|-----------|--------|----------|--------|
| Gender              |                       | Male   | Female | Male     | Female | Male   | Female | Male      | Female | Male     | Female |
| Management          | 2023                  | 9.91   | 8.87   | 3.00     | 2.80   | 119.48 | 117.46 | 5.27      | 4.00   | 22.60    | 5.82   |
|                     | 2024                  | 10.48  | 7.75   | 3.20     | 3.10   | 103.03 | 108.96 | 13.00     | 15.67  | 25.80    | 9.65   |
|                     | Middle Management     | 7.89   | 8.05   | 3.64     | 3.41   | 84.97  | 88.04  | 127.61    | 79.52  | 20.50    | 9.60   |
|                     | 2025                  | 11.00  | 6.03   | 8.30     | 7.50   | 16.92  | 13.33  | 11.62     | 11.20  | 14.60    | 15.30  |
|                     | Top management        |        |        |          |        |        |        |           |        |          |        |
| Dedicated personnel | 2023                  | 9.23   | 6.00   | 8.60     | 7.40   | 12.68  | 8.00   | 26.46     | 20.44  | 19.58    | 20.21  |
|                     | 2024                  | 66.27  | 9.91   | 8.56     | 7.78   | 11.84  | 10.96  | 24.00     | 24.00  | 20.80    | 22.10  |
|                     | 2025                  | 9.15   | 6.20   | 14.69    | 14.00  | 58.79  | 56.44  | 19.25     | 17.20  | 9.80     | 8.10   |
| General positions   | All                   | 2023   | 8.08   | 7.44     | 14.27  | 13.89  | 56.88  | 42.73     | 20.27  | 19.21    | 16.52  |
|                     | All                   | 2024   | 7.70   | 7.57     | 10.40  | 8.46   | 52.23  | 49.87     | 26.52  | 32.12    | 22.60  |
|                     | All                   | 2025   | 8.92   | 6.40     | 16.60  | 15.30  | 64.64  | 64.81     | 19.85  | 17.67    | 12.70  |
|                     | Technical Engineering | 2023   | 7.83   | 6.75     | 15.20  | 15.00  | 62.56  | 50.82     | 20.59  | 19.53    | 13.98  |
|                     | Technical Engineering | 2024   | 7.05   | 10.57    | 13.68  | 12.57  | 58.01  | 52.79     | 26.41  | 31.92    | 15.80  |
|                     | Technical Engineering | 2025   | 7.05   | 10.57    | 13.68  | 12.57  | 58.01  | 52.79     | 26.41  | 31.92    | 15.80  |
|                     | Technical Engineering | 2025   | 7.05   | 10.57    | 13.68  | 12.57  | 58.01  | 52.79     | 26.41  | 31.92    | 15.80  |

### 2023–2025 Chicony Power Technology All-Site Education and Training Hours and Expenses Statistics

| Operational Areas                  |                        | Taiwan           |        | Dongguan  |        | Suzhou    |        | Chongqing  |        | Thailand  |        |
|------------------------------------|------------------------|------------------|--------|-----------|--------|-----------|--------|------------|--------|-----------|--------|
| Gender                             |                        | Male             | Female | Male      | Female | Male      | Female | Male       | Female | Male      | Female |
| General positions                  | General Administration | 2023             | 11.15  | 6.09      | 6.20   | 5.60      | 26.32  | 13.24      | 8.88   | 8.57      | 7.10   |
|                                    | General Administration | 2024             | 9.65   | 7.79      | 5.40   | 5.20      | 11.76  | 9.36       | 6.54   | 6.49      | 7.62   |
|                                    | General Administration | 2025             | 14.19  | 5.26      | 5.84   | 5.72      | 27.03  | 25.06      | 15.88  | 13.74     | 9.20   |
| Total Training Hours in 2023       |                        | 6,213            |        | 29,372    |        | 77,543    |        | 37,590     |        | 19,279    |        |
| Total Training Hours in 2024       |                        | 6,271            |        | 28,559    |        | 79,403    |        | 54,333     |        | 25,799    |        |
| Total Training Hours in 2025       |                        | 6,083            |        | 19,769    |        | 84,754    |        | 57,222     |        | 16,952    |        |
| Total Training Person-Days in 2023 |                        | 1,887            |        | 6,833     |        | 3,709     |        | 6,419      |        | 1,172     |        |
| Total Training Person-Days in 2024 |                        | 1,857            |        | 6,145     |        | 4,042     |        | 6,825      |        | 1,503     |        |
| Total Training Person-Days in 2025 |                        | 1,477            |        | 5,038     |        | 5,120     |        | 8,590      |        | 2,119     |        |
| 2023 Total Training Expenses       |                        | Total 19,644,894 |        | 5,880,940 |        | 1,540,874 |        | 8,531,771  |        | 2,603,588 |        |
| 2024 Total Training Expenses       |                        | Total 26,730,311 |        | 6,294,328 |        | 1,549,135 |        | 14,461,922 |        | 3,005,471 |        |
| 2025 Total Training Expenses       |                        | Total 32,164,473 |        | 7,657,351 |        | 1,360,444 |        | 16,223,067 |        | 6,061,211 |        |

\*For personnel in Taipei, mid-level management refers to employees holding the position of Associate Manager and above, but below Associate Director level; senior management refers to employees holding the position of Associate Director and above. For manufacturing site personnel, mid-level management refers to employees holding positions from Assistant Section Manager and above up to and including Supervisor level; senior management refers to employees holding the position of Associate Manager and above.

\*Technical and engineering: personnel of R&D, engineering, manufacturing, and QA technology units.

\*General administration: personnel of business, Finance, administration, information technology, legal affairs, customs affairs, and PMC units.

\*Training for dedicated personnel includes courses related to professional skills or regulatory requirements. (EX: accounting personnel, auditing personnel, EHS personnel, first-aid personnel, ISO seed personnel, and other personnel with professional certificates).

\*Total training cost is denominated in NTD.



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Chicony Power Technology regards education and training as a key pillar of human capital management. Training programmes are tailored to the industry characteristics, organisational levels and role requirements of each operating region, enabling learning resources to respond more effectively to local business and workforce needs. From 2023 to 2025, the Company expanded training coverage and participation towards a more structured model focused on programme optimisation and targeted resource allocation. This transition reflects our continued efforts to improve training effectiveness and align talent development more closely with organisational priorities and employee development needs.

- The education and training expenditure of sites covered by This Report increased by a cumulative 63.72%; however, training hours and participant numbers did not increase proportionally, indicating that resources are increasingly concentrated on high-expertise, high-value development content;
- Training hours for women in certain role categories and management levels have gradually increased, reflecting a progressive shift toward gender-balanced training resource allocation

#### Taiwan Headquarters

Training resources are concentrated on professional and institutional governance competencies

#### Suzhou

Continuously expanded training expenditure over the three-year period with an increase of over 90.14%, demonstrating high coverage and in-depth cultivation capabilities

#### Chongqing

Training scale increased significantly, currently in an accelerated capability-building phase

