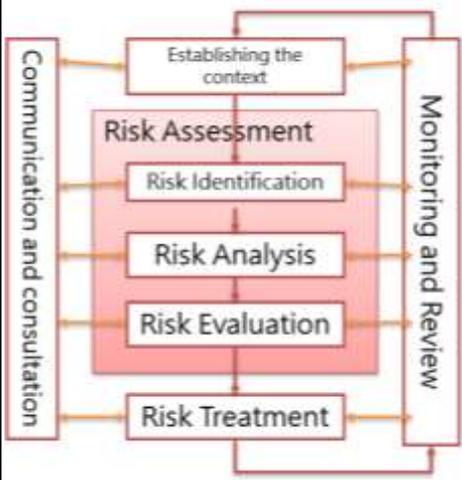


## Fulfillment of Sustainable Development situation:

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		<p>1. To assist the Board of Directors to continue to promote risk assessment and countermeasures in all aspects of corporate environmental, social and corporate governance, and to implement the purpose of sustainable management. To implement corporate sustainable development, the "Sustainable Development Committee" was established on October 26, 2023. The first Sustainable Development Committee is composed of President Huang, Jui-Nan and two independent directors Yu, Chwo-Ming and Chang, Jen-Chih, with President Huang, Jui-Nan serving as convener and chairman of the meeting. The Company's shareholders' meeting fully re-elected directors on May 24, 2024. President Huang, Jui-Nan, Independent Director Yu, Chwo-Ming and Independent Director Lin, Hsiu-Ting served as members of the Second term of Sustainable Development Committee. President Huang, Jui-Nan continued to serve as the convener and chairman of the meeting. The Promotion Office (Human Resources unit) was established to oversee the committee's affairs, integrate the annual plans and execution results of each working group, report them to the Sustainable Development Committee, and coordinate and track the implementation of the committee's annual plans with each working group.</p> <p>2. The Promotion Office of the "Sustainable Development Committee" regularly reports to the Board of Directors on its operational results (including the communication with stakeholders), as well as issues of concern to stakeholders, specific promotion plans and implementation status. In the next year, the Sustainability Report will be completed and placed on the Company's website for stakeholders to view. On October 29, 2024, the relevant handling situation was reported to the Board of Directors, and the Board of Directors listened to the report of the management team (including the ESG report), they evaluate and supervise the management policy, strategy and target formulation and review measures reported by the management, regularly review the progress of the strategy, and urge the</p>	Comply with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No		
			management team to execute the planned schedule continuously.	
2. Does the Company conduct risk assessment of environmental, social and corporate governance (ESG) issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)	V		<p>1. The Company has established a risk management working team under the "Sustainable Development Committee" to formulate risk management policies, and plan and implement the Company's risk management-related operations.</p> <p>2. The Company's risk management process:</p>  <p>3. Based on the principle of materiality, conduct risk assessment on environmental, social, or corporate governance issues related to company operations, and formulate relevant risk management policies or strategies (Note 4), and the promotion of sustainable development is supervised by the Board of Directors and disclosed on the Company's website and annual report. The information disclosed in the 2023 Sustainability Report covers the period of disclosure from January 1, 2023 to December 31, 2023. The Company's practices and performance in corporate governance, corporate commitment, environmental protection, and social participation, and responded to the concerns of stakeholders. The boundaries of Axiomtek's Sustainability Report only include Axiomtek's important operating locations in Taiwan (Xizhi Headquarters, Xizhi Plant), and additionally disclose some performance data of Taichung Office. The Sustainable Development Committee conducts analysis according to the materiality principle of the sustainable report, and each relevant unit formulates management policies based on the analysis</p>	Comply with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
			<p>results of major themes, and handles various operations in combination with the organization's business strategy, and through Axiomtek's corporate social responsibility group meeting and discussion, the effectiveness of the management policy is reviewed and evaluated from time to time as the Company's sustainable policy. Actively encourage stakeholders to participate in identifying, understanding and responding to sustainability issues and each other's priorities, and reporting to stakeholders, explaining its decisions, actions and performance and enabling stakeholders to evaluate the organization's performance, thereby developing management policies and performance measurement systems.</p> <p>The Board of Directors of the Company has formulated the "Risk Management Policy and Procedure" and "Risk Management Best Practice Principles", and its operation has been disclosed on the Company's website and annual report. (Note 4)</p>	
3. Environmental Issues (1) Has the Company set up an environmental management system designed to industry characteristics?	V		The Company has obtained ISO-14001 (International Standard for Environmental Management) and ISO-45001 (Occupational Safety and Health Management System) certification (Note 5) and regularly audits and evaluates.	Comply with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		The Company is committed to improving from the basics, upgrading the usefulness of each category of material to achieve the goals of reducing raw material usage and waste, thereby lowering the impact on the environment (Note 4&6).	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		The Company's potential risks are mainly at the environmental level, such as resource shortages, increased raw material costs, etc. To mitigate climate change, the Company is committed to reducing energy consumption, and has established energy-saving measures such as water saving/saving/paper saving and computer recycling and re-use (Note 4&6). Please refer to the Company's "錯誤! 找不到參照來源。 Axiomtek Corporate Sustainability Report" (page 112, Part 6 environmental protection). <a href="https://www.axiomtek.com/company/investor/US/2023_CSR_report.pdf">https://www.axiomtek.com/company/investor/US/2023_CSR_report.pdf</a>	

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons		
	Yes	No	Summary Description			
(1) Did the Company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		The Company counts the greenhouse gas emissions, water consumption and total waste every year, and formulates policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption or other waste management, and commits to reducing energy consumption and environmental protection (Note 4&6) and on January 4, 2024, we obtained the 2024 Greenhouse Gas Verification Statement issued by BSI. In December 2024, BSI also obtained verification results of reasonable assurance and agreed process level after checking the greenhouse gas emissions of all categories of projects in Scope 1, Scope 2, and Scope 3 in 2024. On January 8, 2025, the BSI certificate was obtained (certificate number: GHGEV 815845).			
4. Social Issues						
(1) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		<p>In order to fulfill its corporate social responsibility and protect the basic human rights of all colleagues, the Company agrees and voluntarily follows the “UN Universal Declaration of Human Rights”, “UN Global Compact”, “UN Guiding Principles on Business and Human Rights”, “UN International Labor Organization” and other internationally recognized human rights standards and puts an end to any violations and violations of human rights, treats all colleagues with dignity and respect. Related “Axiomtek Co. Ltd. Social Responsibility Policy Statement” (Note 7) have been disclosed on the Company’s website.</p> <p>Every two years, the Company regularly reviews its own operations, value chain, new business activities (such as mergers and acquisitions, joint ventures) and other related activities by paying attention to major social issues, data monitoring, questionnaire surveys, etc. to identify and assess the groups at risk and potential human rights risks, formulate a control plan for human rights issues based on potential risks, and continuously monitor and improve the implementation of the plan.</p> <p>The Company’s human rights management policies and specific plans are summarized as follows:</p> <table border="1" data-bbox="699 2027 1217 2060"> <tr> <td>Human Rights</td> <td>Specific Plan</td> </tr> </table>	Human Rights	Specific Plan	Comply with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
Human Rights	Specific Plan					

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No		
			<p><b>Management Policy</b></p> <p>Provide a safe and healthy work environment.</p> <p>Help employees maintain physical and mental health and work-life balance.</p> <p>Announce Axiomtek's corporate social responsibility policy announcement and formulate and commit to labor and human rights policies.</p>	
			<p>Please refer to "Working Environment and Employee Personal Safety Protection Measures" in Labor Relations on page.169-171</p> <p>In 2021, passed the complete CSR due diligence of the third-party certification agency entrusted by the international manufacturer Amazon to ensure that the Company's code of conduct is consistent with the "RBA Code of Conduct", and according to the third-party audit frequency of every two years, in December 2023, Axiomtek's factory was re-evaluated and passed.</p> <p>Axiomtek's corporate social responsibility policy statement, please refer to Note 7.</p> <p>Continue to implement the principle of free employment of foreign migrant workers. All employment fees such as agency fees, domestic service fees, health examination fees, visa fees, etc. for foreign migrant workers are born by the Company, and foreign migrant workers keep their passports, seals, passbooks, etc. for safekeeping to protect</p>	

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No		
(2) Has the Company established and implemented reasonable employee welfare measures (including salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V			their rights and interests in fair employment and free choice of employment.
			Prohibit forced labor and abide by local government labor laws.	Implement the vacation system and encourage colleagues to focus on work-life balance.
			Set out human rights clauses in supplier contracts and implement on-site audits.	labor and human rights requirements have been officially added to the supplier evaluation form. It will be listed as a formal evaluation item in 2024. It is currently listed as an encouragement item for extra points. In 2026, it will be fully included as a formal scoring item.
			Education and training in labor and human rights.	In 2024, we completed labor and human rights education and training for more than 161 Taiwanese employees, including both internal and external training, accounting for approximately 24% of the total number of employees. We also invited 105 major suppliers to participate.
			The Company aims to become a happy enterprise, fulfill its corporate social responsibility, and take care of employees. The main employee benefits are as follows: <u>Employee compensation and reward system linked to business performance</u> 1. Adopt a fixed year-end bonus system. 2. According to the overall performance of the unit and the Company, performance bonuses are issued on a quarterly or half-yearly basis. 3. Performance evaluation is conducted twice a year, and annual salary adjustments are made every year.	

