1

Introduction to Qisda

About This Report

The information disclosure in this report focuses on sustainability issues, management strategies, targets, current status, and future directions. These are available for all to download or search for at: https://esg.qisda.com/en.

Report Boundary	This report compiles data for fiscal year 2025. The disclosure boundary of this report is consistent with the boundary of the consolidated financial statements, covering the operating sites of the BenQ Qisda Group in Taiwan, China, Vietnam, the Americas, Europe, the Asia-Pacific region, and elsewhere. Where data disclosure is consistent with the financial reporting boundary, any discrepancies are separately noted; where the boundary has been adjusted, this is noted in the relevant paragraph or table. The formulas for calculating the indicators and data have been explained in detail in the notes of the chapter. This report uses Qisda's consolidated financial reporting entity as the subject for assessing the impacts reported herein. The impact assessment covers material topics and indicators that have significant positive or negative impacts on the environment, the economy, society, and the operations of Qisda's consolidated entity. For the scope covered by each indicator and dataset, please refer to the relevant content of this report.
Reporting Period/ Frequency	Time: January 1, 2025, to December 31, 2025; publication time of the report for the next year: July 2027. Frequency: Annually
Report Management Unit	This report is managed by the Sustainability Department of the Company.
Report Compliance	This report has been prepared in accordance with the GRI Standards published by the Global Reporting Initiative (GRI) in 2021, and the Sustainability Accounting Standards Board (SASB).
References	● IFRS Sustainability Disclosure Standards S1 (General Requirements for Disclosure of Sustainability-related Financial Information, IFRS S1) and S2 (Climate-related Disclosures, IFRS S2), and the "Roadmap for Taiwan Listed Companies to Align with the IFRS Sustainability Disclosure Standards" ● Task Force on Climate-related Financial Disclosures (TCFD) ● The Taskforce on Nature-related Financial Disclosures (TNFD) ● United Nations Sustainable Development Goals (SDGs) ● "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," and the "Sustainable Development Action Plans for TWSE- and TPEx-listed Companies (2023)."

(1) Definition of the Qisda Corporation entity: Including the headquarters and manufacturing sites of Qisda Corporation.

Qisda Corporation1, Qisda (Suzhou) Co., Ltd. (QCSZ), Qisda Electronics (Suzhou) Co., Ltd. (QCES), Qisda Optronics (Suzhou) Co., Ltd. (QCOS), Qisda Precision Industry (Suzhou) Co., Ltd. (QCPS), and Qisda Vietnam Co., Ltd. (QVH). In total, there are eight factories covering a combined area of 522,203.62 square meters. In consideration of the materiality and completeness of the disclosed information, where complete data for the Qisda entity is not available, this is noted in the relevant chapter content.

(2) Subsidiaries listed in the consolidated financial statements, categorized by the business group in accordance with the Group's operational management

Business Group	Main Companies
Information Technology Business Group	Data Image, BenQ, DIVA Laboratories
Commercial and Industrial Business Group	Simula Technology
Business Solutions Business Group	Ace Pillar, Partner Tech, MetaAge, DFI, AEWIN Technologies
Medical Business Group	BenQ Medical Technology, Norbel Baby, Nanjing BenQ Medical Center, Suzhou BenQ Medical Center
Networking and Communication Business Group	Alpha Networks, Hitron Technologies, Interactive Digital Technologies
Others	BenQ Materials

Internal Management Process	The compilation and preparation of the contents relevant to this report were established by the Board of Directors, and planned and promoted by the Company's Sustainability Department. This report was also internally audited by personnel from each department to ensure the consistency, completeness, and accuracy of the data. Subsequently, the report was submitted to the senior executives of each department, and an external third-party organization performed verification or assurance. Finally, the report is published after submission to and approval by the Board of Directors.
External Verification Content	External Assurance/Verification/Validation/Certification Unit
Financial Data	KPMG Taiwan
Greenhouse Gas Emissions: ISO 14064-1	Bureau Veritas Certification (Taiwan) (BV)
Report Limited Assurance	Gmcsr United Accounting Firm was engaged to perform assurance work on the assurance subject matter information in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and Taiwan Standard on Assurance Engagement 3000 (TWSAE 3000), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," in order to determine whether the aforementioned information, in all material respects, has not been prepared in accordance with the applicable criteria and requires correction, and to issue a limited assurance report.
Restatements of Information	In response to adjustments in the reporting boundary, indicator definitions, and calculation methods, this report restates certain sustainability information. The restated content covers human resources and environment-related indicators, including the expansion of the statistical scope, optimization of the calculation logic for environmental data, and data adjustments following the inclusion of newly added sites. To enhance the consistency, comparability, and representativeness of the disclosed information, the relevant indicators have been retroactively adjusted for historical data using a consistent methodology as necessary, and have been included within this year's assurance scope. For specific explanations of each adjustment, please refer to the relevant chapters and table notes of this report.
Sustainability-Related Audits and Certifications	Refer to the Certificate List
Feedback & Contact Information	Sustainability unit of Qisda Technology Co., Ltd. Vivian YT Liao/Jing YJ Wu No. 157, Shanying Rd., Guishan Dist., Taoyuan City 333 TEL：03-3598800 ext 2622/2638 FAX：03-3599000 EMAIL：Csr@Qisda.com
Publication Date	July 2026

Qisda Corporation

Company Introduction

Qisda Corporation (formerly BenQ Corp.) was founded in 1984, with the headquarters established in Taoyuan, Taiwan. As a global technology group that has an operational scope covering the ICT industry, medical business, smart solutions, and 5G network communication business, Qisda not only provides customers with quality innovative products and services that meet the market demand, but also looks forward to improving human life through technology and achieving the goal of "Bringing Enjoyment 'N Quality to Life."

Qisda engages in the R&D and manufacturing of electronic products, with an application scope spanning consumer electronics and professional, commercial, and industrial fields. Its product and technology fields include high-end and professional displays, such as displays for gaming, drawing, radio and television, and medical use; optical precision electronic products, such as projectors and on-board application products; and industrial/commercial computers and peripheral equipment, such as POS printers, barcode scanners, and thermal cameras. The Company's product lines and technologies cover LCD displays, professional displays, projectors, drawing tablets, action cameras, instant cameras, interactive whiteboards, printers, medical electronics, wireless communication modules, automotive electronics, industrial automation, various mobile consumer electronic products, as well as smart LED desk lamps and hanging lamps.

Time of Establishment	1984
Headquarters	Taoyuan, Taiwan
Number of Employees[1]	Approximately 29,695 employees
2025 Consolidated Revenues	NT$207.9 billion
Capital	NT$15.802 billion
Global Operational Sites[2]	R&D Center: Taiwan, China (Suzhou) Manufacturing Center: Taiwan, China (Suzhou), Vietnam Service Center: Singapore, Japan, United States

Note:

1. Number of employees: Calculated mainly based on employees (full-time employees and students participating in cooperative education programs) actually hired as of December 31, 2025. As the employment contracts for dispatched labor are held by third-party companies, the above headcount does not include dispatched employees. The data scope for the number of employees covers the Qisda Group boundary.
2. Global operational sites: The operating sites of the parent company.

In recent years, the Qisda Group has aggressively expanded its deployment in the medical industry, including medical services, medical equipment, and pharmaceutical distribution. For example, in the realm of medical services, the company is concentrating on two large comprehensive medical centers: Nanjing BenQ Medical Center and Suzhou BenQ Medical Center, both located in mainland China. The medical equipment sector encompasses ultrasound machines, hemodialysis machines, and oral scanners, addressing various areas such as surgical room equipment, medical consumables, hemodialysis, medical imaging, and health and wellness. In pharmaceutical distribution, the primary focus of the pharmaceutical channel is Norbel Baby Co., Ltd. (TinTin Drugstore), which provides comprehensive health and pharmaceutical services for women, infants, the elderly, and other demographic groups.

Meanwhile, the Qisda Group has also accelerated the development of the six smart solution fields: smart retail, smart manufacturing, smart education, smart health, smart energy, and smart enterprise. Aiming at "high integration of software and hardware, one-stop shopping, and innovative operation," the Company offers 30 smart solutions and 10 main kinds of hardware equipment in the 6 main integration fields. By integrating the basic capabilities of IT (information technology) and OT (operational technology), as well as the vertical integration capabilities of OMO (online and offline), Qisda is able to assist customers with their intelligent empowerment and digital transformation.

The telecommunications business is the most essential infrastructure in the digital environment. Recognizing the growing importance of internet communication in everyday life, we aim to create comprehensive broadband services that integrate wired and wireless networks through our subsidiaries, including Alpha Networks, Hitron Technologies, and Interactive Digital Technologies.

As one of the world's top two LCD display manufacturers and a leading projector manufacturer, as well as the first company in Taiwan to be devoted to the R&D of network communication business, Qisda's operating sites, including R&D, manufacturing, and service locations, span Taiwan (Taipei, Taoyuan, Hsinchu), Suzhou (China), Vietnam, Singapore, the United States, and Japan. Qisda currently has approximately 29,695 employees worldwide.

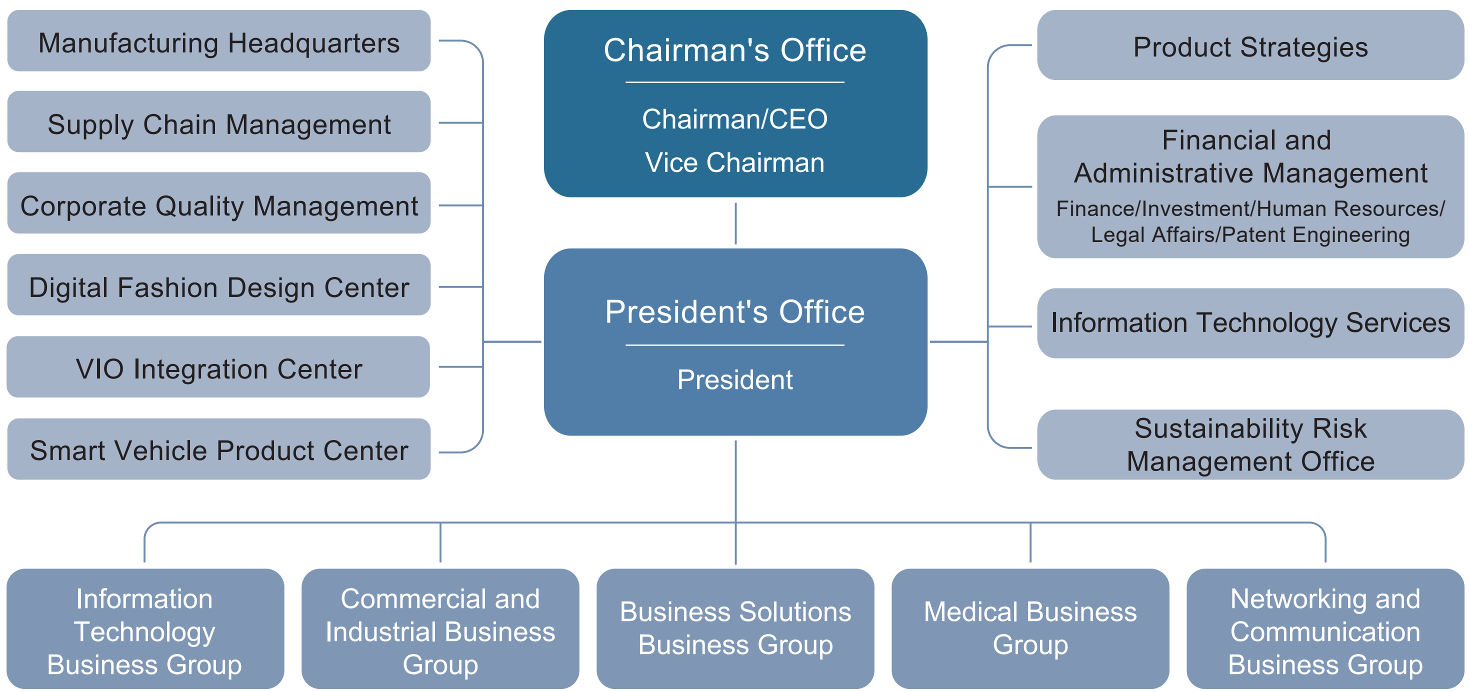
Business Overview and Organizational Structure

While based in Taiwan, Qisda adopts an internationalized division of production and marketing. The bases in Taiwan are responsible for product R&D, process design, purchasing components from upstream suppliers, etc., while the overseas subsidiaries of Qisda, namely the Suzhou Plant and the Vietnam Plant, are responsible for production. In addition, we have established subsidiaries in the U.S. and Japan for repair services and sales, not only expanding our marketing channels in Europe, America, and Asia, but also looking forward to providing further services for customers and responding immediately to customer requests in an effective manner. The information about Qisda Group's share capital, paid-in capital, shareholder structure, and subsidiaries included in the consolidated financial statements has been disclosed in the specific sections of capital raising and financial highlights of the Company's annual report.

