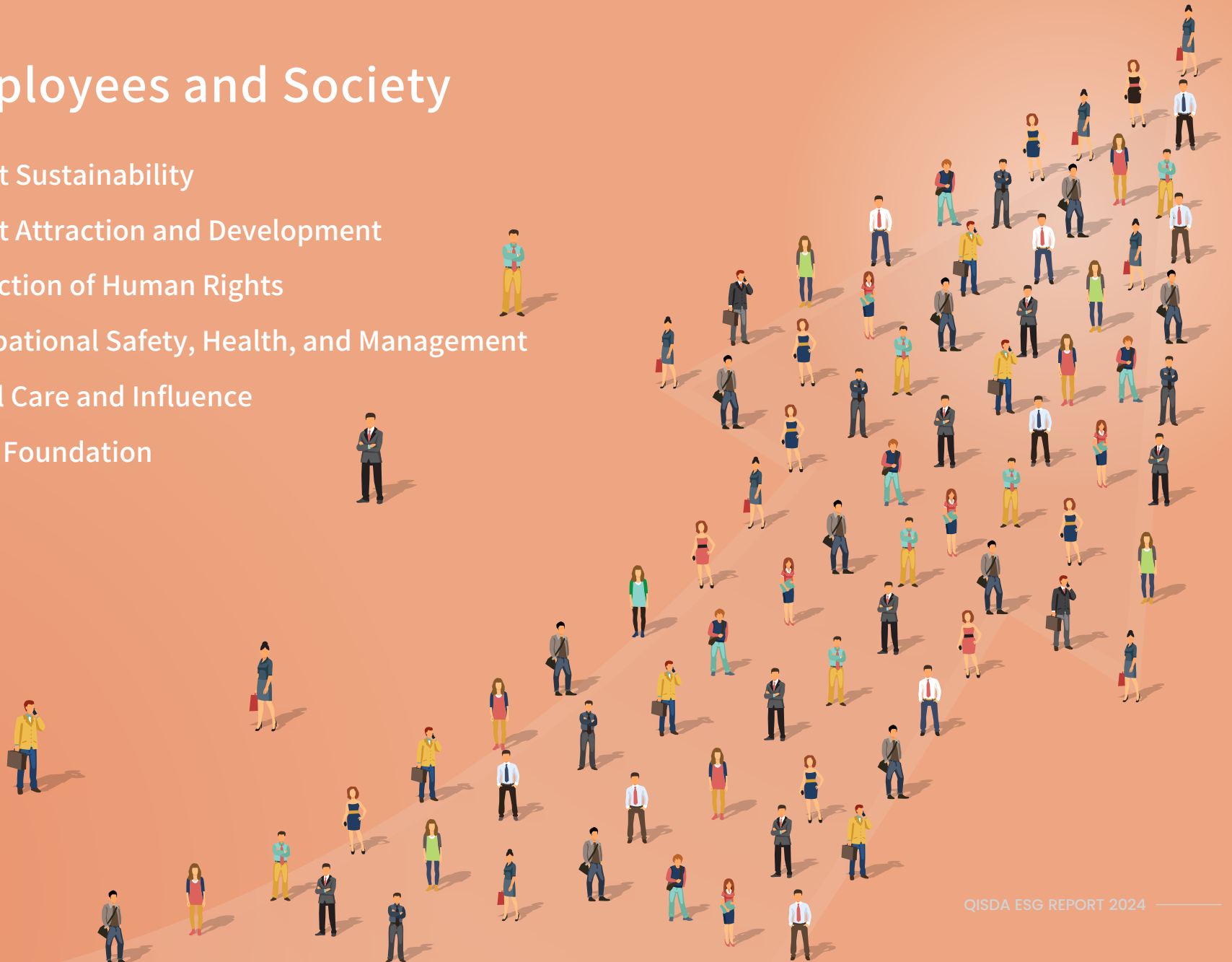


4 Employees and Society

- Talent Sustainability
- Talent Attraction and Development
- Protection of Human Rights
- Occupational Safety, Health, and Management
- Social Care and Influence
- BenQ Foundation



Talent Sustainability

Creating a secure work environment (Environment), improving employee engagement (Satisfaction), and establishing an epitome of success guiding and spreading experiences (Guidance) are three main areas of focus of Qisda for sustainable talent development.

► Talent Policy

Creation of a secure work environment (Environment): Qisda provides employees with an excellent work environment. We regularly evaluate and dynamically adjust employee management rules in accordance with local regulations and business conditions to maintain a good work environment and atmosphere. Simultaneously, we emphasize the promotion of diverse activities and commit to creating a workplace where employees feel real gratification.

Enhancement of employee engagement (Satisfaction): Qisda offers the possibility of self-actualization in career to enhance employee engagement. To illustrate, we advocate rotation and digital transformation; therefore, talents are encouraged to do more important things to maximize the value of organization and uphold the spirit of sustainability.

Establishment of an epitome of success guiding and spreading experiences (Guidance): As the head of the Group, Qisda will lead the subsidiaries with our “win” strategy to create synergy and communicate closely with each other for forming the best sharing circle of resources. We nurture collaboration with universities, build connection with society, and create infinite possibilities to virtuous cycle for the society and talents sustainability.

Growing Together: the Company, Employees, and Society —

Qisda’s vision is to be an innovator in the design and manufacturing of electronic products to improve quality of life and be earth friendly. We hope to better the lives of people and create value in our daily life through technology. Our employees are encouraged to work together to raise value with the corporate sustainability as the core principle. Not only do we create a passionate, energized, innovative and challenging work environment, but we also arrange expatriate package, rotation, and assignment to affiliated companies of the Group to expand their professional capabilities and management perspectives. Therefore, enable employees to enjoy coming to work and love their lives, positioning Qisda as the Company attracting talents.

Highlight: Received the Best Companies to Work for in Asia Award for 6 Consecutive Years

Qisda has won the “Best Companies to Work for in Asia” award for six consecutive years since 2019, and received the Golden Award twice. There are multiple ranking methods for the “Best Companies to Work for in Asia” award. As a critical factor for winning award, the anonymous survey allows employees to share honest and candid opinions without fear. According to this year’s survey results, participating employees rated the Company above the market average in “Organizational Culture (Core),” “Employee Engagement (Self),” and “Team Communication (Group).”



- The “Best Companies to Work for in Asia” award is a prestigious award in the HR industry. In 2024, a total of 368 companies participated, but only 14 received the Golden Award.

Highlight: Awarded the ATD “BEST Award”



Qisda has implemented the 3E Talent Development Model (Experience – Experiential Learning, Exposure – Knowledge Sharing, Education – Training & Development) and the 3P Leadership Model (Pioneering – Visionary Thinking, People – Interpersonal Skills, Professional – Technical Expertise) to drive organizational talent cultivation and business performance growth. Participating for the first time in the “BEST Award” by the Association for Talent Development (ATD), often regarded as the Oscars of global talent development, Qisda has already received recognition and is one of only two Taiwanese companies – and the only one from Taiwan’s technology sector – to win in 2024. With less than 1% of Taiwanese companies making the list in recent years, this achievement highlights the award’s exclusivity and significance.

Talent is the foundation of corporate growth and sustainable development. Qisda prioritizes talent development and leadership, fostering an innovative environment and career rotation opportunities to support diverse career growth. Over the past decade, nearly 7,000 CIP (Continuous Improvement Plans) have been implemented across the Qisda Big Fleet Group, driving innovation. With a 90%+ leadership rotation rate, Qisda ensures comprehensive skill development and effective succession planning. By strategically rotating leaders across different roles within the organization, Qisda cultivates diverse perspectives, cross-functional expertise, and broader leadership capabilities, establishing a strong talent pipeline to adapt to a rapidly changing external environment.

The Association for Talent Development (ATD), founded in 1943, is a globally recognized organization dedicated to talent development. Established in 2003, the ATD “BEST Award” is open to companies worldwide and honors organizations that strategically leverage talent development to achieve business success. Winning companies are internationally recognized for their excellence in fostering a talent development culture, linking talent growth with business performance, and demonstrating outstanding execution in training and development initiatives.

Talent Attraction and Development

► Building a Comprehensive Sustainable Talent Base

Qisda's talent strategy focuses on creativity, development, culture, and support, establishing a holistic and dynamic growth system that creates shared value for the company, employees, and society. By attracting and retaining top talent, Qisda sets a benchmark within the Group and enhances employee capabilities through subsidiary and international rotation programs. At the same time, the Company is committed to building a diverse, equitable, and inclusive (DEI) sustainable talent base.

Qisda firmly believes that a high-quality work environment enables employees to grow with confidence, while comprehensive training and engagement programs foster a strong sense of belonging – turning happy employees into the driving force behind corporate growth. To support this vision, Qisda has established robust management systems to protect employee rights and ensure a safe and healthy workplace. To further enhance employee engagement and retention, Qisda has developed its HR practices into a successful model, extending them across the Group and continuously contributing to society with positive energy that supports the community.

► Building A Sustainable Talent Pool and Enhancing Recruitment Diversity

Qisda upholds a DEI (Diversity, Equity, and Inclusion) corporate culture, embracing a people-centric approach that recognizes talent as its most valuable asset. Through diverse recruitment channels, Qisda attracts a global talent pool, striving to create an inclusive workplace while continuously tracking progress each year. As of the end of 2024, non-local employees account for over 80% of Qisda's global workforce, spanning Taiwan and major plants worldwide.

To attract top professionals, Qisda has implemented diverse recruitment programs, leveraging job platforms, social media, campus recruitment events, industry-academia collaborations, internship opportunities, and executive search consultants to bring in high-potential talent and enhance industry competitiveness. The Company adheres to a merit-based hiring policy that prioritizes internal recruitment and ensures a fair, non-discriminatory selection process. Recruitment decisions are made without bias related to race, religion, skin color, nationality, or gender, and Qisda strictly prohibits child labor employment across all operations.

For foreign employees, Qisda provides a high-quality work environment and professional training, along with seamless, barrier-free communication channels. The Company has designated multilingual service representatives fluent in employees' native languages to offer comprehensive lifestyle support. Additionally, Qisda provides exclusive dormitory accommodations and organizes cultural festivals and native cuisine experiences tailored to different nationalities, ensuring that expatriate employees feel welcomed and cared for, creating a comfortable and supportive workplace.

Upholding the principle of sustainable talent development, Qisda actively strengthens its campus engagement and academic partnerships. As of the end of 2024, the Company has signed Memorandum of Understanding (MOUs) with eight universities, deepening collaborations with academic institutions to help students transition smoothly into the workforce and nurture future talent.

In 2024, Qisda restructured its overseas workforce, prioritizing full-time employment. This initiative led to a large-scale talent recruitment effort, resulting in a significant increase in new hires.

Internal Recruitment

Job-Filling by Internal Employees		2021			2022			2023			2024		
		Taiwan	Suzhou, China	Vietnam	Taiwan	Suzhou, China	Vietnam	Taiwan	Suzhou, China	Vietnam	Taiwan	Suzhou, China	Vietnam
Gender	Male	151	96	23	188	118	29	125	94	13	222	83	50
	Female	74	85	4	87	64	12	80	50	11	119	37	19
Age	< 30	24	36	8	18	38	13	17	44	4	39	24	13
	30-50	188	142	19	226	133	25	154	95	20	240	91	49
	> 50	13	3	0	31	11	3	34	5	0	62	5	7

New Employee Recruitment Rate

Item	2021	2022	2023	2024
Total new hires (person)	3,166	2,764	1,484	18,323
Recruitment rate (%)	42.1%	39.9%	19.3%	196.0%
Internal employee job-filling rate (%)	52.1%	58.5%	65.0%	77.1%

Remark:

- Recruitment rate = Number of new hires in the year/total number of employees in the year
- Formula for Internal employee job-filling rate = Number of employees with internal job transfers of a year/ Total job vacancies of a year

Distribution of New Hires

Distribution of New Hires		2021		2022		2023		2024	
		Number of Participants	%	Number of Participants	%	Number of Participants	%	Number of Participants	%
Gender	Male	1,997	42.9%	1,882	42.3%	994	20.1%	14,005	239.0%
	Female	1,169	40.9%	882	35.7%	490	18.0%	4,318	123.8%
Age	< 30	2,535	70.4%	2,254	74.1%	984	27.9%	11,965	317.4%
	30-50	624	17.1%	502	14.2%	496	13.3%	6,337	123.9%
	> 50	7	2.6%	8	2.3%	4	1.0%	21	4.6%
Region	Taiwan	218	12.6%	194	11.8%	122	7.8%	209	13.1%
	Suzhou, China	2,526	46.9%	1,645	34.6%	705	13.8%	16,772	261.9%
	Vietnam	422	105.8%	925	180.7%	657	66.3%	1,342	100.0%
Employee category	Direct employee	1,527	33.9%	1,493	34.8%	1,312	25.8%	18,133	269.2%
	Indirect employee	1,639	54.5%	1,271	48.3%	172	6.6%	190	7.3%
Job level	Managerial employees	5	0.9%	10	1.7%	6	1.0%	54	9.1%
	Non-managerial employees	3,161	45.6%	2,754	43.5%	1,478	20.8%	18,269	208.6%

► People-Oriented Approach: Creating a Diverse and Inclusive Future

Qisda upholds a corporate culture rooted in DEI, embracing a people-oriented core value that regards talent as its most valuable asset. The Company attracts a diverse global workforce through multiple recruitment channels, fostering an inclusive workplace while continuously monitoring and implementing DEI initiatives each year. As of December 31, 2024, Qisda's global workforce totaled 9,372 employees, distributed as follows: Taiwan: 1,600 employees; Suzhou, China: 6,405 employees; Vietnam: 1,342 employees; Other areas (Japan and United States): 25 employees.

Workforce Distribution by Operating Areas

Distribution of Total Workforce		Taiwan		Suzhou, China		Vietnam	
		Male	Female	Male	Female	Male	Female
Contract type	Non-fixed term employment	962	638	559	617	80	2
	Fixed-term employment	0	0	3,513	1,716	745	515
Total		962	638	4,072	2,333	825	517
Employment type	Full-time	962	638	4,072	2,333	825	517
	Part-time jobs ⁽¹⁵⁾	6	8	5	6	0	0
Total		968	646	4,077	2,339	825	517
Non-employee workers ⁽¹⁶⁾		4	12	285	89	0	0

(15) The interns are classified as part-time employees but not counted in the regular employees.

(16) The manpower will be conducted real-time adjustment based on workload, and the main duties of the personnel are highly repetitive on-site tasks.

Distribution of Employees by Gender, Age and Employment Type in Each Area

Distribution of Employees		2021				2022				2023				2024			
		Male		Female		Male		Female		Male		Female		Male		Female	
		Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio
Age	< 30	2,327	50.0%	1,272	44.5%	2,131	47.9%	910	36.8%	2,446	49.3%	1,082	39.8%	2,523	43.1%	1,247	35.8%
	30-50	2,136	45.9%	1,508	52.8%	2,073	46.6%	1,468	59.4%	2,222	44.8%	1,519	55.8%	3,009	51.4%	2,107	60.4%
	> 50	195	4.2%	78	2.7%	247	5.5%	95	3.8%	289	5.8%	120	4.4%	327	5.6%	134	3.8%
Position	Management	466	10.0%	134	4.7%	455	10.2%	139	5.6%	445	9.0%	142	5.2%	448	7.6%	143	4.1%
	Professional personnel	1,147	24.6%	826	28.9%	1,115	25.1%	819	33.1%	1,030	20.8%	768	28.2%	992	16.9%	768	22.0%
	Technician/Assistant personnel	3,045	65.4%	1,898	66.4%	2,881	64.7%	1,515	61.3%	3,482	70.2%	1,811	66.6%	4,419	75.4%	2,577	73.9%
Employment type	Direct labor	2,689	57.7%	1,822	63.8%	2,564	57.6%	1,731	70.0%	3,384	68.3%	1,750	64.3%	4,261	72.7%	2,474	70.9%
	Indirect labor	1,969	42.3%	1,036	36.2%	1,887	42.4%	742	30.0%	1,573	31.7%	971	35.7%	1,598	27.3%	1,014	29.1%
Region	Taiwan	1,069	22.9%	660	23.1%	1,016	22.8%	635	25.7%	969	19.5%	593	21.8%	962	16.4%	638	18.3%
	Suzhou, China	3,404	73.1%	1,984	69.4%	3,176	71.4%	1,585	64.1%	3,394	68.5%	1,731	63.6%	4,072	69.5%	2,333	66.9%
	Vietnam	185	4.0%	214	7.5%	259	5.8%	253	10.2%	594	12.0%	397	14.6%	825	14.1%	517	14.8%

Statistics by Job level, Age, Gender and Area

Job level	Age	Taiwan		Suzhou, China		Vietnam		Total
		Male	Female	Male	Female	Male	Female	
Managerial employee	< 30	0	0	0	0	1	0	1
	30-50	108	31	140	74	30	9	392
	> 50	133	21	29	8	7	0	198
	Total	241	52	169	82	38	9	591
Non-managerial employee	< 30	108	138	1964	818	450	291	3,769
	30-50	519	376	1876	1,402	336	215	4724
	> 50	94	72	63	31	1	2	263
	Total	721	586	3,903	2,251	787	508	8,756

Distribution of Nationality of Direct and Indirect Employees

Nationality of Employee	Taiwan				Suzhou, China				Vietnam				Total	Proportion of Nationality
	Indirect labor		Direct labor		Indirect labor		Direct labor		Indirect labor		Direct labor			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Taiwan	845	445	69	80	19	2	0	0	13	0	0	0	1,473	15.8%
China	0	0	0	0	491	405	3551,	1,932	66	2	0	0	6,447	69.0%
Vietnam	0	0	46	111	0	0	0	0	157	158	588	357	1,417	15.2%
Malaysia	1	1	1	0	5	0	0	0	1	0	0	0	9	0.1%
Japan	0	1	0	0	0	0	0	0	0	0	0	0	1	0.0%
Total	846	447	116	191	515	407	3,551	1,932	237	160	588	357	9,347	

Proportion of Nationalities Among Employees and Managerial Employees

Nationality	Percentage in Total Employees		Percentage in Total Managers	
	Number of Participants	%	Number of Participants	%
Taiwan	1,473	15.8%	323	54.7%
China	6,447	69.0%	248	42.0%
Vietnam	1,417	15.2%	12	2.0%
Malaysia	9	0.1%	8	1.4%
Japan	1	0.0%	0	0.0%

Employees with Disabilities

Qisda encourages diverse talents to create sustained growth momentum for the Company. Also, we comply with the different countries' domestic employment and labor regulations to hire talents with disabilities. In 2024, a total of 50 employees with disabilities were hired globally.

Disability	Taiwan					Suzhou, China					Vietnam				
	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total
	Male	Female	Male	Female		Male	Female	Male	Female		Male	Female	Male	Female	
No. of employees with disabilities	4	3	3	1	11	0	0	29	10	39	0	0	0	0	0
No. of total employees	846	447	116	191	1,600	515	407	3,557	1926	6,405	237	160	588	357	1342
Ratio	0.5%	0.7%	2.6%	0.5%	0.7%	0.0%	0.0%	0.8%	0.5%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%

Proportion of Senior Management Hired from the Local Community

Proportion of Senior Management Hired from the Local Community	Area	2021	2022	2023	2024
Proportion of senior management	Taiwan	3.4%	3.5%	3.6%	3.4%
	Suzhou, China	0.2%	0.3%	0.3%	0.2%
	Vietnam	0.8%	0.4%	0.2%	0.1%
Proportion of senior management hired from local community	Taiwan	96.6%	96.5%	98.1%	98.1%
	Suzhou, China	23.1%	23.1%	21.4%	23.1%
	Vietnam	0.0%	0.0%	0.0%	0.0%

Remark:

- Senior management: Managers at the level of director and above.
- Calculation of the proportion of senior management: Total number of local management/Total number of local employees (local: Taiwan, China and Vietnam).
- Calculation of the proportion of senior management hired from local community: Total number of Local senior management/Total number of senior management positions within the plant (local: Taiwan, China and Vietnam).
- The proportion of senior management hired from local community in 2023 was amended.

Giving Back to Society and Promoting a Positive Talent Cycle —

Qisda is committed to fostering strong ties with academic institutions. Through joint campus recruitment initiatives across the Group, we actively engage with schools and explore opportunities for in-depth collaboration. We have signed Memorandums of Understanding (MOU) with multiple universities to launch internship programs, allowing students to gain hands-on corporate experience during their studies. This not only helps students familiarize themselves with organizational culture and business operations in advance but also increases their chances of transitioning into full-time employment upon graduation.

Additionally, we actively participate in corporate mentorship programs. In collaboration with the College of Commerce at National Chengchi University, we conduct case studies and corporate visits to enhance students' practical experience. Notably, our Chairman and CEO, Mr. Peter Chen, is personally involved in campus mentorship programs, including serving as a mentor at Tunghai University, further expanding our influence and fostering a two-way talent exchange.

For frontline workforce development, Qisda actively participates in various recruitment events, engaging with multiple colleges and universities to explore cooperative education opportunities for Vietnamese students. Through internship programs, students gain early exposure to Qisda's manufacturing processes and, upon graduation, have the opportunity to be assigned to Qisda's Vietnam plant as supervisory personnel, facilitating cross-border talent cultivation within the industrial supply chain.

By strengthening our collaboration with academia and industry, we not only enhance corporate-academic engagement but also reinforce our employer brand. We continue to drive impactful corporate visits and partnerships, creating a valuable and sustainable talent cycle for society.

Qisda Group Joint Campus Recruitment

1. Purpose:

- Enhance students' understanding of corporate culture and future career development, strengthen employer brand perception and trust, and increase overall attractiveness.

2. List of Universities:

- National Taiwan University, National Chengchi University, National Taiwan University of Science and Technology, National Central University, National Cheng Kung University, National Taipei University.

3. Features:

- Key position managers conduct one-on-one interviews during campus recruitment events to provide in-depth insights into job roles and responsibilities.
- Over **2,200** valid resumes were collected during campus recruitment activities.



Expanding Diverse Recruitment Channels

1. Purpose:

- Attract talent from diverse backgrounds, cultures, professional skills, and experiences to build an inclusive and innovative team. We firmly believe that a diverse workforce brings broader perspectives, driving sustainable growth and success for the Company.
- A diverse team enables more agile development of innovative solutions to meet the specific needs of customers across different regions and industries, enhancing market responsiveness and competitiveness.



2. Strengthening Operational Strategy Alignment:

- In response to the Southbound Policy and the expansion of the Vietnam plant, there is an increasing demand for Vietnamese production line supervisors and R&D engineers with Vietnamese backgrounds.
- With continuous expansion into the Asia-Pacific market, there is a growing demand for e-commerce talent in Southeast Asia.



3. Diverse Recruitment Channels:

- Campus Recruitment for Foreign Talent: National Taiwan University of Science and Technology Foreign Talent Recruitment Fair, Kun Shan University Vietnamese Talent Recruitment Fair, Wenzao Ursuline University of Languages Foreign Talent Recruitment Fair, St. John's University Vietnamese Talent Collaboration Program.
- Participation in Government-Related Initiatives: Youth Career Expo, Taoyuan Youth Workplace Incubation Program



In-Depth Campus Career Seminars

1. Purpose:

- Enhance students' understanding of corporate culture and future career development opportunities.
- Strengthen the employer brand image and contribute to campus communities.

2. Senior Executive Campus Success Seminars:

- Senior managers from Qisda were invited to share their insights in campus lectures, receiving enthusiastic responses from students and strengthening industry-academia connections, with a total attendance of over 600.

April Huang

National Taiwan University Define Your Own Life: The Unconventional Chairman

This seminar emphasized that uncertainty is the starting point for endless possibilities, encouraging students to embrace the unknown and grow through challenges. April highlighted that success comes from continuous learning and adaptation rather than relying solely on existing expertise. She advised students to pursue roles that allow direct interaction with customers to build valuable connections. She also emphasized the importance of empathy and an open mindset in career development. Through her unique business philosophy and strategies, she inspired students to take risks, keep learning, and understand that career success depends on professional skills, the right attitude, and lifelong learning.



In-Depth Campus Career Seminars

3. Career Development Seminars:

- Conducted by HR managers, these seminars analyzed career trends and workforce dynamics to help students navigate their career paths effectively.
- Held at National Taiwan Normal University and Wenzao Ursuline University of Languages, with a total attendance of over 80 students.



Harry Yang

National Cheng Kung University Crossing Boundaries Without Missteps – The Inner Skills for a Versatile Life

Harry shared his experiences in student organizations during his time at NCKU and how these experiences translated into his professional journey, particularly in his current role leading the medical business unit. He discussed the constant need to adapt to technological innovations and evolving market demands in the medical industry, which requires interdisciplinary knowledge and flexibility. He encouraged students to take advantage of their academic years by engaging in diverse activities, developing cross-disciplinary collaboration skills, and integrating different fields of knowledge. He emphasized that both in school and in the workplace, students should challenge themselves, embrace uncertainty as this is essential for standing out in a rapidly changing work environment.



Enhancing Campus Collaboration through Memorandums of Understanding (MOU)

1. Partner Schools:

- National Taiwan University, National Taipei University, National Taiwan University of Science and Technology, National Cheng Kung University, National Taiwan Normal University, National Chengchi University, Wenzao Ursuline University of Languages, and St. John's University



2. Scope of Collaboration:

- Planning academic degrees, courses, and teachers.
- Organizing activities for talents to exchange insights and other activities related to academic, innovative learning and community service industry.
- Academia collaboration and student internship.
- R&D related to technology, knowledge, and intellectual property.
- Promotion of collaborative projects, space planning and space construction.

3. The Effects of Collaboration:

- Company: Contact potential talents, strengthen the employer's brand image on campus, and increase students' favorability toward the Company.
- Student: Early exposure to industry to understand its perspectives. Start career planning early through enterprise visits, internship, and industry seminars.
- School: Share industry resources and provide students with diverse development and learning opportunities, exchange the latest industry perspectives with enterprises, contribute to R&D to enhance competitiveness of both parties.



Industry-Academia Visits and Collaboration

1. Purpose:

- Through close collaboration with academic institutions, we aim to facilitate knowledge exchange, promote mutual learning between industry and academia, and cultivate talents with strong practical and creative capabilities.

2. Visits Conducted:

- Sungkyunkwan University, South Korea, National Chengchi University EMBA, Tunghai University EMBA, Eunoia Junior College, Singapore; total participants: **150**



Sustainable Talent Development: Creating a Diverse and Inclusive Corporate Environment

Talent is the core driving force behind a company's sustained growth. To achieve long-term sustainable talent development, we are committed to fostering a diverse and inclusive corporate environment where every employee can reach their full potential in a fair, respectful, and supportive atmosphere, collectively driving the company toward excellence.

Continued Promotion of Women in Technology

- The Women in Technology policy is a core mid-to-long-term goal of the ESG Committee. By 2030, the Company aims for women to comprise 40% of the total workforce and for female frontline managers to reach 28%.
- As of 2024, the proportion of female employees showed an increasing trend, while the percentage of female managers remained stable. The proportion of female senior managers slightly declined due to the retirement of one female manager in early 2024 and the strategic rotation of two female senior managers to affiliated companies for career development. Moving forward, the Company will continue to conduct semi-annual talent review meetings to assess leadership appointments, analyze gender representation, and promote awareness to ensure that female talent receives fair promotion opportunities.

Distribution of Female Employees by Job Levels

Distribution of Female Employees	2021	2022	2023	2024
Proportion of female employees	38.1%	41.5%	35.4%	37.4%
Proportion of female managers	22.3%	22.8%	24.2%	24.2%
Proportion of female frontline managers	23.4%	23.8%	25.1%	25.6%
Proportion of female senior managers	14.3%	15.3%	13.7%	10.1%
Proportion of female managers in business related units (Marketing and sales)	35.0%	43.1%	48.4%	46.8%
Proportion of female STEM employees (R&D/Engineering/Industrial design)	21.5%	21.6%	24.1%	24.2%

Remark:

- Senior management: Managers at the level of director and above.
- STEM refers to science, technology, engineering and mathematics. STEM workers apply their knowledge of science, technology, engineering or mathematics to perform their daily duties. This is primarily related to the R&D/engineering technology/industrial design/finance and accounting.

