



2024

**SUSTAINABILITY
REPORT SUMMARY
CHENG UEI PRECISION
INDUSTRY (FOXLINK)**

Sincerity | Foresight | Responsibility



ABOUT THE REPORT I

The 2024 edition of the Cheng Uei Precision Industry Co., Ltd. (hereinafter referred to as the Group, FOXLINK and the Company) Sustainability Report builds upon the CSR Reports first published in 2016, which was upgraded to the Sustainability Report in 2022. This report discloses the sustainable operational performance of FOXLINK in 2024 to stakeholders, focusing on performance in the environmental (E), social (S), and governance (G) domains. We are committed to continually enhancing the transparency of sustainability information in the future and actively explain] the Company’s sustainability commitments, strategies, performance, and future goals to all stakeholders.

Report Scope

1. Period of Information Disclosure: January 1, 2024 to December 31, 2024
2. Scope of Information Disclosure:
 - The financial data is consistent with the annual report and covers the operating performance of the parent company and its subsidiaries.
 - Non-financial performance data is disclosed based on the main production sites, including the Taiwan headquarters (Zhongshan Plant, Dingpu Plant, Yixin Plant, Minquan Plant, and Taichung Science Park Plant), China Dongguan (Fudong and Fuqiang), Kunshan (Fugang, Fushineng, and Fushijin), Xuzhou Plant, Southeast Asia Vietnam Plants (Ho Chi Minh City and Da Nang), and India Plant.
3. Compared with the reporting boundaries of the 2023 report, the Da Nang Plant in Vietnam has been newly included.
4. The statistical data revealed in the report are based on FOXLINK's internal statistics and surveys, utilizing internationally accepted indicators. Where estimates are made, these are noted in the relevant sections. Any changes in historical data due to expanded disclosure scope or external verification are also declared within the report.

Report Management & External Assurance

1. The topics in this report are determined through the identification of material topics and stakeholders engagement. Material topics are discussed by the Sustainable Operation Team under the “Corporate Governance and Sustainable Operation Committee.” The content of the report is reviewed and approved by the head of the Sustainable Operation Team, submitted to the Board of Directors, and published following the Board’s approval.
2. The financial statement data serving as the basis for the calculations in this report are presented in New Taiwan Dollars (NTD).
3. If any estimates or assumptions are made, they will be noted within the respective sections. Compared to the previous edition, any changes in departments included in this report will be clearly indicated in the text.
4. AFNOR Asia Ltd. is entrusted to make an independent verification and issue a statement of independent assurance via AA1000AS V3 Type-1 Moderate Assurance.

Report Management & External Assurance Preparation Basis

This report is prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards 2021) and aligns with the “Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies.” Additional standards followed are as listed below:

- United Nations Sustainable Development Goals (SDGs)
- United Nations Global Compact Disclosure Requirements
- Task Force on Climate-related Financial Disclosures (TCFD) Framework
- Sustainability Accounting Standards Board (SASB)

Aspect	Certification / Verification Items	Certification / Verification Institutions
Economic	Financial Data	PWC Taiwan
Environment	ISO 14001:2015 Environmental Management System ISO 50001:2018 Energy Management System QC080000 Hazardous Substance Process Management System ISO 14064-1: 2018 GHG Inventory Standards UL2799 Zero Waste to Landfill Certification	Relevant sections explain the third-party certified management systems that each plant has passed
Society	ISO 45001: 2018 Occupational Safety and Health Management System RBA Code of Conduct	Relevant sections explain the third-party certified management systems that each plant has passed

Contact Information

If you have any question or suggestion about this report, you are welcome to contact us. The contact information is as follows:

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- Company Website: www.foxlink.com

Issue Time of the Report

FOXLINK prepares and issues the Sustainability Report regularly every year and publishes it on its official website at the same time.

Last version	Issued in August 2024
Current version	Issued in August 2025
Next version	To be issued in August 2026

Words of the Chairman I

The year 2024 is a year full of challenges and opportunities for the FOXLINK, demonstrating the Group’s ongoing efforts in market expansion, technological innovation, and sustainable development. In 2024, FOXLINK achieved consolidated net operating revenue of NT\$98,397,461 thousand, representing an 8.7% increase compared to 2023. The after-tax earnings per share (EPS) for 2024 was NT\$3.65, up 15.8% from NT\$3.09 in 2023. In September 2024, FOXLINK’s factory in Da Nang, Vietnam, successfully made its first shipment, marking a significant step in the Group’s further expansion into the Southeast Asian market. This initiative not only enhances the Company’s multi-regional production capabilities but also better serves customers and promotes local employment, laying a solid foundation for global deployment. The construction and operation of the Da Nang Plant introduced automated technologies and equipment, driving the Company’s technological progress and innovation capabilities. This contributes to maintaining FOXLINK’s competitive advantage in the market, showcasing the Company’s global layout and manufacturing strength, and providing momentum for the Group’s sustained growth.

In addition, in May 2024, FOXLINK announced a collaboration with ASUS, cloud solutions provider Ubitus, and its renewable energy subsidiary Shinfox Energy Co., Ltd. to establish the largest AI computing center in Taiwan, located in Tucheng, New Taipei City. This project not only showcases the Group’s leadership in technological innovation and partnership but also provides strong support for Taiwan’s AI computing power to gain global recognition. The first supercomputing center, named “Ubilink,” officially opened on November 14, 2024. It ranked 31st and 44th respectively in the November listings of the global TOP500 supercomputers and Green500, becoming Asia’s first green energy supercomputing center. This achievement not only enhances Taiwan’s competitiveness in the global AI sector but also demonstrates the Group’s commitment to green energy and sustainable development.

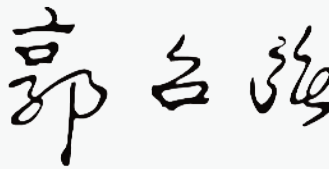
On environmental sustainability, FOXLINK’s total greenhouse gas emissions within the 2024 SBTi scope (Scope 1 + Scope 2/market-based) amounted to 87,395 tons of CO₂e per year, representing a 22.88% reduction compared to 2023 and a 68.49% decrease from the 2021 baseline year. Other indirect greenhouse gas emissions (Scope 3) totaled 560,966 tons of CO₂e per year, reflecting a 12.35% reduction from 2023 and a 59.06% decrease compared to the 2021 baseline. FOXLINK continues to advance steadily in energy saving and carbon reduction. Our efforts have not only earned high recognition from customers but also stood out in Business Weekly’s carbon competitiveness survey. FOXLINK was named one of the top 100 companies in carbon competitiveness by Business Weekly for two consecutive years in 2023 and 2024. According to Business Weekly, FOXLINK ranked first in the industry for low-carbon innovation questionnaire scores and second overall in the top 100 ranking, fully demonstrating our leadership in low-carbon innovation.

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With Sincerity, Foresight, and Responsibility, striving to be a global leader in sustainability.

Looking ahead, FOXLINK will continue to uphold its Sincerity, Foresight, and Responsibility management philosophy while integrating a sustainable development vision to deepen carbon reduction efforts and contribute more to global environmental protection. The Group will persist in driving technological innovation and market expansion, enhancing production capacity and operational efficiency, and striving to become a global leader in green business.

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CHENG UEI PRECISION INDUSTRY CO., LTD.
Chairman

Sustainable Development I

2024 ESG Performance

Aspect	Performance
Environment	- The Carbon Disclosure Program (CDP) questionnaires on climate change and water security both achieved a management level rating of B. - Ranked among Business Weekly’s top 100 companies in carbon competitiveness for two consecutive years in 2023 and 2024, achieving first place in the “Electronic Components” industry category. The Company recorded a carbon productivity growth rate of 25%, also ranking first in the “Electronic Components” industry category. - Awarded the 1.5°C Climate Action Certificate by CommonWealth Magazine. - Achieved an energy saving target of 10.11% (2024), surpassing the 4.85% goal compared to the baseline year of 2021. - The Group utilized renewable energy for 55.40% of its total energy consumption.Achieved an 11.87% reduction in domestic water consumption. Total water usage in 2024 was 2,810 km3, representing a decrease of 108 km3 compared to 2023. - Total GHG emissions in 2024 (Scope 1 + Scope 2/market-based) were 87,395 tons of CO₂e per year, a decrease of 22.88% compared to 2023, and a 68.49% decrease compared to the baseline year of 2021. Other indirect greenhouse gas emissions (Scope 3) amounted to 560,966 tons of CO₂e per year, representing a 12.35% reduction compared to 2023 and a 59.06% decrease from the 2021 baseline year. - In 2024, the Xuzhou and Taiwan plants completed and began operating solar power generation equipment, adding a total installed capacity of 12,387.9 Kwp, representing a 45% increase in photovoltaic power generation compared to 2023. - The Dongguan Fudong and Fuqiang plants received the Guangdong Province green factory certification. - The Kunshan and Xuzhou plants received clean production certification.
Social	- The Fuqiang Phase II Plant in Dongguan and the Kunshan Fushineng and Fushijin Plants obtained the RBA certificate of the silver grade. - The Fuqiang Plant in Dongguan passed the BSCI audit. - Ecovadis received the Commitment Medal. - At the group level, diversity efforts continued to advance, with women making up 32% of management positions. Ongoing focus was placed on the workplace Diversity, Equity, and Inclusion (DEI) framework. - Continued focus was placed on employee stability and well-being, along with encouraging the development of personnel in key positions. The talent retention rate for key positions reached 96%. - The Group emphasized talent development, delivering 269,297 training hours through diverse offline and online programs. On average, each employee received 11.4 hours of training, enabling flexible, on-demand learning. - Focus was placed on a friendly and safe working environment. In 2024, there were no cases of occupational disease, fatalities, or serious injury incidents.
Governance	- Consolidated revenue reached NT\$98.397 billion, representing an 8.7% increase compared to 2023. - In 2024, FOXLINK obtained 111 patents, including 19 invention patents, 77 utility model patents, and 15 design patents, primarily covering products such as robotic arms, headphones, mice, VR, batteries, electric bicycles, and antennas. A total of NT\$10.126 million in bonuses was awarded internally. - The Group had no violations of economic, social, or environmental regulations resulting in fines in 2024. - A friendly and safe working environment was maintained, with no cases of occupational disease, fatalities, or serious injury incidents reported in 2024. - In 2024, the Group’s overall operations experienced no incidents affecting customer privacy. There were no complaints or penalty notifications related to personal information, nor were there any major cyberattacks impacting business operations or involving privacy violations.