Aside from targeting the customer brands of consumer electronics around the world, the Qisda Group has also aggressively developed the markets of commercial and industrial use in recent years. With a view to meeting the operational needs, our operational structure has been divided into five business groups: Information Technology Products Group, Commercial and Industrial Products Group, Business Solutions Group, Medical Devices Products Group, and Networking and Communication Business Group.

In June 2017, Mr. Peter Chen took over as Chairman and President of the Qisda Group. With 35 years of experience at the company, Mr. Peter Chen possesses extensive experience in various fields, such as product development, global marketing, and client relationship management. Qisda relentlessly strives for exceptional growth under his leadership.

Organizational Chart



Letter from the Chairman & President

Letter from the Chairman

邁向淨零里程
共創集團永續

陳其宏

Marching Towards the Net-Zero Goal and Collaborating to Build a Sustainable Future for the Group

In 2025, full-year consolidated revenue reached NT$207.9 billion, up 3.07% from NT$201.7 billion in the same period of 2024. All businesses delivered growth, with the high-value-added businesses performing notably well, and the synergies of the Group's strategic alliances and resource integration gradually becoming evident.

In terms of business deployment, Qisda continues to make computing power, software services, and automation the three core pillars of the Business Solutions Group, increasing AI investment and expanding its AI Server team, with plans to develop low-volume, high-variety, customized AI servers and edge-computing products. In internal digital transformation and AI advancement, Qisda adopts a bottom-up co-creation culture, building the QChatAI platform that integrates three major AI models, which not only improves employees' work efficiency but also helps the enterprise enhance efficiency and decision-making speed throughout the product R&D process. By interweaving "computing power, algorithms, and data," Qisda is also optimistic about application trends such as "AI health management and AI medical care" going forward. It plans to advance smart healthcare applications, starting from smart hospitals, jointly developing technologies such as AI cardiopulmonary detection and X-ray image interpretation with partners, and extending toward an AI health-management platform, beginning in the Asian market and gradually expanding to the European and American markets.

To achieve the vision of "Achieving Over 50% of Profit from High Value-Added Business by 2027" and to strengthen our profitability, we must uphold the philosophy that "all rivers flow to the sea, but the sea is never full." Through mergers and acquisitions, we invite talented people from all quarters to join the Grand Fleet and harness the Group's resources, energy, and strength to build the future together. At the same time, we must also accelerate the pace of optimizing our existing businesses, advancing both efforts in parallel to drive the Group's operational growth together.

Qisda Group, together with the Grand Fleet, achieved a great deal in its ESG efforts in 2025, winning a total of 45 sustainability awards. We have set targets to reduce supply chain carbon emissions by 30% by 2030, switch to 100% renewable energy by 2040, and reach net-zero emissions by 2050, and we actively put sustainable operations into practice. We hope all employees can work together to improve operational performance and achieve value transformation and sustainable growth!

Letter from the President

Creating Sustainable Value Together
Sustainability with Qisda

Vice Chairman

President

Global climate change and the economic environment are entering a new normal of high uncertainty. Extreme climate events, geopolitics, and supply chain restructuring are intertwining, exposing enterprises to unprecedented risks and transformation pressures. Against this backdrop, sustainable development is no longer a choice but a core key to maintaining competitiveness and creating long-term value. Qisda continues to deeply embed sustainability thinking into its operational decisions, systematically advancing product decarbonization and supply chain emissions reduction toward the goal of cutting supply chain carbon emissions by 30% by 2030. Through energy transition, it raises the proportion of renewable energy use, steadily advancing toward the goals of RE100 by 2040 and net-zero emissions by 2050.

In operational management, we have long cultivated a Continuous Improvement Program (CIP) culture, regarding it as a cornerstone for strengthening organizational capability and competitive resilience. In 2025, the BenQ Qisda Group executed 648 CIP projects, bringing the cumulative number of projects to over 7,588. Through institutionalized problem-solving mechanisms and cross-organizational collaboration, we not only improve internal operational efficiency but also extend this momentum to the supply chain, jointly enhancing quality and reducing waste with our partners to realize the dual value of economic benefit and environmental responsibility. At the same time, we continue to deepen our digital transformation by introducing AI into product R&D and operational processes to improve decision-making efficiency and organizational agility. Of the CIP projects in 2025, approximately 40% used AI and automation for improvement; among the projects driven by headquarters, as many as 65% adopted AI tools. Going forward, we will continue to refine our AI application capabilities to build an important engine that drives the organization's continued growth.

Looking back at 2025, the global market was affected by tariff policies, geopolitics, and macroeconomic volatility, yet we also saw new industry advantages gradually take shape. Agility and governance enable enterprises to maintain resilience and stable development in a turbulent environment. Qisda continues to refine its transparent and fair governance system and strengthen risk management to ensure that the Company's decisions and operations meet the highest ethical standards and exceed regulatory requirements. We have obtained third-party certification for the ISO 37001 Anti-bribery Management System, demonstrating our firm commitment to integrity in operations, shareholder interests, and corporate value.

Looking ahead, the Qisda Group will continue to leverage Group synergies, integrate its advantages in resources and talent, and deepen its deployment in key fields such as smart solutions, medical care, and network communication. We firmly believe that only by giving equal weight to sustainability responsibility while continuing to innovate can an enterprise move steadily forward in a changing environment. Qisda will continue to create long-term value for customers, shareholders, employees, and society, and to create a positive influence of "Sustainability with Qisda" across the three dimensions of the economy, environment, and society.

Philosophy of Sustainable Operations

Core Values

"Bringing Enjoyment 'N Quality to Life" is the shared vision of Qisda, and efforts are made to achieve the vision based on the four core values: "Integrity and Introspection," "Passion and Professionalism," "Execution and Excellence," and "Caring and Contribution."

I. With the ethical promise of "Integrity & Introspection," we reject opportunism and deception, set ourselves as examples, follow the Company's disciplines, and keep our word.

II. With "Passion & Professionalism," we take an active, driven approach to our tasks, devoting ourselves to our work and our partners while keeping our promises.

III. "Execution & Excellence": keep an open mind and dare to innovate and change, continue to learn and grow, and constantly pursue the spirit of doing better. There is no best, only better.

IV. With "Caring & Contribution" toward society as a whole, we fulfill our environmental protection and sustainable development promises and contribute to the benefit of customers, society, and the environment.

Qisda's Advantages and Accomplishments

顯示器	LCD display shipment volume	Ranking No. 2 in the world[1]
投影機	Projector shipment volume	Ranking No. 3 in the world[2]

Note:

1. The shipment volume of LCD displays in 2025 was approximately 13.25 million units.
2. The shipment volume of projectors in 2025 was approximately 315,000 units.

智慧物聯網	Smart IoT	• Smart networked surveillance cameras • Smart networked projectors • Interactive whiteboards • Industrial/medical/professional smart tablets
車載應用	On-board Applications	• On-board multimedia computer modules • Wi-Fi 6 + BT 5.x wireless modules • LTE/DSRC/C-V2X telematics modules • 4G cloud-based driving recorders • Telematics systems • Driver human-machine interfaces
工業自動化	Industrial Automation	• Thermal cameras • Handheld POS • Mobile POS terminals • Compact industrial computers • Edge AI computing • Rugged embedded systems
照護醫療電子	Medical Care Electronics	• Multifunctional hydraulic operating tables • Portable color medical ultrasound • DLP structured-light oral scanners
醫療設備耗材	Medical Equipment and Consumables	• Multicolor/single-temperature surgical lights • Hemodialysis machines/dialysate/dialysis powder • Medical needle-free/infusion consumables/ waste-liquid collection bags
智慧解決方案	Smart Solutions	• Smart Enterprise • Smart Energy • Smart Manufacturing • Smart Healthcare • Smart Campus • Smart Retail

	Network Communications	**Wireless Broadband** • 5G RU • 5G CPE • Wi-Fi 6/6E/7 • LEO User Terminal **Fixed-network Broadband** • CU/DU • 400G/800G/1.6T Data Center Switch • xHaul Switch • PON/Cable Modem • Unified Threat Management (UTM) • Firewall • Software-Defined Wide Area Network (SD-WAN) Equipment **Multi-access Edge Computing** • Multi-access Edge Computing Server (Edge Server, MEC) • Storage Server • Edge AI

Qisda has the R&D and manufacturing capacities for displays, optics, wireless communication, imaging, medical applications, automotive applications, automation, and LED illumination. Such capabilities enable the Company to develop diversified product lines, an advantage that only a few electronic manufacturing companies in the world have. Moreover, we not only grasp the technologies of LCD, LED, electronic paper, touch screen, and IC design by leveraging the synergy of the vertical integration of the Group's upstream and downstream partners, but also independently own the vertical integration capabilities of surface-mount technology (SMT), metal stamping, plastic injection, and LCD module assembling. The ten main categories of products provided to customers are displays, projectors, smart IoT, on-board products, industrial automation, medical care electronics, medical equipment and consumables, smart solutions, private 5G network, and network communication. In 2025, Qisda demonstrated solid performance across its major product lines. With our display products ranked second in the world, we continued to develop toward advanced, professional, and high-unit-price medical displays. The manufacture and sale of projectors remained in the global leading position. In addition to completing the product portfolio from portable to high-end laser models, we entered the new Blue Ocean of 3D machine vision with this precise optical technology. As for the development of the medical business, the milestone of listing BenQ Medical Center on the Hong Kong main board was completed; the two hospitals in Suzhou and Nanjing (China) operated healthily, developing internet hospitals and smart hospital construction, while strengthening the range of medical care electronics products and actively deploying in the global market. In addition, Qisda accelerated the development of the six smart solutions, further strengthened integration relationships with software and hardware service providers, and invested in the network communication business to meet the urgent needs of various industries for digital transformation in the AI era.

Furthermore, Qisda is internationally known for its competence in industrial design. The Company has continually received recognition since 2008 and has a total of 157 international awards to date. We possess advantages in R&D and manufacturing. Our unique product design has enabled us to develop high-value-added products, giving us a competitive edge over other companies in the industry.

For additional product information, please visit: http://www.qisda.com/tw/products

Value-Up Solutions with Forward Thinking: Creating Outcomes beyond Expectations

With the corporate vision of "Bringing Enjoyment 'N Quality to Life," the overall business has been continuously extended to the important fields of people's life, such as the new businesses of medical services, medical devices, software services, an integrated service platform, and solutions for enterprises. Meanwhile, the organizational change has been covered in the operating strategies. This includes the integration of global manufacturing and supply chain management, the enhancement of in-plant vertical integration capabilities, and the setup of a production mode featuring low volume, high diversity, and customization, all of which help improve the Company's capabilities to serve customers. Furthermore, by integrating and applying software, we continue to maximize the Company's value, achieve high customer satisfaction, and support the operating strategies of a solution provider.

Participation in Associations

Qisda has voluntarily participated in cross-industry and cross-sector associations, groups, or organizations. By building strong collaborative relationships or becoming a member, we drive communication and development across industries and continue to focus on important issues, such as corporate mergers and acquisitions, industrial development, technological innovation, corporate governance, and environmental sustainability[1].

We have committed to cutting carbon emissions from the supply chain by 30% by 2030, switching to 100% renewable energy by 2040, and reaching net-zero emissions by 2050, in hopes of keeping pace with international trends and achieving sustainable operations. In 2023, Qisda formulated the Climate Change Declaration and disclosed the goals, policies, and strategies in response to climate change on the Qisda ESG website. We also conduct annual climate change position assessments for the domestic and foreign associations we have joined and report the findings to the Board of Directors; for details, please refer to the Company's publicly disclosed climate lobbying report.

In response to the significant international initiatives and the impact of climate change, Qisda has actively joined climate action organizations in Taiwan and abroad. These targets align with the Paris Agreement's goal established at the United Nations Climate Summit to limit the global average temperature rise to 1.5°C. Using 2021 as the base year, Qisda aims to achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions and a 25% reduction in Scope 3 greenhouse gas emissions by 2030.

Associations and organizations in the industry that Qisda joined in 2025 include:

Corporate Merger and Acquisition Industrial Development	As a corporation that operates in various industries, including ICT, medical business, and smart solutions, Qisda has actively transformed and grown through investments, mergers, and acquisitions. The industrial development-related associations that we joined in 2025 include:		
	Taiwan Mergers & Acquisitions and Private Equity Council (MAPECT)	■	
	Taiwan Electrical and Electronic Manufacturers' Association	■	
	Taipei Computer Association	■	
	Taiwan Automation Intelligence and Robotics Association	■	
	Institute for Biotechnology and Medicine Industry	■	■
	Taiwan Medical and Biotech Industry Association	■	■
	Taiwan Digital Health Industry Development Association (TAIDHA)	■	■
	Photonics Industry & Technology Development Association (PIDA)	■	■
	Taiwan Space Industry Development Association	■	■
	Information Management Association	■	■

To strengthen corporate climate governance and align with international sustainability standards, in 2025 Qisda partnered with S&P Global to introduce the CSA (Corporate Sustainability Assessment) sustainability evaluation tool into its supply chain management system, becoming the first enterprise in Asia to partner with S&P Global and actively drive the alignment of its supply chain with global sustainability standards, strengthening the ESG fundamentals of its supply chain, expanding its sustainability influence, and promoting more low-carbon products.