3. Formulating clear policies and conducting training for all employees to prohibit discrimination and sexual harassment, and emphasizing the Company's commitment to diversity.
4. To promote DEI and encourage diverse talents to join Qisda, the Company has established the "Internal Referral Incentive Regulations." Under this program, referred candidates who belong to the following groups – women, foreign nationals, and Indigenous people – are eligible for additional referral bonuses.
5. To more effectively cultivate female leadership talent, the Company has actively planned leadership training programs for 2024, focusing on developing high-potential female employees. The participation rate of female employees is approximately 40%, with a completion rate of nearly 90%, contributing to the organization's comprehensive growth.
6. The Company convenes talent review meetings every six months to review the development and promotion status of talents. We make in-depth analysis and dissemination of the promotion rate of both genders to ensure that female talents have equal opportunities for promotion. The analysis results for the past two years show that the promotion rate of women has increased year by year, which reflects the Company's long-term commitment to promoting women's career development.

Nomination Rate for Promotion	2021	2022	2023	2024
Overall	9.1%	9.2%	8.5%	9.1%
Male	9.0%	9.6%	7.2%	8.0%
Female	9.2%	8.2%	11.0%	11.2%

Remark:

- Calculated based on the number of employees at the Taiwan headquarters.
- Promotion nomination rate = Number of promotion nominations/Total number of employees
- In 2024, the formula was revised to calculate the nomination rate based on the total number of employees of both genders, offering a more comprehensive view of promotion trends.

7. The human resources unit provides a monthly manpower report for each business unit. In the report, the gender ratio of employees and managers is simultaneously analyzed and tracked. Subsequently, reminding unit managers are to pay attention to the balance within the organization and advocate gender equality.

Creating a Supportive Work Environment for Foreign Employees

In response to global manufacturing expansion and customer requirements, Qisda actively aligns with government policies and upholds the spirit of diversity and inclusion. The Company employs 121 foreign migrant workers at its Taiwan plants, providing a high-quality work environment and professional training. By offering seamless, real-time communication channels, Qisda ensures that migrant workers can work with peace of mind, fostering a sense of belonging and making them a stable and long-term productive force for the Company.

- **Use of Licensed Employment Agencies:** Qisda conducts regular audits of employment agencies to ensure the best workforce introduction plans. These agencies assist with administrative processes and document management, and the Company designates service representatives fluent in the native languages of foreign workers to provide full support for their daily lives.
- **Zero Recruitment Fee Policy:** To enhance the stability of overseas migrant workers, Qisda covers all employment-related expenses, including recruitment fees, medical examinations, visa fees, airfare, and post-arrival management costs.
- **Barrier-Free Communication:** The Company employs dedicated dormitory management staff to assist migrant workers with daily life and workplace communication. Furthermore, relevant laws, slogans, and publications concerning foreign labor are posted on the dormitory bulletin board.
- **Comprehensive Living Support:** On-site dormitories are equipped with dedicated recreation rooms, creating a comfortable living environment. Lunch and dinner are provided in a buffet-style format, allowing employees to enjoy a variety of meals. Additionally, to help alleviate homesickness, Qisda organizes cultural and festive events, fostering a sense of care and belonging among migrant workers.

Rotational Development for Value Creation

To drive the Company's sustainable growth and meet long-term talent needs aligned with strategic development, Qisda considers career development diversity a key strategy for attracting and retaining talent. By offering diverse growth and development opportunities tailored to employees of different backgrounds and skill sets, Qisda fosters both individual and corporate growth. Since 2017, Qisda has implemented a structured job rotation system, setting rotation tenure for managers at all levels and regularly reviewing the rotation landscape. As of 2024, the cumulative managerial rotation rate has reached 185%. The Company has also extended this system to its subsidiaries, assigning key talents to critical roles. Currently, 80% of subsidiaries have adopted this rotation framework.

By transferring headquarters' management concepts, systems, and expertise to subsidiaries, Qisda enhances overall organizational competitiveness while nurturing and retaining top talent. The job rotation and resource-sharing model contribute to operational growth and corporate governance advancements. Furthermore, this initiative significantly improves leadership capabilities and the ability to view challenges from multiple perspectives, ensuring a well-rounded talent development approach. In addition to fostering a multinational workforce, Qisda also prioritizes mid-to-senior-level employees. In 2024, mid-to-senior-level managers accounted for 72% of total job rotations. Through rotation programs and mentorship, Qisda provides comprehensive development opportunities.

Open and Respectful Multicultural Work Environment

The Qisda Code of Conduct is built upon our core values: Integrity & Introspection, Execution & Excellence, Passion & Professionalism, and Caring & Contribution. To unify all employees under a shared vision and ensure sound decision-making, we have established this Code as a guiding principle for all personnel, driving us toward our mission of “Bringing Enjoyment N Quality to Life.” At Qisda, people-centered values are fundamental to our corporate philosophy. We are committed to supporting and protecting the human rights of all stakeholders while fostering a diverse, fair, and open workplace. By embracing and respecting multiculturalism, we encourage innovation, inspire employees, and broaden our business perspective with enriched industry expertise. We provide fair career advancement opportunities for all employees and extend this principle across our global operations. Our goal is to create an environment where employees can freely express their ideas and opinions, ensuring smooth and effective communication throughout the organization.

Pursuit of Equality in the Workplace, Including Gender Equality

Qisda strictly prohibits any forms of discrimination and harassment, sticking to the spirit of providing the employees with a work environment free of discrimination and harassment. This is applicable to the employment, training, performance evaluation, promotion, transfer, wage and other internal activities of the employees. The senior managers, employees, job seekers, customers and business partners of the Company are required to comply with the rule, and are also protected by the rule. All the factors unrelated to work, such as, nation, race, class, skin color, age, gender, sexual orientation, gender identity and expression, national origins or regions, disability, pregnancy, religion, political stance, former union member status, family responsibility, former military status, genetic information or marital status and other factors specified in the law, must be excluded from any decisions related to employee rights. All types of harassment, including defamation, offensive and sexually suggestive language, images, objects and physical contacts, that could make other employees feel uncomfortable, insulted, threatened or afraid, are strictly forbidden by the Company. Also, no discrimination against the employees is allowed in relation to the recruitment, actual practices, wages, promotions, rewards, access to training, dismissal, or retirement.

Qisda firmly believes that diverse talents will open the possibility of unlimited growth for an organization. Therefore, our female employees have the same opportunities and rights as male employees in all aspects. To make sure that all our managers and employees adhere to the “Qisda Employee Code of Conduct,” we Conduct annual training for them every fourth quarter. The global employee training rate was 100% in 2024, with the training covering issues such as avoidance of conflict of interest, legal compliance, pursuit of a fair work environment, anti-discrimination and zero tolerance. The Code of Conduct and related systems are announced on the Company’s internal website for the employees to review at any time. Performance targets are set every six months, and the Code of Conduct is one of the evaluation items to ensure all our personnel adhere to it.

Ratio of Basic Salary and Compensation of Female to Male

Job level	Taiwan		Suzhou, China		Vietnam		Total	
	Salary	Compensation	Salary	Compensation	Salary	Compensation	Salary	Compensation
Senior management level	0.85	0.89	1.25	1.22	–	–	1.05	1.06
Management level	0.90	0.93	0.98	0.96	0.95	0.98	0.94	0.96
Non-managerial level	0.96	0.98	1.08	0.99	1.1	1.1	1.05	1.02

Remark:

- The data above is the ratio of average salary and remuneration of women to men throughout 2024.
- Senior management level: Managers at the level of director and above.
- Management level: Managers at the level of assistant manager and above.

Compensation and Benefits

Compensation Policy

To attract and retain outstanding talents, Qisda observes the local domestic labor laws and regulations in our operational sites worldwide. The pay to the employees is never below minimum wage required by the law and no difference based on the grounds of gender, religions, races, nationalities or political parties. To provide employees with a compensation policy that is competitive on the market, the employee payment is adjusted based on the personal education background and experience, professional skills, and performance of the employee to ensure wages are compliant with the offer on the market and the fairness. We refer to the wage survey report of a third-party remuneration consultant and the business status of the Company every year, and review the achievement of the goal at the end of the year. As for the compensation to the senior managers, the Compensation Committee reviews the annual achievement rate of relevant performance indicators through committee meetings and determines the scope of the annual compensation.

Ratio of Standard Entry Level Salary Compared to Local Minimum Wage

	Taiwan	Suzhou, China	Vietnam
Ratio of standard entry level salary compared to local minimum wage	1	1.36	1.17

Remark: Calculation method: starting salary of entry level/statutory minimum wage

Wage of Non-Managerial Employees in Taiwan (NT\$ thousand)

	2021	2022	2023	2024	Deviation (%)
Full-time non-managerial employees (people)	1,758	1,747	1,663	1,536	-0.08%
Average compensation of full-time non-managerial employees (NT\$ thousand)	1,592	1,695	1,571	1,385	-0.12%
Median compensation of full-time non-managerial employees (NT\$ thousand)	1,258	1,289	1,224	1,192	0.03%

Remark:

- As defined by the Directorate General of Budget, Accounting and Statistics, Executive Yuan, for material terms, a full-time employee means the one who works to the full normal working hours specified by a company or to the statutory working hours. We set 40 normal working hours and, thus, all the employees of the Company are full-time employees.
- The total wages include the basic salary, overtime pay, various allowances and bonuses, employee compensation, etc. The estimated amount of share-based payment under expenditure is not included.
- Average wage of employees = Total wages of full-time non-management employees/Total No. of full-time employees
- The median wage of employees refers to the value at the midpoint in a list of wages, after all wages are arranged in ascending order
- Deviation (%) = Gap between the data for 2024 and that for 2023/data for 2023

Commitment to Living Wage

Qisda is committed to ensuring that all of our employees earn a living wage. The purpose of living wage is to ensure basic livelihood of the workers so that they can pay their basic living expenses. As we care about our employees and their families, we are pledged to a living wage that ensures more security for families; therefore, our employees' remuneration can steadily meet the needs of their families.

Living Wage Methodology:

The calculation of the living wage is based on the living wage methodology that two living wage experts, Richard Anker (former International Labor Organization) and Martha Anker (former World Health Organization), had tested and improved for 15 years. This methodology is a new method that has been widely accepted for estimating the living wage. It is both internationally comparable and locally specific, and is suitable for estimating the living wage in different regions such as rural areas, urban areas, and peri-urban areas around the world. The living wage items calculated according to this methodology include the cost of living such as food, clothing, housing, transportation, and education.

Long-term Incentive Plan

Incentive	Applicable to	Implementation Method	Amount
Employee stock ownership trust	After a 3-month probationary period, full-time employees in Taiwan are allowed to apply for the ESOT	The employees participating in the ESOT can purchase the Company's shares according to their respective job levels and the corresponding financial rewards allocated by the Company; the higher the job levels, the greater the allocated financial rewards. Through this way, we motivate employees to strive for the promotion opportunities, meet the performance targets, and thus further contribute to a synergistic effect for overall operational performance of the Company. Employee voluntary contribution: Based on the personal job level, a participant contributes a certain amount from the monthly pay as the trust fund to purchase the Company's shares. Company incentive: The Company also appropriates financial rewards of the amount up to 100% of the employee voluntary contribution (50% for those who working with the Group for 5 years and 100% for those who working for 10 years). The stocks held in the employee stock ownership trust account are deferred and can be retrieved upon resignation or retirement. The Company's employee stock ownership trust holds only Qisda stocks and is not used for hedging or reinvestment purposes.	In 2024, the Company's allocated financial rewards are exceeded NT\$100 million Employee participation rate 90%
Retention Bonus	Talents in key positions critical to the organizational development	To ensure that the talents in key positions keep staying in the Company and creating steady long-term operating performance for the organization, we enter into a retention bonus contract with outstanding talents in key positions to reach an agreement that they can receive full retention bonus after staying in the Company for the specified retention years (2 years). By distributing retention bonus, we motivate talents in key positions to have better future performance as well as bringing long-term operational benefits to the Company, which reflects a win-win situation.	A total of 54 employees received in 2024, with a retention bonus of approximately NT\$9.72 million.
Long-term Incentives for Executive Managers	Executive managers above the vice president level	To incentivize long-term value creation, the performance bonuses for executive managers and employee compensation are determined based on the company's performance measurement indicators. A certain amount is set aside from performance bonuses and employee compensation, with the Company providing an additional matching incentive as part of the long-term incentive plan. This amount is used to purchase company stocks, which are then deposited into a trust account, linking executive performance to the Company's stock price. Since 2023, Qisda has implemented the Long-term Executive Manager Incentive Plan. The plan aligns with the ESG performance goals of executive managers and distributes phantom stocks in three years (first year: 50%; second year: 25%; third year: 25%). The actual number of phantom shares acquired each year will be deposited in the employee's ESOT account in the form of trust assets with reference to the stock price of the Company at that time.	The Company allocates a matching contribution ratio as long-term incentive bonuses. The achievement rate of the ESG goals in 2024 was 100%. Therefore, 25% of the phantom shares that are available in the second year under the long-term incentive plan for senior managers are distributed.

Employee Benefits Systems

With the concept of creating a healthy and joyful workplace, Qisda has promoted the diverse employee benefits that enable all the employees to work in a premium work environment. The Company mainly provides the benefits as shown in the following table. The dispatched workers enjoy the same benefits as the full-time employees except for the performance bonus, which is only provided to the latter. Only a few dispatched workers are not incorporated in the scope of the benefits due to their short-time working (less than 6 months). Qisda follows the regulations and

systems of social insurance all over the world to protect the basic rights of the employees. Group insurance for the family members is also available for the employees to apply, and we arrange the personnel of the insurance company to provide on-site consultation services and assist with the application for claims.

With a view to making employees work without worries, those who need to take care of children or with health requirements may apply for flexible or less working hours in accordance with the Company's "Regulations for Management of Flexible Working."

Qisda's Major Benefits

Region	Offered According to Laws	Regular Benefits	Better Than Legal Requirements
Taiwan	- Health insurance and labor insurance - Allocation - Allocation of wage arrears payment fund - Allocation of labor occupational accident insurance - Infirmity and contracted on-site physician - Annual leave, half-paid sick leave, and related statutory holidays - Parental leave, maternity check-up leave, paternity check-up leave, and paternity leave Remark: A worker who has worked continually for Qisda for a certain period of time shall be granted annual paid leaves on an annual basis on the following conditions: - Three days for service of six months or more but less than one year. - Seven days for service of one year or more but less than two years. - Ten days for service of two years or more but less than three years. - Fourteen days for service of three years or more but less than five years. - Fifteen days for service of five years or more but less than ten years. - One additional day for each year of service over ten years up to a maximum of thirty days.	- Childcare allowance (childcare allowance for those with 0-6 years old children; NT\$30,000/child per year) - Gifts for Father's Day and Mother's Day - Lunch allowance and free dinner - Issuance of electronic consumption vouchers/points: NT\$10,000 per person per year - Contracted hospital - Dormitory/production line uniform - Free sports center and diversified fitness/club courses - Services such as healthy massage/consultation on ergonomic issues/EAP psychological counseling - Professional allowance for forklift operators of NT\$1,500/person per month	- The Company provides group insurance for employees - Self-paid group insurance for the family members of the employees - Allowance for marriage, funeral, festivities, and childbirth; consolation money for injury and illness - Employee stock ownership trust - Pension system - Volunteer leave and engagement leave - Childcare allowance for children aged 0-6: NT\$30,000 per year 8 days of pregnancy checkup leave 8 days of pregnancy checkup accompaniment and paternity - Flexible attendance system
Suzhou, China	- Social insurance (retirement, medical service, unemployment, occupational injury, childbirth) - Housing provident fund - Paid annual leave	- Infirmity - Sports Center - Meal allowance - Contracted store - Dormitory/uniform	- Education and training - Subsidies for employees' quarterly activities - Festival/birthday gifts
Vietnam	- Social insurance (medical, pension, unemployment, and occupational injury insurance) - Annual leave - Employee health check-ups	- Childcare allowance: VND 100,000 per person per month - Marriage and bereavement leave subsidy: VND 100,000-200,000 - Free pre-employment medical check-up for new employees - On-site medical room, nursing room, and supporting facilities - Gym, badminton court, and basketball court - Free accommodation - Distribution of Bonuses for New Year's Day, Labor Day, Mid-Autumn Festival, and National Day - Shopping shuttle service arrangement	- Education and training - Festival rewards - Departmental team building subsidies

Care and Support for Women

Maternity Care	Benefits for Childcare
1. Provision of designated free parking spaces for expectant mothers. 2. Establishment of breastfeeding rooms: Accessible during working hours and the company provides free breast milk storage bags, and onsite nurses are available for consultation at any time. 3. Health checkups offered during employee-friendly time slots. 4. Maternal health and workplace health protection program.	1. Providing 8 days of maternity check-up leave, exceeding legal requirements 2. Subsidizing childcare allowance: NT\$30,000 per child per year (until the age of 6) 3. Contracted kindergartens for daycare

Highlight: Peace of mind in childbirth and parenting

(1) Enhanced Maternity Check-Up and Paternity (Accompaniment) Leave	Qisda deeply understands the significance of parenting for every family and provides comprehensive support and care starting from pregnancy. The Company has introduced the “Peace of Mind in Childbirth and Parenting” program, which includes extended paid maternity check-up leave, as well as paternity check-up and paternity leave, each increased to 8 days. Additionally, designated free parking spaces for pregnant employees have been set up. These initiatives ensure that employees feel the Company’s support and warmth as they welcome a new life.
(2) Flexible Attendance System	Considering employees’ scheduling needs for family care, child pick-up/drop-off, and personal planning, Qisda launched a flexible work-hour policy in August 2024. This policy offers employees greater flexibility in managing their work-life balance. Employees can start work flexibly between 07:30 and 08:30 and leave between 16:30 and 17:30 while maintaining an 8-hour workday. By implementing thoughtful measures that exceed legal requirements, Qisda upholds its people-oriented management philosophy, enhancing employee well-being and enabling them to excel in both their professional and personal lives. This approach further improves work efficiency and strengthens corporate cohesion.
(3) Childcare Allowance for Ages 0 to 6	Qisda offers a childcare allowance program that provides up to NT\$180,000 per child. This benefit is gender-neutral and available to all employees. Each child receives a subsidy of NT\$15,000 every six months, totaling NT\$30,000 per year. For a family with three children under the age of six, this means an annual childcare allowance of NT\$90,000. By introducing this program, Qisda not only helps alleviate employees’ financial burdens related to childcare but also demonstrates its commitment to enhancing the quality of family life. Through these tangible support measures, the Company aims to help employees achieve a balance between work and family, enabling them to establish their families with confidence and care for them with peace of mind.

Statistics of the Number of Employees on Unpaid Parental Leave in 2024

Item	Taiwan	
	Male	Female
Number of employees eligible for application for unpaid parental leave in 2024 (people)	111	71
Actual number of employees applying for parental leave in 2024 (people)	4	10
Application rate of unpaid parental leave in 2024 (%)	3.6%	14.1%
Number of employees expected to be returned to work in 2024 (people)	8	13
Actual number of employees returned to work in 2024 (people)	5	10
Return to work rate in 2024 (%)	62.5%	76.9%
Number of Employees returned to work in 2023 (people)	5	9
Number of employees who returned to work in 2023 and were still employed one year after their return (people)	4	6
Retention rate in 2024 (%)	80.0%	66.7%

Remark: Paid maternity leave (primary caregiver): Female employees at Taiwan sites are entitled to 8 weeks of statutory paid maternity leave, and may also apply for parental leave of up to 26 weeks with 80% of insured salary, totaling 34 weeks of childcare leave. Paternity leave (non-primary caregiver): Employees at Taiwan sites are offered 8 days of paternity leave, which exceeds statutory requirements. They may also apply for up to 26 weeks of parental leave with 80% of insured salary, totaling nearly 28 weeks of childcare leave.

Pension

Qisda follows retirement regulations and systems all over the world and protects the rights of employees who are planning for retirement. (Details are described below). For more information about the Compensation Committee, please refer to the “Corporate Governance Operation.”

1. Allocation of the Workers’ Retirement Reserve Fund in accordance with the Labor Standards Act

The Company makes a contribution to the retirement fund for the employees every month and deposits to the workers’ retirement reserve fund account of the Bank of Taiwan in the name of the Labor Pension Fund Supervisory Committee. As of the end of 2024, the fair value of plan asset was NT\$405,448 thousand. According to law, the expenses that the Company recognized in 2024 was NT\$11,510 thousand. The insufficient fund was presented as accrued pension liabilities. As of December 31, 2024, the total amount of the funds was NT\$197,719 thousand.

2. Allocation of the Labor Pension in accordance with the Labor Pension Act

The Company allocates an amount equal to 6% of the monthly wage of an employee to the personal account at the Bureau of Labor Insurance. The amount of the expenses recognized in 2024 was NT\$90,140 thousand. The overseas subsidiaries also allocate a pension every month in accordance with local domestic laws and regulations.

Remark: 1. Retiree applicants: Provide retirement benefits (retirement pensions, withdraw employee stock ownership trust accounts), retirement rights and benefits, post-retirement labor insurance and labor retirement application advice consultation, and special personnel to follow up and provide assistance.

2. Those who have reached the retirement conditions but have not reached the mandatory retirement age by law and still want to contribute: The company has rotation plans, including expanding their professional and management experience, and providing a rotation OBP (On Boarding Plan), covering corporate governance, professional management, investment management, cultural integration, etc., to help them adapt to the new environment and tasks.

3. Poor performance: The Performance Improvement Plan (PIP) is applied, and the supervisor will discuss with the employee in person and record how to improve the performance gap, and the improvement period will be 3 months in principle, and the improvement goal will be checked at the end of the period.

Employee Engagement

Qisda firmly believes that employees are determining factors in achieving corporate sustainable operation. The Company has conducted the annual employee engagement survey since 2020 to listen to employees' opinions and feedback and use such feedback to improve the work environment and the employee satisfaction. Our goal is to gain insight into employee needs through these surveys and transform these insights into actions to promote employee happiness and the overall performance of the Company.

Qisda's employee engagement survey covers all factories and units worldwide to ensure the comprehensiveness and representativeness of the results. To guarantee validity and credibility of the survey, we ensure consistency in the structure, questions and analysis methods of questionnaires around the world. We also conduct trend analysis and horizontal comparisons based on the survey data to facilitate a deeper understanding and application of the survey results.

In the 2024 global employee engagement survey, a total of 8,066 employees participated, achieving a participation rate of 87%. The overall employee engagement score reached 4.67 (out of 6), showing an improvement compared to 2023. This result indicates that the Company's initiatives to enhance work resources, provide performance feedback, and promote employee development have been effective. Key improvements include the implementation of AI tools, strengthening communication skills and techniques for managers, and optimizing the performance management and feedback system. These efforts have not only boosted employee engagement but also reinforced employees' sense of belonging and involvement with the Company.

In addition to the annual employee engagement survey, we analyze employee well-being aspects such as job satisfaction, purposes of work, happiness and job stress. The analysis not only enriches our understanding of the employee engagement survey results, but also provides an important reference for the continuous improvement of the Company's system.

Based on this analysis, the Company promotes corresponding improvement measures to create a more satisfactory and supportive work environment for employees.

Aspect	Job Satisfaction	Purpose of Work
Examples of Topic	I am encouraged by others in my career development at work. I feel that I have the opportunity for learning and growth at work.	The goals and vision of the Company make me consider my work important.
Score	4.67	4.67

Aspect	Happiness	Job Stress
Examples of Topic	I receive recognition and praise for outstanding work performance.	I feel that my managers or colleagues care about my personal situation.
Score	4.64	4.69

Based on the results of the 2024 Employee Engagement Survey, the Company has proposed corresponding improvement initiatives to further enhance employee well-being. These initiatives primarily focus on key areas such as work resources, recognition of achievements, and career development. In 2024, the Company plans to further integrate AI tools and learning resources to ensure employees have sufficient resources to complete their tasks efficiently. Additionally, leadership communication and motivation training programs for managers will continue, along with strengthening the Company's and managers' support for employees' career development. These measures aim to improve employee satisfaction with the work environment, enhance motivation, and foster a greater sense of well-being and trust. Through these actions, Qisda is committed to creating a supportive and inspiring workplace, ultimately shaping a superior employee experience and a more attractive employer brand, laying the foundation for the company's long-term sustainable development.

Employee Engagement

Survey Description	Refer to the questionnaire structure of Q12, the questionnaire includes four survey dimensions of basic requirements, manager support, teamwork and learning and growth.
	Distributed to: All the IDL and DL employees of Qisda worldwide
Survey scale	A six-point scale was used: 1 = strongly disagree, 2 = disagree, 3 = slightly disagree, 4 = slightly agree, 5 = agree, 6 = strongly agree
	Definition of Highly Engaged Employees: Individuals who select scores ranging from 4 to 6 on the response options.

Distributed in		2021	2022	2023	2024
		Taiwan, Suzhou (China)	Taiwan, Suzhou (China) and Vietnam	Taiwan, Suzhou (China) and Vietnam	Taiwan, Suzhou (China) and Vietnam
No. of copies of questionnaire		6,404	6,110	5,812	9,271
No. of copies responded		3,979	5,177	4,999	8,066
Response rate		62%	85%	86%	87%
Average engagement		4.55	4.57	4.62	4.67
Engagement (%)		N/A	80%	81%	82%
Gender	Male	4.57	4.60	4.65	4.71
	Female	4.52	4.56	4.57	4.62
Age	< 30	4.53	4.69	4.72	4.80
	30-50	4.57	4.56	4.59	4.63
	> 50	4.56	4.46	4.56	4.64
Job level	Management	4.52	4.56	4.59	4.66
	Non-management	4.58	4.59	4.62	4.67
Area	Taiwan	4.48	4.52	4.62	4.67
	Suzhou, China	4.61	4.63	4.66	4.68
	Vietnam	N/A	4.56	4.59	4.55

Remark: In 2021, the employee engagement survey was conducted only in Taiwan and China. Additionally, since the survey was conducted anonymously by an external consulting firm, there is no original data available for statistical analysis.

Engagement Survey in 2024

Employee Engagement in 2024		4-6 Points (%)
Overall Engagement		82%
Gender	Male	83%
	Female	81%
Age	< 30	87%
	30-50	81%
	> 50	81%
Job level	Management	82%
	Non-management	82%
Area	Taiwan	82%
	Suzhou, China	83%
	Vietnam	78%

Employee Turnover Rate

Qisda hopes to manage the turnover intentions of employees effectively. When an employee submits a resignation letter, the immediate manager will be promptly notified and arrange a meeting to understand the reasons for leaving and attempt to retain an employee. Due to factors such as economic fluctuations and environmental changes, a healthy turnover rate ensures Qisda a continuous flow of new talents. The voluntary turnover rate of Qisda in Taiwan was 7%. Furthermore, in 2024, the structure of overseas direct personnel was adjusted to primarily consist of full-time employees. As a result, a large-scale talent recruitment initiative was launched, leading to a significant increase in new hires. In China, due to the influence of the local labor market, employee turnover rates tend to be higher, especially among direct personnel. To address this, Qisda has implemented several retention strategies, including strengthening leadership capabilities among supervisors, enhancing employees' sense of well-being at the company, and providing job rotation and learning opportunities to create a stable and supportive work environment. Additionally, the Company has explored the use of ergonomics to optimize workflows and reduce employee fatigue. Qisda has also introduced key talent incentive programs, employee referral bonuses, and other retention initiatives to improve working conditions and reduce turnover rates.