SDGs of the United Nations

FOXLINK actively responds to the United Nations’ Sustainable Development Goals (SDGs). Based on the identified material topics related to the three key areas of environment, social, and governance, FOXLINK addresses and demonstrates performance in nine specific SDG goals.

Environment

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CLEAN WATER AND SANITATION

Clean Water and Sanitation

- Total water consumption reduced by 3.7%, domestic water consumption reduced by 11.87%.
- Water Recycling Rate achieved 7.53%.

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AFFORDABLE AND CLEAN ENERGY

Affordable and Clean Energy

- Achieved an energy saving target of 10.11% (2024), surpassing the 4.85% goal compared to the baseline year of 2021.
- The Group utilized renewable energy for 55.40% of its total energy consumption.
- Photovoltaic power generation systems were completed and connected to the grid at the Xuzhou and Taiwan plants, with a total generation capacity of 6,024.95 kW and an estimated annual power generation of 7,210 MWh.

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CLIMATE ACTION

Climate Action

- The Carbon Disclosure Program (CDP) questionnaires on climate change and water security both achieved a management level rating of B.
- A greenhouse gas inventory platform was implemented to effectively manage energy consumption and carbon emission data for both the Company and its suppliers.
- In 2024, total greenhouse gas emissions (Scope 1 + Scope 2/market-based) were reduced by 22.88% compared to 2023; other indirect greenhouse gas emissions (Scope 3) were reduced by 12.35% compared to 2023.

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LIFE ON LAND

Life on Land

- At the Dingpu Plant, a conservation area for the growth of *Spiranthes sinensis* has been established. This plant species is listed in Appendix II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) as one in urgent need of protection.

Society

3

GOOD HEALTH AND WELL-BEING

Good Health and Wellbeing

- Continued focus was placed on employee stability and well-being, encouraging key position holders to prioritize a friendly and safe working environment. In 2024, there were no cases of occupational disease, fatalities, or serious injury incidents.
- A dedicated budget of approximately NT\$16.28 million was allocated for employee activities in overseas regions such as Mainland China, India, and Vietnam.

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QUALITY EDUCATION

Quality Education

- Continued focus was placed on employee stability and well-being, along with encouraging the development of personnel in key positions. The talent retention rate for key positions reached 96%.
- The Group emphasized talent development, delivering 269,297 training hours through diverse offline and online programs. On average, each employee received 11.4 hours of training, enabling flexible, on-demand learning.

5

GENDER EQUALITY

Gender Equality

- At the group level, diversity efforts continued to advance, with women making up 32% of management positions. Ongoing focus was placed on the workplace Diversity, Equity, and Inclusion (DEI) framework.

Governance

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DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth

- The Fuqiang Phase II Plant in Dongguan and the Kunshan Fushineng and Fushijin Plants obtained the RBA certificate of the silver grade.
- The Fuqiang Plant in Dongguan passed the BSCI audit.
- Ecovadis received the Commitment Medal.

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PARTNERSHIPS FOR THE GOALS

Partnerships for the Goals

- Local procurement ratio reached 81% in 2024.
- The Social Responsibility Commitment was included as a required document for new material suppliers. In 2024, a total of 91 new material suppliers were notified and confirmed to have completed signing.
- Completed preparatory work for internal carbon inventory and promoted the use of the supplier platform. Collaborated with suppliers to jointly reduce carbon emissions and promote sustainable development.

Sustainability Policy

The Governance and Sustainability teams, considering international trends and relevant standards, has formulated FOXLINK’s Sustainability Policy. This policy encompasses three major aspects: corporate governance, environment, and society, comprising a total of seven key principles. It serves as the highest guiding spirit for the Company’s sustainable development and aligns with the publicly disclosed sustainable development principles, thereby advancing the path toward sustainability. Based on this Sustainability Policy, various policies and codes have been established, including but not limited to the following: Code of Corporate Integrity, Corporate Governance Best Practice Principles, Code of Practice on Sustainable Development, Risk Management Policy, Information Security Management Policy, Labor Policy, Ethics Policy, Environmental Policy, Occupational Health and Safety Policy, Energy Policy, and Conflict Minerals Policy. These are detailed in their respective chapters.

Environmentally Friendly

Promote energy efficiency and reduce carbon emissions to mitigate climate change and lessen environmental impact.

Respect and Protection of Human Rights

Protection of basic employee rights, providing a fair and just working environment.

Corporate Integrity

Establish and implement strict anti-corruption and anti-slavery policies, identify and prevent unfair competitive practices, and set up a fair grievance handling process.



Corporate Sustainability

Ensure transparency in financial reporting, decision-making processes, and other key information, while upholding high standards of business ethics.

Green Supply Chain

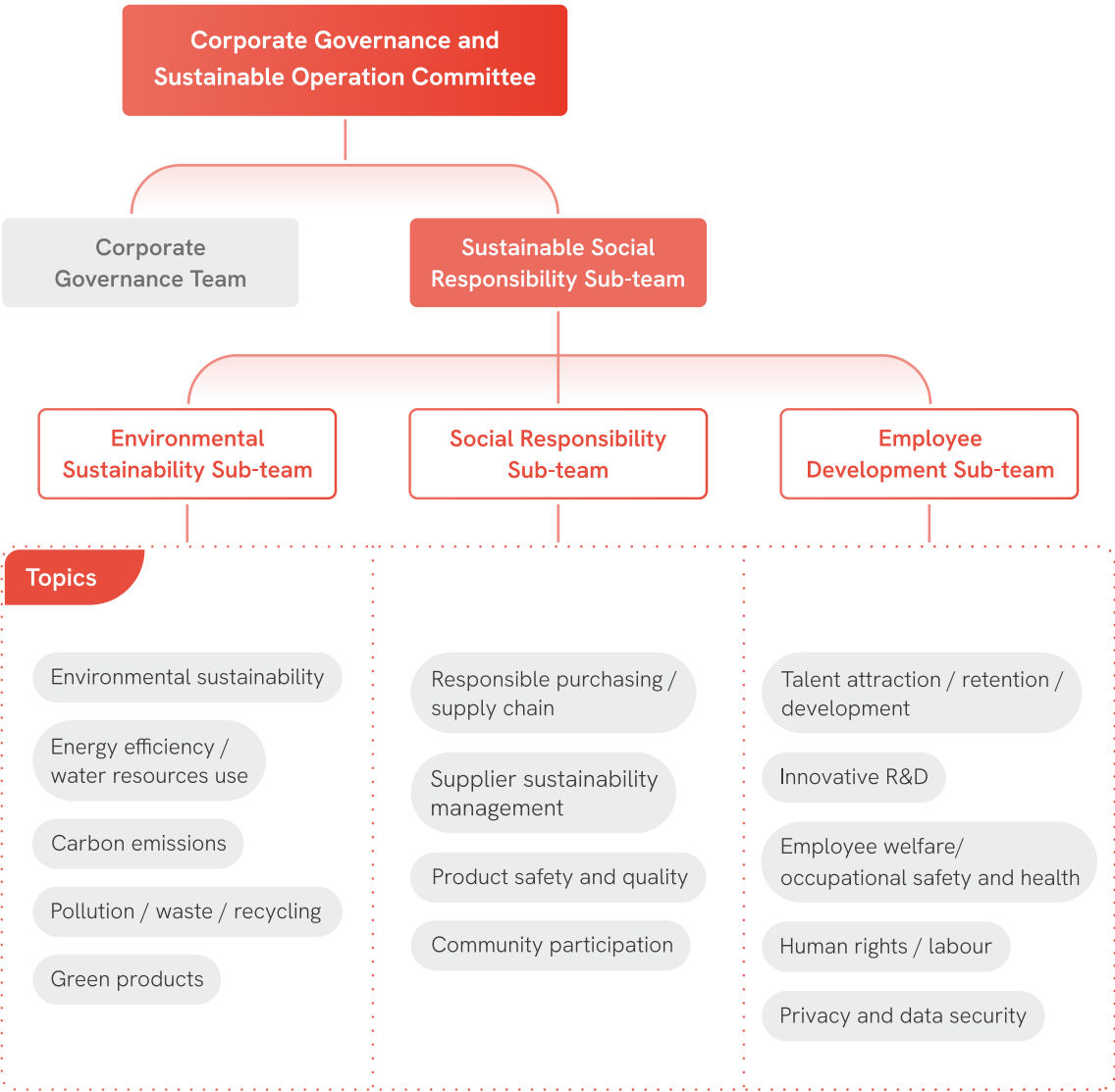
Establish a Supplier Code of Conduct requiring suppliers to comply with social responsibility standards. Promote energy saving and carbon reduction among suppliers to build a compliant and sustainable supply chain.

Fair Workplace

Continuous improvement of labor management systems. Training and encouraging employees to engage in the implementation of labor policies.