Qisda actively follows issues and developments related to biodiversity. Through exchanges with domestic industry and academic units, in October 2023, it formally joined the "Nature and Biodiversity Initiative Platform" launched by the Business Council for Sustainable Development Taiwan (BCSD-Taiwan), to take stock of the company's current status in responding to nature-related issues. In 2025, it released a Forest Sustainability and Biodiversity Commitment, targeting a net positive impact on biodiversity by 2050 while ending any form of deforestation. Qisda will continue striving to reduce environmental impact and to promote attention to and protection of nature.

In 2025, Qisda participated in 36 international and domestic associations, with the expenses totaling NT$2.89 million. From 2022 to 2025, the accumulated expense totaled NT$16.36 million.

Expenditures on International and Domestic Associations Over the Past Four Years

Amount (NT$)	2,266,455	6,516,631	4,686,921	2,887,436

Qisda monitors international trends and exerts influence on public policy through participation in associations and organizations. However, we maintain political neutrality and do not make political contributions. During the past 4 years (2022-2025), the Company did not make any political contributions and had no election- or referendum-related expenses.

Technological Innovation	Qisda is a leader in the global display and projector industry and actively participates in relevant industry associations to promote technological innovation and international standards, including:		
	VESA	■	
	HDMI LA	■	
	MHL	■	
	HDBaseT Alliance	■	
	GMDN Agency	■	
	Taiwan Internet and E-Commerce Association	■	
	Taiwan Panel & Solution Industry Association (TPSA)	■	
	Smart Display Industrial Alliance (SDIA)	■	

Type	Participated in Associations or Organizations	Member	Directors/ Supervisors
Corporate Governance	Attaching importance to shareholder rights and transparent governance, Qisda joined the following corporate governance-related associations:		
	Taiwan Association of TWSE/TPEX Listed Companies	■	
	Taiwan Industry Holding Association	■	
	Institute of Internal Auditors, R.O.C	■	
	Taiwan Stock Affairs Association	■	
	Taiwan Independent Director Association	■	■
Environmental Sustainability	Qisda has actively taken climate action in the hope of leading its supply chain partners and the Group to implement green operations. The environmental sustainability-related associations that we joined include:		
	RE100	■	
	Taiwan Climate Partnership	■	■
	CommonWealth Magazine Sustainability Council	■	
	ESG Technology Innovation Promotion Alliance	■	
	SBTi	■	
	TCSA Center for Corporate Sustainability	■	
	Business Council for Sustainable Development Taiwan	■	
	National Taiwan University TPIDC "Digital Transformation and Sustainable Development Industry-Academia Alliance"	■	
	Association of Taiwan Bio-based and Sustainable Material Industry, TBSM	■	■
Others	Qisda has valued human capital, industrial design, and other issues. Hence, we participated in relevant activities or held a post as a director in groups and organizations, such as:		
	Chinese Professional Management Association	■	■
	Management Intelligence Sharing Association	■	■
	Taiwan Design Research Institute		■
	Taiwan Renaissance Platform	■	

Qisda and Our Sustainable Partners

Grand Fleet Partners: Create Green Positive Effects

To gradually realize the vision of sustainability and implement sustainability strategies, we collaborate with suppliers and Grand Fleet partners to create an ESG-based, inclusive environment.

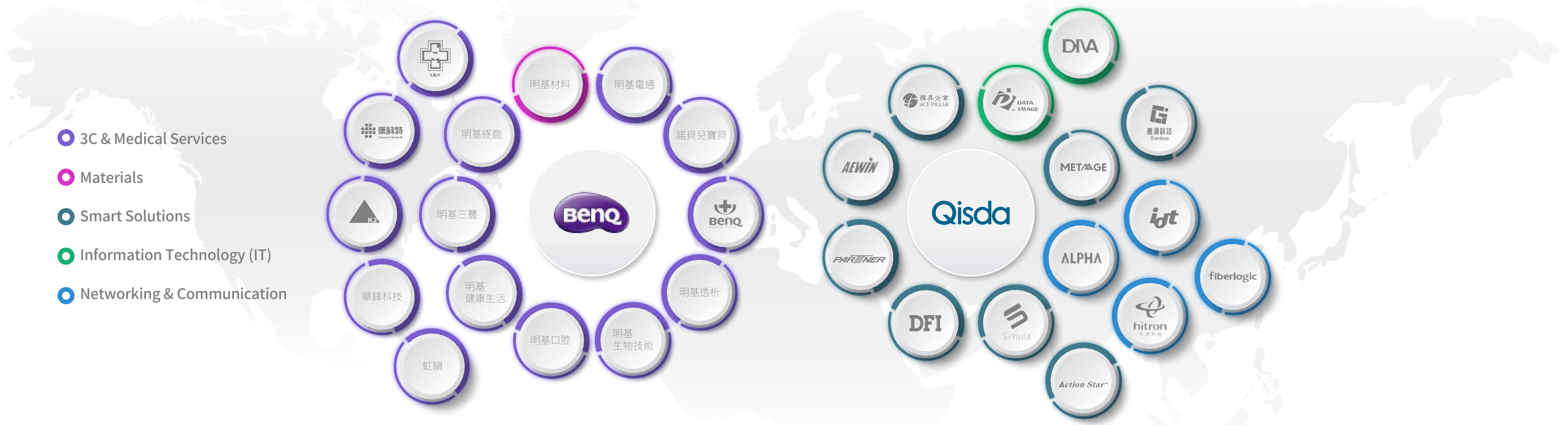
Creating Sustainable Value Together

Qisda Group has a cross-industry integrated value chain and leading critical technologies. We create the best synergy through vertical division of labor and horizontal integration, and provide key components, product manufacturing, system development, and integration services in the global market. The technologies and product applications extend to the following areas: display products, solar energy, fine chemicals and advanced materials, LED lighting, IC design, precision components, consumer electronics, commercial and industrial solutions, product sales and services, etc. With the achievement of "Bringing Enjoyment ’N Quality to Life" as the development vision, the Group is dedicated to bringing a better life to people, creating value for enterprises, and achieving sustainable operations.

Synergy of the Group

Qisda's Grand Fleet reinforces the plan for value transformation and collaborates with partners to achieve and break through goals one after another. By mastering critical components, deepening technology and system integration, and providing vertical integration across upstream, midstream, and downstream sectors such as solutions and channel services, the Group can effectively integrate the fields of information business, medical business, smart solutions, networking communication, and critical components, thereby accelerating the synergy of the Group.

Qisda and Grand Fleet Partnership Diagram



Cross-Industry Grand Fleet: https://www.qisda.com/tw/about/group-intro

Enhancing the Sustainability Skills of the Grand Fleet

Building up the Group's Sustainability Talent Pool and Supply Chain Resilience

To march toward the net-zero goal, create a sustainable value chain, and respond to the 345 goals (commitment to reducing carbon by 30% in the supply chain in 2030, RE100 in 2040, and Net Zero in 2050), we uphold the strategies of the Grand Fleet and continue working with the companies in the Grand Fleet to implement the ESG Principles together. Since 2022, Qisda has continuously launched a series of ESG sustainability workshops, with the aim of building up a sustainable talent database for the Group and the sustainability resilience of the supply chain, so as to transform sustainability from conceptual thoughts to practical actions.

ESG Sustainability Strategy Workshop

The Qisda Group and the BenQ Foundation have made long-term investments in ESG education and professional training, cultivating sustainability talent for the Group and the supply chain. Following 2024, the Group once again partnered with the CommonWealth Magazine Sustainability Council to hold the "ESG Sustainability Strategy Workshop" at the Hutoushan Innovation Park in Taoyuan City. Through a combination of in-person and online formats, the workshop brought together nearly 160 participants from the Group, affiliated enterprises, and their suppliers. Through diverse strategic guidance and systematic course design, we aimed to establish a common decarbonization language and awareness both within and outside the Group, driving the entire value chain toward greater sustainability and resilience.

Value Chain Co-Learning: Continuously Empowering the Supply Chain

Ministry of Economic Affairs "Large Leading Small" Supply Chain Low-Carbon Upgrade and Transformation Program

From 2024 through the end of 2025, Qisda Corporation led 10 suppliers to expand carbon-reduction benefits. Through voluntary improvements such as process improvement, administrative management, and equipment replacement by supply chain partners, Qisda Corporation and its supply chain set an overall annual carbon-reduction target of approximately 10,833.3 tonnes. Qisda guided suppliers in completing carbon inventories, completing the ISO 14064-1 inventory framework and database to enhance compliance and data quality, strengthening MRV auditability, supporting future international disclosure and customer reviews, and helping suppliers proactively manage energy.

Product Carbon Footprint Intensive Course

In 2025, for material categories that account for a significant share of carbon emissions, Qisda Corporation collected from suppliers their primary emission factors for product carbon footprints or their activity data, with a total of 20 suppliers participating in the development.

For a detailed description, please refer to: Sustainable Supply Chain Management.

Sustainable Corporate Governance

Our Sustainable Development

Qisda's Sustainability Vision

Being an innovator in the design and manufacturing of ICT and medical products	Enhancing the quality of human life	Being Earth Friendly

Our Sustainability Strategy

1 Moving from corporate survival to corporate sustainability, and further pursuing global sustainability
2 Incorporating sustainability performance with operating strategies
3 Enhancing the Company's sustainable investment value
4 Complying with international regulations and meeting stakeholders' expectations for sustainability
5 Leading the Grand Fleet affiliates to grow and make breakthroughs together

Qisda is dedicated to promoting sustainable development. In order to achieve the goal of sustainable development, we established relevant internal management approaches and implementation goals such as green operation, green products, and social responsibility. We have also joined the SBT, RE100, Net Zero and other initiatives voluntarily to show our support for international initiatives with practical actions.

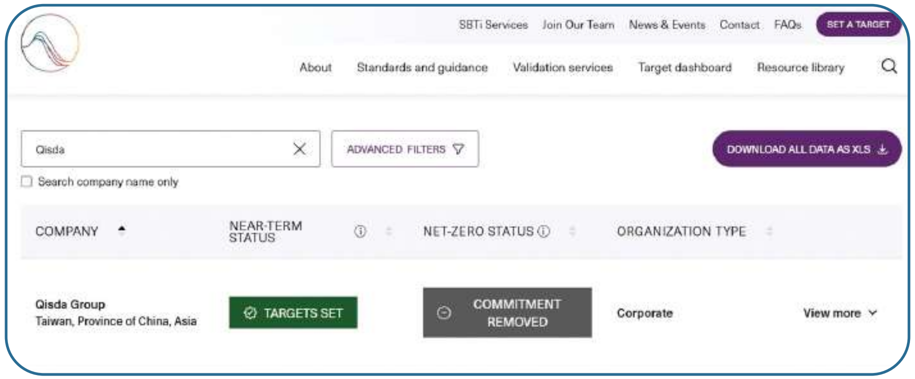
Qisda Group Passes the SBTi Target Review

Qisda Group sets science-based reduction targets of limiting global warming to 1.5 ° C. We passed the SBT target review in February 2024 and launched science-based net-zero emissions actions. Qisda is committed to achieving a combined reduction target of 42% in carbon emissions from Scope 1 and Scope 2 by 2030 compared to the base year (2021), while also aiming for a 25% reduction in Scope 3 emissions.

Base-Year Data

Base-Year Data (Scope 1 + Scope 2)	Emission (tCO_2e)
Scope 1	2,289.09
Scope 2	104,382.61
Scope 3	2,823,348

Topic	Method	Target Review Passed in 2024	Initiative Plans for 2023
Voluntary carbon reduction	Science-Based Targets (SBT)	Target review SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	Passing target setting: Achieved

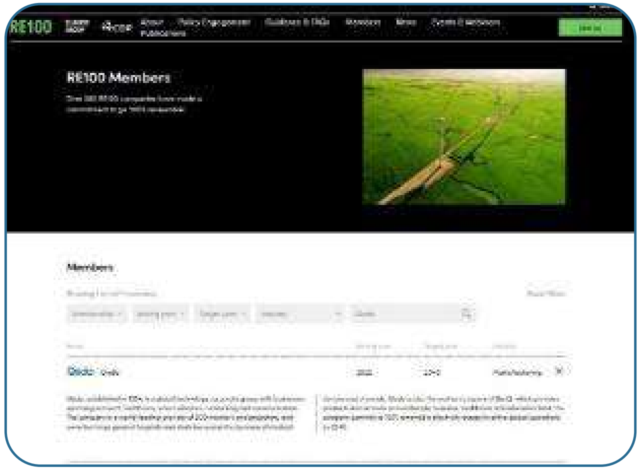


RE100 Initiative

Topic	Method	Target Review Passed in 2024	Target Plans by Year
Use of renewable energy	Use of green power to reach carbon neutrality	Purchase 50.5% of energy use via renewable energy certificates With RE100 as the boundary	1. Short-term: Achieving 40% renewable energy use in 2025 2. Midterm: Achieving 60% renewable energy use in 2030 3. Long-term: Achieving 100% renewable energy use in 2040

Qisda Group officially joined Qisda Group officially joined RE100 on December 21, 2022, becoming the first Taiwanese technology group in the computer peripherals sector to join RE100.becoming the first Taiwanese technology group in the computer peripherals sector to join RE100. We have made a commitment to using renewable energy comprehensively by 2040. In addition, the Company has announced the goal of reaching net zero by 2050. We actively collaborate with the Grand Fleet and supplier partners to reduce carbon emissions and support carbon reduction advocacy. Through the above efforts, Qisda Group demonstrates by action that our commitment to sustainability is in line with international standards.