Turnover Rate

Turnover Rate		2021	2022	2023	2024
Total turnover rate (%)		24.2%	20.7%	15.8%	24.6%
Voluntary turnover rate (%)		24.0%	20.3%	15.2%	24.4%
Total turnover rate (%)	Male	26.7%	20.2%	23.5%	27.5%
	Female	20.2%	21.6%	15.2%	19.8%
Voluntary turnover rate (%)	Male	26.6%	19.7%	15.7%	27.2%
	Female	19.9%	21.4%	14.3%	19.6%
Total turnover rate (%)	< 30	30.8%	29.2%	20.6%	41.0%
	30-50	18.6%	14.6%	11.8%	14.1%
	> 50	11.7%	7.3%	11.5%	6.7%
Voluntary turnover rate (%)	< 30	30.8%	29.1%	20.5%	41.0%
	30-50	18.5%	14.3%	11.3%	14.0%
	> 50	8.8%	2.6%	5.9%	4.1%
Total turnover rate (%)	Taiwan	10.5%	11.4%	12.0%	8.3%
	Suzhou, China	28.6%	22.6%	14.4%	26.2%
	Vietnam	24.8%	32.6%	29.0%	36.3%
Voluntary turnover rate (%)	Taiwan	9.7%	9.8%	9.9%	7.0%
	Suzhou, China	28.6%	22.6%	14.2%	26.2%
	Vietnam	24.8%	32.6%	28.9%	36.3%
Total turnover rate (%)	Management	3.3%	4.4%	3.9%	2.7%
	Non-management	26.0%	22.2%	16.8%	26.1%
Voluntary turnover rate (%)	Management	3.1%	3.4%	2.7%	1.5%
	Non-management	25.8%	21.9%	16.2%	25.9%
Total turnover rate (%)	Direct labor	34.0%	27.0%	18.7%	31.5%
	Indirect labor	9.5%	10.0%	10.2%	6.9%
Voluntary turnover rate (%)	Direct labor	33.3%	26.7%	18.3%	31.5%
	Indirect labor	9.5%	8.9%	9.2%	6.1%

Remark: The statistics on turnover rate above do not include those employed for less than 3 months.

Talent Development

Qisda implements diverse career development plans to maximize competitive edge for the Company and enable employees to acquire knowledge and skills. We provide ample resources to integrate physical and online learning platforms, providing employees with diverse and comprehensive learning opportunities. We established the job-oriented Qisda Academy and its development blueprints based on the needs of business strategies and organizational growth, aiming to train employees effectively to develop knowledge and skills. We set an average of 26 training hours per indirect employee as the target for 2024. In response to the rise of AI trends, Qisda launched the “AI Future Classroom” development program in 2024. This initiative provides comprehensive training for all employees, including frontline and mid-level managers, to enhance their proficiency in AI tools. As a result, in 2024, indirect personnel accumulated an average of 55.4 training hours per person, while direct personnel reached an average of 24 training hours per person. The Company conducts progress reviews every six months to ensure the effectiveness of the annual training program.

Furthermore, to demonstrate Qisda’s commitment to social responsibility, we not only offer courses related to green products but also incorporate essential training on the Responsible Business Alliance (RBA) Code of Conduct, Hazardous Substance Management System (IECQ QC 080000), and Occupational Safety and Health into mandatory courses for all employees. To continuously deepen employees’ knowledge of sustainability, we regularly publish e-newsletters, sharing at least three sustainability-related insights per week. Additionally, as part of our “Restroom Literature” initiative, we post at least one sustainability-related piece weekly. On the first weekend of each month, senior managers receive curated news on sustainable management to stay informed about the latest developments and trends in sustainability.

Remark: Training and development resources are provided to all staff (including interns and part-time staff) so that all staff can receive appropriate training according to their future job requirements.

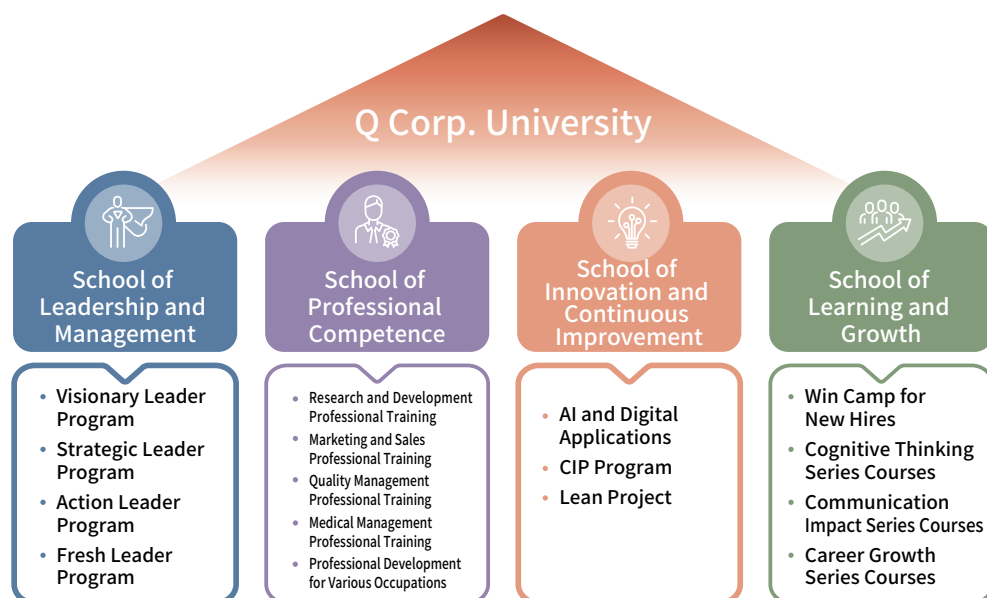
Talent Development System – Qisda Academy

With Qisda Academy as the foundation, the training system is structured with four academies that are divided into the School of Professional Competence, the School of Learning and Growth, the School of Innovation and Continuous Improvement and the School of Leadership and Management based on attributes and target audience. The four schools are committed to helping employees more effectively apply what they have learned in job by providing comprehensive training programs for different learning needs.

To provide employees with more immediate learning resources, we have established the internal QLMS learning platform. In addition to in-person courses, employees can also participate in online courses and knowledge learning through this platform. Since 2019, we have continuously promoted mobile learning, increasing the proportion of digital courses while developing a learning app that allows employees to make full use of fragmented time on their mobile devices to acquire new knowledge. As of the end of 2024, digital courses accounted for 79% of the Company’s overall training programs. These initiatives aim to ensure that employees can quickly and conveniently enhance their professional skills to adapt to the rapidly changing work environment.

Training Courses of the Four Schools

School of Professional Competence	Designing related courses for leadership and management of managers with different job levels to help them make further improvement and develop their own leadership
School of Learning and Growth	Covering a complete set of training programs for new employees and internal instructors with four courses related to occupational competence focusing on decision-making capability, influential communication, digital application and self-competition.
School of Leadership and Management	Providing the innovation and development momentum, and introducing resources for the courses in business model innovation and design concepts, enabling the employees to achieve their full potential and create an organizational culture of innovation.
School of Innovation and Continuous Improvement	1. Providing innovative development resources by introducing courses on business model innovation, designing thinking, and more, enabling employees to unleash their creativity and foster a culture of organizational innovation. 2. In response to the rise of AI trends, we have introduced courses on the application of AI-related tools.



1. Inspiring Employees Development Programs

Employee Professional Competency Development

Employee learning blueprints formulated for the employees to develop professional capabilities to take up future challenges

Outstanding talents are the key driving force for sustainable growth of a company. To continuously foster and strengthen the employees' workplace skills for adapting to the internal work environment and responding to external trends and changes, a series of learning courses are provided for the employees, including new hires and senior personnel, with the talent development strategy focusing on decision-making capability, influential communication, digital application and self-competition. We arranged elective courses as well as compulsory courses and integrated physical and digital resources, not only equipping the employees with the skills necessary in the workplace, but also enabling them to create a personalized organizational learning environment by selecting the courses they were interested in based on their work and requirements of career development with the flexibility of space and time. In 2024, a total of 1,318 people participated in related courses; the total training hours reached 18,620 hours, and the average satisfaction rate for learning and growth courses was 4.5 points (out of 5 points).

Competency	Description	Focus Courses
Decision-Making Capability	Developing systematic thinking to stay on top of the overall situation; ensuring insightful financial thinking to understand the operation focuses of the Company; stimulating creative thinking to develop processes of innovative products; facilitating multi-dimensional thinking to enhance personal capabilities of decision making and innovation at work	Systematic thinking and rational decision-making, problem-solving abilities and mindset, and efficient logical thinking methods
Influential Communication	Understanding the two-way communication of human nature and further extending to the skills of parallel and upward communication; fostering the utilization of simulation scenarios of presentation and business negotiation; building the skills required for both internal and external communication	Workplace communication and negotiation, effective presentations, cross-department communication and coordination, workplace communication strategies, project management mindset and practices
Digital Application	Helping the employees to know accurate problem definition, identifying necessary data and learning data analysis methods, boosting their problem-solving skills with data based on systematic problem-solving methods and data analysis tools	Data analysis in Excel, Power BI data analysis, etc.
	AI Tools Application Training: Helping employees master the basic operations and applications of AI tools, learning how to leverage AI for data prediction and process automation. Through real-case analysis and project implementation, employees will enhance their ability to apply AI tools to solve real-world problems	AI industry trends, fundamental AI concepts and applications, RPA processes, and ChatGPT usage
Self-Competition	With self-management, learning and growth as the core of development, enhancing personal capabilities of work planning and workplace competitiveness through courses on the awareness of personal strengths, creation of highly effective learning patterns, work time management, mindset of career development, etc.	Efficient learning, agile work management, and strategies for the cat generation in the workplace

Key Employee Development Program Results – AI Application Capability Enhancement Plan

In response to the rise of AI trends, we launched the “AI Future Classroom” in 2024. The core of this development program is to educate employees on AI trends and their impact on the industry. The expected benefits for the organization include strengthening employees’ proficiency in AI tools, improving internal work efficiency, effectiveness, and execution quality, and fostering continuous innovation to keep pace with industry trends and become experts in the field. The program focuses on professionalism, efficiency, and excellence, aiming to continuously enhance professional standards, optimize workflows, and leverage AI tools to automate repetitive tasks. This allows teams to concentrate on higher-value work, giving employees more time to continuously learn new knowledge and technologies, ultimately striving for excellence in the future.

Development Plan Title	Participant	Demonstration of Training Results				
		Confirmation of development focus	Development method:	Level 1/ Reaction level → Level 2/ Learning level	Level 3 behavioral level	Level 4 result level
AI Future Classroom	All employees	- Establish fundamental understanding and learn how to effectively use AI tools to enhance individual and team efficiency - Gain in-depth knowledge of AI technologies and tools to improve work efficiency - Continuously deepen personal expertise and develop AI-skilled talent	16 AI courses, totaling 32 hours	Number of people who completed the training: 5,447 Satisfaction score: 4.5	Number of organizational process improvement projects (CIP) utilizing AI tools: 88	The efficiency improvement achieved through AI-driven process enhancements exceeded 80% , generating tangible and intangible business benefits of NT\$ 204 million for the Company.

In 2024, we launched the “AI Future Classroom” development program, with a total of 32 hours of AI courses offered throughout the year, attracting 5,447 participants. The overall course satisfaction rating reached 4.5, demonstrating strong learning outcomes and value, as well as a significant impact on enhancing AI knowledge and skills, earning widespread recognition from employees. Following the courses, 88 AI application projects were implemented in Continuous Improvement Projects (CIP), successfully optimizing processes by over 80%, showcasing participants’ ability to apply AI tools in practice. In the future, we will continue exploring new technologies, enhancing course content, and adjusting based on evolving industry demands to ensure participants master the latest AI application skills. This will help them stay competitive in the workplace while continuously striving for professionalism, efficiency, and excellence.



2. Leadership Development Plan

To develop the critical leadership and management capability required for managers at different levels, and to ensure the capabilities needed for the organizational growth in the future, we established the training and development system for the managers at all levels based on our core management functions. This system provides managers, whether novices with enormous potential or experienced managers, with individualized capability development plans under which they systematically acquired the leadership and management capability necessary for a benchmark leader through planned rank-based management courses and job rotation.

Training targets include managers at all levels. In 2024, a total of 20 executive training courses were provided, and the total number of trainees accounted for 62% of the Company's management positions.

I. Core of the Development Plan:

- (1) Systematic Training Resources: Introduce the hybrid learning method of physical and online management courses to diversify learning channels for managers.

A new version of the executive development and training blueprint was launched in 2023. A total of 176 employees completed the training in 2024, with a total of 2,236 learning hours. The average overall satisfaction score of managers with the program was 4.75.

- (2) Job Rotation and Experience: Through planned job rotation, managers can accumulate experience in different positions in the organization and develop multiple mindsets and professional capabilities.

In 2024, a total of 115 managerial rotations were conducted, bringing the cumulative rotation rate to 185% by the end of the year. Through job rotations, we promote diverse career development for managers, enhancing their organizational adaptability, multidisciplinary expertise, and leadership breadth and vision.

II. Focuses of the Development Plan:

- (1) Target audience: Managers at all levels (potential leader/junior management/middle management/senior managers)
- (2) Leadership development focus of managers at all levels:

Title of Development Plan	Participant	Role and Mission	Cultivation Focus in 2024	Physical Course and Online Course for Key Courses in 2024
Fresh Leader Program	Potential talents/New managers	Professional leader Management expert Mentor of subordinates	Arousing management awareness and concepts, providing basic management knowledge, giving an overall picture of leadership, and enhancing the leadership of managers	Online courses: Management talent development for new managers, talent recruitment interview
Action Leader Program	Junior management	Professional leader Management expert Mentor of subordinates	Emphasizing managers' skills in employee performance coaching, motivation and feedback techniques, cross-generational leadership, as well as problem analysis, resolution, and managerial decision-making abilities	Physical courses: Cross-generational leadership, performance coaching, problem-solving Online courses: Motivation and feedback, performance management
Strategic Leader Program :	Middle managements	Strategist Key team member Corporate expert	Emphasizing management case discussions, financial management concepts, and coaching leadership techniques	Physical course: Management case studies Online Courses: Change management, financial statement analysis, coaching leadership
Visionary Leader Program	Senior managers/Head of business units	Industry pioneer Change driver Management master	Establishing organizational talent development concepts and thinking frameworks, along with practical coaching leadership skills. Cultivate managers' ability to identify high-potential talent and develop succession pipelines	Physical courses: Organizational talent development, coaching and mentoring skills Online courses: Vision and strategy development, business management and decision-making

III. Leadership Development Methods and Demonstration of Training Results:

Leadership Development System and Demonstration of Training Results

Development Plan Title	Participant	Leadership Development Focus and Development Method			Demonstration of Training Results		
		Confirmation of development focus	Introduction of an education and training with hybrid learning model	Number of job rotation	Level 1 reaction level → Level 2 learning level	Level 3 behavior level	Level 4 result level
					Course satisfaction status		
Fresh Leader Program	Potential talents/ New managers	Understanding the role of a manager Establishment of fundamental concepts in leadership management	1. 2 digital courses, totaling 6 hours 2. Number of people who completed the training: 16 3. Total training hours: 96 hours (person-times * course hours)	30 employees	4.84	1. Formulation of a management action plan (16 copies responded) 2. Average score for pre-class management competence: 3.9 points (out of 5 points) 3. Average score for post-class management competence: 4.2 points (out of 5 points)	
Action Leader Program	Junior management	Vision communication Continuous improvement Problem solving Effective talent selection	1. 3 digital courses, totaling 3 hours 2. 3 physical courses, totaling 21 hours 3. Number of people who completed the training: 129 4. Total training hours: 1,702 hours	35 employees	4.74	1. Formulation of a management action plan (208 copies responded) 2. Average score for pre-class management competence: 4 points (out of 5 points) 3. Average score for post-class management competence: 4.3 points (out of 5 points)	1. Increase from 4.62 to 4.67 in the employee engagement score in 2024 2. Increase from 81% to 82% in the percentage of highly engaged employees 3. Internal manager promotion rate 16%
Strategic Leader Program	Middle managements	Vision execution Innovation driving Resources planning Talent development	1. 5 digital courses, totaling 9 hours 2. 1 physical courses, totaling 7 hours 3. Number of people who completed the training: 22 4. Total training hours: 256 hours	7 employees	4.76	1. Formulation of a management action plan (16 copies responded) 2. Average score for pre-class management competence: 3.9 points (out of 5 points) 3. Average score for post-class management competence: 4.2 points (out of 5 points)	
Visionary Leader Program	Senior managers/ Head of business units	Vision guiding Leading innovation Operational decision-making Talent cultivation	1. 5 digital courses, totaling 9 hours 2. 2 physical courses, totaling 28 hours 3. Number of people who completed the training: 9 4. Total training hours: 182 hours	2 employees	4.82	N/A	

Tangible and Intangible Organizational Benefits of the Leadership Development System

Quantifiable Benefits of the Leadership Development System:

Qisda has strengthened internal talent development and management efficiency through its leadership development system, further enhancing employee engagement and the organization's growth potential. The following key outcomes have been achieved:

1. Improved Employee Engagement: In 2024, the employee engagement score increased from 4.62 to 4.67, reflecting optimizations in organizational culture and management mechanisms.

2. Increase in Highly Engaged Employees: The proportion of highly engaged employees rose from 81% to 82%, indicating a stronger alignment with the Company's vision and work values.
3. Enhanced Internal Promotion Opportunities for Managers: The internal promotion rate for managerial positions reached 16% (calculated as: number of promoted managers/Total number of existing managers), demonstrating the Company's commitment to internal talent development and effectively fostering career advancement opportunities within the organization.

Through continuous optimization of the leadership development mechanism, Qisda is committed to building a high-performance, highly cohesive management team, driving sustainable business growth and talent development.

Intangible Benefits of the Leadership Development System:

Through a systematic leadership development framework, enterprises can not only enhance management efficiency and talent development but also generate profound intangible benefits that further support sustainable business operations. The key intangible benefits include:

1. Strengthening Corporate Culture and Value Implementation
 - Leadership development ensures that core corporate values and business philosophies are deeply embedded, enhancing organizational culture consistency.
 - Managers demonstrate corporate values in decision-making and management, further influencing employee behavior and the overall organizational atmosphere.
2. Enhancing Employee Satisfaction and Organizational Commitment
 - Managers with stronger communication, motivation, and team management skills help foster a supportive work environment, improving employee satisfaction.
 - Employees who align with the Company's vision and see growth opportunities are more likely to develop a stronger sense of belonging and loyalty to the organization.
3. Improving Cross-Department Collaboration and Decision-Making Efficiency
 - Leadership development cultivates managers' ability to communicate and collaborate across departments, enhancing internal resource integration and overall efficiency.
 - Strengthening managers' data-driven decision-making and problem-solving skills enables the Company to adapt more quickly to market changes.
4. Fostering a Learning Organization and Driving Innovation
 - Establishing a culture of continuous learning and growth enhances team autonomy in learning and promotes knowledge-sharing.
 - Managers with stronger innovation thinking and change management skills drive continuous organizational innovation and improve competitiveness.
5. Reducing Human Capital Risks and Stabilizing Talent Supply Chain
 - Ensuring that the company maintains high operational efficiency in the event of both planned and unplanned departures of senior managerial officers, including the CEO.
 - Developing internal talent reduces reliance on external senior management hires, lowering recruitment and onboarding costs.
 - Preventing talent gaps in key positions ensures stable organizational operations and strengthens long-term business sustainability.

Through these intangible benefits, the leadership development system not only enhances internal management efficiency but also strengthens the Company's ESG competitiveness, driving long-term sustainable development.

3.Key Talent Development Plan for Business Units

- (1) Target Audience: Product managers, Account managers.
- (2) Business Unit Development Plan: Formulating the development plan for the target audience based on the difference in the required responsibilities and professional knowledge and skills.
- (3) Product Manager and Account Manager Development Plan:

Due to fierce competition in the external environment, product managers and account managers play critical roles in business units. As a major technology OEM, we focus on improving the professional knowledge and skills of the Product Managers and Sales Managers to deliver better services to customers. In 2024, we optimized our professional competency development blueprint, tailoring training and development programs based on the required skills at each level. The development plan includes key areas such as project management, business presentation skills, client communication and negotiation, and business strategy planning. Through these specialized training programs, we aim to enhance the individual skills of our sales and business teams, ultimately providing brand clients with an exceptional service experience.

In 2024, the total number of participants of various courses for product managers and sales personnel reached 125; the total training hours reached 1,072 hours.

- (4) Results of the Product Manager and Account Manager Development Plan

Stage	Action Plan	Training Focus	Time	Demonstration of Training Results	
				L2 learning levels Completion of training and satisfaction	Level 4 result level Benefits to organizational operational performance
1	Marketing and sales professional training [Fundamentals] [Target Audience: General PMs/Sales in business units]	Project management Communication and expression Data analysis	18 hours	● Number of People who completed training: 66 ● Total training hours: 602 ● Satisfaction: 4.5	1. Key brand customers entrusted Qisda with 40% of their annual orders (YoY +2%) 2. Successfully developed a new key brand customer in 2.2024 3. Qisda ranked first in QBR evaluations among all key brand customers
2	Marketing and sales professional training [Advanced] [Target Audience: General PMs/Sales in business units]	Customer relationship Communication and negotiation Problem solving	10 hours	● Number of People who completed training: 35 ● Total training hours: 174 ● Satisfaction: 4.5	
3	Marketing and sales professional training [Professional] [Target Audience: Key talents in business units]	Market planning Value selling Strategic partner Financial acumen	22 hours	● Number of People who completed training: 24 ● Total training hours: 296 ● Satisfaction: 4.6	

4. Comprehensive Job Development Plan

Qisda has encountered challenging talent management when facing external uncertainties. Therefore, we strive to reduce succession risks and talent shortage by selecting potential talents and establishing talent pool.

Additionally, the Company has developed the “Comprehensive Job Development Plan” since 2022 to implement sustainable growth to the organization and plan for our organization’s future talent needs. Henceforth, we continued executing this Plan in 2024.

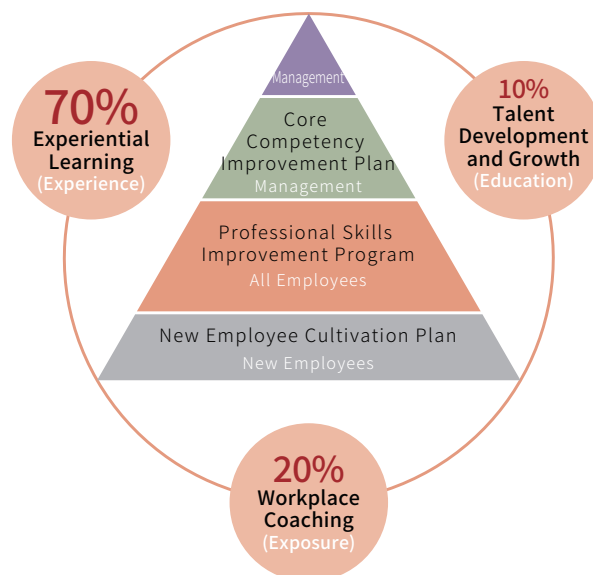
We provide employees with comprehensive training and development for employees with different job levels and set performance goals every six months based on the core competencies of all levels. Simultaneously, we propose competency development plans for supervisors to provide necessary support and offer assistance for personal development.

Implementation methods:

1. Establishing core competency systems of all levels.
2. Defining developmental approaches by different levels and implement personal development plans through the 3E (Experience, Education, and Exposure) model.
3. Implementing personal development plans when setting performance goals every six months, discussing with managers about the items to be developed, and providing support and assistance for employees during the implementation.

Remark:

Learning methods include, but are not limited to, the following: Classroom Training, On-the-Job Training, Coaching/Mentoring, Online Learning/ APP(QLMS), Team Based Project, Project/Task Assignment, Job Rotation, External Seminar or Training.



5. Cross-cultural Training Program

In the era of rapidly developing global economies, businesses face both challenges and opportunities brought by diverse cultural environments. Qisda deeply understands that cultural diversity is not only a crucial foundation for expanding into international markets but also a key factor in enhancing organizational competitiveness. To address this, we have designed a comprehensive cross-cultural training program specifically for expatriates at our Vietnam plant. This program aims to help expatriates quickly adapt to the local culture, improve cross-cultural communication skills, and enhance teamwork efficiency in local operations. By fostering a deeper understanding and respect for different cultural backgrounds, we enable multicultural teams to integrate and function smoothly. Furthermore, this initiative strengthens inclusive leadership by promoting diversity, equity, and inclusion in managing and leading local employees. At the same time, it helps Vietnamese employees integrate into Qisda’s corporate culture and strengthens their sense of team cohesion with the Taiwan headquarters.

To ensure that expatriate employees assigned to the Vietnam plant can quickly adapt to the local culture and effectively implement headquarters’ operational strategies, Qisda has designed a series of cross-cultural training courses, which include:

1. Cultural Adaptation and Sensitivity Training
 - Through cultural orientation courses, introduce Vietnam’s history, social structure, religious beliefs, and customs to help expatriate employees integrate quickly into the local society.
 - Emphasize cultural sensitivity education to prevent misunderstandings or management conflicts caused by cultural differences.
2. Language Proficiency Enhancement
 - Provide basic Vietnamese language training covering practical phrases for daily interactions and workplace communication, fostering better engagement and trust with local employees.
 - Assist expatriate employees in mastering essential professional terminology to meet real-time communication needs in production operations.
3. Family Support and Local Living Assistance
 - Provide local living guides for expatriate employees and their families, covering housing, transportation, healthcare, and education to help them quickly adapt to life in Vietnam.
 - Establish a dedicated support center offering real-time consultation and assistance to alleviate potential psychological stress during the expatriation period.
4. Cultural Exchange Activities
 - Organize diverse cultural exchange activities within the Company to enhance mutual understanding and collaboration between expatriates and local Vietnamese employees.
 - Encourage both parties to engage in frequent interactions and share work experiences to strengthen trust and teamwork.

Remark: The cross-cultural training program has been implemented in the QVH:

1. IDL's employee turnover rate decreased from 30% in FY2023 to 26% in FY2024.
2. Production capacity increase: The maximum monthly production capacity in 2023 is 318K; The maximum monthly production capacity in 2024 is 448K, and the annual production capacity in 2024 has been increased by 41%

Through this training program, Qisda aims not only to facilitate the successful business expansion of expatriates in Vietnam but also to cultivate global vision and cultural inclusivity among expatriate managers and employees, laying a solid foundation for the Company's sustainable development.

Learning Transfer – Training Result Demonstration

- In response to the diversification of business operations and global development, Qisda's total global training investment in 2024 amounted to approximately USD \$3,832,673, with an average training cost of USD \$446.32 per employee. The total global training hours reached 280,762, averaging 32.7 hours per employee. Due to the rapid expansion of AI technology, the Company's global average training hours per employee in 2024 increased compared to 2023. A further breakdown of training hours by employee category shows that the average training hours for indirect labor (IDL) employees in 2024 were 55.4 hours per person, while direct labor (DL) employees received an average of 24 hours of training per person. Additionally, the table below provides a detailed breakdown of average training hours by gender, employee type, and managerial versus non-managerial positions.
- In response to the trends of digital learning and digital transformation, Qisda launched a new digital learning platform (QLMS) in 2024. In addition to introducing a visually enhanced learning platform, we have rolled out a series of new AI digital learning courses in this era of AI revolution. As a result, digital courses accounted for 79% of our total training programs in 2024.

Average Education and Training Hours of Employees in 2024

Type	Group	Average Training Hours per Person		
		Taiwan	Suzhou, China	Vietnam
Gender	Male	75.6	24.4	31.4
	Female	62.5	19.5	29.5
Employee category	Direct Labor	21.5	22.8	29.7
	Indirect labor	80.6	22.5	38.8
Management level	Management	81.9	20.4	21.5
	Non-management	67.9	22.9	31.0
Type of training	General Competency training	62.9	13.3	23.3
	Job-specific skill training	7.5	9.4	7.3
Average training hours of all employees		32.7		
Average training hours of all IDLs		55.4		
Average training hours of all DLs		24.0		
Average cost of training (NT\$)		14,366		

Human Capital
Return
on Investment
(HCROI)

2021
1.27

2022
1.2

2023
1.19

2024
1.16

Note: Human Capital ROI = (Total Revenue - (Total Operating Expenses - Total employee-related expense))/Total employee-related expense.