Risk Management

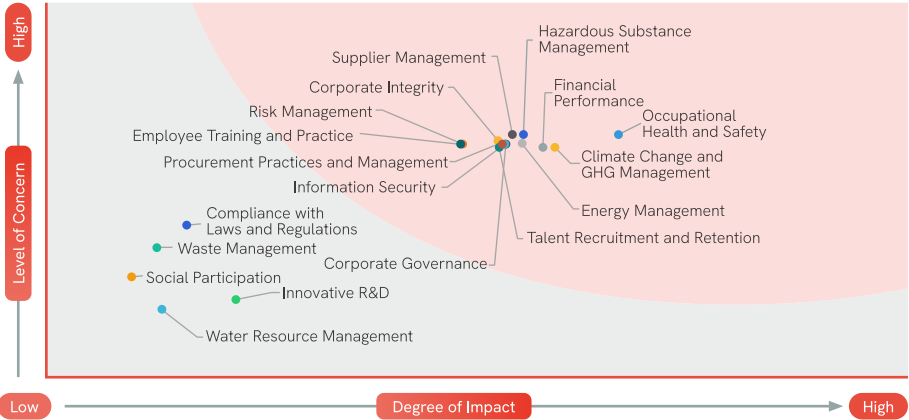
Establish a comprehensive risk management system to identify, assess, and manage various risks that may impact company operations.



Identification and Assessment of Material Topics

To identify material topics, in 2024 the Group collected sustainability-related issues from global regulations and standards, industry norms and standards, peer companies and industry benchmarks, and the Group’s annual goals. After internal discussions, these were categorized into three main aspects: governance, social (including human rights), and environment, resulting in a total of 21 sustainability topics serving as the scope for material topic identification in this report.

After collecting responses to the Impact Assessment Questionnaire and the Concern Level Questionnaire for each sustainability topic, the Sustainable Operation Committee analyzed the quantitative results of the 21 topics. Based on this analysis, internal discussions, and input from internal and external experts, topics with a concern level above 4.5 and an impact score above 15 were designated as this year’s material topics. A total of 14 material topics were selected as the focus of this year’s report disclosure, while other secondary topics will be disclosed appropriately according to stakeholder interest. Compared to the previous year, “Quality Management” was renamed to “Hazardous Substance Management,” and four new material topics were added: Risk Management, Procurement Practices and Management, Talent Recruitment and Retention, and Energy Management. The list of material topics was reviewed by the convener of the Sustainable Operation Team and reported to the Board of Directors.



Governance	Social	Environment
- Corporate Governance - Risk Management - Financial performance - Corporate Integrity - Compliance with laws and regulations - Innovative R&D - Information Security - Procurement Practices and Management - Supplier Management	- Talent Recruitment and Retention - Employee rights and pluralistic equality - Employee training and practice - Occupational Health and Safety - Social Participation	- Energy Management - Climate Change and GHG Management - Water Resource Management - Waste Management - Hazardous substance management - Raw Material Use and Circularity - Biodiversity

Explanation of Changes Compared to Last Year’s Material Topics

Categories	Material Topics in 2023	Material Topics in 2024	Description
Governance	Corporate Governance	Corporate Governance	
	Risk Management	Risk Management	New
	Financial performance	Financial performance	
	Corporate Integrity	Corporate Integrity	
	Information Security	Information Security	
	Procurement Practices and Management	Procurement Practices and Management	New
	Supplier Management	Supplier Management	
Social	Talent Recruitment and Retention	Talent Recruitment and Retention	New
	Employee rights and pluralistic equality	Employee rights and pluralistic equality	
	Employee training and practice	Employee training and practice	
	Occupational Health and Safety	Occupational Health and Safety	
Environment	Energy Management	Energy Management	New
	Climate Change and GHG Management	Climate Change and GHG Management	
	Quality Management	Hazardous substance management	Renamed

Corporate Governance I

Governance Goals

Short-term Goals	Middle & Long-term Goals
1. Ensure the proper operation of committee meetings, with 100% compliance in convening procedures. 2. In 2025, the weighting of the “Promoting Sustainable Development” dimension in the Corporate Governance Evaluation will be increased from 35% to 49%. 3. In 2025, the Company will continue to enhance the FoxKM Smart Management Platform to strengthen each unit’s proficiency in its application, leveraging intelligent generation functions to improve the use of corporate data assets. 4. In 2025, all five externally facing websites will be incorporated into the Web Application Firewall (WAF) management system. 5. In 2025, the Company will continue to strengthen cybersecurity controls at its overseas plants by enhancing core network protection mechanisms and improving endpoint response capabilities.	1. Enhance the effectiveness of committee governance by advancing the efficiency of strategic decision-making and promoting the application of digital tools. 2. Continuously enhance the internal Artificial Intelligence (AI) platform and Knowledge Management (KM) system to improve the effectiveness of intelligent applications and knowledge sharing. 3. Establish a Security Operations Center (SOC) to strengthen cybersecurity monitoring and management efficiency. 4. Gradually develop internal control activities with a priority on digital management, with the long-term goal of creating an environment for effective information communication and internal controls that enable data-driven early warnings, discussions, and decision-making.

Financial Information

In 2024, the Company’s consolidated net operating revenue amounted to NT\$98,397,461 thousand, representing an 8.7% increase compared to the 2023 consolidated net operating revenue of NT\$90,550,764 thousand.

Net income after tax for 2024 was NT\$1,687,146 thousand, with earnings per share (EPS) of NT\$3.65, compared to 2023’s net income after tax of NT\$1,457,132 thousand and EPS of NT\$3.09, an increase of 15.8%.

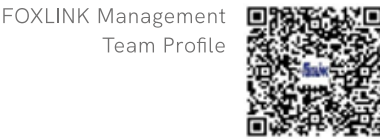
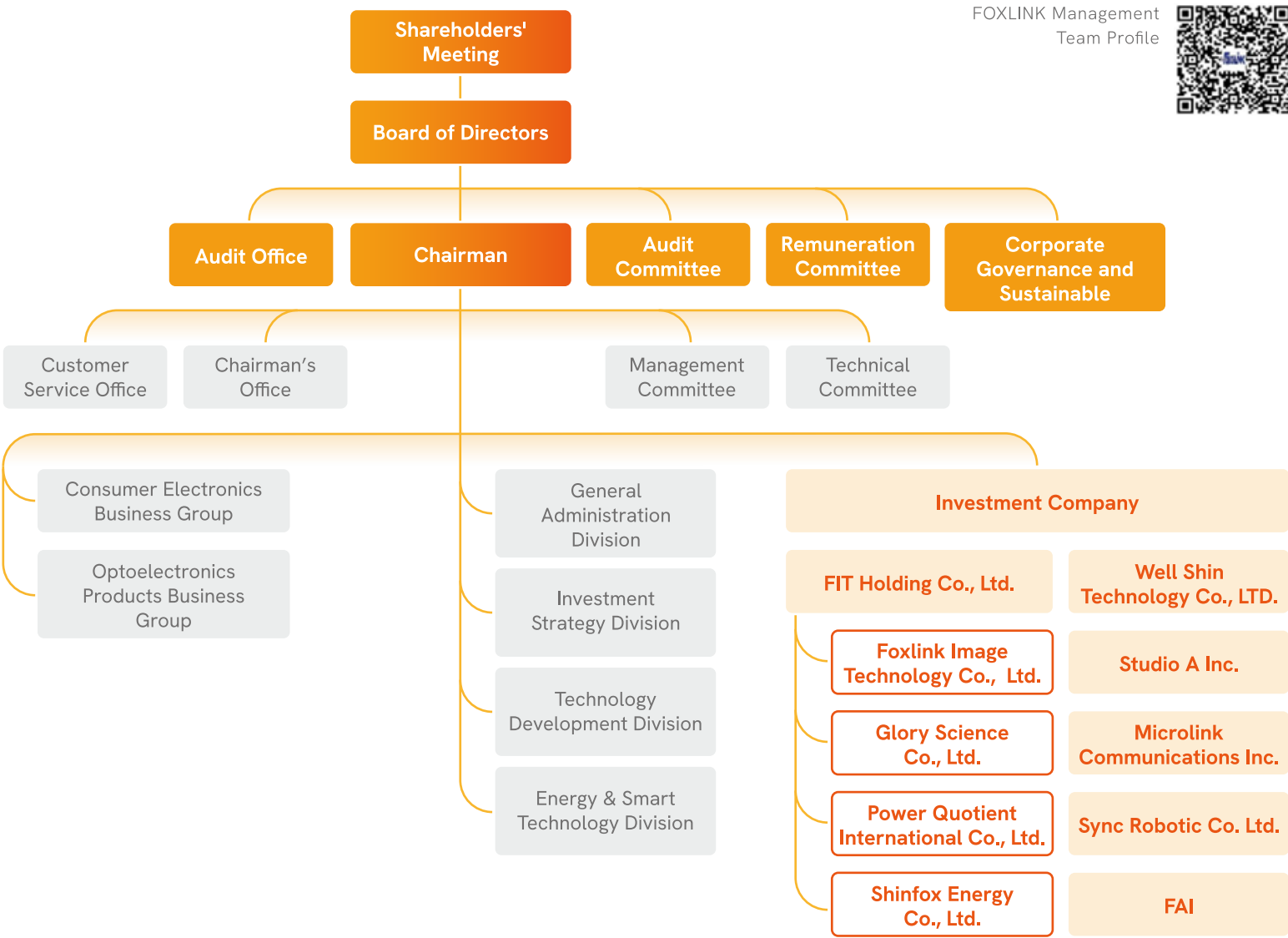
The growth in revenue and profitability in 2024 compared to the previous year was primarily driven by contributions from the new energy business. As new energy projects progressed through various completion milestones, related project payments were gradually recognized as revenue. Additionally, government promotion of deep energy-saving policies led to increased demand for green electricity trading, resulting in more renewable energy purchase and sales contracts being signed, which in turn boosted both revenue and profit growth. Meanwhile, revenue from 3C components experienced a slight decline due to fluctuations in customer market sales volume. System products, however, showed steady revenue growth thanks to effective alignment with customer needs. On the other hand, the retail channel was impacted by reduced foot traffic in Hong Kong and the lack of price competitiveness, which changed consumer behavior and affected overall retail sales for the Group.



