

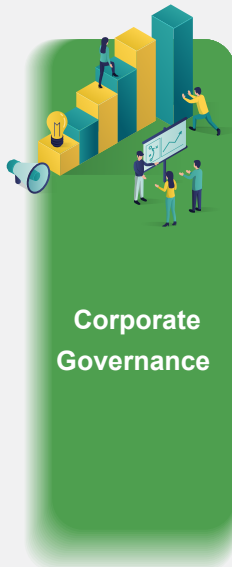
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ESG Sustainability Performance

- 2025 Sustainability Performance
- Development Status of Short, Medium, and Long-Term Goals



2025 Sustainability Performance



100% attendance rate
of the Board of Directors

Global **No. 2**
LCD display shipment volume

Global **No. 2**
DLP projector shipment volume

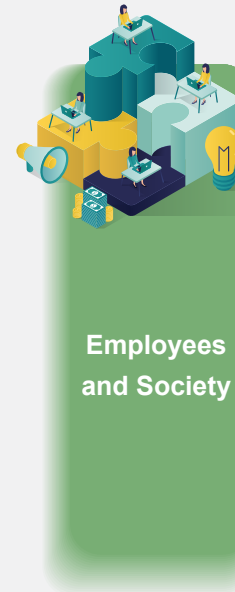
Corporate governance assessment:
Top **5%**
in the TWSE-listed companies group

Customer satisfaction score:
94

The proportion of local procurement:
78.57%

Acquired **56**
high-quality patents

bringing the total to
1,312 valid patents



Code of Conduct Training
Completion Rate: **100%**

Employee Engagement Score:
4.71

Average employee training hours:
24.3 hours

Proportion of digital courses in
response to digital transformation: **80%**

Accumulated working hours
without occupational accidents:
2.74 million hours

Employees' participation in public welfare activities:
A total of **5,786** hours in a year



CDP Climate Change Questionnaire:
A List

Zero Waste to Landfill certification:
Platinum-level at the China production site
and **Gold-level** at the Vietnam production site

92.9%
recycling rate of waste

Solar power self-generated and self-consumed
totaled approximately **11.45 million kWh**,
while the total procurement of renewable
energy certificates reached **51,440 MWh**

Energy savings of **3,230 MWh** from
process energy efficiency
and a reduction in carbon emissions
by **1,714** metric tons CO₂e

All
manufacturing sites
have achieved full certification
for ISO 14001

Green products targets (by product line):
ENERGY STAR-compliant display models accounted for **82.5%** of shipment volume Newly
developed projectors achieved a **7.1%** improvement in energy efficiency

Note:

1.Scope of Data Coverage: Qisda (Parent Company Only)

2.All of Qisda Corporation's manufacturing sites refer to its Taiwan Plant, Suzhou Plant, and Vietnam Plant.

3.The 5,786 annual hours of employee participation in public welfare activities cover volunteer manpower from both Qisda Corporation and the BenQ Foundation.

Development Status of Short, Medium, and Long-Term Goals

Material Topic	Performance Indicator	2025 Achievements	2030 Target
Operational and Financial Performance	Profit from high-value-added business	Annual gross margin 16.8% on average	Continuously generate revenue and deliver positive, long-term value
Customer Relationship Management	Customer satisfaction score	94	95
Sustainable Supply Chain Management	Supplier Social Responsibility Completion rate of RBA on-site and paper-based audits	100%	100 %
Climate Strategy	Absolute reduction: Scope 1 and 2 GHG emissions (base year: 106,672 metric tons)	Carbon reduction of 70,190 metric tons (including renewable energy)	Reduce emissions by 42% by 2030 (compared to 2021)
R&D and Innovation of Green Products	Product line energy saving, carbon reduction, and source reduction relative to the baseline year (2020)	- ENERGY STAR-compliant display models accounted for 82.5% of shipment volume - Newly developed projectors achieved a 7.1% improvement in energy efficiency	Improve energy efficiency of display product line to 14% by 2030 Improve energy efficiency of projector product line to 7% by 2030
Waste Management	Proportion of recyclable waste	92.9%	Reach 95%
Energy Management	Proportion of renewable energy consumption	Reached 50.5% use of renewable energy usage	Target by 2030: 4.72 points
Talent Policy	Average engagement score	4.71	Average engagement score
Employee Training and Development	Education and training: the effect of the Continuous Improvement Program on revenue	Represent 1% of revenue	Represent 1% of revenue
Occupational Health and Safety	Frequency Rate (FR) of occupational injuries per million working hours; Severity Rate (SR), i.e., lost workdays from occupational injuries per million working hours	0 occupational disease, 0 fire, FR: 0.075, SR: 2.26	0 occupational disease, 0 fire, FR<0.08, SR<3.8

Note: Scope of Data Coverage: Qisda