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No		
			<p>4. According to the Articles of Association, if the Company has a profit in the year (that is, the profit of income before tax deducting the employee's remuneration and Director's remuneration), 1% to 20% should be allocated as employee remuneration, and it should be paid twice a year.</p> <p>5. Issue employee stock option certificates from time to time.</p> <p>6. Implement employee stock ownership trust, and the Company allocates 30% of the bonus according to the employee's self-raised fund. As of the end of March 2025, a total of 325 employees have joined the Axiomtek stock ownership trust as members.</p> <p><u>Measures of employee benefits</u></p> <p>1. The Company has established an Employee Welfare Committee, which allocated 0.15% of the employee welfare fund based on the total revenue every year. In 2024, the Company provided employee welfare fund exceeding NT\$7.2 million to plan and implement various welfare systems for colleagues, including family day activities, travel subsidies, wedding and funeral subsidies, hospital condolences for injuries and illnesses, maternity subsidies, sports competitions, departmental snack funds, special store discounts, and multi-society activities that combine arts and humanities, sports and fitness, and educational fun.</p> <p>2. Xizhi Headquarters adopts a flexible commuting system. In response to the relocation to the new factory in Xizhi in August, 2023, besides providing additional transportation allowances to colleagues who assist with the relocation, the Company also launched commuting vehicles for the Danshui Line, Beitou Line, Zhonghe and Xindian Line and Nangang MRT Station.</p> <p>3. The vacation system is based on a fixed two-day weekend. Colleagues can also apply for leave without pay in case of childcare, serious injury, major accident, etc. and need a longer period off, so as to consider the needs of personal and family care.</p>	

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																					
	Yes	No																							
			<p>4. The Company aims to become a happy enterprise and has implemented several welfare measures that are superior to the Labor Standards Act since 2025, including five days of fully paid sick leave each year, no need to make up for overtime on make-up days, and sports meets held on workdays. For the relevant content, please refer to the content of employee welfare measures in labor-management relations in the chapter “IV. Overview of Business Operations” of the annual report.</p> <p><u>Workplace diversity and gender equality</u></p> <p>In terms of workplace diversity and gender equality, we achieve equal pay for equal work and equal promotion opportunities for men and women. In 2024, the proportion of female managerial officers was 22%, and the average proportion of female employees was 45%. The details of the implementation of the policy are as follows:</p> <table border="1"> <thead> <tr> <th>Position</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Operator/assistant</td> <td>0.97</td> <td>1</td> </tr> <tr> <td>Professional and technical position</td> <td>1.10</td> <td>1</td> </tr> <tr> <td>Junior supervisor</td> <td>1.06</td> <td>1</td> </tr> <tr> <td>Senior supervisor</td> <td>0.92</td> <td>1</td> </tr> </tbody> </table> <p>Note 1: Annual salary includes an annual basic salary and annual bonus.                      Note 2: Statistical scope excludes foreign migrant workers.</p> <p>The Company’s main operating base is in the headquarters in Taiwan, where the minimum monthly salary is 15% higher than the minimum wage, and the average monthly salary of the lowest grade male and female employees is even higher 22% of the statutory basic salary.</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Taiwan Headquarter</th> </tr> </thead> <tbody> <tr> <td>Ratio of male minimum wage to statutory basic wage</td> <td>1.18</td> </tr> <tr> <td>Ratio of female minimum wage to statutory basic wage</td> <td>1.13</td> </tr> </tbody> </table>	Position	Male	Female	Operator/assistant	0.97	1	Professional and technical position	1.10	1	Junior supervisor	1.06	1	Senior supervisor	0.92	1	Item	Taiwan Headquarter	Ratio of male minimum wage to statutory basic wage	1.18	Ratio of female minimum wage to statutory basic wage	1.13	
Position	Male	Female																							
Operator/assistant	0.97	1																							
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Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		Minimum wage ratio for female to male	1.04
			Ratio of average wage to statutory minimum wage for male at the lowest level	1.27
			Ratio of average salary to statutory minimum wage	1.22
			Average salary ratio at the lowest level	0.96
			Note 1: The minimum wage is defined as the full salary on the payroll. In 2024, the statutory basic wage in Taiwan is TWD 27,470 per month. Note 2: Statistical scope excludes foreign migrant workers.	
			The Company's occupational safety policy: law-abiding teaching, communication and participation, risk management and performance improvement, to comply with relevant national safety and health laws and regulations and other requirements that must be complied with, to provide colleagues with safe and healthy working conditions, to eliminate hazards and reduce occupational safety and health. Risks, prevent work-related injuries, ill health, diseases and accidents, to protect the safety and health of all employees and suppliers, contractors and visitors entering the Company, and continuously improve the safety and health management system and safety and health performance, for employees, Suppliers and contractors provide necessary education and training to ensure safety and health awareness and correct behaviors, encourage employees to participate in safety and health management and consultation, and establish and maintain a good communication channel between the Company's senior management and employees. There were 8 occupational injury cases in 2024, including 2 cutting injuries and 3 falling injuries, of which 1 falling injury caused temporary total disability, with a loss of 32 days; the frequency of disability injuries in 2024 was 3.66, and the severity rate of disability injuries was 23. In addition, there were 3 types of occupational	

Item	Implementation Status (Note 1)		Summary Description	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No		
			<p>accidents that were commuting accidents. Since commuting accidents involving workers are not considered occupational accidents under the Occupational Safety and Health Act, they do not need to be included in the calculation of the disabling injury frequency and disabling injury severity rate. The Company non-periodically promotes defensive driving and other traffic safety concepts through electronic newsletters, reminding colleagues to not only abide by traffic rules but also be aware of their surroundings, develop a mindset to anticipate potential accidents, and take necessary defensive actions in advance to prevent accidents.</p> <p>The Company obtained the TOSHMS Taiwan Occupational Safety and Health Management System Certification of the Labor Committee and regularly conducts employee health inspections and safety and hygiene lectures every year.</p> <p>The Company has a resident nurse service, and a physician to Xizhi plant for 3 hours each time. In addition to routine attendance to employee health and health guidance, maternal health protection and abnormal workload, any employee who has physical and mental health issues can make an appointment for consultation. In addition, to achieve the purpose of the occupational safety and health policy, “pay attention to employee safety and comply with occupational safety regulations”, specific measures include:</p> <ol style="list-style-type: none"> <li>1. Implement occupational safety training for new recruits for 3 hours per person.</li> <li>2. Improve occupational safety training for incumbents by 4 hours every 3 years.</li> <li>3. Regular implementation of occupational safety management system audit once a year.</li> <li>4. Implement and improve the occupational safety management system to audit each deficiency.</li> </ol> <p>For the relevant content, please refer to the content of labor-management relations, working environment and employee personal safety protection measures in the chapter “IV.</p>	

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(4) Has the Company established effective career development training programs for employees?	V		<p>Overview of Business Operations” of the annual report.</p> <p>The Company provides relevant internal and external professional education and training to enrich employees’ career skills. The Company also encourages employees to assess their interests, skills, values, and goals and communicate their personal career intentions with managerial officers to plan future career plans. For the relevant content, please refer to the content of the training and training of labor-management relations in the chapter “IV. Overview of Business Operations” of the annual report.</p> <p>In order to implement the spirit of "People are the most important asset of Axiomtek", we provide our employees with a series of training courses that combine corporate strategic goals and career development. Please refer to the description of the Company's "2023 Corporate Sustainability Report" (pages 98 to 101).</p> <p>During the annual regular performance interviews, the supervisors and employees discuss and set up their own annual ability development plans. Through regular review and feedback, they help employees to tailor the best development plan.</p>	
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		<p>The Company follows the relevant laws and international standards for customer health and safety, customer privacy, marketing and labelling of products and services, and has good after-sales service procedures to protect consumers' rights. Please refer to the Company's “錯誤! 找不到參照來源。 Corporate Sustainability Report” (page 72).</p>	
(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their	V		<p>The Company has established supplier management policy and developed supplier evaluation and management procedures. The Company carefully defines the criteria for selecting and evaluating suppliers, which include aspects such as organizational structure</p>	

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
implementation?			and systems, quality management, production management, inventory management, technical management, environmental management, and CSR management. This ensures that our suppliers meet the requirements of our company's policies and that the purchased raw materials meet quality standards. In terms of environmental health and safety, suppliers engaging in transactions with us must also adhere to our company's established "Contractor Safety and Health Management Procedure" and "Procurement Operation Safety and Health Management Procedure" to jointly contribute to enhancing corporate social responsibility. Please refer to the Company's "錯誤! 找不到參照來源。 Corporate Sustainability Report" (page 36~39) for the description of the supplier audit and evaluation operation and implementation (Note 8).	
5. Does the Company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the Company obtain third party assurance or certification for the reports above?	V		The Company has completed the preparation of the 錯誤! 找不到參照來源。 Corporate Sustainability report in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI), the operating procedures for the preparation and submission of sustainability reports by OTC companies and reference to SASB standards and TCFD standards, completed the preparation of the "2023 Corporate Sustainability Report" to disclose the Company's non-financial information, and obtained the Type 1 medium assurance level verification from the British Standards Institution Limited (BSI) based on AA 1000:AS V3, confirming compliance with the GRI Standards 2021 and obtaining an assurance statement.	Comply with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations: The Company has formulated the "Sustainable Development Best Practice Principles". The Sustainable Development Committee is composed of the president and two independent directors appointed by the Board of Directors, and establish the operation office (Human Resources unit) coordinates the planning and establishes various operation groups to actively participate in the implementation of sustainable development related activities. In 錯誤! 找不到參照來源。 , the 錯誤! 找不到參照來源。 Corporate Sustainability Report in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI), and all operations comply with the requirements of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies".				
7. Other important information to facilitate better understanding of the Company's promotion of sustainable development: (1) In addition to pursuing the development of environmentally friendly products, the Company is committed to becoming a green enterprise that values and practices cherishes the environment and ecology. In view of global warming, global citizens have a responsibility to participate in activities, combine innovation with				

Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
the Company's core values and corporate operations, promote corporate volunteers to serve a good culture, make corporate volunteers an important resource for building a good civic environment, and work together to care for society and change the world. The Company has invested in social welfare activities in the past two years as follows:				
	Year	Month	Day	Item
2024		Nov	26	During the week of Thanksgiving, the "IEI Blood Donation Day" event was held once again. Employees expressed their gratitude by giving back to society and helping others with their generous blood donations.
		Oct	16	Participate in the E.Sun Bank perpetual deposit project, jointly commit to sustainable development, take concrete actions in response to climate change, implement environmental protection and other impacts, and practice ESG together. This perpetual deposit funds will be used for green, ESG and other related credit and investment projects. Please refer to Note 9.
		Feb	23	2024 Lantern Festival: Tangyuan Feast x ABRAZO Charity Sale In addition to the lively Lantern Festival celebration, we invited ABRAZO to our company for a charity sale. With their sincere hands, children with Down syndrome lovingly crafted handmade cookies, each filled with warmth and care. Let's join in the spirit of "embrace" to support them and individuals with disabilities!
		Jan	29	Lovenature Workshop Charity Sale Before the Lunar New Year, we invited Lovenature Workshop to hold charity sales at both our Xizhi headquarters and factory. This event allowed employees to purchase festive gifts while supporting children with disabilities. Through hands-on work, these children can develop professional skills and build a brighter future.
2023		Dec	21	The Welfare Committee purchased handmade cookies from Bear House on Christmas and shared them with all colleagues, warming the hearts of Axiomtek colleagues and public welfare organizations in the cold winter.
		Sep	22	On the eve of Christmas, the "Axiomtek Blood Donation Day" event was held for the first time. Successful blood donors can also receive a charity cake, which not only injects blood and warms others, but also warms public welfare organizations. Love never stops.
		Sep	11	Mid-Autumn Festival shares the love of Axiomtek colleagues, and specially invites the Lovenature Workshop in New Taipei City to hold a charity sale of "Love in Mid-Autumn Festival, Full of Happiness".
		Jun	20	Participated in the sustainable deposit project of E.SUN Bank, jointly committed to sustainable development, taking specific actions to address the impacts of climate change and environmental protection, and practicing ESG together. This sustainable deposit fund is used for credit and investment projects that comply with green and ESG sustainability requirements. Please refer to Note 9.
		Feb	03	The Welfare Committee organized the "Dragon Boat Festival Celebration" event, and in conjunction with the charity sale event of the Lan-chui Social Welfare Foundation, Axiomtek employees worked together to promote charity.

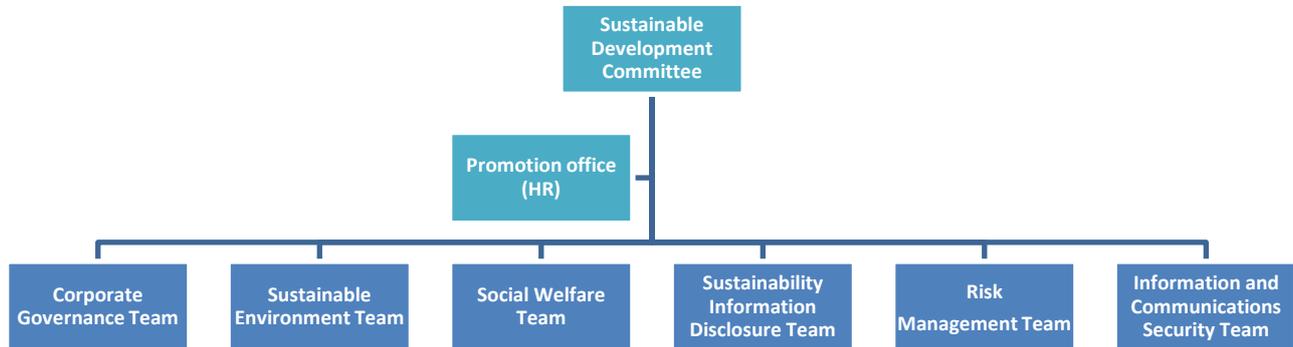
Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary Description	
(2) Number of participants in welfare activities and cash input in the past 2 years: <span style="float: right;">Unit: NT\$</span>				
			錯誤! 找不到參照來源。	2023
			Charity Sale and Activity	Charity Sale and Activity
Lan-chui Social Welfare Foundation		Free to participate by all employees	-	28,160
Lovenature Workshop		Free to participate by all employees	19,625	30,020
Bear House		All employees	-	240,840
Taipei Blood Center		36 employees	52 bags of blood	81 bags of blood
ABRAZO		Free to participate by all employees	20,680	-
(3) Support for Cultural Development Strategies Program To encourage employees to get in touch with cultural and artistic activities, performance venues, etc., and respond to the government's policy of cultivating arts and cultural consumption habits, the Company encourages employees to consume arts and cultural consumption. On March 2, 2024, the Welfare Committee invited colleagues to watch the Godot Theatre Company's performance of "I Work in a Scam Company" at the National Theater for free. A total of 60 people participated in this event, which cost NT\$38,400. On May 4, 2024, on the eve of Mother's Day, colleagues were invited to listen to the OneSong Orchestra's thrilling concert.				
(4) To support local education and increase students' practical work experience, the Company actively collaborates with major universities for industry-academia cooperation. From October 2023 to October 2024, we collaborated with the Department of Electrical Engineering of Fu Jen Catholic University on the National Science Council's Industry-Academia Cooperation Project. Since June 2023, we provided Ph.D. students from the Department of Computer Science and Engineering of Fu Jen Catholic University with practical work training, so that they could directly join the Company after graduation. Beyond these efforts, Axiomtek is committed to local talent development and sustainability by actively recruiting professionals from Keelung, Xizhi, and Nangang. As a result, the proportion of local employees (excluding foreign migrant workers) has increased from 19% (115 employees) in 2023 to 21% (130 employees) in 2024.				
(5) Purchase energy-saving equipment air compressors for approximately NT \$1.14 million, with an annual power consumption reduction of 95304 kWh and a carbon reduction of 56.23 (tons of CO <sub>2</sub> e/year).				
(6) Climate-Related Information: Note 10				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future. However, for Items 1 and 2, the TWSE/TPEX listed company shall describe its governance and supervisory framework for sustainable development, including but not limited to management policy, strategy and goal formulation, review measures,

etc. It additionally shall describe the Company's risk management policies or strategies for operations-related environmental, social, and corporate governance issues, and their assessment status.

Note 2: The principle of materiality refers to those who have a significant impact on the Company's investors and other stakeholders in relation to environmental, social and corporate governance issues.

Note 3: Sustainable Development Committee



Member	Organizational Function
Corporate Governance Team	Responsible for compliance with corporate governance laws and regulations, establishing reasonable compensation policies and employee performance appraisal systems, education and training, and stakeholder communication mechanisms to achieve the Company's goal of sustainable development.
Sustainable Environment Team	Responsible for the environmental management system, compliance with environmental laws and regulations and international standards, evaluation of sustainable transformation, improvement of resource utilization, climate change response mechanism, and establishment of dedicated environmental management units or personnel to achieve the goal of environmental sustainability.
Social Welfare Team	Responsible for human rights management policies and procedures, compliance with human rights-related laws and regulations and international standards, establishing internal and external communications among all members of the organization (such as employees, subsidiaries, joint ventures, etc.) and key members of the value chain, assessing related risks and management mechanisms, and promoting community and cultural development to achieve the goal of sustainable operations.
Sustainability Information Disclosure Team	Responsible for the sustainable information management policy, compliance with relevant laws and regulations and international standards for sustainable information disclosure, and fully disclose relevant and reliable sustainable information to enhance the transparency of sustainable information. The inter-departmental team shall execute the tasks assigned by the preceding paragraph, organize and implement the plan or other sustainability-related matters, and submit the implementation results to the full-time (part-time) sustainable development unit or this committee.
Risk Management Team	Responsible for conducting various risk management and assessments based on the environmental, social, and governance management frameworks, regularly reviewing whether various systems can achieve operational objectives, ensuring the integrity, effectiveness, and rationality of the Company's operational, financial, environmental, internal control, and legal risk project management, and regularly reporting the Company's risk management overview to the board of directors.
Information and Communications Security Team	Responsible for formulating, planning and implementing information and communications security policies, and regularly reporting to the Board of Directors on the Company's information and communications security governance status.

