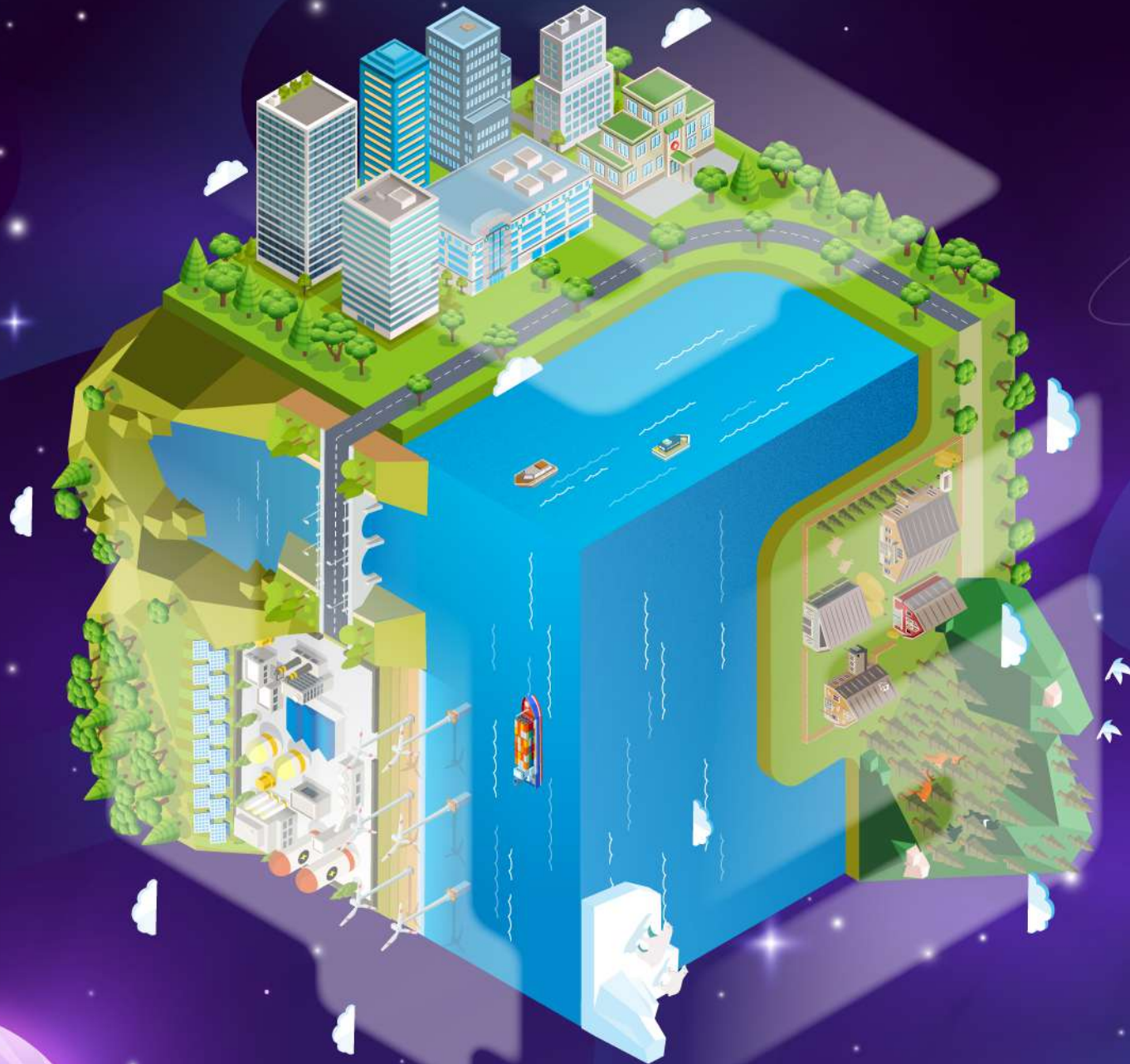


Qisda



Corporate
Sustainability
Report 2025

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1

Introduction to Qisda

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- Company Introduction
- Letter from the Chairman & President
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- Qisda and Our Sustainable Partners
- Sustainable Corporate Governance
- Qisda and Our Stakeholders



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, Hltron 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.

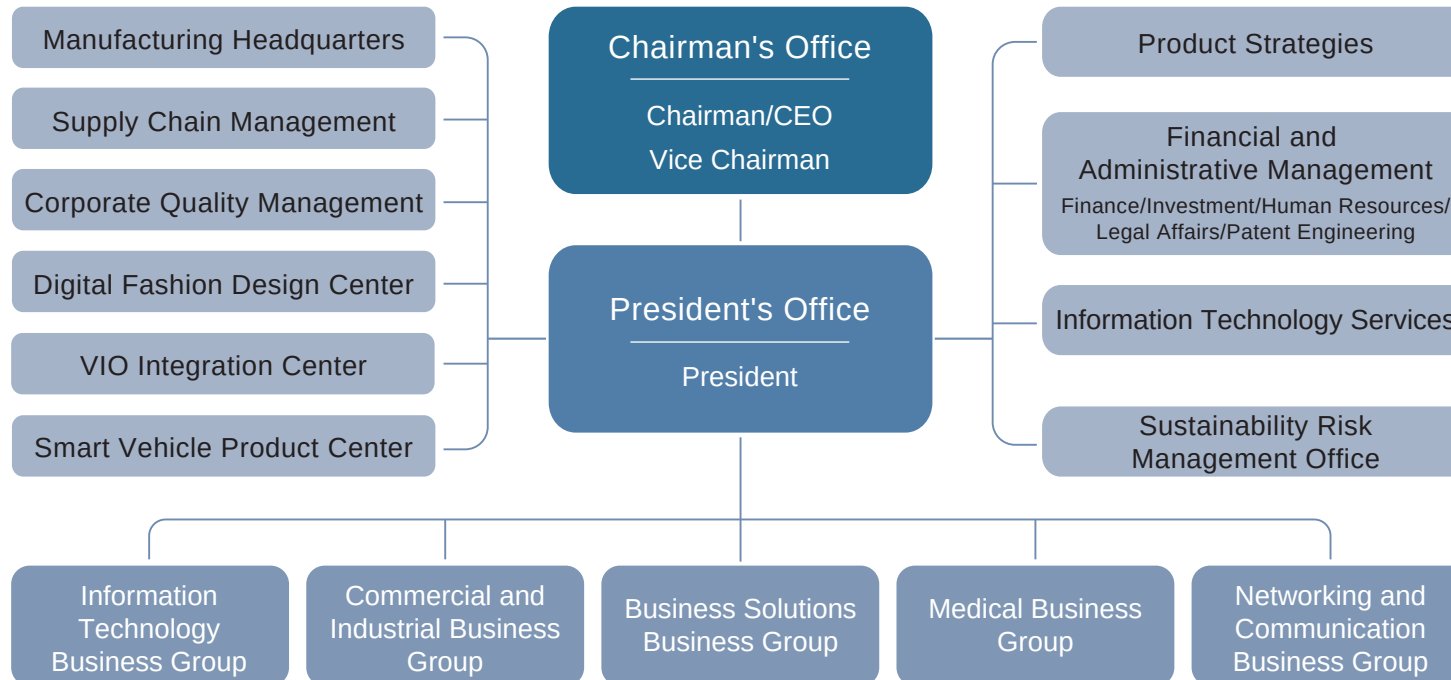
► Business Overview and Organizational Structure

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

A stylized black ink signature in Chinese characters, reading '黃漢升' (Huang Hansheng).

President

A stylized black ink signature in English, reading 'Wu Yue'.

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

	LCD display shipment volume	Ranking No. 2 in the world ¹
	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.

	Smart IoT	- Smart networked surveillance cameras - Smart networked projectors - Interactive whiteboards - Industrial/medical/professional smart tablets
	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
	Industrial Automation	- Thermal cameras - Handheld POS - Mobile POS terminals - Compact industrial computers - Edge AI computing - Rugged embedded systems
	Medical Care Electronics	- Multifunctional hydraulic operating tables - Portable color medical ultrasound - DLP structured-light oral scanners
	Medical Equipment and Consumables	- Multicolor/single-temperature surgical lights - Hemodialysis machines/dialysate/dialysis powder - Medical needle-free/infusion consumables/waste-liquid collection bags
	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.

► 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.

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



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 sustainability¹.

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	■	
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.

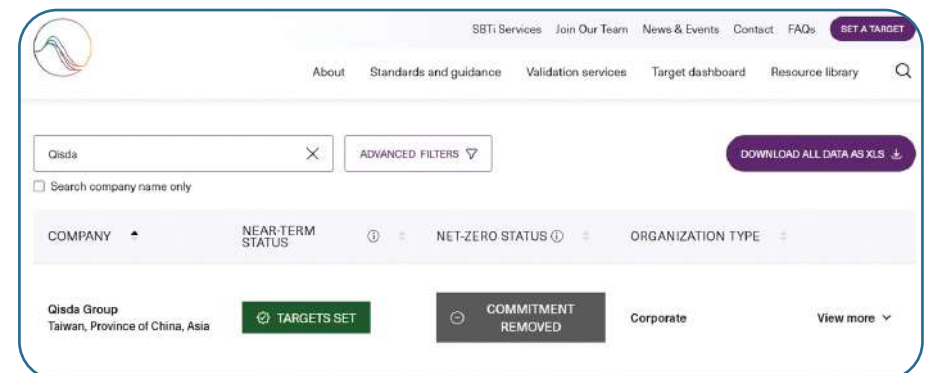
Qisda Group Passes the SBTi Target Review

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 ₂ e)
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	Passing target setting: Achieved

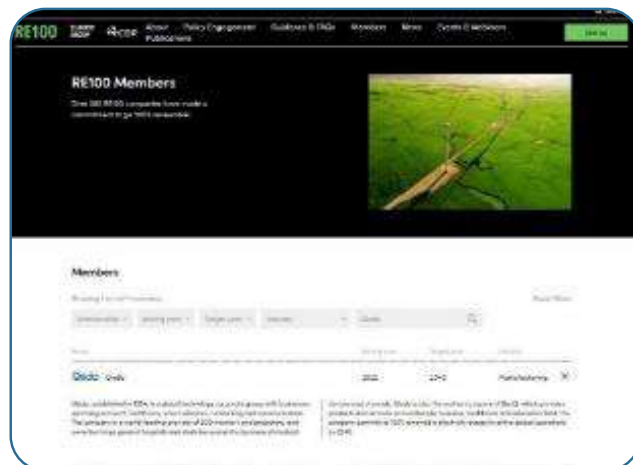


RE100 Initiative

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 RE100 on December 21, 2022, 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.



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.

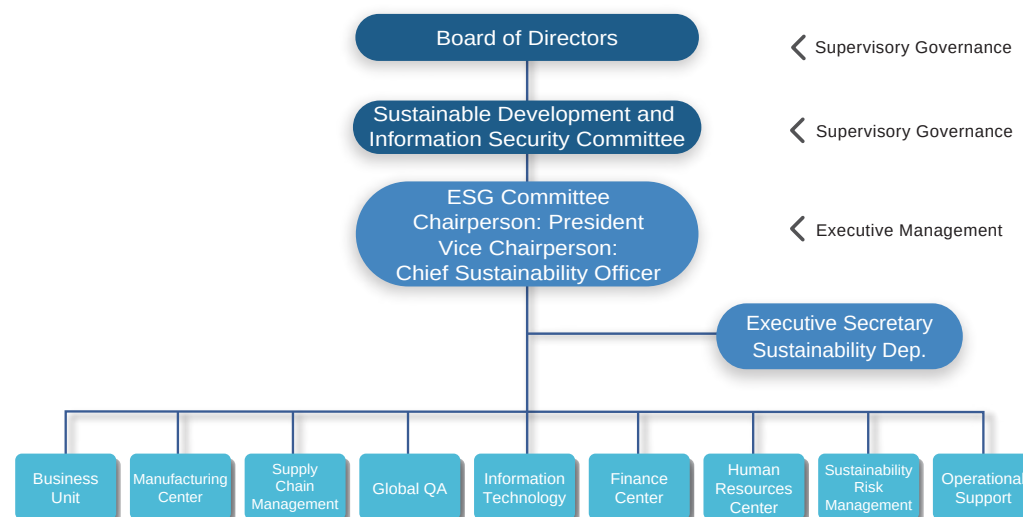
The Committee is composed of seven members, five of whom are independent directors. The members' term of office runs from 4 August 2023 to 28 May 2026. Four meetings were held in 2025, with 100% attendance.

Committee Member	Meeting Status
Independent Director, Shu-Chun Huang	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
Independent Director, Chiu-Lien Lin	
Independent Director, Liang-Chi Chen	2025-05-06 2024 Sustainability Report
Independent Director, Chueh-Min Hsu	2025-08-13 Report on the status of the greenhouse gas inventory implementation plan; report on the status of the IFRS Sustainability Disclosure Standards
Independent Director, Charles Yen	
Director, Joe Huang	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"
Chairman, Peter Chen	

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 - 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 x Talent Empowerment, Bronze Tier Smart Sustainability Fleet Sailing Toward the Future, Bronze Tier Heat Recovery x Green Medical Devices, Bronze Tier	 3 4 5 2030年 淨零排放 2040年 RE100 2050年 淨零排放 2030 供應端減碳30% 2040 係世達集團RE100 使用再生紙張 2050 係世達集團達到淨零排放	 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
	- 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
	- 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
	- 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

SDGs	Practices Realizing the SDGs	Corresponding Chapter in the Report
	- 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
	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
	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
	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
	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:

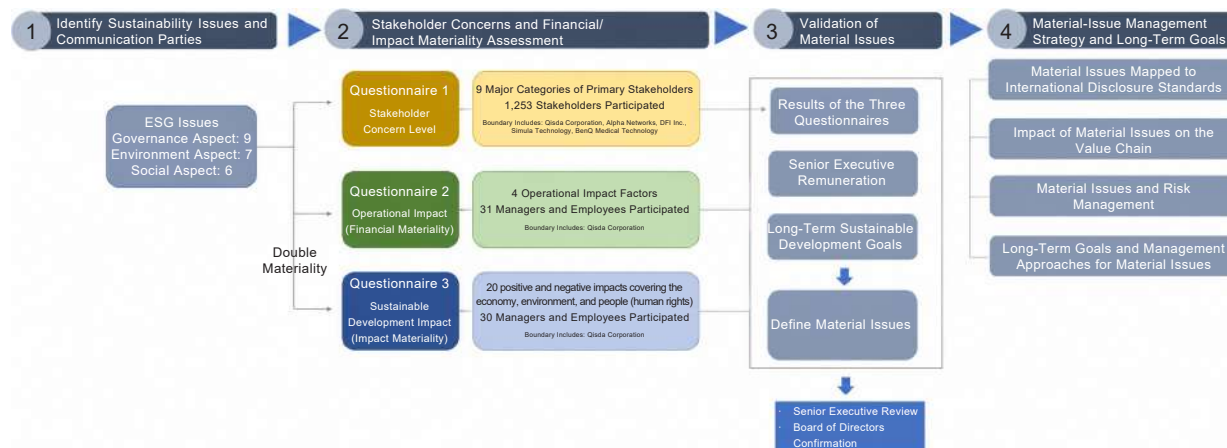
Qisda Corporation conducts a materiality analysis every year. Based on GRI 3: Material Topics 2021 of the GRI Universal Standards 2021, and the EU concept of Double Materiality, it establishes survey and analysis methods that cover both impact materiality and financial materiality. For impact materiality, 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 Gmsr 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

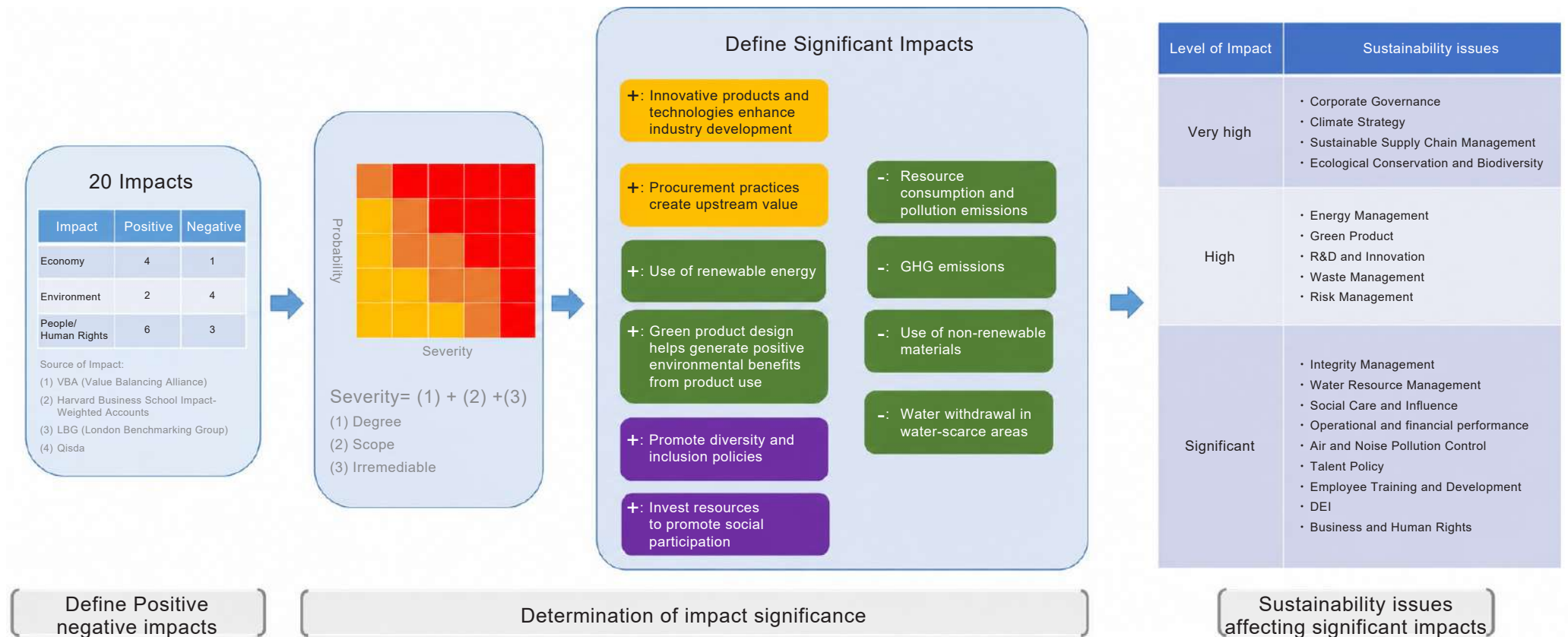
Stage	Steps and Process	Results
Stage 1: Identification	Step 1: Identifying Stakeholders In accordance with the AA1000 SES Stakeholder Engagement Standard, Qisda identified nine major communication parties, including shareholders/investors, employees, customers, suppliers/contractors, subsidiaries, partners, 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 Integrity Management Risk Management Tax Operational and financial performance R&D and Innovation Customer Relationship Management Information and Privacy Security Sustainable Supply Chain Management	Climate Strategy Water Resource Management Waste Management Energy Management Air and Noise Pollution Control Ecological Conservation and Biodiversity Green Product	Talent Policy Employee Training and Development Occupational Health and Safety DEI Social Care and Influence Business and Human Rights

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 subsidiaries ¹ 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 five ² 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 five ³ 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



- 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
	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.
Operational and Financial Performance	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 Severity ¹	Risk Likelihood ²	Mitigation Measures
Waste Management	Improper waste disposal damages the Company's image.	Risk	Low	Very low	- Proactively track waste flows to ensure waste travels from the plant to the final disposal site, eliminating the potential legal risk of illegal dumping. - 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	- Through the ISO 50001 management system, monitor and identify equipment energy efficiency and perform preventive maintenance on equipment with abnormal energy efficiency. - Integrate the supply chain "Large Leads Small" energy-saving drive, jointly executing process energy-saving projects with upstream and downstream partners through government programs. - 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	- DEI training: Provide company-wide DEI education and awareness-raising to help employees understand the value of DEI and its importance in the organization. - Establish clear policies: ensure DEI policies are clear and include specific measures such as anti-discrimination, anti-harassment, equal hiring, and equal pay. - Establish a feedback mechanism: provide anonymous reporting channels so employees can report discrimination, bias, or injustice in the workplace and have them addressed promptly. - 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	- Identify key skilled employees and establish a talent database. - Establish a personnel training mechanism and launch education-and-training programs to train skilled employees. - Establish a personnel-retention mechanism and launch a retention program to reduce turnover. For example, workplace promotion and salary policies and enhanced employee interaction. - 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	- For low-risk, highly repetitive administrative and operational processes, introduce RPA and AI collaboration tools to strengthen process control and precision. - Use CIP improvement cases and standard operating procedures (SOPs) to build a dynamic knowledge base. - 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	- Establish an employee health and safety management mechanism. - Set up a dedicated unit responsible for employee health and safety and conduct regular awareness campaigns. - For accidents that occur, thoroughly review the causes and formulate countermeasures to make genuine improvements. - Regularly hold employee education and training to strengthen employee health and safety awareness.
	Physical plant losses caused by fire.	Risk	Moderate	Low	- Provide relevant training to personnel. - Reserve emergency supplies. - 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			
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	   

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	 

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
Supplier, 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		- Courses related to green products - 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	 

Material Topic			
Energy Management			
Responsible Unit: Environmental Safety			
Impact	Positive		
	Negative	- 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 - 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		- Improve energy use efficiency - Increase use of renewable energy	
Project / Action		- Utilizing high-efficiency equipment to continuously improve energy performance and efficiency - Introducing the concept and methods of carbon reduction to the employees and suppliers to avoid waste - Continuously purchasing renewable energy and establishing renewable power generation systems to reach 100% renewable energy - Adding carbon offset projects and setting internal carbon pricing	
Performance Indicator		- Increase use of renewable energy - 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	

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	3 良好健康與社會平權 8 體面工作與經濟增長 10 減少國內不平等



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



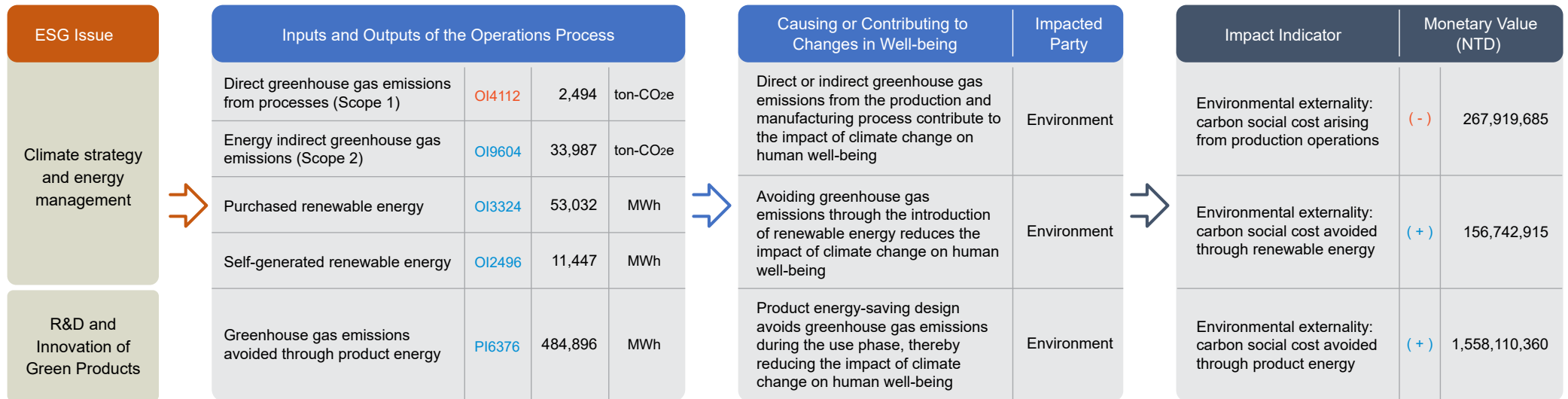
Qisda's Assessment of Impact on Sustainability - Monetization

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.



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.

2

Corporate Governance

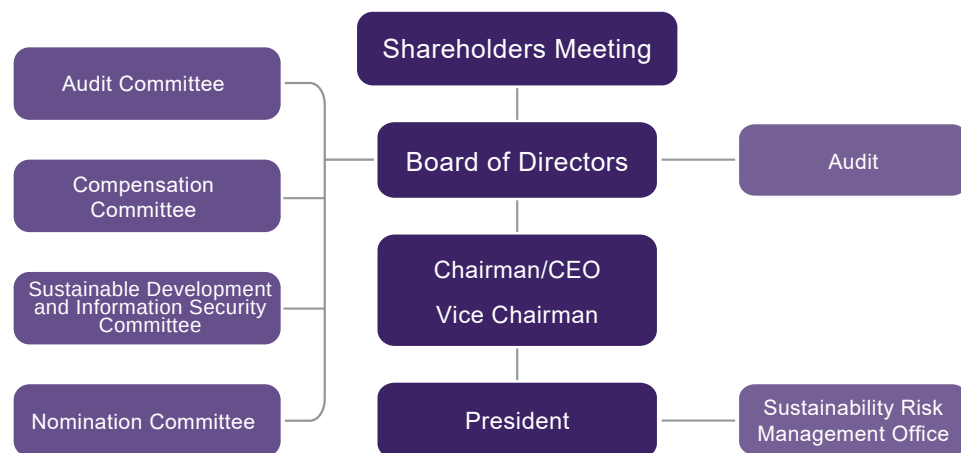
- Organization and Operation of Governance
- Code of Conduct
- Legal Compliance
- Operational Performance
- Corporate Risk Management
- Information and Privacy Security
- Sustainable Supply Chain Management
- Customer Satisfaction



Organization and Operation of Governance

Qisda is committed to safeguarding shareholders' rights and supporting and promoting transparency and fairness in information disclosure. Since the Annual Shareholders' Meeting in 2012, the Company has adopted an electronic voting system and conducts voting on a case-by-case basis for all meeting proposals, thereby increasing shareholder attendance at shareholders' meetings and ensuring that shareholders are able to exercise their rights in accordance with the law. During shareholders' meetings, the Company also proactively explains its business operations and financial condition to shareholders and responds to shareholder inquiries. In addition, any amendments to the Articles of Incorporation must be approved by the shareholders' meeting before they become effective. The Company has established an Audit Committee, a Remuneration Committee, and a Sustainable Development and Information Security Committee under the Board of Directors to assist directors in reviewing various proposals and ensuring the quality of Board decision-making. The Company is also supported by an experienced professional management team working together to maximize shareholders' interests.

Corporate Governance Structure



Access to annual report: <https://www.qisda.com/tw/investor/shareholder>



► Structure and Operation of the Board of Directors

The Board of Directors serves as the top decision-making unit of Qisda. In accordance with laws and the Articles of Incorporation, all Board members are elected for a three-year term by shareholders through voting at the shareholders' meeting as per the "Procedures for Election of Directors." Currently, there are eight members on the Company's Board of Directors (including five independent directors) and the average term of office is 5.63 years; two members of the Board are 51 to 60 years old, five members of the Board are 61 to 70 years old, and one member is 71 to 80 years old. Members of committees operating under the Board are nominated and selected upon the Board's resolution according to their respective organizational regulations. The independent directors all comply with the professional qualifications, work experience requirements, restrictions, and independence of independent directors with concurrent positions under the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." The Chair is elected by the directors, who all have more than five years of work experience related to business, legal affairs, finance, accounting, or other operations essential to the Company.

According to paragraph 3 of Article 208 of the Company Act, Peter Chen serves as the Chairman of Qisda's Board of Directors. The positions of Chairman and Chief Executive Officer are held by the same individual, enabling unified representation of the Company externally and effective coordination and management of the executive team. This structure is designed to facilitate the execution of investment and acquisition strategies, lead the transformation of the Company's value, optimize existing business operations, rapidly expand the medical business, accelerate solution development, and actively position the Company in the telecommunications sector to achieve synergistic transformation effects. During the discussion and voting on proposals at the Board meeting, when a director has a personal interest in the proposal discussed and their involvement may clash with the Company's interests, the director should, according to Paragraph 2, Article 206 of the Company Act, avoid taking part in the discussion and voting of the proposal in compliance with the rules of conflicts of interest avoidance under Article 178 of the Act. When necessary, the Chairman will appoint another director to serve as the chairperson of the meeting. Any conflict of interest at the Board meeting will be disclosed in the corporate governance section of our annual report in compliance with the law.

Qisda's Board meeting is held at least once every quarter to monitor and conduct a thorough supervision of the Company's operations. Guided by a goal to maximize shareholder equity, the Board members abide by their duty of care and of loyalty, exercising their authority, evaluating operations, and making significant decisions in a careful and disciplined manner. To increase the directors' participation in business operations, the Company has set standards requiring all directors to attend at least 85% of Board meetings in person. In 2025, there were seven Board meetings convened, with an average attendance rate of 98%.