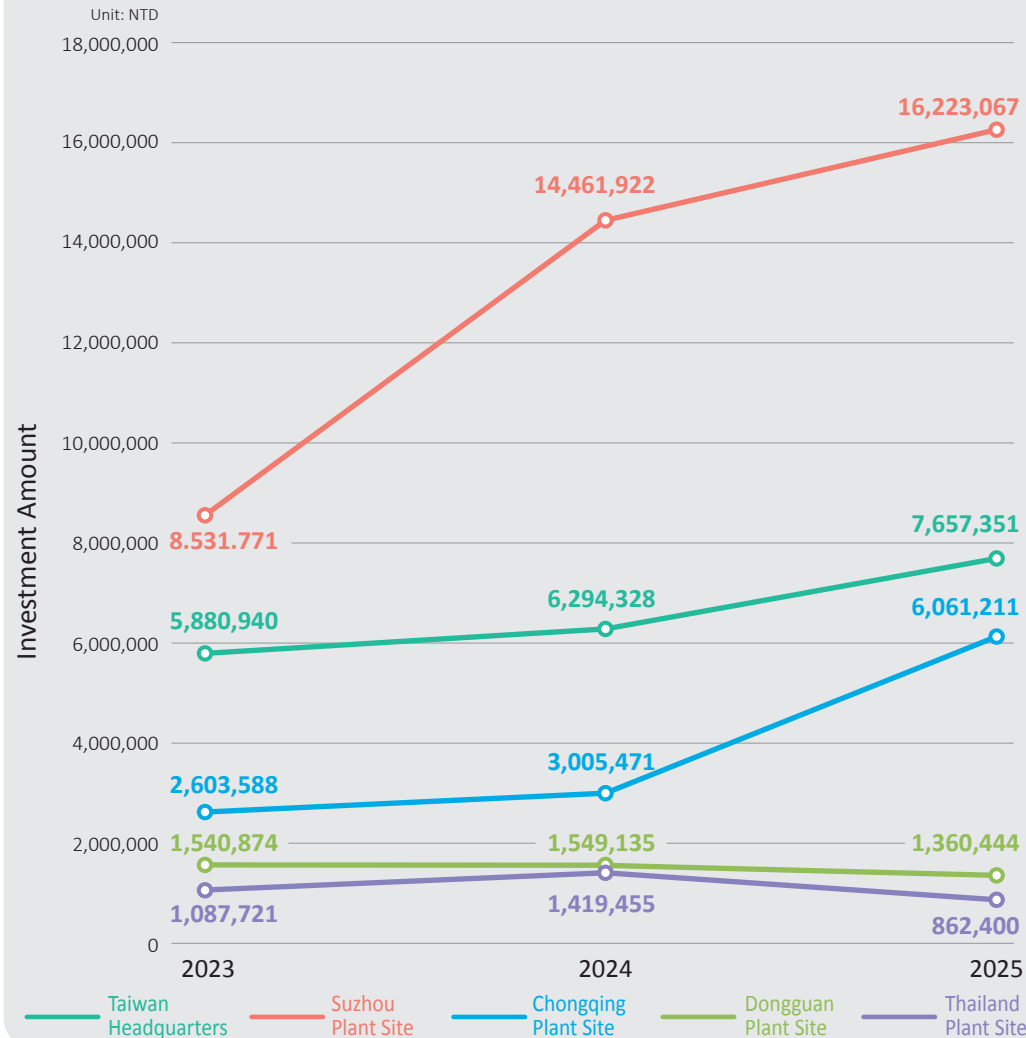
#### Dongguan

Overall training investment showed adjustment and consolidation

#### Thailand

Shifted from long-duration training to modular and practical-oriented training

### 2023–2025 Chicony Power Technology Education & Training Investment Trends



#### Overall Trends

Total investment in education and training grew year by year from 2023 to 2025,

#### Total Investment

2023  
NT\$  
**19,645,894**

2024  
NT\$  
**26,730,311**

2025  
NT\$  
**32,164,473**

**3-Year  
Growth Rate  
+63.7%**

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Chicony Power Technology has progressively transformed its talent development and training approach from a traditional course-delivery model into a human capital management mechanism centered on capability building, establishing a tiered and differentiated training framework based on the characteristics of each operation base, role levels, and business needs. The overall training system encompasses professional competency, managerial capability, digital application, and sustainability and regulatory compliance, and through systematic curriculum design and outcome tracking, ensures alignment between talent development and the Company's business strategy.

### Comparison of Chicony Power Technology's 2025 All-Site Diverse Curriculum and Competency Building

| Training Category                        | Training Objective                                                | Training Content                                                                                                                                       | Implementation Sites                        | Target Audience                                              | Course Value                         |
|------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------------------------|--------------------------------------|
| Professional Competency                  | Strengthen role-specific expertise and work efficiency            | 1. Professional skills development                                                                                                                     | Taiwan Headquarters, Suzhou and Chongqing   | Dedicated personnel                                          | Enhance operational efficiency       |
| Management Competency                    | Build managerial capabilities and organisational leadership       | 1. Personnel management practices<br>2. Managerial competency enhancement<br>3. Production management<br>4. Sustainability and climate risk governance | Taiwan Headquarters, Chongqing and Dongguan | Entry-level to senior management                             | Strengthen organisational governance |
| Digital and Systems Capability           | Enhance digital application and operational efficiency            | 1. ERP systems<br>2. Data analytics<br>3. IT tools application                                                                                         | Taiwan Headquarters and Suzhou              | Mid- to senior-level management                              | Support digital transformation       |
| Sustainability Regulation and Compliance | Strengthen regulatory compliance and risk awareness               | 1. Sustainability trend Analysis<br>2. Sustainability foundational knowledge building                                                                  | Taiwan Headquarters, Suzhou and Chongqing   | 1. Mid- to senior-level management<br>2. Dedicated personnel | Reduce risk                          |
| Industry Exchange and Technical Seminars | Enhance cross-functional collaboration and workplace capabilities | 1. Technical sharing and exchange sessions                                                                                                             | Taiwan Headquarters and Chongqing           | Senior management                                            | Enhance competitiveness              |

\*The diverse curriculum disclosed in this table is a consolidation of key training themes and strategic programmes implemented across all sites in 2025 and does not represent a comprehensive list of all education and training activities. Each site continues to conduct a variety of internal and external training programmes based on its operational needs and role characteristics. The corresponding training hours are included in the "2023–2025 Statistical Disclosures of Chicony Power Technology All-Site Education and Training Hours and Expenditures."

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## Key Capability Building

### Net-Zero Professional Talent Development

Within the overall capability building framework, the Company has also introduced systematic professional training mechanisms in key business areas to strengthen organizational core competencies in response to the net-zero transition. Taking the information systems and technology division as an example, in response to the Company's development needs for its proprietary IWA energy management platform and sustainability solutions, the division collaborated with the Human Resources Unit to plan and implement a dedicated net-zero carbon emission training programme, establishing a structured professional talent development model.

The core of this capability framework is the "iPAS Net-Zero Carbon Planning Administrator" curriculum, covering topics including net-zero policy trends, greenhouse gas inventory, product carbon footprint analysis, and net-zero pathway planning, combined with practical exercises and applied scenarios to strengthen participants' ability to translate theory into practice. The programme totaled 39 hours of instruction, with 57 participants, an overall attendance rate of 85%, and a satisfaction score of 9.04 out of 10, reflecting a high level of recognition for both learning effectiveness and practical value. Through this type of professional training, participants not only develop foundational competencies in carbon management and energy management, but are also equipped to apply these skills in areas such as product development, system implementation, and client communication, creating a direct link between education and training and business development, and enhancing the Company's competitive advantage in the sustainability solutions market.



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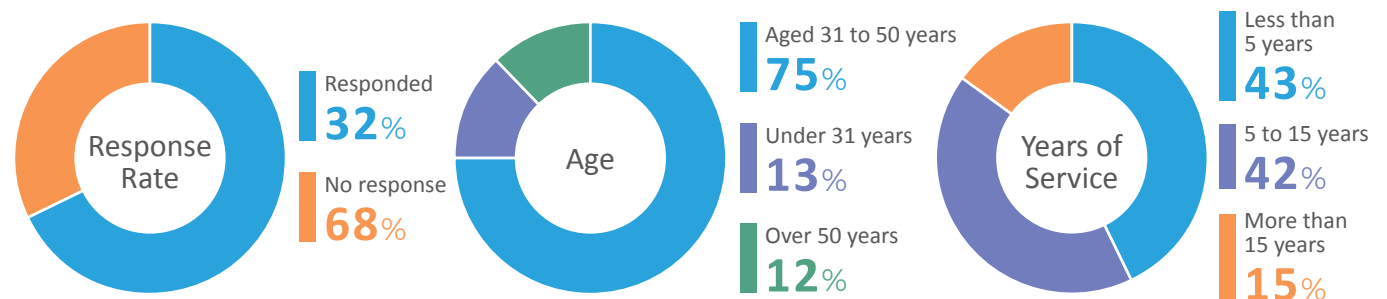
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### 5.3.3 Employee Benefits and Well-being

To continuously monitor employees' perceptions of the work environment and organisational systems, Chicony Power Technology regards employee satisfaction as the "electrocardiogram" of human resources management health. To this end, we conducted its inaugural employee satisfaction survey in 2025, with plans to administer the survey annually going forward, regularly collecting employee feedback and combining it with data Analysis and trend comparisons to serve as an important basis for human resources management and system optimization. The first-year survey targeted employees at the Taiwan Headquarters, with a total of 530 participants, comprising 156 female, 359 male, and 15 of other gender identities. Overall satisfaction was approximately 70%, which represents a stable and resilient score within the benchmark for first-time census surveys in Taiwan's electronics manufacturing industry. From a rank-level distribution perspective, employees at rank 12 and below accounted for many respondents (435 persons), reflecting a high level of enthusiasm among entry-level employees for expressing their views. In terms of survey design, the questionnaire covered six dimensions — workplace well-being and belonging, career development, work atmosphere, overtime and bonus systems, policies and processes, and facilities and work environment — providing a comprehensive assessment of the employee experience.

| Demographic Variable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Number of Persons | Proportion | Strategic Significance                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|------------|----------------------------------------------------------------------------|
| Male employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 359               | 67.7%      | Reflects the R&D-oriented Nature of the electronics industry               |
| Female employees                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 156               | 29.4%      | Room for continued advancement of workplace diversity and inclusion        |
| Entry-level ranks (≤12)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 435               | 82.1%      | Survey results authentically reflect entry-level employee voices           |
| Mid-to-senior ranks (≥13)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 95                | 17.9%      | Basis for cross-comparison between management and entry-level perspectives |
| Three Major Ranges of Statistical Results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                   |            |                                                                            |
| 1.Score Leading Zone :Facilities and Work Environment / Policies and Processes / Overtime and Bonus Systems: Satisfaction rates are generally above 70%, reflecting employee recognition of office facilities, institutional processes, and overtime and bonus arrangements.<br>2.Score Stabled Zone :Work Atmosphere: Scores approaching 70% reflect employees' ambition toward building a high-efficiency, collabourative organization.<br>3.Core Optimization Zone : Workplace Well-Being and Belonging / Career Development: These two dimensions scored relatively lower, indicating that employees hold higher personal expectations for long-term value realization and organisational belonging. |                   |            |                                                                            |
| Three Major Dimensions of Issues of Concern                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                   |            |                                                                            |
| 1.Need to Deepen Organisational Belonging and Employee Experience: Employees have heightened expectations regarding workplace well-being and sense of belonging.<br>2.Need to Strengthen Career Development and Growth Mechanisms: Employees place greater emphasis on long-term development and opportunities for capability enhancement.<br>3.Need to Improve Policy Transparency and Communication Quality: This is particularly evident in employees' understanding of and trust in performance evaluation and compensation systems.                                                                                                                                                                 |                   |            |                                                                            |