Governance Organization

The Group has established a Board of Directors in accordance with legal requirements. Its members, consisting of directors and independent directors, jointly assume responsibility for corporate governance and business strategy. While safeguarding shareholders’ rights, the board also considers the rights and interests of employees, customers, shareholders/investors, trade associations, suppliers/contractors, government agencies, non-governmental organizations, and the media as guiding principles. General managers of each business group, following the Board’s guiding principles, set rules and provide direction for their respective units’ operations. According to board regulations, any director who has a conflict of interest (whether directly or on behalf of a legal entity they represent) with a proposal under discussion must refrain from participating in the discussion and voting on that matter. Such directors shall withdraw from the discussion and voting, and shall not exercise voting rights on behalf of other directors.

The Group follows the Corporate Governance Best Practice Principles, implementing a board diversity policy. The current board consists of 9 members, including 4 independent directors, with a wide range of complementary industry experience as well as expertise in finance, accounting, and related professional fields. Going forward, the board will continue to maintain a structure composed of both external professionals and internal senior management. The results of the Board’s annual performance evaluation will serve as a reference for director nominations and reappointments. For more details, please scan the QR code to view the full profile of FOXLINK’s management team.



Source: Cheng Uei Precision Industry Co., Ltd. Official Website
<https://www.foxlink.com/web/%e5%85%ac%e5%8f%b8%e6%b2%bb%e7%90%86/>

Corporate Integrity

01 Anti-Corruption Policy	02 Anti-Slavery and Human Trafficking Policy	03 Anti-Competitive Behavior Monitoring	04 Whistleblowing Mechanism for Reported Cases
✓ The Group encourages reporting of unethical behavior, ensures strict confidentiality, and conducts regular training to raise awareness of anti-corruption practices. ✓ Headquarters Complaint Hotline: Phone: +886-2-2269-9888 ext. 11601 or Email: mailto:ceo@foxlink.com.tw Vietnam Plant (028) 36364095	✓ The Group encourages reporting of unethical behavior and ensures strict confidentiality. ✓ Regular training is conducted to raise awareness on anti-slavery practices.	✓ In 2024, there were no legal proceedings related to any anti-competitive behavior.	✓ The Group has established the “Measures for Reporting Fraudulent Conduct”, which strictly ensures the confidentiality of the whistleblower’s identity and the reported content. Investigation results are communicated via email. For substantiated cases, the whistleblower will be granted an appropriate reward. ✓ The Group has set up an independent reporting email address and hotline (+886-2-2269-9888 ext. 11601) for both internal and external use.

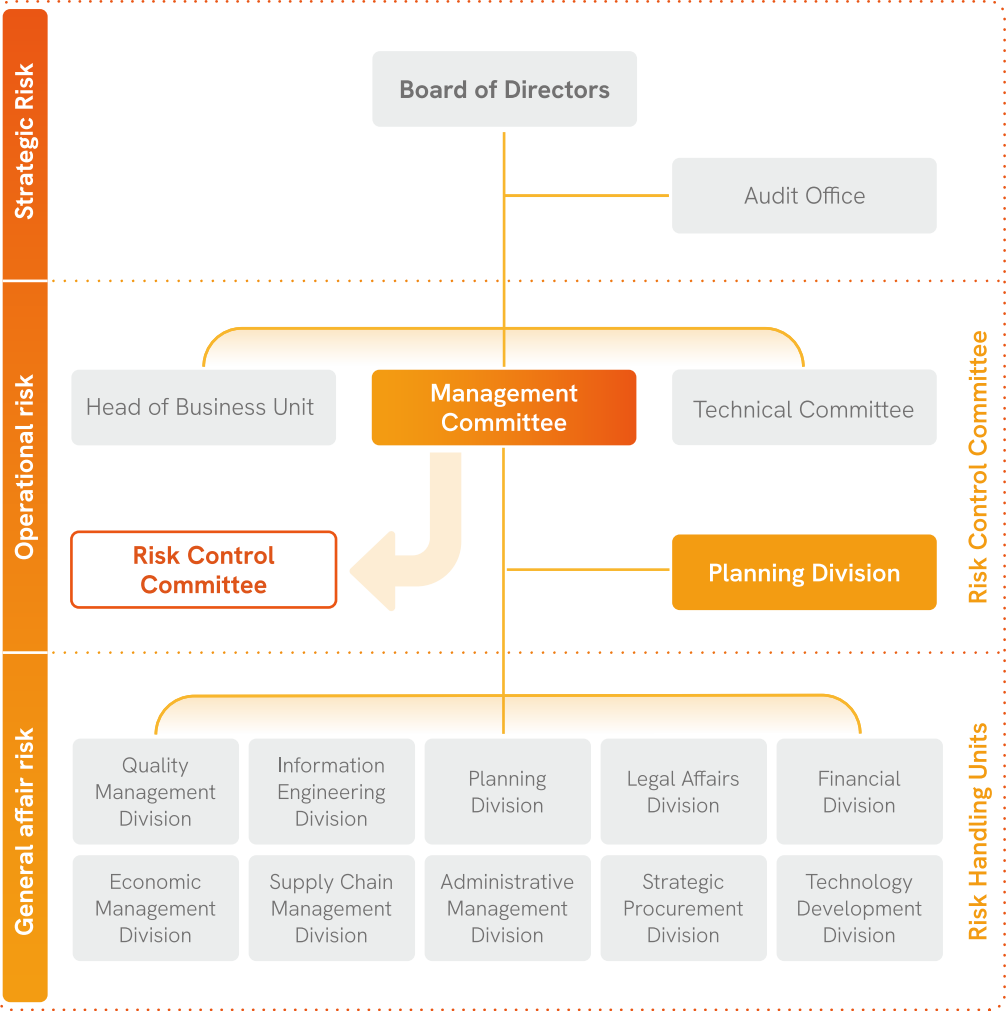


In 2024, the Group completed the promotion and training of the Code of Corporate Integrity, and no incidents of anti-competitive or anti-monopoly violations occurred.

Course Name	Course Hours	Number of Participants
RBA Code of Conduct & Supplier Industry Guidelines	6	1,712
Analysis of Trade Secrets Law and Practical Cases with Confidentiality Duty Advocacy	2	2,862
Relevant Laws and Case Analysis of Insider Trading	1	52
Employee Confidentiality Duties and Contract Stamp	6	375
Discussion on Insider Trading Behavior and Responsibilities	1.5	339

Risk Management

The Group has established a comprehensive risk management framework covering risk identification, assessment, response, and monitoring. This framework involves the Board of Directors, Audit Committee, Corporate Governance and Sustainable Operation Committee, and various business units, ensuring the comprehensiveness and effectiveness of risk management.



Risk Identification and Response



Macroeconomic Risk

Avoid overreliance on a single source, and increase localized procurement and production in India and Vietnam. Actively participate in local industry associations and maintain good communication with the government to seek policy support or incentives.

Operational Risk

The Group mitigates risks through diversified production bases, reducing reliance on a single production base and dispersing supply chain disruption risks caused by the China-U.S. trade war.

Liquidity Risk

Strengthen cash flow management, diversify financing channels, optimize supply chain finance, disperse market risks, enhance asset liquidity, strengthen internal financial management, and utilize financial instruments to hedge risks, effectively addressing liquidity risk.

Information Security Risk

The Group continuously strengthens security measures and repairs system vulnerabilities to ensure stable operations. Regular security meetings are held to enhance emergency response capabilities and optimize annual management objectives. The Group has established risk assessment criteria to manage risks from organizational and technical perspectives, reducing information security threats.

R&D Technology Risk

The Group actively files patents to protect technological achievements and mitigates R&D risks through scientific management, cost control, market research, and intellectual property protection measures. This approach maintains technological leadership and promotes the commercialization of innovative results.

Social Image Risk

Showcase corporate activities through the official website and social media, actively fulfilling environmental and public welfare responsibilities. Use public opinion monitoring to quickly respond to negative events, strengthening brand image and highlighting technological advantages and high-quality products. By complying with regulations, publishing compliance reports, and employing digital tools for sentiment monitoring, the Group effectively maintains its corporate image.

Environmental Pollution Risk

Conduct regular environmental risk assessments at production sites, promote the application of green technologies, strengthen environmental commitments, establish emergency response mechanisms, and regularly disclose environmental performance data.

Ethical and Corruption Risk

Establish a transparent procurement platform, strengthen internal audit and monitoring, implement ethics training and culture building, and set up whistleblowing mechanisms. The Group also maintains a supplier evaluation system to regularly assess supplier reputation and compliance. FOXLINK has also signed ethical agreements with suppliers to explicitly prohibit bribery and kickback activities.

Climate Risks

To address extreme weather such as typhoons, floods, and earthquakes, FOXLINK has upgraded flood control and seismic resistance facilities at plants, established early warning and production capacity scheduling mechanisms to reduce the risk of production interruptions. The Company promotes cross-site capacity allocation and dual sourcing of critical raw materials, combined with digital monitoring systems to ensure supply stability during extreme weather conditions.

Responsible Supplier Management I

Group Commitment

FOXLINK regards sustainable development as a core value for long-term business operations and views supply chain management as a key pillar to achieving sustainability goals. The Group is committed to building close and trusting partnerships with strategic suppliers, promoting mutual progress in sustainability through high environmental and social responsibility standards. The vision extends beyond enhancing supply chain competitiveness and resilience to reducing operational risks and creating long-term value for the environment and society. To achieve this, FOXLINK makes the following commitments:



Enhance Supplier Management System

Implement a systematic supplier scoring and audit mechanism to ensure all suppliers meet FOXLINK’s sustainability standards.

Deepen Strategic Partnerships

Establish mutually beneficial cooperation models with suppliers to jointly pursue excellence in environmental protection and social responsibility.

Promote Green Transformation

Focus on energy saving, carbon reduction, and waste management to reduce the supply chain’s environmental impact.