Note :

(1) Shuang-Lang (Paul) Peng, the representative of the corporate director, AUO Corporation, resigned from his position as Director in January 2025.

(2) The calculation method is based on rounding up each individual director's term of office to the nearest whole number, and then deriving the average term accordingly.

The introduction of Board members in the Investor Relationship section of the Company's website: <https://www.qisda.com/tw/investor/governance/director>



Functional Committees

	Description of Duties	2025 Operational Status
Audit Committee	Established in 2008, the Audit Committee, consisting of all independent directors as required by local laws and regulations, is subject to the "Audit Committee Charter" formulated by the Board of Directors. It mainly takes on a supervisory role, conducting close inspections of the operational implementation status of the Company and the Board of Directors. The Committee meets at least once a quarter. Reports and inquiries regarding the audit status of the latest financial statements, internal audit results, major lawsuits, financial and business overviews, etc., are made to the Audit Committee members by the accountants (every six months), the internal audit unit (quarterly) and the risk management, legal affairs, finance, and accounting units (irregularly). This way, the Audit Committee members can ensure the validity of our corporate governance and maintain information transparency for investors, thereby protecting the shareholders' equity.	In 2025, there were six Audit Committee meetings convened, with an average attendance rate of 97%. The relevant implementation highlights and operational status of the Audit Committee this reporting year have been disclosed in the "Operational Status of the Audit Committee" section of our 2025 Annual Report. Details regarding the status, topics, and results of its communication have been disclosed in the "Investor Relationship – Committee – Communication Status of Independent Directors and Internal Audit Officer with CPAs" page of our official website.
Compensation Committee	The Company established the Compensation Committee in 2011 and had the Board of Directors develop the "Compensation Committee Charter" in order to boost corporate governance and enhance the compensation system for our directors and managers. The Committee shall exercise its duties with the care of a prudent administrator and faithfully perform its responsibilities in accordance with applicable laws and regulations. Its recommendations shall be submitted to the Board of Directors for deliberation. It holds meetings at least twice a year; the meeting can be convened at any time when necessary. The following are considered when measuring the performance of the Company's top management and determining their compensation: the principles of responsibility, reasonable basic compensation, and factors such as industrial risks; the duties of persons in charge, directors, and independent directors; and the operational scale of the Company. The distribution of compensation is then subject to approval by the Compensation Committee and the Board of Directors, and is reported during the shareholders' meeting as a proposal independent from the stakeholders' opinions. Related information about compensation received by top management such as the Board of Directors and managers has also been appropriately disclosed for all stakeholders to facilitate understanding of the connection between high-level executive compensation and corporate ESG performance.	In 2025, there were three Compensation Committee meetings convened, with an average attendance rate of 100%. The Company's compensation policies and the implementation highlights and operational status of the Compensation Committee this year have been disclosed in the corporate governance section of our 2025 Annual Report and the "Investor Relationship – Committee – Operational Status of the Compensation Committee" page of our official website.
Sustainable Development and Information Security Committee	The Company established the Sustainable Development and Information Security Committee in 2023. The Committee is composed of the Chairman and Chief Executive Officer, the representative of the Corporate Director, the President and all independent Directors, and ensures that the Board of Directors develops and abides by the "Sustainable Development Best-Practice Principles." The Committee is the decision-making and supervisory unit for work related to the sustainable development of the Company, covering three major domains: the environment (E), social (S), and governance (G). This enables the Board of Directors to perform its duty to protect the rights and interests of the Company, employees, shareholders, and stakeholders. It holds meetings at least once a year; the meeting can be convened at any time when necessary. The Sustainable Development and Information Security Committee handles information disclosure in accordance with relevant laws, regulations, and the Company's Corporate Governance Best-Practice Principles. In preparation for corporate sustainable development reports, they adopt internationally recognized standards or guidelines to disclose the promotion and current status of sustainable development, thus ensuring the implementation of corporate governance.	The Company has convened four Sustainable Development and Information Security Committee meetings in 2025 with an average attendance rate of 100%. Annual work objectives and operations related to the Company's sustainable development are disclosed in the corporate governance section of our 2025 Annual Report and the "Investor Relationship-Committee-Operational Status of the Sustainable Development and Information Security Committee" section of our official website.
Nomination Committee	- Established in 2025, the Committee is composed of the Chairman of the Board and all Independent Directors. The Board of Directors has adopted the "Nomination Committee Charter" to further strengthen the effectiveness of the Board and enhance the Company's governance mechanism. The Committee assists the Board in matters including establishing the qualifications for Board members and senior executives, nominating and reviewing candidates, and formulating succession plans for directors and senior managerial officers. Meetings are held at least twice a year and may be convened at any time as necessary, in order to provide the Board of Directors with decision-making recommendations. - Taking into comprehensive consideration the characteristics of the industry to which the Company belongs, its operating risks, and the responsibilities borne by the Board of Directors and senior managerial officers, the Company established standards for the diversified backgrounds and independence required of Board of Directors members and senior managerial officers, including professional knowledge, skills, experience, gender, and other attributes, and accordingly sought, reviewed, and nominated qualified candidates for Directors and senior managerial officers in order to strengthen the diversity of the Board of Directors and the quality of decision-making. At the same time, the Nomination Committee established and periodically reviews the Director continuing education plan, as well as the succession plan for Directors and senior managerial officers, to ensure the stable continuity of key positions and the sustainability of talent, and to enhance the Company's long term governance effectiveness and sustainable value. All related nomination and planning activities are carried out in accordance with the principles of independence, objectivity, and professionalism, and are submitted to the Board of Directors for resolution, in response to stakeholders' expectations for corporate governance.	In 2025, there was one Nomination Committee meeting convened, with an attendance rate of 100%. The Company's annual key work priorities and operational status of the Nomination Committee this year have been disclosed in the corporate governance section of our 2025 Annual Report and the "Investor Relationship – Committee – Operational Status of the Nomination Committee" page of our official website.

Note: The Corporate Sustainable Development Committee was renamed the Sustainable Development and Information Security Committee in March 2026.



The Investor Relationship section of Qisda Corporation's website:
<https://www.qisda.com/tw/investor/governance/committee>

Election and Diversity of the Board Members

It is specified in our Articles of Incorporation that a candidate nomination system has been adopted for the election of directors, and it is set forth in Article 20 of our “Corporate Governance Best Practice Principles” that diversity will be considered when deciding the composition of Board of Directors. The number of directors concurrently serving as the Company's managers should not exceed one-third of the overall number of directors, and the Company should, according to operations, business type and development needs, formulate appropriate basic diversity criteria and values including but not limited to age, gender, nationality, culture, professional expertise and skills (i.e. professional background, professional skills and industry experience).

The Company is in compliance with the law and does not have any independent director concurrently serving as an independent director for more than three other public companies. Furthermore, Article 24 of the Company's Corporate Governance Best Practice Principles stipulates that independent directors should not concurrently serve as a director (including independent director) or supervisor of more than five TWSE/TPEX-listed companies.

Currently, there are two directors who are also employees of the Company (25% of the Board) as well as five independent directors (62.5% of the Board); the Company's specific management targets of diversity policy are as follows: two female directors, more than half of the Board members as independent directors, and less than one-third of the Board members concurrently serving as managers.

Diversity of the Board Members + Risk Management Background

Title	Concurrently an Employee	Independence of Non-executive Director	Name	Gender	Nationality	Age			Professional Background and Ability							GICS Level1 Industry Business Experience
						51 to 60	61 to 70	71 to 80	Corporate Management	Academic Research	Industry Knowledge	Information Technology	Venture Capital	Finance and Accounting	Sustainable Development	
Chairman	●		Peter Chen	Male	Taiwan		●		●		●		●		●	25 Consumer Discretionary
Director		●	Representative of AU Optronics Corporation: James CP Chen	Male	Taiwan	●			●		●					20 Industries
Director	●		Representative of BenQ Foundation: Joe Huang	Male	Taiwan		●		●		●				●	25 Consumer Discretionary
Independent Director		●	Charles Yen	Male	Taiwan		●		●				●	●		40 Finance
Independent Director		●	Chueh-Min Hsu	Male	Taiwan			●		●		●			●	45 Information Technology
Independent Director		●	Liang-Chi Chen	Male	Taiwan		●			●		●			●	45 Information Technology
Independent Director		●	Chiu-Lien Lin	Female	Taiwan		●							●		40 Finance
Independent Director		●	Shu-Chun Huang	Female	Taiwan	●			●		●	●	●		●	45 Information Technology

Note 1:

- The independent director did not serve as a senior manager of the Company in 2025.
- The director and his/her family member(s) did not accept more than US\$60 thousand from the Company or any of the subsidiaries thereunder in 2025 unless otherwise permitted by the US SEC 4200 clause.
- None of the director's family members were employed by the Company or any of the subsidiaries thereunder as senior managers in 2025.
- The director is not a consultant of the Company or the management team, and has no conflict of interest with consultants of the Company.
- The director has no conflict of interest with the Company's major customers or suppliers.
- The director has not entered any service contract with other companies or their executives.

- The director has no conflict of interest in non-profit organizations whose main sources of revenue are donations from the Company.

- The director was not employed and did not serve as a partner of the Company's external auditor in 2025.

- The director has no conflict of interest with the independent operations of the Board of Directors.

Note 2: Information regarding the educational background, experience, term, concurrent positions in other companies, Board meeting attendance rate, shareholders with control, etc., of the Company's Board members has all been disclosed in our annual report.

Note 3: The information about the educational background, experience, term, concurrent positions in other companies, Board meeting attendance rate, shareholders with control, etc., of the Company's Board members has all been disclosed in the Corporate Governance Operation chapter of our annual report

Evaluation of Board Performance

In compliance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies,” every director of Qisda engages in continuing education for at least 6 hours per year, thus improving the knowledge our highest governance body possesses in relation to economic, environmental, and social issues. In 2025, the Board members received up to 9 hours of continuing education per person on average, with courses covering information security governance, sustainable development, and sustainability risk management. Details of the continuing education are provided below:

Title / Name	Appointment Date	Training Date	Organizer	Course Title	Hours	Total Hours
Chairman/CEO Peter Chen	2023/05/29	2025/11/13	Taiwan Independent Director Association	Major Financial Statement Overhaul! A Complete Guide to IFRS 18	3	9.0
		2025/09/03	Taiwan Corporate Governance Association	The 21st (2025) Corporate Governance Summit - The Role of the Board of Directors in Shaping Corporate Strategy Amid Great Changes in the Global Environment	3	
		2025/06/19	Taiwan Institute for Sustainable Energy	Labor and Human Rights Trends in the Global Supply Chain and Corporate Practices Sharing	3	
Corporate Director Representative James CP Chen	2023/05/29	2025/11/13	Taiwan Independent Director Association	Major Financial Statement Overhaul! A Complete Guide to IFRS 18	3.0	6.0
		2025/06/19	Taiwan Institute for Sustainable Energy	Labor and Human Rights Trends in the Global Supply Chain and Corporate Practices Sharing	3.0	
Corporate Director Representative Joe Huang	2023/05/29	2025/10/03	Taiwan Academy of Banking and Finance	Corporate Governance Forum	3.0	6.0
		2025/06/19	Taiwan Institute for Sustainable Energy	Labor and Human Rights Trends in the Global Supply Chain and Corporate Practices Sharing	3.0	
Independent Director Charles Yen	2023/05/29	2025/11/13	Taiwan Independent Director Association	Major Financial Statement Overhaul! A Complete Guide to IFRS 18	3.0	6.0
		2025/07/09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	3.0	
Independent Director Chueh-Min Hsu	2023/05/29	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin Net Zero Summit Towards a Low Carbon Future	3.0	9.0
		2025/06/04	Taiwan Corporate Governance Association	Navigating Change: A Strategic Blueprint for Global Expansion in Times of Transformation	3.0	
		2025/03/20	Taiwan Academy of Banking and Finance	Corporate Governance Lecture	3.0	

Title / Name	Appointment Date	Training Date	Organizer	Course Title	Hours	Total Hours
Independent Director Liang-Chi Chen	2023/05/29	2025/11/17	Chung-Hua Institution for Economic Research	Global and Taiwan Economic Outlook and Trump's New Policies	3.0	6.0
		2025/03/14	Taiwan Corporate Governance Association	Circular Economy Benefits and Sustainable Financial Business Opportunities	3.0	
Independent Director Chiu-Lien Lin	2023/05/29	2025/11/13	Taiwan Independent Director Association	Major Financial Statement Overhaul! A Complete Guide to IFRS 18	3.0	9.0
		2025/07/11	Taiwan Corporate Governance Association	NVIDIA's Three-Trillion Miracle: A New Perspective on the Semiconductor Industry Revolution Behind Artificial Intelligence	3.0	
		2025/02/21	Taiwan Corporate Governance Association	How the audit committee review the audited financial statements	3.0	
Independent Director Shu-Chun Huang	2023/05/29	2025/12/10	Taipei Bar Association	Seminar on "2025 Corporate Governance Forum: Corporate Governance in a Changing World"	3.0	21.0
		2025/11/13	Taiwan Independent Director Association	Major Financial Statement Overhaul! A Complete Guide to IFRS 18	3.0	
		2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin Net Zero Summit Towards a Low Carbon Future	3.0	
		2025/08/06	Securities & Futures Institute	Corporate M&A Practice and Case Analysis	3.0	
		2025/06/19	Taiwan Institute for Sustainable Energy	Labor and Human Rights Trends in the Global Supply Chain and Corporate Practices Sharing	3.0	
		2025/04/29	Securities & Futures Institute	Trump 2.0: Disrupting the Global Economic Order – Impacts and Responses	3.0	
		2025/04/11	Taiwan Institute of Directors	Upgrading corporate governance: creating a new situation for talent competitiveness	3.0	

To ensure corporate governance and enhance the function of the Board of Directors, Qisda passed the "Rules for Performance Evaluation of Board of Directors" in 2018, specifying that a performance evaluation of the overall Board of Directors, individual directors, and functional committees shall be carried out internally at the end of each year and externally at least once every 3 years.

At the end of 2025, we completed the internal performance evaluation of the Board and the functional committees. The completion rate of self-evaluation at least 98%, reflecting the overall operational efficiency of our Board of Directors. The evaluation results were reported to the Board in Q1 2026. Additionally, it is stipulated in our Rules for Performance Evaluation of Board of Directors that performance shall be evaluated by an independent external professional institution or an external group of experts and scholars at least once every 3 years, as well as evaluated internally at the end of each year. In 2024, the Company commissioned the Taiwan Governance Association, an independent external evaluation institution, to evaluate the performance of our Board of Directors, which has no other business dealings with the Company and therefore qualifies as independent. The evaluation was made based on five dimensions: composition and division of labor, guidance and supervision, authorization and risk management, communication and collaboration, and self-discipline and improvement of the Board; the methods of evaluation included an online self-evaluation, a review of relevant written documents, and an on-site visit completed on September 12, 2024. The persons evaluated included the Chairman, the President, two independent directors, the Corporate Governance Officer, the Audit Officer, and the Sustainability and Risk Management Officer. The Board performance evaluation report was issued on September 26, 2024, and the Company reported the results of the evaluation on November 5, 2024, to the Board. The evaluation report concluded that the Company places great importance on the professionalism, independence, and diversity of the composition of its Board of Directors. Three functional committees have been established under the Board, namely the Audit Committee, the Compensation Committee, and the Sustainable Development and Information Security Committee. In addition, the Company has established a Group Internal Audit Management Platform to gain a comprehensive understanding of the Group's internal audit activities and facilitate mutual learning. From a Group-wide perspective, including the internal audit activities of subsidiaries, the Platform assists the Audit Committee in fulfilling its supervisory responsibilities with a broader and more comprehensive oversight. Furthermore, before the end of each year, the Company completes the meeting schedule for the Board of Directors and its functional committees for the following year. Through adequate pre-meeting communication, the Company supports directors in effectively discharging their duties, thereby laying an important foundation for sound corporate governance. In accordance with the recommendations of the Taiwan Corporate Governance Association, the Company has also proactively planned for the establishment of a Nomination Committee and developed appropriate supporting measures. It also expects to implement additional recommended improvements as a reference for further enhancing the effectiveness of Board operations. The Company plans to conduct another external performance evaluation of the Board in 2027 and will disclose the relevant external evaluation report in the "Board of Directors Performance Evaluation" section on our official website.

In the 2025 12th Corporate Governance Evaluation, we ranked in the top 5% in the "listed companies" category and in the top 10% in the "electronic companies with market capitalization of NT\$10 billion or more" category; in 2026, we will continue to monitor new governance change indicators and enhance the corporate governance system and evaluation results.

► Remuneration System for Directors and Managers

Remuneration Structure and Short- and Long-term Incentive Plans for Senior Managerial Officers

The "Compensation Policy and Principles for Senior Managerial Officers" of Qisda clearly outlines the compensation indicators, structure, and standards for senior managerial officers. In accordance with this policy and by referencing the compensation levels of external industry peers, the Compensation Committee and the Board of Directors conduct an annual review of the compensation levels for senior managerial officers.

- 1. Fixed Salary:** Established based on professional qualifications and aligned with market compensation levels, encompassing base salary and various allowances.
- 2. Short-term Incentives:** Performance bonuses and employee compensation are disbursed in cash. These incentives are determined by the Company's performance measurement indicators, which include both financial and non-financial metrics, as well as individual job level and performance, supported by a comprehensive appraisal framework.
- 3. Long-term Incentives**
 - (1) Based on the positions held by senior managerial officers, a designated portion of their fixed salary is allocated, and the Company contributes an equivalent percentage as a performance-based incentive. Following the purchase of shares in the Company, the shares will be placed in a trust account, which may be linked to the Company's share price. Shares held in the Company trust account are deferred and can be withdrawn upon resignation or retirement.
 - (2) The long-term incentive (LTI) plan for the senior managerial officers is structured with both a vesting schedule and a clawback provision. The long-term incentive plan for the Chairman (CEO) of Qisda and all senior managerial officers uses company performance as the evaluation criterion, and virtual shares are granted as long-term remuneration, deposited into stock trusts, linking them to future stock prices so that remuneration is highly correlated with the company's long-term operational performance. The long-term incentive awards are determined based on predefined performance indicators (up to 5 years) and may be deferred for up to five years. The vested shares are distributed annually in accordance with the respective vesting schedule. Among these, the sustainability performance-related long-term incentive is expected to account for approximately 10% of the total annual compensation of senior managerial officers under the program.

4. Measurement Indicators

(1) Financial and Non-Financial Indicators

	Financial Indicators	Non-Financial Indicators
Description	Return on Assets (ROA), Return on Equity (ROE), operating revenue, operating profit, accounts receivable, cash conversion cycle, etc.	Market and customer development, new business development, talent development, risk management, quality management and other operational performance metrics.

(2) Sustainability Performance Indicators

Sustainability-Linked KPI Items	Description	Corresponding Material Sustainability Topics	Proportion	Remarks
GHG emissions reduction rate	Measured as the percentage reduction in absolute Scope 1 and Scope 2 emissions compared to the base year of 2021. The target is a 30% reduction by 2025 and a 60% reduction by 2030.	Climate strategy, energy management	25%	Climate-related performance indicators are linked to the compensation of senior managerial officers, including the Chairman (CEO), Chief Sustainability Officer (CSO), and the highest-ranking executives of each business unit.
The percentage of revenue generated by sustainable products	Annual revenue contribution from sustainable products	R&D and innovation of green products	25%	
Employee Engagement Survey Score	Conduct the Employee Engagement Survey and keep improving the result	Talent policy	20%	An average employee engagement score of 4.7
Enhancing the scores of the Corporate Governance Evaluation and international sustainability assessments	For the governance dimension, the Company ensures alignment with global trends and stakeholder expectations through continuous improvement in international sustainability ratings	Operational and financial performance	15%	Be selected by DJSI or MSCI, or improve by 5 points or one place in the DJSI; Improvement of one of the indicators and achieve bonus points in the domestic Corporate Governance Evaluation
Customer Satisfaction	The result of the customer satisfaction survey	Customer relationship management	15%	

Note:
Sustainability performance KPIs linked to senior executive compensation and certain incentive mechanisms will be implemented following approval by the Board of Directors in May 2025

5. Clawback Provision

If a senior managerial officer commits gross negligence or material misconduct, such as violating labor contracts or internal work rules, or demonstrates significantly poor performance, the Company reserves the right to revoke any unvested long-term incentives.

Managerial Shareholding Policy

To promote the commitment of senior managerial officers to the Company's operations, strengthen the connection between management and shareholder interests, and encourage managerial officers to hold company stock for the long term, the Company has established the "Managerial Shareholding Policy." This policy mandates that the value of stock held by managers must be a specific multiple of their annual base salary. Specifically, the Chairman and the President are required to hold Qisda's stock (including shares held by themselves, their spouses, minor children, and employee stock trusts) valued at more than ten times their annual fixed salary. This stock ownership target must be achieved within five years of their appointment, and the required stock value must be maintained throughout their tenure as managers.



Code of Conduct

In 2020, the Board of Directors reviewed and approved the updated version of the "Ethical Corporate Management Best-Practice Principles". The employee Code of Conduct training completion rate remained 100% in 2025

Qisda Group has no legal proceedings associated with anti-competitive behavior regulations in the past 4 years

► Policies and Commitments

The Qisda Group adheres to the highest standards of integrity in all business dealings and maintains a zero-tolerance policy toward bribery, strictly prohibiting all forms of bribery and corruption. Qisda recognizes and follows the guiding principles of the "United Nations Convention against Corruption." In order to embed the corporate mission of "treating customers, suppliers, creditors, shareholders, employees, and the general public with integrity" into its core corporate culture, Qisda resolved and approved the "Corporate Governance Best Practice Principles," "Corporate Social Responsibility Best Practice Principles," "Ethical Corporate Management Best Practice Principles for Directors and Managers," and "Integrity Management Policy" at the Board of Directors meeting in May 2015. In November 2020, the Board of Directors reviewed and approved a revised version of the "Ethical Corporate Management Best Practice Principles," incorporating amendments in accordance with requirements of the Taiwan Stock Exchange. The Company has also established the "Code of Conduct," the "Ethical Conduct Guidelines for Directors and Managers," and the "Anti-Corruption and Anti-Bribery Policy" as the basis for employee conduct. Qisda Corporation aspires to serve as a benchmark, leading and encouraging its subsidiaries, as well as business partners including suppliers and customers, to jointly comply with the spirit and fundamental principles of these policies, and to continuously strengthen and improve anti-bribery and anti-corruption management mechanisms. The aforementioned policies cover standards of conduct including integrity, anti-corruption and anti-bribery, anti-discrimination and anti-harassment, conflict of interest, antitrust, conflict-of-interest management, insider trading and money laundering, intellectual property, data protection, environmental protection, occupational health and safety, and human rights protection. Regarding donations and sponsorships, the Code of Conduct explicitly stipulates that the Company shall not make direct or indirect political contributions, and that participation in political activities must comply strictly with local regulations and be subject to careful evaluation. Any charitable donations or sponsorships shall not be used as disguised forms of bribery. In 2025, Qisda did not make any political contributions; however, it continues to safeguard employees' rights to exercise their civic rights.

Qisda Group's Anti-competitive Cases in the Past 4 Years

Unit: Number of cases		2022	2023	2024	2025
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Parent company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0
Total number of lawsuits or concluded legal actions involving anti-competitive behavior, antitrust, or monopoly law violations during the reporting period	Parent company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0

Management Procedures

Qisda has formed a dedicated unit for ethical business management to ensure the thorough management of ethical business and organized the Ethical Management Implementation Task Force in compliance with the “Ethical Corporate Management Best-Practice Principles” approved by the Board of Directors. The members of the task force are professional personnel in the fields of human resources, risk management and auditing; they are responsible for assessing anti-corruption risks and overseeing the development and implementation of ethical management policies and related preventive programs. Also, upon the Board's resolution, Qisda authorized the Sustainable Development and Information Security Committee, in which the Chairman, Peter Chen, serves as the committee chair, to supervise and manage the progress of our corporate sustainable business activities (including ethical business), and take charge of the proposal and implementation of corporate sustainability policies, systems or related management guidelines and concrete promotional plans.

Since 2015, the Committee has regularly reported the annual implementation status of CSR and ethical management to the Board (at least once a year) to facilitate discussion with the directors. The most recent report will be given to the Board in Q1 2026, and the related information has been disclosed in the corporate governance section of the 2025 Annual Report and the Company's website.

ISO 37001 Anti-Bribery Management System Certification

To further embed a culture of integrity and establish a forward-looking compliance framework, the Company began implementing the ISO 37001 Anti-Bribery Management System in December 2025. Through its stringent and transparent policies and procedures, the system aims to prevent, detect, and address bribery while promoting continuous improvement. In March 2026, the Company successfully obtained ISO 37001 certification, issued by the British Standards Institution (BSI), demonstrating its firm commitment to integrity management and sustainable development.

Connection of Code of Conduct to Performance Bonus

Since 2023, compliance with the Code of Conduct has been added to the performance evaluation system (as shown below). From now on, employees' compensation and performance evaluation are directly associated with the Code of Conduct.

Performance evaluation system – Evaluations based on the Code of Conduct

No.	Behavioral Standards	Content
1	Integrity and self-discipline	Understand and strictly comply with the Company's standards of integrity, ensuring that no forms of bribery, corruption, extortion, or embezzlement occur. Ensure that all handled transactions are accurately recorded, and take responsibility for the accuracy of records, information, and data related to one's own business.
2	Regulatory compliance	Comply with the laws and company regulations of your country or region.
3	Personal information protection	Respect the privacy and intellectual property rights of employees and customers. Protect the personal information and intellectual property rights of all shareholders, consumers, distributors, suppliers, business partners and colleagues.
4	International norms	In the process of business execution, fully follow international trade laws and relevant norms of international industry alliances, and pay attention to the human rights impact caused by business development.
5	Risk identification	Whether relevant risks, such as safety, schedule, quality, and others, are identified and prevented in daily work.
6	Risk assessment	Whether, in day-to-day work, the possibility and severity of internal and external changes are assessed, along with their impact on target achievement, such as the degree of delay or damage.
7	Risk response	Whether responses are made in daily operations to material risks identified after assessment. Implementation of contingency measures and loss mitigation and transfer, such as sea-to-air conversion, training, passing costs to suppliers, overtime, substitute materials, multiple suppliers, process optimization, etc.
8	IT security	To ensure awareness of the importance of IT security, and in the course of performing business duties, to comply with Company IT policies and, through knowledge of computer and network security, protect the confidentiality, integrity, and availability of the Company's information assets.
9	Information security	Understand and comply with the company's Information Security Policy. Protect the confidentiality, integrity, and availability of the Company's information assets and avoid deliberate or accidental threats from within or outside the company.
10	Network security	Understand and comply with the Company's network security and network resource access security management policies, and protect the security of data transmission and system communications in daily operations.

Communication and Training of the Code of Conduct

Qisda's Code of Conduct is disclosed on the home page of the Company's internal website. When important festivals such as Lunar New Year are coming or when necessary, the Company also sends newsletters regarding anti-corruption to the employees through email, for example, to remind them that no external presents can be accepted, increasing their awareness of observing the Code.

Every new employee must agree to observe the Company's Ethical Corporate Management Best-Practice Principles by signing the employment contract when coming on board, with a completion rate of 100%. Existing employees are given online training on the Code of Conduct (including anti-corruption) on an annual basis; the employee training completion rate was 100% in 2025. The risk assessments of Qisda's operating sites have all incorporated the risk of corruption. Through the promotion and communication of Code of Conduct training for employees, there were no cases of violations of the principle of integrity in 2025.

Percentage of Communication and Training on the Code of Conduct

Region	Employee Category	Number of Participants	Completion Rate
Taiwan	Direct Labor	337	100%
	Indirect Labor	1,257	100%
Suzhou, China	Direct Labor	3,980	100%
	Indirect Labor	815	100%
Vietnam	Direct Labor	3,759	100%
	Indirect Labor	180	100%
USA	Direct Labor	0	NA
	Indirect Labor	11	100%
Japan	Direct Labor	0	NA
	Indirect Labor	12	100%
Total		10,351	100%

Note :

1. Annual training on the Code of Conduct is conducted on a regular basis. In October 2025, a company-wide training session was held to communicate and reinforce the principles of the Code of Conduct to all employees, with a total of 10,351 participants. Our Japan location was included in 2025 and completed training in April 2026.
2. Scope of Data Coverage: Qisda (Parent Company Only)

In addition to integrity-related communication and training for employees, since 2014 the Company has regularly distributed anti-corruption awareness communications to all members of the Board of Directors (eight Directors in the current Board). Anti-corruption clauses are also incorporated into contracts signed with all business partners. In addition, we send a letter of “Qisda Ethics Promotion” to our suppliers on an annual basis. The letter was sent to about 1,103 suppliers in 2025 to achieve our goal of zero incidents of corruption. In 2025, the Company did not receive any whistleblowing reports from suppliers.