CIP

Continuous Improvement Program (CIP)

- Qisda unites and leads the Grand Fleet to execute the CIP (Continuous Improvement Program) projects to create sustainable values. We have executed more than 6,940 CIP projects globally to date, with estimated savings are approximately NT\$13.5 billion.
- In 2024, CIP continued to drive enhancements, with 23% of projects utilizing AI and automation tools. The estimated benefits are projected to save NT\$204 million.

Qisda has been implementing the Continuous Improvement Program (CIP) since early 2007 to enhance operational efficiency and drive ongoing excellence.

CIP is a program for gaining competitive edge of the Group. With the approaches and application of training and communication, guidance and presentation of improved projects, and continuous reviews and improvements, all of our employees are enabled to acquire the ability of logical thinking and problem solving. The Company is able to conduct effective internal communications and external customer communications efficiently, for producing the culture of continuous improvement.



CIP Vision

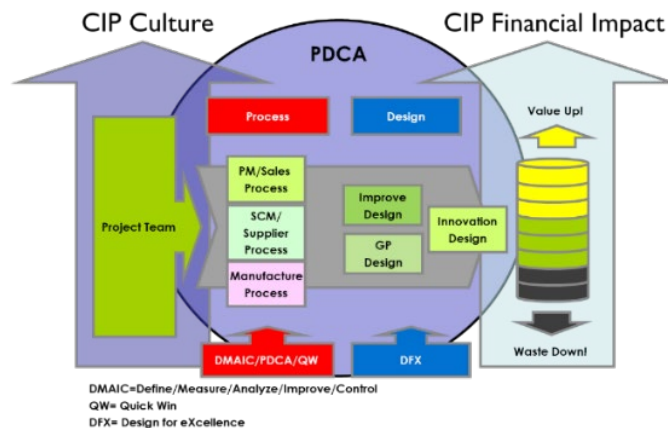
Building the culture of continuous improvement

CIP Mission

To enable employees with the knowledge, skills and attitude to facilitate quality, design and process improvement through voice of customer, time to market and financial impact.

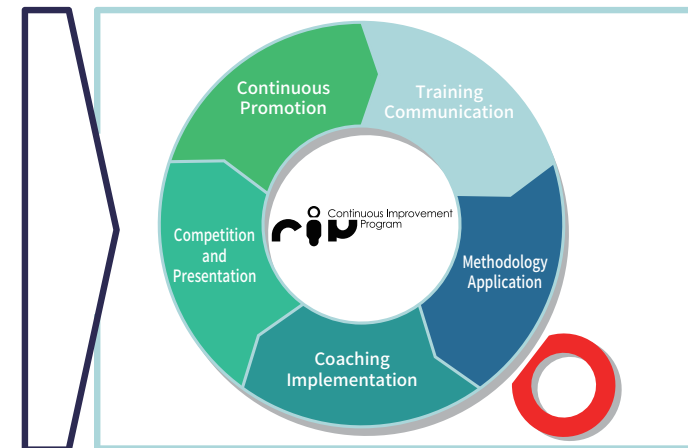
CIP Structure

CIP is conducted based on PDCA cycle and expanded to the Group. The CIP projects not only conduct in the R&D department but also expand to manufacturing department, administration, support units, etc. Through different methods, includes DMAIC, DFX, Lean, QCC, and Quick Win, all employees are enabled to utilize the most suitable tools to improve work performance, reduce waste and enhance value, reaching considerable financial benefits for every year.



Implementation Process of CIP Projects

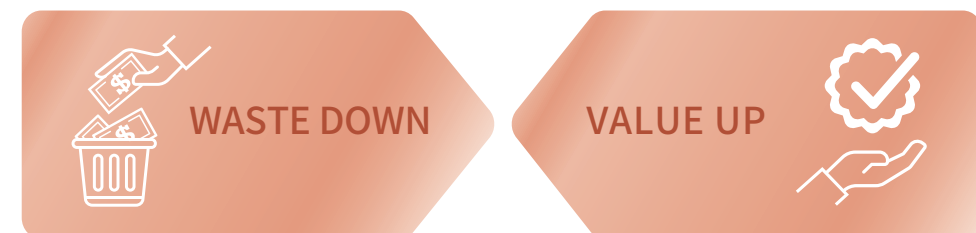
Every year, all Qisda employees participate in CIP activities, which include training, team projects, coaching, competitions, and ongoing implementation. This initiative has become a key part of the Company's culture. Since 2007, Qisda has conducted over 420 training sessions, with more than 10,000 participants. The annual project participation rate exceeds 80%. In 2024, the Group executed 640 CIP projects, bringing the total number of global CIP projects to over 6,940. The accumulated estimated benefits have reached nearly NT\$13.5 billion, demonstrating significant improvements.



CIP Sustainable Development

The CIP not only create positive impacts on improvement of our business and the Group but also combines with the 17 Sustainable Development Goals (SDGs) to work with the suppliers, which represents a rare achievement in the industry. With this accomplishment, Qisda received the "2021 Taiwan Sustainability Action Award – Best Action Plan Award" from Taiwan Institute for Sustainable Energy. The CIP enables the suppliers to improve efficiency and yield, and reduce waste. Moreover, it boosts revenue growth of both the suppliers and Qisda, creating a win-win scenario. The support of the Company for the suppliers has shown a good performance. In 2024, a total of 27 CIP projects were executed by the suppliers in Suzhou, with the quantified benefits approximately NT\$47 million. To date, a total of 147 suppliers participated in the program and created 396 projects, reaching the quantified benefits to be approximately NT\$530 million.

Concept of CIP



2024 CIP Overview

Philosophy and goals of course

Adhering to the spirit of “there is no best, there is always a better”, we are committed to continuously providing training and tools for each employee. The goal is for employees to acquire knowledge and skills for capability development.

Participant

50 courses with more than 500 participants.
The participants included companies of the Group such as Qisda, BenQ, Alpha Networks, Hitron Technologies, IDT, DFI, DIVA Laboratories, BenQ Healthcare, BenQ BM.

Participant growth and participation

The enthusiasm and active participation of the participants significantly contributed to the success of the course, leading to substantial growth and progress.

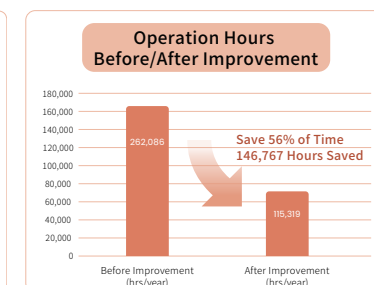
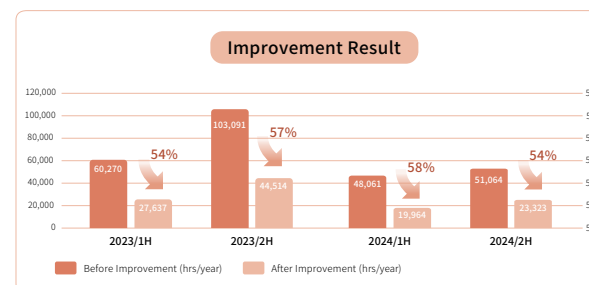
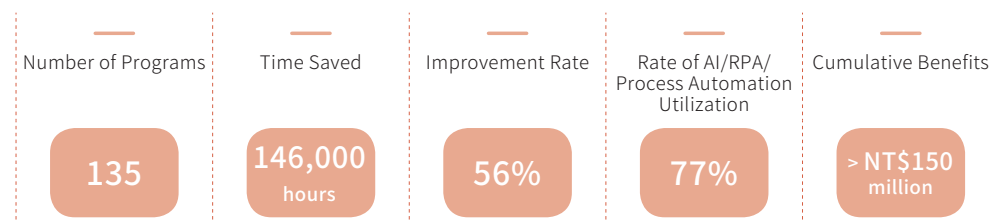
Curriculum project effects and contributions

A total of 640 CIP projects were executed in 2024, with estimated savings are approximately NT\$1.4 billion, which highlights the substantial contribution of the CIP courses to the Company’s performance.
These highlights demonstrate the accomplishment the CIP course has made in helping the Group companies to boost business efficiency, improve trainee’s capabilities, and save costs. Simultaneously, displaying the commitment to continuous improvement and future development.

Lean Program – Reducing Releases of Unintentional Waste in Process to Increase Work Value

Qisda introduces Lean Program for employees as a tool and concept of performance improvement. Through the design of a series of courses related to Lean program and the implementation of the Lean project, we help employees to apply learning theories in the workplace. The scope of the Lean project covers the improvement of individuals, departments, and even the entire Company. Additionally, applying a various of methods, such as 7 Wastes/ECRS/VSM/standardization, we can help employees to improve job performance with the most appropriate approaches. The Lean technique not only practices in manufacturing, but also extends to all units (R&D and sales). The program includes training, project execution, coaching, and competitions to ensure continuous progress. In 2024, Qisda executed 82 Lean Programs, saving approximately 55,000 working hours and achieving an improvement rate of 56%.

From 2023 to 2024, a total of 135 Lean programs have been executed over two years, resulting in a cumulative time savings of 146,000 working hours, with an average improvement rate of 56%. Among these programs, 77% leveraged AI, RPA, and process automation systems for improvements. The estimated cumulative benefits exceed NT\$150 million, demonstrating significant and impactful results.



Lean Program

Program topic	Customer D Reports - Automation
Program description	1. From Monday to Friday, numerous reports need to be completed, with data sourced from customer forecasts, warehouse records, production information, supplier data, and a total of nine different databases. 2. Currently, reports are manually generated, involving steps such as downloading data → copying and pasting → manually comparing data entries → inputting information → double-check → repetitive manual processing → human errors. This process consumes approximately 32,292 hours annually. 3. By leveraging Lean tools such as ECRS (Eliminate, Combine, Rearrange, Simplify) for comprehensive workflow optimization, along with AI-based tools and RPA automation, we can significantly improve report generation speed and accuracy, ultimately enhancing customer satisfaction.
Program benefits	Total benefits of NT\$750 thousand, saving 30,019 of work hours. 1. Approximately 14 man-hours are saved annually. 2. By utilizing AI programs and RPA automation, 92% of the operational personnel time is reduced. 3. This program enables the rapid completion and timely delivery of reports to clients, eliminating excessive and unnecessary processes, thereby enhancing customer satisfaction.

Performance Management for Facilitating Growth

Performance Management System

To strengthen the mechanism of top-down communication of strategic goals for the Company, a KPI system is applied to all the employees. We connect the Company, departments and individuals in a top-down manner to pursue the organizational strategic goals at all levels. Additionally, we drive the members to take corresponding actions to achieve the targets by setting quantitative targets, clear scoring principles, and weight of each target. The types of performance evaluations of Qisda include regular performance target setting (including current period performance settlement and target setting for next period), multidimensional feedbacks, performance evaluation, and agile performance management that can be deployed on every occasion. During the performance appraisal process, particular emphasis is placed on the personal development of employees. Through regular setting performance targets, the Company discusses with supervisors to formulate an individual development plan (IDP), from which the manager will offer necessary assistance. We are committed to continuously enhance employees' capabilities and build career development. For the one with the lowest performance rating, an individual performance improvement plan will be devised immediately as support to boost his/her performance.

Management by objectives

Target Group

All employees

Frequency

Twice/year

Implementation Method

Team Management by Objectives:

- ▲ Qisda holds an operating target alignment meeting every six months to discuss the targets and development for the next period with the Level-1.
- ▲ The targets of the team for each unit will be decided and assigned downward to the team members, enables the employees at all levels work in tandem to attain the organizational strategic goals.

Individual Management by Objectives:

- ▲ **Indirect Labor:**
 - After a unit setting team targets, those targets should be filled in the personal performance target form, making unit tasks be understand and reacted by employees.
 - Setting personal performance targets every six months and proposing action plans to facilitate the possibility of target achievement. The performance of the managers may be tracked occasionally and appropriate guidance and feedback may be given to assist employees in achieving their targets.
 - Establishing a daily work feedback mechanism to achieve targets through effective two-way communication. During the target implementation period, employees can use this platform to notify managers at their convenience and seek support and assistance. Conversely, managers can use the platform to provide feedback on the target items occasionally and monitor the progress of the target to achieve a two-way communication mechanism.
 - In the final evaluation stage, employees submit a self-evaluation first and managers evaluate the performance based on the achievement status, including indicators such as target achievement rate, code of conduct, risk management, and information security.
- ▲ **Direct Labor:**
 - Linking performance targets to production capacity and quality of the Company.
 - The manager of each plant selects the best team and employee of the month based on indicators such as work quality, discipline, efficiency, and attendance to implement regular management of the targets.

Open and Transparent Business Briefing:

- ▲ Holding quarterly business briefings in the form of open meetings, where Level-1 managers explain to all employees business progress of the unit and achievement status of the targets in previous quarter. Therefore, employees can understand the operating status of each unit and the Company. Moreover, they can provide timely updates to their KPI goals.
- ▲ Business briefings ensure consistency and transparency of the targets of individuals and organization. The Company provides an evaluation and feedback mechanism to ensure efficiency and quality, which enable employees to grow together with the Company.

Team-based Performance System:

- ▲ Starting from the strategic goals of the organization, we connect the Company, departments and individuals in a top-down manner. By setting quantitative targets, clear scoring principles and weight of each target, the Company motivate members to take corresponding actions to achieve the targets, and therefore fulfill the strategic goals of the organization.
- ▲ When evaluating performance targets, performance contributions start from junior employees, departments to the Company and gradually progresses upward to form a performance accumulation and sharing mechanism, creating a performance system that operates among team.

Individual development plan (IDP)

Applicable targets

All employees

Frequency

Twice/year

Execution method

During the target setting process, employees must design an Individual Development Plan (IDP) in collaboration with their supervisor based on the competency requirements of different job levels. Also, achieving development targets through experiential learning, job instructions, and training and development. During the final evaluation, supervisors review the progress of the plan and gives feedback.

Performance Rating

Applicable targets

All employees

Frequency

Twice/ Year

Execution method

- ▲ **Indirect Labor:**
 - The unit ranks and rates employees by management, non-management, and grade-based groups according to indicators such as the achievement of performance targets within the department and multi-faceted feedback. The ranking and rating are used as a reference for promotion, personal development, improvement of performance, and rewarding.
- ▲ **Direct Labor:**
 - Since the performance targets are linked to the Company's production capacity and quality, the manager of each factory ranks direct employees based on their performance quality, discipline, efficiency, attendance and other indicators.

Multi-dimensional feedback

Applicable targets

All employees

Frequency

Once/year

Execution method

We give multi-dimensional feedback once a year to ensure more diverse evaluation channels. The feedback covers the core competencies that the employees are required to have for their respective job levels. Not only do the managers evaluate the subordinates (top-down), but the subordinates give feedback to the managers (down-top). This mechanism is a 180-degree feedback mechanism. The details therein are taken as references for the employees and managers during performance goals setting period, which helps facilitate subsequent career development planning. This type of evaluation was expanded globally in 2023.

Agile performance management

Applicable targets

All employees

Frequency

At any time

Execution method

- ▲ Establishment of the daily work feedback mechanism: During the target implementation period, employees can use this platform to notify managers about the assistance they need at their convenience and seek support during this period. Conversely, managers can use the platform to provide feedback on the target from occasionally and monitor the progress of the target to achieve a two-way communication mechanism.
- ▲ Dynamic performance target management: Collaborating with the team to set flexible performance targets to cope with environmental changes. Reviewing targets occasionally and timely adjust them to ensure that they are in line with the needs and targets of the organization, thereby proposing the most appropriate action plans to both individuals and the organization for accomplishing performance goals.

New employee mentor guidance system

Applicable targets

New employees

Frequency

At any time

Execution method

Qisda assigns a senior employee as a mentor for each new hire to help them smoothly integrate into the workplace. Mentors provide guidance on job responsibilities and share their experiences, enabling newcomers to quickly grasp their roles and adapt to the Company culture. Additionally, mentors facilitate communication between new employees and their colleagues, provide essential work resources, and offer mental and emotional support beyond the workplace. Through this comprehensive mentorship system, employees can better adapt to the organization, achieve performance goals, and enhance their overall work experience.

2024 Performance Targets and Completion Percentage of Performance Evaluation

Category	Direct Labor		Indirect labor	
	Male	Female	Male	Female
Performance target completion rate	100%	100%	99.8%	99.3%
Performance evaluation completion rate	100%	100%	100%	100%

Remark: The performance targets and the completion percentage of performance evaluation of 2024 are mainly based on the statistics of the Taiwan headquarters.

Rotation and Expatriate Systems

In order to enrich the career development of the talents and encourage diverse career development while simultaneously reducing succession risks, Qisda has implemented a rotation system and set year limits since 2017. Furthermore, we regularly review the status of talent rotation. In addition, the Company has created high value-added businesses by acquiring outstanding companies in Taiwan and overseas companies. We apply strategies of sharing the Groups' resources and extend the rotation system to subsidiaries for cultivating key talents and assigning them to subsidiaries to hold a key position.

Transferring the headquarters' management concepts, systems, and experience to subsidiaries not only enhances the organization's overall competitiveness but also helps in attracting and retaining top talent. Through job rotations and resource-sharing models, the Company can achieve significant progress in operational growth and corporate governance.

Action Plan for Expatriate Management:

	2021	2022	2023	2024
Manager Rotation Rate	101%	141%	162%	185%

Remark: Rotation rate = number of people who have been transferred under rotation/number of people who shall be transferred under rotation

Action Plan

Implementation of the on boarding plan (OBP)

To assist supervisors assigned to subsidiaries in quickly adapting to their new work environment, the headquarters provides four training courses covering corporate governance, professional management, investment management, and cultural integration. These courses aim to enhance the leadership capabilities of these supervisors in their new roles.

Additionally, the Chairmen personally imparts management insights, enabling supervisors to gain valuable experience and wisdom. This helps establish effective leadership communication mechanisms, enabling them to better address various challenges within subsidiaries while playing an active role in corporate governance, management, and cultural integration.

Performance tracking of rotation

The headquarters has systematized the tasks that need to be handed over to subsidiaries, including KPI, job evaluations, shared training resources, compensation structure, group recruitments and CIP projects. This approach ensures those managers assigned to subsidiaries can smoothly adapt to the new environment and maximize their potential.

To strengthen effective communication with the headquarters, inviting supervisors to participate in a business meeting at the end of the year to report status and share goals. We establish a resource-sharing network by building stronger connections among the Group.

Positive talents interaction

As of 2024, the coverage rate of expatriate subsidiaries has reached 80%. Through job rotation, employees significantly enhance their management skills and ability to think from different perspectives, leading to a more well-rounded professional development experience. Additionally, rotating managers have the opportunity to apply for a return to headquarters after several years, bringing back valuable insights and experience accumulated at subsidiaries. This contributes to more comprehensive solutions for the Group, generates higher core value, and fosters a positive talent cycle.

Protection of Human Rights

With people-first values at the root of its operations, Qisda believes that a good work environment can provide support for employees to grow without concern. A well established training system and complete design of activities can help to consolidate the strengths of each employee, enabling happy employees to lead the creation of the shared value among the Company, its employees, and society. We support and comply with internationally recognized human rights regulations and principles, including the UN Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Meanwhile, we shape our human rights policy in accordance with the laws and regulations of the places our company is located in and ensure human rights are protected based on the principles of “protect, respect and remedy.”

► Qisda’s Human Rights Policy

Qisda’s human rights policy is applicable to Qisda Corporation and its investees, including employees, customers, suppliers, partners and joint ventures. At the same time, we request that our suppliers, partners and joint ventures adhere to other standards equivalent to our policy for human rights protection.

In terms of the material issues related to human rights, the Company has formulated the following implementation approaches:

- Provide a safe and healthy work environment
- Forbid child labor and forced labor
- Ensure equal employment opportunities
- Prohibit discrimination and harassment in any form
- Provide fair and reasonable working conditions, strictly adhering to local labor laws regarding working hours, ensuring that weekly working hours do not exceed 60 hours, and implementing a legally compliant leave and attendance management system
- Pay fair and adequate living wages on time; promote equal pay for equal work, ensuring that salaries are not subject to gender-based discrimination
- Respect the freedom of assembly and association among the employees
- Adhere to ethical values of integrity and anti-corruption and prohibit accepting or offering bribes
- Provide stakeholders with communication channels
- Conduct human rights risk assessments and take appropriate measures to reduce impacts

► Human Rights Management Measures

Qisda places a high level of importance on human rights issues, not only protecting the rights of the employees in the internal management system and work environment, but also raising the employees’ awareness of the rights they and the relevant stakeholders have through active communication, education, and training. Qisda has implemented the Responsible Business Alliance Code of Conduct (RBA Code; formerly EICC) since 2017. We conduct education and training sessions to enhance awareness of the RBA on a regular basis and incorporate an ethical management system in our CSR and ESH management systems. In addition, the Company has established the Integrity Handbook in accordance with relevant international ethical management regulations and communicated it to the employees at our manufacturing sites all over the world. Recently, the plants in Suzhou, Taiwan and Vietnam have been subject to a third-party audit in response to requests made by our customers. Corrective measures have been taken for any nonconformities identified during the audit to ensure compliance with the RBA Code.

In addition, Qisda declares their commitment to protecting employees’ rights and makes multiple channels for communication accessible to its employees. We have established the “Communication Management Procedure” to target and manage internal complaints of the employees. If an employee has experienced or witnessed any sexual harassment or improper treatment, they may report it to the HR unit directly in accordance to the “Whistleblowing and Complaint Handling Regulations.” The Company will keep the identity or the whistleblower confidential. If an external stakeholder has any doubts about the issue, they may file the complaint through the CSR mailbox on the official website of the Company; the responsible ESG unit will give a reply.

► Human Rights Management System

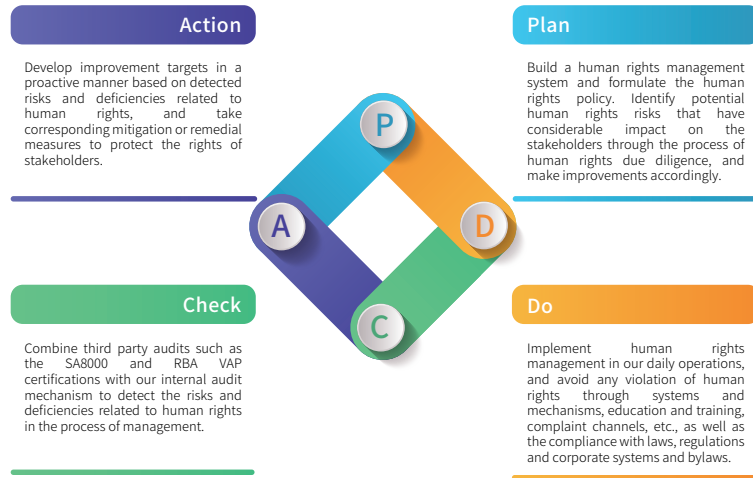
Qisda’s human rights management system includes a human rights policy and a human rights due diligence process. Through a comprehensive management framework – comprising planning, execution, review, and action—the system identifies key human rights issues of concern to stakeholders, including Qisda’s employees, joint venture partners, suppliers, customers, and local communities. It also provides a grievance mechanism for stakeholders and conducts human rights due diligence to detect potential risks. Based on these findings, appropriate mitigation or remediation measures are implemented to enhance the protection of stakeholders’ human rights.

Human Rights Risk Assessment

Qisda refers to the Responsible Business Alliance (RBA) standards and audit results to identify potential human rights risks and has implemented internal management policies, as well as mitigation and remediation measures, across all global manufacturing sites.

In 2024, labor and human rights topics – such as the prohibition of child labor, humane treatment, non-discrimination, and freedom of association – were all in compliance with RBA requirements.

Human Rights Management Process



Prevention, Mitigation and Compensation Measures for Stakeholders' Human Rights Issues

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Working hours	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - Encourage employees to get off work on time - Set up a working hour reminder mechanism - Overtime hours are restricted in accordance with local laws and internal regulations, and appropriate overtime compensation is provided	- All employees - Suppliers' and Contractors' Employees
Wages and benefits	- The wages paid to employees comply with local labor laws and the RBA Code, including a pay of no less than the minimum wage and equal remuneration for equal work and qualifications - Participate in investigation of wages in the industry to maintain competitiveness in the wage market	
Data privacy and security	- Observe local laws and the RBA Code - Qisda has established the "Personal Data Management Procedure" as a basis for the implementation of data security management - Provide education, conduct training, and disseminate relevant information	

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Emergency preparedness	- Observe local laws and the RBA Code - Formulate the "Emergency Response Management Summary Manual" and act according to the emergency response management procedure - Regularly conduct emergency response drills and awareness campaigns	- All employees - Suppliers' and Contractors' Employees
Occupational safety	- Observe local laws, ISO 45001, and the RBA Code - Implement sourcing management, change management, and hazard identification to eliminate risk factors - Provide education, conduct training, and disseminate relevant information to help employees understand how to use equipment in the workplace - Machinery and equipment are regularly inspected, and operating procedures are provided in languages that employees can understand - In the event of a work-related injury, traffic accident, or critical illness, the Company provides employees with, such as applying for group insurance	
Freedom of assembly	- Respect the employees' freedom of association. Currently, employees in the Suzhou and Vietnam plants organize and join labor unions on their own - Encourage employees to participate in corporate clubs - Regularly hold labor-management meetings	All employees
Occupational injury and illness	- Observe local laws, ISO 45001, and the RBA Code - Investigate accidents and make improvements accordingly	
Public sanitation, food, and housing	Observe local laws and the RBA Code	
Sexual harassment and other forms of harassment	- Observe the Gender Equality in Employment Act and the RBA Code - Qisda has established the "Management Regulations of Infringement Prevention during Performance of Duties" as the basis for implementing management concerning sexual harassment - Provide education, conduct training, and promote activities to convey the Company's zero-tolerance stance on sexual harassment - Employees who discover related incidents are authorized to report it according to the "Whistleblowing and Complaint Handling Regulations." Based on the investigation results, the Company will act according to the "Discipline Management Regulations."	- All employees - Female employees

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Non-discrimination	- Observe the RBA Code - Qisda has formulated the “Work Rules.” The Company treats all its employees equally, and promises to prevent unfair recruitment, wages and benefits, promotions, rewards and access to training, dismissal or retirement on the basis of ethnicity, race (including indigenous peoples), social status, skin color, age, gender, sexual orientation, gender identity and expression, national or territorial origin, disability, pregnancy, religion, political affiliation, union membership, family responsibility, veteran status, genetic information or marital status and any other factors specified by law. - There were no incidents of discrimination within the Company in 2024 - Provide education, conduct training, and disseminate relevant information	- All employees - Migrant workers
Freedom to choose an occupation	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - No forced labor: The Company’s work rules clearly prohibit forced labor, slavery, and human trafficking. All employees sign the employment contract to confirm their willingness to work, eliminating any potential causes of forced labor - Employees can terminate the labor contract at their own will - The employment contract signed with employees clearly specifies the minimum notice period required for either party to terminate the contract - In the event of mass layoffs due to operational needs, the Company will provide the required notice period in accordance with local laws - Qisda has 121 foreign migrant workers, and the Company bears all related expenses and handling fees for them to join the Company in Taiwan	- All employees - Migrant workers - Suppliers’ and Contractors’ Employees
Teenage employees	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - Qisda has established the “Child and Youth Labor Management Regulations.” The Company verifies the identity of employees during the recruitment process and follows the above procedures to ensure that underage cooperative education students are not engaged in work that may bring risk to their safety and health - No child labor: The Company’s work rules clearly prohibit child labor	- Teenage employees - Suppliers’ and Contractors’ Employees
Responsible mineral procurement	- Observe the RBA Code - Qisda establishes the “Conflict Minerals Management Instruction” as a basis for implementing management concerning this topic - If the supplier is confirmed to have hired a smelter that is not in the list under the Responsible Minerals Assurance Process (RMAP), it will be requested to ensure smelters they use are publicly listed by RMAP and informed about related risks	Suppliers’ and Contractors’ Employees

Grievance mechanism: Qisda CSR email: csr@Qisda.com

Education and Training on Human Rights Issues

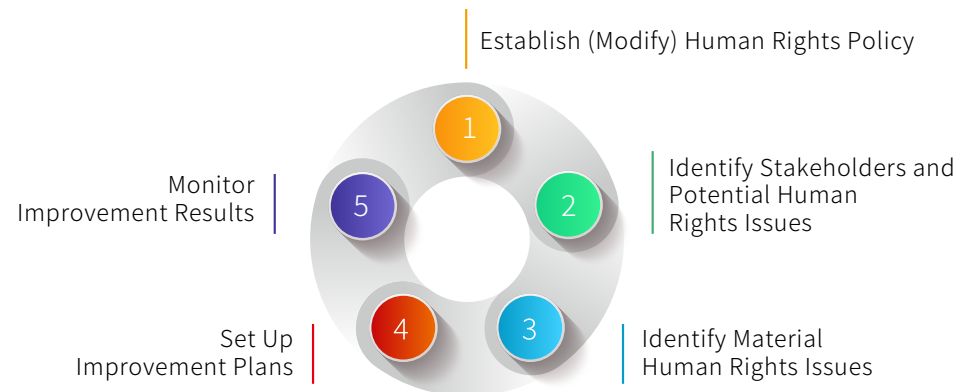
Since the issues of labor and human rights are critical to customers, the Company provides education and training on the Responsible Business Alliance Code of Conduct (RBA Code) and social accountability management systems (SA8000) every year. In 2024, 100% of employees finished the human rights training. Education and training on the RBA Code and human rights are also arranged for contractors such as security guards and cleaning service providers, who work within the premises of the Company or the plants. 100% of contractors finished this training. We also conduct sexual harassment prevention courses for every new employee to convey the Company’s zero-tolerance stance on sexual harassment, ensuring that employees understand the importance of human rights and protect the rights of themselves and others.