2024 Management Highlights

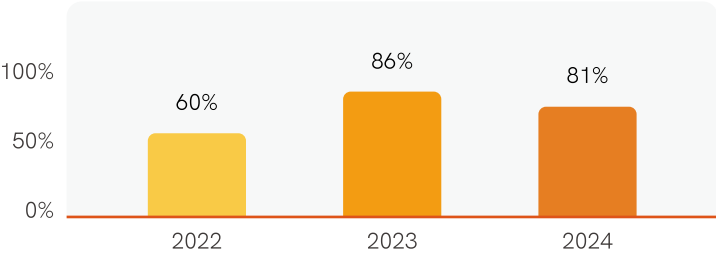
Supplier Qualification Management		Enhancement of Sustainability Qualifications	
 Audited and removed 240 high-risk individual suppliers	 Guided 89 under-capitalized suppliers to meet capital requirements	 6 suppliers obtained UL 2799 Zero Waste certification  20 suppliers obtained ISO 14064-1 certification	 23 suppliers issued ESG sustainability reports  Completed audits of 19,361 procurement material units by weight

Localized Procurement and Carbon Reduction Initiatives

FOXLINK primarily procures 95% of its external supplies from China and Taiwan. In 2022, local procurement accounted for 60% of total procurement. By 2023, the proportion of local procurement in China and Taiwan increased to 86% of total procurement expenditure. According to 2024 statistics, local procurement in China and Taiwan accounted for 81% of total procurement. FOXLINK adheres to a sustainable development strategy, actively implementing local procurement policies to enhance local economic development and reduce carbon emissions associated with transportation. This approach minimizes environmental impacts and ensures the continued implementation of various sustainable supply chain policies. The Company aims to establish professional partnerships with suppliers, fostering mutual cooperation to create sustainable value together.

Compared to previous years, in 2024 FOXLINK achieved significant progress in incorporating recycled metals into products. From the material evaluation and testing stages of product development to formal implementation, collaboration was established with customers and suppliers. Internally, recycled material part numbers and traceability are managed through the Product Lifecycle Management (PLM) and Enterprise Resource Planning (ERP) systems.

Local Procurement



Declaration Signing Status of New Material Suppliers	Supplier CSR Risk Assessments	Commitment to Avoid Illegal Conflict Minerals
93% Social Responsibility Commitments 93% Conflict-Free Mineral Commitment 93% Environmental Protection Statement 94% Quality Commitments	High-Risk Suppliers All high-risk suppliers underwent on-site audits, with follow-up on corrective actions for identified deficiencies. CSR Risk Assessment Questionnaire 785 suppliers completed, 100% coverage Suppliers That Completed On-Site Audits, 174 Suppliers	Conflict Minerals Survey Response Rate 776 suppliers completed, 100% coverage

Quality Management I

Policies and Commitments

Quality is the cornerstone of FOXLINK's sustainable development. FOXLINK focuses on product quality, leveraging years of design and manufacturing experience, and adhering to the quality policy of "Customer First, Technological Leadership, System Perfection, Full Participation." FOXLINK conducts all business operations with a customer-oriented approach as the highest standard of execution. To ensure the safety of products and services while meeting customer requirements and legal regulations, FOXLINK continuously enhances professional expertise, production processes, and manufacturing capabilities to maintain competitive strength. The Company establishes and continually improves various systems to maximize their effectiveness. All personnel work collaboratively, participating in regular system audits and quality training to strengthen overall quality awareness and achieve policy and objective targets. FOXLINK is committed to strictly adhering to the principles and requirements of the quality management system, pursuing "zero defects" as the ultimate goal, and ensuring full-chain control from raw materials to finished products.

Short- to Mid-term Goals	Long-term Goals
1. Minimize the use of hazardous substances at the source to reduce environmental pollution. 2. Achieve a 0% rate of hazardous substances exceeding the standard in products and materials. 	1. Establish a green supply chain, manufacture eco-friendly products, and protect human health. 2. Aim for zero hazards and zero pollution. 

Quality Management System

The Company has obtained certifications such as ISO 9001, ISO 13485, IATF 16949, ISO 17025, and QC 080000. With a comprehensive quality management system, FOXLINK controls product quality from every aspect throughout the entire product lifecycle.

Certification Type/Plant	Taiwan	Dongguan	Kunshan	Xuzhou	Vietnam		India
					Ho Chi Minh	Da Nang	
ISO 9001 Certification	●	●	●	●	●	●	●
QC080000		●	●	●	●		
IATF 16949 Certification	●	●	●	●		●	
ISO 13485 Certification		●					
ISO 17025 Certification		●					

Supplier Quality Audit

Factory	Taiwan	Dongguan	Kunshan	Xuzhou	Vietnam	India	Statistics
Suppliers Audited	11	140	75	18	7	3	254
Qualification Rate	100%	100%	100%	100%	100%	100%	100%

Risk Assessment

The evaluation of new suppliers is a crucial part of the management system. Initial steps include collecting basic information from new suppliers and obtaining signed declarations. On-site evaluations of supplier quality and restricted substances management are conducted to assess and identify whether new suppliers meet company requirements and risk levels for effective control and regular audits. Suppliers assessed as high risk based on the "Material and Parts Risk Level Assessment Procedures" shall undergo enhanced monitoring and evaluation annually in accordance with document standards and customer requirements.

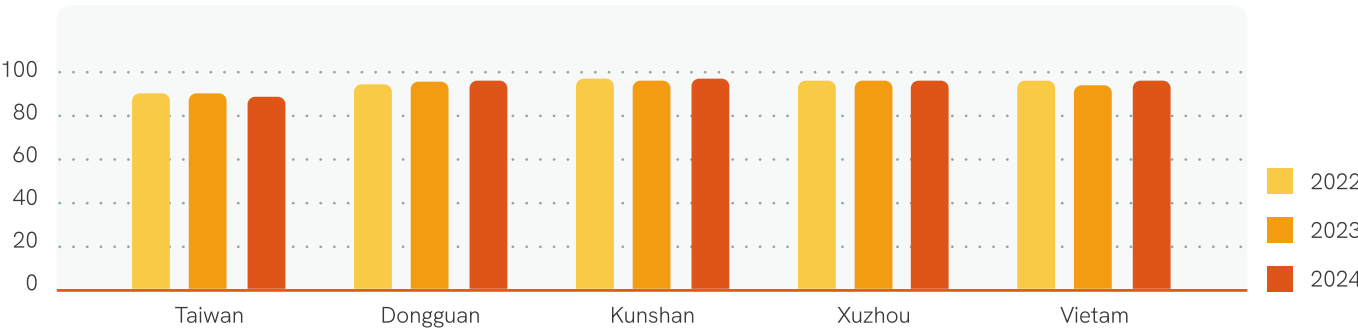
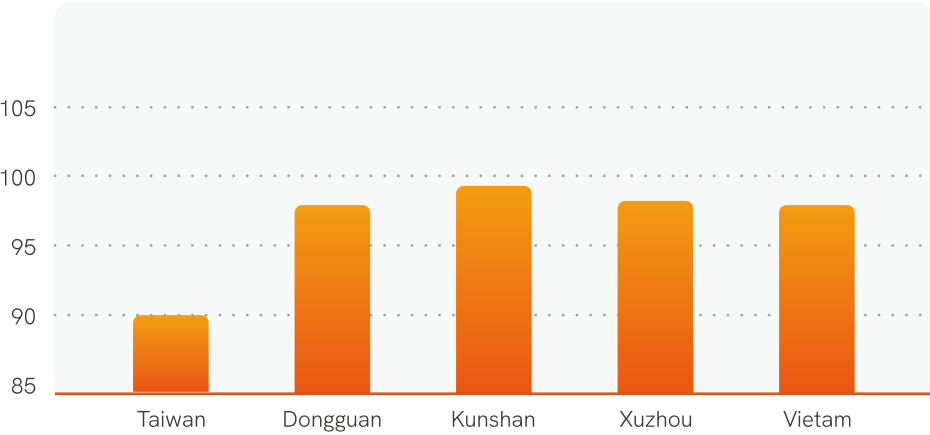


Customer Quality Satisfaction Surveys

FOXLINK conducts bi-annual customer satisfaction surveys, seeking feedback on various aspects including business practices, technology, quality, yield rate, manufacturing, customer relationships and service, and future demands. Through regular review, analysis, and appropriate improvement plans, FOXLINK aims to continuously deepen customer relationships by addressing and responding to complete customer needs. In 2024, the customer satisfaction survey covered all customer groups of the Group. A total of 321 questionnaires were distributed across all sites, with 321 responses received. The survey results all scored above 90 points, achieving the set target.

Supplier Performance Assessment

Each department conducts monthly and annual performance assessments for all suppliers, categorizing them into four grades: A, B, C, and D. A and B grades are considered qualified suppliers and continue business as planned. C grade suppliers are categorized as alternate suppliers and are required to undergo guidance for improvement. D grade suppliers are deemed unqualified, with their qualification revoked and transactions halted. In 2024, 100% of the suppliers across all units achieved a performance rating of B or above, meeting the Company's requirements in terms of quality, delivery, and cooperation.



Building a Diverse and Inclusive Workplace I

Material Topic

Talent Recruitment and Retention

Employee Rights and Pluralistic Equality

Employee Training and Practice

Short-term Goals	Long-term Goals
1. Promote the development of employee advancement systems to attract and retain specialized talent, maintain an employee turnover rate of below 11%, retain more than 96% of key technical personnel, and achieve an internal promotion rate of over 63% for managerial positions. 2. Open employee publicity channels, encourage employees to use multiple labor communication channels to express their concerns and demands - ensure 100% response rate to employee complaints 3. Continue advancing workplace diversity and gender equality initiatives - raise the proportion of female executives to 32%.	1. Fully implement diversified care for employees, focusing on creating a friendly and healthy workplace environment to promote inclusion and diversity. 2. Plan diverse learning pathways for employees, providing strong support for sustainable talent development and helping employees achieve personal value and career growth. 3. Ensure fair employment opportunities, improve assignment and promotion channels, and guarantee employees ample opportunities for development within the Group.

Human Rights Policy

FOXLINK attaches great importance to human rights, fully endorsing and strictly adhering to the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization’s Core Labor Standards, and the laws and regulations of the regions in which it operates, while also complying with the RBA Code of Conduct.