Number of Suppliers Provided with Ethics Promotion and Education

Area	Number of Suppliers
Asia	1,072
Europe	14
America	17
Total	1,103

Scope of Data Coverage: Qisda (Parent Company Only)

► Whistleblowing and Suggestion Communication Mechanism

The Company has established the “Whistleblowing and Complaint Handling Regulations” and the President mailbox; corresponding announcements on our website have been made concurrently. For serious inappropriate behaviors that violate internal policies relating to integrity, conflicts of interest and avoidance, fair trade, bribery and illegal payments, or any illegal or improper treatment, we have a complete set of procedures for whistleblowing reports and the communication of suggestions. When anyone or any matter is found to be non-compliant with the spirit of integrity or the regulations under the Ethical Corporate Management Best-Practice Principles, employees may send messages directly to the President through the President mailbox to get such cases handled by the Company's senior management. Employees and external stakeholders (e.g. suppliers, customers) can also file (anonymous) reports or complaints via the integrity mailbox (Integrity@Qisda.com) in Mandarin, English or other local languages. The Audit Officer is responsible for accepting the whistleblowing reports in relation to integrity, and the dedicated unit will launch investigations and compile investigation reports. Once the facts are confirmed, cases are handed over to the Personnel Evaluation Committee for disciplinary actions in accordance with the disciplinary regulations. Qisda strictly guarantees the confidentiality of the whistleblowers, ensuring their safety and protecting them from retaliation.

Qisda's Internal and External Communication Channels:

Integrity Mailbox	Integrity@Qisda.com
Investor Mailbox	Investor@Qisda.com
HR Mailbox	2HR@Qisda.com
President's Mailbox	Qisda Internal Portal
Employee Feedback Hotline	2885 Internal Communication Platform

Through the communication channels established by Qisda, a total of 268 employee feedback responses were collected in 2025 from various communication channels. These responses addressed topics such as facilities and the work environment, engineering inspections, and job content. Each response has been addressed, ensuring that the communication channels remain open.

► Statistics on Domestic and International Complaints for Qisda

In 2025, Qisda received no complaints related to discrimination or harassment. In addition, the Company received one complaint from an external party concerning a Company employee. Following an investigation conducted by external legal counsel, the complaint was determined to be a case of harassment through malicious communications.

Qisda commits to establishing transparent and effective communication channels to ensure that every employee's voice is heard and valued. We efficiently and fairly handle complaint cases through dedicated units, providing necessary legal assistance or psychological counseling support to employees filing complaints. Furthermore, we actively promote the complaint channels and related resources within the Company to enhance employees' awareness of their rights, while also strengthening training to create a friendly workplace that fosters a respectful, inclusive, and safe working environment.

Types of Code of Conduct Complaints/ Number of Substantiated Cases	Total Number of Complaints Received	Number of Cases Filed	Number of Cases Closed
Corruption	0	0	0
Discrimination	0	0	0
All forms of harassment (including sexual harassment)	0	0	0
Customer privacy	0	0	0
Conflicts of interest	0	0	0
Money laundering or insider trading	0	0	0
Others	1	1	0
Number of substantiated cases (Cases confirmed through investigation to have involved violations of business ethics)	0	0	0

Note: Qisda discloses the complaint cases involving Qisda's (Parent Company Only) domestic and overseas business locations in 2025

► Principles of Punishment

Explanation of the Principles of Punishment and the Zero-Tolerance Policy

According to "Qisda's Code of Conduct," we will take on a zero-tolerance policy when dealing with any violations of the code and investigate whistleblowing reports in a timely manner. Depending on the severity of the circumstances, the employee concerned may receive verbal admonitions or warnings in writing. For more severe violations, employees can be dismissed in accordance to local laws and the employment contract. They will also be punished and will be subject to legal action and claims for damages in accordance with the relevant laws.

A. Violating the Company's policy

B. Asking others to violate the Company's policy

C. Failing to promptly report the non-compliance found or suspected

D. Failing to cooperate in the investigation conducted for possible non-compliance with a certain policy

E. Taking revenge on the employee who reported the non-compliance

In order to effectively make sure that all the employees adhere to the ethics of the Code of Conduct, Qisda has accepted RBA VAP and SA8000 external audits on a regular basis at our manufacturing sites around the world

Legal Compliance

With operations spanning numerous locations around the world, Qisda recognizes the importance of complying with the laws and regulations of Taiwan, the jurisdictions in which it operates, and internationally recognized standards. Accordingly, the Company has established a comprehensive set of internal policies and procedures to ensure legal compliance across all operating sites. Qisda's internal policies and procedures cover a broad range of areas, including personal data protection, confidentiality obligations, anti-bribery conduct, anti-bullying, anti-discrimination, and anti-harassment conduct, environmental protection responsibilities, occupational safety and health standards, fire safety regulations, intellectual property protection measures, insider dealing prohibition, anti-unfair competition conduct, and human rights protection. To ensure effective implementation and enforcement of internal policies and legal compliance, Qisda has introduced a comprehensive control system. Each policy-specific unit has advocated the purpose of complying with laws and regulations as well as internal policies, and has periodically reviewed the latest regulations, promptly adjusted its internal legal compliance policies and training content, and thereby urged Qisda's various departments and units to conduct business in accordance with laws and regulations. In addition, Qisda has continued to monitor and inspect business operations through internal audit measures, in order to curb possible compliance risks.

Accordingly, Qisda requires all employees to participate in training programs on compliance with applicable laws, regulations, and internal policies. Through the active participation of all employees in such training and their commitment to a culture of legal and regulatory compliance, the Company works collectively to ensure adherence to applicable laws and internal policies. In addition to striving for legal compliance, Qisda is committed to providing a safe and healthy workplace. The Company proactively identifies, prevents, and eliminates occupational safety and health risks in order to promote employee health and safety and safeguard the well-being of all employees. With respect to its manufactured products, in addition to ensuring compliance with applicable environmental regulations, Qisda actively adopts sustainable measures to reduce the use of environmentally hazardous substances, demonstrating its commitment to environmental protection. Furthermore, Qisda has fully implemented its antitrust compliance program through various initiatives, including orientation training for new employees, regular electronic newsletters, online training courses, and awareness campaigns through promotional posters, thereby strengthening employees' understanding of and commitment to antitrust compliance. As a result of the collective efforts of all employees, the Company was not involved in any antitrust-related litigation in 2025. In response to the implementation of the EU General Data Protection Regulation (GDPR), Qisda conducts annual internal initiatives, including employee training and regulatory impact assessments performed by designated functional departments. A dedicated project team has also established personal data protection management procedures and regulatory compliance mechanisms to ensure that the Company's operations comply with GDPR requirements. Meanwhile, the Company continues to monitor global developments in personal data protection legislation and promptly updates its internal policies and compliance measures accordingly. In 2025, Qisda incurred no material regulatory violations or penalties related to personal data protection^[7], demonstrating the Company's firm commitment to protecting personal data.

[7]Definition of a significant violation:

Any single incident that results in (1) a fine of NT\$2 million or more (2) restrictions imposed by the government or a regulatory agency or public institution on the activities or operations of the organization.

Operational Performance

► Financial Performance

In 2025, the global economy was affected by multiple uncertainties, including tariff-related developments, geopolitical tensions, exchange rate fluctuations, and the rapid expansion of AI investments. Qisda reported consolidated revenue of NT\$207.9 billion, representing a 3% increase compared with the previous year. Consolidated operating income amounted to NT\$3.191 billion, while consolidated net income after tax totaled NT\$1.392 billion. Net income attributable to owners of the parent was NT\$1.143 billion, with earnings per share (EPS) of NT\$0.64.

Qisda's operating results for the past four years as of 2025 are presented in the table below. In addition, the Company's consolidated and parent company only financial statements are available on the Company's website and the Market Observation Post System (MOPS). By continuously driving innovation and technological development, Qisda maintains its competitive advantage. In 2025, the Company invested approximately 3.4% of its operating revenue in product innovation and research and development.

*Website for Qisda financial information: <https://www.qisda.com/tw/investor/financial>

*Market Observation Post System: <https://mops.twse.com.tw/mops/#/web/home>

2025 Economic Value Distribution of Qisda in Taiwan

Unit: NT\$

Item	Amount (NT\$100 million)	Remarks
A.Direct Economic Value Generated		
Consolidated Revenue	2,079	
B.Economic Value Distribution		
Operating Cost	1,729	
Employee Compensation and Welfare	292	Employment expenses
Payment of Interests or Allocation of Dividends	35.7	Net amount of interest expense of NT\$1.43 billion; dividends of NT\$2.14 billion allocated to the shareholders
Tax	19	Income tax
Investment in Communities	N/A	
Economic Value Retained = A-B		
Total Economic Value Retained	3.3	

Qisda's Operational Performances in the Past Four Years ^[8]

Unit: NT\$ million

Year	2022	2023	2024	2025
Operating Revenue	239,837	203,595	201,666	207,905
Gross Operating Profit	34,561	33,076	33,181	35,021
Operating Profit (Loss)	5,852	5,011	4,520	3,191

[8] This is the consolidated income statement with IFRS adopted; this table includes all consolidated entities of our consolidated financial statements.

► Tax Governance

Qisda implements tax governance. The Company's tax policy has been approved by the Board of Directors. For all operating locations, the Company adheres to local tax laws and regulations and upholds the arm's length principle in accordance with relevant requirements. The Company does not engage in aggressive tax planning, nor does it use tax structures without genuine commercial substance for tax avoidance or tax reduction purposes. It does not utilize tax havens or secrecy jurisdictions for tax avoidance activities. Tax-related information is disclosed in the financial statements and local tax filings to stakeholders to enhance transparency. The Tax Department is the responsible unit for tax governance within the Company, while the finance departments of major subsidiaries are also responsible for tax-related matters. All of the Company's significant transactions and decisions are structured in accordance with local tax laws and applicable tax treaties. The Company regularly confirms with each operating site that day-to-day transactions comply with relevant tax regulations. In the event that tax authorities raise inquiries regarding any transactions of the Company or its major subsidiaries, the Tax Department of the Company establishes dedicated projects to communicate and coordinate with the relevant tax authorities. In addition, the Company files its Country-by-Country Report (CbCR) for the preceding year in accordance with regulations at the end of each year, and also submits secondary filings in the Netherlands to facilitate access by tax authorities outside Taiwan.

Disclosure of Tax Information of Qisda in Recent Two Years

Unit: NT\$ thousand

Year	2024	2025	Average Tax Rate in Global Electronics Industry
Earnings before Tax	4,648,397	2,827,896	
Income Tax Expense	1,834,199	1,435,852	
Effective Tax Rate (%)	39.46%	50.77%	15.39
Cash Taxes Paid	1,926,520	1,888,446	
Cash Tax Rate (%)	41.44%	66.78%	15.09



Risk Management

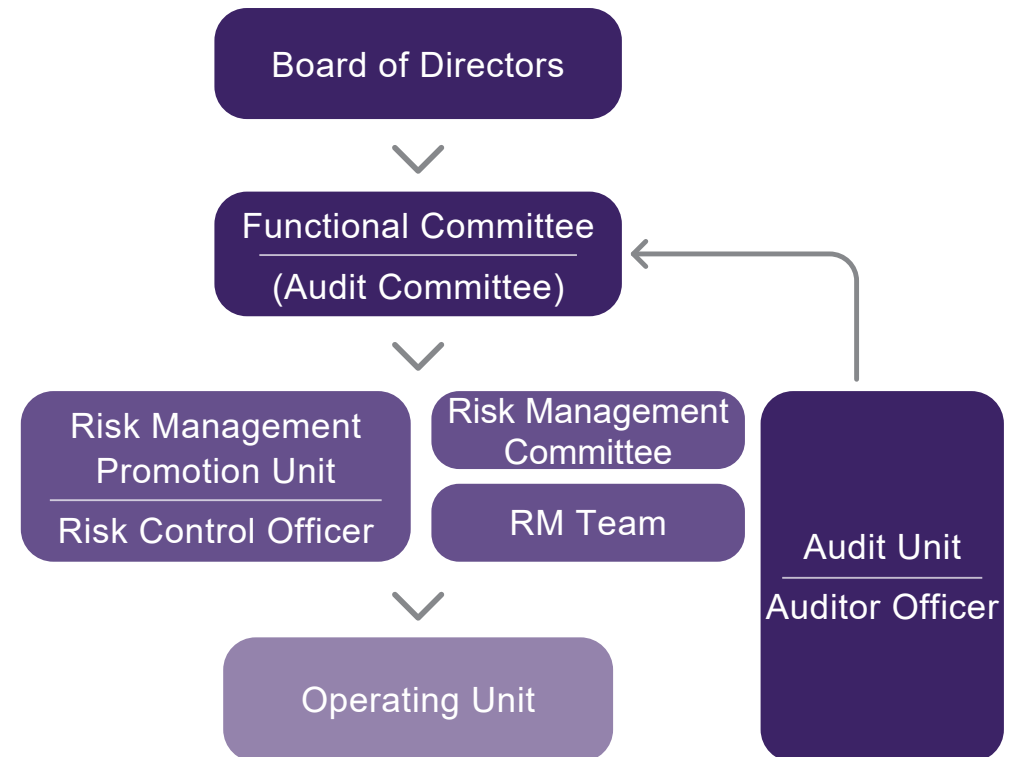
Since 2005, Qisda has formulated risk management policies and established the Risk Management Committee (RMC) in accordance with the ISO 31000 Risk Management–Principles and Guidelines. With importance placed on the systematic operation of risk management, the vision and policies for risk management are established, management goals are set and performance indicators are routinely followed up on. Furthermore, risks that are likely to have influence on our operating goals are regularly identified, assessed, handled, reported, and monitored every year. By implementing these measures, we effectively control the risks that exceed the Company's risk tolerance. Meanwhile, management tools are utilized to ensure the optimization of total risk management cost and the risk management mechanism is incorporated into the routine operations.

Vision for Risk Management: The Company is committed to the continuous provision of products and services to create long-term value for customers, shareholders, employees, and society; in terms of risk management, a systematic organization and risk management procedures are required to effectively identify, assess, handle, report and monitor the significant risks that can impact our business survivability in a timely manner, and raise the employees' awareness of risks; instead of having “zero” risks, our goal is to optimize risk management costs by achieving the greatest profit under the acceptable risks.

► Corporate Risk Management

Qisda has established risk management policies and procedures that have been approved by the Board of Directors as the highest guiding principle of the Company's risk management. The Board of Directors, serving as the top decision-making unit for the Company's risk management, plays a role in ensuring our operational strategies are consistent with the risk management policies, overseeing the operation of the risk management mechanism and verifying its effectiveness. We have five independent directors specializing in financial and governance risk management, IT risk management and information security risk management. The Audit Committee assists the Board of Directors in risk governance; it reviews the policies, procedures, and implementation of risk management to regularly review the effectiveness of risk management, and approve the risk appetite, and to ensure that the risk management mechanism and resource allocation can constitute an effective response to the risks we face. The Audit Committee also reports to the Board on the implementation of risk management on a regular basis.

Risk Governance Structure



Risk Management Structure and Procedures

Qisda has established a Risk Management Committee (RMC) to continuously manage risks across four major categories — strategy, financial, operational, and hazard risks — with the objective of achieving sustainable corporate development. The President serves as the Chairperson of the Committee, and the Chief Sustainability and Risk Officer serves as the Vice Chairman. First-tier executives of each business unit (including the heads of all major group business divisions) serve as committee members. Through the participation of top management from each business group in the RMC operations, the Company effectively manages significant risks across the Qisda Group's subsidiaries, formulates risk management strategies, determines risk appetite, and sets annual objectives and risk performance indicators. The risk management mechanism is also integrated into daily operational processes. Qisda positions itself as a benchmark enterprise, leading and driving its subsidiaries to strengthen risk management practices across the Group.

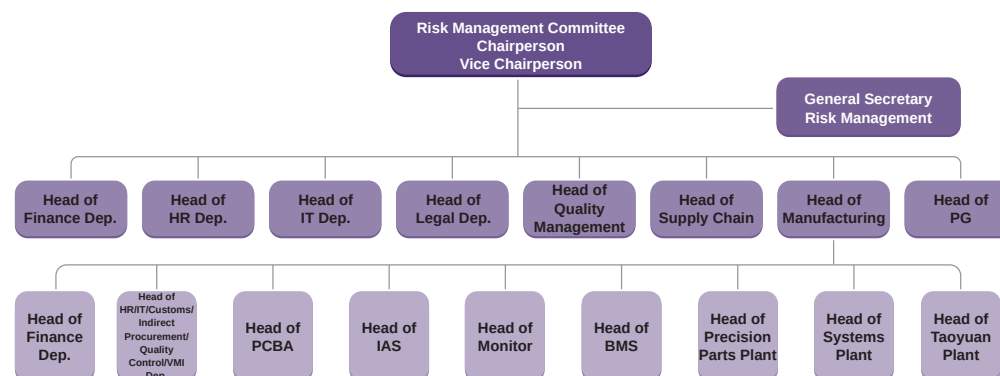
To systematically identify, manage, and monitor risks, the Company has established a three lines of defense risk management framework. The first line of defense is implemented by each operational unit through day-to-day risk control activities. For example, procurement, sales, and manufacturing functions jointly monitor inventory levels on a regular basis and hold review meetings to reduce excess inventory or prevent material shortages that could affect production and shipments. In addition, in accordance with the Emergency Incident Reporting and Management Regulations, when an incident reaches a specified severity level, reporting and escalation procedures are activated to mitigate or prevent further escalation and ensure effective risk management. The second line of defense is led by the Risk Management Committee, which follows established procedures to analyze the annual Top 3 Risks. The Committee identifies key risk drivers for each risk category, establishes Key Risk Indicators (KRIs) and their respective metrics, and regularly collects and monitors changes in KRI values to enable early risk warning and timely response. The final line of defense is internal audit conducted on an annual basis. The Audit Office develops the annual audit plan with reference to the RMC's Top 3 Risks and other identified material risks, and performs periodic audits under the ISO 31000-based internal policies accordingly. In addition, a comprehensive internal control self-assessment is conducted annually to ensure that control measures are effectively embedded in daily operations. Furthermore, the Audit Committee is responsible for overseeing risk governance, reviewing the effectiveness of risk management, and regularly reporting risk management execution status to the Board of Directors.

In addition, external annual audits have been arranged to reduce operational risks, including external certifications for quality management systems such as ISO 9001, ISO 13485, QC 080000, and ISO 31000. In February 2025, the Company obtained the ISO 31000 Risk Maturity Assessment Certificate issued by SGS. The assessment concluded that the Company has established clear risk management objectives and policies that support its business strategy. It has also developed a comprehensive risk management framework that is integrated into key management systems, functions, organizational structures, processes, and related activities. The scope of activities covered under the ISO 31000 assessment is described as follows: the risk management process continuously manages four key risk categories — "strategy," "financial," "operational," and "hazard" risks — to ensure the achievement of the Company's sustainable development and operational objectives. This process covers, but is not limited to, the following key topics: regulatory compliance; sustainability issues (such as climate change/TCFD, biodiversity/TNFD, diversity, equity and inclusion (DEI), natural resource utilization, value chain engagement, and low-carbon transition); as well as geopolitical factors and other related issues.



In addition, the Sustainability & Risk Officer is appointed to be the executive secretary of risk management to identify potential risks based on internal and external matters, prepare risk radar charts, arrange risk management meetings, conduct quarterly follow-ups on the risk targets, stay on top of the implementation of improvement plans, and facilitate interdepartmental communication. The operations of the Risk Management Committee are supervised by the Audit Committee/Board of Directors; a report on the implementation of risk management is submitted to the Audit Committee/Board of Directors every year.

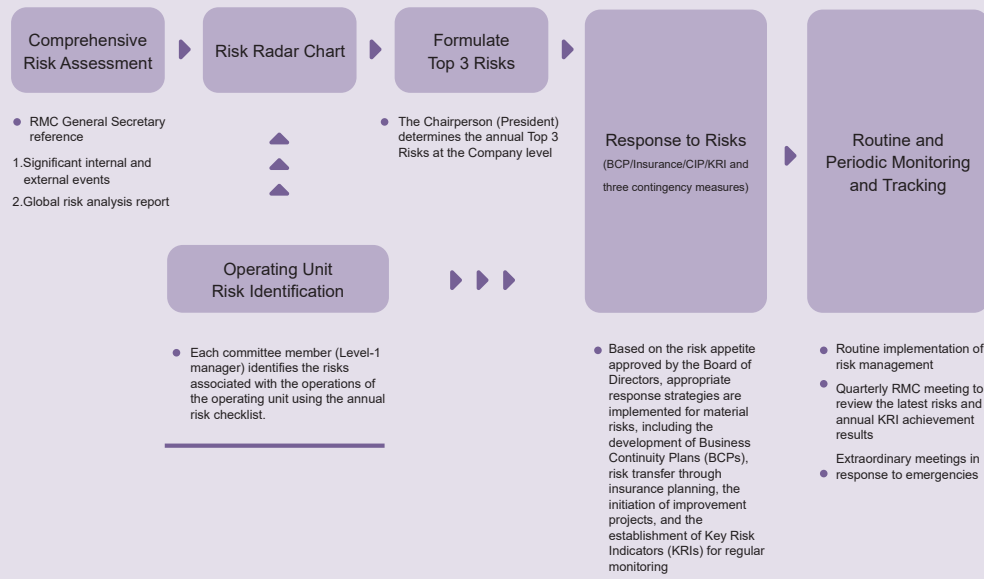
Organization of the Risk Management Committee



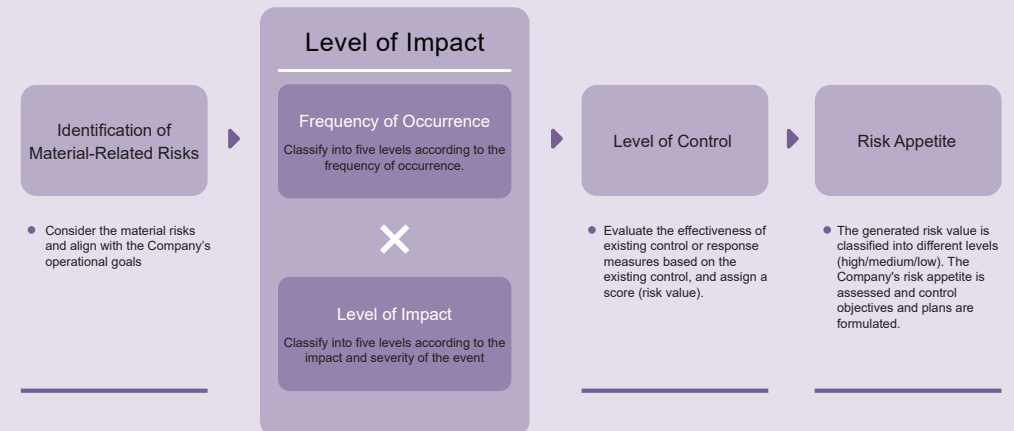
The Risk Management Committee (RMC) convenes on a quarterly basis, with extraordinary meetings held when significant issues arise. Each year, the Committee conducts a comprehensive risk assessment and analysis, taking into consideration global risk reports published by domestic and international professional organizations (such as the World Economic Forum and the KPMG CEO Outlook) to identify key global risks. It also considers the Company's ten material sustainability topics to analyze risks that may affect business operations. Based on this assessment, the RMC determines the Group's Top 3 Company-level Risks for the year. Each Committee member then completes an annual risk assessment checklist to identify risks within their respective areas of responsibility by evaluating the likelihood and impact of each risk, as well as the effectiveness of corresponding control measures. This process encompasses multiple factors, including regulatory compliance, sustainability issues, business dependency, geographic location, and geopolitical developments, to identify significant risks and prioritize those with the greatest potential impact on operations. Appropriate risk response measures are then implemented, including Business Continuity Planning (BCP), risk transfer through insurance planning, and the initiation of Continuous

Improvement Programs (CIP). In addition, measurable KRIs are established. Taking into account significant internal and external incidents experienced across the Group, the Risk Management Committee evaluates the potential impact of different types of risk events and formulates the risk appetite. After approval by the Board of Directors, achievement against the established targets is reviewed at each quarterly RMC meeting. The Committee also reviews major domestic and international developments, regulatory changes, and exceptional events, and formulates appropriate response measures to ensure the achievement of organizational objectives. In 2025, the Risk Management Committee held four meetings to discuss and monitor the annual KRIs. For example, in response to changes in U.S. tariff policies, production capacity at the Vietnam manufacturing facility was expanded. The resulting increase in talent and labor demand posed a potential workforce shortage, which could adversely affect production capacity and revenue. Therefore, the severity level that the factory unit could tolerate was a shortage of no more than 15% of workers, and three contingency measures were established as the basis for timely response measures and strategies.

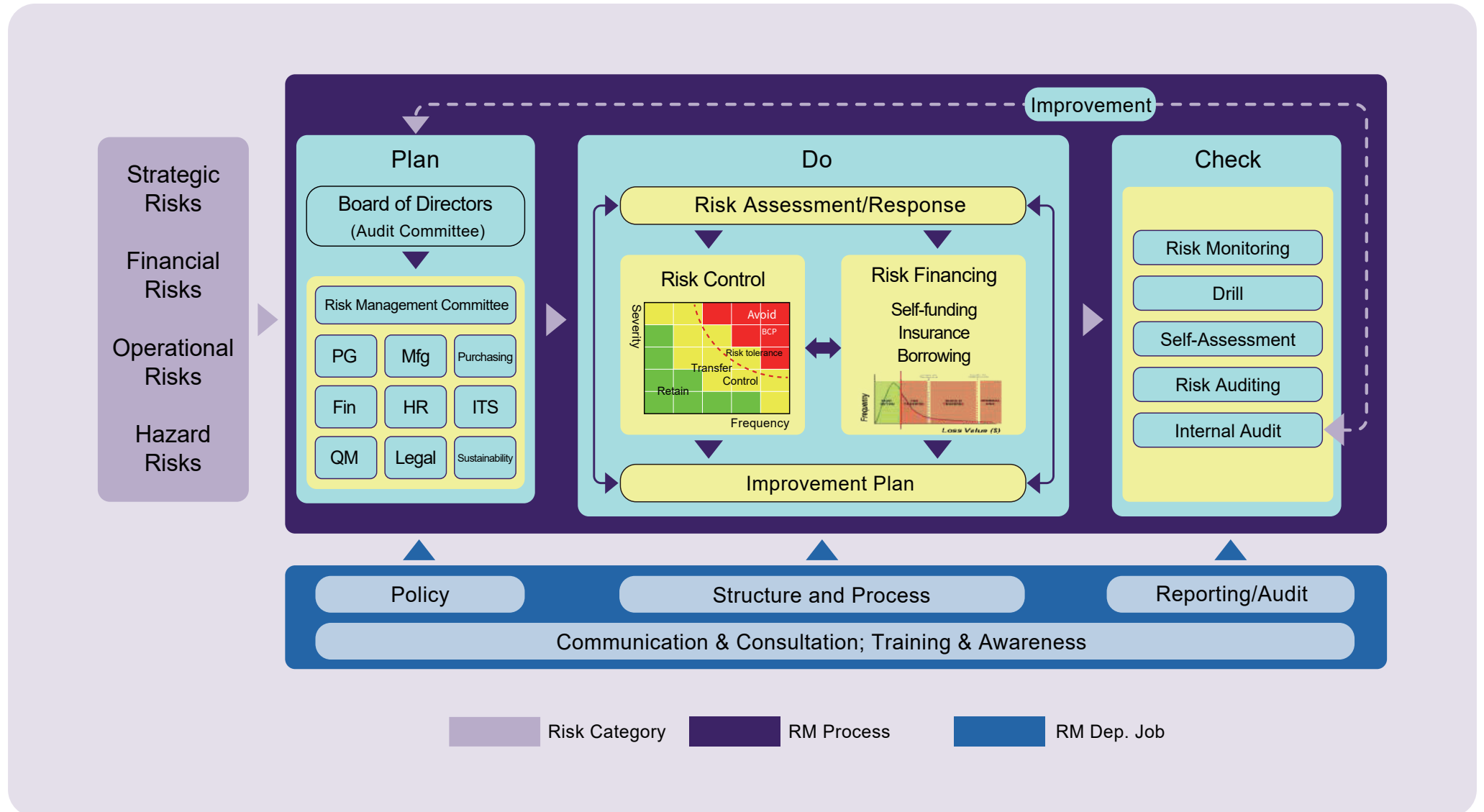
Qisda's Group Risk Control Process



Qisda's Group Risk Appetite Determination Process



Risk Management Structure and Procedures of Qisda Group



Sensitivity Analysis and Stress Testing

Risk Category		Focus	Sensitivity Analysis	Stress Testing	Countermeasures
Non-financial Aspect	Operational risk (Production capacity resilience)	Labor shortages affecting production capacity and shipments at the Vietnam plants during periods of surging order demand	Labor shortages may reduce production efficiency, shipment fulfillment rates, and revenue performance. Plants continuously monitor the labor shortage ratio.	If the labor shortage exceeds 15% of the budgeted workforce, production scheduling delays and shipment disruptions may occur, resulting in reduced revenue.	The RMC establishes annual Key Risk Indicators (KRIs) and, through scenario-based analyses and the implementation of three contingency plans, tests production capacity allocation and contingency alternatives. 1. Arrange for office staff to support the production lines, implement automation to continuously improve production line efficiency, and increase rewards for internal employee referrals. 2. Expand the direct recruitment scope and recruitment channels in other provinces, establish incentive measures, and increase employee retention rate. 3. Increase recruitment policy incentives and target-achievement
Financial Aspect	Financial risk (Risk of rising interest expense)	Borrowing cost management and asset structure optimization	Analyze the impact of interest expenses exceeding budget on profitability and cash flow to maintain financial stability.	An increase in interest expenses beyond the budget will directly reduce profitability and may result in other potential financial impacts.	The RMC establishes annual Key Risk Indicators (KRIs) and three contingency measures, with progress monitored on a quarterly basis: 1. Optimize borrowing rates through financing strategies and strengthen bargaining power with banking partners. 2. Enhance inventory management and, without adversely affecting supply chain operations, extend accounts payable payment terms. 3. Review the status of long-term investments and idle assets.