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## Chicony Power Technology Employee Satisfaction Survey Results and Improvement Measures

| Satisfaction Dimension             | Assessment                    | Major Concerns                                                          | Improvement Measures                                                                                                                                                   | Follow-Up Mechanisms                                                                                |
|------------------------------------|-------------------------------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Workplace Well-Being and Belonging | Relatively lower satisfaction | Sense of identification with and belonging to the Company               | 1. Strengthening internal communication mechanisms<br>2. Promote employee activities and club development to enhance employee engagement and organisational connection | 1. Annual satisfaction survey<br>2. Annual employee forums                                          |
| Career Development                 | Relatively lower satisfaction | Expectations regarding career progression and development opportunities | 1. Optimize education and training systems and career development mechanisms<br>2. Strengthen supervisory development and feedback mechanisms                          | 1. Performance reviews<br>2. Cross-year human rights due diligence                                  |
| Work Atmosphere                    | Stable satisfaction           | Cross-functional communication and team interaction                     | 1. Promote cross-departmental exchange activities and employee clubs to foster teamwork and organisational culture                                                     | 1. Annual satisfaction survey                                                                       |
| Overtime and Bonus Systems         | Leading satisfaction          | The fairness and transparency of the relevant policies                  | 1. Continue to strengthen communication and explanation of performance systems to enhance policy transparency                                                          | 1. Performance reviews<br>2. Cross-year human rights due diligence<br>3. Annual satisfaction survey |
| Policies and Processes             | Leading satisfaction          | Efficient operating procedures and clearly communicated policies        | 1. Continuing to optimize internal processes<br>2. Strengthening policy awareness and communication                                                                    | 1. Performance reviews<br>2. Annual satisfaction survey                                             |
| Facilities and Work Environment    | Leading satisfaction          | Overall work environment                                                | 1. Continue to invest in work environment improvements<br>2. Equipment optimization                                                                                    | 1. Performance reviews<br>2. Annual employee forums<br>3. Annual satisfaction survey                |

We encourage employees to engage in cross-departmental interaction and pursue personal interests outside work through a diverse range of employee clubs, including aerobics, bowling, board games, esports, wellness and basketball. These activities provide opportunities for employees to relax, develop their interests and maintain a healthy work-life balance. They also strengthen interpersonal connections and teamwork across departments, contributing to a positive workplace culture and a stronger sense of belonging. To enhance employee engagement and organisational cohesion, the Company has established a club activity management and feedback mechanism. Under the Club Activity Satisfaction Survey Incentive Policy, each club is required to conduct a satisfaction survey following its activities. Survey validity is assessed with reference to actual participation and response rates, ensuring that feedback is sufficiently representative. Survey findings are used to refine future activities, while satisfaction results are linked to club incentives. This mechanism encourages clubs to respond to employee feedback and continuously improve the quality and relevance of their programmes, creating a positive cycle of participation, evaluation and improvement.



2025 E-Sports Tournament



2025 Bowling Tournament



2025 Board Game Tournament



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## 5.4 Community Engagement and Local Impact

Chicony Power Technology regards corporate social responsibility as an integral component of sustainable development and promotes diverse social investment and local community engagement by leveraging the Company's core competencies and the characteristics of its operation bases. The Company has progressively transformed from a engagement model previously centered on joining the philanthropic events into an integrated corporate social responsibility management framework that combines resource investment, employee volunteering, and responsiveness to local needs, with the aim of creating long-term and substantive social values. Based on the social environment and stakeholder needs of the regions in which its headquarters and principal production sites are situated, we plan appropriate social engagement strategies encompassing education support, care for disadvantaged groups, and community interaction, deepening the relationship between Chicony Power Technology and society. Through internal resource integration and employee volunteering mechanisms, we drive the implementation and continuous improvement of related initiatives, building a strong corporate citizenship image through sustained and stable commitment.

### 5.4.1 Talent Ecosystem

Chicony Power Technology adopts a dual-track approach centered on "capability building" and "knowledge circulation," integrating talent development, technical exchange, and social investment to progressively establish an "practical learning, professional development, and career building" pathway through long-term investment, forming an integrated development mechanism that extends talent development from a single training model into a long-term cultivation framework spanning multiple organizations and stages.

During our apprenticeship programme, the Company provides apprentices with competitive remuneration and benefits through our apprenticeship programme. In 2025, the monthly wage of our apprentices was approximately 8.4% above the minimum wage, supplemented by shuttle transportation, meal subsidies, fully funded annual health checkups, and group insurance. In addition, apprenticeship tenure may be carried over upon conversion to full-time employment, enabling apprentices to have a smooth education-to-employment transition, creating a stable and attractive bridge between learning and employment that enhances overall retention stability.

Since 2008, Chicony Power Technology has promoted relevant programmes in alignment with National talent development policies. In accordance with the principles of learning-practice integration and industry-academia collaborative cultivation set forth in the Ministry of Education's "Industrial Master Programme," we have partnered with National Taipei University of Technology and National Cheng Kung University to co-operate industry-affiliated master's programmes,

jointly cultivating high-level talent equipped with specialized technical knowledge and practical capabilities, deepening the quality of talent development, and enabling participants to accumulate applied competencies concurrently with their academic studies. In addition to providing resources that exceed regulatory requirements, the Company has established an in-service continuing education mechanism under this programme, allowing employees to complete their degrees without any reduction in salaries, enabling a more equitable allocation of talent development resources.

Since 2014, we have further extended its talent development timeline to the pre-employment stage by providing scholarships for master's and doctoral students in electrical engineering and related fields at National Taipei University of Technology, with support of up to three years. Through this scholarship programme, the Company establishes connections with high-potential students before they enter the workforce, building a relationship between talent and the Company prior to formal employment. Beyond talent cultivation, we also deepen its engagement with academia through industry-academia research collaboration, continuously advancing the accumulation and transfer of knowledge. Since 2014, the Company has co-established the "Chicony & Taipei Tech Laboratory" with National Taipei University of Technology, providing annual research funding and hardware and software resources to support research projects in electrical engineering and related fields, enabling academic research to advance in alignment with industry needs. Related outcomes are shared through annual industry-academia exchange seminars, and the resulting R&D achievements are further adopted by the Company for technical integration and application. Students participating in research are also given priority access to scholarship and employment opportunities, creating an integrated continuum of learning, research, and career development, and establishing a complete cycle from knowledge generation to practical application. This mechanism helps facilitate the practical exchange and application of academic research outcomes while strengthening our grasp of industry trends and technological developments.

Through the sustained operation of the above mechanisms, Chicony Power Technology has progressively established a dual-track talent and knowledge development mechanism encompassing "apprenticeship – industry-affiliated master's programme – formal employment – research exchange," ensuring that talent cultivation and knowledge accumulation no longer operate independently but are interconnected and mutually reinforcing, extending into an integrated management framework encompassing capability development, knowledge exchange, and career advancement. Through above-statutory investment and long-term institutionalised operations, we continue to strengthen the stability of its talent pipeline, promote effective alignment between the education system and industry needs, and generate a positive impact on industry talent development and education. This enables us to create social value in parallel with its own growth, demonstrating its commitment to sustainable development and corporate social responsibility.