Qisda's manufacturing sites all promote ISO 50001, prioritizing engineering improvements followed by administrative management to reduce carbon emissions. For the portion that cannot be reduced, renewable energy certificates are purchased to achieve carbon neutrality. In 2025, Qisda purchased renewable energy certificates equivalent to 50.5% to achieve its short-term goal plan, and the Company continues to advance toward RE100.



ESG Committee Sustainable Development and Information Security Committee

In 2023, Qisda established the Board-level functional committee—the Sustainable Development and Information Security Committee. The committee convenes at least once annually and serves as the decision-making, review, and supervisory body for the Company's sustainability-related initiatives across the three major pillars of environmental, social, and corporate governance (ESG). Through this committee, the Board of Directors fulfills its role as the Company's highest governing body, overseeing and safeguarding the interests of the Company, shareholders, employees, and all stakeholders. In addition, sustainability-related regulatory compliance is reported to the Sustainable Development and Information Security Committee. For instance, following the release of the IFRS Sustainability Disclosure Standards by the Financial Supervisory Commission (FSC) in 2023, the Company established an implementation task force in 2024 for IFRS S1 "General Requirements for Disclosure of Sustainability-related Financial Information" and IFRS S2 "Climate-related Disclosures". The implementation progress is reported quarterly to the Sustainable Development and Information Security Committee and the Board of Directors.

In March 2026, the Qisda Corporation Board of Directors approved renaming the Corporate Sustainable Development Committee to the Sustainable Development and Information Security Committee, and amended the committee's organizational charter to incorporate the deliberation of the Company's information-security governance framework, policies, objectives, and management approaches, and to oversee the reporting, response, recovery, and improvement tracking of major information-security incidents.

Composition and Operations of the Sustainable Development and Information Security Committee

The Sustainable Development and Information Security Committee of Qisda is chaired by Chairman Peter Chen. The committee is composed of seven members: Peter Chen, Joe Huang, Charles Yen, Chueh-Min Hsu, Liang-Chi Chen, Chiu-Lien Lin, and Shu-Chun Huang.

The Committee is composed of seven members, five of whom are independent directors. The members' term of office runs from 4 August 2023 to 28 May 2026. Four meetings were held in 2025, with 100% attendance.

<table>
<tr><th>Committee Member</th><th>Meeting Status</th></tr>
<tr><td>Independent Director, Shu-Chun Huang</td><td rowspan="7">2025-03-05
Report on the implementation status of corporate sustainable development; report on the status of the greenhouse gas inventory implementation plan; report on the status of the IFRS Sustainability Disclosure Standards

2025-05-06
2024 Sustainability Report

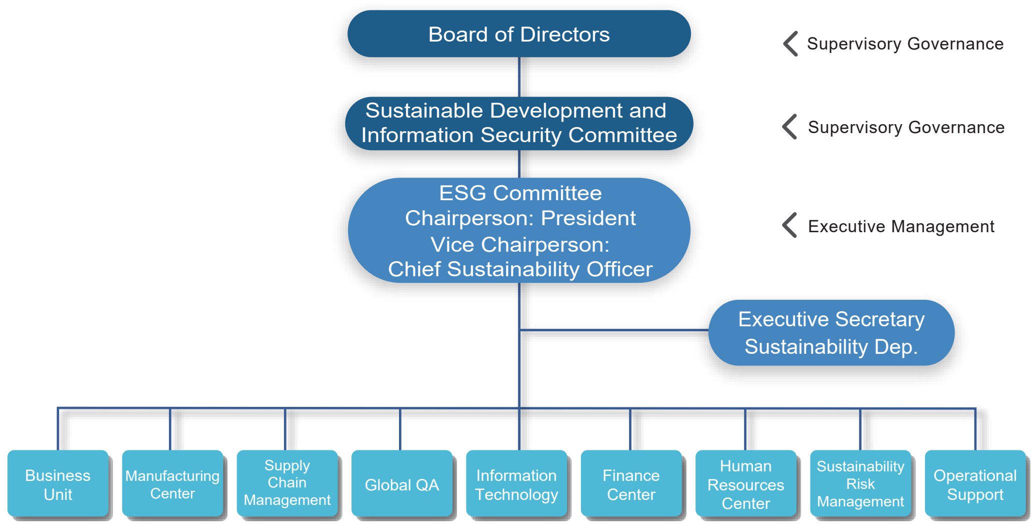
2025-08-13
Report on the status of the greenhouse gas inventory implementation plan; report on the status of the IFRS Sustainability Disclosure Standards

2025-11-11
Report on the status of the greenhouse gas inventory implementation plan; report on the status of the IFRS Sustainability Disclosure Standards; amendment of the "Sustainability Information Management Operating Procedures"</td></tr>
<tr><td>Independent Director, Chiu-Lien Lin</td></tr>
<tr><td>Independent Director, Liang-Chi Chen</td></tr>
<tr><td>Independent Director, Chueh-Min Hsu</td></tr>
<tr><td>Independent Director, Charles Yen</td></tr>
<tr><td>Director, Joe Huang</td></tr>
<tr><td>Chairman, Peter Chen</td></tr>
</table>

Qisda Corporation ESG Committee

To smoothly advance ESG affairs and ensure that the opinions of stakeholders related to organizational business can be communicated and addressed, Qisda integrated relevant departments to establish the ESG Committee. The President serves as the chairperson, with senior managers of each department serving as committee members for the various dimensions, and the Chief Sustainability Officer, Danny Lin, serving as vice chairperson, responsible for drafting and planning matters related to corporate sustainable development. The ESG unit coordinates overall responsibility for promoting and guiding implementation across departments. To continuously improve effectiveness, the ESG Committee convenes at least once a quarter, co-chaired by the Chairman and the President, who direct and supervise senior managers (the committee members for each dimension) in reporting progress on performance indicators and corporate-sustainable-development-related issues. At present, it supervises and discusses 49 indicators and has convened 79 meetings to date. Sustainability personnel and the personnel of each task force perform information and performance verification, comparing the consistency, completeness, and accuracy of the data; omissions are returned to the head of each unit for supplementation and confirmation. At the final stage, disclosure is approved by the sustainable development committee members. In addition, in accordance with Qisda's "Corporate Sustainable Development Guidelines," the material topics of the year, sustainability performance, and the management results for climate governance issues are reported to the Board of Directors annually.

ESG Committee Organization and Management Structure



ESG Sustainability Achievements

Sustainability Achievements in 2025

S&P Global
2026 Sustainability Yearbook
Top 5% of THQ Categories
(awarded for three consecutive years)

Enterprise Asia
Asia Responsible Enterprise Awards (AREA)
Circular Economy Leadership Award

Business Weekly
Carbon Competitiveness Top 100
(awarded for three consecutive years)

Taipei Golden Eagle Micro Movie Festival
Sustainability Micro Movie Gold Award
Post-Exhibition Timber Becomes Campus Ambassador

HR Asia
Best Companies to Work for in Asia
Qisda: Happiness Enterprise
(awarded for seven consecutive years)

Taiwan Institute for Sustainable Energy
The 18th Taiwan Corporate Sustainability Awards
Taiwan Top 100 Sustainability Model Corporates Award
Sustainability Report - Platinum Tier
TCSA Supply Chain Leadership Award
TCSA Growth Through Innovation Leadership Award
Circular Economy Leadership Award
SDGs Sustainable Exhibition Awards, Silver Tier

Taiwan Institute for Sustainable Energy
The 5th Taiwan Sustainability Action Awards
Reshaping the Sustainable Supply Chain Across Industries, Silver Tier
Digital Driven × Talent Empowerment, Bronze Tier
Smart Sustainability Fleet Sailing Toward the Future, Bronze Tier
Heat Recovery × Green Medical Devices, Bronze Tier

CommonWealth Magazine
Temperature Rising Index for Pathways
Corporate Carbon Reduction Commitments Align with the 1.5°C Target

HR Asia
HR Asia Tech Empowerment Award
Innovation through the integration of technology and talent

Taiwan Institute for Sustainable Energy
The 4th Asia-Pacific Sustainability Action Awards
Driving a Green Future with a Smart Sustainability Strategy - Gold Award
Redefining Sustainable Supply Chains with Cross-industry Partnerships - Bronze Award

Taiwan Institute for Sustainable Energy
The 8th Global Corporate Sustainability Award
Sustainability Report - Bronze Tier

CommonWealth Magazine
Excellence in Corporate Social Responsibility Award
CommonWealth Magazine Sustainability Council "Top 100 Companies" Talent Sustainability Award

Note: Scope of Data Coverage: Qisda (Parent Company Only)

Group Subsidiary Sustainability Achievements

Qisda Group is dedicated to sustainable development, and in 2025, the Group won a total of 45 awards. Among these, it won 19 major awards at the 18th Taiwan Corporate Sustainability Awards (TCSA) and the 8th Global Corporate Sustainability Awards (GCSA), with BenQ Materials and Alpha Networks being named among the "Top 100 Sustainable Exemplary Enterprise." The Group's sustainability practices also continue to extend to other Grand Fleet members, including BenQ, BenQ Materials, Alpha Networks, Hitron, DFI, and MetaAge, which also won multiple awards for sustainability reports and overall performance, achieving abundant results.

Our Sustainability Value Creation Process

Qisda Group continues to promote measures for sustainable development. By optimizing green products continuously, actively promoting green manufacturing, leading suppliers to reduce carbon and carbon footprint, and participating in social/public welfare, Qisda achieves a win-win situation for both EPS and ESG and further contributes to the realization of global sustainability goals.

I. Input

Following the value creation process, Qisda contributes six capitals – financial capital, manufactured capital, intellectual capital, human capital, social capital, and natural capital – to lay the foundations for sustainable development.

II. Create value

With Qisda's vision of corporate sustainable development as the core, we refer to the process of SDG Compass Guide, the disclosed suggestions on corporate SDG implementation, the international sustainability trends, and the directions of the industry, in order to design and develop products and services via strategic thinking.

We take stock of existing relevant practices and the risks and opportunities of the value chain to examine the key concerns of stakeholders and the Group's focal points throughout the process — from upstream raw-material acquisition and supply chain operations, to the Group's own product manufacturing and corporate operations, and on to downstream product sales, use, and disposal. We then identify the Group's future priority management items for the SDGs, thereby becoming a leading model in the industry. Internally, we use "corporate sustainable development (ESG)" — based on the three elements of economy, society, and environment — to advance the priority management items for the SDGs across five dimensions: the environment dimension expanded into "green products," "green operations," and "green supply chain," plus "social responsibility" in the social dimension and "financial performance" in the economic dimension. At the same time, through the promotion of the ESG Committee, we are dedicated to realizing Qisda's corporate vision of "Bringing Enjoyment 'N Quality to Life."

III. Outputs

Our sustainable development promotion is based on the five aspects of Qisda's ESG management framework. We make long-term targets for each aspect according to our core competencies so that there are guides for the implementation and management of different programs. Short-, medium- and long-term management indicators are further set for the ESG Committee to review the performances on a regular basis. Since the systematic promotion of ESG in 2009, Qisda has been making efforts to keep in line with the established performance indicators of sustainable operations in the economic, social and environmental dimensions. In addition, annual targets are set for the material topics of the year that the stakeholders are concerned about; such targets are reviewed and assessed yearly.