Risk management mechanisms are established at different levels based on the severity (sensitivity) of both non-financial and financial impacts. For non-financial risks, key focus areas include employee health and safety, environmental, health and safety regulatory compliance, and corporate reputation. For financial risks, key categories include major incidents and disasters, labor-management disputes, cybersecurity breaches, and equipment failures. In the event of risks at varying levels of severity, predefined contingency plans are activated. At the same time, emergencies are escalated through the Risk Management Committee (RMC) governance structure, enabling senior management to make top-down decisions, while relevant operational units implement mitigation and damage-control actions to minimize adverse impacts. For example, in 2025, in response to geopolitical risks and changes in U.S. tariff policies, the sales and procurement functions assessed the impact on upstream and downstream supply chains and implemented timely countermeasures to ensure uninterrupted shipment and material supply for production. In an increasingly dynamic environment with frequent global disruptions and emerging challenges, the Company conducts sensitivity assessments to identify potential material risks to the organization and adjusts risk management measures accordingly to enhance its response capability and ensure business continuity.

Risk Identification Results

In 2025, Qisda's Risk Management Committee identified 38 key risks with the risk radar chart and the risk checklist, and set key risk indicators that could be quantified. Categories include:

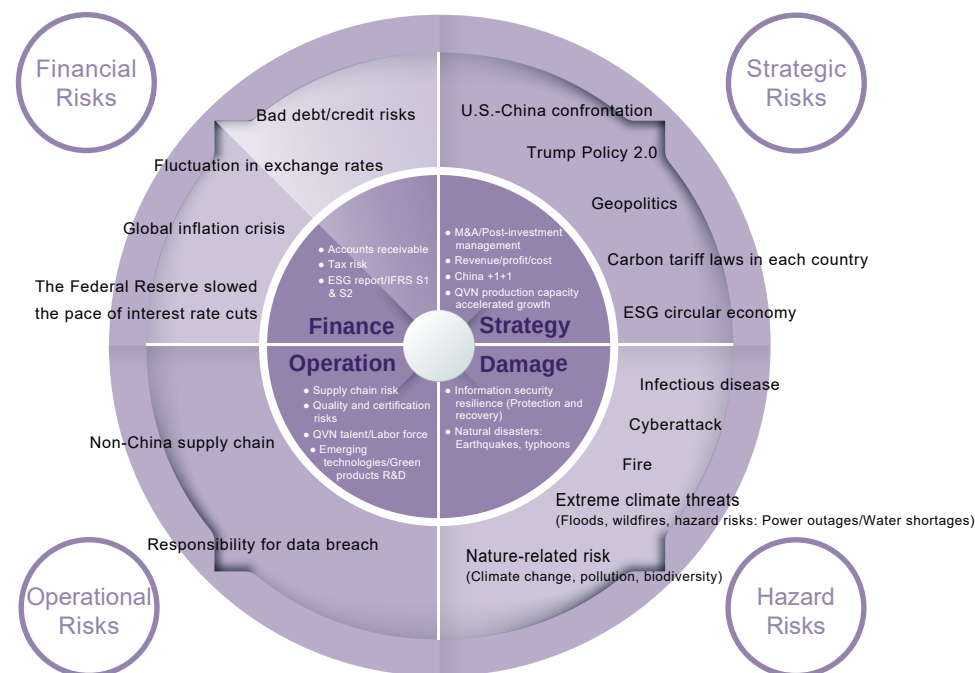
- 1. Financial category:** Interest expense increases must remain below the budgeted target.
- 2. Management category:** In response to climate change transition-related risks, compliance with carbon reduction policies across various countries and new green product regulatory requirements is required, while balancing cost control and stable shipment delivery.

In addition to global risks arising from climate change, the Company also faces risks related to geopolitical developments, U.S. tariff policy changes, and regulatory changes, which may indirectly lead to supply chain disruptions, demand contraction, and inventory buildup, thereby impacting operations. Relevant departments have established control objectives and response guidelines to minimize operational impacts.

In response to the above risk environment, KRIs were continuously monitored in 2025, with an overall achievement rate (Note 1) of 74%. KRI items that did not meet targets will continue to be monitored by the Risk Management Committee in 2026, with strengthened contingency measures to mitigate potential operational impacts.

(Note 1) The KRI achievement rate is calculated as: Number of KRIs meeting targets in the year ÷ Total number of KRIs in the year × 100%. In 2025, there were 38 KRIs in total, of which 28 were achieved; therefore, the KRI achievement rate was 74%.

Qisda Group's 2025 Risk Radar Chart for Risk Identification



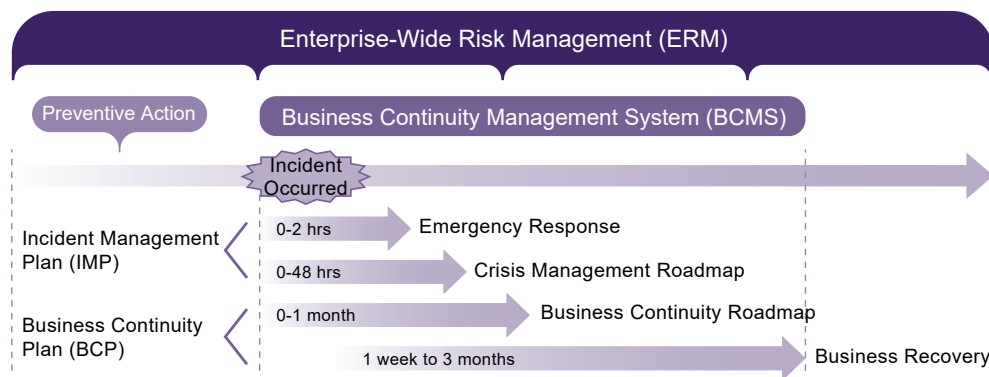
2025 Qisda Top 3 Risks

- 1 Strategic Risks:**
 - M&A/Post-investment management
 - Profit/Cost control
 - Geopolitics: China+1+1
- 2 Operational Risks:**
 - QVN talent/labor force
 - Supply chain disruption
 - Quality and certification risks
- 3 Financial/Hazard Risks:**
 - Cybersecurity resilience (protection and recovery)
 - Tax risk

► Business Continuity Management System (BCMS)

In accordance with the framework of ISO 31000 risk management principles and guidelines, Qisda assesses the potential impact of various risks on corporate operations to implement corporate governance, achieve sustainability goals, and protect stakeholder rights. The Company's risk management framework and business continuity management system are based on three major approaches, namely: identification and prevention before an accident, loss control and mitigation during the accident, and recovery and transfer after the accident. The Risk Management Committee defines the material risks, simulates risk scenarios, and assesses the impacts of these risks on the organization's operations. Business continuity plans (BCP) are developed based on the risk scenarios, and updates of risk scenarios and drills are continually carried out to ensure that the organization can keep working through disruptions that may impact the Company's operations.

Structure of Qisda Corporate Risk Management and BCMS



In addition, the Company's Business Continuity Management System (BCMS) addresses material risk scenarios through the implementation of Business Continuity Plans (BCPs) developed with reference to the guidance of ISO 22301. The system is designed to identify and control risks before incidents occur, minimize losses during incidents, and rapidly restore the delivery of products and services following an incident. Its scope covers key organizational functions, including information management, procurement, manufacturing, and human resources. The BCMS is also subject to regular external audits and has obtained ISO certification. Examples include ISO 27001, ISO 45001, ISO 14001, and SA8000. In addition, the Company has established a Group-wide joint risk prevention mechanism centered on Qisda. Through regular meetings, project-based discussions,

information integration, and the sharing of practical experience, the mechanism integrates the Qisda Group's loss prevention resources, strengthens the Group's emergency response capabilities, and enhances overall risk control. In 2025, Qisda held four regular group meetings, using the platform to introduce emergency response, business continuity planning, CSR/ESG, and company-wide education on risk management culture to the group companies. Through training programs and emergency drills, the Group enhances the ability of its companies to respond to and manage crisis events swiftly and effectively. Mechanisms for resource sharing, information sharing, and experience sharing enable Group companies to implement preventive risk management measures before risk events occur, addressing risks at their source and reducing the likelihood of incidents.

Implementation Results of Business Continuity Management Plan

In response to evolving international trends, regulatory requirements, changes in the Company's product portfolio, and customer concerns, Qisda continuously updates and develops Business Continuity Plans (BCPs) for various scenarios to address emergency and material risk events. To enhance employees' proficiency in plan execution, the Company conducts regular BCP drills. Through tabletop exercises and repeated simulations of response measures under various scenarios, employees' risk awareness and emergency response capabilities are strengthened, enabling prompt execution of response plans and the rapid restoration of operations when risk events occur. All BCPs are compiled in the "Crisis Management Manual," which serves as the Company's primary guidance for responding to major impact events.

In addition, in consideration of the impacts of climate change, the Company introduced compound disaster scenarios into its BCP exercises for the first time in 2024 to further strengthen emergency preparedness, operational resilience, and crisis management effectiveness, while optimizing cross-functional coordination and resource deployment to ensure stable business operations during extreme weather events. One simulated scenario involved continuous torrential rainfall causing severe flooding, followed by an electrical fire during dewatering operations. By conducting drills under this dual-disaster scenario, personnel were trained to enhance their emergency response capabilities and minimize operational disruption.

To support the continued expansion of mass production operations at Qisda's Vietnam Plant, the Company completed the implementation of its BCP framework in 2023. This included identifying organizational risks, establishing a dedicated BCP team, providing relevant training to team members, allocating the necessary resources, and conducting regular scenario-based BCP drills to enhance the team's proficiency in handling emergency situations and improving cross-functional coordination.

To strengthen the emergency response capabilities of Qisda Group companies and enable the timely deployment of resources to prevent the escalation of losses during unexpected events, the Company conducted two emergency incident reporting drills in 2025. A total of 47 Group company participations were recorded in the exercises. Simulated emergency scenarios were carried out, and designated reporting coordinators successfully completed the reporting drills in accordance with the Company's Emergency Incident Reporting Procedures.

► Risk Culture

To secure the corporate culture of risk management, the Company has incorporated various risk management indicators into the daily management performance, and included Qisda's annual Top 3 Risks in KPIs for measurement. For example:

1. Revenue and profit are among the important strategies for risk control. Therefore, each department sets revenue and profit as a KPI target accounting for 60% of the overall performance to ensure that the Company's overall operating performance meets the target.
2. To control the Company's information security, the IT department has set operational disaster recovery as a KPI to avoid operational risks. The frequency of the business continuity plan drills is determined by the classification level of the systems, ensuring that the operating system can be restored promptly after a system attack

In terms of actual implementation effectiveness in 2025, the Company prioritized the Top 3 Risks with the most significant impact and established corresponding KPIs for control and monitoring. For example: (1) For post-investment management, the Finance Management Department established Grand Fleet management indicators, while the Human Resources Department defined joint fleet HR alignment indicators. (2) For product quality risks, the Quality Management Department established core product quality indicators. (3) For information security risks, the Information Technology Services Department defined key indicators for major cybersecurity incident prevention. The achievement rate of the KPIs associated with the above key risk controls was 100%.

In addition, the achievement of risk management KPIs is linked to incentive measures to further strengthen the implementation and effectiveness of risk management. These measures include: (1) performance bonuses and profit-sharing bonuses granted based on KPI achievement; and (2) project bonuses granted to all process improvement projects that receive the CIP Award, including projects linked to risk management indicators

As for general employees, the ability to identify and respond to risks is also included in the behavioral standards section of their performance evaluation. All employees are subject to the performance evaluation once every six months, and the performance bonus is paid with reference to the achievement of their KPIs.

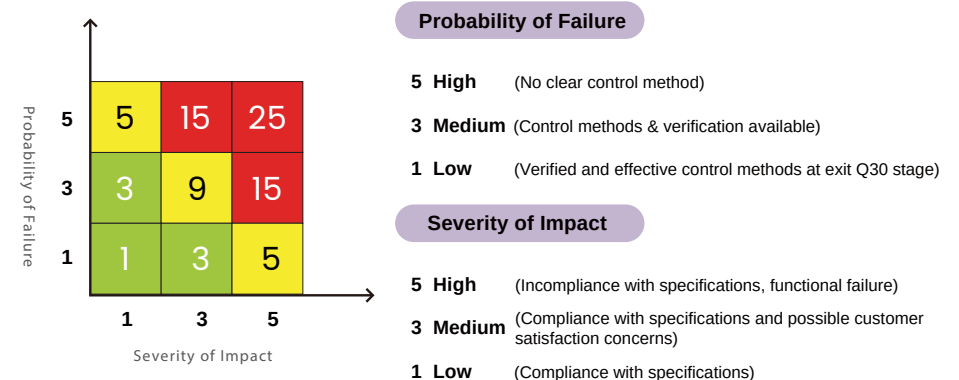
Qisda provides risk-related education and training on a regular basis. In 2025, online and on-site education and training on the culture of risk management were delivered to all employees. The vision and procedures of the Company's risk management were disseminated, and the content focused on the three main phases – “prevention and detection before the matter,” “impact reduction during the matter,” and “claim and recovery after the matter” – to improve the employees' understanding of risk management. There were 10,328 employees in the Company, and their training hours totaled 10,328 hours; 100% of employees attended this training. For other high-risk items, we also arranged relevant training sessions or drills to heighten the employees' awareness of risks; the training topics included, among others, the BCP drills for fire and earthquake, emergency incident reporting, information security risks, employee integrity risks (e.g., insider trading, corruption risks), GDPR risks, occupational health and safety (earthquake and fire safety), and safety at work.

Whenever the employees find any identifiable, existing, or potential risks during their work at the Company, they may make immediate or early reports through the President mailbox, 2885 platform, secretary of their unit, employee representatives, HR contact person, gate guard, risk management unit, etc., to avoid and prevent any accidents and disasters. If they have any problems with their work, they can also check the contact information of all responsible units announced by the Company, report and handle the problems right away via multiple channels such as phone calls/MVPN, email and communication software (Skype/Teams/Line/WeChat/Messenger), and follow up on the matter until the case is closed. With such procedures, the problems can be solved and the risks can be minimized.

Meanwhile, labor–management meetings in which the Company engages in face-to-face conversation with the employee representatives are held periodically to understand and respond to the needs of the employees.

In Qisda's product design process, risk management assessments must be conducted and documented within design records. Engineers are also required to evaluate the risk impact of any engineering change requests. The Company will continue to strengthen employees' risk awareness and risk culture through diverse and innovative approaches. In response to the GDPR, the Company invites external consultants on a quarterly basis to conduct training sessions and share updates on recent international privacy regulatory developments. Each unit is also required to present and discuss issues encountered in daily operations, thereby strengthening understanding and clarifying employees' concepts to reduce the risk of regulatory non-compliance. During the product development process process, Qisda Corporation follows its internal regulation, the “New Product Development Procedure, which consists of seven stages (concept, planning, design, prototype trial, engineering trial, pilot production, and mass production), in order to control design changes throughout the development process and ensure product quality. Risk considerations are embedded within the development process. Through the NUDD Checklist (New, Unique, Difference, Difficult), product design risks are identified and classified into high, medium, and low levels, enabling effective risk control and reducing risk. For certain specific products, risk management assessment reports are conducted during the planning stage, and risk management files are established, including risk management plans and risk review records. These cover risk management plans, intended use, hazard identification, risk analysis, risk control, residual risk evaluation, and post-production information. (Note: Internal regulations of Qisda Corporation include QTY0-0B-007 “New Product Development Procedure” and QTY0-0B-008 “Q System Technical Data Management Procedure,” document codes Q10-108 Risk Management File & Q20-208 Risk Management Report.)

Risk Criteria in Product Development - NUDD Risk Identification



Note:

The risk score is calculated by multiplying the Probability of Failure by the Severity of Impact to determine the level of risk: scores of 1 or 3 indicate low risk; 5 or 9 indicate medium risk; and 15 or 25 indicate high risk.

► Long-term Emerging Risks

In the fourth quarter of 2025, the RMC identified Qisda Group's long-term material risk issues, including emerging risks related to global resource competition and the potential misuse or loss of control arising from the rapid development of AI technologies. The Company conducted corresponding analysis and developed mitigation measures as follows:

Risk Category	Risk Item	Description of Risk	Impact on the Operations	Countermeasures
Strategic Risks	Challenges of Resource Competition and Globalization	Resource competition will have a profound impact on the process of globalization. As competition intensifies, global trade, supply chains and international cooperation will face increasing challenges. The competition for resources not only changes the geopolitical structure, but also influences the patterns of control and distribution of resources.	1. Price volatility and cost challenges: Resource competition often leads to significant volatility in commodity and energy prices. This not only increases production costs but also makes it more difficult for companies to predict cost changes, ultimately impacting profitability. 2. Risk of dependence on specific resources: If the Company relies on resources from specific countries or regions, any disruption in the supply of these critical resources may lead to supply chain disruptions or significant price increases, resulting in an inability to manufacture and deliver products, which in turn affects revenues. 3. Delayed product R&D and innovation: If required components cannot be obtained on time, alternative materials or technologies may need to be identified. This process requires additional time and resources for testing and validation, thereby causing delays in R&D progress and affecting the launch of new products and market competitiveness. 4. Geopolitical and trade risks: In a globalized trade environment, a resource war may cause political instability among nations, creating additional geopolitical risks. Measures such as rising transportation costs, trade barriers, increased tariffs, or international sanctions could intensify the challenges of securing critical resources. In addition, changes in trade policy may also affect multinational operations, making market entry more difficult and increasing operating costs and risks. 5. Changes in the competitive landscape: In the resource struggle, control over resources becomes the key to corporate competitiveness. Industry peers may leverage their resource advantages to rapidly expand their market share and dominate industry development. Therefore, if resource contention is not addressed effectively, the company could lose market competitiveness, or even be marginalized, due to resource shortages or rising costs.	1. The resource war causes significant fluctuations in global market resource prices. Faced with price instability, it is necessary to adapt rapidly to market changes and adjust production and marketing strategies. To reduce risk, sources of supply should be diversified, and a more stable supply chain should be established. 2. Promote diversification of key component supply sources and evaluate alternative solutions; integrate research and development, procurement, and quality control resources; improve testing and verification efficiency; and reduce the risk of delays in research and development progress. 3. In the future, it will be essential to step up efforts to develop alternative resources and technological innovation. This includes increased investment in research and development in areas such as new energy and recycling technologies, as well as the use of innovative technologies to reduce dependence on certain critical resources.
Social Risks	The rapid development of AI technology, coupled with the absence of clear legal regulations for its control, poses a risk of misuse and loss of control.	The rapid development of AI technology is accompanied by a lack of clear global regulations and standards. This can lead to misleading decisions, legal risks, ethical controversies, data security issues, and technological malfunctions due to incorrect AI judgments or improper data handling. As a result, this can damage a company's reputation and affect its long-term development.	1. Misleading decisions: If AI systems are not properly regulated or are poorly designed, they may make decisions based on incorrect data or biases. An internal AI system within a company that is compromised could lead to data breaches or the manipulation of prompts, indirectly leading to incorrect decisions. For example, if AI is used to assess candidates during recruitment and is based on incomplete or biased data, it could lead to unfair or incorrect decisions. In addition, the operation of smart factories may also suffer from erroneous judgements made by AI systems when they lack sufficient data or encounter abnormal situations, resulting in production defects or downtime. 2. Data abuse and information leakage: AI systems typically require significant amounts of data to train and operate. If sensitive information is not adequately protected, it can lead to data misuse, information leakage or copyright and patent disputes, which can result in fines, lawsuits or loss of customer confidence. 3. Differences in technical standards and ethical requirements: Different countries have varying ethical standards for AI technology, algorithmic transparency, and safety requirements. For example, in fields such as autonomous driving and AI medical applications, failure to fully understand and comply with relevant regulations may increase compliance costs, delay product launches or service deployment, and may result in legal challenges, reputational damage, and even impact business revenue. 4. Regional restrictions and challenges in entering new markets: The misuse of AI technology may lead certain countries to perceive risks associated with it and impose restrictions. This, in turn, will affect the company's ability to enter these regional markets, thereby hindering business development.	1. Ensure the security and compliance of the Company's internal AI systems, enhance employee training on AI technology, ethical standards and legal regulations, and improve risk awareness. In addition, all AI projects must go through a rigorous evaluation process before they are launched to prevent misleading decisions. 2. The Company has developed its own large-scale language model platform, and all data is stored in the Company's data center to prevent information leakage to the outside world. This also prevents employees from directly using commercial models such as ChatGPT, thereby reducing the risk of confidential information being leaked. In addition, enhanced firewalls and other cybersecurity mechanisms are implemented to prevent external intrusion or tampering. 3. Comply with international data protection regulations, conduct regular studies on AI regulation, and conduct internal data protection reviews to ensure that data use does not violate privacy. While promoting technological innovation, emphasize ethical responsibility to ensure that AI applications promote social justice and sustainable development.

Information and Privacy Security

Information Security Policy and Organization

To protect the confidentiality, integrity, availability, and legality of IT assets from intentional or accidental threats posed internally or externally, and to ensure the business continuity of the Company, we have developed the corporate information security policy in accordance with ISO 27001, the international information security standard, and passed and obtained the ISO 27001:2013 certification in August 2020; the certificate was renewed upon expiration after passing the reexamination in July 2023. The transition to the new version was completed by July 2024, at which point the Company obtained ISO 27001:2022 certification. The next recertification is scheduled for July 2026.

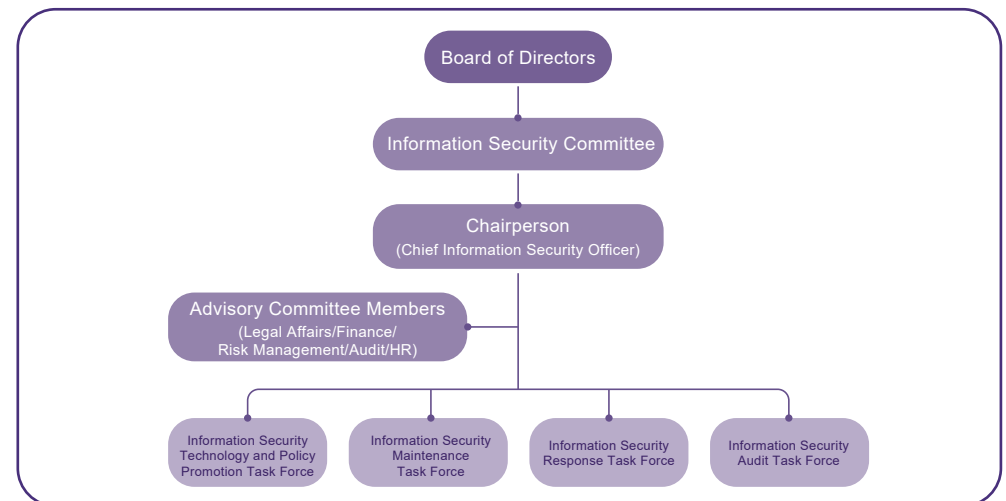


To enhance the implementation of Qisda's information security management and to better understand the needs and expectations of internal and external stakeholders regarding cybersecurity risk management, the Company has established an "Information Security Committee" responsible for overall information security risk governance. The Information Security Committee is composed of the President, senior executives of each business group, and the Chief Information Officer, with the President serving as the convener and the Chief Information Security Officer (CISO, held by Li-Wen Huang) serving as the Chairperson. The Committee is responsible for regularly communicating and reviewing the Company's information security management measures and incident response matters. The Information Security Committee convenes meetings semiannually and periodically reports management effectiveness to the Chairman or President, and reports at least once a year to the Board of Directors/Audit Committee on information security management performance, related issues, and strategic direction. In fiscal year 2025, reports were made in June and December.

In March 2026, Qisda's Board of Directors approved the renaming of the Board-level Corporate Sustainable Development Committee to the Sustainable Development and Information Security Committee and amended its charter to include the review and approval of the Company's information security governance framework, policies, objectives, and management approach, as well as the supervision of reporting, response, recovery, and improvement tracking of major information security incidents.

The Company's independent director, Allen Fan, graduated from National Taiwan University with a bachelor's degree in electrical engineering and was formerly an executive in an industry related to information security, such as the President of Microsoft Taiwan and the Vice President of HP. Another independent director, Jyuo-Min Shyu, graduated from UC Berkeley with a doctoral degree in electrical engineering and computer sciences and has formerly played a role in deciding the national information security regulations and development as the Minister of Science and Technology of ROC. These two independent directors provide guidance and suggestions with regard to the Company's information security policy based on their relevant experience.

Organizational Structure of Information Security Governance



Information Security Risk Management

The objectives of information security risk management are established and agreed upon by organizational stakeholders. In addition to defining risk appetite and risk tolerance, these objectives are incorporated into the enterprise risk management (ERM) process. A communication channel for information security risks is established within the organization, and the scope, strategy, and direction are adjusted in accordance with actual conditions, while also seeking positive opportunities. To reduce information security risks, Qisda implements relevant information security management practices and key measures in accordance with its information security policy, and strengthens cybersecurity protection awareness through a multi-faceted approach to establish a comprehensive information security management mechanism. For the prevention of information security incidents, a vulnerability scanning system has been implemented, with regular vulnerability scans conducted at least once every two weeks across all systems to ensure system security and prevent sensitive data leakage caused by system vulnerabilities or weaknesses. System recovery drills are conducted annually, and ERP data is backed up offsite on a daily basis.

For the management of corporate and information security risks, the cyber security risk management system, Security Scorecard, has been adopted to analyze ten major risk categories, including cyber security, robustness of the network naming scheme, vulnerability repair, endpoint security, IP reputation, and app security. The information security system risks are thus monitored and continuously analyzed. We have set a target of maintaining an overall Security Scorecard score at least 5 points higher than the industry average; the target score for 2025 is 90, which has been achieved.

Qisda's Average Score for 2024	Qisda's Average Score for 2025	Qisda's Target Average Score for 2025
88	91.75	90

Since 2024, Qisda has collaborated with third parties to implement or execute key information security projects, including the establishment of a Security Operations Center (SOC), red team exercises, and the adoption of the NIST Cybersecurity Framework (CSF).

In addition, the Company has independently introduced or implemented key information security initiatives, such as Privileged Access Management (PAM), configuration security management, and data security protection. Multiple security controls have also been implemented, including multi-factor authentication, removable storage device control, network segmentation, firewalls, threat detection and response mechanisms, vulnerability scanning, source code analysis, penetration testing, and Software Bill of Materials (SBOM) verification. In terms of management and awareness training, the Company has established a cybersecurity intelligence platform to enhance risk awareness. It also conducts regular Business Continuity Planning (BCP) drills, cybersecurity incident response exercises, social engineering simulations, internal security audits, and requires suppliers to sign non-disclosure agreements and cybersecurity commitment letters, while implementing supplier due diligence.

With the establishment of the information security management system (ISMS), Qisda has developed and periodically reviewed relevant indicators based on the information security policy, and continues to enhance the Company's information security control mechanism, reducing information security risks through the PDCA system.