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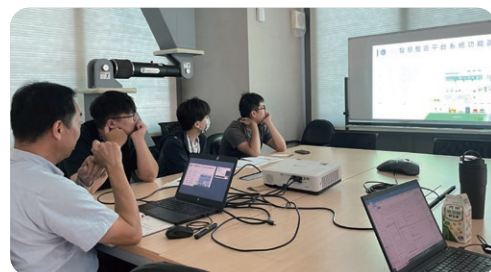
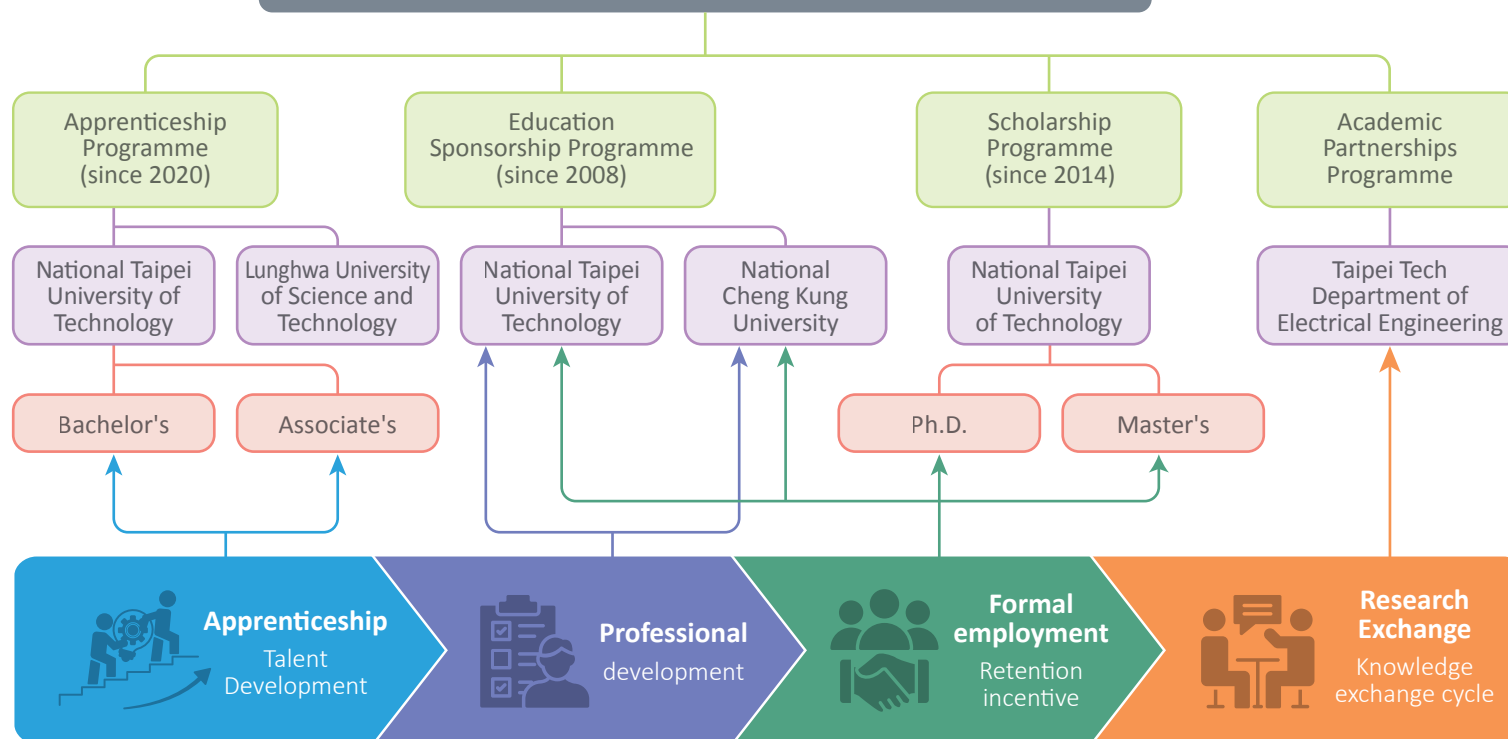
5.1 Social Sustainability Governance and Targets

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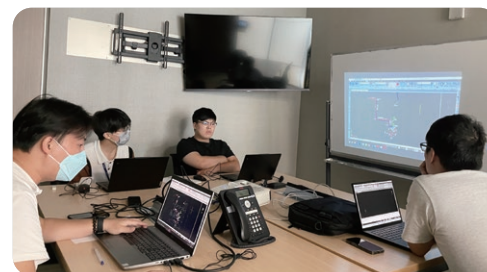
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## Chicony Power Technology Talent Development Mechanism



2025 Apprenticeship Programme



## 5.4.2 Local Engagement and Social Investment

Chicony Power Technology's community engagement is led primarily by the employee-led volunteering club. Its activities focus on promoting community wellbeing and supporting employment opportunities for disadvantaged groups. Guided by the principle of giving back to the communities in which it operates, the Company supports the club to allocate corporate resources to community initiatives. Its long-term engagement includes in-kind donations, outreach programmes and support for community facilities. These activities respond to locally identified needs, strengthen relationships with neighbourhoods and seek to create lasting social value.

In terms of social outreach and engagement, the Chicony Group holds two Employee Blood-donation Campaigns annually, encouraging employees to support medical blood supply needs through direct action. Charity lunchboxes produced by social welfare organizations are provided as tokens of appreciation for donors, allowing the blood donation initiative to simultaneously support the operations of social welfare groups and amplify the overall philanthropic impact. In addition, the Chicony Care Club maintains a long-term partnership with the Yucheng Social Welfare Foundation—Tsu-Yu Shelter Workshop in Wugu District and the San Love Social Welfare Association—Xiaodou Miao Workshop in Banqiao District, providing the lobby of the Taiwan Headquarters building on a monthly basis as a venue for booths and charity sales events. These philanthropic engagements have been met with enthusiastic

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participation from employees. The Company firmly believes that caring for disadvantaged groups is not only a responsibility but also one of its core values and seeks to leverage its resources to give back to society in the most effective way possible.

As sustainability priorities evolve and stakeholder expectations increase, Chicony Power Technology continues to strengthen its corporate social responsibility management mechanisms, progressively shifting towards a strategy-led model of social impact management. We will further integrate corporate resources and core competencies, deepen engagement with local communities, and enhance the transparency and impact of its social initiatives. To support more systematic management and disclosure, we are progressively introducing social impact indicators covering inputs, engagement, outputs and impacts. The Company reviews the implementation and outcomes of each social engagement initiative annually using relevant quantitative and qualitative data. The findings inform internal management, resource allocation and programme improvement, while enhancing the completeness and comparability of corporate social responsibility disclosures. Through institutionalised social investment mechanisms and sustained community engagement, we seek to strengthen its relationships with local communities and other stakeholders. In parallel with its business growth, the Company remains committed to creating shared value and fulfilling its responsibilities as a sustainable enterprise.



2025 Chicony Group Employee Blood-donation Campaign



2025 Chicony Group "Chung Yi Social Welfare Foundation - I'm Here for Children" Charity Fair



## Chicony Power Technology Social Impact Disclosures

| Indicator      | Item                                                         | 2023      | 2024      | 2025      | Social Value Significance                                                                      |
|----------------|--------------------------------------------------------------|-----------|-----------|-----------|------------------------------------------------------------------------------------------------|
| Resource Input | Number of social engagement programmes                       | -         | 2         | 3         | Sustained commitment and stable promotion of social outreach                                   |
|                | Number of participating employees                            | 138       | 113       | 112       | Promotes employee engagement in social outreach and strengthens employee volunteering culture  |
|                | Total social contributions in cash and in-kind donations     | -         | -         | 396,829   | Increases resource investment intensity and expands the positive impact of corporate resources |
|                | Total Subsidies for Education Sponsorship Programmes         | 1,572,000 | 2,532,000 | 2,840,000 | High-intensity talent investment and professional capability enhancement                       |
|                | Total scholarships awarded                                   | 800,000   | 2,800,000 | 4,000,000 | Long-term subsidies and support for educational development                                    |
| Social Impact  | Number of beneficiaries from industry-academia collaboration | 17        | 24        | 28        | Enhances the substantive impact of social investment                                           |
|                | Number of partner institutions / universities                | 4         | 4         | 8         | Establishes long-term local connections                                                        |

\*The social impact data disclosed in this table is compiled based on social engagement programmes, industry-academia collaboration programmes, and talent development mechanisms implemented in each year, covering projects completed or ongoing during the respective year. As the Nature, scale, and implementation period of projects may vary across years, certain indicators (such as donations and in-kind contributions, the amount of Education Sponsorship Programme, and scholarship investments) are aggregated based on actual amounts incurred during each year, reflecting the Company's resource input for that period; indicators such as number of activities, participant numbers, and beneficiary counts are compiled based on actual participation and implementation outcomes for the respective year.

\*Total social contributions in cash and in-kind donations represent the cumulative value of donations and in-kind contributions made by Chicony Power Technology employees through voluntary in philanthropic events via the Chicony Care Club, reflecting employee social engagement and charitable donation outcomes.



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|                                       |                                                                                                                                                                                  |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Statement of Use</b>               | Chicony Power Technology published its 2025 ESG Report in accordance with the GRI Standards, with the scope of data covering the period from January 1st to December 31st, 2025. |
| <b>GRI Version Used</b>               | GRI 1: Foundation 2021                                                                                                                                                           |
| <b>Applicable GRI Sector Standard</b> | N/A                                                                                                                                                                              |

### GRI 2: General Disclosures 2021

| GRI Topics                                            | Disclosure Item                                          | Corresponding Chapter        | Page No.     |
|-------------------------------------------------------|----------------------------------------------------------|------------------------------|--------------|
| <b>1.The organization and its reporting practices</b> |                                                          |                              |              |
| 2-1                                                   | Organizational Details                                   | About this Report            | p.3- p.12    |
| 2-2                                                   | Entities included in the organization's reporting        | About this Report            | p.3- p.12    |
| 2-3                                                   | Reporting period, frequency and contact point            | About this Report            | p.3- p.12    |
| 2-4                                                   | Restatements of information                              | About this Report            | p.3- p.12    |
| 2-5                                                   | External assurance                                       | About this Report            | p.3- p.12    |
| <b>2.Activities and workers</b>                       |                                                          |                              |              |
| 2-6                                                   | Activities, value chain and other business relationships | 3. Sustainable Value Chain   | p.47- p.72   |
| 2-7                                                   | Employees                                                | 5.2.3.1 Fair Recruitment     | p.109- p.115 |
| 2-8                                                   | Workers who are not employees                            | 5.2.3.1 Fair Recruitment     | p.109- p.115 |
| <b>3.Governance</b>                                   |                                                          |                              |              |
| 2-9                                                   | Governance structure and composition                     | 2.3.1 Organisation Chart     | p.28- p.29   |
| 2-10                                                  | Nomination and Selection of the Highest Governance Body  | 2.3.2 The Board of Directors | p.29- p.33   |
| 2-11                                                  | Chair of the Highest Governance Body                     | 2.3.2 The Board of Directors | p.29- p.33   |