Human Rights Due Diligence

Qisda has established a human rights due diligence mechanism. We conduct a complete human rights due diligence management cycle once a year with the goal of identifying the impact and frequency of potential human rights issues within the scope of our business, discerning major human rights risk issues, and implementing risk mitigation and remedial measures. We follow up on the achievement of these measures on a regular basis. Since 2024, we have begun to conduct human rights due diligence on joint ventures (JVs) through questionnaires. This mechanism is used to enhance human rights awareness and protect the rights of the Group, ensuring significant human rights risks are detected and mitigated.

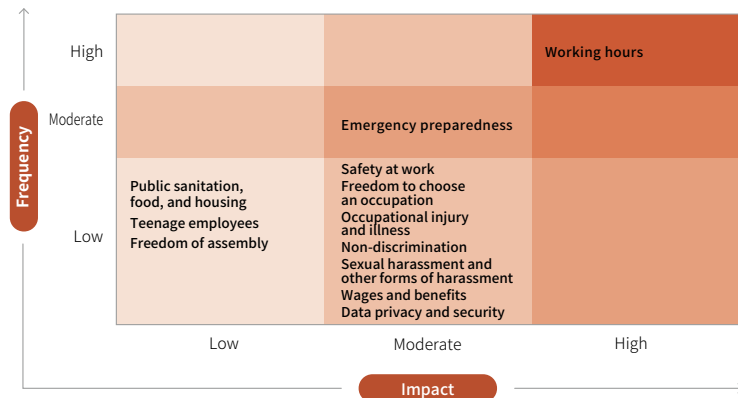
For more details, please refer to Qisda Human Rights Due Diligence Report.

Process of Human Rights Due Diligence



Qisda Human Rights Risk Matrix

Based on the RBA VAP audit reports completed over the three-year period from 2022 to 2024, Qisda conducted an analysis to identify the potential impacts and frequency of human rights issues, thereby determining key human rights risk topics—such as working hours and emergency preparedness. In 2024, the ‘emergency preparedness’ category was found to be fully compliant, with no audit findings reported.



Significant Human Rights Risks: Mitigation and Remedial Measures

In 2024, Qisda identified “working hours” and “emergency preparedness” as medium-to-high internal human rights risk issues. Corresponding improvement measures were formulated and implemented in the same year.



Human Rights Issues	Plant Area	Annual Mitigation and Remedial Measures	Results
Working hours	Taoyuan, Taiwan Suzhou, China Vietnam	- Education training: All employees are trained to understand the work hour management requirements - System management: Establish a smart system to control work hours - Control continuous work hours and total working hours. When the hours approach the target, the system will automatically send alert notifications to managers, reminding them to adjust staffing as needed - Timecard machines are equipped with reminders and restrictions - Equipment optimization and system adjustments: - Introduce automation facilities to reduce the number of required personnel - Optimize capacity planning and scheduling for more efficient operations - Reasonably Arrange staff work schedules reasonably to enhance breaks in the production line rotation In 2024, there were no audit findings related to “working hours” at Qisda’s Taoyuan (Taiwan) and Vietnam plants under the RBA VAP assessment.	Relevant countermeasures has been implemented
Emergency preparedness	Taoyuan, Taiwan Suzhou, China Vietnam	- System enhancement: Ensure the fire protection system is complete and conduct regular inspections and maintenance. - Emergency response and reporting: Establish an “Emergency Response Management Summary Manual” and ensure emergency response procedures are in place. Conduct reporting drills and training in accordance with the standard operating procedures for emergency incident reporting. - Conduct regular emergency drills, fire drills, and awareness campaigns. - Accident Improvement: In accordance with the accident management process, conduct investigations to explore the root causes of incidents and implement effective corrective actions and measures. In 2024, there were no audit findings related to “emergency preparedness” at any of the RBA VAP audited plants.	Relevant countermeasures has been implemented

Human Rights Management of the Joint Venture (JV) Companies

Qisda has conducted surveys on the human rights management status of the joint ventures (JVs) through questionnaires. The survey was conducted by the human rights management unit at each company, who assessed the situation of their respective company according to issues laid out in Qisda’s internal human rights due diligence.

Distributed to: A total of 12 companies in which Qisda has an equity of more than 10%, excluding companies with less than 30 employees and investment holding companies.

Response rate: Completed questionnaires were received from all 12 companies, resulting in a response rate of 100%

Findings:

(1) Human Rights Policies and Practices

- Some of our joint ventures have been audited by a third party such as SA8000 or RBA, and have formulated human rights policies to demonstrate the importance they attach to human rights.
- All joint ventures participating in the survey provide channels for labor communication or anonymous grievances. Additionally, 100% of companies have provided a safe working environment for their workers.

- No violations of labor conditions resulting in government fines occurred in 2024.
- In 2024, a total of 2 cases of labor standard violations and unlawful infringement at the workplace were reported. Qisda will continue to track and assist in making improvements.

(2) Risk Assessment, Mitigation, and Remedial Measures

- 100% of joint ventures assess their own human rights risks, identify potential risks, and implement mitigation and remedial measures.
- In total, the human rights risks assessed by the joint ventures identified one high risk and two moderate risk issues. All other risks have been evaluated as low risk.

Potential Human Rights Risks of the JV Companies:

High Risk	Working hours
Moderate Risk	Emergency preparedness, safety at work
Low Risk	Wages and benefits, data privacy and safety, freedom of assembly, occupational injury and illness, public sanitation, food and housing, sexual harassment, non-discrimination, freedom to choose an occupation, young workers, forced labor, fair opportunities, workplace bullying, and personal freedom and safety

Internal Communication Channels

In 2024, the Company did not receive any grievances or complaints regarding violations of labor rights, such as human rights issues, discrimination and harassment, workplace violence, and overworking. The RBA VAP and social accountability management systems (SA8000) verification is conducted at our global manufacturing sites every year to continuously protect worker's rights and avoid new occurrences of labor-related incidents that may affect the production capability or reputation of the Company.

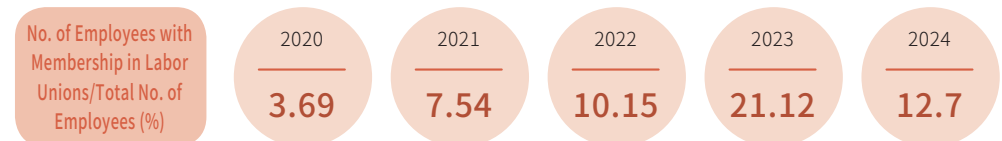
To maintain good labor-management relations between the Company and the employees, effective communication channels, such as business meetings, Welfare Committee meetings as well as labor-management meetings, have been set up internally for the employees to receive messages from the Company in a timely manner. Employees are also encouraged to provide suggestions regarding the overall business and development of the Company, which decision makers can later reference and act upon. Well established communication channels are not only favorable to the improvement of the labor-management relations, but also helpful for the Company to understand the needs of the employees and provide a better working environment. In addition to providing smooth internal communication channels for employees, we also encourage employees to engage in communication with the Company. As we consider communication to be one of the keys to the continuous improvement of the internal environment, workers will not be retaliated against for whistleblowing.

From employees in the Suzhou Plant, Taiwan headquarters, and Vietnam Plant, Qisda elects 375 (occupying 6% of the total employees at Suzhou Plant), 11 (occupying 0.6% of the total employees at the headquarters in Taoyuan), and 8 (occupying 0.6% of the total employees at the Vietnam Plant) representatives respectively. According to labor laws and the social accountability management standards, these representatives act on behalf of the employees of their respective business units and hold Welfare Committee meetings, as well as labor-management meetings, on a regular basis. They communicate with the management representatives of the Company on matters related to social accountability management standards at the meetings. At the quarterly labor-management meeting, the representatives can raise proposals regarding labor-management relations, labor conditions, labor welfare and other issues. They communicate with the representatives of the management and collaborate with them to resolve matters concerning labor rights. The Company will assess the feasibility of their proposals and incorporate them in subsequent improvement actions.

Communication Channels for the Employees

Communication Channel	Frequency	Main Topics of Communication
2885 Internal Communication Platform	At any time	Reports on issues encountered during daily life in the plants, suggestions for improving meals and cleanliness, and alerts to the Company regarding the maintenance of malfunctioning equipment, so appropriate response and preventative measures can be taken right away, reducing the risk of equipments' disfunction.
Labor-Management Meeting	Quarterly	Wage, benefits, occupational safety and health, and issues related to labor rights, employee relations, human rights, etc.
President Mailbox	At any time	All issues related to the business operation and sustainable development of the Company
HR Mailbox	At any time	Issues related to personal safety, such as discrimination, workplace violence, sexual harassment, mental health, industrial safety, and human rights.
CSR Mailbox: csr@Qisda.com	At any time	Complaints of human rights issues, and issues related to corporate sustainable development and ESG
Integrity Mailbox: Integrity@Qisda.com	At any time	Reporting of non-compliance with the principles of integrity, conflict of interests and avoidance, fair trade, bribery and illegal payments, etc.
In-Plant Employee Complaint Mailbox	At any time	Inappropriate treatment, punishment, verbal abuse, discrimination, and harassment between managers and subordinates, as well as among colleagues... and other such matters.

Employees' Participation Rate in Labor Unions



The proportion of employees participating in labor unions has increased year by year, with the highest participation rate at the Vietnam plant, where 100% of employees are involved.

Occupational Safety, Health, and Management

As its commitment maintaining a happy and healthy workplace continues to grow, Qisda Environmental protection Employees and society Qisda's health management model has expanded its scope of focus from ESG to ESG+H. Sustainable health management reflects the Company's commitment to employee care, and only when the employees are healthy can corporate competitiveness be enhanced. Thus, we have arranged diverse health promotion activities for our employees, enabling all of them to experience a high-quality work environment and a corporate culture that ensures health and happiness.

► Employee Health Management

Qisda values the health management of its employees. In order to maintain the health and vitality of employees, Qisda has set up wellness centers and health management arrangements both in Taiwan and overseas factories since 2001. The Company promotes the physical and mental health of employees through six dimensions: the wellness clinic, parental support and maternity protection, disease prevention and care, emergency injury treatment, health management and follow-ups, and healthy and happy life.

Qisda provides annual health checkups that exceed regulatory requirements, achieving a 95% employee participation rate. This ensures the effective implementation of primary public health management – health screening – enabling early detection, early treatment, and reduced health risks. In terms of maternity protection, in addition to ongoing health monitoring for mothers, Qisda has extended its care to employees' families. Since 2023, the Company has introduced a childcare allowance for children aged 0-6. By 2024, over NT\$10 million in childcare subsidies had been distributed to 295 eligible employees. Qisda is committed to fostering a family-friendly workplace environment, allowing employees to work with peace of mind.

Health Management Mode

Qisda is committed to continuously fostering a healthy work environment and enhancing employees' physical, mental, and emotional well-being. In 2024, the Company was awarded the "Badge of Accredited Healthy Workplace" by the Health Promotion Administration, MOHW. This recognition not only supports employees in health promotion but also helps improve access to personal health resources while enhancing psychological and psychosocial work environments. We believe that a healthy workforce strengthens the company's overall growth potential. Therefore, we continuously implement a diverse range of health promotion initiatives, ensuring comprehensive care for employees' well-being and achieving a balanced integration of work and life.

Employees can access the workplace health station function through internal resources. This platform provides a variety of physical, mental, and emotional wellness services, along with related health education articles. The information is also synchronized with the Health Bar system, enabling employees to review their health examination reports, track physiological trends over the years, and monitor their well-being, effectively promoting self-health management.



Qisda's Health Management Model

Clinic (Healthcare at the Workplace)

To make receiving medical services and health consultations more convenient for employees, a clinic covered by the National Health Insurance program has been established on-site in the hopes of providing accessible and prompt health services to employees whenever it is needed.

(1) On-site Health Service:

Safety surveys are conducted to prevent occupational accidents and reduce their occurrence.

(2) Special Health Management:

The employees engaging in the tasks with special health hazards, including those whose work involves ionizing radiation, organic solvents, and noise, are subject to special tracking and management. The Company exceeds national special labor inspection regulations by providing personnel who work with bright lights with regular eye examinations and special protective equipment (goggles).

(3) Health Risk Assessment

Regarding employee health risks, we use the Framingham Cardiac Risk Score assessment tool annually. This tool evaluates the risk of developing ischemic heart disease in the next 10 years based on six indicators: age, cholesterol, high-density lipoprotein cholesterol, blood pressure, diabetes, and smoking. For those at high risk (>20%), we conduct regular phone interviews and send health notification letters to ensure that these high-risk employees are receiving medical treatment and managing their conditions with medication. Additionally, health care follow-up by the plant doctor is arranged. Based on the top three health risks identified in the annual health checkup reports, we plan a series of health promotion activities, such as cancer screenings, fitness programs, updates on disease knowledge, and nutrition-related lectures and events, to encourage employee participation.

The distribution of health risk groups in 2024, based on the assessment by wellness centers (Taiwan), is as follows:

Health Risk Level	Distribution (%)	Management Measures
Low (<10%)	89	Provide health education promotion/related health promotion activities
Moderate (10-20%)	10.1	- Remind employees of their risk levels - Proactively provide health education and care - Arrange follow-up reminders for re-examination 3 months after the health checkup - Provide related health promotion activities
High (>20%)	0.9	- Provide health examination recommendations from a certified doctor - Encourage employees to seek medical treatment on a regular basis (100% regular medical follow-up)

- (4) Up to now, no cases of occupational disease have occurred as a result of the work at Qisda, and no employees have been engaged in any work that exposes them to high risk or a heightened incidence rate of disease.

Parental Support and Maternity Protection

- Promotion of breast milk:** Since 2007, Qisda has actively promoted workplace breastfeeding policies by setting up dedicated lactation rooms for working mothers, allowing them to express breast milk with peace of mind during work hours. The Company provides comprehensive childcare support and maternity protection policies, offering care for pregnant and breastfeeding employees. In 2024, a total of 17 employees benefited from this initiative. We also conduct health assessments for high-risk employees and implement corresponding prevention and health promotion measures.
- Childcare allowance:** In order to acknowledge the hardships of families with newborns and effectively alleviate the burden of childcare, Qisda launched a childcare subsidy program in 2023 for children aged 0 to 6. Each employee is eligible to receive a subsidy of NT\$30,000 per child per year. This initiative aims to support employees in balancing work and family life, creating a more family-friendly workplace environment. By 2024, a total of 237 Qisda babies have benefited from the program, highlighting the Company's care and support for employees' families.



Disease Prevention and Care

Disease prevention is a key focus of our health promotion program. The Wellness Center actively carries out disease prevention and health education activities to raise employees' health awareness:

1. Each year, we organize preventive health activities that exceed regulatory requirements, including employee health checkups, cancer screenings, health lectures, vaccination campaigns, and awareness initiatives for infectious diseases currently in circulation.
2. Promotion of special health knowledge: Each month, we publish mental health articles and share health education announcements on topics such as epidemic prevention, food safety, and infectious diseases (such as measles). A total of 15 articles have been shared.
3. Women's Care: We held a women's health and self-defense safety seminar, which attracted 257 employees, with a satisfaction rating of 4.7 out of 5.
4. Mental Health Prevention and Treatment: Since 2012, we have promoted the "Touched Heart Service" Employee Assistance Program to address workplace stress. We set up a free 0800 hotline for employees to use and provide six free face-to-face psychological counseling sessions per person as a welfare benefit.
5. We continue to promote communication and care skills training for supervisors and have established a "Stress Safety Net" – the EAP Supervisor Gatekeeper Program. This professional training, attended by 240 middle-level managers, achieved a 100% completion rate. This program helps supervisors understand and care for employees' workplace interactions, ensuring that any unusual situations are reported and addressed in a timely manner.



Promotion of Special Health Knowledge

- Blood Donation Campaign
- Employee Health Checkup
- Vaccination Program





Women's Health and
Self-Defense Safety Seminar



Emergency Injury Treatment

We have established first aid facilities and professional first aid training to ensure that in the event of an accident in the workplace, prompt and effective treatment can be provided. Training on first aid for common conditions (such as cramps, nosebleeds) and accidents (such as cuts, drowning shock) is offered. These include new employee orientation, first aid certification courses, emergency response training courses, and more.

With the goal of promoting a safe workplace, CPR training for emergency personnel has been conducted since 2022, accumulating a total of 629 trained individuals to date.

In 2024, 41 employees successfully completed CPR + AED first aid training.

2025 Goal: Saving Lives, Not a Single One Left Behind! We plan to conduct training for all employees, with a target completion rate of 100%.



Health Management and Follow-Up

1. Major abnormalities found in annual health checks are 100% followed up, and employees are reminded of the importance of medication and medical consultation.
2. Based on employees' health check data, an electronic health management system is used to identify abnormal items in the reports. Employees are reminded through group notifications, and further arrangements are made for employees to consult with on-site physicians, assisting them in understanding their health conditions and providing follow-up medical consultation services.

Using the ATPIII Framingham Coronary Heart Disease Model (Framingham Risk Score), the 10-year risk of developing ischemic heart disease is assessed, and medium-to-high-risk groups are identified for follow-up through phone calls and health education.

Healthy and Happy Life

In order to enhance the overall well-being of employees, we successfully received the "Badge of Accredited Healthy Workplace" by the Health Promotion Administration, MOHW in 2024. We are committed to continuously creating a healthy work environment. A series of diverse health promotion activities are being implemented, focusing on the physical and mental health of employees to achieve a healthy work-life balance. The list of related activities is presented as follows:

List of Healthy and Happy Life

Blood Donation Campaign

Encouraging employees to actively participate in social welfare activities while also caring for their own health. A total of 4 sessions, donating 164,500cc of blood.

Maternal Protection Lecture - Comprehensive Understanding of Gynecological Diseases

Caring for the physical and mental health of female employees, especially during pregnancy and postpartum periods. A comprehensive understanding of gynecological diseases. A total of 2 sessions, 137 participants, with a satisfaction score of 4.7/5.

Maternal Protection Lecture - Women's Self-Defense Skills

Teaching employees escape techniques when attacked and how to handle different situations with strangers and acquaintances. A total of 2 sessions, 120 participants, with a satisfaction score of 4.7/5.

Healthy Eating and Nutrition Lecture - Eating for Healthy Weight

Promoting healthy eating habits and helping employees develop reasonable dietary concepts. A total of 2 sessions, 195 participants.

Employee Health Check

Offering employees annual health checkup services with a participation rate of 95%. The checkup items exceed regulatory standards (including abdominal ultrasound, cancer screenings, thyroid checks, etc.), allowing employees to understand their health status and trends through the annual health report.

Employee Special Health Check - Cancer Screening

Arranging regular cancer screenings for employees to increase the chances of early detection. A total of 2 sessions, 201 participants.

Vaccination

Regularly providing flu vaccinations to protect employees from illness. A total of 3 sessions, with 363 participants.

CPR Training for All Employees

Promoting a safe workplace by offering CPR (Cardiopulmonary Resuscitation) and other first aid skills training to employees to enhance emergency response capabilities. In 2024, a total of 41 people participated in CPR + AED training, achieving 40% completion. Goal for 2025: 100% completion for all employees.



The Activities of the Wellness Center in Taiwan

The Wellness Center organized health promotion events in six facets depending on the problems and needs of the employees with respect to their health: The Wellness Clinic, parental support and maternity protection, disease prevention and care, emergency injury treatment, health management and follow-up, and healthy and happy life.

The Activities of the Wellness Center in Suzhou, China

A Wellness Clinic is set up in Suzhou, China to treat commonly seen diseases. Two breastfeeding rooms are available for mothers to use at the workplace. Medical checkups are arranged before, after and during work for prevention of occupational diseases. A list of known occupational diseases is maintained to allow for follow-up action to be taken with respect to these diseases. In 2024, case management and tracking were implemented for people with hypertension.

The Activities of the Wellness Center in Vietnam

The Wellness Center introduces health education service leaflets for basics of health checkups, and health education was carried out in 2024.

► Occupational Health and Safety Management

Qisda has formed the Corporate Sustainable Development Committee and the Occupational Safety and Health Committee to take actions on workplace health and safety. From top-level to entry-level positions, every employee holds a responsibility to complete their jobs safely. Qisda also meets all safety and health requirements through green operational activities. Qisda has obtained the Occupational Health and Safety Management Systems (ISO 45001:2018) certification for all operating locations since 2019, conducted hazard identification and risk assessment on an annual basis, and continued to ensure processes adhere with the ISO 45001 standards. Meanwhile, Qisda ceaselessly optimizes the occupational health and safety management system to facilitate the improvement of safety. Qisda conducts hazard identification, prioritizing significant items, and risk assessments annually, while continuously validating the results, and plan corresponding action plans.

1. Occupational Safety and Health Policies and Goals

Qisda, based on the practice and promotion of corporate social responsibility, energy management, environmental protection, occupational health and safety management, and quality enterprise safety management, is committed to improving human information life through its products and services. In addition, we are dedicated to environmental protection, enhancing worker rights, and maintaining a safe and healthy work environment as well as a high-quality living environment.

We require employees to understand their roles and responsibilities, and also expect our suppliers, service providers, contractors, subcontractors, logistics partners, group companies, and value chain partners to adhere to Qisda's policies on social responsibility and environmental, health, and safety management. Together, we aim to fulfill our commitments to social responsibility, energy management, and environmental, health, and safety management. When the Company faces market demands and organizational development, such as mergers and acquisitions or business collaborations, we will also conduct objective due diligence.

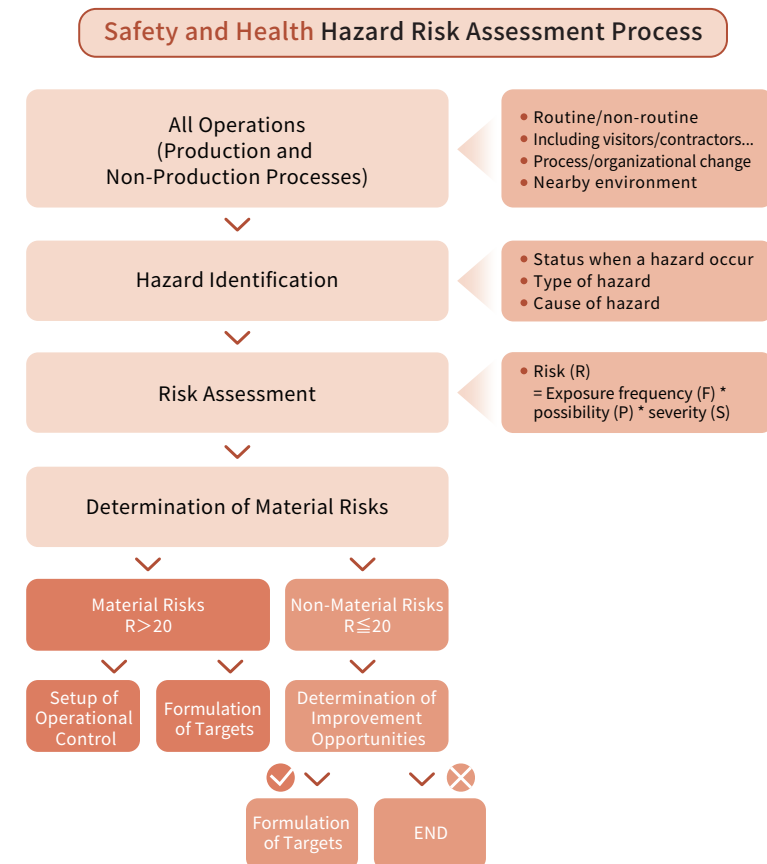
Worker definition: Personnel who work for the organization, including those providing services or engaging in activities on behalf of Qisda

1. Preservation of integrity in corporate management and strict adherence to code of ethics
2. Compliance with laws and regulations, customer requirements, and social responsibility standards
3. Commitment to pollution prevention, waste reduction, energy efficiency improvement, and greenhouse gas emission reduction
4. Provision of a healthy and safe work environment, protection of labor rights, and reduction of occupational safety and health risks
5. Emphasis of workers' rights to consultation and participation; continuous improvement of environmental health and safety management performance
6. Enhancement of product eco-design to reduce impact on product life cycle
7. Driving the Qisda Group to create sustainable operations

2. Safety and Health Hazard Risk Assessment Flowchart

At Qisda, to enhance the safety of the work environment and the overall well-being of our employees, we recognize the significant impact that human factors have on the occurrence of incidents. Therefore, we have optimized the ergonomics of the work environment to ensure that employees work in a comfortable setting, reducing fatigue and errors caused by prolonged improper operations.

We continuously conduct safety monitoring and assessments, identify new risks, and implement corresponding improvement measures. We also provide mental health support to help employees manage stress, further improving their work performance and safety behaviors.



Through the following improvement measures, the Company is committed to creating a safer work environment, reducing human-related hazards, and enhancing employees' overall sense of safety and satisfaction. For example:

1. Introduction of PU soft-soled work shoes to increase comfort for employees and prevent injuries caused by prolonged standing.
2. Addition of rest areas in the workshops, allowing employees to take appropriate breaks.

3. Occupational health and safety management system

Certified Plants	Effective Date
Taiwan	2025/11/30
Suzhou electronics plant, China	2025/12/25
Suzhou optoelectronics plant, China	2025/12/25
Qisda (Suzhou) Co., Ltd	2026/01/06
Suzhou precision industry plant, China	2026/01/06
Hanoi Plant, Vietnam	2027/05/13

4. Occupational Safety Management Measures

Qisda ensures the employees' personal safety and protects the work environment by taking the following actions:

(1) Strict Compliance with Laws of the Countries in which Qisda's Plants Operate in

Qisda complies with laws of the countries in which our factories located, and conducts the following: 1) occupational health and safety education and training, 2) self-inspection of production equipment and operations, 3) monitoring of the operational environment, 4) physical examinations for employees, 5) inspections of fire protection and firefighting systems, and 6) simulation exercises. The occupational safety and health units perform spot checks and patrol inspections regularly or irregularly to confirm the implementation status of each responsible unit. Each quarter, these units gather the management representatives, relevant responsible units and labor representatives for an Occupational Health and Safety Committee meeting, which is held to discuss the progress towards program targets, internal and external concerns, communication topics, ESH management plans and the implementation thereof, occupational disease prevention and health promotion matters, and ESH management performance evaluation, etc. In addition, the OSH management effectiveness is audited through the annual ISO 45001 third-party verification.