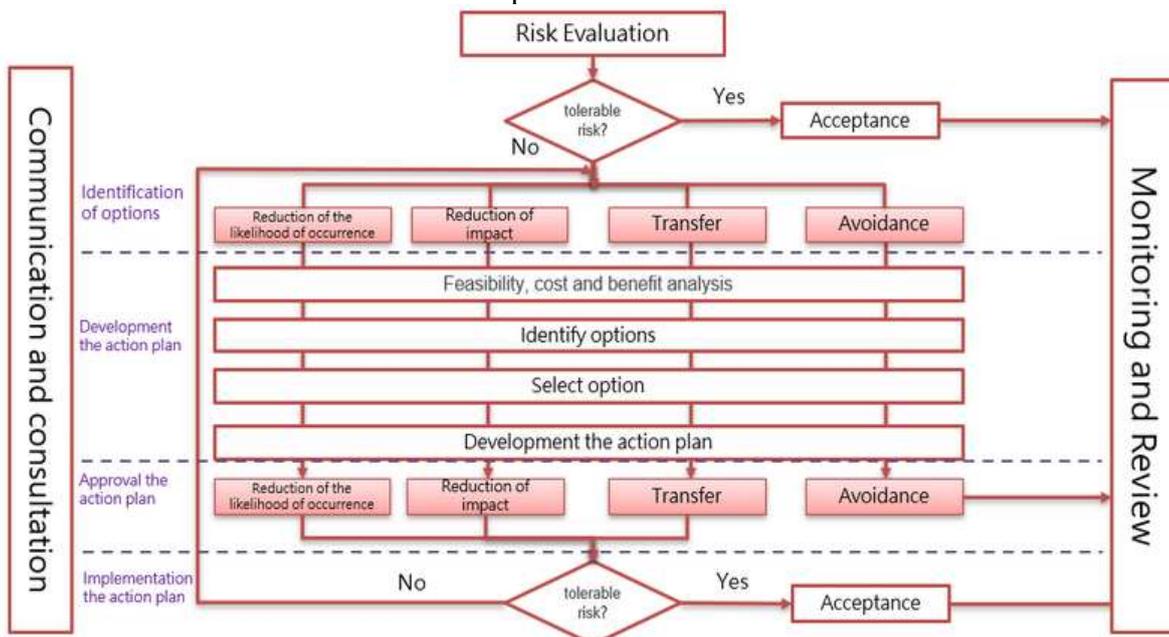
Note 4: Identifying the boundary of the consideration area

Based on the identification of each major concern, Axiomtek evaluates its impact and decides the impact on the internal and external aspects of the organization through conferences and discussions. It is divided into the internal boundary of the organization and the external boundary of the organization. The internal boundary of the organization includes Axiomtek and its subsidiaries, and the external boundary objects of the organization include customers and suppliers.

Issues of Concern	Boundary Consideration	Organizational Internal Boundaries		Organizational External Boundaries	
		Axiomtek	Subsidiary	Supplier	Customer
Economy	Economic performance	●	●		
	Anti-corruption	●	●	●	
Environment	Environmental compliance	●			
Society	Relations of labor and employer	●			
	Labor relations	●			
	Occupational health and safety	●		●	
	Training and education	●			
	Employee diversity and equal opportunity	●			
	Non-discrimination	●			
	Child Labor	●			
	Forced and compulsory labor	●		●	
	Customer health and safety	●			●
	Marketing and labeling	●			●
	Customer privacy	●			●
	Socio-economic compliance	●		●	●

- Material and disclosed in this report

The risk Evaluation and treatment steps are as follows:



Based on materiality, the Company conducts risk assessments on environmental, social and corporate governance issues related to company operations, and develops relevant risk management policies or strategies:

ESG	Risk Classification	Risk Evaluation	Risk Management Policy or Strategy
Environmental	Environmental Protection and Ecological Conservation	Environmental pollution prevention and control	<ol style="list-style-type: none"> <li>1. Comply with the relevant regulations of the "Waste Disposal Act" and regularly review the harm and impact of the industry on the environment.</li> <li>2. The Company has got "ISO14001" since 2015, and on a regular basis for the following year.</li> <li>3. Strictly comply with legal requirements and provide adequate training for responsible personnel.</li> <li>4. Set implementation plans every year and regularly track and review the progress of each plan to ensure that the goal is achieved.</li> </ol>
	Climate Change	Disaster prevention and control Climate change Risk of non-compliance with environmental, climate and other international regulatory agreements	<ol style="list-style-type: none"> <li>1. The schedule and requirements of carbon neutrality have now become a topic of concern to domestic companies. Since the relevant domestic and foreign laws, schedules and requirements have not yet been fully finalized, the Company will continue to pay attention to it and complete the project under the premise of meeting the domestic and foreign requirement.</li> <li>2. Regularly assess the adequacy of the relevant natural disaster insurance amount.</li> </ol>
Social	Social Responsibility	Occupational safety and health	<ol style="list-style-type: none"> <li>1. The Company got the OHSAS occupational safety and health management system certification in 2016 and subsequently got the certification regularly.</li> <li>2. Held the fire drills regularly and industrial safety training every year to cultivate employees' emergency response and self-safety management capabilities.</li> <li>3. All SOPs are required to be followed thoroughly.</li> </ol>
		Product safety	<ol style="list-style-type: none"> <li>1. The Company's products comply with government regulations, comply with EU RoHS regulations, and do not contain any hazardous substances. Through a rigorous quality management system, we provide customers with stable product quality. In order to ensure customer service quality and improve customer satisfaction, our employees set up customer service phone numbers and websites and conduct regular customer satisfaction surveys every year to strengthen our relationship with customers. And the relationship has become the cornerstone of the sustainable development of the enterprise.</li> <li>2. Strengthen the product design safety concept.</li> <li>3. Confirmation of regulation compliance during manufacturing procedure.</li> <li>4. Got product safety certification aggressively.</li> <li>5. Apply product liability insurance for all of products.</li> </ol>
Corporate Governance	Socioeconomics and Compliance	Operational risk	<ol style="list-style-type: none"> <li>1. Review the compliance with regulations of operation and strengthen the Company's compliance training.</li> <li>2. Implement the internal control system, conduct self-assessment of the internal control system on a regular basis every year, and issue an internal control statement.</li> <li>3. Discussions on the industry environment changes and adjustments of the strategy are made through regular business weekly, monthly and strategic meetings.</li> <li>4. An "Annual Business Plan" meeting is held every year to discuss possible changes in technology, products and industries in the coming next three years, and develop strategies to</li> </ol>

ESG	Risk Classification	Risk Evaluation	Risk Management Policy or Strategy
			respond to environmental changes. 5. Hold Partners Connect Event with important customers from time to time to understand customer needs and market changes
		Financial risk	1. Financial department monitor the changes in financial market, such as interest rates and exchange rates, and have relevant transactions or hedging operations. 2. Forecast cash flow weekly and provide countermeasures timely. 3. Maintain a good relationship with banks to ensure that the credit line is sufficient to meet the short- and medium-term capital demands and reduce the cost of capital. 4. Implement the management of customers' credit lines and overdue accounts to avoid expected credit risk.
		Information security risk	1. A firewall is built for the external network, anti-virus software is installed on the Company's computer, and the virus pattern is updated regularly, and virus scanning is carried out. 2. Filtering the website content to avoid connecting to problematic websites. 3. The Company implement Microsoft 365, email and important files are placed in the Microsoft cloud, and they are automatically backed up. Even if they are encrypted by hackers, the pre-encrypted files can be restored. 4. The emergency UPS in the server room can supply for about four hours power when the power is cut off. 5. The Company implement Microsoft 365, and emails and important files are placed in the Microsoft cloud. Even if the Company's internal equipment is damaged, employees can still send and receive emails and access cloud files. 6. All servers of the Company are backed up regularly, according to the backup principle 321. 7. Report the Company's information security governance to the board on a regular basis every year.
	Enhance the Functions of Directors and Fulfilling the Responsibilities of Directors	Enhance the structure and operation of the Board of Directors	1. Have a corporate governance supervisor to help Directors in understanding legal responsibilities and related regulations, plan the training of Directors, and invite CPA to introduce the latest fiscal, tax and legal issues every year. 2. Insuring Directors' liability insurance for Directors to ensure that Directors perform their duties and protect them from lawsuits or claims. 3. Arrange for Independent Directors to communicate with external auditors individually every year. 4. In addition to the regular annual performance evaluation of internal Directors, external evaluations are carried out at least once every three years.
	Stakeholders' Communication	Stakeholders' communication	1. Value communication with stakeholders and reports the situation of communication with stakeholders to the Directors on a regular basis every year. 2. Establish communication channels for stakeholders, actively communicate, and reduce confrontation and misunderstanding. 3. For effective communication with stakeholders, a stakeholder questionnaire is conducted every two years to understand the level of concern of stakeholders on corporate governance, environment, society and other related issues.

## Note 5: Certification Data

Category	Environmental Management System	Job Health & Safety Management System
Name of Certification	ISO14001 Environmental Management System	ISO45001 Job Health & Safety Management System
Certification Unit	SGS	BSI
Date of Certification	2004/10/14	2023/12/25
Effective Period	2022/10/14-2025/10/14	2023/12/25-2026/12/24
Certificate		

## Note 6: Greenhouse gas inventory, corporate energy conservation and carbon reduction and greenhouse gas reduction strategies.