Financial Capital	The foundation of investment in product R&D, innovation, production, and relevant services is established through financial management
Human Capital	The planning of comprehensive talent development blueprints and provision of necessary training to help employees abide by the Company's regulations based on "integrity and introspection", and complete their tasks actively with "passion and professionalism"
Manufactured Capital	The maintenance of Qisda's infrastructure, such as buildings, and of production equipment, together with the collaboration with the supply chain, in order to offer better commodities and services to the customers
Social Capital	The collaboration with stakeholders for the engagement in and devotion to social participation to care for and contribute to the entire society
Intellectual Capital	The investment in resources, the demand for ourselves to pursue excellence under the highest standards, and the attitude of constancy to do the best for operations, products, and services, and maintain soft power continuously
Natural Capital	The sustainable materials and green designs at the very beginning to proactively reduce the impact of supply chain, operations, and products on the environment and biodiversity to fulfill the commitment to environmental protection and sustainable development

Output - Qisda Corporation's Implementation of SDGs in 2025

SDGs	Practices Realizing the SDGs	Corresponding Chapter in the Report
4 QUALITY EDUCATION	• Promoting diverse career development plans, investing adequate resources, integrating physical and virtual learning platforms, and providing employees with diverse and comprehensive learning courses. • Promoting narrowing of digital gaps, improving digital education for all, and promoting smart health care without differences. • Continuously taking root downwards, actively promoting Dream Action Campus Lecture, conveying positive power, and achieving unlimited possibilities for self-realization.	4.2.3 Talent Development 4.6.2 Coexist with Nature
5 GENDER EQUALITY	• Organizing activities to protect the power of women from time to time (such as a series of self-defense courses) • Maternity Protection Measures	4.4.1 Employee Health Management
7 AFFORDABLE AND CLEAN ENERGY	• Every business department actively invests in developing low-carbon products • The Suzhou manufacturing site in mainland China completed Phase 2 of its solar power generation, with generation reaching 10.89 million kWh; the Taiwan sites reached 570,000 kWh, for a combined total of 11.46 million kWh — a substantial increase of 7.1 million kWh over the prior year. • Energy-consuming equipment is updated for factories and offices in production and R&D areas. For example, the Suzhou site implemented energy-saving engineering improvements for air to reduce approximately 3.23 million kWh per year.	3.3.3 GHG Emissions 3.3.4 Reduction Targets and Commitments 3.7.2 Green Product
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Enhancing management of hazardous substances and selecting suppliers with management capabilities through the establishment of a management system platform to ensure raw materials and products meet regulatory requirements • Establishing a product carbon footprint management platform	3.7.2 Green Product; Quality/ Hazardous Substance Management
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Implementing environmental protection, to which we have been dedicated for more than ten years, introducing sustainable tourism, and promoting the process of "from the place of the production to the dining table" in an immersive manner	4.6.2 Coexist with Nature
14 LIFE BELOW WATER	Mobilize employees to make good use of their one-day volunteer leave, traveling to the Chushui coast in Yuanli, Miaoli, to jointly remove 387 kg of marine debris.	4.6.2 Coexist with Nature
15 LIFE ON LAND	Joined the BCSD Nature and Biodiversity Initiative Platform. Following the TNFD recommended framework and adopting the LEAP concept, we conducted risk and dependency assessments across global plant sites and biodiversity surveys at two sites, and launched a value chain assessment.	3.6 Biodiversity and Forest Conservation
17 PARTNERSHIPS FOR THE GOALS	Qisda supports the government's net-zero initiative and forms the "Taiwan Climate Partnership" with seven other companies, hoping to use corporate influence to help industries create green business opportunities in the carbon reduction trend.	1.5 Participation in Associations

Qisda and Our Stakeholders

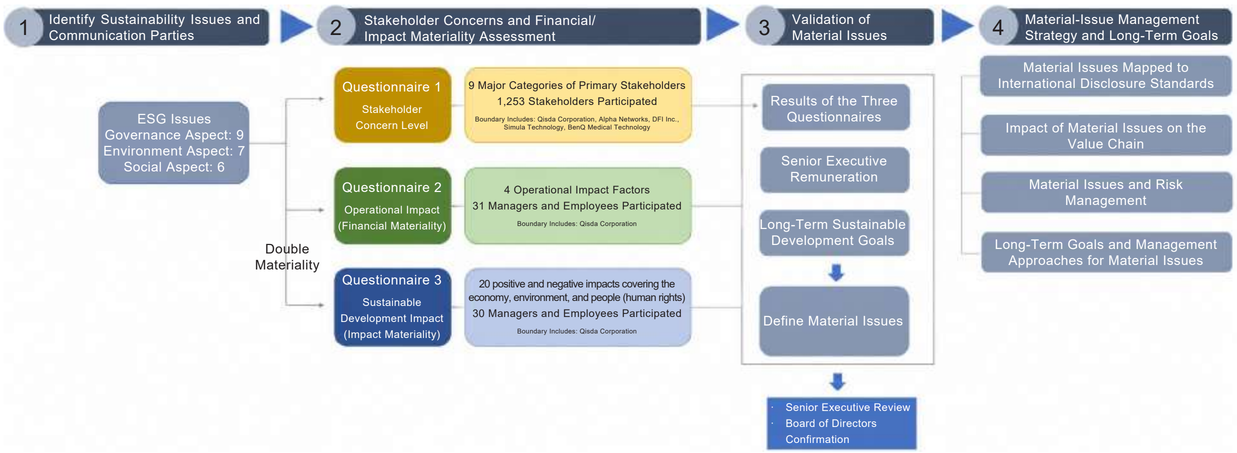
In order to better make plans and decisions regarding corporate sustainable development, Qisda engages in timely communication with stakeholders and incorporates material topics of stakeholder concerns into the corporate ESG policies. Moreover, we set up a transparent and smooth response mechanism. We also adopt the "AA 1000 Accountability Principles (AA 1000AP)" and follow the four principles – inclusivity, materiality, responsiveness, and impact – to identify and respond to sustainability information and increase the strictness of sustainability information disclosure. For the materiality analysis, we divide it into the following steps:

Qisda Corporation conducts a materiality analysis every year. Based on GRI 3: Material Topics 2021 of the GRI Universal Standards 2021, and the EU concept of Double Materiality, it establishes survey and analysis methods that cover both impact materiality and financial materiality. For impact materiality, it applies the economic, environmental, and social impact-assessment methodologies developed by institutions such as the Value Balancing Alliance (VBA) and Harvard Business School's "Impact-Weighted Accounts" to construct a non-monetized impact survey process and define significant impacts. For financial materiality, managers measure the degree of financial relevance of each sustainability issue to the Company's revenue growth, employee loyalty, customer satisfaction, and operational risk. Qisda's materiality survey process proceeds in the following order: "Stage 1: Identify sustainability issues and communication parties," "Stage 2: Double materiality assessment," "Stage 3: Validation of material issues," and "Stage 4: Material issue management strategy and long-term goals." The 2025 materiality analysis process and results were assured by the third-party organization Gmcsr United Accounting Firm in accordance with the International Standard on Assurance Engagements (ISAE 3000), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information."

Identification: Stakeholder Engagement and Material Topics Identification

In accordance with international sustainability standards and trend assessments, Qisda Corporation comprehensively reviewed multiple international sustainability disclosure frameworks, including the requirements of the GRI Standards, the United Nations Sustainable Development Goals (SDGs), the SA8000 social responsibility standard, the RBA (Responsible Business Alliance), the Sustainability Accounting Standards Board (SASB), and the European Sustainability Reporting Standards (ESRS). At the same time, it incorporated disclosure frameworks of concern to major investment institutions — DJBIC, CDP, TCFD, TNFD, and MSCI — and referenced the material issues of industry benchmark enterprises. Combined with the Company's corporate sustainable development strategy, goals, and stakeholder interaction process, we ultimately compiled 22 important issues.

Materiality Process Diagram



Materiality Analysis Process

Stage	Steps and Process	Results
Stage 1: Identification	**Step 1: Identifying Stakeholders** In accordance with the AA1000 SES Stakeholder Engagement Standard, Qisda identified nine major communication parties, including shareholders/investors, employees, customers, suppliers/contractors, subsidiaries, partners, media, government/industry associations, and communities. Through communication and interaction with these stakeholders, Qisda Corporation is dedicated to helping the various types of stakeholders understand Qisda's practices and progress on the issues of concern to them.	9 categories of primary stakeholders
	Step 2: Collecting Sustainability Issues To comprehensively collect sustainability issues relevant to Qisda, we compiled 22 sustainability issues based on domestic and international sustainability norms/standards, sustainability initiatives, feedback from internal and external stakeholders, the Company's management strategy, and feedback from internal executives. Compared with the previous year's assessment, we more precisely redefined "Information Security" as "Information and Privacy Security," redefined "Air Pollution Control" as "Air and Noise Pollution Control," and renamed "Social Influence" to "Social Care and Influence"; the original "R&D and Innovation of Green Products" was split into "Green Products" and "R&D and Innovation" to more comprehensively reflect the key aspects of human resource management.	22 sustainability issues

Governance Aspect	Environment Aspect	Social Aspect
Corporate Governance	Climate Strategy	Talent Policy
Integrity Management	Water Resource Management	Employee Training and Development
Risk Management	Waste Management	Occupational Health and Safety
Tax	Energy Management	DEI
Operational and financial performance	Air and Noise Pollution Control	Social Care and Influence
R&D and Innovation	Ecological Conservation and Biodiversity	Business and Human Rights
Customer Relationship Management	Green Product	
Information and Privacy Security		
Sustainable Supply Chain Management		

Analysis: Methodology for Determining Material Topics

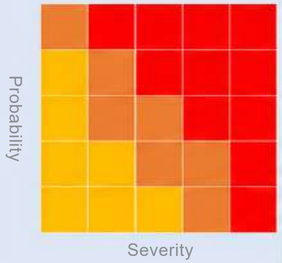
Considering the concept of double materiality, Qisda Corporation conducts a materiality analysis from three dimensions: the concern levels of internal and external stakeholders, organizational operational impact, and sustainable development impact. For sustainable-development impact, it integrates both monetized and non-monetized assessment methods; this year, through sustainability impact valuation, Qisda demonstrated its monetized impact on the external economy, environment, and people/human rights. (For related information, please refer to the Sustainability Impact Valuation chapter.)

Stage	Steps and Process	Results
Analysis	**Step 3: Stakeholder Survey on Sustainability Topics** Online questionnaires were used to survey the degree of concern that important stakeholders have for various sustainability issues, with a total of 1,253 valid questionnaires collected. This year, Qisda Corporation invited important subsidiaries1 to participate in distributing the stakeholder questionnaire, jointly inviting the respective stakeholders of the Group and the subsidiaries to complete the concern-level questionnaire. These included shareholders/investors (34), employees (640), customers (58), suppliers/contractors (440), subsidiaries (7), partners (16), media (11), government/industry associations (6), and communities (41). After the survey and analysis, it was found that the top five2 issues of greatest concern to most stakeholders covered: "Operational and Financial Performance," "Integrity Management," "R&D and Innovation," "Information and Privacy Security," "Risk Management," "Customer Relationship Management," and "Sustainable Supply Chain Management."	1,253 valid questionnaires
	Step 4: Analyze Operational Impact (Financial Materiality) Qisda Corporation regards ESG as a core principle for driving corporate sustainable development. A total of 31 managers from across various units participated in this survey, assessing the financial impact of each sustainability issue on the Company's operations in terms of "revenue growth, employee loyalty, customer satisfaction, and operational risk," analyzing the degree of impact on the Company's operations from the perspective of financial materiality, and thereby ranking the importance of the issues. After the survey and analysis, it was found that the top five3 issues affecting the Company's internal operations included: "Operational and Financial Performance," "Integrity Management," "Corporate Governance," "Risk Management," "Tax," "R&D and Innovation," "Customer Relationship Management," "Information and Privacy Security," "Sustainable Supply Chain Management," "Green Products," and "Occupational Health and Safety."	31 managers from various units
	Step 5: Identify Sustainable Development Impacts In accordance with international standards such as the Value Balancing Alliance (VBA), Harvard Business School's "Impact-Weighted Accounts" research project, and the London Benchmarking Group (LBG) for defining external impacts, Qisda Corporation invited 30 managers and employees to assess each external impact in terms of future likelihood, scale (severity), scope, and irremediability, and set corresponding threshold values for positive and negative impacts. Impacts reaching the threshold were classified as Qisda's significant external impacts. Ultimately, 10 significant impacts highly relevant to Qisda Corporation were identified, and the corresponding sustainability issues were ranked on this basis to ensure the effectiveness and forward-looking nature of the corporate sustainable development strategy.	10 Significant Impacts

20 Impacts

Impact	Positive	Negative
Economy	4	1
Environment	2	4
People/ Human Rights	6	3

Source of Impact:
(1) VBA (Value Balancing Alliance)
(2) Harvard Business School Impact-Weighted Accounts
(3) LBG (London Benchmarking Group)
(4) Qisda



Severity= (1) + (2) +(3)
(1) Degree
(2) Scope
(3) Irremediable

Define Significant Impacts

+: Innovative products and technologies enhance industry development
+: Procurement practices create upstream value
+: Use of renewable energy
+: Green product design helps generate positive environmental benefits from product use
+: Promote diversity and inclusion policies
+: Invest resources to promote social participation

-: Resource consumption and pollution emissions
-: GHG emissions
-: Use of non-renewable materials
-: Water withdrawal in water-scarce areas

Level of Impact	Sustainability issues
Very high	· Corporate Governance · Climate Strategy · Sustainable Supply Chain Management · Ecological Conservation and Biodiversity
High	· Energy Management · Green Product · R&D and Innovation · Waste Management · Risk Management
Significant	· Integrity Management · Water Resource Management · Social Care and Influence · Operational and financial performance · Air and Noise Pollution Control · Talent Policy · Employee Training and Development · DEI · Business and Human Rights

Define Positive negative impacts | Determination of impact significance | Sustainability issues affecting significant impacts

Remarks
1. The last three issues are tied for fifth, so the top five issues comprise seven issues in total.
2. The subsidiaries participating in the stakeholder questionnaire include Alpha Networks Inc., DFI Inc., Simula Technology Inc., and BenQ Medical Technology Inc.
3. Nine issues are tied for third, so the top five issues comprise eleven issues in total.
4. Qisda adjusted the distribution of stakeholder questionnaires by engaging in indirect participation (via industry associations) and communication with the government; communication with the media is conducted through established channels.