(2) Chemical Management

The chemicals used in the process of production have consistently been the focus of our OSH management. Qisda's plants in Taiwan and Suzhou have progressively replaced high-risk organic solvents with low-risk neutral chemicals. With measures such as source management, operational process control and safety protection, we ensure the health and safety of both employees and our plants, and weaken our negative impact on the environment.

The chemicals used within the plant are managed by qualified personnel. Through the implementation of regular safety and health training programs, employees receive education and training on safe operations and emergency response measures. Safety Data Sheets (SDS) are clearly posted on-site for easy access by personnel to review the information at any time. The SDS are regularly reviewed to ensure their validity and timely updates. In the event of an emergency, immediate action can be taken to effectively reduce the occurrence of hazards.

In 2024, none of Qisda's plants in operation sites around the world had any accidents of chemicals, oil, or fuel spill.

(3) Safety Management Regarding Equipment Automation

In response to the trend of plant automation and safety management, Qisda has set up three levels of safety protection mechanisms according to ISO 10218 and TS 15066: effective demarcation, decelerated robots, and contact stop features. First, we make effective use of the workspace and designate working areas for workers and robots, with the manipulators on the inside and the workers on the outside. This way, workers and robots can collaborate with each other's movements. Second, we use grating sensors to slow down the robots the moment workers enter the alert area. Finally, if the workers make direct contact with the manipulators, the robots will stop immediately. These significantly increase the safety of human-robot collaboration by reducing the risks of mechanical collision and being drawn into the machine, as well as reduce the incidence of eye fatigue or other ergonomic hazards caused by remaining in a static position for long periods of time. Furthermore, Qisda has obtained the certification for safety in human-robot collaboration from the third-party industrial equipment verification agency Precision Machinery Research Development Center (PMC). Qisda has officially met the ISO 10218/TS 15066 standards, receiving an international safety certification and becoming the first manufacturer in Taiwan to receive a safe human-robot collaboration certification. This set a new benchmark for smart factories.

(4) Change Management

Qisda has established safety assessment and safety inspection processes for changes in all new construction, reconstruction, and expansion projects, and in all procurement of production equipment, lab equipment and plant equipment for public use. The approval process is monitored via the purchase requisition systems, allowing for the identification of ESH and energy management risks from the source. Safety assessments are carried out for both construction and equipment, and the appropriate safety protection measures are subsequently imposed. Alternatively, high-risk chemicals are replaced with select low-risk chemicals as a control measure to ensure the health and safety of employees and the working environment.

Statistics
on Change
Management
Cases in 2024

Change control application form

Total **85** (Cases)

Safety inspection and acceptance checklist

Total **55** (Cases)

Scope

Taiwan plant, China plant,
and Vietnam plant

(5) Occupational Safety and Health Education and Training

Qisda organizes regular training courses to cultivate employees' awareness of safety and health, and to enhance their recognition of hazards related to their job duties. Depending on the nature of the position, employees receive general safety and health education, professional knowledge and skills training, and emergency response training. Examples of these courses include: general labor on-the-job training, chemical hazard awareness training, emergency response drills, forklift operation education, hazard operation supervisor training, and supervisory staff on-the-job training.

By providing education and training based on job positions, employees are able to quickly acquire the necessary skills for their roles upon joining Qisda. Additionally, they gain the knowledge required to respond effectively when incidents occur.

Statistics on Annual Training		No. of Participants	Total Training Hours
Taiwan	Employees	3,763	4,085.5
	Contractors	1,740	1,740
Suzhou	Employees	18,105	76,239
	Contractors	180	8,640
Vietnam	Employees	4,718	4,805
	Contractors	385	385

(6) Safety Management of Contracted Construction

Qisda has standardized operating procedures and inspection record forms for the contractors' entry application, hazard notification to personnel, application for construction, application for dangerous operations, and all inspections before during and after operation. The procedures include the regular convention of consultative organization meetings to disseminate common deficiencies and matters requiring the cooperation of contractors, the inclusion of contractors during the identification and assessment of risks, and discussion of operational risks and control mechanisms prior to construction, etc. Through multiple levels of control as well as mutual communication and cooperation, we lower the construction hazard risks within the plants. When an accident takes place in a contracted case, investigation and analysis of the case will be conducted and the appropriate corrective and preventive measures will be adopted in accordance with Qisda's "Accident Management Instructions."

5. Promotion of Climate Safety Assessments and Activities

The Suzhou (China) Plant continues to perform climate safety assessments. Through drafting and planning health and safety activities, Qisda connects the assessments with green operational performances and implements safety measures for employees from all job levels. This system incorporates continuous improvements of energy saving and health and safety performances, reinforcement of health and safety patrol inspections, implementation of work safety analyses, enhancement of participation in health and safety educational training, promotion of near-miss incident reports, encouragement of health and safety proposals, etc. Through the above measures, we fulfill every requirement for health and safety, further improving the performance of health and safety management and reaching the goal of work safety. Due to the implementation of promotional activities, Qisda continued to keep the score above 90 in 2024.

Type	Frequency of Inspection	No. of Inspections	Defect Improvement Rate
Monthly ESH patrol inspection	Monthly	55	100%
Environmental safety patrol inspection	Irregular		
Joint patrol inspection in plants	Annually		
ISO 45001 management system internal audit	Annually		

6. Occupational Safety Risk and Hazard Management

To effectively prevent occupational accidents, the Company has established procedures of hazard and risk identification. All the routine or non-routine activities of the employees, visitors, permanent suppliers, and contractors that may cause harm to personnel or lead to accidents are subject to the comprehensive operational hazard identification. The risk level of each hazard is determined based on the exposure frequency, possibility, and severity of the hazardous incident. Improvement management targets and occupation controls are set for the material safety and health risks identified, with the purpose of eliminating the unsafe behaviors and environment. In 2024, 7 material safety and health hazard risks were identified. With the risk of fire, damage due to the equipment maintenance and damage due to the use of chemicals as the three main categories, four active OSH management indicators were defined and met in 2024.

2024 OSH Management Indicator	Target Value	Status of Achievement
No. of cases of fire	0	0
Incidence rate of occupational injuries		
Occupational injury frequency rate per million hours worked (F.R)	≤0.320	0.098
Number of days lost due to occupational injuries per million hours worked (S.R)	≤8.46	2.264
No. of occupational disease cases	0	0

7. Internal Audit

Internal Audit

0 non-compliances, all of which were related to operational control, were identified during the ISO 45001 management system internal audit in 2024. To lower the risk of these hazards, system and construction-related improvement have been made, employee education and training has been provided, and checks as well as patrol inspections have been enhanced.



8. Causes of Occupational Accidents and Improvement Measures

Qisda has established an Accident Management Guidelines document. In 2024, occupational injuries involving more than one lost workday were included in the calculation of the injury rate and lost workdays, with a total of two cases recorded. Both incidents were categorized as physical hazards, with no cases related to chemical, biological, ergonomic, or psychosocial hazards, and no fatalities occurred. If an occupational injury occurs, the incident is recorded according to the “Accident Management Procedure,” documenting key details such as personnel involved, events, time, location, and objects. Additionally, unsafe behaviors and environmental root causes are analyzed to implement targeted corrective measures. A horizontal investigation is also conducted to assess the protective devices and preventive measures of similar machinery, ensuring that abnormal incidents do not recur.

Based on calculations, the average Disabling Injury Frequency Rate (FR) across Qisda’s global manufacturing sites in 2024 was 0.098, while the Disabling Injury Severity Rate (SR) was 2.264, and the Comprehensive Injury Index was 0.015. According to the Ministry of Labor’s published industry benchmarks, the Comprehensive Injury Index for the computer and peripheral equipment manufacturing industry is 0.1. This demonstrates Qisda’s strong commitment to workplace safety, with figures significantly lower than the industry standard.

In 2024, there were no workplace fatalities or occupational disease cases reported. At Qisda’s Taiwan sites, a cumulative 36.055 million hours of zero occupational injury work hours have been recorded since 2011, with approximately 2.73 million zero occupational injury work hours in 2024 alone. Additionally, no work-related injuries or fatalities occurred among contractors working on-site.



Statistics on Employee Occupational Accidents

2021		2022		2023		2024	
Male	Female	Male	Female	Male	Female	Male	Female
Total working hours							
32,466,025	9,243,573	27,753,840	8,176,522	20,859,767	6,528,672	13,764,670	6,553,307
Total	41,709,599	Total	35,930,362	Total	27,388,439	Total	20,317,977
Number of occupational accidents							
5	1	4	0	2	1	2	0
Total	6	Total	4	Total	3	Total	2
Disabling injury frequency rate (FR)							
0.154	0.108	0.144	0.000	0.096	0.153	0.145	0
Total	0.144	Total	0.111	Total	0.110	Total	0.098
Disabling injury severity rate (SR)							
4.928	0.108	1.910	0.000	2.637	13.632	3.342	0
Total	3.860	Total	1.475	Total	5.258	Total	2.264
Comprehensive injury index							
0.0268	0.003	0.017	0	0.016	0.046	0.022	0
Total	0.024	Total	0.013	Total	0.024	Total	0.015
No. of serious occupational injuries							
0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0
Percentage of serious occupational injuries							
0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0
No. of occupational deaths							
0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0
No. of occupational disease cases							
0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0
Number of work stoppages							
0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0

Statistics on Non-Employee Worker Occupational Accidents

2020		2021		2022		2023		2024	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total working hours									
12,950,292	5,550,125	15,261,877	6,540,805	12,886,264	5,522,684	8,908,579	3,817,962	3,152,985	1,360,320
Total	18,500,417	Total	21,802,682	Total	18,408,948	Total	12,726,541	Total	4,513,305
Number of occupational accidents									
0	0	0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0	Total	0
Disabling injury frequency rate (FR)									
0	0	0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0	Total	0
Disabling injury severity rate (SR)									
0	0	0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0	Total	0
No. of serious occupational injuries									
0	0	0	0	0	0	0	0	0	0
Total	0	Total	0	Total	0	Total	0	Total	0
Percentage of serious occupational injuries									
0	0	0	0	0	0	0	0		
Total	0	Total	0	Total	0	Total	0	Total	0
No. of occupational deaths									
0	0	0	0	0	0	0	0		
Total	0	Total	0	Total	0	Total	0	Total	0
No. of occupational disease cases									
0	0	0	0	0	0	0	0		
Total	0	Total	0	Total	0	Total	0	Total	0

Disabling Injury Frequency Rate (FR): The total number of disabling injuries per million work hours; Formula: $(\text{Total number of disabling injury cases} \times 106) \div \text{Total work hours}$

Disabling Injury Severity Rate (SR): The total number of lost workdays due to disabling injuries per million work hours; Formula: $(\text{Total number of lost workdays} \times 106) \div \text{Total work hours}$

Comprehensive Injury Index: An indicator of the overall effectiveness of a factory or business unit in implementing workplace safety, derived from both FR and SR; Formula: $(\text{FR} \times \text{SR} \div 1000)^{1/2}$

Hazard Category, Cause of Accident, and Improvement

Hazard Type	Cause	Percentage	Improvement Measures
Physical hazard	Fall, Pressing injury	100%	1. Non-slip mats are installed in the breakroom and restrooms 2. Warning signs are posted on the staircases 3. Voice reminder devices are added to the staircases 4. Establish protecting device.

- **Physical Hazard Factors:** Abnormal temperatures, abnormal pressure, noise, localized vibration, and radiation.
- **Chemical Hazard Factors:** Dust, organic solvents, strong acids and bases, toxic gases, and heavy metals.
- **Biological Hazard Factors:** Microorganisms (such as bacteria, viruses, molds), parasites (such as roundworms, pinworms, hookworms, liver flukes), insects (such as lice, fleas, mosquitoes, bees), and animals, plants and their by-products (such as animal dander, secretions or excretions, and pollen).
- **Ergonomic Hazard Factors:** Injuries such as spinal damage caused by prolonged heavy lifting or carpal tunnel syndrome due to highly repetitive hand movements. These issues arise from inadequate coordination between the human body and machinery, and are classified as ergonomic hazards.
- **Psychosocial Hazard Factors:** Occupationally induced cardiovascular and cerebrovascular diseases (such as overwork) and mental disorders caused by work-related psychological stressors.

Administrative Measures for Fall Prevention:

“Heads Up” Campaign –

Promote awareness among employees to avoid using mobile phones while walking.



Statistics on occupational accidents and other items are reviewed annually by a third-party certification body of ISO 45001 (occupational safety and health management system). The performance of the Company's employee absence rate and its employee absence rate in the past four years are as follows. The annual target is 0.53%.

Statistics on Absence Rate

Absence Rate	2021	2022	2023	2024
Absence Rate A (%) Absent days incl. occupational injury leave & sick leave	0.54	1.0	0.54	0.56
Absence Rate B (%) Absent days incl. occupational injury leave, sick leave & personal leave	1.77	2.27	1.66	1.92
Coverage rate %	100	100	100	100

Remark:

- The absence rate calculation includes leave taken due to employee injury, illness, or temporary personal reasons, such as occupational injury leave, sick leave, extended sick leave, menstrual leave, and personal leave. It excludes pre-planned or employer-approved vacations.
- Absence Rate = (Number of Absent Days/Number of Scheduled Work Days) × 100
- The absence rate fluctuated in 2022 due to the Company's COVID-19 prevention policies.
- In 2024, the Company adjusted the structure of its overseas frontline workforce to focus on full-time employees. This led to a large-scale recruitment drive, and the significant increase in new hires resulted in a change in the absence rate.



Social Care and Influence

At Qisda, we continue to work towards achieving our corporate vision of “Bringing Enjoyment N Quality to Life,” embodying the spirit of “Care and Contribution” in alignment with its core values. By leveraging its expertise and integrating strategic efforts with the BenQ Foundation, Qisda actively fosters sustainability. In recent years, under the theme “Together, Make the World Better,” Qisda has led the Group in generating a positive and lasting impact on sustainability. Through collective effort and shared commitment, the Company strives to give back to society by mobilizing employees’ goodwill and participating in local care initiatives and voluntary activities. These efforts extend into local communities, ensuring that corporate social responsibility is meaningfully and tangibly realized.

► The Charity Blueprint

Qisda continues to invest resources in society. In order to measure the impact of our investment and review the overall situation, we refer to the London Benchmark Group (LBG) evaluation mechanism. According to the LBG framework, the three motivations of philanthropic impact activities are “charitable activities,” “community investment,” and “commercial initiatives in the community” and four types of investment are “cash contributions,” “in-kind contributions,” “time contribution,” and “management cost.”

In 2024, Qisda’s global employees contributed a total of 4,315 hours to public welfare activities, primarily through cash donations and volunteer initiatives. These efforts included participation in charity events organized by employee clubs, local community care programs, and support for underprivileged groups.

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Categories and Forms of Engagement in Public Welfare Activities

Type of Activity		Charitable activities	Investment in communities	Business activities	Total
2021	Invested Amount (NT\$)	525,584	12,621,037	13,848,914	26,995,535
	Proportion (%)	1.9%	46.8%	51.3%	100%
2022	Invested Amount (NT\$)	0	7,323,410	9,166,062	16,489,472
	Proportion (%)	0%	44.4%	55.6%	100%
2023	Invested Amount (NT\$)	1,534,046	51,524,029	10,600,526	63,658,601
	Proportion (%)	2.4%	80.9%	16.7%	100%
2024	Invested Amount (NT\$)	1,433,955	19,240,306	58,385,236	79,059,497
	Proportion (%)	1.8%	24.3%	73.8%	100%

Form of Investment		Cash contributions	In-kind contributions	Volunteer manpower	Management cost	Total
2021	Invested Amount (NT\$)	17,270,555	\$6,303,209	489,000	3,421,771	27,484,535
	Proportion (%)	62.8%	22.9%	1.8%	12.4%	100%
2022	Invested Amount (NT\$)	13,211,539	\$1,008,483	2,250 (小時)	2,269,450	17,051,972
	Proportion (%)	77.5%	5.9%	3.3%	13.3%	100%
2023	Invested Amount (NT\$)	81,715,358	\$2,477,431	3,631 (小時)	2,295,232	87,395,771
	Proportion (%)	93.5%	2.8%	1.0%	2.6%	100%
2024	Invested Amount (NT\$)	73,630,246	1,178,083	4,315 (小時)	1,938,470	77,825,549
	Proportion (%)	94.6%	1.5%	1.4%	2.5%	100%

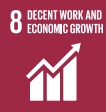
► Employees and Society

Qisda adheres to the philosophy of “Happy Workplace for Happy Employees” by organizing various activities and providing benefits. These initiatives not only recognize the hard work of employees and strengthen team cohesion but also create warm moments that foster connections between employees and their families. They help relieve stress during leisure time, achieving the goal of balancing work and life.

In 2024, Qisda focused on “Working Together to Spread Positive Influence,” integrating numerous sustainable elements to demonstrate our sustainability value strategy. By continuously instilling sustainable thinking into daily life, employees were invited to take practical actions and join the sustainability movement, creating a greater impact through the synergy of 1+1>2. Throughout the year, over 20,000 people responded to the initiative, resulting in a total carbon reduction of more than 500 tons.

For example, large outdoor events adopted electronic check-in processes to reduce paper usage and printed materials. Stage backdrops did not use single-use fabrics or ribbons, and gift items were made from recycled materials. These efforts embedded sustainable values into the DNA of employees and their families, fully implementing the sustainability strategy.

In addition, volunteer activities were organized in collaboration with charitable organizations, providing opportunities for employees to learn about the stories of these institutions and give back to society through actions, such as supporting orphanages, sorting recyclables, and organizing stream clean-ups. In 2024, the use of volunteer leave increased by 70% compared to 2023.

SDGs	Activity Type	Activity Topic	Description
 	Reward employees for their hard work and enhance employee loyalty	Navigating the Future: ALL WIN Qisda Annual Grand Event	Inviting top-tier performers for live music performances and interactive sessions with professional baseball cheerleading teams. A designated game and relaxation zone is also set up to appreciate employees' hard work.
	Care for employees and their families	Childcare allowance	Provide an annual childcare allowance of NT\$30,000 to employees for children aged 0-6
	Happy gifts	Charity gift box	In 2024, we collaborated with charitable organizations, including the Yu-Cheng Social Welfare Foundation and the Yunlin County Welfare Association of the Deaf, to purchase festive gift boxes for occasions such as Mother's Day and the Mid-Autumn Festival as gifts for employees.
	DEI	Vietnam National Day event	Advocating for diversity and inclusion, we organized the annual Vietnam National Day celebration, allowing employees to ease their homesickness.

SDGs	Activity Type	Activity Topic	Description
	Strengthen family relationship of the employees	Group's Family Day	In 2024, we hosted Family Day at the National Museum of Marine Science and Technology in Keelung, fully implementing our sustainability strategy while promoting ESG sustainability awareness and marine environmental education. The event featured VR escape games and theater performances suitable for all ages, ensuring an entertaining experience while embedding sustainability values into the DNA of our employees and their families.
   	Promotion of sustainability activities	Arbor Day event	Indoor carbon-reducing potted plants were gifted to employees, encouraging them to take part in daily plant care as a hands-on way to contribute to environmental protection and sustainability.
		Sustainable e-Passport	Using an electronic passport model, we widely invited group members to participate in the ESG idea submission campaign. We also launched interactive online games and provided environmental-related reports to guide employees in engaging with sustainability topics that interest them.
		DIY activities	Promoting waste reutilization by engaging employees in DIY crafts, raising environmental awareness, and deepening their understanding of sustainability through circular reuse concepts.
		Together, clean the river	Implementing volunteer leave for the first river cleanup activity, inviting employees to join efforts in cleaning up waste from the river, collectively protecting water sources and the ecological environment, and raising awareness about water quality protection.
 	Knowledge power supply	Positive force lecture	Organizing various lectures to enhance knowledge and positive influence. In 2024, invite the most popular baseball head coach and players to share their experiences, covering topics such as environmental issues and life inspiration, enriching employees' knowledge and energy for diverse development.
	Work-life balance and care for the society	Charity runs	Co-sponsoring a large-scale public welfare road race event, promoting health and expanding the scope of social care.
	Expand Social Influence	Employee-initiated Charity Activities	Initiated by employee-run charity organizations, these activities invite enthusiastic colleagues to participate in volunteer services, donations, and material purchases for charitable organizations, thereby implementing social impact.

Qisda Group Sports Day

2024 Qisda Group Sports Day

Following the success of 2023, the sports event expanded its activities to include basketball and volleyball, and the scale was further increased, with 22 affiliated companies invited to participate!

The competition began in April, with preliminary rounds leading up to the semifinals. In the end, 79 group teams (28 badminton teams, 24 volleyball teams, and 27 basketball teams) competed against each other. In July, the top 16 teams challenged the grand finals.

With over 600 participants, the event showcased the Group's vibrant sports culture. It aimed to promote employee health and work-life balance in a comfortable, fun, and inclusive environment while fostering team cohesion and strengthening connections among employees within the Group.



Our Clubs Devoted to Charity

The “Loving Care Club” and “Public Welfare Ukulele Club” were organized by the employees full of care and compassion for the community. The purposes of these clubs are to provide a diverse public welfare platform for the employees, so that they can participate in volunteer events, give assistance to public welfare organizations, and take care of disadvantaged groups in society. In particular, the “Public Welfare Ukulele Club” aims to comfort people through music, encouraging employees to make use of their spare time to participate in volunteer music events and bring warmth to the organizations that they help.

Qisda Loving Care Club and Public Welfare Ukulele Club

36 Charity Events

- **Event:** Blood drives, charity bazaars, collection of donations, recruitment of volunteers, provision of companion, fundraising, etc.
- **Target Audience:** Children with intellectual disabilities, elderly people living alone, disadvantaged children, and stray animals etc. The organizations that the public welfare clubs contribute to long-term include the Huashan Social Welfare Foundation, the Genesis Social Welfare Foundation, World Vision, the Hondao Senior Citizen's Welfare Foundation, Taoyuan Home for the Disabled, Man Fair Social Enterprise, The Carpenter's House, the Penghu Foundation, the Xinwu Catfirst Cat Shelter, the Parents' Association for the Visually Impaired, and the Chensenmei Social Welfare Foundation.

Social Care, Volunteering and Philanthropy

Taiwan

The Company's internal clubs integrate public welfare care, encouraging employees to participate together. This not only demonstrates corporate social responsibility but also reflects the determination to grow alongside the local community. By engaging through participation, voluntary purchasing, and hands-on actions, a platform for public welfare activities is provided to inspire employees to take an active attitude and action. In 2024, a series of achievements in local care were showcased. For example, the organization of three blood donation drives not only effectively promoted employees' health awareness and public welfare participation but also extended love to those in need. Additionally, for charity donations, special encouragement was given during the Dragon Boat Festival, Mid-Autumn Festival, and pre-Chinese New Year periods, urging employees to donate to those in greater need in society. This enhanced the motivation and resonance for participating in public welfare.



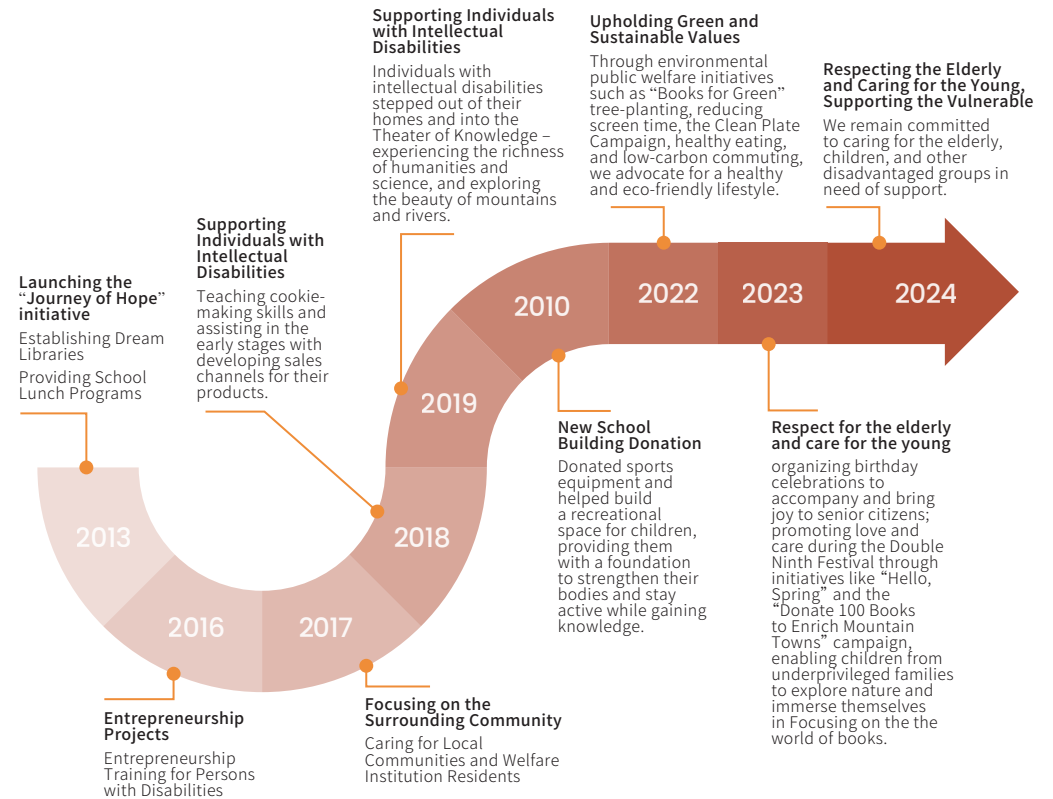
In addition, the “Loving Care Club” and “Public Welfare Ukulele Club” actively encourages their members to participate in community activities, and most significantly, collaborates with local charitable organizations to give back to the community. For example, the “Loving Care Club” shared the Hondao Senior Citizen's Welfare Foundation's pioneering “Silver Hair Spoken Word Performance” event, where 25 elderly participants performed stand-up comedy after four months of training. This allowed seniors to express themselves and showcased their passion to the public. The “Loving Care Club” also supported the “Second-hand Computer Dream Project,” inviting Qisda employees to join in donating unused computers from their homes. This initiative provides opportunities for those eager to learn to use the computers while giving a second life to discarded devices!

The Company's communication platform also features announcements to share information about local community events, updates from charitable organizations, volunteer opportunities, and other public welfare-related news. This helps employees understand societal needs and opportunities for participation, encouraging active involvement. For example, during the Mid-Autumn Festival, we purchased pomelos from the elderly farmers in Douliu, which not only cleared their stock but also delivered these warm gifts to disadvantaged families in rural areas. Additionally, the annual "Feed the Elderly" event held at the end of each year encourages employees to contribute to supporting lonely elderly people in society, while also fostering a culture of corporate social responsibility and creating a positive atmosphere of mutual care and participation.



Suzhou, China

Since 2013, Qisda Suzhou has implemented CSR strategies, giving employees one-day volunteer time off to help those in need through public welfare. In 2013, they provided lunches for low-income children at Mingfan Elementary School. In 2016, they trained people with disabilities in life skills, and in 2017, supported communities and welfare organizations. During 2018-2019, they focused on children with intellectual development disorders, teaching them baking skills and developing marketing channels for their products. They also helped these children experience the outside



world. In 2020, Qisda Suzhou donated sporting goods to Mingfan Elementary School. In 2022, they promoted environmental protection through tree planting, "Clean Plate" campaigns, and low-carbon travel. In 2023, they aimed to expand their social influence by promoting care for children and the elderly.