## I. Environmental management policy

Axiomtek environmental policy is “Environmental Protection and Sustainable Resources”. The participation of all staff, continuous improvement, improvement of working methods and management skills, so that the Company’s products, service quality, environmental management can meet the needs of customers, the annual environmental policy, goals, measures to achieve are listed as follows:

Environmental Policy	
Policy Goal	Boundary less environmental protection; sustainable resources
Target	1. Workplace environment measurement pass rate is 100% 2. The pass rate of drinking water quality testing is 100% 3. Energy consumption is reduced by 1.5% per year. 4. Greenhouse gas emission reduction of 1.5% per year 5. Conserving water, the average water consumption per person decreases by 1.0% per year 6. The proportion of non-recyclable business waste decreases by 1.0% from the previous year
Strategy to Meet Targets	Strictly abide by environmental laws and regulations, implement environmental education management, and reduce the impact of the global environment
Measures to Achieve	1. Workplace environment compliance twice a year. 2. Test drinking water quality 4 times a year

Targets	3. Monitor and review monthly electricity/water usage 4. Monitor and review annual GHG/waste output
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Axiomtek has been using the lead-free manufacturing process since 2006. In order to avoid cross-contamination of production equipment, lead-free Wave Flow is uniformly used. During the manufacturing process, ventilation facilities are installed in the reflow furnace, tin furnace, and repair area to protect the employees from smoke and other harmful emissions. Waste generated from the manufacturing process is collected every 2 hours, according to Axiomtek's policy. The waste collected is consolidated and then removed by a company appointed waste management vendor.

## II. Energy Consumption

### (I) Energy consumption inventory

#### 1. Electrical Power

Electrical power is the main source of energy in Axiomtek's production and business operations. From the perspective of energy intensity, the per capita electricity consumption is calculated based on the electricity consumption and the number of electricity users. In 2024, the per capita electricity consumption increased by 31.95% compared with the previous year. This is mainly due to the increase in the electricity fee collection rate of government agencies in 2024. In addition, the statistical scope of 2024 included Axiomtek's Taichung office, which is different from the statistical basis of the previous year, resulting in a significant increase in per capita electricity consumption.

Year	錯誤! 找不到參照來源。	錯誤! 找不到參照來源。
Electricity Consumption/ Million Joules	13,797,759	10,272,654
Electricity Users	682	670
Electricity per Person / Year	20,231	15,332

#### 2. Water Resource

Axiomtek's manufacturing process does not require water or industrial wastewater, so water is consumed only in common daily use. Since the Company is in a public park and is not a privately owned factory, it is difficult to recycle and reuse, and the emissions are fully managed by the park administration for centralized treatment and discharge.

Examining the trend of water consumption over the years, there is a clear downward trend in per capita water consumption in 2024. This is mainly because Axiomtek's headquarters and factories have installed water-saving faucets and strengthened the promotion of water-saving measures, allowing employees to develop water-saving habits in their daily lives. The obvious decline in per capita water consumption is enough to show its effectiveness.

Year	錯誤! 找不到參照來源。	錯誤! 找不到參照來源。
Water Consumption	7,338	10,603
Number of People	682	670
Per Capita Water Consumption / Year	10.76	15.83

### 3. Greenhouse Gases

In addition to data on power and water usage, Axiomtek's environmental team has since 2015 began ISO14064 greenhouse emission inspections on direct emissions (scope 1), indirect emissions from energy sources (scope 2), indirect emissions from other sources (scope 3), the scope of which is as follows:

Scope	Category	Equipment (Emission Source)
Scope 1 Direct Greenhouse Gas Emissions	Fixed combustion source: Refers to combustion of fixed facilities e.g., emergency power generators.	No such facility.
	Mobile combustion source: refers to combustion from transportation e.g., cars	Business vehicles - Petrol and diesel (CO <sup>2</sup> , CH <sup>4</sup> , N <sup>2</sup> O)
	Emission source: refers to intentional or unintentional emission e.g., methane from equipment connections, leakage from fissures or during wastewater management; carbon dioxide from firefighting equipment; HFCs released from air-conditioners, coolers, and household freezers.	CO <sup>2</sup> fire extinguisher (CO <sup>2</sup> ) Drinking fountain, air-conditioner, refrigerator, AC units in business vehicles, dryer, Chamber (HFCs) Septic tank (CH <sub>4</sub> )
Scope 2 Energy Indirect Greenhouse Gas Emissions	Originate from externally sourced power, heat, steam, or other fossil fuel-derived energy sources.	Externally sourced power (CO <sup>2</sup> )
Scope 3 Other Indirect Greenhouse Gas Emissions	Example: Employee business travel; transportation of damaged / unwanted material or packages by 3rd parties; foreign aid activities, outsourced manufacturer, and authorized distributors; when the greenhouse emissions originate outside the facility boundaries or from waste generated by the facility; employee commute to/from the workplace (includes emissions from non-energy raw materials).	Transportation of documents and parcels - gasoline, diesel (CO <sup>2</sup> , CH <sup>4</sup> , N <sup>2</sup> O), refrigerant (HFCs) Clearing and transportation of waste - gasoline, diesel (CO <sup>2</sup> , CH <sup>4</sup> , N <sup>2</sup> O), refrigerant (HFCs) Employee commute to/from workplace and business travel - gasoline, diesel (CO <sup>2</sup> , CH <sup>4</sup> , N <sup>2</sup> O), refrigerant (HFCs) Vending machines - refrigerant (HFCs)

The 錯誤! 找不到參照來源。 and 錯誤! 找不到參照來源。 greenhouse emission survey reports indicate that the greenhouse gas emissions generated by electricity provided outside the organization's boundaries account for 88.29% of the total emissions. In accordance with our love the earth concept, Axiomtek's greenhouse gas reduction strategy stipulates a reduction of 1.5% every year to achieve the goal of power conservation /reduction of greenhouse emissions.

Year	Scope 1				Scope 2	Scope 3	Total Emission Equivalent (Metric Tons CO <sub>2</sub> e/Year)
	Fixed Emission	Process Emission	Move Emission	Escape Emission	Energy Indirect Emission	Other Indirect Emission	
錯誤! 找不到參照來源。	0.00	4.16	24.98	2,003.05	2,046.81	784,410.62	788,489.62 (Note 1)
錯誤! 找不到參照來源。	0.00	4.22	3.60	243.25	1,893.36	NA	2,144.43 (Note 2)

Note 1: Update the data based on the actual inventory data after certification of the 2023 Greenhouse Gas Inventory Report

Note 2: The 2023 inspection and certification data are still being counted. The current statistical data does not include the group's subsidiaries and Category 3. A complete inspection report is expected to be issued in the second half of 2024.

As Axiomtek has become more rigorous in its greenhouse gas inventory, the 2023 inventory scope has been expanded to include the group's subsidiaries. In addition, as inventory technology was not mature in the past, the scope of the Scope 3 inventory was limited to only five behavioral indicators. By 2023, all items in Scope 3 have been fully covered. Therefore, the total emission equivalent in the 2023 greenhouse gas inventory report has increased significantly compared to the past, demonstrating Axiomtek's emphasis on greenhouse gas inventory and environmental sustainability. However, as the 2024 inventory certification data is still being compiled, there is no two-year comparative data on the same basis for reference.

Starting from 2025, the ratio of the Group carbon emissions to the Group revenue is expected to decrease by 3% each year; the design of green and energy-saving products and the improvement of product recycling ratio were initiated. In 2025, the Company held a carbon reduction creative competition to encourage employees to participate in creative proposals for carbon reduction actions. It is expected that green and energy-saving products will account for 5% of the Company's product revenue in 2025. In addition, the OKR indicators for performance evaluation of senior executives already cover ESG-related indicators.

It is expected that the carbon reduction target will be set in 2025 and submitted to SBTi, and that the customer requirements will be met in 2032, with carbon emissions reduced by 32% (2024 is the base year).

## (II) Changing of Climate and Energy Conserving

Axiomtek loves the earth and is always concerned about the issue of climate change and are committed to reducing energy consumption. Since the adoption of the Paris Agreement in 2015, the global issue of climate change and energy management has officially entered a new stage. Not exceeding 2 degrees Celsius has become a global urgent management issue. As part of the manufacturing industry, energy conservation and environmental protection to reduce greenhouse gas emissions are also our important responsibility. In order to achieve the goal of reducing energy consumption, the Company has implemented measures for saving water/ energy/ paper and recycling of computers for re-use.