Raising Awareness of Information Security Protection

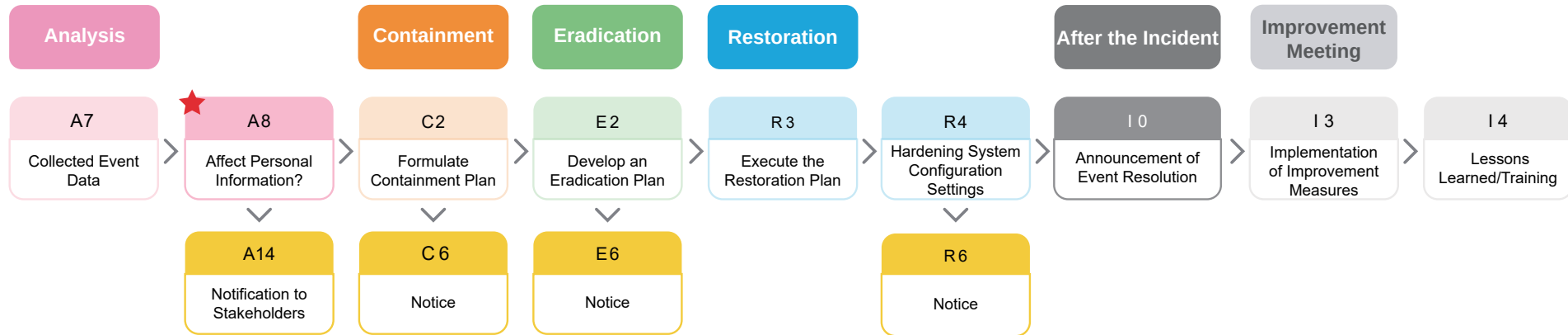
To implement Qisda's information security management system, we conduct an annual review of all applicable regulations and evaluate and revise the Company's internal information security policies to ensure compliance with legal requirements and effectiveness, and we communicate the relevant content to our colleagues. For suppliers, the Company requires contractors to sign agreements and comply with confidentiality and cybersecurity requirements, and to sign information security commitment letters and complete information security risk assessment questionnaires. In addition to providing basic information security training for new employees upon onboarding, Qisda Corporation conducts multiple thematic cybersecurity training sessions annually, as well as multiple email-based social engineering simulation exercises. Based on current trends and incidents, employees are trained on information security topics such as email handling, opening attachments, and clicking links, in order to reduce the risk of accidental interaction with malicious emails. In the 2025 email social engineering simulation, 100% of employees participated in the exercise. In addition, a total of 10,616 hours of thematic online information security training were completed in 2025, with the aim of enhancing employees' cybersecurity awareness and embedding information security concepts into daily operations. Relevant information security awareness promotion and training statistics are summarized as follows:

勒索軟體威脅防護	遠距辦公資安	軟體漏洞警訊	威脅分析報告	資安小知識	資訊安全宣導
26	2025/12/08	【ITS資安宣導】公司Teams & OneDrive權限設定別忘囉			
27	2025/12/02	【ITS資安宣導】QR Code藏詐騙！亂掃個資、LINE沒了 自救帳號方法囉			
28	2025/12/02	【ITS資安宣導】最新電子郵件詐騙！中國信託信用卡異常交易「這連結不可點」			
29	2025/12/02	【ITS資安宣導】你的帳號可能正在被駭！Google 緊急警告：快換掉簡訊驗證			
30	2025/11/28	【社交工程】演練宣導 - 提升警覺，共同防範網路詐騙			
31	2025/11/27	【ITS資安宣導】駭客偽冒通訊軟體，釣魚攻擊再升級			
32	2025/11/27	【ITS資安宣導】企業韌性管理的關鍵轉折：資安風險躍升董事會治理課題			
33	2025/11/27	【ITS資安宣導】LINE Pay「通知」小心！點進去個資恐遭盜用 帳戶全掏空			
34	2025/11/27	【ITS資安宣導】一台印表機失守，整間公司被駭！台灣每秒遭1.5萬次網攻，邊陲網路設備為何淪資安破口？			
35	2025/11/27	【ITS資安宣導】安全公司工程師將「恢復碼」明文純文字檔放電腦桌面上，這駭後導致客戶資料外洩			
36	2025/11/21	【ITS資安宣導】Red Hat 遇重大資安危機：ShinyHunters 駭客集團接手勒索攻擊			
37	2025/11/21	【ITS資安宣導】美資安專家：訝異台灣對網路攻擊認知低			

Cybersecurity Insurance

Since July 2017, Qisda has applied for the insurance for enterprise information security risk management to ensure the insurance claim for related expenses incurred by information security incidents (such as business suspension and forensics). This covers the subsidiaries holding a majority of shares to reduce the losses of the Company.

Information Security Reporting and Handling Process

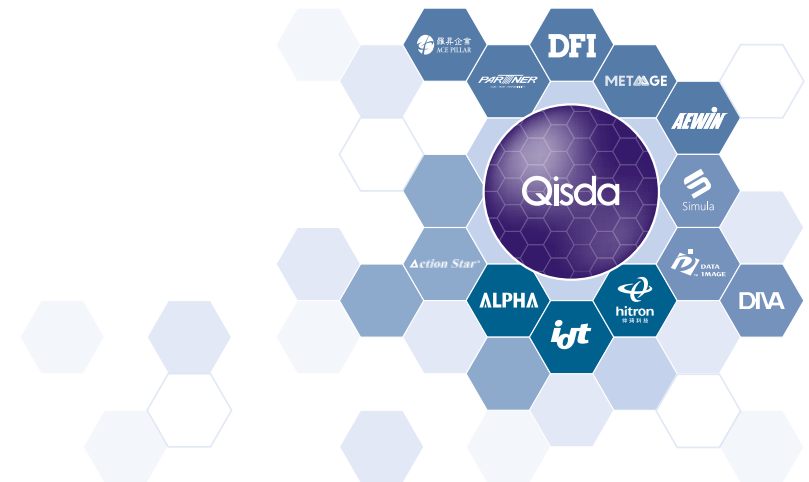


Measures for Significant Information Security Incidents

During the establishment of the ISMS, Qisda has enhanced the SOP and organized a series of drills to improve the emergency response process. We will continue to conduct simulations for different information security attack incidents with related personnel participating in the drills, in order to ensure that we can kick off the emergency process when the incident happens and effectively lower the response time and losses on the Company. No information security incident took place in 2025.

Information Security Incident	No. of Cases in 2023	No. of Cases in 2024	No. of Cases in 2025	Goals for 2026
No. of Violation Cases Related to Information or Cyber Security	0	0	0	0
No. of Data Leaks	0	0	0	0
No. of Customers and Employees Impacted by Data Leaks	0	0	0	0
Amount of Fines Imposed for Cases Related to Information or Cyber Security (NT\$)	0	0	0	0

Scope of Data Coverage: Qisda (Parent Company Only)



IT operation continuity Plan

The purpose of disaster recovery is to restore the system to a normal or acceptable operating level quickly using the disaster recovery mechanism when a natural disaster, human negligence, or malicious damage brings about damage to the information system. This will ensure the sustainable operation and operation continuity of the organization.

Qisda developed a unified operation continuity plan in 2021 so that all systems use a standardized plan format. We also began to implement the operational continuity plan twice a year for critical systems and once a year for non-critical systems, and recorded the process to verify the feasibility of the plan and procedure, with feedback utilized to revise and enhance the plans. This practice has also been incorporated into internal information security audit items and regular progress tracking.

Privacy Protection

Qisda values and strives to protect privacy and personal data. With reference to local laws and regulations related to privacy protection at each operating location along with the EU "General Data Protection Regulation (GDPR)," we have established privacy policies to protect all personal data. We also require the subsidiaries, joint ventures, suppliers, contractors, external consultancies and subcontractors to comply with the policies in the hopes of protecting the rights of the personal data owner.

For private information collected and used for business needs, Qisda has set specific criteria relating to data collection/management of collected data/reasons for use and scope of personal data, as well as restrictions for sharing, cross-border transfer, a data protection system and the data retention period to make sure that personal data and the right to privacy is protected. At the same time, we include the right to privacy in the scope of risk management. The Risk Management Committee implements monitoring and management based on the policy of risk management, and controls risks by including the overall system in the scope of internal control. If there are any questions about the privacy policy, please direct them to the specified responsible unit. To protect the rights of a personal data owner, or if there are any opinions or questions related to the right to privacy, please file the complaint or report by emailing to Qisda.privacy@Qisda.com.

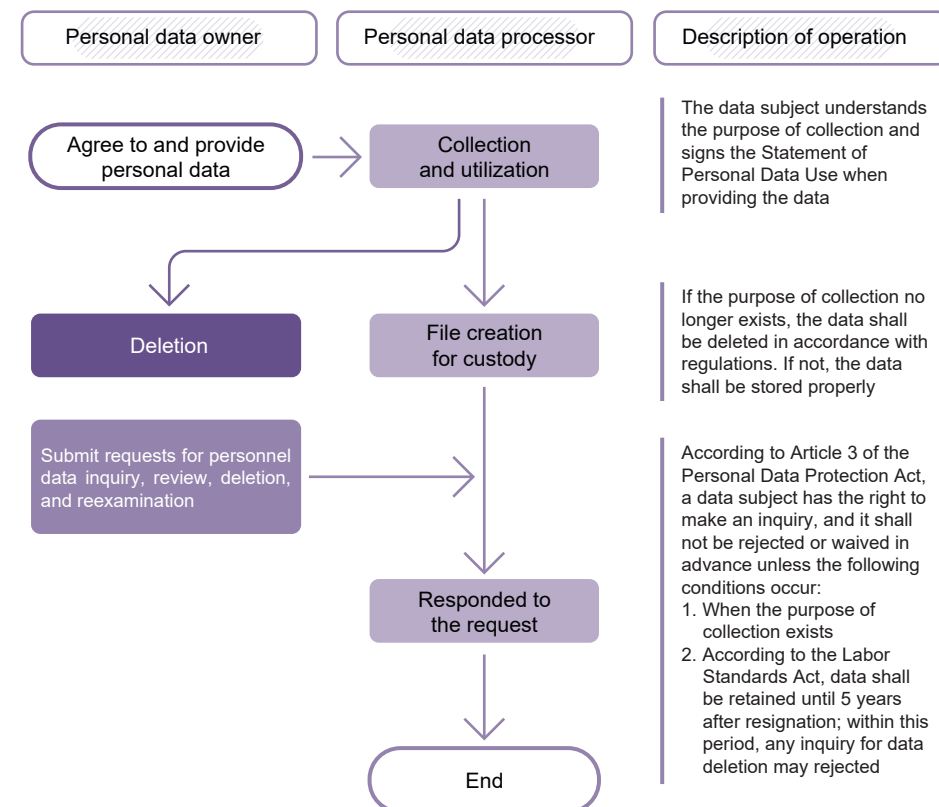
In 2025, Qisda provided courses about the right to privacy that every worker had to participate in, which were also an essential part of training for new employees.

To confirm the effectiveness of the current management approach, Qisda conducts annual reviews to determine whether any complaints related to data loss incidents have occurred and, if so, carries out a comprehensive review. In 2025, no complaint incidents related to data loss or leakage occurred. We used the collected personal data only within the necessary scope of use and did not engage in any secondary use of the personal data.

Number of Complaints about Personal Data Leaks	2022	2023	2024	2025
External Agency	0	0	0	0
Customer Feedback	0	0	0	0

Process of Personal Data Processing and Reporting

Personal Data Processing Flowchart

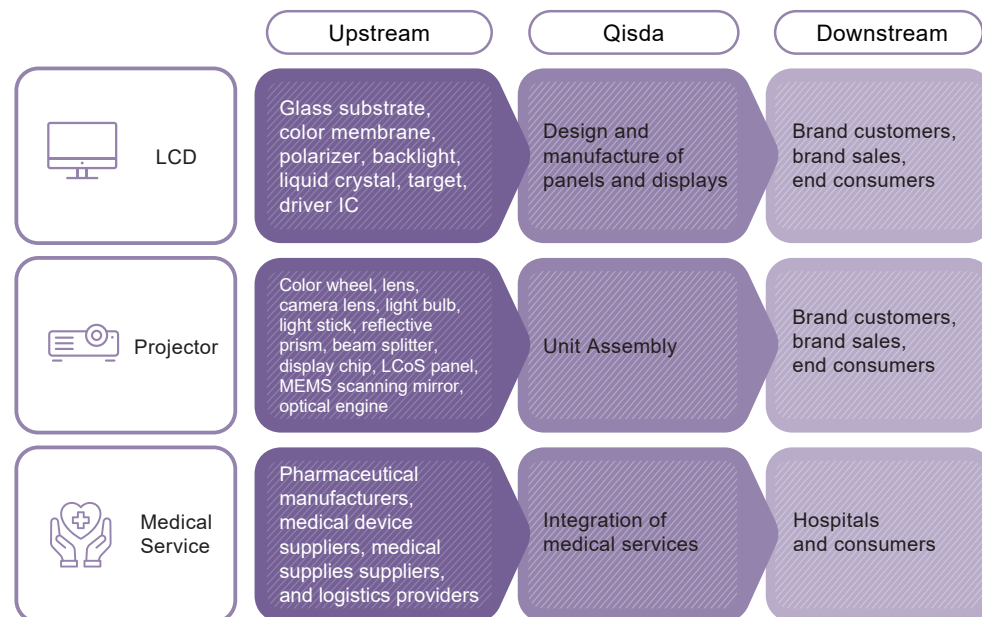


Sustainable Supply Chain Management

Based on the premise of closely interconnected global industries and the desire to meet customer demands, suppliers have become Qisda's most crucial partners. As the head of the Grand Fleet, Qisda bears the mission of leading the supply chain toward sustainable development. Accordingly, the Company has established a comprehensive sustainable supply chain management framework. Internally, it enhances governance level and optimizes processes, while externally it progressively promotes suppliers to implement sustainability practices and improve performance, working together to build a mutually beneficial and prosperous industrial ecosystem. Qisda and its suppliers advance together toward the shared vision of "Bringing Enjoyment' N Quality to Life."

Qisda is primarily engaged in ODM/OEM businesses, with service coverage spanning consumer electronics, business, industrial, medical, and lifestyle applications. Its core business focuses on three major areas: LCD displays, projectors, and medical services. The upstream supply chain consists of component and equipment suppliers, while the downstream connects brand customers and end consumers.

Qisda Industry Chain



Overview of Supply Chain

The Headquarters of Qisda is located in Taiwan. Our suppliers are located all around the world, including Taiwan, Japan, China/Hong Kong, Singapore, South Korea, Malaysia and Vietnam. Overall, we had 1,101 suppliers in 2025. With a selection mechanism (removing customers and spot dealers with a transaction amount of NT\$10 million or less), there are ultimately 365 Tier 1 suppliers. Suppliers are categorized into panels, electronic components, mechanical parts, packaging materials, and consumables. Based on relevant criteria, 259 first-tier key suppliers were further selected for focused management. In addition, to comprehensively understand sustainability risks within the supply chain, the Company also assessed non-first-tier key suppliers, with a total of 132 suppliers covered in 2025.

Supplier: Referring to product-selling suppliers.

Definition of a significant supplier: Significant suppliers are those that meet any of the following criteria: (1) sole-source suppliers of key materials; (2) suppliers that collectively account for the top 95% of procurement spend; or (3) technology-leading or high-risk suppliers. Customers, spot-market vendors, and suppliers with transaction amounts of NT\$10 million or less are excluded.

Definition of high-risk suppliers: We conduct a risk assessment of Tier 1 suppliers based on the four major aspects of supplier risk assessment, including "sustainable practices," "labor," "health and safety," and "environment," and define the Tier 1 suppliers with the lowest percentage of risk assessment ratings as high-risk suppliers for the year.

Overview of Tier 1 Suppliers

Asian Countries	China	Taiwan	Japan	Others	Subtotal
Number of Suppliers	270	72	8	10	360
American Countries	USA	Canada		Others	Subtotal
Number of Suppliers	4	0		0	4
European Countries	Germany	UK	Switzerland	Slovenia	Subtotal
Number of Suppliers	0	0	1	0	1
Total					365

Overview of Number of Significant Non-Tier 1 Suppliers

Asian Countries	China	Taiwan	Singapore	Japan	Korea	Subtotal
Number of Suppliers	111	15	1	2	2	131
European Countries	Germany					Subtotal
Number of Suppliers	1					1
					Total	132

Number of Tier 1 Suppliers and Proportion of Proportion of Procurement

Product	Asia	Europe	America	Subtotal
Panel				
Number of Tier 1 Suppliers	15	0	0	15
Number of Significant Tier 1 Suppliers	13	0	0	13
Percentage of Significant Tier 1 Suppliers (%)	3.56%	0.00%	0.00%	3.56%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	16.22%	0.00%	0.00%	16.22%
Electronics				
Number of Tier 1 Suppliers	121	0	3	124
Number of Significant Tier 1 Suppliers	89	0	3	92
Percentage of Significant Tier 1 Suppliers (%)	24.38%	0.00%	0.82%	25.21%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	32.60%	0.00%	3.68%	36.28%
Parts and Components				
Number of Tier 1 Suppliers	187	1	1	189
Number of Significant Tier 1 Suppliers	128	1	0	129
Percentage of Significant Tier 1 Suppliers (%)	35.07%	0.27%	0.00%	35.34%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	36.82%	0.04%	0.00%	36.86%

Number of Tier 1 Suppliers and Proportion of Proportion of Procurement

Product	Asia	Europe	America	Subtotal
Packaging Materials				
Number of Tier 1 Suppliers	27	0	0	27
Number of Significant Tier 1 Suppliers	19	0	0	19
Percentage of Significant Tier 1 Suppliers (%)	5.21%	0.00%	0.00%	5.21%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	5.92%	0.00%	0.00%	5.92%
Consumables				
Number of Tier 1 Suppliers	10	0	0	10
Number of Significant Tier 1 Suppliers	6	0	0	6
Percentage of Significant Tier 1 Suppliers (%)	1.64%	0.00%	0.00%	1.64%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	0.53%	0.00%	0.00%	0.53%
Total				
Number of Tier 1 Suppliers	360	1	4	365
Number of Significant Tier 1 Suppliers	255	1	3	259
Percentage of Significant Tier 1 Suppliers (%)	69.86%	0.27%	0.82%	70.96%
Percentage of Significant Tier 1 Suppliers in Procurement Amount (%)	92.10%	0.04%	3.68%	95.82%

Type and Number of Significant non-Tier 1 Suppliers/Number of Suppliers

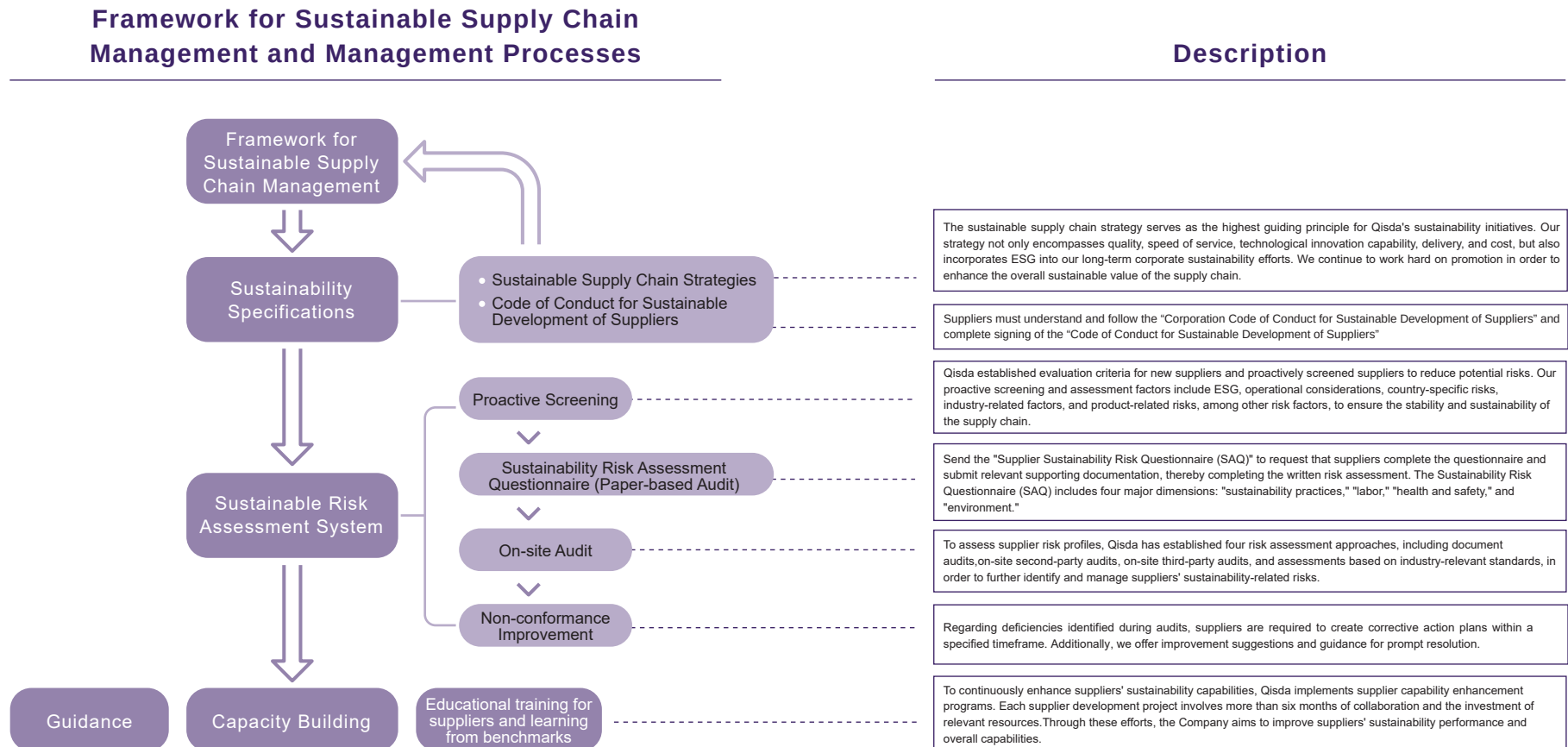
Type of Procurement	Electronics	Parts and Components	Packaging Materials	Total
Number of Significant non-Tier 1 Suppliers	25	95	12	132

► Framework for Sustainable Supply Chain Management

Framework for Sustainable Supply Chain Management and Management Processes

Qisda has a framework for sustainable supply chain management. First, we explicitly notify suppliers about the sustainability specifications and require them to ensure compliance with relevant requirements. Second, we assess sustainability risks in different aspects through the sustainability risk assessment system for suppliers, and review the risks that the supply chain faces. Finally, we address and rectify the identified issues. In addition to enhancing important strategies for the future development of Qisda and the industry, we give guidance to the supply chain to build capacity with relevant information, hoping that we can progress alongside suppliers and move forward towards a sustainable future.

Qisda has established a sustainable supply chain management process to implement its sustainable supply chain strategy. To ensure that suppliers comply with applicable requirements and standards, the Company not only promotes supplier coaching and capability-building programs but also has established incentive and phase-out mechanisms closely linked to sustainability performance. These measures effectively enhance suppliers' sustainability performance and, through regular evaluations incorporating ESG-related indicators, foster a virtuous cycle of sustainable supply chain management.



► Development and Management of Qisda's Sustainable Supply Chain

Qisda continues to focus on the development and management of the supply chain. Not only do we report the daily management performance in the quarterly Sustainable Development and Information Security Committee meeting, but the Chief Sustainability Officer also reports the implementation results and performance of the sustainable supply chain to the Board of Directors annually. Simultaneously, the Board of Directors guides and makes decisions for the development of the sustainable supply chain to make sure that the management of the sustainable supply chain complies with the Company's sustainability strategies.

Supplier Sustainability Management Process

Qisda has established a four-stage sustainable supply chain management process to implement its sustainable supply chain strategy. To ensure that suppliers comply with applicable requirements and standards, the Company not only promotes supplier coaching and capability-building programs but also has established incentive and phase-out mechanisms closely linked to sustainability performance. These measures effectively enhance suppliers' sustainability performance and, through regular evaluations incorporating ESG-related indicators, foster a virtuous cycle of sustainable supply chain management.

Compliance with Sustainability Standards	ESG Risk Investigation	Sustainability Audit Assessment and Validation	Guidance and Rectification
Suppliers must understand and follow the "Corporation Code of Conduct for Sustainable Development of Suppliers" and complete signing of the "Code of Conduct for Sustainable Development of Suppliers"	(1) Proactive screening: Qisda established evaluation criteria for new suppliers and proactively screened suppliers to reduce potential risks. Our assessment factors include ESG, operational-related factors, country of location, industry-related, and product-related risk factors to ensure the stability and sustainability of the supply chain. (2) Supplier Self-Risk Assessment: The Company conducts a self-assessment of risks through the "Supplier Sustainability Risk Assessment Questionnaire (SAQ)" to further identify high-risk suppliers.	(1) Document-Based Audit: Qisda distributes the Supplier Sustainability Risk Questionnaire (SAQ) to suppliers, requiring them to complete the questionnaire and submit supporting documentation to complete a written risk assessment. The Sustainability Risk Questionnaire (SAQ) includes four major dimensions: "sustainability practices," "labor," "health and safety," and "environment." (2) On-site audit: To confirm the status of supplier risks, we plan to confirm the risks with four methods: paper-based audits, on-site second-party audits, on-site third-party audits, and assessments based on industry-relevant standards to further control suppliers' sustainability risks (3) The sustainable supply chain strategy serves as the highest guiding principle for Qisda's sustainability initiatives. Our strategy not only encompasses quality, speed of service, technological innovation capability, delivery, and cost, but also incorporates ESG into our long-term corporate sustainability efforts. We continue to make efforts in promotion, thereby enhancing the overall sustainable value of the supply chain.	(1) Deficiency Management: Regarding deficiencies identified during audits, suppliers are required to create corrective action plans within a specified timeframe. Additionally, we offer improvement suggestions and guidance for prompt resolution. (2) Supplier capability building: To continuously enhance suppliers' sustainability capabilities, Qisda implements supplier capability enhancement programs. Each project lasts for more than half a year and involves the investment of relevant resources, in the hope of improving the sustainability performance of our suppliers through these efforts. (3) Reward and elimination mechanism: Through relevant evaluation mechanisms, Qisda identifies suppliers with outstanding sustainability performance and increases the procurement proportion from these suppliers. Moreover, we give them priority for adopting new products. We eliminate suppliers with disappointing performance to promote overall progress and growth of the entire industry chain.

► Qisda's Training for Internal Personnel

Internal Training of Qisda Supply Chain Management Department

Qisda requires all procurement staff to undergo sustainability-related education and training each year, including courses on understanding the RBA Code of Conduct and SA8000 Social Accountability Standards, ethics training, educational training for intellectual property management and specifications, information security, health and safety, and risk management. These courses enable the procurement staff to continue improving the professional capabilities that sustainability information requires, and further apply these to sustainable supply chain management. Our purpose is to ensure that procurement personnel, while participating in each process of supplier selection review, periodic evaluation, sustainable risk assessment, identification of high-risk suppliers, audits, and improvement guidance, can fully exercise their professional capabilities and promote the sustainable development of the supply chain.

With respect to the aforementioned sustainability-related education and training courses, there was a total of 3,142 person-times of procurement staff who should undergo training in 2025, all of whom had completed the courses, meaning that 100% of the procurement staff were covered in the training. The total training person-hours reached 4,315 person-hours.

Aspects of Qisda's "Corporation Code of Conduct for Sustainable Development of Suppliers":

Labor

- Human rights risk
- Prohibition of forced labor
- Child labor and youth labor
- Working hours
- Salary and benefits
- Anti-discrimination/ Anti-harassment/ Humane treatment
- Freedom of association and collective bargaining
- Layoff

Health and Safety

- Occupational safety and industrial hygiene
- Emergency response
- Occupational injury and illness
- Physical labor/Psychological stress and machine guarding
- Public sanitation, food, and housing
- Communication and grievance

Environment

- Permits and reports
- Pollution prevention and resource conservation
- Hazardous substances
- Waste and exhaust gas
- Water management
- Material constraints
- Greenhouse gas and energy consumption
- Biodiversity
- Formulate climate-related policies
- Formulate a sustainable raw materials policy

Ethics

- Business integrity
- Prohibition/Avoidance of improper benefits
- Information disclosure
- Intellectual property rights
- Fair trade, advertising, and competition
- Whistleblower protection
- Responsible procurement
- Information security and privacy

Management System

- Commitments and responsibilities
- Risk management and improvement targets
- Awareness and communication grievance
- Assessment, correction, and documentation records
- Supplier responsibility

► Sustainability Specifications

Sustainable Supply Chain Strategies

Qisda aims to achieve net zero emissions by 2050, strengthens sustainable supply chain management, and establishes a supplier sustainability strategy intended to enhance the sustainability value of the entire supply chain. This strategy not only regulates supplier actions but also upholds Qisda's commitment to environmental responsibility. The strategy covers quality (Quality), rapid service (Speed), technological innovation capability (Innovation/Technical), delivery (Delivery), and cost (Cost), while also incorporating corporate sustainability (ESG). Through continuous promotion and refinement, it enhances the overall sustainable value of the supply chain.