Respect for Human Rights

The Group commits to respecting the fundamental human rights of all individuals, which encompasses multiple aspects including labor rights, freedom of speech, equal treatment, freedom from discrimination, health, and safety. In daily business operations, the protection of human rights is always a top priority, and any form of human rights violation is strictly prohibited.



Labor Rights

The Group strictly complies with working hours and wage standards, strictly prohibits forced labor and the use of child labor, and is dedicated to creating a work environment where employees are fully respected and protected.



Supply Chain Management

The Group takes responsibility for all business partners and suppliers within the supply chain, actively promoting their compliance with human rights policies and standards, working to improve labor conditions and environmental protection, and ensuring the sustainable development of the entire supply chain.



Transparency and Reporting

In line with the principles of openness and transparency, the Group discloses its human rights policies and practices to the public and stakeholders, and regularly reports on its performance and progress in human rights, thereby building trust and enhancing its corporate social image.

Education Training



Social Participation I

Environmental and Social Impact

The tree-planting outcomes of this event are expected to become evident over the next three years, as the planted Machilus trees grow into mature trees. These will enhance local ecological diversity while providing both economic and cultural value to the community. Additionally, the educational components of the event increased participants’ awareness of climate change and biodiversity, fostering long-term environmental consciousness and laying a foundation for building a sustainable society.



Tribal Welcome



Guided by indigenous community members, participants gain an in-depth experience of the diverse facets of Atayal culture while embracing cultural diversity with respect.



Hunter’s Lunchbox



Experience firsthand the traditional “Hunter’s Lunchbox,” once commonly prepared by indigenous men when they went hunting.



Tribal Experience



Through engaging hands-on activities, visitors learn more about the tribe’s traditional wisdom and immerse themselves in a rich cultural feast.



Tree-Planting Activity



Learn the importance of carbon reduction and ecological conservation through tree planting, and understand its vital role in environmental protection.



Occupational Health and Safety I

Policies and Commitments

FOXLINK prioritizes the occupational health and safety of all employees, with the ultimate goal of “zero accidents, zero injuries, and zero occupational diseases.” The Group is committed to creating a safe, healthy, and comfortable working environment, ensuring the physical and mental well-being of every employee during work. To achieve this, FOXLINK has implemented a comprehensive Occupational Health and Safety Management System and established formal policies.

- We comply with laws and regulations, fulfilling our corporate social responsibility for occupational health and safety.
- We prioritize employee health and safety, striving to eliminate incidents and accidents.
- We establish an occupational health and safety management system and continuously improve it.
- All employees participate in occupational health and safety education and training, actively engaging in occupational health and safety activities.

Short- to Mid-term Goals

1. Occupational disease incidents: 0.
2. Significant occupational accidents: 0.
3. Ensure 100% closure rate for identified hazards.

Long-term Goals

1. Foster a “shared responsibility” safety and health culture; establish a comprehensive occupational health and safety management system, shifting from “reactive correction” to “proactive prevention.”
2. Collaborate with customers and suppliers to improve occupational health and safety.
3. Continuously improve the occupational health and safety management system to comply with relevant laws and standards, and obtain certifications.

Occupational health and safety management system

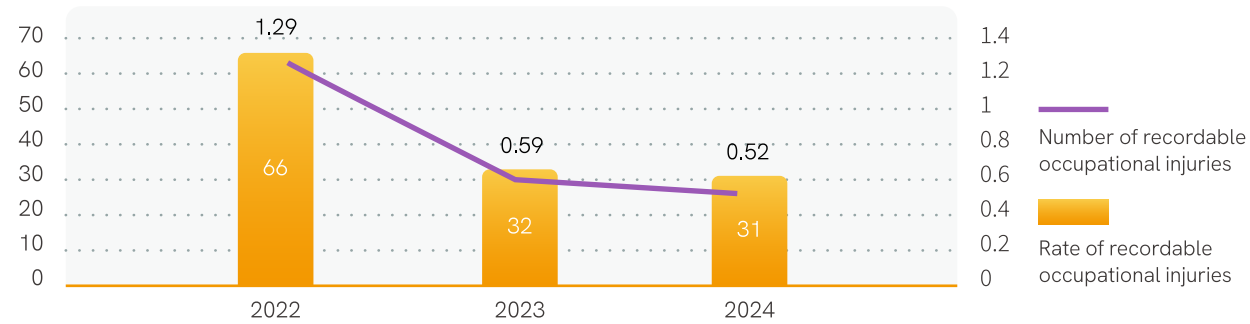
In 2024, the Group established ISO 45001 Occupational Health and Safety Management Systems at six major operational sites. These systems have been verified by third-party certification bodies and apply to all employees as well as on-site suppliers and contractors across the Group.

Achieving ISO45001 Certification					Plants						
✓	Taiwan Headquarters	✓	Dongguan	✓	Xuzhou	✓	Kunshan	✓	Vietnam Ho Chi Minh	✓	India

Statistical Analysis of Disabling Injuries

Based on the analysis of occupational injury incidents in 2024, the Group identified that stamping, machining, molding, and similar processes present higher operational risks due to the inherent hazards of such work environments. With the increasing adoption of mechanical automation upgrades, as well as the complexity of equipment debugging and maintenance, potential risks such as crushing and collisions persist. Accordingly, the major injury types were identified as mechanical injuries, other injuries, and physical impacts. The primary causes of these injuries included failure to effectively shut down faulty equipment, non-compliance with SOPs during equipment maintenance, and workers entering hazardous areas during equipment debugging or repairs.

In 2024, across seven main operation sites within the Group, a total of 31 occupational accidents occurred, with no fatalities or serious injuries reported.



Note: The rate of recordable occupational injuries = (Number of recordable occupational injuries ÷ Total working hours) × 1,000,000. Total working hours are estimated using the formula: (Number of employees × 8 hours × Number of workdays). The number of recordable occupational injuries is based on the internal occupational injury summary table. Non-employee workers refer to outsourced personnel working on-site at the factory.

Occupational Health and Safety Training and Drills



0
Occupational
Diseases Incidents



544 sessions
Safety Drills
and Training



69,345
Participants
Total Participants

In 2024, FOXLINK had 28,605 new employees (20,318 male and 8,287 female), with a new entry rate of 122%, and had 56,995 resigned employees (42,807 male and 14,188 female), with a resigning rate of 244%. The high rates of new hires and turnover were primarily influenced by the prevalence of short-term labor contracts among assembly workers in mainland China. However, through ongoing efforts to strengthen fair promotion opportunities, enhance new employee training, and improve communication via employee consultative meetings, the Group successfully maintained an average monthly turnover rate of 10% in 2024, thereby achieving its target of keeping the rate below 11%.



First Aid Personnel Training



Explanation of Labor Protection Equipment Usage



Emergency Response

Occupational Health and Safety Expenses

To enhance corporate image, strengthen employee cohesion, reduce occupational health and safety risks, and ensure sustainable business operations while fulfilling corporate social responsibility, the Company adopts the principle of “safety first, prevention-oriented, full participation, strengthened supervision, comprehensive control, and continuous improvement.” Proactive preventive measures are implemented in occupational health and safety, including health examinations, occupational hazard notifications, evaluation of occupational disease risk factors, provision of personal protective equipment, and safety risk assessments. These initiatives safeguard employees’ health and protect them from harmful workplace factors, and the Company invests significant funds annually to improve occupational health and safety conditions. In 2024, the Group invested a total of NT\$13,491,883 across all production sites.

Health and Safety Expenses		Taiwan	Dongguan	Kunshan	Xuzhou	Vietnam	India	Total
Occupational Health	Occupational Health Examination	0	1,192,923	1,097,253	1,027,139	69,008	46,431	3,432,753
	PPE Purchases	0	1,234,022	2,161,053	107,802	58,842	132,516	3,694,235
	Work Environment Assessment and Measurement	137,172	450,000	467,280	85,500	9,752	0	1,149,704
	Personnel Awareness Training	8,400	374,805	68,310	0	12,177	15,084	478,776
Safety	Safety Evaluation and Inspection	0	0	544,500	90,000	11,417	689,801	1,335,717
	Safety Risk Mitigation Projects	0	704,700	563,850	1,483,650	648,500	0	3,400,700
Total		145,572	3,956,450	4,902,246	2,794,091	809,694	883,832	13,491,884

Sustainable Environment I

Material Topic

Climate Change and GHG Management

Policies and Commitments

In 2023, FOXLINK committed to achieving net-zero emissions by 2040 under The Climate Pledge. This goal will be pursued through strengthened environmental measures, reduced energy consumption, improved energy efficiency, and the adoption of renewable energy to minimize carbon emissions. Through technological innovation and optimization of production processes, FOXLINK aims to reduce its environmental impact. It has established a risk management mechanism based on TCFD to assess risks and develop emergency plans for extreme weather events resulting from climate change. By implementing early warning systems and response measures, FOXLINK aims to minimize production disruptions and losses caused by climate change, ensuring stable business operations.

Assessment Mechanisms

- ✓ Six operational sites, including Taiwan, Dongguan, Kunshan, Xuzhou, Ho Chi Minh (Vietnam), and India, have completed ISO 14001 Environmental Management System certification.
- ✓ Three operational sites, including Dongguan, Kunshan, and Xuzhou, have completed ISO 50001 Energy Management System certification and obtained the UL 2799 Platinum Level certificate.
- ✓ Three operational sites, including Dongguan, Kunshan, and Xuzhou, have passed Clean Production Audits.
- ✓ The three major sites, Dongguan, Kunshan, and Xuzhou, have obtained UL 2799 (Zero Waste) certification.
- ✓ Five operational sites, including Taiwan, Dongguan, Kunshan, Xuzhou, and Ho Chi Minh (Vietnam), have completed ISO 14064-1 Greenhouse Gas Inventory Reports, verified by a third-party certification.