In 2024, with the concept of "Respecting the Elderly, Protecting the Young, and Caring for Vulnerable Groups," we continued to focus on the elderly, children, and other disadvantaged groups in need of assistance. We irregularly visit nursing homes to provide care and companionship. In collaboration with the BenQ Foundation, we funded the tuition fees of 27 elementary school students, helping them to continue their education. Additionally, the Company organized a "Green Environmental Month" internally, encouraging employees to bring their own coffee cups, participate in DIY activities to give old items a new life, and exchange books for vegetables, promoting the concept of green, sustainable development.



Vietnam

In 2024, the Qisda Vietnam plant's Charitable Club promoted a donation campaign to support employees from impoverished families. A total of 132 people participated in the donation, with funds distributed to employees in need, including small gifts and 300,000 VND in cash per person. This initiative assisted 23 employees. The event spread social goodwill, aiming to reduce the burden on impoverished families and strengthen the spirit of unity among everyone.

The Charitable Club's Donation Campaign for Impoverished Families



BenQ Foundation

In August 22, 2002, the Board of Directors of the Qisda Corporation (formerly BenQ Corp.) donated a sum of money to establish the BenQ Foundation. The BenQ Qisda Group is dedicated to the happy life of human beings, while the BenQ Foundation is committed to demonstrating the beauty of Taiwan and communicating the touching genuineness, kindness and beauty of the island.

With consideration for mankind and the land we live in at the core of its projects, the Foundation sets “Implementation of Environmental Protection” and “Social Care” as its two main fields of interest. From the intersection between these fields, they extract four main focal points – “Towards Digital Equality,” “Cultivation of Honest and Smart Employees,” “Increasing Value in Original Culture” and “Implementation of Environmental Protection” – and combine core competencies with Qisda Corporation to address these issues. Simultaneously, the Foundation also pays special attention to the UN Sustainable Development Goals to guide its operations. It dedicates itself to four major goals: digital equality, fair education, cultural value, and environmental sustainability in relation to issues including “no poverty (SDG 1),” “zero hunger (SDG 2),” “good health and well-being (SDG 3),” “quality education (SDG 4),” “gender equality (SDG 5),” “decent work and economic growth (SDG 8),” “sustainable cities and communities (SDG 11),” “responsible consumption and production (SDG 12),” “life below water (SDG 14),” and “partnerships for the goals (SDG 17).” Moreover, it proposes corresponding actions for each point, follows evidence to review the connections between the project indicators and sustainability, and further engages stakeholders in comprehensive discussions of environmental protection (E), social responsibilities (S) and corporate governance (G) in the hopes of promoting sustainable awareness among civil groups. Externally, the Foundation brings positive influence to societies, and internally, it enhances the corporate culture of the Group to develop talent and cultivate kind members of society.

► ESG Performance in 2024

E Environmental Protection

The Foundation continued to support friendly contract farming and the adoption of rice fields, accumulating 120.5 hectares from contract farming between the years of 2008 to 2024. It also encouraged the purchase of local produce, which brought nearly NT\$7.35 million in revenue to remote areas, thus uplifting their sustainable food economy. It continued to conduct the “Plan for Beaches in Southern Miaoli” by leading volunteers of the Group to clean the beaches in Yuanli. The Company raises awareness about the environmental impact of marine waste. Through local community engagement, the initiative fosters a mindset of coexistence with the sea. As part of the “ICC International Coastal Cleanup,” 2,160 kilograms of marine waste were categorized and uploaded as part of long-term monitoring data.

Focusing on environmental issues, the companies must take responsibility for the impact of their activities on the natural environment. This year, the Company launched a new project titled “Biodiversity Conservation and TNFD Guidance,” collaborating with the Department of Soil and Water Conservation at National Chung Hsing University. The project involves ecological surveys and soil sampling in long-term contract farms, including tea plantations in Hengshan Township, Hsinchu County, and Chunyuan in Xizhou Township, Changhua County. Following the framework proposed by the Taskforce on Nature-related Financial Disclosures (TNFD), the initiative integrates biodiversity protection and sustainability into business operations, aiming to enhance the company’s long-term value and competitiveness.

S Social Responsibility

With reference to the UN Sustainable Development Goals (SDGs), the BenQ Foundation acted as a bridge between the Group and cities or communities, making efforts to close the digital gap between more developed cities and remote areas. This was done by bringing in high quality, informative, diverse, and cultural education; influencing the way locals engaged with digital technology; and communicating and growing with cities and communities. Through brand empowerment, the Foundation assisted cities and communities in transforming the development of agricultural crafts to digital marketing. It even encouraged female workers to create their own business in small-scale online sales. Furthermore, it emphasized its support of food safety and promoted the economy of sustainable food industries starting from its source.

After having made efforts in digital inclusion and empowerment in remote areas for many years, the Foundation won the “Social Inclusion Leaders’ Awards” under the Taiwan Corporate Sustainability Awards (TCSA) in 2021 with its specific performance in the “Practice of Inclusion in the Rural Communities under the Influence of the Technology.” The award was a demonstration of the Foundation’s strategies in the connection of the economic, cultural and social facets on the basis of the education and its efforts in the implementation of the UN Sustainable Development Goals (SDGs). After having participated in the “Digital Opportunity Center Project” of the Ministry of Education for 17 years, the Foundation won the bronze award of the first “Taiwan Sustainability Action Awards (TSAA)” in 2021 with its “Creation of Community Sustainability: The Centurial Shi Qiang Village as a New Digitized Model of Co-Prosperity”; won the golden award of the “Taiwan Sustainability Action Awards (TSAA)” in 2022 with its “Fushing Tea Road for Creating Sustainable Communities: Shakeng Hongbao to Enrich the Community Industry”; won the golden award of the “Taiwan Sustainability Action Awards (TSAA)” in 2023 with its “DOC Volunteers’ Short Trip - Travel Volunteers and Sustainable City and Community Values”; and won the golden award of the “Taiwan Sustainability Action Awards (TSAA) in 2024 with its “Small Farmer Artisan Sustainable Homeland Economy.”

In terms of long-term social companionship activities, a total of 202 information courses, healthcare lectures, volunteer events and campus lectures were held. 40,377 people benefitted from volunteer services and relevant digital and educational projects, and of these, 1,075 senior people aged above 65 received professional services such as hearing care and online lectures from pharmacists.

G Corporate Governance

The BenQ Foundation, in collaboration with the Supplier Management Department, organized the 2024 “Qisda Group Supplier Conference,” focusing on sustainable development trends and the challenges of global supply chain restructuring. The event attracted 275 suppliers, with over 500 partners from both domestic and international locations participating in-person and online. The total market capitalization of the participating companies exceeded USD \$1 trillion. Through keynote speeches from scholars and experts, the conference communicated international trends and sustainability strategies, emphasizing internal communication and governance operations. The goal is to build a resilient supply chain and continuously expand the Group’s influence.

Consolidating its efforts over the years, the BenQ Foundation will reposition itself as an ESG expansion platform to further foster the Group’s culture of CSR, and take action to influence the overall sustainability of the business ecosystem. It will continue spreading genuineness, kindness, and beauty through projects with the four focal points of “Implementation of Environmental Protection,” “Towards Digital Equality,” “Cultivation of Honest and Smart Employees,” and “Increasing Value in Original Culture.”

Annual Performance

202 Activities Held

Information courses, healthcare lectures, volunteer events, campus lectures, etc

40,377 Participants

Number of people benefited from the relevant digital and educational cultivation projects and volunteer services

1,075 Participants

Number of senior people who received hearing care and wellness lectures and services from pharmacists

735 Million

Friendly contract farming, responsible consumption, and local travel promoting the green economy

Core Element of Public Welfare

- Implementation of Environmental Protection
- Towards Digital Equity
- Cultivation of Honest and Smart Employees
- Increasing Value in Original Culture

Assisted Parties

- Friendly producers/NGO workers
- Local smallholders and merchants
- Elderly seniors, indigenous people, and new immigrants
- Elementary school, senior high school, and college students
- Teachers and students in rural schools
- Group employees
- Supply chain partners

Problem Observed

- Environmental degradation and rural challenges
- Urban-rural digital divide, with uneven access to information and education
- Low accessibility to healthcare in rural areas, with the public generally lacking health education knowledge
- Limited exploration spirit and experience in interdisciplinary learning
- Public spaces lack cultural atmosphere and artistic aesthetic in the environmental experience
- Supply chain partners’ awareness of environmental and social responsibilities needs improvement

Actions of Social Influence

- Focus on environmental issues and volunteer services to strengthen employees’ corporate sustainability culture
- Provide information and learning resources for rural areas, promoting lifelong learning and digital literacy
- Collaborate with group companies to inject medical resources, conduct health education lectures, and provide consultation channels
- Offer thematic lectures and camp experiences to inspire creative thinking among youth and students
- Promote art exhibitions to enhance space aesthetics and employees’ artistic literacy
- Strengthen the resilience and competitive collaboration of the supply chain, working together to reduce carbon emissions and achieve sustainable operations

► Coexist with Nature

Link to SDGs

Corresponding SDG	The Foundation's Corresponding Action	Implementation of Environmental Protection			Towards Digital Equity		Cultivation of Honest and Smart Employees		Increasing Value in Original Culture
		"DOC Volunteers' Short Trip"	"Friendly Farming" for Rice Contract Farming	Workshop for ESG Sustainability Action	The Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Project"	BenQ Academy – Intelligent Hearing Aid	BenQ Honest and Smart Experience Workshop	BenQ Dream Action Campus Lecture	BenQ International Sculpture Workshop
 Zero Hunger	Ensure food safety, eliminate hunger and promote sustainable agriculture - Referring to the regulations and principles for "organic agriculture and friendly farming" of the Agriculture and Food Agency, Council of Agriculture, Executive Yuan, the Foundation implements contract farming to make sure that the land, environment, and ecosystem are maintained. We maintain a total of 10 hectares of land under contract farming a year to expand local friendly farming areas. - The Foundation encourages purchasing local friendly farming products and invests company resources to plan the adoption of rice fields by employees, the purchase of produce, and agritourism experiences, driving the employees of the Group to immerse themselves in green production locations and facilitating the cycle of sustainable agricultural economies. - We donate friendly farming rice to care locations for vulnerable groups and senior people, making sure that they are able to enjoy safe, nutrition-rich and healthy rice	●	●		●				
 Good Health and Well-Being	Ensure and promote healthy life and well-being for all at all ages. In cooperation with BenQ Healthcare Corporation and New Best Hearing International, we connect the Group's medical specialists with potential people in need from remote areas and communities, and plan "Online Health" for remote sharing of healthcare knowledge as well as "BenQ Academy – Intelligent Hearing Aid" interactive courses for hearing care and screening to facilitate people in improving preventive healthcare literacy.				●	●			

		Implementation of Environmental Protection			Towards Digital Equity		Cultivation of Honest and Smart Employees		Increasing Value in Original Culture
Corresponding SDG	The Foundation's Corresponding Action	"DOC Volunteers' Short Trip"	"Friendly Farming" for Rice Contract Farming	Workshop for ESG Sustainability Action	The Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Project"	BenQ Academy – Intelligent Hearing Aid	BenQ Honest and Smart Experience Workshop	BenQ Dream Action Campus Lecture	BenQ International Sculpture Workshop
 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all - Education on information and communication for all: In line with the government's policy of digital development, the Foundation utilizes the Group's professional capability of information, communication, and branding to provide all people in need from the Hsinchu-Miaoli region, including new immigrants, indigenous people, and elders, with extensive education of digital knowledge such as life in the digital age, healthcare applications and design and marketing to eliminate the digital gap between cities and communities. - Information and communication accessibility in elementary schools: The Foundation references educators' needs and invites educators, scholars, and R&D teams to make use of scientific knowledge, operate AR and VR equipment, and explore product applications to trigger creative thinking and hardware and software skills in elementary school children. - Positive career empowerment for high school students: The Foundation invites youths with outstanding performances in their respective fields to serve as lecturers, sharing the process they took to achieve success, and showing persistence and resilience to encourage more high school students to follow their dreams. - Promotion of art and culture: The Foundation has built an art exchange platform, and as of 2010, has continuously organized six sessions of the "BenQ International Sculpture Workshop." It encouraged and supported the creation of domestic and foreign artists by soliciting submissions, in turn building up experiences and solidifying Taiwan's good image in the international art circle. It has retained 90 sculptural masterpieces in Taiwan. Since 2021, it has created a public art venue for the Group and arranged sculpture model works for exhibition in the Company				●	●	●	●	●
 Gender Equality	Realize gender equality and empower women - The Foundation establishes dedicated courses for women to ensure their learning rights. - We encourage craftswomen to enhance their information and communication capabilities in order to increase income through Internet marketing.				●				

		Implementation of Environmental Protection			Towards Digital Equity		Cultivation of Honest and Smart Employees		Increasing Value in Original Culture
Corresponding SDG	The Foundation's Corresponding Action	"DOC Volunteers' Short Trip"	"Friendly Farming" for Rice Contract Farming	Workshop for ESG Sustainability Action	The Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Project"	BenQ Academy – Intelligent Hearing Aid	BenQ Honest and Smart Experience Workshop	BenQ Dream Action Campus Lecture	BenQ International Sculpture Workshop
 Decent Work and Economic Growth	Promote inclusive and sustainable economic growth to provide everyone with an ideal job - Create visual records of friendly farming practitioners, small-scale farmers, and artisans, and establish an online marketing platform. - The Foundation brings an average of more than NT\$6 million to remote areas every year to facilitate agricultural economies through contract farming, exhibition and sales in bazaars, employees' purchase of produce, agritourism experiences, and procurement of the Group's promotional products. In addition, we ensure that an average of 5.5 dedicated personnel from the contract farming unit are devoted to friendly agriculture.	●	●		●				
 Sustainable Cities and Communities	Make cities and rural areas inclusive, safe, resilient and sustainable - Based on the principle of sustainable tourism, the Foundation holds discussions with relevant stakeholders such as local community groups to organize travel itineraries that fulfill local needs for economic benefits, cultural translation and environmental sustainability. - Combining volunteer services and touring experience, the Foundation not only serves as a bridge between the Company and external communities, but also pays field visits to local communities in the hopes of enhancing the positive collaboration between both parties and reflecting on ways to better improve communities using the PDCA method.	●	●		●				
 Responsible Consumption and Production	Promote green economies and ensure sustainable consumption and production modes - Group employees participate in volunteer work or on their days off to assist with farming harvests and coastal cleanups. - The Foundation supports the purchase of local friendly farming products and plans both the purchase of agricultural products and farming experience activities for employees, facilitating the cycle of sustainable economies.	●	●		●				

		Implementation of Environmental Protection			Towards Digital Equity		Cultivation of Honest and Smart Employees		Increasing Value in Original Culture
Corresponding SDG	The Foundation's Corresponding Action	"DOC Volunteers' Short Trip"	"Friendly Farming" for Rice Contract Farming	Workshop for ESG Sustainability Action	The Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Project"	BenQ Academy – Intelligent Hearing Aid	BenQ Honest and Smart Experience Workshop	BenQ Dream Action Campus Lecture	BenQ International Sculpture Workshop
 Life below Water	Protect and utilize marine ecosystems in a sustainable way to ensure biodiversity and prevent the marine environment from worsening - Collaborate with local towns along the Southern Miaoli coastline, we work together with community partners for beach cleanups and upload waste classification records to the "ICC International Coastal Cleanup" for statistical purposes, actively engaging in the citizen science movement. - The Foundation lists issues that social groups and partners of the coast care about, then introduces digital recording to assist in disseminating the urgent issue of marine protection.	●			●				
 Partnerships for the Goals	Establish diverse partnerships and promote the vision of sustainability together - The Foundation plans an annual ESG general education course to facilitate a common understanding of sustainability for all our partner. - We encourage the partners of Hsinchu and Miaoli DOCs to set sustainability goals to review, monitor, and make plans for resource allocation and other corresponding goals regarding the three aspects of ESG: the development of local economies, cultural preservation and sustainable natural environments. - We also comply with the Company's goals of net zero and carbon reduction by introducing courses regarding the ISO 14064 certification for companies of the Group and in the supply chain. This is to assist in cultivating sustainable talents for the Group as well as implementing legal compliance and actualizing our strategy for net zero and carbon reduction.			●	●				

Implementation of Environmental Protection

Problems to be Solved	Ensure food safety and promote sustainable agriculture; Promote green economies and ensure sustainable consumption and production modes; Make cities and rural areas inclusive, safe, resilient and sustainable; Protect and utilize marine ecosystems in a sustainable way to ensure biodiversity and prevent the marine environment from worsening; Establish diverse partnerships, promote the vision of sustainability together and enhance the coherence of sustainable development policies
UN sustainable development goals	    
Our roles	- Long-term contracting has become a force that provides stable support for friendly farming farmers: Referring to the regulations and principles for “organic agriculture and friendly farming” of the Agriculture and Food Agency, Council of Agriculture, Executive Yuan, the Foundation implements contract farming to make sure that the land, environment and ecosystem are maintained and expands the area of local land used for friendly farming. Local sustainable food advocates encourage the purchasing of local friendly farmed produce and invests company resources to plan the adoption of rice fields by employees, the purchase of produce, and agritourism experiences. The Foundation ensures stable agricultural sales in remote areas through contract farming, exhibition and sales in bazaars, employees’ purchase of produce, agritourism experiences and procurement of the Group’s public relations products. Promoter of cultural exchange among cities and communities. Based on the principle of sustainable tourism, The Foundation holds discussions with relevant stakeholders such as local community groups to organize travel itineraries that fulfill local needs for economic benefits, cultural translation and environmental sustainability. The Foundation serves as the bridge between the Company and external communities, enhancing the positive collaboration between both parties and reflecting on ways to better improve communities using the PDCA method. - Becoming a partner of environmental working groups of marine areas in Miaoli. The Foundation lists issues that social groups and partners of the coast care about, then introduces digital recording to assist in disseminating the urgent issue of marine protection. We collaborate with townships on the coast of Southern Miaoli to help local partners clean the beach and upload records according to waste classification to the “ICC International Coastal Cleanup” for statistics, aiming to implement the participation in citizen science-based movements. - The Group’s platform for ESG dissemination – consolidating the direction of sustainability for the Group’s civil partners. The Foundation plans the annual ESG general education course facilitate a common understanding of sustainability for all our partners. We also comply with the Company’s goals of net zero and carbon eduction by introducing courses regarding the ISO 14064 certification for companies of the Group and in the supply chain. This is to assist in cultivating sustainable talents for the Group as well as implementing legal compliance and actualizing our strategy for net zero and carbon reduction. - This year, coinciding with the 25th anniversary of the 921 Earthquake, the Group has adopted a 0.6-hectare greenbelt restoration project at Jiufen Ershan and Zhunguakeng Creek under the “Agency of Rural Development & Soil and Water Conservation.” A tree-planting ceremony was held, with 101 employees from nine group companies participating. They also visited the earthquake memorial park and the post-disaster reconstruction model, “Taomi Community,” to understand the importance of disaster prevention education and environmental restoration. Additionally, the Group adopted the buffer greenbelt of the Zhunguakeng Creek rehabilitation site. By implementing a “subtractive engineering” approach, the project removed old concrete embankments to create a buffer zone and floodplain, restoring the stream’s natural flow. Centered on the “Stream Restoration” concept, trees were planted along the riverbanks to restore the riparian ecosystem. This nature-based solution (NbS) fosters coexistence between humans and nature, aligning with the UN Sustainable Development Goals (SDGs) to protect terrestrial ecosystems and support the Group’s carbon reduction pathway. - In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University, the Group conducted ecological surveys and soil sampling investigations at long-term contract farming sites, including the tea plantations in Hengshan Township, Hsinchu County, and Chun Yuan in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the project aims to transparently disclose the Company’s resilience and opportunity management in response to natural risks. This initiative aligns with society’s growing expectations for sustainable development. - The annual survey results indicate that the Hengshan friendly-farming tea plantation exhibits significant biodiversity, with 58 species recorded within the core area and 37 species in the outer and edge areas. By fostering a habitat-friendly environment, the plantation maintains a balanced tea plantation ecosystem, promoting diversity and a more complete food chain. - The Xizhou friendly-farming rice farms not only exhibit remarkable biodiversity but also maintain crop yields while enhancing long-term soil fertility. Compared to conventional farming methods, each hectare of these fields can store approximately 40 additional metric tons of carbon. The organic carbon content in friendly-farming cultivated fields is generally over 50% higher than in conventionally farmed areas.

Our actions	“DOC Volunteers’ Short Trip” and “Friendly Farming” for Rice Contract Farming: - The contract farming initiative has provided long-term support to “Nampu Community” in Beipu, Hsinchu, and “Siong Sui Rice” in Xizhou, Changhua. This initiative ensures the cultivation of 10 hectares of rice fields annually, securing employment for 31 agricultural workers. - We collaborated with 12 local cultural organizations (including Yuanli DOC, the Protect Yuanli Coast Association, Xindiaoju, Taiwan Yuan-li Handiwork Association, Hengshan DOC, Guanxi DOC, Xiahengkeng Cultural Industry Development Association, Tongluo DOC, Tongluo Bay Revitalization and Development Association, Miaolichieh Chrysanthemum Baking Center, Nanpu Community Development Association, Hsichou Shangshui Water Farmer Co., Ltd.) led to the design and execution of 6 low-carbon cultural environment education activities. These activities included: Miaoli Yuanli Coastal Beach Cleaning (1 session), Hsinchu Hengshan and Guanxi, Miaoli Yuanli and Tongluo, Changhua Xizhou – 5 agricultural labor services. - The Foundation brought together a total of 461 volunteers from the Group and communities for the activity. 345 family members of the Group’s employees also provided services for a total of 2,076 hours. Workshop for ESG Sustainability Action: - Held the “Qisda Group Supplier Conference,” with over 500 supply chain partners from 275 suppliers participating, and recognized 31 outstanding suppliers. - Organized group training programs: “ESG Sustainable Strategy Workshop,” with 19 companies and 60 participants; “Sustainability Manager Certification Training Class” (second session), with 62 participants completing the training and certification; “Net Zero Manager Certification Training Class,” with 38 participants completing the training and certification; “Product Carbon Footprint Strategy Workshop,” with two sessions, attended by 113 suppliers; “Greenhouse Gas Inventory Supplier Training Class” (English session), with 19 suppliers participating. Corporate Reforestation Initiative: - The Company adopted a 0.6-hectare greenbelt as part of the Jiufen Ershan and Zhongguakeng Creek Restoration Project, under the Agency of Rural Development & Soil and Water Conservation’s initiative. This area, located in a severely affected zone of the 921 Earthquake, was restored through a “subtractive engineering” approach. To mark the occasion, a land adoption ceremony and a corporate tree-planting event were organized. The rehabilitation project at the Zhunguakeng Creek site involves subtractive engineering, dismantling the original concrete embankments, and creating buffer green belts and flood overflow areas. With “Stream Restoration” at its core, the project includes tree planting along the creek’s banks, using Nature-based Solutions (NbS) to achieve the goal of coexistence and symbiosis. - This year marks the 25th anniversary of the 921 Earthquake. In commemoration, we organized an adoption ceremony and a corporate tree-planting event. Participants also visited the Earthquake Memorial Park and the post-disaster reconstruction model, Taomi Village, to gain a deeper understanding of the importance of disaster prevention education and environmental restoration. A total of 101 employees from 9 affiliated companies took part in the event. Biodiversity Conservation and TNFD Guidance: - In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University, the Group conducted ecological surveys and soil sampling investigations at long-term contract farming sites, including the tea plantations in Hengshan Township, Hsinchu County, and Chun Yuan in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the project aims to transparently disclose the Company’s resilience and opportunity management in response to natural risks. This initiative aligns with society’s growing expectations for sustainable development. - The annual survey results show that the Hengshan friendly-farming tea plantation has significant biodiversity, which promotes the food chain’s biodiversity and integrity. The Xizhou friendly-farming rice farms, in addition to notable biodiversity, maintain crop yields and improve long-term soil fertility. Each hectare of rice field can store approximately 40 metric tons more carbon compared to conventional farming methods.
Collaboration with stakeholders	Government agencies, experts and scholars, community organizations, agricultural professionals, suppliers, and group employees

1. “DOC Volunteers’ Short Trip”

From 2013 to 2024, the Foundation has dedicated itself to “DOC Volunteers’ Short Trip” for 12 years, incorporating sustainable tourism concepts. It engages with stakeholders and community organizations to discuss labor service travel that aligns with local economic benefits, cultural translation, and environmental sustainability. Through this, it collaborates with small farmers to establish connections with the local community, volunteers, and the DOC, creating a walking

and labor experience model. It encourages group employees and their families and friends to participate in agricultural harvesting and coastal cleanup on the southern coast of Miaoli, stepping into the fields, mountains, and oceans, blending the spirit of exploration with the heartfelt connection to land-based labor services.

	2017		2018		2019		2020		2021		2022		2023		2024		Cumulative Total
	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	
Beach cleanups / Number of participants											125	59	46	15	26	13	284
Farming activities / Number of participants	227	35	382	49	340	156	250	75	224	52	105	54	213	63	204	42	2,471
Total annual volunteer / Number of participants	262		431		496		325		276		343		337		285		2,755

“DOC Volunteers’ Short Trip”: Group Earth Volunteer Labor Service – the Meaning of Sweating and Walking





2. “Friendly Farming” for Rice Contract Farming

The United Nations published the 17 Sustainable Development Goals (SDGs) in 2016. For SDG 12, “Ensure sustainable consumption and production patterns,” the BenQ Foundation has advocated for “implementation of environmental protection” and supported “friendly farming” for many years since 2008.

The Foundation has performed contract farming for 17 consecutive years (2008–2024). It adopts rice fields in Northern, Western, Southern, and Eastern Taiwan. Based on the concepts of friendly farming, the Foundation has entered into agreements with local farmers that cover 120.5 hectares of rice fields in Taiwan.

In 2024, the “friendly contract farming” was extended to the “Nanpu Community” in Beipu, Hsinchu County, and the “Shangshuimi” rice fields in Xizhou of Changhua. The contract farming area reached up to 10 hectares. The harvest from both rice seasons was shared with employees in the form of “Rice Gift Boxes,” while 2,694 kilograms of rice were donated to 27 disadvantaged groups in order to encourage farming and eating safe, good rice. Through the autumn rice harvest, employees were led into the fields as volunteers to engage in hands-on agricultural labor, learning about farming practices. Bent over and sweating in the fields, they experienced the hard work of farmers, strengthening their connection to the land and actively practicing the core value of “Implementation of Environmental Protection.”

	2017	2018		2019		2020		2021		2022		2023		2024		Cumulative Total
		Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	Corporate volunteers	Community volunteers	
Area / Hectare	50.5	10		10		10		10		10		10		10		120.5
Volunteer / Number of participants		109	40	145	25	200	23	102	30	147	31	140	20	115	23	1150
Total annual volunteer / Number of participants		149		170		223		132		178		160		138		1150

“Friendly Contract Farming” – Autumn Rice Harvest in Xizhou, Changhua: Group Volunteers Show Their Care for the Land through Action





3. Workshop for ESG Sustainability Action

Since 2022, the BenQ Foundation has launched the “Workshop for ESG Sustainability Action,” dedicated to assisting group employees and supply chain partners in transforming “sustainability” from conceptual thinking into practical action. In 2024, in collaboration with the Commonwealth Magazine Sustainability Council, the foundation organized the “ESG Sustainability Strategy Workshop,” bringing together sustainability experts from the industry, academia, and research institutions. This workshop guided the Group’s sustainability professionals in generating ideas to create positive value and developing strategic thinking for sustainable transformation. A total of 60 participants from 19 companies took part in the training. Additionally, in partnership with the Taiwan Institute for Sustainable Energy (TAISE), the foundation held the second round of the “Sustainability Manager Certification Program” and introduced the “Net Zero Manager Certification Program” for the first time. These two training programs provided systematic learning on ESG and net-zero carbon emissions, integrating practical case studies and certification assessments. As a result, 62 employees obtained the Sustainability Manager certification, and 38 employees earned the Net Zero Manager certification.