Qisda Corporation's Material Issues

The process of screening material issues uses the results of the "stakeholder concern level," "organizational operational impact," and "sustainable-development impact" questionnaire surveys, while also considering Qisda's long-term development goals and the sustainability issues linked to senior executive remuneration. After confirmation by senior executives and the Board of Directors, 11 material issues were ultimately defined as the basis for developing the chapters of the 2025 Sustainability Report.

The 11 material issues finally determined — "Operational and Financial Performance," "Green Products," "R&D and Innovation," "Sustainable Supply Chain Management," "Talent Policy," "Climate Strategy," "Occupational Health and Safety," "Employee Training and Development," "Energy Management," "Customer Relationship Management," and "Waste Management" — were reported to the Board of Directors. Each material issue was individually identified for its impact on the value chain and communities and mapped to the topic content of international sustainability disclosure standards, serving as the boundary and basis for information disclosure. In addition, Qisda Corporation also set corresponding long-term goals to ensure the effectiveness of subsequent performance tracking and to advance the process of corporate sustainable development.

Qisda Corporation's next materiality analysis is scheduled to be conducted in 2025. During this period, Qisda Corporation continues to collect and respond to stakeholder feedback and suggestions through diverse communication channels, while continuing to implement the 345 goals through the ESG Committee. The material issues identified by Qisda Corporation in 2025 were unchanged compared with the analysis results of the previous reporting period (2024).

Confirmation and Disclosure

Step 6: Validation of Material Issues

Qisda integrated the survey of internal and external stakeholder concern levels, the operational impact analysis results, and the sustainable-development impact identification, mapped these to the material issues linked to senior executive remuneration, and further confirmed the Company's long-term sustainable development goals. On this basis, through careful assessment by the internal sustainability office and external experts, 11 material issues were ultimately established: "Operational and Financial Performance," "R&D and Innovation," "Customer Relationship Management," "Sustainable Supply Chain Management," "Climate Strategy," "Waste Management," "Energy Management," "Green Products," "Talent Policy," "Employee Training and Development," and "Occupational Health and Safety."

Note: The ranking principle first confirms whether each issue is flagged under all five screening principles, then compares and ranks them by the total number of flags to determine the relative importance of the issue.

2025 Qisda Material Issues	Ranking	Screening Principle 1 Stakeholder Concern Level	Screening Principle 2 Sustainable Development Impact	Screening Principle 3 Operational Impact Questionnaire	Screening Principle 4 Long-Term Goals	Screening Principle 5 Senior Executive Remuneration
Green Product	1	★★	★★	★★	★★★	★★★
Operational and Financial Performance	2	★★★	★	★★★	★	★
Talent Recruitment and Retention	3	★★	★	★	★★	★★
R&D and Innovation	4	★★	★★	★★		★★★
Sustainable Supply Chain Management	5	★★	★★★	★★	★	
Energy Management	6	★	★★		★★	★★★
Customer Relationship Management	7	★★		★★	★★	★
Employee Training and Development	8	★	★	★	★★	
Climate Strategy	9		★★★		★★	★★★
Occupational Health and Safety	10	★★		★★	★★★	
Waste Management	11	★	★★		★	

11 material issues

Step 7: Map to International Disclosure Standards

11 material sustainability issues were identified corresponding to 18 GRI topics and 1 Qisda-defined topic, and based on this, to draw the information disclosure boundary of Qisda's value chain (supply chain management, operations, products, society) as the basis for reporting.

18 GRI topics and 1 Qisda-defined issue

Step 8: Formulate Long-term Sustainability Goals and Disclose

To enable Qisda Corporation's various corporate sustainability implementation programs to respond to stakeholder expectations and to serve as an internal review of the degree of performance achievement, we formulated 10 long-term sustainability goals based on the material issues.

10 long-term sustainability goals

Qisda Corporation's Double Materiality

Aspect	Material Topic	Operational Impact (Financial Materiality)				Sustainability Impact (Impact Materiality)									
		Increased revenue	Customers satisfaction	Operational Risks	Employee loyalty	Assist industry technology development (Positive)	Purchasing creates upstream output value (Positive)	Products provide environmental benefits (Positive)	Use of renewable energy (Positive)	Diversity and inclusion policy (Positive)	Invest resources to promote social participation (Positive)	Energy/ resource consumption (Negative)	GHG emissions (Negative)	Use of non-renewable materials (Negative)	Water withdrawal in water-scarce areas (Negative)
Economic Aspect	Operational and Financial Performance	●	●	●	●	●	●								
	Customer Relationship Management	●	●												
	R&D and Innovation	●	●			●	●	●	●					●	
	Sustainable Supply Chain Management	●	●				●	●	●			●	●	●	●
Environmental	Climate Strategy						●	●	●		●	●	●	●	●
	Green Product	●	●			●	●	●	●				●	●	
	Waste Management							●	●			●	●	●	
	Energy Management						●		●			●	●	●	●
Social Aspect	Talent Recruitment and Retention				●	●				●					
	Employee Training and Development				●	●				●					
	Occupational Safety, Health,and Management			●	●										

● Means that ESG has a substantial impact on organizational operations or sustainable development.

Qisda's Material Issues across the Value Chain

● Cause ○ Facilitate ◎ Business relationship

Aspect	Material Topic	"GRI Standards" Topic	SASB Industry-Specific Metrics	Value Chain			
				Supply chain	Operation	Product	Social
Economic	Operational and Financial Performance	Economic performance (201), Market presence (202), Indirect economic impacts (203), Anti-corruption (205), Anti-competitive behavior (206)			●		
	R&D and Innovation	Qisda-defined topic			●	◎	
	Customer Relationship Management	Customer health and safety (416), Marketing and labeling (417), Customer privacy (418)		◎	●		
	Sustainable Supply Chain Management	Procurement practices (204), Anti-corruption (205), Materials (301), Supplier environmental assessment (308), Supplier social assessment (414)	TC-ES-320 a.2 TC-ES-320 a.3 TC-ES-440 a.1	◎	●		
Environmental	Climate Strategy	Economic performance (201), Emissions (305)			●		
	Waste Management	Waste (306)	TC-ES-150 a.1	◎	●	◎	
	Energy Management	Energy (302)			●	◎	○
	Green Product	Materials (301), Energy (302), Marketing and labeling (417)			●	◎	○
Social Aspect	Talent Recruitment and Retention	Economic performance (201), Market presence (202), Employment (401)			●		○
	Employee Training and Development	Training and education (404)			●		
	Occupational Safety, Health, and Management	Occupational health and safety (403)	TC-ES-310 a.1 TC-ES-320 a.1		●		

Material Issues and Risk Management

Material Topic	Risk/Opportunity Description	Attribute	Risk Severity1	Risk Likelihood2	Mitigation Measures
Operational and Financial Performance	International tariff policy uncertainty is extremely high; to meet end-customer needs, related replacement costs or imposed tariffs are incurred, raising product costs.	Risk	High	Very high	1. Supply chain diversification and dispersion strategy: geographically dispersed deployment and supplier diversification to reduce dependency on a single country. 2. Risk assessment and monitoring mechanism: a dedicated unit monitors trade policies, sanctions lists, and tariff changes in various countries. 3. Risk-transfer planning of foreign-exchange hedging strategies to cope with sudden market turbulence.
	Global economic conditions, political instability, natural disasters, trade wars, inflation-rate changes, and interest-rate and exchange-rate fluctuations are all factors that may affect financial markets.	Risk	Moderate	Very high	1. Establish policy regulations clearly defining the Company's hedging strategy (the derivative instruments that may be used), as well as the management of the executing unit and the review unit. 2. The unit regularly reviews effectiveness and continuously monitors external market changes. 3. Regular audits ensure the mechanism operates properly.
	Lack of a business-continuity recovery plan, resulting in property losses.	Risk	Moderate	Low	1. Identify various possible disruption scenarios and conduct impact assessments. 2. Establish a business continuity management mechanism and formulate business continuity plans and regulations. 3. Regularly update, drill, and revise plans. 4. Risk transfer and insurance planning.
	Errors in capacity planning, and the Vietnam Plant transfer not keeping pace, leading to an inability to meet the production plan.	Risk	Low	High	1. Establish a regular production-meeting mechanism to ensure that demand changes are fully communicated within the Company. 2. Regularly review capacity and adjust as appropriate (with BU/Manufacturing). 3. Based on order forecasts, request suppliers to increase/decrease capacity or develop/reduce suppliers.
R&D and Innovation	The Company's investment in new technology fails; technology-selection errors force a shutdown, causing asset impairment.	Risk	Low	Moderate	1. Establish mechanisms to identify internal operational inefficiencies or bottlenecks, introducing new technologies in a timely manner to improve them. 2. Formulate and execute the Company's technology strategy. 3. Regularly review and assess the feasibility of new technologies needed for the Company's technological transformation or upgrade. 4. Regularly assess the synergies that new technologies can deliver to ensure the effectiveness of new-technology adoption.
	Changing preferences and investors' focus on low-carbon-related green investment trends increase demand for low-carbon products and services.	Risk	Moderate	Moderate	1. Continue advancing toward the 2040 goal of suppliers jointly reducing carbon by 30%. 2. Expand the green product portfolio, launching dedicated low-carbon product lines. For example, by promoting technologies such as "plastic thinning" and "recycled steel" technologies. 3. Encourage and drive supply chain empowerment value through the Supplier Conference, converting suppliers' carbon-reduction performance into the green competitiveness of the Company's products.
	Qisda Corporation surveys the proportion of low-carbon materials based on customer demand to meet market needs for green design. As demand for low-carbon products increases, downstream customers may increasingly favor environmentally friendly products, forcing the Company to adjust its product portfolio.	Opportunity	Moderate	Moderate	1. New models continue to promote plastic-thinning design, following green-design thinking from the initial design stage to achieve streamlined design and reduce environmental impact at the design source. 2. Increase the recycled-material content of products (such as the proportion of recycled steel used) and optimize related production processes (such as stamping and heat treatment) to address the risk of unstable recycled-material properties.
Customer Relationship Management	In response to new energy-efficiency regulations and new environmental rules, models that are 3 years past EOL incur necessary regulatory-extension application fees of approximately XX.	Risk	Low	High	1. Establish a dedicated customer-service mechanism and standardized service specifications, regularly reviewing and revising process effectiveness and dynamically adjusting internal management processes. 2. Implement customer-complaint analysis and cross-departmental feedback to strengthen the maintenance of customer relationships and ensure that product innovation precisely meets market needs for green design.
	Powerful computing capability makes AI more efficient in processing large volumes of data and complex tasks, analyzing customer behavior and preferences and predicting market supply-and-demand signals, significantly improving operational efficiency and reducing costs.	Opportunity	Moderate	Moderate	1. Drive a customer- and market-dynamics mechanism, conducting regular QBR/QTR with customers to predict customer behavior and market supply-and-demand changes. 2. Deepen technological collaboration on the supply-chain side, regularly discussing market and product specifications with key suppliers. 3. Regularly discuss market changes with market-research units. 4. Conduct early POC and incubation programs with customers for their green-design needs.