Code of Conduct for Sustainable Development of Suppliers

With reference to relevant international specifications and initiatives including the RBA Code of Conduct, SA8000 social accountability standards, the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the Ten Principles of the UN Global Compact, Qisda has established the "Code of Conduct for Sustainable Development of Suppliers" that includes labor, health and safety, environment, ethics and management systems.

With regard to labour issues, Qisda requires its suppliers to ensure that wages comply with the legal requirements of the locations where they operate, and expects suppliers to aim to commit to paying a living wage, whilst regularly conducting surveys, monitoring and communicating on living wage matters; and in terms of environmental management, we have also established and published Commitment to No-Deforestation and Biodiversity to lessen impact on the environment. We require that all Tier 1 suppliers understand and obey the content of the "Code of Conduct for Sustainable Development of Suppliers." Also, we take suppliers' implementation status into consideration in procurement decisions. In 2025, the signing rate of the Code of Conduct for Sustainable Development of Suppliers was 100%. Simultaneously, Qisda requires suppliers to develop their own specifications/Code of Conduct regarding sustainability and communicates our requirements to the upstream supply chain to ensure sustainability across our value chain.

► Sustainable Risk Assessment System

Proactive Screening

Given that suppliers' sustainability performance may affect Qisda's reputation and entail potential risks, the Company has introduced a new scoring mechanism and strengthened supplier screening. Evaluation indicators include ESG, operational factors, country-specific risks, industry characteristics, and product-related risks, among others. When significant international events occur, the Company conducts inventory checks, investigations, and assessments targeting affected regions, industries, and supply sources in order to maintain supply chain resilience and sustainability.

Item	Content
Environment	Carbon footprint investigation, investigation of five persistent, bio-accumulative and toxic (PBT) chemicals under the US Toxic Substances Control Act (TSCA), ISO 14001 or relevant environmental management procedures
Social	Human rights and ethics, labor rights
Governance	Financial status, operational competitiveness, and occupational safety and health related education and training
Operation Related	Basic data, product information, major customers, production and equipment status, investment, and product planning
Country of Location	Status of the supply (whether affected or not) in the located region, conflicts between countries (military coup related problems), local policy constraints, natural disasters and epidemics
Industry Related	RBA Code of Conduct assessment, sustainability risk assessment, parts and components suppliers, human resources agency, on-site service providers
Product Related	procurement spend, supply category, Hazardous Substance Free (HSF) control documents, conflict mineral investigation

In addition, environmental and social criteria have been incorporated into the Company's new supplier screening mechanism. In 2025, a total of 49 newly approved suppliers were added, with 100% of them screened using environmental and social criteria.

Since 2025, the total number of new suppliers across the Qisda Group has been 1,201. Qisda has integrated environmental and social standards into its new supplier screening process, and in 2025, 49 new suppliers were approved, with 100% of them assessed using environmental and social screening criteria.

Unit: Number of suppliers		2022	2023	2024	2025
Number of New Suppliers	Parent company	51	19	38	49
	Subsidiary	1,087	1,038	1,120	1,152
	Total	1,138	1,057	1,158	1,201
Number of New Suppliers Screened according to Environmental and Ethical Standards	Parent company	51	19	38	49
	Subsidiary	146	140	171	221
	Total	197	159	209	270
Percentage of New Suppliers Screened using Environmental Standards (%)	Parent company	100%	100%	100%	100%
	Subsidiary	13.43%	13.49%	15.27%	19.18%
	Total	17.31%	15.04%	18.05%	22.48%
Number of Suppliers That Have Undergone A Social Impact Assessment	Parent company	51	19	38	49
	Subsidiary	146	220	264	329
	Total	197	239	302	378
Percentage of New Suppliers Screened Using Social Standards (%)	Parent company	100%	100%	100%	100%
	Subsidiary	13.43%	21.19%	23.57%	28.56%
	Total	17.31%	22.61%	26.08%	31.47%

Scope of data coverage: Qisda Group boundary

Sustainability Risk Assessment Questionnaire (Paper-based Audit)

To continuously monitor sustainability risks within the supply chain, Qisda continued in 2025 to issue the “Supplier Sustainability Risk Assessment Questionnaire” (SAQ) to first-tier suppliers, requiring them to complete the questionnaire and submit relevant supporting documentation to conduct a self-assessment of risks. Through the SAQ and the collection of related written materials, the Company identifies potential high-risk suppliers and implements corresponding management measures. In addition to basic supplier information, the SAQ covers four major areas, namely “sustainability practices,” “labor,” “health and safety,” and “environment,” comprising a total of 129 questions. With regard to labour issues, Qisda not only investigates whether suppliers' pay levels comply with the minimum wage stipulated by local government legislation, but also examines the current status of suppliers' policies for ensuring a living wage for their workers. For non-first-tier suppliers, Qisda requires and guides first-tier suppliers to conduct assessments and audits of their own non-first-tier suppliers. The first-tier suppliers are also required to submit audit results and corrective action records for Qisda's review, enabling the Company to monitor sustainability risks within non-first-tier suppliers.

In 2025, a total of 391 questionnaires were distributed to significant suppliers (including Tier 1 and non-Tier 1 suppliers), and 391 questionnaires were responded to with a 100% response rate.

Supplier Sustainability Risk Questionnaire Survey Overview

Significant Tier 1 Supplier	Number of Suppliers Investigated	259
	Number of Suppliers Completed	259
	Completion Rate (%)	100%
Significant non-Tier 1 Suppliers	Number of Suppliers Investigated	132
	Number of Suppliers Completed	132
	Completion Rate (%)	100%

Scope of Data Coverage: Qisda (Parent Company Only)

On-site Audit

To confirm the status of supplier risks, we plan to confirm the risks with four methods: paper-based audits, on-site second-party audits, on-site third-party audits, and assessments based on industry-relevant standards to further control suppliers' sustainability risks. In 2025, the Company primarily adopted documentary audits, on-site second-party audits, and industry standards (such as RBA VAP) to verify supplier sustainability.

Audit Method	Description
Paper-based Audit	Assessing the risk status of suppliers based on the response data of the "Supplier Sustainability Risk Assessment Questionnaire".
On-site Second-party Audit	On-site supplier audits conducted by Qisda or other appointed consultants.
On-site Third-party Audit	On-site audits conducted by an independent third-party verification institution.
Industry Standards	Conducting paper-based audits or on-site audits according to industry standards or regulations.

In 2025, a total of 365 “Supplier Sustainability Risk Assessment Questionnaires” were conducted, covering 259 first-tier key suppliers (including 32 high-risk suppliers). Qisda completed sustainability audits for these 32 first-tier high-risk suppliers. Based on the audit results of first-tier high-risk suppliers, non-conformities were categorized across four dimensions—sustainability practices, labor, health and safety, and environment — and further classified into major non-conformities (Major Non-Conformance) and minor non-conformities (Minor Non-Conformance). No major non-conformities were identified among first-tier high-risk suppliers during the audit process. As for minor non-conformities, the highest proportion was found in the sustainability practices dimension, accounting for 32.4% of total findings, followed by health and safety at 31.1%, labor at 25.7%, and environment at 10.8%.

In Qisda's sustainability audit checklist for high risk suppliers, the labour section site have been calculated; and whether wage levels meet a living wage appro includes audit items relating to wages, such as: whether wage levels comply with the minimum wage stipulated by local government legislation; whether wages are paid on time; whether a living wage policy is in place; whether the living wage amounts for each operational priate to local economic conditions. According to the results of Qisda's 2025 sustainability audits of 32 high risk suppliers, the wage levels at all audited suppliers complied with the minimum wage stipulated by local government legislation. With regard to audit items relating to a living wage, Qisda classified instances where requirements were not fully met as matters for observation, whilst continuing to encourage suppliers to establish living wage policies and refine their living wage related systems.

Statistics of Non-conformance in Audits for Tier 1 High-Risk Suppliers in 2025

Statistics of Non-conformance in Audits for Tier 1 High-Risk Suppliers	Sustainability Action	Labor	Health and Safety	Environment
Percentage of Major Non-Conformance	0%	0%	0%	0%
Percentage of Minor Non-Conformance	32.40%	25.70%	31.10%	10.80%

Scope of Data Coverage: Qisda (Parent Company Only)

Non-conformance Improvement

Regarding deficiencies identified during audits, suppliers are required to create corrective action plans within a specified timeframe. Additionally, we offer improvement suggestions and guidance for prompt resolution. In 2025, Qisda assisted a total of 32 Tier 1 high-risk suppliers in completing corrective actions for audit deficiencies.

Non-conformance Improvement Actions for Supplier Audits in 2025

Aspect	Topic	Corrective Action
Sustainability Action	Sustainable supply chain management	Improved the supplier sustainability risk survey items
	Legal compliance	Conducted testing and analysis to ensure emissions compliance and strengthened employee education and training
	Information security	Established information security policies and implemented risk identification in information security
	Operational risk management	Identified operational risks, promptly adjusted risk response strategies, and strengthened employee education and training
Labor	Human rights policy	Improved the content of human rights policies and implemented education and training on human rights-related policies
	Human rights risk assessment	Established a human rights risk assessment/due diligence system and conducted investigations in accordance with the plan
	Working hours management and communication channels	Improved employee communication and grievance channels, analyzed and tracked the progress of opinion feedback implementation, and compiled relevant statistics
Health and Safety	System management	Regularly reviewed the compliance of occupational safety and health-related permits and licenses, implemented occupational safety and health-related education and training, and compiled statistics on health and safety-related communications/grievances
	On-site operations management	Promoted the necessity of wearing personal protective equipment and the relevant standards, and strengthened employee education and training
	Occupational health and safety management system	Improved occupational safety and health management policies, established an occupational safety and health impact/risk assessment system, and conducted assessment surveys
Environment	Hazardous substances	Established an impact/risk assessment system for hazardous substances, and conducted assessment surveys
	Waste	Established waste management regulations and managed waste in accordance with those regulations
	Environmental management system	Established an environment impact/risk assessment system and conducted assessment surveys

► Empowering Qisda's Sustainable Supply Chain

Educational Training for Suppliers

Introduction of GHG Inventory and Low-Carbon Transition Programs

In response to its own commitments and the goal of working together with the “Grand Fleet” and supply chain partners to reduce carbon emissions, the BenQ Qisda Group initiated greenhouse gas (GHG) inventory efforts and invited supplier partners to participate in an online “GHG Inventory Questionnaire Training” program. In 2025, one online session was conducted, with a duration of one hour and participation from more than 300 suppliers, enhancing suppliers' capability in conducting GHG emissions inventories. Qisda will continue to support suppliers in setting carbon reduction targets, strengthening energy management, and implementing decarbonization actions to jointly achieve energy saving and carbon reduction for shared value creation.

In addition, Qisda implemented a "1-to-10 Supplier Carbon Reduction Project," introducing a manufacturing low-carbon transformation program and guiding 10 suppliers through low-carbon upgrading and transformation. Aligned with the government's 2050 net-zero commitment, the Company participated in government-led low-carbon transition initiatives from 2024 to 2025 over a two-year period, strengthening low-carbon product material design, improving the efficiency of existing equipment, and introducing new equipment. Through this initiative, 10 supply chain partners were guided in low-carbon transformation, achieving a total carbon reduction of 10,833 tons of CO₂e, thereby expanding the diffusion of green benefits across the supply chain. The project also received government subsidies totaling NT\$20 million.

Product Carbon Footprint Strategy Workshop and First-Emission Factor/Data Collection & Estimation Capability Building

Product Carbon Footprint (PCF) refers to the calculation of greenhouse gas emissions generated throughout the entire life cycle of a product or service (raw materials → manufacturing → transportation → use → end-of-life). To achieve net-zero objectives, product carbon footprint is an important data management tool. Over two consecutive years (2023–2024), the Company conducted awareness training on this tool. In addition to introducing it within the R&D department, the program was extended to supply chain partners involved in product carbon footprint management. Two online training sessions were organized by the Industrial Technology Research Institute (ITRI), a Taiwan-based PCF expert organization, with a total of 113 suppliers participating.

Furthermore, as the use of database emission factors in PCF calculations may not fully reflect suppliers' actual decarbonization efforts, in 2025, under the directive of senior management, the Sustainability Department collaborated with Supply Chain Management, Engineering, and the Data Center to collect first-tier emission factors or activity data from suppliers for material categories with significant carbon impact. Through engagement with suppliers, the Company also developed their capability to independently estimate product carbon footprints. As a result of cross-functional efforts, primary suppliers' first-tier emission factors or data for key categories such as panels, plastics, and PCB boards have been preliminarily established. A total of 20 suppliers participated in this initiative, including 7 panel suppliers, 9 plastic suppliers, and 4 PCB suppliers.

Benchmark Learning of Suppliers

In 2025, Qisda collaborated with S&P Global to jointly organize two training workshops on “Supply Chain Sustainability Disclosure and CSA Assessment.” S&P Global's Corporate Sustainability Assessment (CSA) covers 99% of global listed companies by market capitalization and is widely recognized as one of the most systematic and credible ESG assessment frameworks worldwide. The CSA score is closely linked to the Dow Jones Sustainability Indices (DJSI), which hold irreplaceable international influence in the field of sustainability assessment. During the workshops, external experts introduced the methodology of the CSA questionnaire (basic version) and explained its benefits in supporting corporate sustainability development. Experts also shared insights and recommendations on selected topics, including corporate physical risk management, sustainability capabilities of top-performing companies, and approaches for driving corporate action through sustainability assessments. In addition, Qisda explained the sustainability requirements that suppliers are expected to comply with and provided capacity-building training on Scope 3 greenhouse gas emissions disclosure to suppliers.

During the “Supply Chain Sustainability Disclosure and CSA Assessment” training workshops, Qisda invited Alex Lee, CEO of Quantum International Corp. (QIC), to share insights under the theme “From Assessment to Value Creation: The Critical Role of CSA in Capital Markets,” covering the following key areas:

1. Investment trends and key assessment drivers:

ESG has become a standard investment practice. Foreign investors and ETFs rely on third-party ratings (such as S&P CSA, MSCI, and CDP). Taiwanese companies have demonstrated strong performance, and research also indicates that ESG performance combined with growth and profitability can enhance shareholder returns.

2. Framework and linkage:

Centered on S&P CSA/SRM, the framework connects the supply chain to capital markets, aligning with bank financing reviews, customer sustainable procurement, and investor/ETF stock selection. It also complements EcoVadis and CDP, enabling sustainability performance to be recognized by the market.

3. Implementation approach and outcomes:

QIC's three-stage advisory model (understanding and preparation, coaching and enhancement, result analysis and continuous improvement) utilizes cross-functional interviews, human rights management, and questionnaire development. This approach enables companies to progressively improve scores, be included in the S&P Sustainability Yearbook and DJSI, and attract greater market attention and ESG ETF holdings.

In the two “Supply Chain Sustainability Disclosure and CSA Assessment” training workshops held in June and November 2025, more than 200 Qisda suppliers participated either in person or online. Through inviting experts for structured engagement and guidance, Qisda clarified key sustainability assessment priorities, assisted suppliers in strengthening system implementation and disclosure quality, and improved assessment performance, thereby transforming strong sustainability performance into market competitiveness and business opportunities. By understanding benchmark assessments and learning from external expert insights and case studies, suppliers enhanced their sustainability expertise and capabilities.

Suppliers' Capacity Building

To facilitate continuous growth of suppliers in sustainability, Qisda has implemented supplier capability improvement projects. Each project lasts for more than half a year and involves the investment of relevant resources, in the hope of improving the sustainability performance of our suppliers through these efforts.

Name of Capacity Building Project	Project Timeline and Operation	Capacity Building
Supplier's GHG Inventory	Qisda recognizes that the green transformation of the value chain is a key enabler for achieving net-zero targets. In 2025, the Company proactively engaged in in-depth dialogue with more than 300 suppliers, focusing on the practical implementation of greenhouse gas inventory questionnaires. During the one-hour intensive training sessions, the Company not only clarified the data collection standards for Scope 1 and Scope 2 emission activities, but also encouraged suppliers to disclose Scope 3 information. Real-time consultation services were provided to address any questions arising during the completion process. These efforts effectively enhanced suppliers' understanding of carbon management policies and their level of engagement, ensuring transparency and accuracy of data across the value chain, thereby serving as a scientific foundation for future decarbonization pathway planning. In accordance with the GHG Protocol, Qisda completed the greenhouse gas inventory for first-tier suppliers in 2025, covering a total of 365 suppliers. Qisda will continue to support suppliers in setting carbon reduction targets, strengthening energy management, and implementing decarbonization actions, with the aim of achieving a 30% supplier carbon reduction target by 2030.	In 2025, we assisted 365 Tier 1 suppliers in building their own GHG inventory capabilities.
Continuous Improvement Program	In the first and second half of 2025, Qisda supported suppliers in implementing a six-month “Continuous Improvement Program” (CIP), which is demand-driven and leverages cross-functional collaboration to identify root causes of issues and develop concrete improvement solutions, while also evaluating project effectiveness. This initiative not only optimized Qisda's existing processes and operational efficiency, but also strengthened suppliers' capabilities in problem analysis and problem-solving.	In 2025, a total of 24 “CIP” projects were carried out. Several of these projects focused on enhancing performance in areas such as energy saving and carbon reduction, green transformation, and material recycling, which are highly aligned with ESG principles. Other projects involved process improvements, product yield enhancement, and reduction of material scrap rates, contributing to improved resource efficiency and supporting corporate sustainable development.

Supplier Reward and Elimination Mechanism

To encourage suppliers to advance toward sustainable development, Qisda has established a management system that integrates both “reward and phase-out” mechanisms. Through an evaluation framework, suppliers with outstanding sustainability performance are selected and granted higher procurement allocation and priority access to new product introduction opportunities. Suppliers with poor performance are subject to phase-out to drive continuous improvement across the supply chain.

In 2025, no suppliers were phased out. In addition, during the 2024 Supplier Conference, Qisda recognized 31 suppliers for outstanding performance in quality, technology, service, delivery, cost, and ESG dimensions, with the aim of promoting positive incentives and encouraging suppliers to jointly build a resilient and sustainable value chain.

Evaluation Mechanism:

- **Evaluation dimensions:** Quality capability, Innovation/Technology capability, Speed/Response in service, Delivery capability, Cost leadership, and ESG capability. Suppliers are classified into five grades (A to E), where Grade A represents scores above 90 and Grade E represents scores below 60, serving as the supplier screening and management mechanism. The ESG capability factor includes sustainability, health, labor, environment, and green products, accounting for 11.4% of the total score.
- **Frequency:** Semi-annually.

Reward Mechanism

Reward measures: According to the evaluation results, excellent suppliers ranked Level A may have a higher proportion in procurement and priority in the adoption of new products after being confirmed by the review team.

Elimination Mechanism

For suppliers rated Level D or below, we not only reduce their proportion in procurement depending on the situation, but also require them to devise improvement plans and perform stricter incoming inspections. The elimination mechanism is as follows: suppliers rated Level D (or below) twice in a row will be required to undergo the supplier selection and management operation again at the discussion meeting of the evaluation. Based on the results, discussions over whether suppliers shall be disqualified for future collaborations with Qisda will be made. Suppliers rated Level E twice in a row will have their eligibility as a future supplier directly revoked after the discussion meeting of that evaluation.

KPI Goals for Sustainable Supply Chain and the Performance Achievement

Sustainable Supply Chain KPIs	2025	
	Performance	Goal
Proportion of suppliers surveyed with Supplier Sustainability Risk Questionnaire (%)	100%	100%
Number of suppliers surveyed with the Supplier Sustainability Risk Questionnaire	365 suppliers	365 suppliers
Suppliers' Capacity Building	54 suppliers	54 suppliers
Percentage of Suppliers' Capacity Building	13.81%	10%
Percentage of Paper Survey of New Suppliers' Behavior in Terms of Human Rights, Environment, and Labor	100%	100%
Percentage of New Suppliers Engaged in Conflict Minerals Paper Survey	100%	100%
Audit Percentage of Significant High-risk Suppliers	100%	100%
Significant High-risk Supplier Audit	32 suppliers	32 suppliers
Guidance on the Improvement for Audited Supplier Deficiency	32 suppliers	32 suppliers

Scope of Data Coverage: Qisda (Parent Company Only)

Local Procurement

Qisda and its downstream supply chain advance together toward sustainability, realizing the vision of "the truth, goodness, and beauty of technology-enabled life." To strengthen collaboration and improve operational efficiency, the Company actively promotes local procurement to shorten lead times, reduce transportation risks and carbon emissions, and support local economic development, while upholding the principles of respect for the environment, human rights, and occupational safety and health. With Taiwan, China, and Vietnam serving as its primary manufacturing bases, Qisda's local procurement ratio in 2025 reached 78.57% in China, 65.59% in Vietnam (domestic manufacturing facilities), and 51.4% in Taiwan (domestic manufacturing facilities), supporting the Company's sustainability objectives through a more resilient and efficient supply chain.

Local Procurement

Starting in 2025, the Qisda Group conducted a survey for subsidiaries within the consolidation boundary for the first time regarding the local procurement proportion (2022 to 2025).

In 2025, the local procurement proportion of Qisda Group was 58.54%

Note:

Definition of local procurement: Non-import procurement is used as the criterion for the current year. This means that the supplier is registered in the same country as Qisda.

Definition of non-local procurement: Import procurement is used as the criterion for the current year. This means that the supplier is registered in a country different from that of Qisda.

Proportion of Local Procurement

Year		2022	2023	2024	2025
Proportion of Local Procurement	Parent company	64.08%	61.82%	61.29%	58.25%
	Subsidiary	47.99%	51.67%	55.47%	58.57%
	Total	49.24%	52.31%	55.89%	58.54%

Scope of data coverage: Qisda Group boundary

Percentage of Local Procurement of Qisda Group for the Past 4 Years

Region	Type of Procurement	2022	2023	2024	2025
Taiwan	Local procurement (%)	57.00%	52.20%	51.80%	51.40%
	Non-local procurement (%)	43.00%	47.80%	48.20%	48.60%
China	Local procurement (%)	73.80%	73.40%	75.80%	78.57%
	Non-local procurement (%)	26.20%	26.60%	24.20%	21.43%
Vietnam	Local procurement (%)	12.70%	20.50%	85.90%	65.59%
	Non-local procurement (%)	87.40%	79.50%	14.10%	34.41%

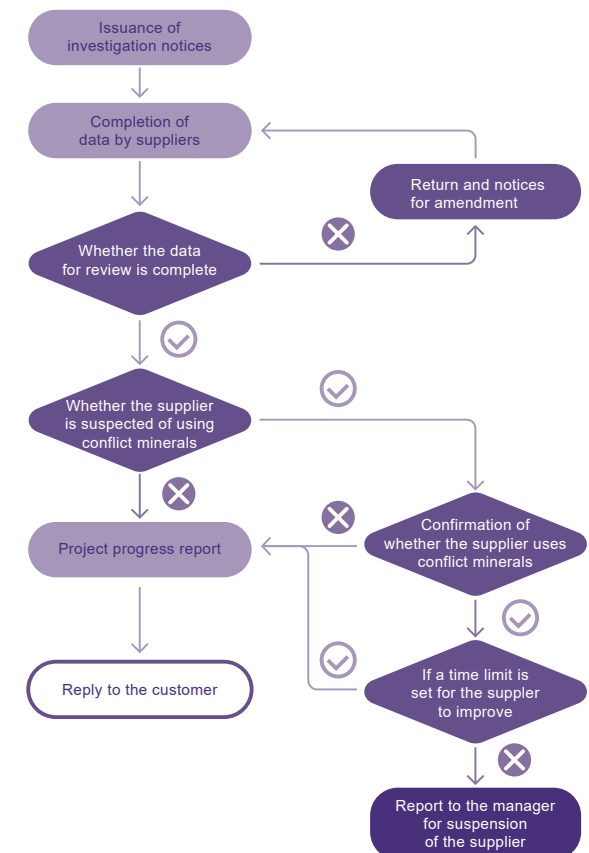
1.Percentage of Local Procurement of Qisda Group for the Past 4 Years

2.Scope of data coverage: Qisda (Parent Company Only).

Conflict Minerals Management

Armed groups in the Democratic Republic of the Congo (DRC) and its adjoining countries have long exploited the mining of 3TG (tantalum, tungsten, tin, and gold) as a source of funding, resulting in significant regional armed conflicts. Because conflict minerals are associated with human rights violations and environmental destruction, companies that procure metals sourced from conflict-affected areas for the manufacture of electronic products may inadvertently contribute to these conflicts.

Implementation Process of Conflict Mineral Investigations

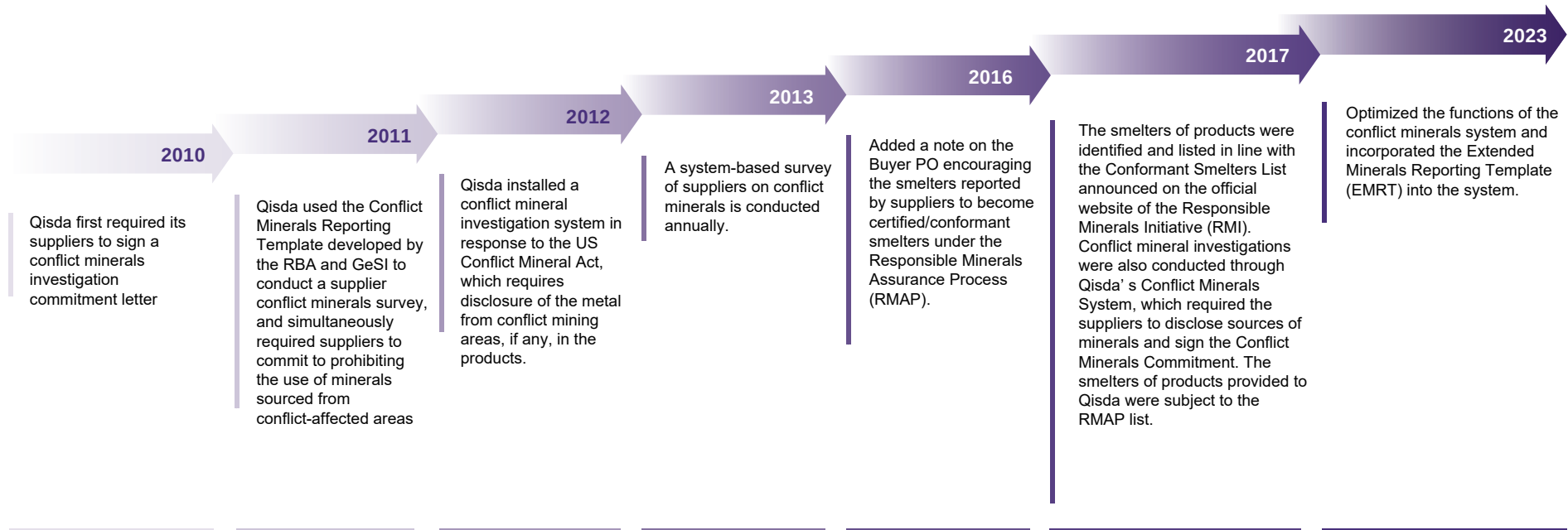


Because conflict minerals are associated with human rights violations and environmental destruction, companies that procure metals sourced from conflict-affected areas for the manufacture of electronic products may inadvertently contribute to these conflicts. Therefore, the Responsible Business Alliance Code of Conduct (RBA) and the Responsible Minerals Initiative (RMI) require their member organizations to implement responsible procurement procedures to ensure that their metal procurement processes comply with social and environmental responsibilities, and have developed the “Conflict-Free Smelter Program,” the Conflict Minerals Reporting Template (CMRT), and the Extended Minerals Reporting Template (EMRT). For conflict minerals commonly used in electronic products — including gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and mica—members and their suppliers are required to investigate and disclose the sources of minerals within their supply chains to avoid sourcing from conflict-affected and high-risk areas. In 2025, following the revision of the EMRT, the scope of the survey was expanded to include copper (Cu), natural graphite, lithium (Li), and nickel (Ni).

Being a global citizen, Qisda supports the international community's boycott of conflict minerals and establishes the Qisda Conflict Mineral Commitment. In addition, we refer to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas of the Organization for Economic Cooperation and Development and work with suppliers to perform conflict mineral investigations in order to prevent direct or indirect purchase of the conflict minerals by suppliers.