Environment Policy	Energy Policy
1. To regulate environmental conservation policies and relevant laws. 2. To enforce preventing pollution and energy conservation. 3. To continuously maintain and improve environmental management system. 4. To train and encourage employees in participating all environmental relevant activities.	1. Strictly abide by the law save energy and increase efficiency continue development. 2. To abide energy conservation laws, regulations and standards, improve energy conservation management system. 3. To strengthen equipment energy management, reduce energy consumption, continue to introduce energy-saving measures, and improve energy efficiency. 4. All employees participate in energy-saving and emission-reduction actions, establish energy strategic goals, and achieve sustainable operation.

Plant	Taiwan	Dongguan	Kunshan	Xuzhou	Vietnam		India
					Ho Chi Minh	Da Nang	
ISO14001 Certification	●	●	●	●	●		●
ISO14064 Certification	●	●	●	●	●		
ISO50001 Certification		●	●	●			
UL2799		●	●	●			
		Platinum	Platinum	Platinum			

Short-term Goals	Long-term Goals
1. WCI building water intensity (per capita water usage) target: reduce by 5%. 2. Energy-saving target (compared to the baseline year 2021): reduce by 8.09%. 3. Renewable energy usage ratio: achieve 56.44%. 4. Waste management targets: 100% diversion rate and 90% conversion rate. 5. Commence energy-saving and technology improvement projects at Kunshan Plant, with completion of all projects by 2025.	1. By 2028, ensure that consolidated financial statements of subsidiaries meet the Financial Supervisory Commission's requirement for ISO14064 verification. 2. By 2030, reduce absolute Scope 1 and 2 emissions by 42% and Scope 3 absolute emissions by 25%, compared to the baseline year 2021. 3. Achieve net zero emissions by 2040.

External Honors

Ranked first in the “Electronic Components” industry for Carbon Competitiveness by Business Weekly, maintaining a position in the Top 100, with a 25% growth in carbon productivity, also leading the industry. Awarded the 1.5°C Climate Action Certificate by CommonWealth Magazine.

Clean Production

The Dongguan, Kunshan, and Xuzhou plants achieved clean production accreditation in accordance with local regulations, emphasizing the use of clean energy and materials, adoption of advanced process technology and equipment, pollution reduction from the source, and increased resource efficiency. This initiative supports green production practices and contributes to achieving carbon reduction goals.

Guangdong Province Green Factory

The Dongguan Fugang and Fuqiang plants actively eliminated high-energy-consumption equipment, introduced advanced energy-saving compressed air systems, optimized preheating utilization, and established an energy monitoring and management system. On August 12, 2024, they were officially recognized as provincial-level Green Factories by the Guangdong Provincial Department of Industry and Information Technology.



Energy Management

In 2024, the Group continued to optimize energy management to improve energy use efficiency. Through setting energy targets, monitoring energy use, conducting energy audits, implementing energy-saving measures, promoting staff energy-saving awareness, investing in energy-efficient equipment, adopting green energy sources, and continuously improving energy efficiency, the Group is committed to achieving its energy efficiency and emission reduction goals.

2024 Performance

- The main production site, the Dongguan Plant, implemented an energy-saving technical transformation project to optimize plant systems. This included upgrades to the chiller system, air compression system, and dormitory heat pumps, as well as energy-efficient motor upgrades, vacuum pump replacements, and cooling system improvements in production areas, with an expected annual electricity savings of 4.972 million kWh.
- At the Dongguan Plant, 202 power meters in the energy management system were replaced to comply with regulations through secondary meter updates and energy management platform software upgrades, providing accurate and effective energy data.



The main production site, the Xuzhou Plant, carried out an energy-saving technical transformation project. Lighting circuits were reconfigured according to production lines, and lights were controlled based on bottleneck points and line operation status. The light-off rate reached 10%, achieving an energy reduction rate of 68.92% in 2024 compared to 2022.



2025

The Kunshan Plant plans to implement an energy-saving technical transformation project, including motor upgrades and the installation of supporting variable frequency drives. The total investment for the project is RMB 4.202 million, with an estimated annual electricity savings of 824,000 kWh.



Electric Vehicle Usage

To enhance energy efficiency and promote low-carbon operations, the Group has gradually replaced fuel-powered vehicles with electric commercial vehicles and electric buses. In 2024, the proportion of electric vehicle usage within the Group reached 45%.

Plants		Taiwan	Dongguan	Kunshan	Xuzhou	Vietnam		India	Total
						Ho Chi Minh	Da Nang		
Electric Vehicle	Commercial Vehicle	0	14	2	2	0	0	0	18
	Bus	0	25	0	0	0	0	0	25
Internal Combustion Engine Vehicle	Commercial Vehicle	1	0	2	2	2	3	5	15
	Bus	0	0	0	1	0	5	31	37

Climate Change and GHG Management

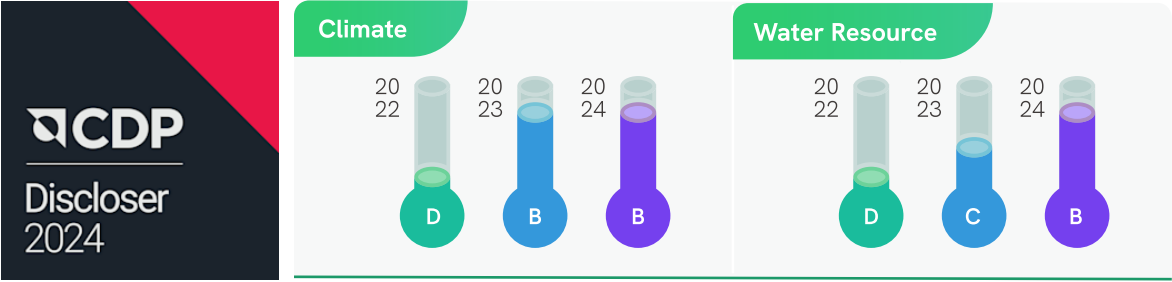
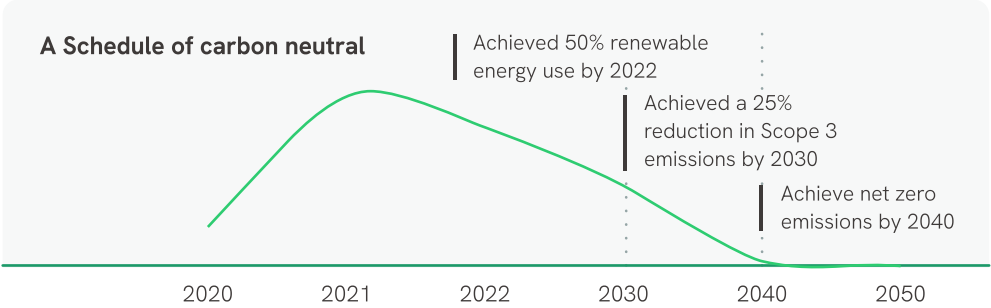
Since 2018, FOXLINK has participated in CDP (Carbon Disclosure Project), responding to questionnaires on GHG emissions, climate-related risks and opportunities, investments, and corresponding strategies. Through these questionnaires, FOXLINK discloses climate change and water resource management-related data to investors, stakeholders, and the public.

In 2023, FOXLINK became a CDP supporter and established a closer collaboration with CDP. In 2024, its Performance Band for CDP Water scored a B management level, while the Climate Change rating remained at B management, demonstrating FOXLINK’s commitment and efforts toward carbon reduction and climate-related issues.

Direct GHG Emissions and Removals (Scope 1)	5,294 tCO ₂ e/year
Indirect GHG Emissions from Imported Energy (Scope 2/Location-Based)	162, 542 tCO ₂ e/year
Indirect GHG Emissions from Imported Energy (Scope 2/Market-Based)	82,101 tCO ₂ e/year
Other Indirect GHG Emissions (Scope 3)	560,966 tCO ₂ e/year

In 2024, the total greenhouse gas emissions (Scope 1 + Scope 2, market-based) amounted to 87,395 tons CO₂e/year, representing a 22.88% reduction compared to 2023 and a 68.49% decrease from the 2021 baseline year. Other indirect greenhouse gas emissions (Scope 3) amounted to 560,966 tons of CO₂e per year, representing a 12.35% reduction compared to 2023 and a 59.06% decrease from the 2021 baseline year. This significant reduction is primarily attributed to FOXLINK's sustained efforts in promoting energy saving and carbon reduction through self-initiated energy efficiency measures, self-built solar power installations for self-consumption, and the procurement of green electricity and green certificates. In 2024, the proportion of renewable energy used reached 55.4%.

The Group has committed to achieving net-zero emissions by 2040 and has established a carbon reduction pathway, achieving a 50% utilization of renewable energy by 2022 and projecting 56.44% by 2030, meeting the requirements of SBTi reduction targets.



Category/Year	2022	2023	2024	Reduction Compared to 2023
Scope 1	10,563	5,982	5,294	11.50%
Scope 2 Location-Based	196,427	177,755	162,542	8.56%
Scope 2 Market-Based	177,526	107,341	82,101	23.51%
Scope 1 + Scope 2 Market-Based	188,089	113,323	87,395	22.88%
Scope 3	1,046,296	640,008	560,966	12.35%



Energy Saving and Carbon Reduction Performance: Solar power installations at the Xuzhou and Taiwan plants began operation in 2024, actively demonstrating FOXLINK’s commitment to achieving carbon emission reductions.