Water and Electricity Saving Measures	<ol style="list-style-type: none"> <li>1. Use energy-saving lamps.</li> <li>2. Use sunshade to reduce sun exposure.</li> <li>3. Install air circulating fan to AC air outlets, adjust indoor temperature (1st floor of Xizhi Plant), reduce compressor starting frequency.</li> <li>4. Spread the word about not using electrical power during lunch breaks and after hours.</li> <li>5. Increase the ice water temperature of the air conditioner main unit, reduce the compressor starting frequency, and avoid waste of resources.</li> <li>6. Set the SLEEP function for the water dispenser during non-working hours to reduce power consumption.</li> <li>7. Implement air conditioning main unit ice water pipeline insulation measures.</li> <li>8. Understand the actual power consumption and count the power statistics of each region as the basis for improvement.</li> <li>9. Use water-saving taps in the bathrooms.</li> </ol>
Paper Saving and other Measures	<ol style="list-style-type: none"> <li>1. Implement electronic sign-off system, digitize document signing, digitize technical documents, promote double-sided printing internally and make good use of second-hand paper to save paper.</li> <li>2. Do not print the fax number on the business card. Replace faxes with electronic file transfer.</li> <li>3. In addition to the employees using their own eco-cups, visiting customers to also use eco-cups to reduce the use of paper cups.</li> <li>4. Promote waste sorting, increase the number of recyclable resources, and reduce the amount of general waste</li> <li>5. Encourage employees to go to work by public transport or carpool.</li> <li>6. Advocate employees to use environmentally friendly tableware to reduce waste generation and related resource consumption.</li> <li>7. Donate used PCs or NBs to related agencies for use by vulnerable groups</li> </ol>

(III) Waste treatment and resource recovery

Axiomtek Investigates the types of waste generated in the factory into three categories: general domestic waste, general business waste, and hazardous business waste. The three categories of waste have different management modes as shown in the table below:

Classification	Waste Content	Treatment	Final Treatment
General Domestic Waste	Wastepaper/glass bottle/plastic/iron aluminum can	Xizhi Headquarter-Management Committee Xizhi Factory-Special person recycling	Reuse
	Lunch box/household waste/kitchen waste	Xizhi Headquarter - Management Committee Xizhi Factory-Entrust a qualified removal company to handle	Sanitary landfill Incineration Fertilizer use
General Business Waste	Material tape/static tape/Styrofoam/hose/empty solder paste can/packaging	Entrust a qualified removal company to handle	Sanitary landfill Incineration

Classification	Waste Content	Treatment	Final Treatment
	tape/discarded parts/discarded motherboard/Wood pallet...		
Hazardous Business Waste	PCB waste board edge	Entrust a qualified removal company to handle	Sanitary landfill Incineration

Axiomtek also pays attention to waste contractors every year. If the contractor breaches the contract or violates government regulations, it will take corresponding disposal or counseling or replacement. There is no major breach of contract or violation of laws by waste contractors in 錯誤! 找不到參照來源。 .

1. General domestic waste

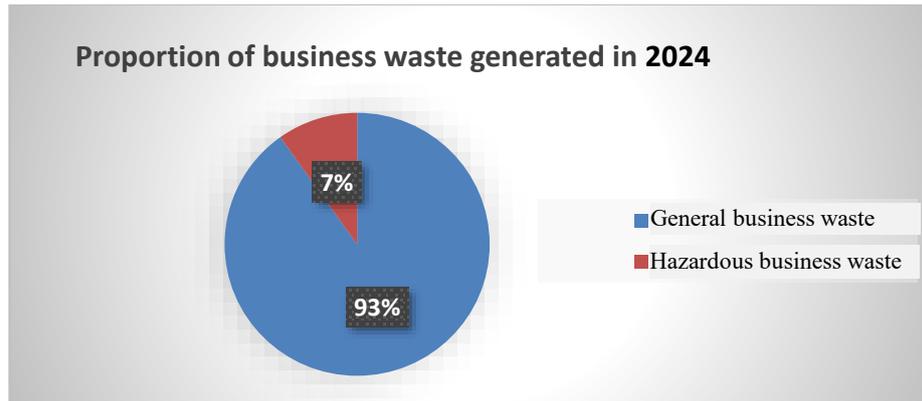
Axiomtek Xizhi headquarters and Xizhi factory have different disposal methods for the domestic waste generated. The Xizhi headquarters entrusts the building management committee to collect and dispose of them, and both the Xizhi factory and the relocated Xizhi factory are independent buildings, so it is entrusted to be recycled by special personnel and entrusted to qualified cleaning and disposal operators. It also stipulates that general domestic waste is unified into general waste and resource waste (wastepaper, glass bottles, plastics, iron and aluminum cans). Except for waste that can be recycled and reused, general wastes are disposed of by sanitary landfill or incineration. Review the annual removal contract weight of general household waste as follows:

Factory	Contract Weight/Month	Treatment
Xizhi Headquarters	2.0 metric tons	Management committee Entrust a qualified removal company to handle
Xizhi Factory	1.6 metric tons	Special person to recycle Entrust a qualified removal company to handle

2. General business waste

Axiomtek not only entrusts legal manufacturers to remove and dispose of industrial waste but also cares about the final disposal method of the manufacturer. Only after reviewing the final disposal process of the manufacturer's waste can, we safely approve the appointment.

Axiomtek's waste output in 錯誤! 找不到參照來源。 is approximately 45.13 metric tons, as shown in the figure below. Since Axiomtek is mainly based on SMT/DIP assembly/testing process, the proportion of hazardous industrial waste is relatively low, and the output of hazardous industrial waste is about 3.22 tons, accounting for about 7% of the total waste. Moreover, the output of hazardous waste materials slightly decreased by 0.68 metric tons compared to 2023, mainly due to the increase in outsourcing production proportion in response to the relocation operation in 2023. Therefore, the PBC waste produced in the factory showed a downward trend in the current year. The total output of general business waste is about 41.91 tons, accounting for about 93% of the total. Axiomtek produces most of the hazardous industrial waste in the production process, PCB waste. In the future, we will continue to improve the process yield, reduce the output of PCB waste, and achieve the effect of industrial waste reduction.



Axiomtek also listed “1.0% reduction in the proportion of non-recyclable business waste compared with the previous year” as its annual waste reduction target. Monitor the output of non-recyclable waste during the three years as follows. In 錯誤! 找不到參照來源。 , there was a slight increase of 17.27 metric tons compared with 錯誤! 找不到參照來源。 . The reason for the decrease in total output was that the factory implemented garbage classification to increase the proportion of recyclable waste and thus reduce the output of plastic waste.

Year	2022	2023	2024
Total Output (Metric Tons/Year)	57.28	59.18	41.91
Increase/Decrease (Metric Tons/Year)	Benchmark	+1.90	-17.27

### III. Adherence to environmental protection regulations

Axiomtek has not been involved in any major violation of environmental laws and regulations since its establishment. Axiomtek’s Xizhi headquarters and Xizhi factory have introduced ISO 14001 environmental management system to ensure that environmental management is strictly required while pursuing operations. Compliance with local government environmental regulations is the most basic requirement for Axiomtek’s environmental management standards. Therefore, we take zero environmental violations as the basic goal of sustainable development. The management strategy includes regular identification of environmental regulations, employee training, and regular monitoring of various environmental indicators to achieve sustainable development.

Management Strategy	Frequency (Years)	Sustainable Development Goals	Goal (Annual)	Results (Annual)
Regular Identification of Regulations	≥ 2 times	Maintain zero environmental violations	Number of environmental violations in 錯誤! 找不到參照來源。 : 0	Number of environmental violations in 錯誤! 找不到參照來源。 : 0

## Note 7: Statement of Axiomtek Co. Ltd. Social Responsibility



## 艾訊股份有限公司社會責任宣示

**Axiomtek Co., Ltd. Social Responsibility Declaration**

艾訊股份有限公司為專業工業電腦產品製造之企業，自創立以來深刻了解員工與供應商夥伴為企業永續發展中最重要的資產，因此在公司產品之研發、製造、測試、銷售過程中，應善盡企業社會責任，並遵循相關法規、國際標準與客戶要求：

Axiomtek Co., Ltd. is a professional manufacturer of industrial computer products. Since its establishment, the company has deeply understood that employees and supplier partners are the most important assets for sustainable corporate development. Therefore, throughout the processes of product research and development, manufacturing, testing, and sales, we are committed to fulfilling our corporate social responsibility while complying with relevant regulations, international standards, and customer requirements.

在此承諾我們的社會責任總體政策為：

**We hereby commit to the following overall social responsibility policies:**

- 符合客戶及法令要求，維護員工人權。  
Comply with customer requirements and legal regulations to uphold employee rights.
- 採取最高廉潔道德標準，作為從事商業經營及員工操守準則。  
Adhere to the highest standards of integrity and ethical conduct in business operations and employee behavior.
- 確保工作環境及作業安全，以零災害為目標。  
Ensure workplace safety and operational security with a goal of zero incidents.
- 落實綠色環保政策，以達永續經營。  
Implement green environmental policies to achieve sustainable operations.
- 設計並執行符合法令及客戶要求之管理系統，減輕經營風險並持續改進。  
Design and execute management systems in compliance with legal and customer requirements to mitigate business risks and drive continuous improvement.

在此承諾我們的勞動與人權政策為：

**We hereby commit to the following labor and human rights policies:**

- 不使用童工，不使用強迫、抵償或非自願的勞工。  
Prohibit the use of child labor, forced labor, bonded labor, or involuntary labor.
- 與勞工建立正規且可自由選擇的僱傭關係。  
Establish formal and freely chosen employment relationships with workers.



- 工作及休息時間符合勞基法規定。  
Ensure that working hours and rest periods comply with labor laws and regulations.
- 支付給員工的薪資福利符合所有適用的法令。  
Provide wages and benefits in full compliance with all applicable legal requirements.
- 公平對待與尊重每位員工，不以體罰、威脅、侮辱、虐待等不人道方式對待。  
Treat all employees with fairness and respect, prohibiting corporal punishment, threats, insults, abuse, or any other inhumane treatment.
- 提供平等的工作機會，不因種族、膚色、年齡、性別、性傾向、殘疾、國籍、懷孕、宗教、政治背景、社團成員、婚姻或其他法律規範等有所歧視。  
Provide equal employment opportunities without discrimination based on race, color, age, gender, sexual orientation, disability, nationality, pregnancy, religion, political affiliation, union membership, marital status, or any other legally protected characteristic.
- 尊重員工言論自由及結社自由，以及集體談判的權利，建立申訴管道，保障員工不受報復及威脅。  
Respect employees' freedom of speech, freedom of association, and collective bargaining rights, while establishing grievance mechanisms to protect employees from retaliation and threats.
- 提供安全衛生的工作條件與處所。  
Provide safe and healthy working conditions and environments.
- 遵守當地適用之相關勞動法令、客戶規範，以及國際準則。  
Comply with all applicable local labor laws, customer requirements, and international standards.