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| GRI Topics                          | Disclosure Item                                                             | Corresponding Chapter                                             | Page No.                |
|-------------------------------------|-----------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------|
| 2-12                                | Role of the highest governance body in overseeing the management of impacts | About this Report<br>2.3.3 Corporate Sustainability Committee     | p.3- p.12<br>p.33- p.34 |
| 2-13                                | Delegation of responsibility for managing impacts                           | About this Report<br>2.3.3 Corporate Sustainability Committee     | p.3- p.12<br>p.33- p.34 |
| 2-14                                | Role of the highest governance body in sustainability reporting             | 2.3.3 Corporate Sustainability Committee                          | p.33- p.34              |
| 2-15                                | Conflicts of interest                                                       | 2.4.2 Business Integrity                                          | p.37- p.38              |
| 2-16                                | Communication of critical concerns                                          | 2.6 Business Conduct and Compliance                               | p.45                    |
| 2-17                                | Collective knowledge of the highest governance body                         | 2.3.2 The Board of Directors                                      | p.29- p.33              |
| 2-18                                | Evaluation of the performance of the highest governance body                | 2.3.2 The Board of Directors                                      | p.29- p.33              |
| 2-19                                | Remuneration policies                                                       | 2.3.2 The Board of Directors                                      | p.29- p.33              |
| 2-20                                | Process to determine remuneration                                           | 2.3.2 The Board of Directors                                      | p.29- p.33              |
| 2-21                                | Annual total compensation ratio                                             | 5.2.3.2 Remuneration, Pay Equity and Performance Assessment       | p.116- p.121            |
| 4.Strategy, policies, and practices |                                                                             |                                                                   |                         |
| 2-22                                | Statement on sustainable development strategy                               | Our Sustainability Journey                                        | p.5                     |
| 2-23                                | Policy commitments                                                          | Our Sustainability Journey                                        | p.5                     |
| 2-24                                | Embedding policy commitments                                                | Our Sustainability Journey<br>2.1 Governane Purpose and Oversight | p.5<br>p.26             |
| 2-25                                | Processes to remediate negative impacts                                     | 5.2.4 Employee Engagement and Labour-management Dialogue          | p.131- p.132            |
| 2-26                                | Mechanisms for seeking advice and raising concerns                          | 2.4.2 Business Integrity                                          | p.37- p.38              |
| 2-27                                | Legal compliance                                                            | 2.4.3 Legal Compliance                                            | p.38                    |
| 5.Stakeholder engagement            |                                                                             |                                                                   |                         |
| 2-29                                | Approach to stakeholder engagement                                          | 1. Materiality Assessment and Stakeholder Engagement              | p.14- p.22              |
| 2-30                                | Collective bargaining agreements                                            | 5.2.4 Employee Engagement and Labour-management Dialogue          | p.131- p.132            |

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### GRI 3: Material Topics 2021

| GRI Topics | Disclosure Item                      | Corresponding Chapter                                | Page No.   |
|------------|--------------------------------------|------------------------------------------------------|------------|
| 3-1        | Process to determine material topics |                                                      |            |
| 3-2        | List of material topics              | 1. Materiality Assessment and Stakeholder Engagement | p.14- p.22 |
| 3-3        | Management of material topics        |                                                      |            |

| GRI Topics                                                                           | Corresponding Chapter                                                         | Page No.                   |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------|
| 主題準則 100/200/300/400                                                                 |                                                                               |                            |
| <b>GRI 100</b>                                                                       |                                                                               |                            |
| <b>GRI 101 Biodiversity 2024</b>                                                     |                                                                               |                            |
| 101-1 Policies to halt and reverse biodiversity loss                                 | 4.6 Biodiversity and Ecosystems                                               | p.97- p.98                 |
| 101-2 Management of biodiversity impacts                                             | 4.6 Biodiversity and Ecosystems                                               | p.97- p.98                 |
| 101-4 Identification of biodiversity impacts                                         | 4.6 Biodiversity and Ecosystems                                               | p.97- p.98                 |
| 101-5 Locations with biodiversity impacts                                            | 4.6 Biodiversity and Ecosystems                                               | p.97- p.98                 |
| 101-8 Ecosystem services                                                             | 4.6 Biodiversity and Ecosystems                                               | p.97- p.98                 |
| <b>GRI 200</b>                                                                       |                                                                               |                            |
| <b>GRI 201 Economic Performance 2016</b>                                             |                                                                               |                            |
| 201-1 Direct economic value generated and distributed                                | 2.2 Economic and Operational Performance                                      | p.27- p.28                 |
| 201-2 Financial implications and other risks and opportunities due to climate change | 4.1 Climate- and Nature-related Risks and Opportunities                       | p.76- p.83                 |
| 201-3 Defined benefit plan obligations and other retirement plans                    | 2.3.2 The Board of Directors<br>5.3 Employee Wellbeing and Talent Development | p.29- p.33<br>p.133- p.142 |
| <b>GRI 202 市場定位 2016</b>                                                             |                                                                               |                            |
| 202-1 Ratios of standard entry level wage by gender compared to local minimum wage   | 5.2.3.2 Remuneration, Pay Equity and Performance Assessment                   | p.116- p.121               |
| 202-2 Proportion of senior management hired from the local community                 | 5.2.3.1 Fair Recruitment                                                      | p.110- p.116               |

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| GRI Topics                                                                            | Corresponding Chapter                       | Page No.   |
|---------------------------------------------------------------------------------------|---------------------------------------------|------------|
| <b>GRI 202 Market Presence 2016</b>                                                   |                                             |            |
| 204-1 Proportion of spending on local suppliers                                       | 3.2.4 Supplier Qualification and Onboarding | p.65- p.66 |
| <b>GRI 205 Anti-corruption 2016</b>                                                   |                                             |            |
| 205-1 Operations assessed for risks related to corruption                             | 2.4.2 Business Integrity                    | p.37- p.38 |
| 205-2 Communication and training about anti-corruption policies and procedures        | 2.4.2 Business Integrity                    | p.37- p.38 |
| 205-3 Confirmed incidents of corruption and actions taken                             | None                                        |            |
| <b>GRI 206 Anti-competitive Behavior 2016</b>                                         |                                             |            |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 2.4.2 Business Integrity                    | p.37- p.38 |
| <b>GRI 300</b>                                                                        |                                             |            |
| <b>GRI 302 Energy 2016</b>                                                            |                                             |            |
| 302-1 Energy consumption within the organization                                      | 4.3 Energy Management                       | p.89- p.91 |
| 302-3 Energy intensity                                                                | 4.3 Energy Management                       | p.89- p.91 |
| 302-4 Reduction of energy consumption                                                 | 4.3 Energy Management                       | p.89- p.91 |
| <b>GRI 303 Water and Effluents 2018</b>                                               |                                             |            |
| 303-1 Interactions with water as a shared resource                                    | 4.4 Water Stewardship                       | p.92- p.94 |
| 303-2 Management of water discharge-related impacts                                   | 4.4 Water Stewardship                       | p.92- p.94 |
| 303-3 Water withdrawal                                                                | 4.4 Water Stewardship                       | p.92- p.94 |
| 303-4 Water discharge                                                                 | 4.4 Water Stewardship                       | p.92- p.94 |
| 303-5 Water consumption                                                               | 4.4 Water Stewardship                       | p.92- p.94 |

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| <b>GRI 305 Emissions 2016</b>                                                                            |                                                                                         |                    |
| 305-1 Direct (Scope 1) GHG emissions                                                                     | 4.2 Net-zero Commitment                                                                 | p.84- p.88         |
| 305-2 Energy indirect (Scope 2) GHG emissions                                                            | 4.2 Net-zero Commitment                                                                 | p.84- p.88         |
| 305-3 Other indirect (Scope 3) GHG emissions                                                             | 4.2 Net-zero Commitment                                                                 | p.84- p.88         |
| 305-4 GHG emissions intensity                                                                            | 4.2 Net-zero Commitment                                                                 | p.84- p.88         |
| <b>GRI 306 Waste 2020</b>                                                                                |                                                                                         |                    |
| 306-3 Waste generated                                                                                    | 4.5 Resource Use, Circularity and Waste                                                 | p.95- p.96         |
| 306-4 Waste diverted from disposal                                                                       | 4.5 Resource Use, Circularity and Waste<br>3.3.4 Waste Management and Resource Recovery | p.95- p.96<br>p.72 |
| 306-5 Waste directed to disposal                                                                         | 4.5 Resource Use, Circularity and Waste                                                 | p.95- p.96         |
| <b>GRI 308 Supplier Environmental Assessment 2016</b>                                                    |                                                                                         |                    |
| 308-1 New suppliers that were screened using environmental criteria                                      | 3.2 Responsible Supply Chain Management                                                 | p.54- p.68         |
| 308-2 Negative environmental impacts in the supply chain and actions taken                               | 3.2 Responsible Supply Chain Management                                                 | p.54- p.68         |
| <b>GRI 400</b>                                                                                           |                                                                                         |                    |
| <b>GRI 401 Employment 2016</b>                                                                           |                                                                                         |                    |
| 401-1 New employee hires and employee turnover                                                           | 5.2.3.1 Fair Recruitment                                                                | p.110- p.116       |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 5.3 Employee Wellbeing and Talent Development                                           | p.133- p.142       |
| 401-3 Parental leave                                                                                     | 5.3.1 Work-life Balance and Family Support                                              | p.134- p.135       |
| <b>GRI 403 Occupational Health and Safety 2018</b>                                                       |                                                                                         |                    |
| 403-1 Occupational health and safety management system                                                   | 5.2.3.5 Occupational Health and Safety                                                  | p.126- p.131       |
| 403-2 Hazard identification, risk assessment, and incident investigation                                 | 5.2.3.5 Occupational Health and Safety                                                  | p.126- p.131       |