We have established internal management procedures and utilize the Conflict Minerals Survey (CMS) system to identify material suppliers that may pose a risk of using non-conforming smelters. Following the review process, if a supplier is identified as potentially non-compliant, Qisda returns the information to the supplier for verification. Where it is confirmed that the supplier sources minerals from smelters not listed under the Responsible Minerals Assurance Process (RMAP), the supplier is required to submit an implementation plan, and Qisda communicates the associated risks. In 2025, a total of 222 surveys were conducted. Through the signing of the Code of Conduct for Sustainable Development of Suppliers, we ensure compliance with the relevant OECD requirements regarding conflict minerals. In 2025, the return rate of signed Code of Conduct for Sustainable Development of Suppliers reached approximately 100%.

Qisda's Management Progress of Conflict Minerals



Customer Satisfaction

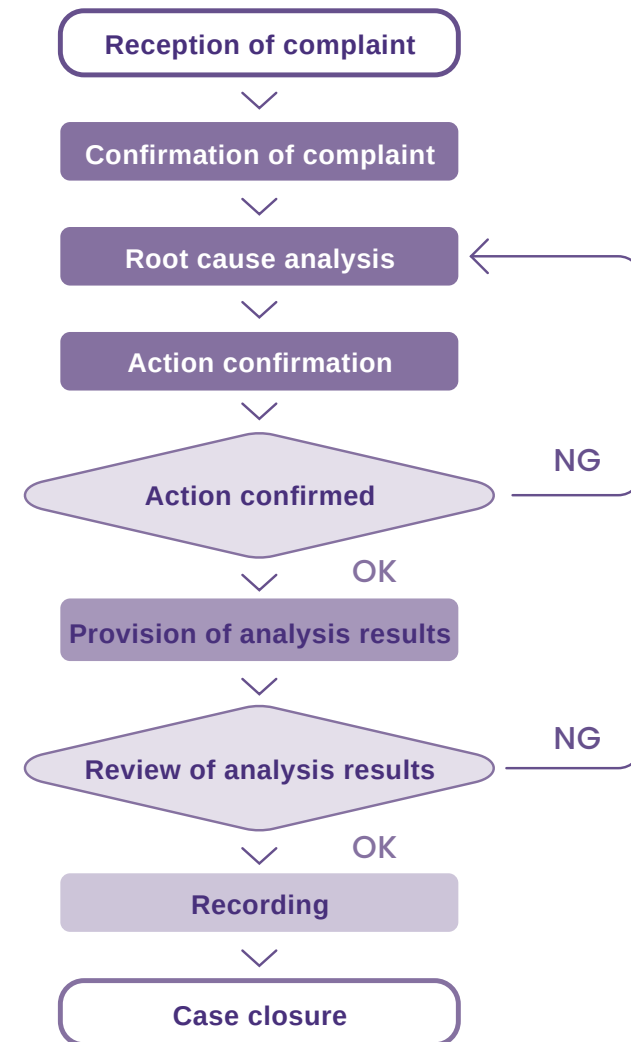
Qisda places the enhancement of customer and business partner satisfaction as its highest priority. Through customer satisfaction surveys, the Company evaluates customers' and business partners' satisfaction with committed delivery schedules, cost, technology, quality, customer service, regulatory compliance, and overall performance, thereby continuously ensuring that customer needs are met. To respond promptly to and fulfill diverse customer needs, Qisda has established the Customer Service Division (CSD) to gain a comprehensive understanding of the Voice of the Customer (VOC), assist customers, and resolve issues.

In daily operations, we provide timely business support through telephone and email communications and maintain close interaction with customers through weekly team meetings to ensure the smooth progress of projects. In addition, Qisda conducts regular Quarterly Business Reviews (QBRs) to engage customers in in-depth discussions on operational performance and future strategies. The Company also systematically gathers and listens to customer feedback through periodic customer satisfaction surveys. Customers may also provide feedback through the communication mailbox available on the Company's corporate website. In 2025, no customer inquiries or feedback were received through this channel.

Customer Commitment



Customer Communication Channels	Frequency
Quarterly Business Review	Quarterly
Phone Communication	As Needed
Email	Daily
Team Meetings	Weekly
Customer Satisfaction Survey	Semiannually
Customer Visits	As Needed



► Customer Satisfaction Survey

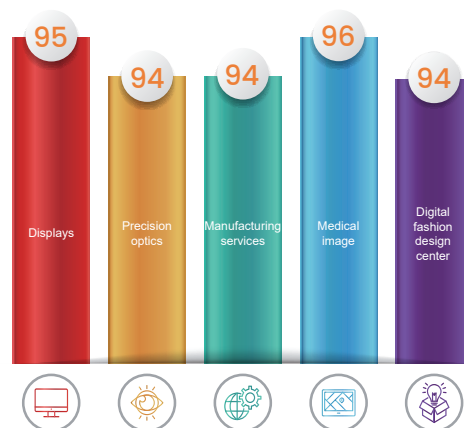
To ensure that customer demands are understood and satisfied, Qisda carries out a full-scale customer service satisfaction survey in January and July every year. The CSD sends notification emails to the contact persons of each customer, inviting them to give ratings on Qisda's questionnaire survey system. The rating results are collected by the CSD and then delivered to the responsible departments, which then work with high-level executives to review the customer feedback according to the survey results, and thereby work out improvement measures for the enhancement of product and service quality. Qisda scored 94 points on average according to the customer satisfaction survey results for each product line in 2025, showing that Qisda's performance on customer service and satisfaction has won great recognition from customers.

Customer Satisfaction in the Most Recent Four Years

Year	2022	2023	2024	2025
Target Score for the Year	92	93	93	93
Actual Customer Satisfaction Score	96	94	94	94
Percentage of Satisfied Customers (%)	100	98	98	100
Customer Coverage Rate (%)	100	100	100	100

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

2025 Customer Satisfaction Survey Results (Score)



Qisda Group Customer Privacy Violations or Data Loss Statistics

In 2025, the Group's subsidiaries received a total of 2 substantiated complaints from external parties, both of which were substantiated complaints involving customer privacy infringement.

Unit: Number of cases	2025	
Total Number of Substantiated Complaints concerning Customer Privacy Violations	Parent company	0
	Subsidiary	2
	Total	2
Total Number of Complaints from External Parties Substantiated by the Organization	Parent company	0
	Subsidiary	2
	Total	2
Total number of substantiated Incidents Involving Customer Data Breaches, Theft, or Loss	Parent company	0
	Subsidiary	0
	Total	0

Note: Scope of data coverage: Qisda Consolidated Financial Report boundary

Customer Complaint Handling

Customer Complaint Handling Process

Qisda Corporation has established a standardized customer complaint handling process to ensure that issues raised by customers are resolved promptly and thoroughly:

- **24 Hour Rapid Response:** Upon receiving a customer complaint, we commit to providing an initial response and acknowledging the case within 24 hours, immediately followed by the initiation of an internal investigation.
- **Real Time Communication and Progress Updates:** Throughout the resolution process, we proactively maintain close communication with the customer and provide continuous updates on the progress of improvements until the corrective actions are confirmed and the case is officially closed.
- **Lessons Learned and Prevention of Recurrence:** After the case is closed, we incorporate the corrective actions into relevant technical and operational documentation, and conduct internal training to ensure knowledge transfer and prevent similar issues from recurring.

3

Environmental Protection

- Environmental Policy and Management
- Climate Adaptation and Mitigation
- Energy Consumption and Conservation
- Making Good Use of Water Resources
- Waste and Pollutants
- Biodiversity and Forest Conservation
- Nature Related Financial Disclosures
- Green Product



Environmental Policy and Management

► Environmental Policy

Qisda knows that the impact of human beings on the environment is irreversible, and only focusing on economic and social development is not sufficient to meet the expectations of the stakeholders. Hence, Qisda is committed to investing resources into reducing volume, saving energy and reducing carbon in the product design, introducing integrated design (ISO 14006) and combining green design (IEC 62430) to ensure both products and processes can save more energy and are more environmentally friendly. Through responsible manufacturing, we ensure our products comply with all applicable laws and regulations, while meeting the health and safety requirements of our customers. Suppliers, service providers, contractors, transportation and logistics providers, group companies, value chain partners, and joint ventures are required to comply with Qisda's environmental policies to achieve Qisda's commitment to social responsibility, environmental protection, and energy.

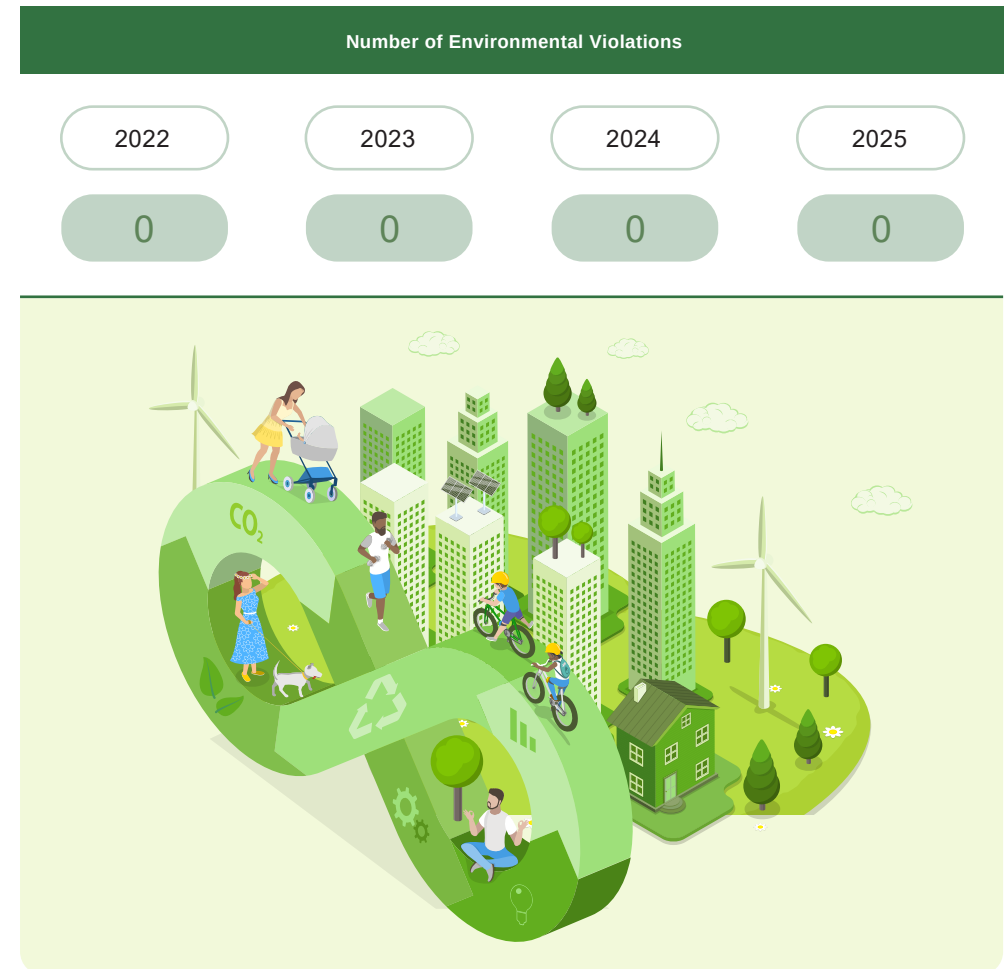
The scope of Qisda's environmental policy covers Qisda and its subsidiaries, joint ventures, affiliates, suppliers/contractors, and business partners. This policy is approved by the Board of Directors and implemented by the ESG Committee, with the Board of Directors serving as the highest-level decision-making and governance body.

► Environmental Management

Qisda continues to conduct regular environmental audits at global manufacturing sites in accordance with the management system framework, and implement in-plant management to ensure that the operations of the Company comply with local environmental regulations and the expectations of stakeholders. In 2025, all of Qisda's manufacturing sites passed ISO 14001 environmental management system certification.

To promote environmental protection awareness among employees, Qisda introduces the Company's environmental policies and explains energy conservation, carbon reduction, water conservation, resource recycling and waste reduction management measures during the orientation education and training for new employees. On occasion, Qisda also communicates the importance of environmental protection to all employees through various meetings and announcements. Environmental management performance is reviewed and reported quarterly by members at the ESG Committee meeting.

In 2025, Qisda had no environmental violations.



Climate Adaptation and Mitigation

Extreme climate and ecological imbalance caused by global warming have posed a severe threat to the living environment of organisms and represent a risk that industries must confront in order to achieve sustainable operation. In response to the temperature targets set forth in the "Paris Agreement" and the regulatory trends under Taiwan's Climate Change Response Act, carbon management has evolved from an environmental issue into a core indicator of corporate resilience. In view of this, Qisda, as a responsible global citizen, actively responds to the global net-zero trend by taking climate actions and assessing the potential impacts of climate change on its operations. Guided by its commitment to sustainable corporate development, Qisda formulates climate strategies, advances carbon management initiatives, and plans to implement internal carbon pricing. With reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), Qisda has progressively conducted climate change risk

and opportunity assessments and developed corresponding response measures. At the same time, the Company also follows the framework of the Taskforce on Nature-related Financial Disclosures (TNFD) to analyze its dependencies and impacts on nature. Each year, Qisda regularly discloses its sustainability achievements and emissions reduction performance to stakeholders through its Sustainability Report. The Company also actively participates in the Carbon Disclosure Project (CDP) questionnaire to demonstrate Qisda's emphasis on and management of climate change issues, as well as its commitment to strengthening internal momentum for sustainable competitiveness. Amid a rapidly changing environment, Qisda remains dedicated to safeguarding ecological value, realizing the harmonious coexistence and mutual prosperity of business and the environment, and earning recognition from various sectors.



Note: TCFD-related disclosures are based on Qisda Corporation, the parent company of the Qisda Group.

► TCFD

Governance

a.The Board's Oversight of Climate-related Risks and Opportunities

To advance corporate sustainability and climate change governance, Qisda established the Sustainable Development and Information Security Committee under the Board of Directors on August 4, 2023. The Committee is responsible for formulating the Company's vision, strategies, and objectives for sustainable development. All members of this functional committee are directors, comprising two directors and five independent directors. Meetings are convened on a regular basis each year. In addition, in alignment with the establishment of the Corporate Sustainable Development Committee, the scope of the existing ESG Committee was expanded concurrently. All first-level managers serve as members of the ESG Committee, while the Chairman and President establish the Company's short- and medium-term sustainability objectives. Through this top-down internal approach, management effectiveness is further enhanced. Since 2023, the Company has implemented a long-term incentive program for the Chairman, Chief Executive Officer, President, and other senior executives. The program is linked to ESG performance, including performance indicators related to corporate governance, social engagement, and environmental sustainability. Long-term incentive compensation is granted based on the achievement of annual ESG performance targets.

b.Management's Influence in Assessing and Managing Climate-related Risks and Opportunities

As climate-related issues continue to intensify, and given that addressing climate risks aligns with Qisda's overall sustainability objectives, the Company regards climate-related risks as immediate and highly significant risks. Accordingly, Qisda has appointed the Chief Sustainability Officer as the executive responsible for climate-related matters, while the ESG Committee drives the implementation of sustainability-related initiatives. Relevant issues are discussed quarterly at senior management meetings and reported to the Board of Directors annually. The Board has committed to achieving net-zero emissions by 2050. For further details, please refer to the "Metrics and Targets" section. Qisda introduced an Enterprise Risk Management (ERM) framework in 2005 and established a Risk Management Committee. In addition to conducting annual risk assessments at the management level through risk radar charts and the identification of the Top 3 Risks, the Company also performs operational-level risk evaluations using risk assessment checklists. Preventive and mitigation measures are implemented for high-risk items, and their progress is monitored on a quarterly basis. Climate change-related risks have been incorporated into the annual risk radar chart since 2016 and are assessed each year based on their severity and likelihood. In 2025, the Company tracked two major risks: power shortage risks resulting from extreme weather events and adaptation to energy consumption regulations. Response strategies, including Business Continuity Plans (BCPs), were established to mitigate potential impacts on operations.

Strategy

a.Identified Climate-related Risks and Opportunities over the Short, Medium, and Long Term

The analysis of short-, medium-, and long-term climate-related risks and opportunities is linked to the Company's sustainability objectives and incorporates assessments of impacts on its operational strategies. Qisda defines the short term as 0-3 years, the medium term as 3-10 years, and the long term as more than 10 years. By adopting Representative Concentration Pathways (RCPs) climate scenarios, the Company identified nine transition risks, three physical risks, and eight opportunities. Through the establishment of a climate risk matrix, assessments are conducted based on two dimensions—"impact/benefit" and "frequency of occurrence"—using five rating levels: "low," "low-medium," "medium," "medium-high," and "high." The impact timeframe for each climate-related risk and opportunity is defined in advance to facilitate effective climate risk management and the development of corresponding response measures. This approach enables the Qisda Group to more accurately estimate the timing of operational impacts arising from climate-related risks and opportunities, understand the effects of climate change on its business, and guide the Company's future responses to and management of climate-related risks and opportunities. Among the identified items, those with more significant impacts on the Company's business include domestic and international regulations and legal requirements (short and medium term), as well as green products and technologies (long term) under transition risks. In terms of opportunities, low-carbon products and services (short and medium term) and energy-efficient products (medium and long term) are considered to have greater business relevance. In terms of risk, the Company has implemented greenhouse gas inventories and verification across all manufacturing sites and manages product carbon footprints through a systematic platform to respond to emerging carbon reduction policies, regulatory requirements, and customer expectations. From an opportunity perspective, the Company promotes the development of low-carbon and green products by introducing low-carbon packaging materials, modular product design, and low-carbon cloud products. These initiatives are expected to generate positive financial outcomes and deliver long-term benefits.

b.Climate-related Risks and Opportunities That Have Significant Impacts on Business, Strategies and Financial Plans

The Company has conducted an inventory of climate-related risks and opportunities and calculated and enumerated the potential impacts of these risks and opportunities on business operations, strategy, and financial performance. Based on the identified climate-related risks and opportunities, each responsible department manages the "risk description," "potential impacts on business, strategy, and financial performance," and "adaptation and response measures," which serve as a reference for the Qisda Group in formulating relevant hedging and risk control measures. (Please refer to the following section on climate-related risks and financial impacts)

c.Taking Different Scenarios of Climate Change into Consideration

Qisda applies climate scenarios RCP 2.6, RCP 4.5, and RCP 8.5 from the Intergovernmental Panel on Climate Change (IPCC), as well as transition risk scenario simulations based on Nationally Determined Contributions (NDCs), to conduct risk assessments of transition risks, acute physical risks, and chronic physical risks. (For detailed simulation data on physical and transition risks, please refer to the following section.)

Risk Management

a.Process of Identifying and Assessing Climate-related Risks

The Qisda Group identifies risks and opportunities that may affect business operations, strategy, and financial planning in accordance with the TCFD framework. Risks and opportunities are defined and listed by the relevant departments. Qisda applies climate scenarios RCP 2.6, RCP 4.5, and RCP 8.5 from the Intergovernmental Panel on Climate Change (IPCC) to conduct value chain impact analyses across upstream, midstream, and downstream operations, and performs risk assessments on transition risks, acute physical risks, and chronic physical risks to identify and analyze short-, medium-, and long-term climate-related risks and opportunities within the Company's operational scope. In 2023, extreme heat and drought in Vietnam led to electricity supply shortages, resulting in planned power outages implemented by the Vietnamese government. Qisda's Vietnam plant adopted measures including backup power deployment, energy conservation, and production scheduling adjustments to ensure that operations and production were not affected.

Note:

The Qisda Group has identified the following climate-related risks: policy and regulatory risks (including current regulations, emerging regulations, and legal risks), technological risks, market risks, reputational risks, acute physical risks, and chronic physical risks.



b.Process for Managing Climate-related Risks

To address the transition and physical risks arising from climate change, the Qisda Group formulates corresponding response strategies based on the results of risk identification, with each responsible unit accountable for implementation. Taking carbon reduction as an example, through the operating mechanism of the ESG Committee, relevant targets and action plans are established and implemented upon approval by the Committee Chairperson. Progress toward the achievement of these targets is reviewed on a quarterly basis to ensure the gradual realization of the Company's sustainable development objectives. For the management of physical risks, Qisda develops specific response plans based on the results of climate scenario analyses. In 2020, the Company commissioned Fubon Insurance to conduct a flood risk assessment, which serves as an important reference for formulating adaptation strategies for climate-related physical risks. In addition, considering the risk that climate change may lead to droughts caused by rising average temperatures and flooding resulting from increased extreme rainfall events, Qisda has established the following adaptation and mitigation mechanisms:

1. Drought response plan:

When the water supply alert level in the region where any operating site is located changes to the green alert level, drought response measures are activated. Water usage inventories and the number of days of water storage capacity serve as the primary management indicators. The objective is to maintain operational continuity under a "two days of supply, two days of restriction" water rationing scenario.

2. Flood prevention business continuity plan (BCP):

When potential climate-related risks arise in areas where suppliers operate, Qisda assesses and investigates the suppliers' business continuity plans and, where appropriate, recommends the adoption of necessary adaptation measures. In addition, Qisda engages external experts to conduct climate risk assessments of key production sites within the Group, providing a basis for strengthening flood prevention and climate adaptation measures. Through proactive risk management practices, the Company strives to maintain a stable supply chain during crises, thereby preventing adverse impacts on business operations and safeguarding the interests of stakeholders.

c.Methods of Integrating and Including the Process of Climate-related Risk Identification, Assessment, and Management in the Overall Risk Management

Qisda introduced an Enterprise Risk Management framework in 2005 and established a Risk Management Committee. The Company conducts annual group-wide risk identification and assessments and implements preventive and mitigation measures for high-risk items, with follow-up reviews conducted on a quarterly basis. Climate change-related risks have been incorporated into the annual risk radar chart since 2016 and are assessed each year based on their severity and likelihood. In 2025, the Company tracked two major risks: power shortage risks resulting from extreme weather events and adaptation to energy consumption regulations. Response strategies, including Business Continuity Plans (BCPs), were established to mitigate potential impacts on operations.

Metrics and Targets

a. The Metrics Used to Assess Climate-related Risks and Opportunities in Line with the Strategy and Risk Management Process

Qisda is concerned about the impact of climate issues on our operation. Hence, the Board of Directors has approved the commitment to and focus on relevant goals, and attached importance to:

1.Renewable energy target: Achieve RE60 by 2030 and RE100 by 2040.

2.Carbon reduction target: Reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030.

Achievement status: Renewable energy usage reached 50.50% in 2025; excluding the reduction of emissions due to lowered business operation, Scope 1 and Scope 2 GHG were still reduced by 40.3%.

b.Scope 1, 2 and 3 Emissions and Relevant Risks

In alignment with the SBTi and the Company's carbon reduction roadmap, Qisda continues to invest in energy efficiency improvements and carbon reduction projects. Qisda has designated greenhouse gas emissions as one of its key sustainability performance indicators, which are evaluated quarterly by the ESG Committee. Affected by the industrial environment in 2025, production output value declined slightly. As a result, greenhouse gas emission intensity increased by 10.47% compared with 2024.

We prioritize the replacement of old, energy-consuming equipment and the use of energy-saving equipment to save energy. Smart electric meters are introduced in the factory to analyze the power consumption of production lines and processes to find out the best control solutions. We set up self-owned solar power generation and storage systems within the plant and purchased renewable energy certificates to offset our energy use.

As for the responsive measures for possible carbon fees in the future, the collection mechanism is yet to be determined. While we have identified this as a potential GHG emission-related risk, the full extent of its impact is currently unknown. Qisda will continue to pay attention to this issue.

GHG emissions in 2025

2025 Unit:CO ₂ e	Scope 1	Scope 2	Scope 3
Parent Company	2,494.68	Location-based: 65,031.34 Market-based: 33,987.62	2,730.48
Total for the Parent Company and Subsidiaries	40,581.64	Location-based: 192,118.94 Market-based: 154,151.17	873,828.16

Management of Targets for Climate-related Risks and Opportunities and Performance against Targets

Short-term:

Use 40% renewable energy by 2025; Scope 1 and Scope 2 carbon reduction of 21% by 2025. Our short-term targets were achieved in 2025.

Medium-term:

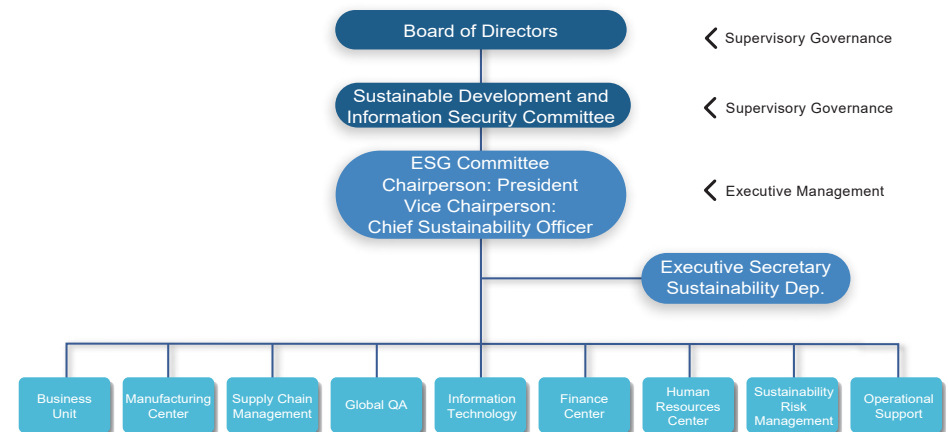
Use 60% renewable energy by 2030; Scope 1 and Scope 2 carbon reduction of 42% by 2030; Scope 3 carbon reduction of 25% by 2030

Compliance of renewable energy use with RE100 by 2040; achievement of zero carbon emissions (net zero) by 2050

Governance

The Board of Directors of the Company is responsible for the review and supervision of climate change strategies, action plans and annual goals. The Chief Sustainability Officer is authorized to take responsibility for the formulation, planning and implementation of the strategies. He/she detects and responds to climate change risks at the Risk Management Committee and the Sustainable Development and Information Security Committee every quarter, and in addition to reporting the implementation of mitigation measures to the Board of Directors regularly every year, he/she reviews the greenhouse gas reduction goals and their achievement.

Climate Governance Framework

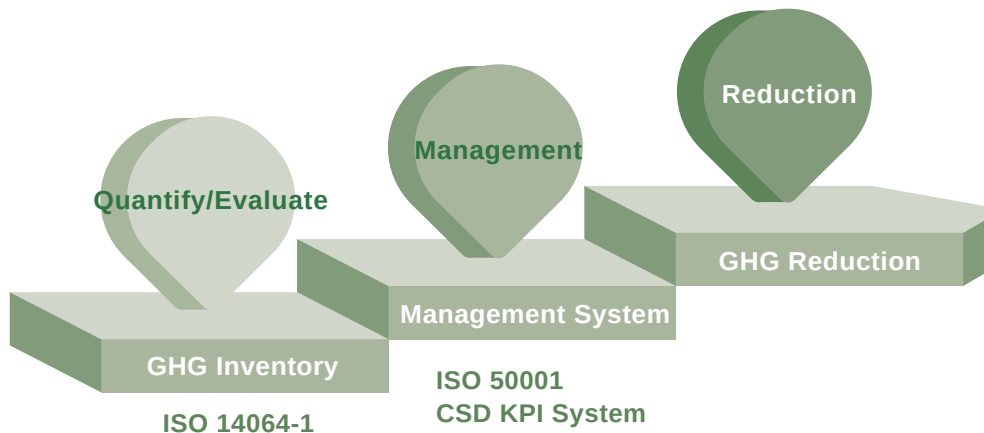


Strategy

Qisda implements environmental sustainability and sustainable development from the three facets of “green products,” “green operations,” and “green supply chains.” The goals set for the development strategies and management measures are monitored through Key Performance Indicators (KPIs). As a company engaging in the design and manufacture of electronic products, Qisda is not only concerned about the greenhouse gas emissions of the organization, but also conducts analysis and management with respect to the environmental impact of the products to ensure compliance with international standards, such as EU Energy-related Products Directive (ErP) and the carbon footprint of the organization (ISO 14064-1).