To assist supply chain partners in understanding global carbon reduction trends, strengthening supply chain collaboration, and mastering the practical implementation of carbon footprint assessments, two sessions of the “Product Carbon Footprint Strategy Workshop” were conducted, with a total of 113 suppliers participating. Additionally, the “Greenhouse Gas Inventory Supplier Training Program” (English session) was held, attended by 19 suppliers. The “Qisda Group Supplier Conference” gathered 275 suppliers and over 500 supply chain partners. The event recognized 31 outstanding suppliers, shared insights on economic trends and the ASEAN market, and collectively worked towards building a resilient and sustainable supply chain.

The “Workshop for ESG Sustainability Action” Co-creates a Sustainable Value chain for the Group and its Suppliers, Working Together towards the Net-zero Milestone





2024 明基佳世達集團 ESG 永續行動工作坊 產品碳足跡

標籤產品碳足跡資訊

可參考之碳足跡資訊

產品名稱	公司名稱	碳足跡資訊
1905603001 19吋LED顯示器	明基國際股份有限公司	4.50kg CO ₂ e/台
1916510001 15.5吋LED顯示器	明基國際股份有限公司	6.50kg CO ₂ e/台
1903910004 C型顯示器	明基國際股份有限公司	300.00g CO ₂ e/一組(34mm * 48mm * 30M 螢幕)
1903910002 P型顯示器	明基國際股份有限公司	400.00g CO ₂ e/一組(34mm * 48mm * 12M 螢幕)
1903910003 C型顯示器	明基國際股份有限公司	950.00g CO ₂ e/一組(34mm * 48mm * 80M 螢幕)
1904001001 27吋LED顯示器	明基國際股份有限公司	750.00g CO ₂ e/一組(34mm * 48mm * 80M 螢幕)

工業技術研究院 黃文輝 總監

Qisda ESG 2024 永續行動工作坊

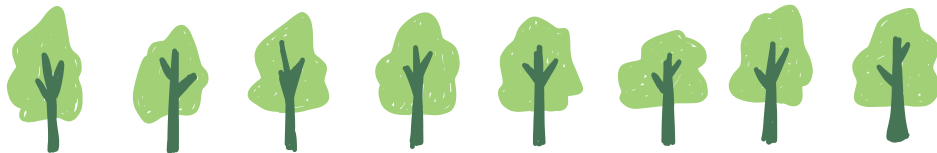
4. Forest Reforestation Initiative

This year, coinciding with the 25th anniversary of the 921 Earthquake, the Group has adopted a 0.6-hectare greenbelt restoration project at Jiufen Ershan and Zhunguakeng Creek under the “Agency of Rural Development & Soil and Water Conservation.” A tree-planting ceremony was held, with 101 employees from nine group companies participating. They also visited the earthquake memorial park and the post-disaster reconstruction model, “Taomi Community,” to understand the importance of disaster prevention education and environmental restoration. Additionally, the Group adopted the buffer greenbelt of the Zhunguakeng Creek rehabilitation site. By implementing a “subtractive engineering” approach, the project removed old concrete embankments to create a buffer zone and floodplain, restoring the stream’s natural flow. Centered on the “Stream Restoration” concept, trees were planted along the riverbanks to restore the riparian ecosystem. This nature-based solution (NbS) fosters coexistence between humans and nature, aligning with the UN Sustainable Development Goals (SDGs) to protect terrestrial ecosystems and support the Group’s carbon reduction pathway.

“Corporate Reforestation Initiative” – Jiufen Ershan Tree-Planting Action: Connecting People and the Environment for Sustainable Prosperity



“Corporate Reforestation Initiative” Adopts the Buffer Green Zone of the Zhunguakeng Creek Rehabilitation Site, Utilizing Nature-based Solutions to Rehabilitate the Wild Stream Ecosystem



5. Biodiversity Conservation and TNFD Guidance:

In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University, the Group conducted ecological surveys and soil sampling investigations at long-term contract farming sites, including the tea plantations in Hengshan Township, Hsinchu County, and Chun Yuan in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the project aims to transparently disclose the Company's resilience and opportunity management in response to natural risks. This initiative aligns with society's growing expectations for sustainable development.

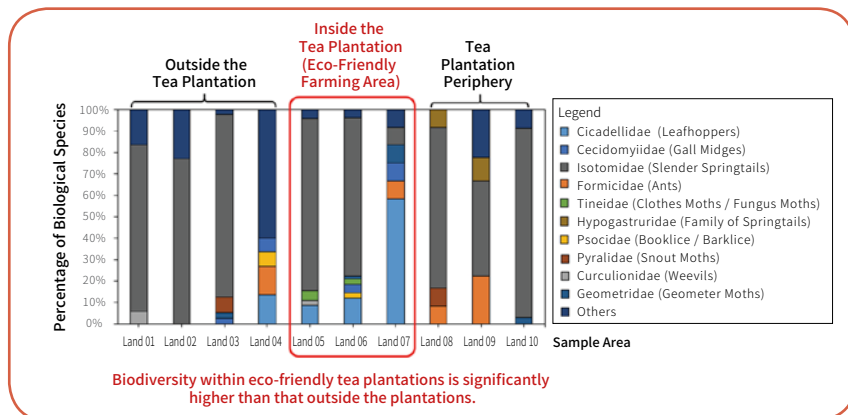
The annual survey results indicate that the Hengshan friendly-farming tea plantation exhibits significant biodiversity, with 58 species recorded within the core area and 37 species in the outer area and edge areas. By fostering a habitat-friendly environment, the plantation maintains a balanced tea plantation ecosystem, promoting diversity and a more complete food chain.

The Xizhou friendly-farming rice farms not only exhibit remarkable biodiversity but also maintain crop yields while enhancing long-term soil fertility. Compared to conventional farming methods, each hectare of these fields can store approximately 40 additional metric tons of carbon. The organic carbon content in friendly-farming cultivated fields is generally over 50% higher than in conventionally farmed areas.

“Biodiversity Conservation and TNFD Guidance” Ecological Survey and Soil Sampling Methods



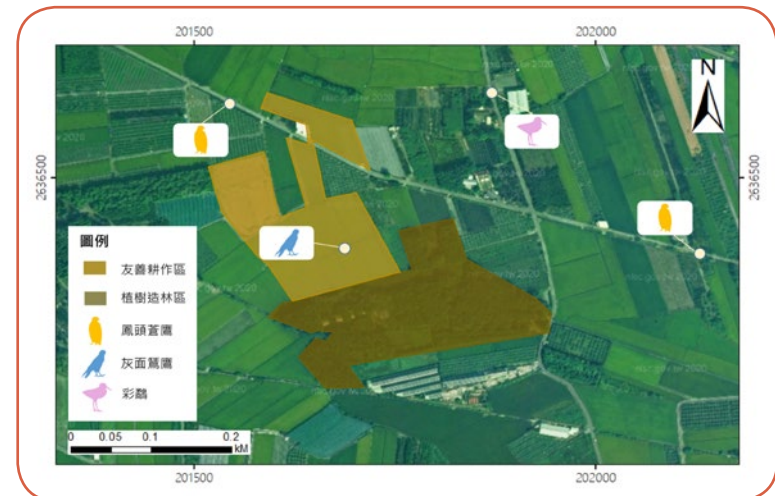
“Biodiversity Conservation and TNFD Guidance” Significant Biodiversity at Hengshan Shakeng Tea Plantation



“Biodiversity Conservation and TNFD Guidance” Distribution of Protected Species at Hengshan Shakeng Tea Plantation



“Biodiversity Conservation and TNFD Guidance” Distribution of Protected Species at Xizhou Shangshui Farmland



Digital Equity

Problems to be Solved	Ensure and promote healthy lives and well-being for all age groups, ensuring inclusive, equitable, and high-quality education, advocating for lifelong learning, achieving gender equality, and empowering women. Promote inclusive and sustainable economic growth, providing everyone with a good job. Build cities and communities that are inclusive, safe, resilient, and sustainable. Promote a green economy, ensuring sustainable consumption and production patterns. Conserve and sustainably use marine ecosystems to ensure biodiversity and prevent marine environmental degradation. Establish diverse partnerships to collaboratively promote sustainable visions.
UN sustainable development goals	
Our roles	- Using technology to impact ICT education in remote areas and ensuring women's digital learning rights in accordance with national digital development policies, leveraging the Group's ICT and branding expertise. Focusing on the needs of diverse groups in the Hsinchu-Miaoli regions, including the general public, new immigrants, indigenous people, and the elderly, we provide digital literacy education in various aspects such as technology for everyday life, health applications, and design marketing, aiming to bridge the digital divide between urban and rural areas. A dedicated class for women is offered to ensure their learning rights, encouraging female entrepreneurs to join professional recommendations, enhancing ICT skills, and improving economic income through online marketing. - We empower digital literacy for end-users of medical technology. In cooperation with BenQ Healthcare Corporation and New Best Hearing International, we connect the Group's medical specialists with potential people in need from remote areas and communities, and plan "Online Health" for remote sharing of healthcare knowledge as well as "BenQ Academy – Intelligent Hearing Aid" interactive courses for hearing care and screening to facilitate people in improving preventive healthcare literacy. - Promoting the green economy and serving as a guide for sustainable circular practices, we empower friendly farming partners, small-scale farmers, artisans, and various skilled workers to establish online platforms for data and image documentation. Through contract farming, market exhibitions, online agricultural product group buying, volunteer trips, and corporate public relations purchases, we connect urban and rural consumption exchanges, annually facilitating over NT\$2 million in agricultural economic activity for remote areas. Based on sustainable tourism principles, we engage with stakeholder community groups to discuss labor service journeys that align with local economic benefits, cultural translation, and environmental sustainability, while incorporating the Group's volunteer services to implement local production and sales, as well as SDGs goals. We encourage partners from the Hsinchu-Miaoli Digital Opportunity Centers to reassess and plan their annual key tasks based on SDGs goals, focusing on economic development, cultural preservation, and natural environmental sustainability benchmarks.
Our actions	- The BenQ Foundation has long been implementing the Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center (DOC) Guidance Project," dedicated to digital care in remote areas. Since 2008, the Foundation has assisted the Hsinchu County and Miaoli County DOCs in applying digital capabilities to execute local development work, marketing local agricultural products, and recording community cultural history and cultural heritage. Through care for education, culture, and industry, it promotes the learning of emerging technologies and the enhancement of digital literacy among rural schoolchildren, youth, middle-aged and elderly adults, and new immigrants. - With education as the foundation, connecting the core strategies of economy, culture, and society, the program combines digital creativity and branding aesthetics experience to develop six major digital power course modules. It guides rural learners to explore emerging learning fields, promoting rural economic growth in the Hsinchu and Miaoli areas through urban-rural sustainable development. The program enhances digital literacy, community digital application education, and meets the public's information capability needs. It also markets industry economies by introducing branding aesthetics design, guiding small farmers, skilled artisans, and professionals to establish marketing platforms, video records, live-streaming promotion, and other marketing skills. Additionally, it documents cultural history, collaborates with local groups to develop unique topics, and accumulates capabilities for local revitalization and transformation.
Collaboration with stakeholders	Government agencies, experts and scholars, community organizations, agricultural professionals, skilled artisans, group employees, and non-profit organizations

1. The Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Project"

The BenQ Foundation has long been implementing the Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center (DOC) Guidance Project," dedicated to digital care in remote areas. Since 2008, the Foundation has assisted the Hsinchu County and Miaoli County DOCs in applying digital capabilities to execute local development work, marketing local agricultural products, and recording community cultural history and cultural heritage. Through care for education, culture, and industry, it promotes the learning of emerging technologies and the enhancement of digital literacy among rural schoolchildren, youth, middle-aged and elderly adults, and new immigrants.

BenQ Foundation's Operational Effectiveness and Impact:

The BenQ Foundation, in collaboration with the Qisda volunteer team, has dedicated years of effort to the Digital Opportunity Center (DOC) initiative and has established strong partnerships, unearthing and accumulating local economic and cultural values. Through digital empowerment, the foundation strives towards digital equality, promotes local industrial development, supports regional revitalization, and fosters a more equal and harmonious society. In alignment with the Ministry of Education's sixth-phase "Digital Inclusion and Capacity-Building Program," the foundation has planned value-added services to promote sustainable and digital development in the remote areas of Hsinchu and Miaoli. The focus is on urban-rural sustainable development and stimulating rural economic growth, while building a sustainable digital ecosystem for cities and villages, encouraging symbiotic urban-rural development. This enables rural areas to become platforms for innovation practices, where traditional and new businesses can converge and interact.

The foundation assists DOC in executing locally relevant development initiatives. Based on gradual accumulation, the foundation integrates local needs and diverse development strategies, helping areas grow step by step. From initial establishment to daily basic operations, offering both basic and advanced information courses, and supporting DOC in promoting local culture and characteristics, the foundation has achieved significant results.

In 2024, a total of 558 hours of information technology courses will be offered in Hsinchu County and Miaoli County. These courses aim to establish a comprehensive digital empowerment system through a systematic curriculum, dedicated to bridging the digital divide caused by regional and age disparities, and nurturing digital talent in rural areas. This initiative includes courses supported by group resources, such as "DOC Academy – Intelligent Hearing Aid" and "Online Health," which will engage 2,787 individuals in digital learning. As a pioneer in digital applications, the BenQ Foundation is exploring innovative and engaging digital experiences for participants through the curriculum. By integrating the Group's medical and information and communication technology expertise, the foundation continuously develops new course content to enhance the impact on health, well-being, and quality education.

To expand local sustainable impact in the post-pandemic era and amidst the digital transformation wave, as well as the rapid development of the Metaverse and generative AI, the Digital Opportunity Centers (DOCs) in rural agricultural villages and indigenous communities in the Hsinchu and Miaoli regions must further contemplate how to cultivate resilience in response to large-scale environmental changes. In 2024, with the vision of "Building a Sustainable City and Community Digital Ecosystem," three major development themes were planned: "Smart Citizens," "Homeland Economy," and "Cultural Continuity." By integrating digital education with

sustainability issues, the aim is to enhance the resilience of rural communities in adapting to global sustainable development trends.

"Smart Citizens": Cultivate the public's ability to engage in local public affairs, enhancing information literacy and awareness of technology ethics.

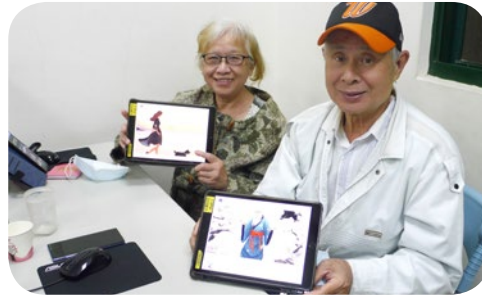
"Homeland Economy": Assist local industries in adopting innovative marketing strategies and developing sustainable community-based business models.

"Cultural Continuity": Utilize emerging technologies to revitalize local cultural assets, promoting intergenerational learning and cultural heritage preservation.

"Smart Citizens": Launched mobile digital lifestyle courses for middle-aged and elderly individuals, enhancing health care and cybersecurity awareness while strengthening the application of emerging digital technologies. Courses were held in 14 townships. "Homeland Economy": Collaborated with communities to support sustainable economic development, offering 45 hours of digital training for small farmers and businesses. Connected 47 small farmers and businesses, and for ten consecutive years, partnered with the Group to implement the "DOC Small Market." Through this market, we raised awareness of environmental care, supported friendly farming practices, and highlighted small farm brands with pure cultivation and a commitment to land preservation. The initiative directly benefited local economies, generating a total of NT\$2,465,688 in small farmer economic sales. We also organized "DOC Volunteer Trips," partnering with the Group's Earth Volunteers. Seasonal agricultural tasks and coastal clean-up activities deepened awareness of land, environment, and industry. The initiative involved 230 volunteers from 11 companies and facilitated five ESG action events connecting businesses with rural areas in the Hsinchu and Miaoli regions. "Cultural Continuity": Led community members in preserving local cultural landscapes through digital technology, building digital archives to foster community recognition of local culture. A total of 995 participants engaged in cultural preservation education and advocacy.

The Ministry of Education's "Digital Opportunity Center (DOC) Guidance Project for Hsinchu County and Miaoli County" Focuses on Digital Empowerment, Advancing Digital Equity, Documenting Cultural Landscapes, Marketing Community Industries, and Collaborating on Local Revitalization





2. BenQ Academy – Intelligent Hearing Aid

Leveraging the group's expertise in smart healthcare, the BenQ Foundation, in collaboration with the group's company, New Best Hearing International, has planned the "BenQ Academy – Intelligent Hearing Aid." This initiative partners with local village chiefs and community care centers to organize community health education seminars. The community tour features three key components: presentations by audiologists, individual hearing tests, and health education information dissemination. These sessions introduce hearing health and daily smart healthcare digital resources to the public, promoting the idea that with proper health education and assistive devices, the progression of hearing deterioration can be delayed. Additionally, the program connects with local stores and online customer service systems to offer reliable professional consultations and channels, establishing an effective hearing protection system.

Since 2020, the "BenQ Academy – Intelligent Hearing Aid" project has been executed, with the "Hsinchu County and Miaoli Digital Opportunity Centers" serving as the base. Each year, the initiative has actively expanded its health education services to rural areas. In 2022, the project extended to areas surrounding the group's company headquarters, incorporating care centers in Taoyuan City's Guishan District and Taoyuan District into the service scope. In 2024, the program expanded further to include the Bade District care centers, extending its hearing protection network across Taoyuan City. In 2024, the health education tour included a total of 40 sessions: 5 sessions in Guishan District: Including Dakeng Vil, Chang Gung Vil, Shanding Vil, Xinxing Vil, and Xinlu Vil. 14 sessions in Taoyuan District: Including Xipu Vil, Ruiqing Vil, Huiji Vil, Nanmen Vil, Dongpu Vil, Taipei Veterans General Hospital Taoyuan Branch Care Center, North District Elderly Cultural and Recreational Activity Center, Department of Social Welfare, Taoyuan, U-Land Social Welfare Foundation, Taoyuan City Xiangyang Social Service Association, and Taoyuan City Social Service Care Association (Zhongning). Each of Fenglin Vil and Qingxi Vil had 2 sessions. 11 sessions in Bade District: Including Qieming Vil, Qitong Vil, Ruitai Vil, Ruifeng Vil, Zhuyuan Vil, Da'an Vil, Taiwan Multicultural Social Welfare Association, and two sessions each in Daming Vil and Daqian Vil. Additionally, 10 sessions were held in the Hsinchu-Miaoli region, providing a total of 1,075 elderly individuals with hearing screenings and consultations. This initiative has helped raise awareness among senior citizens about the importance of hearing care and protection.

BenQ Academy – Intelligent Hearing Aid: Hearing Tests, Health Education Knowledge, and Community Outreach Lectures in the Taoyuan, Hsinchu, and Miaoli Regions





County / City	2020		2021		2022		2023		2024		Service Number of Sessions	Service Number of Participants
	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants		
Taoyuan	–		–		20	558	26	736	30	898	76	2,192
Hsinchu	7	123	1	17	5	114	6	136	4	62	23	452
Miaoli	8	167	2	63	7	146	8	188	6	115	31	679
Total	15	290	3	80	32	818	40	1,060	40	1,075	130	3,323

Cultivation of Honesty and Intelligence

Problems Waiting to be Solved	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
UN sustainable development goals	
Our roles	Centered around “Science Popularization and Creative Thinking,” we plan a learning journey that combines science and humanities, integrating creative thinking and experimental spirit into interactive learning. Emphasizing values of integrity, we encourage elementary school students to think critically, explore, collaborate in teams, and cultivate a positive and proactive attitude toward learning. The course focuses on hands-on science education and positive career empowerment for high school students: The Foundation invites youths with outstanding performances in their respective fields to serve as lecturers, sharing the process they took to achieve success, and showing persistence and resilience to encourage more high school students to follow their dreams.
Our actions	“BenQ Honest and Smart Experience Workshop” collaborated with the Indigenous Science Development Center of National Tsing Hua University, the professional teaching team from the Department of Materials Science and Engineering at National Cheng Kung University, and university student mentors to lead elementary students from Shin Shing Elementary School in Hsinchu County, Sanwan Elementary School, Daping Elementary School, Xin Nan Elementary School, Jian Gong Elementary School, and Qiwen Elementary School in Miaoli County. This camp integrated science popularization knowledge and creative thinking into the learning experience. The program included various hands-on science experiments such as “Materials and Rotation,” “The Lenz’s Law and Rotation,” and “The Bernoulli’s Principle and Rotation,” inspiring students to observe and reflect on life through scientific experimentation, and encouraging them to independently explore and solve problems. The “Go Go Giwas” course expanded the students’ cultural perspectives through scientific animations, AR and VR experiences, and artistic creation with the indigenous traditional instrument “kakeng,” showcasing the innovative value of traditional wisdom in the context of technological interaction. “BenQ Dream Action Campus Lecture” Youth Role Model Journey across Taiwan: Taoyuan City, Taichung City, Tainan City, Kaohsiung City, Hsinchu County, Miaoli County, Changhua County, Nantou County, Yunlin County, Chiayi County, Pingtung County, Yilan County, Hualien County, Taitung County, Hsinchu City, Chiayi City, New Taipei City, Taipei City (18 counties and cities). A total of 70 sessions were held throughout the year, reaching 35,959 high school teachers and students, delivering an inspiring driving force for realizing dreams. The event garnered 97 media reports, campus official website features, and social media posts.
Collaboration with stakeholders	Experts, scholars, university faculty and students, elementary school teachers and students, youth role models, high school and vocational school teachers and students

1. BenQ Honest and Intelligence Experience Workshop

“BenQ Honest and Smart Experience Workshop” is a summer learning journey that sparks knowledge. It explores the world of creativity, challenges the limits of thinking, promotes collaborative learning, and demonstrates a positive and diligent spirit. In collaboration with Professor Fu Li-yu from National Tsing Hua University, Professor Wang-Long Li from National Cheng Kung University, and Former Teacher Cai Zhengli from the Yuan T. Foundation Science Education for All, the camp guides students through science popularization education, scientific inquiry practices, and indigenous culture learning. It inspires an interest in scientific exploration and artistic creation, leading rural students into creative thinking and learning, thereby unlocking imagination, creativity, and a broad cultural perspective.

Year	2020	2021	2022	2023	2024	Total
Total sessions	6	Sessions canceled due to pandemic	2	2	2	12
Number of elementary schools	23		7	3	6	39
Number of attending teachers and students	278		60	86	110	534

The “BenQ Honest and Intelligence Experience Workshop” Cultivates Values of Integrity through a Journey of Humanities and Science for Students in Rural Areas





2. BenQ Dream Action Campus Lecture

Inviting youth role models to serve as dream ambassadors and visiting remote mountainous and coastal schools in Taiwan to share their journey of dream realization with senior high and vocational school students, transmitting a positive and proactive message while exploring the infinite possibilities of self-actualization. Since 2015, the lecture series has accumulated a decade of outreach, touring 556 high schools and vocational schools across northern, central, southern, and eastern Taiwan, impacting over 466,787 teachers and students, inspiring countless students to embark on the journey to achieve their dreams.

For the "BenQ Dream Action Campus Lecture" in 2024, the Foundation invited Hsin-Ling Shen, a devotee of public welfare who was selected as one of the ten outstanding youths; Ming-Cheng Huang, who also known as Mr. Candle; Hsing-Ho Chen, a former actor of the Cirque du Soleil; Yoyo Yang, a yo-yo master; Po-Han Huang, a magician of The Magic Castle in Hollywood; Jeff Lee, the magician and winner of the champion at The Grand Master Asia; Chia-Ying Wu, an adversity coach; and Yung-Kun Lai, the responsible person of the Miwan Fruit Shop; Wei-Sheng Cheng, the leader of the Againstwind, and Ya-Sheng Huang, a local education advocate to tour through 18 counties and cities, including Keelung City, Taipei City, New Taipei City, Taoyuan City, Hsinchu City, Hsinchu County, Miaoli County, Taichung City, Nantou County, Changhua County, Yunlin County, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, Yilan County, Hualien County, and Taitung County, engaging with 35,959 teachers and students from 70 high schools and vocational schools. They shared inspiring stories of realizing dreams, offering great role models for students to learn from.

County / City	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
Keelung City	-	-	-	-	-	-	1	-	-	-	1
Taipei City	-	-	-	-	-	-	-	-	-	2	2
New Taipei City	-	-	-	-	1	1	-	1	-	1	4
Taoyuan City	9	10	8	9	1	3	1	3	3	3	50
Hsinchu City	4	5	1	3	-	-	-	1	0	1	15
Hsinchu County	6	4	5	5	2	1	1	1	2	3	30
Miaoli County	4	5	4	7	2	1	2	2	1	4	32
Taichung City	-	9	13	22	13	11	4	6	5	10	93
Nantou County	1	2	9	7	2	1	-	5	3	5	35
Changhua County	-	5	13	12	9	8	7	3	6	4	67
Yunlin County	-	1	1	8	1	2	-	1	2	1	17
Chiayi County	-	1	3	4	7	4	2	3	3	1	28
Tainan City	-	-	-	3	12	14	4	4	13	15	65
Kaohsiung City	-	-	-	3	14	12	4	6	5	10	54
Pingtung County	-	-	-	2	6	4	1	3	4	3	23
Yilan County	-	1	-	3	1	1	3	2	4	5	20
Hualien County	-	-	-	3	-	4	1	2	1	1	12
Taitung County	-	-	-	-	1	3	-	2	1	1	8
Total sessions	24	43	57	91	72	70	31	45	53	70	556
Number of participants	24,040	42,922	59,000	80,962	77,349	57,046	24,652	30,107	35,299	35,959	467,336

The “BenQ Dream Action Campus Lecture” Features Youth Role Models Who Share Their Life Stories in Educational Settings, Conveying a Positive and Proactive Influence



Increasing Value in Original Culture

Problems to be Solved	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
UN sustainable development goals	4 QUALITY EDUCATION
Our roles	The promotion of original culture builds an international exchange platform, supporting and encouraging domestic and international sculptors to create on-site. The sculptures are displayed in public spaces within the Group's company and donated to county and city government cultural spaces, enhancing the public's appreciation of original culture. The Company regularly holds sculpture exhibitions, fostering employees' aesthetic and art appreciation skills.
Our actions	Arranging sculpture model works for exhibition within the Group's company, creating a public art space.
Collaboration with stakeholders	Experts, scholars, artists, and group employees

BenQ International Sculpture Workshop

The “BenQ International Sculpture Workshop” promotes between domestic and international sculptors. Through a month-long on-site creation format, it attracts young students and the public who are interested in sculpture, allowing them to closely engage with the sculpture creation process. The BenQ Foundation has been deeply involved in modern sculpture art in Taiwan, opening up new perspectives across various fields. Since 2010, it has continuously organized six sessions of the “BenQ International Sculpture Workshop,” establishing a positive experience and image of Taiwan in the international art community, and leaving behind 90 sculptural treasures for Taiwan.

Since 2021, the BenQ Foundation has been promoting public art aesthetics by organizing permanent sculpture model exhibitions in the public spaces of 16 group companies, including BenQ Corporation, BenQ Materials, Qisda, Darfon Electronics, DFI, ACE PILLAR, Data Image, AEWIN Technologies, Alpha Networks, Hitron Technologies, Interactive Digital Technologies, Unictron Technologies Corporation, Partner Tech, MetaAge, and WEB-PRO. This initiative enhances employees' appreciation of humanities and aesthetics, allowing them to experience the artistic beauty of sculptures in their daily lives.

The “BenQ International Sculpture Workshop” Sculpture Model Exhibition Highlights the Unique Aesthetic and Artistic Ambiance of the Group company's Public Spaces