Material Issues and Risk Management

	International political turmoil; different regimes increase tariffs, and the impact of war leads to rising raw-material costs.	Risk	Moderate	Moderate	1. Establish a procurement-cost management mechanism and formulate a procurement strategy. 2. Regularly monitor market supply-and-demand conditions and price trends, adjusting stocking-strategy parameters (safety stock/ material pull-in, etc.) according to market conditions. 3. Sign procurement contracts. 4. Regularly review various vendors and conduct consolidation.
Sustainable Supply Chain Management	The Taiwan Strait situation, the Russia-Ukraine war, and tensions in the Asia-Pacific and North America, with escalating conflict, lead to supply chain disruptions and rising trade risks, raw-material/component shortages, logistics delays, and operational obstruction.	Risk	Moderate	Very low	1. Supply chain diversification and localization: establish multi-regional supply chains to reduce dependency on a single country; plan "friend-shoring" and "local manufacturing." 2. Monitor international policy trends: set up a dedicated unit to monitor trade policies, sanctions lists, and tariff changes in various countries, and regularly interact with local governments/chambers of commerce to detect early signs of regulatory change. 3. Assess regional operating risks and costs: conduct "operational disruption simulation analysis" (BCP) for sites in high-risk areas, dynamically adjusting investment and production strategies to avoid concentrating assets in politically sensitive areas.
	Suppliers change their manufacturing models to achieve carbon-reduction targets and comply with ESG standards, causing cost increases.	Risk	Low	Moderate	1. Proactively cooperate with government programs, leading suppliers to jointly secure resources, assisting them in adopting carbon-inventory systems and low-carbon equipment to reduce suppliers' fixed-investment costs. 2. Help suppliers introduce CIP continuous-improvement programs in key processes to improve production efficiency and yield.
	AI tools enable purchasing personnel to save time on data processing and take timely action, optimizing inventory management and procurement strategies and strengthening supply chain resilience.	Opportunity	Moderate	Very high	1. Participate in landmark competitions to maintain the Company's reputation on climate-change issues. 2. Implement a bonus program to retain core climate talent. 3. Sell off idle patent portfolios.
	Upstream suppliers participating in the Taiwan government's "Large Leading Small" carbon-reduction program gain more support from government incentive policies.	Opportunity	Moderate	Moderate	Through the government's "Big Brother Leads Little Brother" program, assist 10 suppliers with carbon-inventory guidance, data-management platform adoption and application, and substantive carbon-reduction research; and, through external consultants, certify carbon-reduction diagnostics and performance to gain government policy support.
	The Company participates in the Industrial Development Bureau's smart supply chain manufacturing project, integrating supply-chain lead-time information into the Company's MRP system to quickly respond to customer delivery dates.	Opportunity	Moderate	Moderate	Through project guidance, adopt a data platform that automatically links suppliers' production schedules with the Company's MRP system, eliminating the time lag of manual inquiries. Using historical lead-time data, automatically trigger notifications before anomalies occur, reducing the risk of breach or inventory-stockpiling costs caused by delivery uncertainty.
Climate Strategy	Extreme high temperatures lead to insufficient output, causing financial losses.	Risk	Moderate	Moderate	1. Enhance the resilience of plant equipment and facilities to ensure equipment can operate normally in high-temperature environments — for example, integrating energy-storage systems to automatically switch energy sources when the risk of high-temperature-induced power outages increases. 2. Personnel response training, such as recognizing early signs of heat injury, and through a mutual-aid system, train on-site personnel in standard first-aid procedures before medical staff arrives. 3. Regular extreme-weather response drills to ensure personnel are familiar with the division of labor and operations during emergency response.
	Enterprises conduct technological innovation, developing low-carbon technologies — such as introducing renewable-energy systems, carbon capture, utilization, and storage (CCUS), and replacing equipment with high-efficiency energy-saving equipment — and set industry carbon-reduction targets, helping reduce industry greenhouse gas emissions.	Opportunity	Moderate	Moderate	1. Continuously increase the product recycling ratio to enhance the trust of customer partners. 2. The Company participates in sustainability-related competitions. 3. SCM drives suppliers to reduce carbon and sets related targets. 4. SCM continues to seek competitive low-carbon suppliers.

Material Issues and Risk Management

Material Topic	Risk/Opportunity Description	Attribute	Risk Severity1	Risk Likelihood2	Mitigation Measures
Waste Management	Improper waste disposal damages the Company's image.	Risk	Low	Very low	1. Proactively track waste flows to ensure waste travels from the plant to the final disposal site, eliminating the potential legal risk of illegal dumping. 2. Set up dedicated environmental-management personnel and implement a "dual-track license reserve program" to ensure continuity of technical expertise when management personnel change, maintaining high-level control capability.
Energy Management	Sudden changes in energy costs lead to changes in the revenue mix and sources, raising production costs.	Risk	Low	Low	1. Through the ISO 50001 management system, monitor and identify equipment energy efficiency and perform preventive maintenance on equipment with abnormal energy efficiency. 2. Integrate the supply chain "Large Leads Small" energy-saving drive, jointly executing process energy-saving projects with upstream and downstream partners through government programs. 3. Include energy indicators among the material issues monitored by the ESG Committee, reviewing quarterly to track carbon-reduction progress.
Green Product	A prototype AI tool for parsing RoHS test reports has been completed and entered the model-testing and condition-adjustment stage; it is expected to support GPMSA reporting logic checks and error warnings, helping improve review efficiency and reduce the rejection rate.	Risk	Moderate	Low	Build a diversified training set for the system to improve error warnings and reduce the rejection rate. Through AI-assisted judgment, help reporting staff ensure GPMSA reporting rules, achieving an understanding of compliance requirements and effectively reducing rejection and resubmission costs caused by manual misjudgment.
Talent Recruitment and Retention	Employees may perceive DEI measures as overly formalistic or feel unfairly treated in promotions, remuneration, etc., potentially leading to the loss of high-quality talent and affecting overall employee satisfaction and loyalty.	Opportunity	Low	High	1. DEI training: Provide company-wide DEI education and awareness-raising to help employees understand the value of DEI and its importance in the organization. 2. Establish clear policies: ensure DEI policies are clear and include specific measures such as anti-discrimination, anti-harassment, equal hiring, and equal pay. 3. Establish a feedback mechanism: provide anonymous reporting channels so employees can report discrimination, bias, or injustice in the workplace and have them addressed promptly. 4. Continuous improvement and adjustment: regularly evaluate the effectiveness of existing policies and adjust and improve based on employee feedback, external changes, and best practices.
	Lack of necessary skilled employees, leading to insufficient capacity.	Risk	Moderate	High	1. Identify key skilled employees and establish a talent database. 2. Establish a personnel training mechanism and launch education-and-training programs to train skilled employees. 3. Establish a personnel-retention mechanism and launch a retention program to reduce turnover. For example, workplace promotion and salary policies and enhanced employee interaction. 4. Maintain good relationships with the job market.
Employee Training and Development	Strengthen employee skills training; improve per-unit workforce skills and productivity by introducing AI and RPA; optimize workflows and labor efficiency; and reduce dependency on manual labor.	Risk	Low	Moderate	1. For low-risk, highly repetitive administrative and operational processes, introduce RPA and AI collaboration tools to strengthen process control and precision. 2. Use CIP improvement cases and standard operating procedures (SOPs) to build a dynamic knowledge base. 3. Continue introducing AI course applications to improve employees' digital literacy, transforming traditional skills into "AI prompting" and "automation management" capabilities.
Occupational Safety, Health, and Management	Deficiencies in safe production management cause industrial accidents and losses.	Risk	Moderate	Very low	1. Establish an employee health and safety management mechanism. 2. Set up a dedicated unit responsible for employee health and safety and conduct regular awareness campaigns. 3. For accidents that occur, thoroughly review the causes and formulate countermeasures to make genuine improvements. 4. Regularly hold employee education and training to strengthen employee health and safety awareness.
	Physical plant losses caused by fire.	Risk	Moderate	Low	1. Provide relevant training to personnel. 2. Reserve emergency supplies. 3. Conduct disaster or catastrophe-event drills.

Note 1:Risk severity measures "frequency," "degree of impact," and "degree of control." A risk severity of 1-5 is considered "Very low"; a risk severity of 6-10 is considered "low"; a risk severity of 11-14 is "moderate"; and a score of 15- 20 points is "High"

Note 2:Very High: Occurring more than once a year; High: occurring once every 3 years; Moderate: occurring once every 10 years; Low: occurring once every 30 years;Very Low: occurring once every 30+ years.

Management Approach to Material Topic

Material Topic

Operational and Financial Performance | Responsible Unit: Finance

Impact	Positive	Enhance financial returns to investors, increase tax payments, and create upstream output values.
	Negative	
Policy		Optimizing the operation of the business, accelerating the expansion of the medical business and development of smart solutions, and creating strategies for networking communication business
Commitment		Create value
Project / Action		Laying the foundation for ESG, expanding high-profit-margin businesses, exerting influence as the Grand Fleet
Performance Indicator		Profit from high-value-added business

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Shareholder, Investment institution, Employees	Investor conference, Shareholders meeting, Business briefing	Without a fixed schedule, at least once a quarter	

Customer Relationship Management | Responsible Unit: Customer Service

Impact	Positive	Fully understand customer needs and improve product and service quality. Help enhance the Company's reputation and increase market share/revenue.
	Negative	1. It may result in declining customer loyalty and satisfaction, as well as some negative impacts on our business and goodwill, and may even lead to lawsuits 2. It could represent a reputational damage to the Company, cause customer churn, and cause a declining market share and revenue.
Policy		Understanding customers' needs and expectations to the Company, and creating improvement plans and providing better services based on the results of customer feedback and satisfaction surveys
Commitment		Fully comply with customer requirements and deliver quality services
Project / Action		Establishing corrective actions through customer feedback and satisfaction to improve the quality of products and services
Performance Indicator		Customer satisfaction score

Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Affiliated company	Customer satisfaction questionnaire survey	Twice a year	
Shareholder	Shareholders meeting	Quarterly	
Customer	Customer SER rating	Quarterly	

Sustainable Supply Chain Management

Responsible Unit: SCM

Impact	Positive	Disseminate information about the social responsibility to suppliers, enhance the quality of work and life for employees and the sustainable operation goal, control performance periodically, disseminate the spirit of RBA to the whole network of suppliers for enabling the operation of the supply chain in line with local laws and regulations and pushing the Company to meet the international trend and goals regarding work environment.
	Negative	The supply chain cannot move with the times for transition, resulting in a lack of friendly work environments for employees and violations of local laws and policies, with the Company suffering reputational damage internationally.
Policy		1. Requiring suppliers to comply with local laws and regulations, and social standards 2. Create environmental protection programs, and conduct regular investigations and audits
Commitment		Improve values in the sustainable supply chain
Project / Action		Establishing supplier dynamic management mechanism, sustainable supplier management regulations, and regular education and training for suppliers
Performance Indicator		Supplier carbon reduction

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Supplier	Suppliers meeting Supplier Audit	Once a year Once a year	8, 12, 13, 15

Material Topic

Climate Strategy

Responsible Unit: Risk

Impact	Positive	
	Negative	Confronting the risks and challenges posed by climate change, we may suffer the significant impacts and consequences on operation caused by failure of climate change mitigation
Policy		1. Setting carbon reduction and net zero goals and turning these goals into action; 2. Strengthening the corporate climate resilience
Commitment		Apply life cycle thinking to examine carbon emissions through all lifecycle stages and explore opportunities for reduction
Project / Action		1. Continuously introducing TCFD to deepen climate risk management 2. Set absolute greenhouse gas reduction targets
Performance Indicator		Absolute reduction: Scope 1, 2, and 3 GHG emissions

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Supplier, media, Subsidiary, Government, Shareholder, Customer, Employee	1. Investor conference, shareholder meeting, sustainability report, the Company's communication platform, and internal education and training. 2. Risk management committee, internal education and training	1. Multiple times a year 2. 4 times a year	7, 13

Material Topic

R&D and Innovation | Responsible Unit: PG

Impact	Positive	Develop reliable products and services, create product value for customers, and promote industry technology upgrading
	Negative	During the introduction of new technologies or innovation mechanisms, face the low-probability risk of technology failure or low market acceptance, causing capital losses
Policy		Applying energy-saving, volume reduction, and carbon reduction strategies to design and develop products and services
Commitment		Applying life cycle thinking to examine carbon emissions through all lifecycle stages and explore opportunities for consumption reduction
Project / Action		Introduce green design IEC 62430 and integrated design ISO 14006 management systems
Performance Indicator		Quality patent target

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Supplier, Affiliated Company, Subsidiary, Shareholder, Customer, Employee	Supplier questionnaire Shareholders meeting Customer questionnaire ESG Committee Sustainability report	Regular basis Quarterly Regular basis Quarterly Annually	

Material Topic

Green Product | Responsible Unit: PG/Sustainability

Impact	Positive	Being eager to conduct climate change mitigation, apply green design thinking to the stage of design to contribute to the goal of zero carbon emissions.
	Negative	Overtime work of personnel related to R&D, patent, forward-looking development, and human resources; an increase in price may result in a financial burden of customers.
Policy		Applying energy-saving, volume reduction, and carbon reduction strategies to design and develop products and services
Commitment		Applying life cycle thinking to examine carbon emissions through all lifecycle stages and explore opportunities for consumption reduction
Project / Action		1. Calculate the carbon footprint of products 2. Improve product energy efficiency and reduce resource consumption
Performance Indicator		Set annual ESG targets for major product lines

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
pplier, Media, Affiliated company, Subsidiary, Government, Shareholder, Customer, Employee	Customer questionnaire Supplier questionnaire Shareholders meeting Monthly Group meeting Sustainability report	Regular basis Regular basis Quarterly Monthly Annually	