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|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------|
| 403-3 Occupational health services                                                                                   | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-4 Worker participation, consultation, and communication on occupational health and safety                        | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-5 Worker training on occupational health and safety                                                              | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-6 Promotion of worker health                                                                                     | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-8 Workers covered by an occupational health and safety management system                                         | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-9 Work-related injuries                                                                                          | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| 403-10 Work-related ill health                                                                                       | 5.2.3.5 Occupational Health and Safety                             | p.126- p.131                 |
| <b>GRI 404 Training and Education 2016</b>                                                                           |                                                                    |                              |
| 404-1 Average hours of training per year per employee                                                                | 5.3.1 Work-life Balance and Family Support                         | p.134- p.135                 |
| 404-2 Programs for upgrading employee skills and transition assistance programs                                      | 5.3.2 Talent Development                                           | p.136- p.140                 |
| 404-3 Percentage of employees receiving regular performance and career development reviews                           | 5.2.3.2 Remuneration, Pay Equity and Performance Assessment        | p.116- p.121                 |
| <b>GRI 405 Diversity and Equal Opportunity</b>                                                                       |                                                                    |                              |
| 405-1 Diversity of governance bodies and employees                                                                   | 5.2.3.1 Fair Recruitment                                           | p.110- p.116                 |
| 405-2 Ratio of basic salary and remuneration of women to men                                                         | 5.2.3.2 Remuneration, Pay Equity and Performance                   | p.116- p.121                 |
| <b>GRI 406 Non-discrimination 2016</b>                                                                               |                                                                    |                              |
| 406-1 Incidents of discrimination and corrective actions taken                                                       | 5.2.3 Responsible Employment                                       | p.109- p.131                 |
| <b>GRI 407 Freedom of Association and Collective Bargaining 2016</b>                                                 |                                                                    |                              |
| 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | None                                                               |                              |
| <b>GRI 408 Child Labor 2016</b>                                                                                      |                                                                    |                              |
| 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | 5.2.2 Human Rights Risk Assessment<br>5.2.3 Responsible Employment | p.104- p.108<br>p.109- p.131 |



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| GRI Topics                                                                                          | Corresponding Chapter                                              | Page No.                     |
|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------|
| <b>GRI 409 Forced or Compulsory Labor 2016</b>                                                      |                                                                    |                              |
| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor      | 5.2.2 Human Rights Risk Assessment<br>5.2.3 Responsible Employment | p.104- p.108<br>p.109- p.131 |
| <b>GRI 410 Security Practices 2016</b>                                                              |                                                                    |                              |
| 410-1 Security personnel trained in human rights policies or procedures                             | 5.2.3.4 Respectful Workplace and Grievance Management              | p.124- p.125                 |
| <b>GRI 411 Rights of Indigenous Peoples 2016</b>                                                    |                                                                    |                              |
| 411-1 Incidents of violations involving rights of indigenous peoples                                | None                                                               |                              |
| <b>GRI 414 Supplier Social Assessment</b>                                                           |                                                                    |                              |
| 414-1 New suppliers that were screened using social criteria                                        | 3.2.3 Supplier Assessments and Audits                              | p.56- p.64                   |
| 414-2 Negative social impacts in the supply chain and actions taken                                 | 3.2.3.4 Responsibility and Sustainability Management               | p.62- p.64                   |
| <b>GRI 416 Customer Health and Safety 2016</b>                                                      |                                                                    |                              |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | None                                                               |                              |
| <b>GRI 417 Marketing and Labeling 2016</b>                                                          |                                                                    |                              |
| 417-2 Incidents of non-compliance concerning product and service information and labeling           | None                                                               |                              |
| <b>GRI 418: Customer Privacy 2016</b>                                                               |                                                                    |                              |
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | None                                                               |                              |

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| Code                                        | Index Description                                                                                                                                                                                                                                                                              | Chapter & Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1.Product Security</b>                   |                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW 230a.1                                | Description of approach to identifying and addressing data security risks in products.                                                                                                                                                                                                         | Full disclosure of the information security control mechanisms and processes for the headquarters and key plant sites; please refer to 2.5 Cybersecurity and Data Protection                                                                                                                                                                                                                                                                                                                                            |
| <b>2.Employee Diversity &amp; Inclusion</b> |                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW-330a.1                                | Percentage of gender and racial/ethnic group representation for management, technical staff, and all others.                                                                                                                                                                                   | 5.2.3.1 Fair Recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>3.Product Lifecycle Management</b>       |                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW-410a.1                                | Percentage of products, by revenue, that contain IEC 62474 declarable substances.                                                                                                                                                                                                              | In response to relevant domestic/international laws and regulations on environmental protection and prohibited substances, Chicony Power's environmental management and substance standards are updated on a regular basis, and the Company complies with the requirements listed in the IEC 62474 Declarable Substance List (DSL). After excluding products categorized as other non-electronic parts/components (accounting for 5.65% of the revenue), 94.35% of products, by revenue, contain declarable substances. |
| TC-HW-410a.2                                | Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.                                                                                                                                                                                    | The main products of Chicony Power Technology are B2B products, and the EPEAT registration should be registered by the manufacturers who place the products on the market, so it cannot be obtained by us.                                                                                                                                                                                                                                                                                                              |
| TC-HW-410a.3                                | Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria.                                                                                                                                                                                                                    | The main products of Chicony Power Technology are B2B products, and the Energy Star Certification should be registered by the manufacturers who place the products on the market, so it cannot be obtained by us.                                                                                                                                                                                                                                                                                                       |
| TC-HW-410a.4                                | Weight of end-of-life products and e-waste recovered; percentage recycled.                                                                                                                                                                                                                     | 100% recycling and reuse of scraps and electronic waste. Please refer to 3.3 Circular Economy and Resource Efficiency and 4.5 Resource Use, Circularity and Waste                                                                                                                                                                                                                                                                                                                                                       |
| <b>4.Supply Chain Management</b>            |                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW 430a.1                                | The percentage of facilities of first-tier suppliers that have undergone physical review in the RBA Verification Audit Process (VAP) or equivalent standards, which includes (a) all facilities and (b) high-risk facilities.                                                                  | The first-year of launching the "Sustainable Value Chian Strategy and Management Approach" across all principal production sites, achieving an assessment coverage rate of 100% and a preliminary response rate of 91%. Please refer to 3.2.3.4 Responsibility and Sustainability Management                                                                                                                                                                                                                            |
| TC-HW 430a.2                                | Among the first-tier suppliers cooperating in physical operations, (1) the ratio of those that do not meet the RBA Verification Audit Process (VAP) or equivalent standards, and (2) the ratio of relevant improvement measures for (a) major non-conformities and (b) other non-conformities. | Comprehensive assessment of ESG and standalone low, medium, and high negative environmental impacts, with 100% of suppliers with identified negative environmental impacts agreeing to implement improvements. Please refer to 3.2.3.4 Responsibility and Sustainability Management                                                                                                                                                                                                                                     |
| <b>5.Materials Sourcing</b>                 |                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| TC-HW 440a.1                                | Description of the management of risks associated with the use of critical materials.                                                                                                                                                                                                          | For the seven major steps of the multi-tier supply chain responsible for minerals management process, please refer to 3.2.3.3 Responsible Mineral Management                                                                                                                                                                                                                                                                                                                                                            |