在此承諾我們的環境政策為：(同 ISO14001)

We hereby commit to the following Environmental Policy: (Aligned with ISO 14001)

- 環保無限 Environmental Protection Infinity
- 資源永續 Natural Resources Sustainable

在此承諾我們的職安衛政策為：(同 ISO45001)

We hereby commit to the following Occupational Safety and Health Policy: (Aligned with ISO 45001)

- 『遵法施教、溝通參與、管控風險、提升績效』  
『 Compliance and Education, Communication and Participation, Risk Management, and Performance Enhancement. 』



在此承諾我們的誠信經營政策為：

**We hereby commit to the following Ethical Business Policy:**

公司應本於廉潔、透明及負責的經營理念，制定以誠信為基礎之政策，並建立良好之公司治理及風險控管機制，以創造永續發展之經營環境。本公司依循董事會通過之「公司誠信經營守則」、「艾訊股份有限公司道德行為準則」、「艾訊股份有限公司誠信經營作業程序與行為指南」等政策，進行宣導及執行作業。

**The company shall uphold the principles of integrity, transparency, and accountability in its business operations by formulating integrity-based policies and establishing sound corporate governance and risk management mechanisms to create a sustainable business environment.**

**The company follows the policies approved by the Board of Directors, including the "Corporate Integrity Management Guidelines", the "Axiomtek Code of Ethical Conduct", and the "Axiomtek Integrity Management Procedures and Conduct Guidelines," to promote and implement integrity management practices.**

總經理 President :



頒布日期 Date of Issuance : 2025. 3. 6

Note 8: Supplier Audit and Evaluation Work

■ Procurement management process

In order to enable raw material suppliers to establish a close working relationship and feedback system with Axiomtek, to improve product quality, and to supply materials required for production in a timely, appropriate and quality manner, to achieve stable quality and reduce costs, all cooperating suppliers must pass the evaluation standards set by Axiomtek's supplier management regulations to ensure that the raw materials can meet the regulatory requirements, and through the supplier's evaluation, regular evaluation mechanism, to manage the supplier's delivery status and quality.



■ Supplier evaluation/audit

In order to evaluate the quality and added value of suppliers' products and services, Axiomtek conducts supplier evaluations on quality, delivery time and services once a quarter (executed in January, April, July and October), and according to the evaluation results, the level of follow-up contacts with suppliers will be determined. If the supplier's grade is below grade B (inclusive) and above grade C, the relevant unit will draw up an audit list based on the score at the quality meeting. The purchasing department confirms the audit schedule with the suppliers according to the list, and cooperates with QC, engineering, QA and other departments to conduct on-site audits and re-evaluate the suppliers.

■ Judgment and handling of evaluation levels



## Note 9: Sustainable Deposit Project Notice

## 永續存款專案通知書

親愛的顧客 您好：

貴公司與玉山商業銀行股份有限公司（下稱本行）共同致力於永續發展，因應氣候變遷、落實環境保護等影響採取具體行動，一同實踐 ESG。

下列定期存款為貴公司本次參與「永續存款」G2023-03專案

戶名	艾訊股份有限公司					
存款種類	交易日期	定存帳號	存單號碼	起訖日	幣別	存款金額
定期存款	2023.09.11	0314-446-027075	-	2023.09.11-2024.03.11	TWD	10,000,000

- 註1. 如對於通知書內容有任何錯誤或不相符，請洽詢本行營業單位主管人員。
- 註2. 本次專案期間為2023.09-2023.12，若在定期存款到期前辦理中途解約，即不符合永續存款之定義，該定存之金額將排除於專案額度中。
- 註3. 永續存款資金將運用於符合綠色、ESG永續等相關授信及投資項目。

此致

玉山商業銀行股份有限公司  
E.SUN COMMERCIAL BANK, LTD.

## Note 10: Climate-Related Information

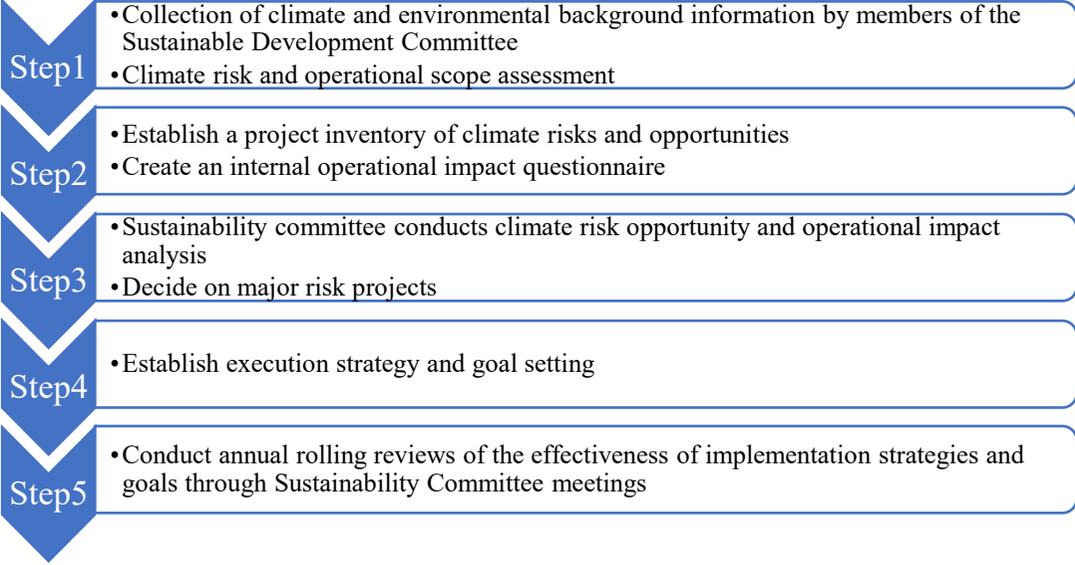
## 1. Climate-related information implementation status

Item	Execution Status								
(1) Describe the supervision and governance of the Board of Directors and management on climate-related risks and opportunities.	The Company adopted the Risk Management Policy adopted by the Board of Directors as the highest guiding principle of risk management, and the risk management team under the Sustainable Development Committee implements risk management in terms of environment (including climate change), society and corporate governance, and the resolution of risk projects is passed by the Board of Directors. The implementation of risk management in 2024 was reported to the Board of Directors on October 29, 2024.								
(2) Describe how the identified climate risks and opportunities affect a company's business, strategy, and finances (short-term, medium-term, long-term).  (3) Describe the financial impact of extreme climate events and transformation actions.	No.	Climate Change Risk Issues	Risk Level	Time Category	No.	Climate Change Risk Issues	Risk Level	Time Category	
	R1	Carbon fee for greenhouse gas emissions	High	Short, medium and long term	R5	Rising raw material costs	High	Short, medium and long term	
	R2	Product carbon tariff collection (EUCBAM)	High	Medium and long term	R6	The severity of extreme weather events such as typhoons, floods, and droughts has increased	High	Medium and long term	
	R3	Carbon emissions information disclosure	Medium	Short term	R7	Average temperature rise	High	Short, medium and long term	
	R4	Customers demand low-carbon products	High	Medium and long term					
	No.	Climate Change Risk Issues	Opportunity Level	Time Category	No.	Climate Change Risk Issues	Opportunity Level	Time Category	
	O1	Use more efficient production processes	High	Medium term	O2	Recycle	Medium	Short and medium term	

Item	Execution Status	
	Risk	Financial Impact
	Transition risk Carbon fee for greenhouse gas emissions	<p>According to the climate change response law, carbon fees will be levied in 2025 for products that directly or indirectly emit high emissions. The possible financial impact of this structural risk is an increase in operating costs. At this stage, the Company is not a high-carbon emission industry, so it has a moderate impact on the overall operation. At present, the Company continues to carry out comprehensive greenhouse gas inventory, and will also carry out assessment operations for the purchase of green electricity, biomass energy and other parts, and set carbon reduction targets, in the hope of achieving zero net emissions in 2050.</p> <p>It is estimated that Taiwan Province will levy a carbon fee: 1 ton of carbon fee will be collected in advance from NT \$500, and the annual emission in 2022 will be 1,700 metric tons, with an estimated increase of NT \$850,000 and a short-term increase of NT \$4 million, with low financial impact.</p>
	Transition risk Carbon tariff on greenhouse gas emitting products (CBAM)	<p>The EU's CBAM trial operation in October 2023 plans to impose carbon tariffs on products in 2026. Based on the current EU shipments accounting for about 20% of revenue, it is estimated that the cost of carbon taxes will increase by 5%, which will have an overall impact on revenue of about 1% and have a low financial impact.</p>
	Transition risk Carbon emissions information disclosure	<p>In response to the requirements of the competent authority, all listed cabinets are required to complete greenhouse gas inventory and disclosure in a timely manner.</p> <p>Estimated financial impact: Starting from 2022, the Company will fully comply with the requirements of ISO 14064-1 greenhouse gas inventory system, with an investment cost of NT \$400,000. The short-term 5-year operational impact will increase by NT \$2 million, indicating a low financial impact. the Company's response strategy is that the parent company has investigated and</p>