Waste Management

Responsible Unit: Environmental Safety

Impact	Positive	
	Negative	Ineffective waste management results in increased cost of revenue and directs stakeholders' attention to it
Policy		Commitment to pollution prevention, waste reduction, energy efficiency improvement, and greenhouse gas emission reduction
Commitment		Increase the percentage of products and packaging materials used in the 3R practice, starting from source design; reduce the amount of operating waste and increase the reuse and recovery rate
Project / Action		1. Courses related to green products 2. Transforming waste into valuable resources, converting plastic waste to fuel
Performance Indicator		Proportion of recyclable waste

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Affiliated company Supplier Media Subsidiary Government Shareholder Customer	Government inspection Customer audit Shareholders meeting Sustainability report The Company's communication platform ESG Committee Monthly Group meeting	Irregular Irregular 4 times a year 4 times a year Irregular Quarterly Monthly	9, 12

Material Topic

Energy Management

Responsible Unit: Environmental Safety

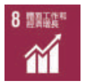
Impact	Positive	
	Negative	1. An increase in electricity consumption and energy use intensity results in an increase in production cost and a decline in profits, directing stakeholders' attention to it 2. Potential carbon fee and carbon tax collection in various countries results in an increase in cost of revenue
Policy		Commitment to pollution prevention, waste reduction, energy efficiency improvement, and greenhouse gas emission reduction
Commitment		1. Improve energy use efficiency 2. Increase use of renewable energy
Project / Action		1. Utilizing high-efficiency equipment to continuously improve energy performance and efficiency 2. Introducing the concept and methods of carbon reduction to the employees and suppliers to avoid waste 3. Continuously purchasing renewable energy and establishing renewable power generation systems to reach 100% renewable energy 4. Adding carbon offset projects and setting internal carbon pricing
Performance Indicator		1. Increase use of renewable energy 2. Improve energy use efficiency

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Supplier, Subsidiary, Government, Shareholder, Customer	Board meeting Senior managers' meeting Media Suppliers meeting Sustainability report Internal announcement ESG Committee Monthly Group meeting	4 times a year Irregular Irregular Annually Issued annually Irregular Quarterly Monthly	7

Material Topic

Talent Policy | Responsible Unit: HR

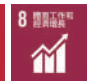
Impact	Positive	Provide employment opportunities for talents to draw on their strengths, and further increase the local employment rate
	Negative	Employee turnover may lead to instability in corporate culture, affecting teamwork and communication, which in turn diminishes the overall work atmosphere and employee engagement.
Policy		Building quality work environments and diverse channels for career development to attract and retain exceptional talents
Commitment		Provide quality work environments and good remuneration packages
Project / Action		Employee Engagement Survey
Performance Indicator		Average engagement score

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Employees	Questionnaire survey for the employee system	Annually	

Material Topic

Employee Training and Development | Responsible Unit: HR

Impact	Positive	1. Corporate operation/direct impact 2. Help employees to develop their competency and gain more competitive advantages
	Negative	
Policy		Completing the educational training system in accordance with the Company's strategic development and business goals; improving the overall competitive edge of the organization and creating more competitive advantages
Commitment		Building a strong and comprehensive education and training development system and providing diverse learning and development environment to attract and retain talents
Project / Action		1. Establishing learning blueprints for the four schools 2. Holding learning development courses based on the training need of a year
Performance Indicator		Education and training: the effect of Continuous Improvement Program on revenue

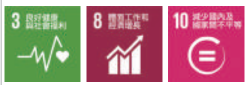
Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Affiliated company, Subsidiary, Employee	1. Education and training (including drill) 2. New employees training	Irregular	 

Material Topic

Occupational Health and Safety

| Responsible Unit: HR/OHS

Impact	Positive	Company operations/A good work environment enables talents to work without worries and protects the physical and mental health of employees
	Negative	Company operations/investments; accidents cause reputational damage and business losses to the Company
Policy		Protecting our employees, providing them with a complete management system and regulations for health and safety
Commitment		Continuously manage safety, sanitation, and health in the work environment and create improvement plans
Project / Action		ISO 45001 effective operation, risk assessment, change management, safety culture, safety proposal, joint inspection by supervisors
Performance Indicator		Zero occupational disease; FR/SR is superior to standards announced by the public sector

Engaged Counterparty	Engagement Channel	Frequency of Engagement	Connected SDGs
Affiliated company, Subsidiary, Government, Employee	Internal briefing conference	4 times a year	

Our Actions

Material Topic	Value Chain	Our Actions/Doings	Description	Performance Indicator	2025 Quantified Value
Operational and Financial Performance	Operation	Expanding high profit margin businesses and exerting influence as the Grand Fleet	Optimizing the operation of the business, accelerating the expansion of the medical business and development of smart solutions, and creating strategies for networking communication business	Profit from high-value-added business	Annual gross margin 16.8% on average
Customer Relationship Management	Operation, Product	According to customer satisfaction procedures: 1. Regularly hold business review meetings to develop improvement plans based on the assessment results. 2. Establish communication channels and send customer satisfaction survey questionnaires twice a year.	Fully understanding customer requirements to improve the quality of products and services, further facilitating the improvement of the Company' s reputation, and increase market share/revenue	Customer satisfaction score	Average of 94 points
Sustainable Supply Chain Management	Supply Chain, Operation	According to the Sustainable Supply Chain Policy: 1. Code of Conduct for Sustainable Development of Suppliers 2. Sending Supplier Sustainability Risk Questionnaire (SAQ) to the first-tier and non-first-tier suppliers	1. Requiring suppliers to comply with local laws and regulations, social standards, and environmental protection plans. 2. Conducting regular surveys and audits to enable suppliers to join hands with Qisda in making environmental and social commitments, thereby adding value to products. 4. Improve values in the sustainable supply chain	Supplier Social Responsibility Completion rate of RBA on-site and paper-based audits	90% completion rate of RBA on-site and paper-based audits
Climate Strategy	Operation	Based on climate-transition risk scenario simulation, using the net-zero SBTi 1.5°C parameter, assess operational and financial impacts and implement management approaches.	1. Passed the SBTi target review in 2024, with annual carbon reduction 4.2% 2. 100% of renewable energy by 2040	1. Reduction in carbon emissions per year 2. Proportion of renewable energy consumption	50.5% of renewable energy consumption
R&D and Innovation	Operation, Product	Applying energy-saving, volume reduction, and carbon reduction strategies to design and develop products and services	Applying life cycle thinking to examine carbon emissions through all lifecycle stages and explore opportunities for consumption reduction	Quality patent target	Obtained 56 quality patents
Green Product	Operation, Product	Applying energy-saving, volume reduction, and carbon reduction strategies to design and develop products and services	Applying life cycle thinking to examine carbon emissions through all lifecycle stages and explore opportunities for consumption reduction	Proportion of energy saving, carbon reduction, and consumption reduction for green products, based on the baseline year of 2020	For detailed targets, please refer to 3.8 Green Products.
Waste Management	Supply Chain, Operation, Product, Society	Obtained UL2799 Zero Waste to Landfill Validation to control waste	Striving to prevent pollution, minimizing pollutants, realizing optimal solutions, and reducing waste	Recycling rate of waste	92.9% recycling rate of waste
Energy Management	Operation, Product, Society	1. Enhancing energy efficiency and increasing use of renewable energy 2. Strengthening the culture of sustainability	Improving energy efficiency and enhancing electricity-efficient solutions 1. Utilizing high-efficiency equipment to continuously improve energy performance and efficiency 2. Introducing the concept and methods of carbon reduction to the employees and suppliers to avoid waste 3. Continuously purchasing renewable energy and establishing renewable power generation systems to reach 100% renewable energy 4. Adding carbon offset projects and setting internal carbon pricing	Electricity Consumption Per Million USD Production Value (kWh)	51,089 kWh

Talent Policy	Operation, Society	Improving Diversity, Equity, and Inclusion (DEI) in the workplace	Creating a secure work environment (Environment), improving employee engagement (Satisfaction), and establishing success models (Guidance) to guide and disseminate experience are the three main areas of focus of Qisda for sustainable talent development	1. Completion rate of employee engagement survey 2. Average engagement score	1. At least 80% 2. Reached 4.71
Employee Training and Development	Operation	Enhancing education and training system, boosting the proportion of online courses, gaining overall competitive edge of the organization	Building a strong and comprehensive education and training development system and providing diverse learning and development environment to attract and retain talents 1. Establishing learning blueprints for the four schools 2. Holding learning development courses based on the training need of a year 3. Education and training for all employees	1. Average training hours per IDL employee 2. Completion rate of taking require corporate policy courses	1. Target 26 hours/year; IDL actual per-capita reached 41.1 hours 2. 100%
Occupational Safety, Health, and Management	Operation	With solid health and safety culture of business, our occupational health and safety system is superior to domestic regulations	Continuously optimizing occupational environment, health and safety management system Enhance employees' thinking by training	Probability of occupational injury and severity	0 occupational disease; 0 fire accident FR:=0.075 SR:=2.26

Qisda's Assessment of Impact on Sustainability - Monetization

Creating long-term value for stakeholders is the tenet of Qisda's practice of corporate sustainability. Since 2023, Qisda has introduced the Impact Measurement and Valuation (IMV) methodology. We measure the positive (benefit) and negative (cost) impacts brought directly or indirectly to human well-being and the social economy as a result of value chain activities from the viewpoint of profit and loss and based on the Triple Bottom Line (TBL) combining the economic, environmental and social dimensions of sustainability.

In 2025, in connection with the sustainability issues of climate strategy, energy management, R&D and innovation, and green products, Qisda Corporation created NT$1.714 billion in promoting socioeconomic growth. As production operations generated a carbon social cost of NT$267 million, Qisda continues to assess external environmental costs, maximizing environmental benefits through the promotion of various energy-saving measures, the deployment of renewable energy, and water reuse.

On the social side, comprehensive training programs have driven employees' skills and employability growth, creating future career income for employees (please refer to the chapter: Talent Attraction and Talent Development); the health risks arising from employee occupational-accident incidents and workload also bring social costs, but through diverse health-education activities and long-term follow-up, safeguarding employees' health creates positive benefits (please refer to the chapter: Occupational Health, Safety and Management); at the same time, investing in various local-care programs and voluntary employee activities creates diverse social value (please refer to the chapter: Social Care and Influence).

Henceforth, in addition to continuously refining and deepening our sustainable impact management framework and identifying opportunities to reduce environmental impact and enhance social well-being, we will continue focusing on supply chain transformation and development of energy-saving products to enhance Qisda's influence on sustainability and create more significant positive value for society. For the comprehensive Sustainability Impact Valuation Report, please visit Qisda's sustainability website.

ESG Issue	Inputs and Outputs of the Operations Process				Causing or Contributing to Changes in Well-being	Impacted Party	Impact Indicator		Monetary Value (NTD)
Climate strategy and energy management	Direct greenhouse gas emissions from processes (Scope 1)	OI4112	2,494	ton-CO_2e	Direct or indirect greenhouse gas emissions from the production and manufacturing process contribute to the impact of climate change on human well-being	Environment	Environmental externality: carbon social cost arising from production operations	(-)	267,919,685
	Energy indirect greenhouse gas emissions (Scope 2)	OI9604	33,987	ton-CO_2e					
	Purchased renewable energy	OI3324	53,032	MWh	Avoiding greenhouse gas emissions through the introduction of renewable energy reduces the impact of climate change on human well-being	Environment	Environmental externality: carbon social cost avoided through renewable energy	(+)	156,742,915
	Self-generated renewable energy	OI2496	11,447	MWh					
R&D and Innovation of Green Products	Greenhouse gas emissions avoided through product energy	PI6376	484,896	MWh	Product energy-saving design avoids greenhouse gas emissions during the use phase, thereby reducing the impact of climate change on human well-being	Environment	Environmental externality: carbon social cost avoided through product energy	(+)	1,558,110,360

Note:

1. IRIS (Impact Reporting & Investment Standards) is a standardized indicator framework developed by the Global Impact Investing Network (GIIN) to measure the social, environmental, and economic performance of enterprises, in order to enhance the comparability of impact investing.
2. The impacted party "Environment" refers to the stock of renewable and non-renewable natural resources on Earth (e.g., plants, animals, air, water, soil, minerals) that jointly produce the flow of benefits or services to humans (Natural Capital Protocol, 2016).
3. Externality refers to the positive or negative impact on human well-being brought about by the interdependent interactions between Qisda's operating activities and the various capitals; although the Company does not directly gain benefits or bear costs as a result, it will create varying degrees of opportunity and risk for long-term operations.
4. Carbon social cost refers to the social cost paid for the long-term damage to global physical and economic systems caused by climate change, including economic property losses from physical disasters, harm to human health, or the economic price paid for energy transition to avoid temperature rise; the valuation coefficient is referenced from the U.S. Environmental Protection Agency (US EPA, 2023) and, considering inflation and exchange-rate factors, is converted to 2023 New Taiwan Dollar values.