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## Activity Metrics

| Code                            | Activity Metric                                 | Chapter & Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
|---------------------------------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|--|----------|-------------------|--------------|---------------------------------|---------|------------|-------------------------------|--------|-----------|--------|---|-----------|-------|---|---------|--|---------|------------|
| TR-AP-000.A                     | Number of units produced by product category.   | <p>The Company's major products include electronic parts/components, consumer and other electronics, and other related products. The production volume and sales amount are listed in the table below:</p> <table> <tr> <th>Year</th><th colspan="2">2025</th></tr> <tr> <th>Products</th><th>Production Volume</th><th>Sales Amount</th></tr> <tr> <td>Electronic parts and components</td><td>104,561</td><td>27,936,596</td></tr> <tr> <td>Consumer and other electronic</td><td>13,756</td><td>4,257,659</td></tr> <tr> <td>Others</td><td>0</td><td>2,103,703</td></tr> <tr> <td>Total</td><td>0</td><td>153,789</td></tr> <tr> <td></td><td>118,317</td><td>34,451,747</td></tr> </table> | Year | 2025 |  | Products | Production Volume | Sales Amount | Electronic parts and components | 104,561 | 27,936,596 | Consumer and other electronic | 13,756 | 4,257,659 | Others | 0 | 2,103,703 | Total | 0 | 153,789 |  | 118,317 | 34,451,747 |
| Year                            | 2025                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| Products                        | Production Volume                               | Sales Amount                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| Electronic parts and components | 104,561                                         | 27,936,596                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| Consumer and other electronic   | 13,756                                          | 4,257,659                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| Others                          | 0                                               | 2,103,703                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| Total                           | 0                                               | 153,789                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
|                                 | 118,317                                         | 34,451,747                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| TR-AP-000.B                     | Area of manufacturing facilities.               | <p>The Taiwan Headquarters serves as the R&amp;D Center; the principal production sites are listed as follows:</p> <ol style="list-style-type: none"> <li>1.Chicony Power- Dongguan Site (plant area: 63,623 m<sup>2</sup>)</li> <li>2.Chicony Power- Suzhou Site (plant area: 96,296 m<sup>2</sup>)</li> <li>3.Chicony Power- Chongqing Site (plant area: 39,477 m<sup>2</sup>)</li> <li>4.Chicony Power- Thailand Site (plant area: 100,800 m<sup>2</sup>)</li> </ol>                                                                                                                                                                                                                         |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |
| TR-AP-000.C                     | Percentage of production from owned facilities. | All products (100%) are produced/manufactured at the sites owned by Chicony Power Technology.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |      |      |  |          |                   |              |                                 |         |            |                               |        |           |        |   |           |       |   |         |  |         |            |

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| Aspects / TCFD Recommended Disclosure Items |                                                                                                                                                               | Corresponding Chapter                                                                                                     | Page No.                 |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Governance                                  | Supervision of Climate-Related Risks and Opportunities by the Board of Directors                                                                              | 4.1.1 Governance of Climate- and Nature-related Matters                                                                   | p.76                     |
|                                             | The Role of Management in Assessing and Managing Climate-Related Risks and Opportunities                                                                      | 4.1.1 Governance of Climate- and Nature-related Matters                                                                   | p.76                     |
| Strategy                                    | Identification of Short-, Medium-, and Long-Term Climate-Related Risks and Opportunities                                                                      | 4.1.3 Assessment of Risks and Opportunities<br>4.1.4 Material Impacts, Risks and Opportunities                            | p.78<br>p.79- p.80       |
|                                             | The Actual and Potential Impacts of Climate-Related Risks and Opportunities on Strategy and Financial Planning                                                | 4.1.3 Assessment of Risks and Opportunities<br>4.1.4 Material Impacts, Risks and Opportunities                            | p.78<br>p.79- p.80       |
|                                             | The organization's resilience strategy includes operational performance in various scenarios.<br>(including scenarios with conditions of 2° C or more severe) | 4.1.3 Assessment of Risks and Opportunities<br>4.1.4 Material Impacts, Risks and Opportunities                            | p.78<br>p.79- p.80       |
| Risk Management                             | Identification and Assessment Process of Climate-Related Risks                                                                                                | 4.1.2 Identification and Management of Risks and Opportunities                                                            | p.77                     |
|                                             | Management Process of Climate-Related Risks                                                                                                                   | 4.1.2 Identification and Management of Risks and Opportunities                                                            | p.77                     |
|                                             | How the identification, assessment, and management processes of climate-related risks are integrated into the overall organizational risk management system.  | 4.1.1 Governance of Climate- and Nature-related Matters<br>4.1.2 Identification and Management of Risks and Opportunities | p.76<br>p.77             |
| Indicators and Goals                        | Indicators used by the organization to assess climate-related risk management processes                                                                       | 4.1.4 Material Impacts, Risks and Opportunities                                                                           | p.79- p.80               |
|                                             | Scope 1, Scope 2, and Scope 3 (as applicable) GHG Emissions and Related Risks                                                                                 | 4.1.4 Material Impacts, Risks and Opportunities<br>4.2.2 GHG Emissions                                                    | p.79- p.80<br>p.85- p.87 |
|                                             | The goals used by the organization to manage climate-related risks and opportunities, as well as the performance in developing those goals.                   | 4.1.9 Environmental Targets and Progress                                                                                  | p.83                     |

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| No.   | Indicator                                                                                                                                                                                                                                 | Indicator Type          | Annual Disclosure                          | Unit                                    | Notes        |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------------|-----------------------------------------|--------------|
| I.    | Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate                                                                                                                                      | Quantitative            | 4.3 Energy Management                      | Gigajoules (GJ), percentage (%)         | p.89- p.91   |
| II.   | Total water withdrawn and total water consumption                                                                                                                                                                                         | Quantitative            | 4.4 Water Stewardship                      | Thousand cubic meters (m <sup>3</sup> ) | p.92- p.94   |
| III.  | Total hazardous waste generated and the percentage recycled                                                                                                                                                                               | Quantitative            | 4.5 Resource Use, Circularity and Waste    | Metric ton (t) percentage (%)           | p.95- p.96   |
| IV.   | Types, number of employees affected, and rate of occupational accidents                                                                                                                                                                   | Quantitative            | 5.2.3.5 Occupational Health and Safety     | Percentage (%), quantity                | p.126- p.131 |
| V.    | Product Lifecycle Management Disclosure: including weights of scraps and electronic waste, and percentage recycled (Note 1) Note 1: Descriptions including the sale of scraps and the recycling and processing of waste must be provided. | Quantitative            | 4.5 Resource Use, Circularity and Waste    | Metric ton (t) percentage (%)           | p.95- p.96   |
| VI.   | Description of the management of risks associated with the use of critical materials                                                                                                                                                      | Qualitative description | 3.2.3.3 Responsible Mineral Management     | Not applicable                          | p.59- p.61   |
| VII.  | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations                                                                                                                     | Quantitative            | None                                       | Reporting currency                      |              |
| VIII. | Production volume of major products by product category                                                                                                                                                                                   | Quantitative            | Please refer to the Annual Business Report | According to product type               |              |

\*Including the sale of scrap material or other recycling and disposal methods, for which relevant explanations should be provided.



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**Implementation of Climate-related Information:** For details, please refer to Section 4.1 Climate- and Nature-related Risks and Opportunities, of this Report

### Recent two-year greenhouse gas inventory and verification status

To actively respond to the challenges posed by climate change and to enhance the overall consistency of greenhouse gas management, disclosures beginning in 2024 have been expanded to include all subsidiaries within the scope of the consolidated financial statements.

| Year | Range                                         | Scope 1&2                      |                                               | Scope 3                        |                                               | Assurance Information  |                 |                                                                   |
|------|-----------------------------------------------|--------------------------------|-----------------------------------------------|--------------------------------|-----------------------------------------------|------------------------|-----------------|-------------------------------------------------------------------|
|      |                                               | Emissions (tCO <sub>2</sub> e) | Intensity (tCO <sub>2</sub> e) / NT\$ million | Emissions (tCO <sub>2</sub> e) | Intensity (tCO <sub>2</sub> e) / NT\$ million | Organization           | Guidelines      | Opinions                                                          |
| 2024 | Headquarters                                  | 1,659.23                       | 0.65                                          | 1,105.04                       | 520.25                                        | SGS Group Verification | ISO14064-1:2018 | Reasonable Assurance (Scope 1 & 2)<br>Limited Assurance (Scope 3) |
|      | Consolidated Financial Report of Subsidiaries | 22,346.95                      |                                               | 19,339,979.75                  |                                               |                        |                 |                                                                   |
| 2025 | Headquarters                                  | 1,634.82                       | 0.71                                          | 1,060.658                      | 331.53                                        | SGS Group Verification |                 |                                                                   |
|      | Consolidated Financial Report of Subsidiaries | 24,411.04                      |                                               | 11,421,744.45                  |                                               |                        |                 |                                                                   |

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

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

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

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| Environmental                              |                               |                                                                                                 |                               |                               | Social                        |                               |                               | Governance                    |                               |                               |
|--------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| ISO<br>14001:2015                          | ISO<br>50001:2018             | ISO<br>14064-1:2018                                                                             | IEQC QC<br>080000:2017        | UL 2799                       | RBA VAP                       | ISO<br>45001:2018             | C-TPAT                        | ISO<br>27001:2022             | ISO<br>9001:2015              | IATF<br>16949                 |
| Taipei<br>2024/10/19<br> <br>2027/10/19    |                               | Taiwan<br>Headquarters and<br>All Principal Sites<br>were received<br>Verification<br>Statement |                               |                               |                               | 2024/10/19<br> <br>2027/10/19 |                               | 2025/10/22<br> <br>2026/08/02 |                               |                               |
| Dongguan<br>2025/12/25<br> <br>2029/01/11  | 2024/09/07<br> <br>2027/09/06 |                                                                                                 | 2024/09/29<br> <br>2027/09/28 | 2024/02/22<br> <br>2026/02/22 | 2024/05/17<br> <br>2025/10/13 | 2025/12/25<br> <br>2029/03/15 |                               |                               | 2024/01/23<br> <br>2027/01/22 | 2024/01/23<br> <br>2027/01/22 |
| Suzhou<br>2023/11/02<br> <br>2026/11/01    | 2024/12/08<br> <br>2027/12/07 |                                                                                                 | 2024/09/29<br> <br>2027/09/28 | 2021/10/13<br> <br>2026/10/13 | 2024/09/27<br> <br>2026/05/17 | 2023/09/04<br> <br>2026/09/03 | 2023/06/08<br> <br>2026/06/07 |                               | 2024/07/08<br> <br>2027/07/31 |                               |
| Chongqing<br>2025/05/21<br> <br>2028/07/29 | 2025/07/12<br> <br>2028/07/11 |                                                                                                 | 2024/09/29<br> <br>2027/09/28 | 2024/04/29<br> <br>2026/04/24 | 2025/06/09<br> <br>2027/05/23 | 2025/05/26<br> <br>2028/07/21 |                               |                               | 2024/05/24<br> <br>2027/06/07 |                               |
| Thailand<br>2024/09/07<br> <br>2027/09/06  | 2025/10/29<br> <br>2028/10/28 |                                                                                                 | 2024/11/25<br> <br>2027/11/24 | 2025/04/08<br> <br>2027/04/08 | 2025/07/01<br> <br>2027/06/19 | 2024/09/07<br> <br>2027/09/06 |                               |                               | 2024/08/29<br> <br>2026/08/23 |                               |