Item	Execution Status	
		disclosed on the annual report official website, and the subsidiary will complete it before the regulatory deadline.
	Transition risk Customers demand low-carbon products	In response to the product's compliance with ISO 14067 and environmental standards, it is necessary to conduct a carbon footprint inventory and achieve low-carbon transformation. It is estimated that the supply chain, transportation, and low-carbon processes will fully comply, and a single product will require an additional cost of NT \$3 million, with low financial impact. the Company plans to complete product carbon footprint certification from 2024 to 2026.
	Transition risk Rising raw material costs	Due to carbon tariffs and the demand for low-carbon goods from customers, the cost of raw materials has increased, resulting in an estimated increase of about 15% to 20% in product costs, with a moderate financial impact. The Company's response plan is to continuously monitor carbon tariff requirements in various countries and develop new suppliers to mitigate the impact of rising raw material costs.
	Physical risk The severity and frequency of extreme weather events such as typhoons and floods will increase	It may cause natural disasters to the Company's operating base, increase maintenance costs for building equipment, and even cause operational interruptions or casualties. The Company's response measures are to develop suppliers from multiple sources, and establish emergency response mechanisms related to typhoon and rainstorm to reduce immediate risks. Based on the actual impact of typhoons on Taiwan's operating base in the past three years, which caused an operational interruption, the estimated loss for the repair of the operating base is NT \$1 million, and the financial impact is low.
	Physical risk Average temperature rise	In the middle and late 21st century, the annual average temperature may rise by more than 1.8°C and 3.4°C. The number of days with high temperatures above 36°C has increased in various places, with the increase range of about 8.5 days and 48.1 days in the middle and late 21st century, especially in urban areas. Due to the transformation of power structure in Taiwan Province, it is estimated that

Item	Execution Status	
		the electricity price will gradually increase in the future, which will increase the Company's operating costs. On the premise of fixing the electricity price, if the electricity consumption increases by 5% for every 1 °C temperature increase, the annual electricity fee will increase by 7.5%, and the financial impact will be low. The subsequent response plan will consider the use of renewable energy and the purchase of green electricity certificates.
	Opportunity	Financial impact
	Use more efficient production processes	The use of high-efficiency equipment and tools can effectively improve production efficiency, bring opportunities to reduce electricity costs, and reduce greenhouse gas emissions between categories, resulting in low financial impact.
	Recycle	The recycling strategy of waste in circular economy will become more and more important, reducing the cost of waste treatment, recycling plastic parts or the utilization rate of biomass energy will reach more than 90%, and the financial impact will be low because of the small amount of waste.

Item	Execution Status
<p>(4) Describe how the identification, evaluation, and management processes of climate risks are integrated into the overall risk management system.</p>	<p>The Company has implemented climate risk governance in accordance with the TCFD Climate Change Financial Information Disclosure Guidelines and is effectively operating. The progress of the 2024 annual performance and sustainability report was reported to the board of directors on July 25, 2024.</p>  <ul style="list-style-type: none"> <li>Step1 <ul style="list-style-type: none"> <li>•Collection of climate and environmental background information by members of the Sustainable Development Committee</li> <li>•Climate risk and operational scope assessment</li> </ul> </li> <li>Step2 <ul style="list-style-type: none"> <li>•Establish a project inventory of climate risks and opportunities</li> <li>•Create an internal operational impact questionnaire</li> </ul> </li> <li>Step3 <ul style="list-style-type: none"> <li>•Sustainability committee conducts climate risk opportunity and operational impact analysis</li> <li>•Decide on major risk projects</li> </ul> </li> <li>Step4 <ul style="list-style-type: none"> <li>•Establish execution strategy and goal setting</li> </ul> </li> <li>Step5 <ul style="list-style-type: none"> <li>•Conduct annual rolling reviews of the effectiveness of implementation strategies and goals through Sustainability Committee meetings</li> </ul> </li> </ul>
<p>(5) If situational analysis is used to evaluate resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used should be explained.</p>	<p>A. Set the benchmark scenario and 2 C scenario to identify and analyze the short, medium and long-term climate risks and opportunities of the Company’s business scope and the whole life cycle of assets. In the transition risk, baseline scenario and 2 C scenario, RCP8.5 and RCP 2.6 climate scenarios of IPCC are cited respectively, and the immediate entity risk and long-term entity risk are assessed.</p> <p>B. The average temperature continues to rise, resulting in an increase in energy consumption and operating costs. In response to an increase in the average temperature of the whole station by 1 degree, resulting in an increase in electricity consumption by increase 5%, if the unit price of electricity remains stable, it is estimated that the electricity consumption and derived electricity charges will by at least 22.5% in a short period of three years by raising the temperature by 1.5 degrees.</p>

Item	Execution Status
<p>(6) If there is a transformation plan for managing climate related risks, explain the content of the plan, as well as the indicators and goals used to identify and manage entity risks and transformation risks.</p>	<p>In response to rising temperatures:</p> <ul style="list-style-type: none"> <li>A. The factory has completely replaced old lamps with cost-effective LED lamps.</li> <li>B. Set up induction devices in the factory to avoid unnecessary waste of electricity.</li> <li>C. Evaluate the construction of energy storage systems to reduce electricity costs.</li> </ul> <p>Resource efficiency improvement and low-carbon products:</p> <ul style="list-style-type: none"> <li>A. Continuously updating the old generation production equipment in the factory, the new equipment not only saves energy, but also reduces production costs and improves production performance by improving production efficiency.</li> <li>B. The R&amp;D department's products include the use of PCR materials and the development of low-carbon raw materials, aiming to achieve high efficiency in product performance and circular economy.</li> <li>C. The factory is evaluating the comprehensive installation of solar power generation equipment in the factory area.</li> </ul> <p>Related indicator goals:</p> <ul style="list-style-type: none"> <li>A. Completed the group's ISO 14064 inventory inspection between 2024 and 2026, and passed third-party verification; Complete a product carbon footprint inventory and obtain environmental protection labels before 2026.</li> <li>B. The R&amp;D department follows the ESG trend and develops efficient and energy-saving products.</li> <li>C. Continuously optimize the process and improve performance to reduce production energy consumption.</li> </ul>
<p>(7) If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>There is no internal carbon pricing yet.</p>
<p>(8) If climate related goals are set, information should be provided on the activities covered, greenhouse gas emission categories, planning period, and annual progress achieved; If carbon credits or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits to be offset or the quantity of renewable energy</p>	<p>Emissions reduction targets</p> <p>Compared with the base year of 2023 of the headquarters</p> <ul style="list-style-type: none"> <li>20% reduction in greenhouse gas emissions in Scope 1 + Scope 2 in 2030</li> <li>30% reduction in greenhouse gas emissions in Scope 1 + Scope 2 in 2040</li> </ul> <p>The Company plans to purchase renewable energy certificates starting from 2030, and the purchase amount is the scope 2 purchased electricity usage.</p>

Item	Execution Status
certificates (RECs) should be explained.	
(9) Greenhouse gas inventory and confirmation of the situation, reduction goals, strategies, and specific action plans (to be filled out separately in 1-1) and (1-2).	Refer to 1-1 and 1-2

1-1 Company greenhouse gas inventory and confirmation status in the last two years

1-1-1 Greenhouse gas inventory information

Describe the emission volume (metric tons CO <sub>2</sub> e), intensity (metric tons CO <sub>2</sub> e/million yuan) and data coverage of greenhouse gases in the past two years.				
Item Year	Scope 1 (tons of CO <sub>2</sub> e)	Scope 2 (tons of CO <sub>2</sub> e)	Total emissions Scope 1+2 (tons of CO <sub>2</sub> e)	Information covers:
2023	2,032.1895	2,046.8069	4,078.9964	2023 Taiwan parent company, German subsidiary, USA subsidiary
2024	251.0703	1,893.3591	2,144.4294	2024 Taiwan parent company

Item Year	Company revenue (millions)	Total emissions (tons of CO <sub>2</sub> e)	Intensity (ton CO <sub>2</sub> e/million revenue)	Information covers:
2023	6,700.5	4,078.9964	0.6087	2023 Taiwan parent company, German subsidiary, USA subsidiary
2024	6,893.1	2,144.4294	0.3111	2024 Taiwan parent company

1-1-2 Greenhouse gas confidence information (statement of the assurance situation in the past two years, including the extent of the assurance, assurance organization, assurance criteria and assurance opinions)

The parent company of the Company's greenhouse gas emissions inventory has appointed a third party, the British Standards Institution BSI, to conduct verification starting in 2021. The verification of the 2024 annual information is expected to be completed in the third quarter of 2025.

## 1-2 Greenhouse gas reduction goals, strategies and specific action plans

Emissions Reduction Targets	Strategic Action	Planning Schedule
Compared with the base year of 2023 20% reduction in greenhouse gas emissions in Scope 1 + Scope 2 in 2030 30% reduction in greenhouse gas emissions in Scope 1 + Scope 2 in 2040	(1) Through green procurement, purchase environmentally friendly infrastructure equipment, and fully replace refrigeration and air conditioning systems with energy efficiency level 1. (2) Implement energy-saving projects for facilities and equipment (3) Renewable energy usage and purchase of green electricity certificates	(1) 2023~2030 (2) 2023~2030 (3) 2023~2040