Energy Management

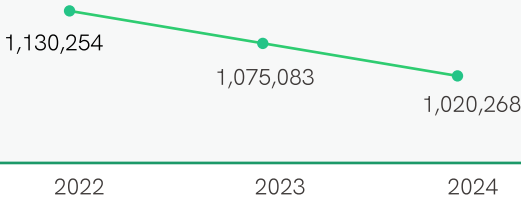
Energy Consumption
Reduction Rate
(vs. 2023)

5.10 %



Year	2022	2023	2024
Purchased Power (KJ)	1,087,677,788,400	1,053,995,670,000	990,878,799,399
Natural Gas (KJ)	7,757,270,373	7,460,091,805	5,763,762,901
Diesel (KJ)	34,818,809,800	13,627,481,102	23,625,123,797
Total Energy Consumption (KJ)	1,130,253,868,573	1,075,083,242,907	1,020,267,686,097

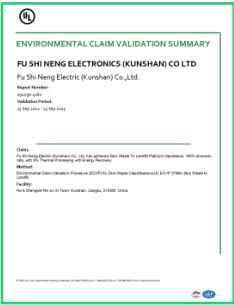
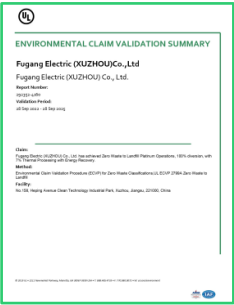
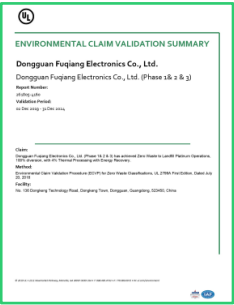
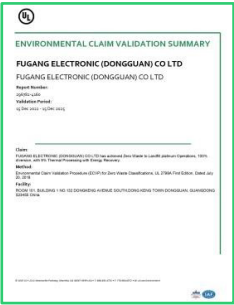
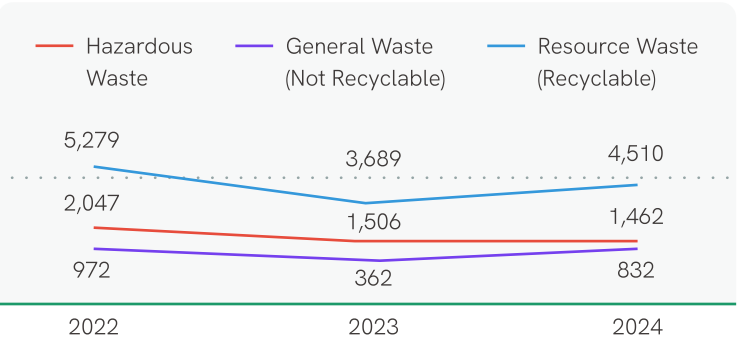
Total Energy Consumption (GJ)



Waste Management

Hazardous Waste
Reduction Rate
(vs. 2023)

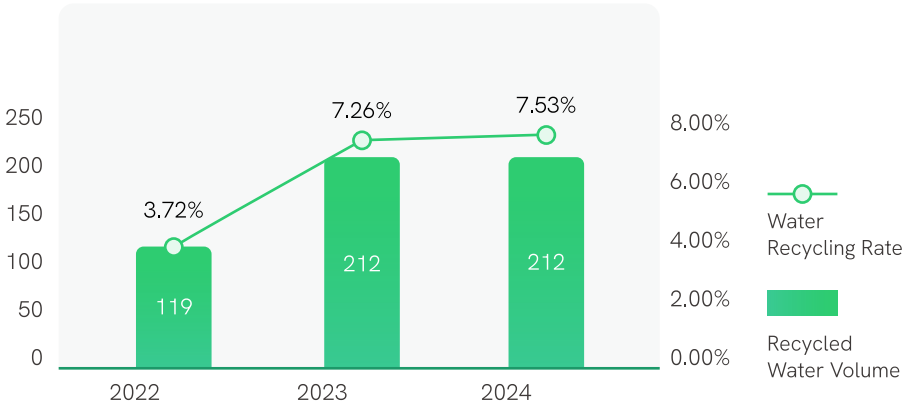
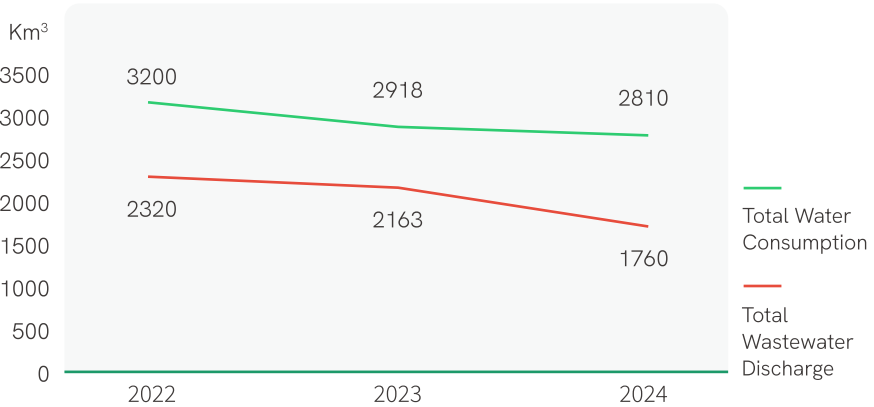
2.92 %



Water Resource Management

Total Water Consumption
Reduction Rate
(vs. 2023)

3.70 %



2024 ESG Performance Summary I

Aspect	Topic	Responding Chapter	Key Indicators	Performance in 2024
Governance	Corporate Governance	2.2 Governance Operations	Number of Board Directors	9
			Number / Percentage of Independent Directors (%)	4/44%
			Number of Board Meetings / Director Attendance Rate (%)	7/98%
			Number of Remuneration Committee Meetings / Member Attendance Rate (%)	2/100%
			Number of Audit Committee Meetings / Member Attendance Rate (%)	6/100%
			Number of Corporate Governance and Sustainable Operation Committee Meetings / Member Attendance Rate (%)	2/100%
	Financial Performance	2.1.4 Financial Information	Consolidated Net Operating Revenue (NT\$ thousands)	98,397,461
			Net Income After Tax (NT\$ thousands)	1,687,146
	Corporate Governance	2.6 Intellectual Property Management Plan	Number of Global Patents in 2024 (cases)	110
			Patent Bonuses Granted in 2024 (NT\$ 10,000)	173
	Supplier Management	5. Responsible Supplier Management	New Suppliers Certified with ISO 9001 & ISO 14001 (%)	100
			New Suppliers Signing Social Responsibility Commitment (%)	93
			New Suppliers Signing Conflict Minerals Commitment (%)	93
			New Suppliers Signing Environmental / Occupational Health & Safety Declaration (%)	93
			New Suppliers Signing Quality Commitment (%)	94
			Sustainability Qualification Surveys of Key Trading Suppliers (cases)	160
			Supplier CSR Risk Assessments (cases)	785
			Supplier CSR On-site Audits (cases)	174
			Supplier Conflict Minerals Surveys (cases)	776
			Local Procurement - China & Taiwan Regions (%)	81
Social	Employee Rights and Pluralistic Equality	3.1 Employee Overview	Total Number of Employees Worldwide (persons)	23,371
			Percentage of Female Employees (%)	41
			Percentage of Female Managers (%)	32
		3.2 Talent Recruitment and Retention	Average Monthly Turnover Rate (%)	10
		3.3 Employee Welfare and Employee-employer Relation	Number of Professional Staff Promotions (persons)	1,692

Aspect	Topic	Responding Chapter	Key Indicators	Performance in 2024
Social	Climate Change and GHG Management	3.3 Employee Welfare and Employee-employer Relation	Number of Managerial Promotions (persons)	461
			Parental Leave Return-to-Work Rate (%)	33
		3.4 Education Training	Total Participants	158,033
			Total Training Hours (hours)	269,297
			Average Training Hours per Employee (hours)	11.4
		3.6 Occupational Health and Safety	Number / Percentage of Sites Certified with ISO 45001 (sites / %)	6/86
			Recordable Incident Rate for Full-time and Contract Employees (%)	0.52
			Near-miss Incident Rate for Full-time and Contract Employees (%)	0.00
			Occupational Health & Safety Training / Drills (sessions)	544
			Occupational Health & Safety Training / Drills (participants)	69,345
			Number of Occupational Disease Cases (cases)	0
			Number of Major Occupational Accidents (cases)	0
Environment	Quality Management	4.1 Energy Management	Number / Percentage of Sites Certified with ISO 14001 (sites / %)	6/86
			Number / Percentage of Sites Certified with ISO 14064 (sites / %)	5/71
			Number / Percentage of Sites Certified with ISO 50001 (sites / %)	3/43
			Number / Percentage of Sites Certified with UL 2799 (sites / %)	3/43
			Total Energy Consumption (KJ)	1,020,267,686,097
			Percentage of Renewable Energy Used in Production (%)	55.40
			Direct GHG Emissions & Removals (Scope 1) (metric tons CO ₂ e)	5,294
		4.2 Climate Change and GHG Management	Indirect GHG Emissions from Purchased Energy (Scope 2 - Location-based) (metric tons CO ₂ e)	162,542
			Indirect GHG Emissions from Purchased Energy (Scope 2 - Market-based) (metric tons CO ₂ e)	82,101
			Other Indirect GHG Emissions (Scope 3) (metric tons CO ₂ e)	560,966
		4.3 Water Resource Management	Total Water Usage (km ³)	2,810
			Total Water Consumption (km ³)	594
			Total Water Recycling Rate (%)	7.53
		4.4 Waste Management	Hazardous Waste (Tons)	1,462
			General Wastes (Not Recyclable)	832

Aspect	Topic	Responding Chapter	Key Indicators	Performance in 2024
Environment	Climate Change and GHG Management	4.4 Waste Management	Resource Wastes (Recyclable)	4,510
	Quality Management	6. Quality Management	Number / Percentage of Sites Certified with ISO 9001 (sites / %)	7/100
			Number / Percentage of Sites Certified with QC 080000 (sites / %)	4/57
			Number / Percentage of Sites Certified with IATF 16949 (sites / %)	5/71
			Number / Percentage of Sites Certified with ISO 13485 (sites / %)	1/14
			Number / Percentage of Sites Certified with ISO 17025 (sites / %)	1/14
			Environmental Protection Statement Signing Rate (%)	93
			Quality Commitment Signing Rate (%)	94
			Supplier On-site Quality Audits (cases)	254
			Customer Satisfaction Survey (score)	97



2024 SUSTAINABILITY REPORT SUMMARY
CHENG UEI PRECISION INDUSTRY (FOXLINK)