Note:

1.The Taipei headquarters focuses on research and development as well as operational management and has not applied for manufacturing-related certifications such as ISO 9001 separately. However, it continues to comply with the quality system requirements of the manufacturing sector, providing support in design, technology, and regulatory operations.

2.Information Security Management (ISO 27001) is coordinated by the headquarters to ensure the uniformity and control of the information security system.

3.Factories in various locations apply for the corresponding management system certifications based on business needs. If a certification has not been obtained, it indicates that the system is either not applicable to the business scope or is still in the planning stage.

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## 獨立機構保證聲明書

致：群光電能科技股份有限公司之利害關係人

## 獨立及工作範圍

台灣檢驗國際品保驗證股份有限公司（以下簡稱台灣驗證）受群光電能科技股份有限公司之委託，執行群光電能2025永續報告書（以下簡稱2025永續報告書）之獨立公正第三方的評估及驗證。我們保證將竭誠於此項工作範圍內之相關事項。

本報告書是根據2025永續報告書之內容由群光電能科技股份有限公司管理層負責；台灣驗證並未參與此報告書的編寫工作。我們的職責在於為其內容提供獨立保證。

我們的目的為群光電能科技股份有限公司的利害關係人提供保證，確保報告資訊的準確性、可信性和客觀性，並涵蓋對公眾及其利害關係人而言重要的議題。

## 工作範圍

我們的工作範圍僅限於為2025永續報告書報告期（2025年1月1日至2025年12月31日）內的AA1000實質性原則提供保證。在下述範圍所列之原則與排除條件的前提下，我們的審查包括：

- 2025永續報告書中所含數據與資訊；
- 用於收集、分析及審查報告資訊之基本報告系統和過程的適當性與穩健性；
- 評估報告書相對於AA1000實質性原則（2018）的主要原則：
  - 包容性
  - 重大性
  - 回應性
  - 衡量性
- 評估報告書相對於GRI永續性報導標準（GRI Sustainability Reporting Standards）中所定義之利害關係人包容性、永續性的描述、重大性、完整性、平衡性、可比較性、準確性、時效性、清晰性及可靠性的原則。

## 鑑查原則

群光電能2025永續報告書的編制是參考GRI（Global Reporting Initiative）和SASB（Sustainability Accounting Standards Board）等有關之最佳實踐報告標準，以及群光電能科技股份有限公司內部制定用於追蹤和監測其ESG（環境、社會、公司治理）績效與風險的規定。

## 排除範圍

我們的工作排除以下內容：

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- 財務數據，包括計算永續報告資訊所使用的財務數據，已由外部會計師審核，我們在工作範圍內附錄其準確性，這包括但不限於財務資產、銷售、收入、薪酬、付款和財務投資相關的描述；
- 涵蓋氣候相關數據已由群光電能科技股份有限公司委託之查驗單位查驗，我們在工作範圍內附錄其準確性；
- 超越報告期或範圍外活動的相關資訊；
- 公司立場聲明（包括任何意見、信仰、願景、期望、目標或未來意向的表述），以及任何群光電能科技股份有限公司或第三方的敘述或語言；
- 永續報告書中連結的外部網站或文件的內容，以及其他群光電能科技股份有限公司實體或分公司營運的國家或當地職位或報告；
- 任何群光電能科技股份有限公司建立和傳達的願景、承諾和目標的適當性；及
- 群光電能科技股份有限公司有限公限用的定義和任何內部報告資訊的適當性。

## 需要注意下列限制：

我們的工作僅限於群光電能科技股份有限公司總部的活動，群光電能科技股份有限公司在此處製和披露其市場、營運、管理、供應和及其他第三方提供的數據。報告數據的可靠性取決於市場和現場提供的數據收集和管理過程的準確性，這不在本保證範圍內。

中度困難等相關原則對永續報告書中以風險為基礎適用的基本原則，以及其所涉及之相關限制。

## 責任

永續報告書的編制與呈現由群光電能科技股份有限公司管理層負責。

台灣驗證並未參與此永續報告書的編寫工作，我們的責任在於：

- 根據AA1000標準提供中度保證等級，確保永續報告資訊的準確性、可信性和客觀性；
- 識別我們的保證程序所獲得的證據，形成獨立結論；及
- 在內部報告書中向群光電能科技股份有限公司管理層報告我們的詳細結論和建議。

## 評估標準

保證服務依據AA1000認證標準（AA1000 V3.0）類型1中度保證等級的要求執行。

## 工作執行範圍

台灣驗證執行下列活動，以作為獨立保證的一部分：

- 如群光電能科技股份有限公司相關人員；
- 審查群光電能科技股份有限公司所產出的文件證據；
- 在抽樣基礎上稽核群光電能科技股份有限公司之績效數據；

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- 現場稽核位於台灣員工服務區（新北）；
- 評估內部數據收集、整合、分析和報告的系統、流程和控制的設計，包括評估所徵取、使用的計算技術和報告標準的適當性；
- 評估2025永續報告書揭露與報告的資訊，確保與保證的資訊一致。

我們的工作係根據群光電能Bureau Veritas對永續報告書外部保證標準程序與指引執行，基於現行最佳實踐之獨立保證。

本工作的規劃及執行方向是提供合理，但非絕對的保證，我們相信此為我們的結論提供合理的基礎。

## 我們的意見

根據我們方法的基礎及上述活動，我們的意見如下：

- 2025永續報告書所揭露的資訊及數據均為準確、可靠且無重大錯誤或錯誤描述；
- 報告對群光電能科技股份有限公司於報告期間的活動提供了公平的陳述；
- 資訊以清晰、客觀且可獲取的方式呈現，使讀者對群光電能科技股份有限公司於報告期間的績效及披露能作出明智的意見；
- 報告適當的反映了組織其運作對AA1000認證標準V3中包容性、重大性、回應性及衡量性的依從與執行，詳如下述；
- 群光電能科技股份有限公司已建立適當的系統以蒐集、整合及分析相關資訊。

## AA1000 實質性原則（2018）遵循

## 包容性

群光電能科技股份有限公司已建立主要利害關係人合作之過程，包括投資人/股東、政府與監管機關、客戶、供應商及員工，並在2025年展開了一系列正式的利益相關人活動，涉及維護、社會和環境等一系列重大主題。

## 重大性

該報告書說明群光電能科技股份有限公司所關注環境、社會和經濟等議題為最重大的議題，重大主題的識別則考慮了風險的內部評估，也考慮了企業的機會，以及利害相關人的觀點和關注點。

## 回應性

群光電能科技股份有限公司對於所識別出的重大主題均做出回應，報告書展現出組織對此所定義的願景、目標及績效目標要求，報告所揭露的資訊足以提供利害關係人一個合理的基礎以做出意見。

## 衡量性

群光電能科技股份有限公司的管理系統能監督、量測並對其行動如何影響其原始的生態系統負責。

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## 保證意見的關鍵領域

基於已執行的工作，我們建議群光電能科技股份有限公司考慮下列：

- 加強資訊揭露後的性質作業以做為保證數據結果的準備。（回應性）

## 獨立、公正性與能力的聲明

Bureau Veritas是一家專營的公正、健康、安全、社會及環境管理的獨立專業服務公司，超過196年的歷史中提供獨立保證服務。

保證團隊在執行環境、社會、健康及健康安全資訊、系統及過程单元的保證具有豐富的經驗，並充分理解Bureau Veritas永續報告書保證的標準方法。

Bureau Veritas在整個公事執行過程中以使成員在日常活動中保持高道德標準，我們在防止利益衝突方面保持警惕。

保證團隊的成員無任何人和群光電能科技股份有限公司有商業關係，其主管或經理辦公在本地指揮的臺北之外，我們獨立地執行本保證，無利益衝突事件發生。

Bureau Veritas Certification Taiwan 台灣檢驗國際品保驗證股份有限公司  
台北市中山區南京東路四段146號10樓  
2025年04月18日

技術審查人員：劉建宏 日期：2026/5/25

查驗人員：張家凱、徐品寬 日期：2026/5/25



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