Green product	Qisda reviews the carbon emissions of the products and identifies opportunities to reduce carbon through the application of life cycle thinking. The Company places importance on green design, uses the eco-design approach, and takes the environmental impact and carbon reduction into account at the design stage. A carbon footprint report is produced via the management platform and the Company takes follow-up and management measures for the performance of the carbon reduction.
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Green operations	With the quantification/assessment, management and carbon reduction as the core, Qisda takes actions starting from the inventory of the organization's greenhouse gas emissions (ISO 14064-1) and sets up the energy management system (ISO 50001) and the corporate sustainable development (ESG) KPI management system to understand the accomplishment status and reduction performance of each energy saving measure.
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Green supply chain	This is implemented in three phases as planned: Awareness, Implementation and Sustainability.
1.Awareness	- Capacity-building stage providing greenhouse gas (GHG) inventory training for key suppliers - Inspection of the supplier's social responsibility, environment, safety and health - Self-assessment on the Responsible Business Alliance Code of Conduct (RBA Code)
2.Implementation	- Encourage key component suppliers to conduct greenhouse gas (GHG) inventories and reductions - On-site audit of the supplier's social responsibility, environment, safety and health - Implementation of the Responsible Business Alliance Code of Conduct (RBA Code)
3.Sustainability	- Supplier's independent management - Preparation of the Sustainability Report - Expand to tier 2 suppliers



Qisda has assessed risks and scenarios. Climate simulation scenarios cover 100% of its operating sites, and corresponding adaptation and response measures have been formulated based on the potential risks identified under each scenario. All planned measures are expected to be implemented within five years. The currently identified risks and scenarios are summarized as follows:

Qisda's Climate Simulation Scenario in 2050

Scenario		RCP 2.6		RCP 4.5		RCP 8.5	
Indicator	mean air temperature	precipitation	mean air temperature	precipitation	mean air temperature	precipitation	
Area	Average temperature in 2050	Average precipitation in 2050	Average temperature in 2050	Average precipitation in 2050	Average temperature in 2050	Average precipitation in 2050	
Taiwan	Increase by 0.3 - 2.1°C	Increase by -5.3 - 12%	Increase by 0.7 - 2.4°C	Increase by -4.7 - 13.6%	Increase by 1 - 3.1°C	Increase by -7.7 - 13%	
Suzhou	Increase by 0.8 - 2.7°C	Increase by 1.7 - 11.3%	Increase by 1.2 - 3.2°C	Increase by 2.1 - 12.8%	Increase by 2 - 4°C	Increase by 3 - 17.1%	
Vietnam	Increase by 0.6 - 1.7°C	Increase by -6.6-10%	Increase by 0.8 - 2.0°C	Increase by -4.6 - 9.9%	Increase by 1.1 - 2.6°C	Increase by -2.7 - 14%	
Possible impact on climate	The annual temperature is expected to increase by 1.7 °C in Vietnam and more than 2°C in both Taiwan and Suzhou, which will possibly result in a temperature rise in plants and their surroundings, further affecting production efficiency. As a result, investment in devices for improvement is required. The increase in precipitation might cause increases in flooding, especially when the maximum rate of precipitation increase in all 3 countries exceeds 10%. If drainage equipment around the plants is poor, the plants can be easily flooded, and losses of raw materials, end products and machines will become highly likely.		The average annual temperature in Taiwan and Vietnam is projected to increase by up to 2.4°C and 2.0°C, respectively, while Suzhou may experience an increase of up to 3.2 °C. This may lead to rising temperatures in factories and surrounding environments, thereby affecting production efficiency and necessitating investment in improvement equipment. In addition, due to the prolonged duration of high summer temperatures in recent years, improvements to ventilation and air-conditioning systems may be required to prevent heat-related illnesses among employees. This is expected to increase electricity costs and equipment maintenance expenses. In addition, the increase in the average precipitation might cause increases in flooding. Currently, the annual precipitation in the locations of Qisda's plants has risen by around 9.9% to 13.6%. If drainage equipment around the plant is poor, the plants can be easily flooded, and losses of raw materials, end products and machines will become highly likely. Furthermore, factors such as the local terrain, drainage and flood prevention measures shall be taken into consideration.		Although Taiwan and Vietnam still have lower temperatures compared to Suzhou, it is possible that temperatures will increase by more than 2°C and further lead to progressively increasing temperatures. As a result, continuous improvements of air conditioning in plants are necessary. The rise of the annual temperature can cause a decrease in the number of typhoons and increase the occurrence of droughts. In extreme climate conditions, floods are more likely to occur in the three regions/countries where Qisda operates when compared to other climate scenarios. Apart from potential flooding in plants, transportation disruptions, employee commuting difficulties, and employee injuries may also occur.		

Note: For individual climate risk analyses of subsidiaries, please refer to the climate governance sections in their respective sustainability reports.

Physical Climate Scenarios	Parametric Hypothesis	Today - 2030	2031-2050	Operational & Financial Impact			Management Methods
				Upstream (Suppliers)	Qisda Corporation	Downstream (Customers)	
RCP2.6	Annual temperature Annual rainfall		Annual temperature: Increase 0.3 - 2.1°C in Taiwan Increase 0.8 - 2.7°C in Suzhou Increase 0.6 - 1.7°C in Vietnam Annual rainfall: Increase -5.3 - 12% in Taiwan Increase 1.7 - 11.3% in Suzhou Increase -6.6 - 10% in Vietnam	If precipitation increases abnormally, it may cause shipping delays and further affect Qisda's production and shipment.	The annual temperature is expected to increase by 1.7 °C in Vietnam and more than 2 °C in both Taiwan and Suzhou, which will possibly result in a temperature rise in plants and their surroundings, further affecting production efficiency. The increase in precipitation might cause increases in flooding, especially when the maximum rate of precipitation increase in all 3 countries exceeds 10%. If drainage equipment around the plants is poor, the plants can be easily flooded, and losses of raw materials, end products and machines will become highly likely.	The customers can require Qisda to prepare materials in the warehouse in advance to respond to a possible material shortage crisis.	Qisda and its suppliers are required to jointly pay attention to the foundation elevation of factory locations to prevent flood risks. The Company regularly monitors whether abnormal natural disasters may affect the operations of both suppliers and Qisda. Qisda has conducted BCP drills for natural disasters, checked the height of the foundation at each plant, and implemented improvement and flood control measures. Finally, sufficient key materials are regularly stored in the warehouse in accordance with the FCST in preparation for unexpected needs.
RCP4.5	Annual temperature Annual rainfall		Annual temperature: Increase 0.7 - 2.4°C in Taiwan Increase 1.2 - 3.2°C in Suzhou Increase 0.8 - 2.0°C in Vietnam Annual rainfall: Increase -4.7 - 13.6% in Taiwan Increase 2.1 - 12.8% in Suzhou Increase -4.6 - 9.9% in Vietnam	Most suppliers are located in Suzhou. If temperatures increase by 3.2°C, this may affect factory workers' attendance or cause health discomfort, potentially resulting in production disruptions and material shortages. If rainfall increases by 10%, it may lead to flooding that affects employee attendance and inundates factories, resulting in halted production and shipment delays, thereby impacting Qisda's production and deliveries. Abnormal natural disasters can also affect the stability of the power supply. If the Company fails to proceed with production, costs will eventually increase.	The average annual temperature in Taiwan and Vietnam is projected to increase by up to 2.4 °C and 2.0 °C, respectively, while Suzhou may experience an increase of up to 3.2 °C. This may lead to rising temperatures in factories and surrounding environments, thereby affecting production efficiency and necessitating investment in improvement equipment. In addition, because the duration of high summer temperatures has become longer in recent years, employees may experience physical discomfort, which would affect the Company's operations. In addition, the increase in the average precipitation might cause increases in flooding. Currently, the annual precipitation in the locations of Qisda's plants has risen by around 9.9% to 13.6%. If drainage equipment around the plant is poor, the plants can be easily flooded, and losses of raw materials, end products and machines will become highly likely. Furthermore, factors such as the local terrain, drainage and flood prevention measures shall be taken into consideration.	In addition to more inventory, customers require an additional second source.	Qisda and its suppliers are required to jointly pay attention to the foundation elevation of factory locations to prevent flood risks. The Company regularly monitors whether abnormal natural disasters may affect the operations of both suppliers and Qisda. Qisda has conducted BCP drills for natural disasters, checked the height of the foundation at each plant, and implemented improvement and flood control measures. In addition to preparing inventory, key materials are imported into the second source.

Physical Climate Scenarios	Parametric Hypothesis	Today - 2030	2031-2050	Operational & Financial Impact			Management Methods
				Upstream (Suppliers)	Qisda Corporation	Downstream (Customers)	
RCP8.5	Annual temperature Annual rainfall		Annual temperature: Increase 1 - 3.1°C in Taiwan Increase 2 - 4°C in Suzhou Increase 1.1 - 2.6°C in Vietnam Annual rainfall: Increase -7.7 - 13% in Taiwan Increase 3 - 17.1% in Suzhou Increase -2.7 - 14% in Vietnam	Higher temperatures and extreme precipitation or drought can result in severe power shortages. Thus, the suppliers may need to spend more money to improve working environments and ensure personnel safety. The time needed for material preparation may be longer, and transportation methods may need to be changed, which will result in increasing costs.	Although Taiwan and Vietnam still have lower temperatures compared to Suzhou, it is possible that temperatures will increase by more than 2 °C and further lead to progressively increasing temperatures. As a result, continuous improvements of air conditioning in plants are necessary. The rise of the annual temperature can cause a decrease in the number of typhoons and increase the occurrence of droughts. In extreme climate conditions, floods are more likely to occur in the three regions/ countries where Qisda operates when compared to other climate scenarios. Apart from potential flooding in plants, transportation disruptions, employee commuting difficulties, and employee injuries may also occur.	The customers hope to have a second or third production site to prevent delivery dates from being affected by disasters in different locations.	Qisda and its suppliers are required to jointly pay attention to the foundation elevation of factory locations to prevent flood risks. The Company regularly monitors whether abnormal natural disasters may affect the operations of both suppliers and Qisda. Qisda has conducted BCP drills for natural disasters, checked the height of the foundation at each plant, and implemented improvement and flood control measures. (The BCP plan and drills were completed and covered 100% of Qisda operations) Qisda has proactively established three production locations in Suzhou, Taiwan, and Vietnam in response to different situations in each region as well as customer requirements.

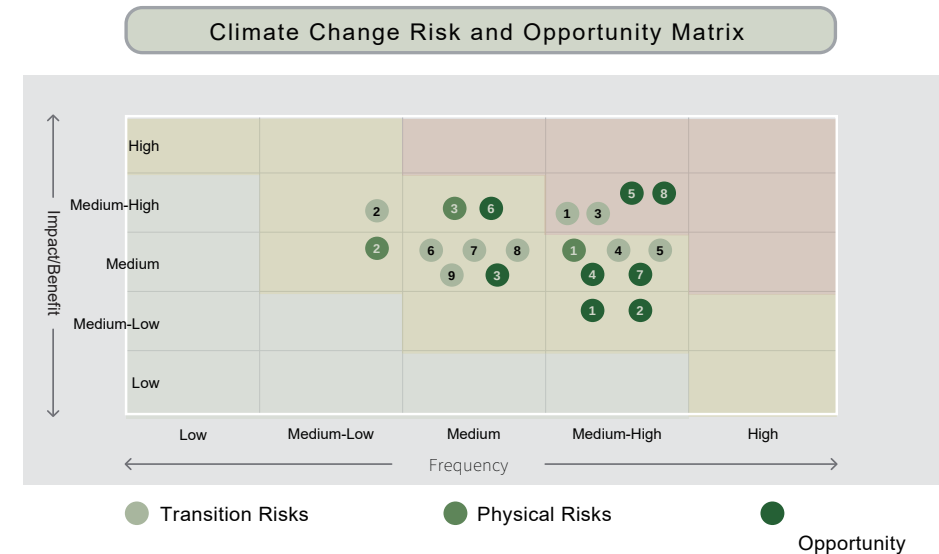
Physical Climate Scenarios	Parametric Hypothesis	Today - 2030	2031-2050	Operational & Financial Impact			Management Methods
				Upstream (Suppliers)	Qisda Corporation	Downstream (Customers)	
NDCs	Net zero emissions SBTi 1.5° C	- Reaching an annual carbon reduction of 4.2% (Scope 1 & 2) - Reaching 60% green power by 2030	- Reaching an annual carbon reduction of 4.2% (Scope 1 & 2) - Reaching 100% green power by 2040 - The commitment to net zero by 2050	Due to the need for industrial transformation: - This will drive the growth of investment in low-carbon products, and the operating costs of the suppliers will inevitably increase. - Suppliers that fail to combat the challenge of low-carbon transformation will gradually lose orders and competitiveness.	In alignment with Taiwan's 2050 net zero pathway and international low-carbon transition trends as well as regulatory and policy pressures, the Qisda Group has set a target of 60% renewable electricity by 2030 and 100% by 2040. According to the Group's product planning and the assessment of the plant capacity, the total electricity consumption in 2030 is estimated at 349,650 MWh, an increase of 20.3% compared to 2021. Therefore, it is necessary to increase the investment in energy-saving practices to accelerate energy transformation and increase the utilization rate of green electricity.	In response to the low-carbon transition trend, customers will focus on enhancing commissioned ODM products derived from green manufacturing and designing low-carbon products. More demands for renewable energy and green products will be placed on upstream suppliers.	- Continue to invest in energy-saving plants for plants, with an estimated electricity reduction of 5.4654 million kWh. - Purchase 51.44 million kilowatt-hours of Renewable Energy Certificates (I-REC) - Achieve a 65.8% reduction in accordance with SBTi reduction measures

Risk Management

In accordance with the adopted RCP climate scenarios, Qisda conducts annual climate change risk and opportunity assessments based on the organizational structure of its Risk Management Committee. Relevant departments identify transition risks, physical risks, and related opportunities, estimate the timing of their potential occurrence (short-, medium-, and long-term), and assess the associated issues and financial impacts. The assessments also take into consideration the frequency of occurrence, severity of impact, and adaptive capacity to formulate management measures and strategies for addressing climate-related risks and opportunities. The assessment results identified a total of nine transition risks, three physical risks, and eight opportunities. Through the development of a climate risk matrix, the Qisda Group is better able to understand the impacts of climate change on its business while also guiding the Company's responses to and management of future climate-related risks and opportunities. Within this matrix, risks and opportunities are evaluated based on two dimensions: "Impact/Benefit" and "Frequency." Each dimension is assessed using five levels—Low, Low-Medium, Medium, Medium-High, and High (corresponding to assessment scores ranging from 1 to 5). In addition, the impact timeframe for each climate-related risk and opportunity is identified in advance, enabling the Qisda Group to more accurately estimate the duration of operational impacts arising from climate-related risks and opportunities. For the identified climate-related risks and opportunities, the responsible departments separately manage the "risk description," "potential business, strategic, and financial impacts," and "adaptation and response measures." These serve as the basis for the Qisda Group in formulating relevant hedging and risk control measures to address the challenges posed by climate change.



2025 Qisda Matrix of Climate Change Risks and Opportunities



No.	Transition Risks
1	Domestic and international regulations and laws (short- to medium-term)
2	Carbon trading and carbon tax (medium-term)
3	Green product and technology (long-term)
4	Energy-saving equipment (medium- to long-term)
5	Purchase green electricity (medium- to long-term)
6	Consumer's sustainability awareness (long-term)
7	Rising costs of raw materials (medium-term)
8	Customer behavior changes (medium- to long-term)
9	Reputation (long-term)

No.	Physical Risks
1	Typhoon, flood, and snowstorms (medium- to long-term)
2	Water and electricity shortage (long-term)
3	Increase of annual temperature (medium- to long-term)

No.	Opportunity
1	Energy-saving benefits (medium- to long-term)
2	Water-saving benefit (short-term)
3	Efficient green building (medium- to long-term)
4	Solar energy installation (medium- to long-term)
5	Low-carbon products and services (short- to medium-term)
6	Sustainable value (medium- to long-term)
7	Green finance (short-term)
8	Energy-saving products (medium- to long-term)

Note: The risk score is determined by multiplying the Frequency (1–5 points) and Impact/Benefit (1–5 points) scores. The severity of the identified risks is classified as follows: Low Risk: 1–4 points; Medium Risk: 5–12 points; High Risk: 15–25 points

Climate-Related Risks and Financial Impacts

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	Policy and Regulation	Conduct annual reviews of the compatibility of relevant climate change regulations. For regulations with higher risk, Qisda includes them in the assessments of the Risk Management Committee and the ESG Committee. Where potential risks are confirmed, they are managed through quarterly key performance indicators (KPIs)			
	1.Domestic and international regulations and laws	Short-term and medium-term	▲ The Bureau of Energy under the Ministry of Economic Affairs (MOEA) requires companies to reduce electricity consumption by 1% annually and comply with the Executive Yuan's summer electricity-saving measures. ▲ The "Greenhouse Gas Reduction and Management Act," enacted in 2015, requires major energy-consuming companies to disclose relevant information. The FSC requires annual carbon disclosure and assurance. ▲ Possible risks can emerge when product labels (such as carbon labels, green labels) are found to be noncompliant with regulations in areas where we sell our products. ▲ International issues and regulations are becoming increasingly stringent. Domestic and foreign regulations may impose sales bans and controls on high-energy-consumption products. ▲ Addressing regulatory interpretations and penalty cases from competent authorities requires significant time and resources, often necessitating engagement with external legal counsel. ▲ The Financial Supervisory Commission requires companies to disclose ESG-related reports. Relevant talent development and training are necessary to ensure compliance. Annual reports and financial statements are mandatory disclosures under securities regulations, and inaccurate sustainability disclosures in shareholders' meeting annual reports may be subject to penalties. ▲ In response to Western Australia's mandatory green packaging requirements, failure of new products to comply in a timely manner may result in fines of approximately NT\$1 million per product model.	▲ Electricity tariff adjustments implemented in April and October 2024 increased annual electricity costs by approximately NT\$13 million for Qisda's Taoyuan Plant and NT\$2 million for Alpha Networks. ▲ Certification-related costs have increased, including carbon inventory and verification expenses associated with carbon disclosure requirements. ▲ Enhanced government oversight of greenhouse gas emissions requires companies to adopt more environmentally friendly construction and filtration materials, potentially increasing procurement costs. ▲ Qisda's Suzhou Plant adopted more environmentally friendly raw materials and auxiliary materials at a cost of approximately NT\$100,000, while the Vietnam Plant installed additional mobile exhaust gas collection equipment at a cost of approximately NT\$320,000. ▲ Failure to comply with the regulations in a timely manner may result in a potential impact on revenue or the imposition of fines. ▲ The labor cost for the legal affairs department of Qisda and the fees for external professional training courses, consultation, and external law firms are about NT\$560,000 annually. The Vietnam Plant invested approximately NT\$800,000 to train personnel in response to updates to ISO and RBA standards. ▲ MetaAge established a dedicated sustainability unit and recruited professionals to conduct greenhouse gas inventories and sustainability-related work, with estimated costs of approximately NT\$2.56 million in 2025. ▲ Data Image, DIVA Laboratories, Hitron Technologies, Partner Tech, and BenQ Medical Technology incurred approximately NT\$3.45 million in 2025 for greenhouse gas inventories and related verification activities. ▲ To comply with Western Australia's packaging requirements, BenQ prohibited the sale of packaging materials containing EPS, EPE, and EPP from July 2025 onward and completed corresponding product design modifications at an estimated cost of NT\$900,000.	▲ Relevant KPIs have been established within the Sustainable Development and Information Security Committee, with ongoing monitoring of domestic and international regulatory requirements. ▲ Production schedules are flexibly adjusted according to electricity supply conditions, prioritizing periods of sufficient power availability. Smart electricity meters are being progressively installed across plants to monitor abnormal power consumption and reduce electricity usage. ▲ In response to environmental requirements, Qisda's Suzhou Plant requires the procurement of environmentally friendly raw materials and auxiliary materials supported by VOC test reports below specified thresholds. Certain plants have upgraded from single-stage to dual-stage activated carbon systems to improve air purification and reduce carbon emissions. ▲ Certification timelines and resources are planned in advance. ESG considerations have been incorporated into Continuous Improvement Programs (CIP), accompanied by ESG activities, competitions, professional training programs, and the implementation of ISO 14064 and ISO 50001. Supporting systems have been introduced to strengthen carbon inventories, improve carbon hotspot analysis, enhance carbon reduction effectiveness, and obtain certification in line with the FSC's "sustainability roadmap" requirements. ▲ We participate in courses on climate change to stay updated with the latest information. Qisda responds to new regulations in a timely manner, and communicates with customers about plans to introduce relevant requirements into products. For example, the EU bans the sale of 8K TVs. To help employees better understand the risks associated with climate change and transition, we discuss long-term implementation plans with customers and conduct a pilot program starting in Europe. ▲ Regulations related to energy conservation are growing stricter. Qisda will work with suppliers to meet such standards. ▲ Qisda has established a Task Force Team to prepare for the implementation of sustainability-related requirements in 2026 and has engaged external consultants to support implementation in accordance with the competent authority's timeline, including compliance with IFRS S1 and IFRS S2 requirements.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	Policy and Regulation	Conduct annual reviews of the compatibility of relevant climate change regulations. For regulations with higher risk, Qisda includes them in the assessments of the Risk Management Committee and the ESG Committee. Where potential risks are confirmed, they are managed through quarterly key performance indicators (KPIs)			
	2. Carbon trading and carbon tax	Medium-term	▲ The Carbon Border Adjustment Mechanism (CBAM) has been gradually implemented since 2023. ▲ The US Clean Competition Act (CCA) may impact the Company's business. ▲ Carbon fees continue to increase, requiring the purchase of additional carbon credits. According to regulations issued by the Ministry of Environment, carbon fees are expected to be imposed starting in 2024 on major emitters with annual emissions exceeding 25,000 metric tons of CO₂e. ▲ Internal Carbon Pricing (ICP) has been introduced in response to carbon taxes and carbon fee requirements.	▲ Group companies are progressively implementing carbon pricing-related systems and mechanisms. ▲ Importers will be required to pay EU CBAM charges beginning in 2026, resulting in increased import and export costs. To comply with European customer requirements under CBAM, DFI has established a product carbon footprint inventory system and completed product carbon footprint verification in 2025, at a cost of approximately NT\$210,000. ▲ The Clean Competition Act (CCA), which was expected to be implemented in 2024, is mainly devoted to the establishment of the U.S. carbon tax system and imposes carbon tariffs on various industries.	▲ At present, Qisda's products have not yet been included in the scope of carbon tax. We will continue to pay attention to this trend, and will respond to relevant issues that arise in advance. ▲ To address CBAM requirements, DFI plans to conduct comprehensive carbon inventories using system tools according to the implementation timeline and will perform annual verification in the future, with estimated annual costs of approximately NT\$250,000. ▲ Since 2023, suppliers were required to conduct product carbon inventory and set carbon reduction KPIs. ▲ In 2023, ISO 14064-1 was introduced to complete greenhouse gas (GHG) inventories and obtain third-party verification, enabling a comprehensive understanding of corporate emissions as a basis for carbon reduction assessments. Through the Sustainable Development and Information Security Committee, carbon reduction targets have been established for business units and products, with quarterly reviews conducted and employee awareness enhanced through education and training programs. ▲ Through carbon emissions hotspot analysis, the company's sources and proportions of carbon emissions are assessed, and reduction measures are evaluated based on equipment such as manufacturing, air-conditioning, and air-compression systems. The Company follows the principle of "reduction first, energy transition second" to effectively lower carbon emissions. ▲ A Task Force Team has been established to monitor regulatory developments and ensure compliance with IFRS Sustainability Disclosure Standards in preparation for the implementation of sustainability reporting requirements beginning in 2026. ▲ An internal carbon pricing mechanism has been established to help the company better understand and manage its carbon footprint and encourage more sustainable business practices. ▲ Alpha Networks plans to implement internal carbon pricing in 2026, with an estimated cost of approximately NT\$700,000.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	Technology	We are able to begin at the earliest stage of product realization—"design"—to minimize environmental impact and carbon emissions. In consideration of stakeholders' increasing awareness of product carbon reduction, Qisda Technology has included this issue in its risk assessment since 2009.			
	3.Green product and technology	Long-term	▲ Energy efficiency requirements under national safety regulations are becoming increasingly stringent. For example, the PRC National Standard "Minimum Allowable Values of Energy Efficiency and Energy Efficiency Grades for Projectors" is scheduled to take effect on June 1, 2026, while the European Union plans to prohibit the use of mercury lamps in projectors by 2027. Failure to comply with energy efficiency requirements (e.g., light output-to-power consumption ratios) and technical testing methods may result in sales restrictions or market access limitations. ▲ If suppliers fail to achieve carbon reduction targets, or if enterprises are unable to procure energy-efficient equipment and materials in a timely manner, the supply chain may be unable to satisfy customer requirements for energy-saving and environmentally friendly materials, leading to supply chain disruption risks or missed green market opportunities. ▲ If an enterprise fails to invest in the development of low-carbon technologies and the training of relevant personnel in a timely manner, it may miss future industry trends and be at a competitive disadvantage in the market. ▲ Failure to implement digital operations (e.g., online workflows) in the internal operations and low-carbon transformation may increase operating costs and diminish brand competitiveness in green markets.	▲ Qisda's R&D guidance and development expenses for introducing recycled materials amounted to NT\$5 million. ▲ BenQ introduced recycled materials into new product models in 2025, resulting in an estimated cost impact of approximately NT\$65 million. The Company also actively expanded the adoption of high-efficiency semiconductor light source projectors and continued increasing the proportion of solid-state semiconductor light source projector products. ▲ In response to low-carbon trends, BenQ Materials incorporated energy-saving solutions into both automotive polarizer products and manufacturing processes, with annual R&D and testing expenditures of approximately NT\$12 million. ▲ We encourage employees to shift daily operations and meeting formats to online processing and communication. Procurement of computer software: The annual cost for software licenses, such as Microsoft Teams, is approximately NT\$2 million. ▲ Replacement of LCD products with low-carbon materials: Costs have increased by approximately NT\$41 million; however, these costs have been absorbed by customers and do not impact the Company's operating expenses. ▲ DIVA Laboratories customers require the use of recycled materials; however, the medical market has stringent material stability requirements, necessitating re-certification when materials are changed. Related R&D and testing expenses in 2025 amounted to approximately NT\$2 million. ▲ AEWIN has shifted from traditional air-cooling technologies to two-phase immersion cooling systems and developed customer platforms, with investments of approximately NT\$8 million. ▲ More than 50% of DFI's standard product portfolio passed ErP Lot 3 requirements in 2025.	▲ In 2010, Qisda officially launched its internal Carbon Management Platform, a carbon footprint calculation system capable of responding to customer requirements. ▲ Qisda has begun to incorporate eco-design concepts into our product development process, such as IEC 62430-verified eco-design, including liquid crystal displays and projectors, to create more environmentally friendly green products. ▲ To comply with regulations and respond to customer requirements for energy-efficient and environmentally friendly materials, plans have been established to implement dedicated coding systems for green energy-saving components to strengthen identification and management efficiency. Professional talent specializing in low-carbon component management—including part number management, BOM selection, component approval, and compliance reporting—will also be developed, with estimated additional annual costs of approximately NT\$1.2 million. ▲ The Company continuously monitors international regulations and customer requirements and collaborates with R&D teams to ensure product designs comply with applicable standards. Repair diagrams are provided in accordance with ErP Lot 5 requirements and the Right-to-Repair, TCO, and EPEAT standards, enabling consumers to perform repairs and extend product lifecycles while reducing e-waste and supporting carbon neutrality commitments. ▲ BenQ LCD products utilize recycled materials, with all newly developed models incorporating plastic housings containing 85% recycled content. Mid- to high-end new models fully adopt paper-folded or paper-plastic cushioning packaging, while collaboration with material suppliers helps reduce implementation costs. Failure to adopt recycled packaging materials could result in an estimated impact of approximately NT\$100 million on sales in Western Australia due to local regulatory requirements. ▲ Data Image plans to replace existing backlight modules with Micro/Mini LED technology and introduce low-carbon technologies and materials. ▲ DIVA Laboratories plans to develop modular product designs to facilitate partial material replacement and reduce barriers to the adoption of low-carbon medical materials, with estimated design cost increases of approximately NT\$2 million. ▲ We encouraged low-carbon and efficient meeting options and tools, such as Teams/Zoom meeting/Skype, etc., to reduce the movement of employees around the world, reduce carbon footprints, and save costs and time. ▲ High-energy-efficiency laser light source optical designs are being developed, supported by image quality and visual calibration technologies to enhance luminous efficiency. Appropriate semiconductor light source technologies are introduced according to the characteristics of different market segments, providing consumers with a broader range of options. Energy efficiency is improved year by year while maintaining excellent color performance, thereby creating a competitive advantage in the marketplace.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	4. Energy-saving equipment	Medium-term and long-term	▲ Aging equipment may experience reduced operating efficiency, resulting in higher energy consumption and electricity usage, potentially increasing electricity expenses by approximately 5%. ▲ In response to the rising temperature, the demand for air conditioning increases, and the equipment and energy consumption must be reviewed to prevent power outages due to the simultaneous increase in electricity consumption.	▲ Qisda's Taoyuan Plant annually procures energy-saving certified notebooks, PCs, and equipment at an approximate cost of NT\$200,000. Battery replacements to enhance UPS efficiency and reduce generator usage require annual expenditures of approximately NT\$800,000. In 2025, the chiller was replaced at a cost of approximately NT\$13 million. ▲ Qisda's Suzhou Plant will implement compressed air system energy-efficiency upgrades in 2025 at a cost of approximately NT\$16 million and gradually phase out aging ITS equipment at a cost of approximately NT\$8.6 million. The plant will also invest approximately NT\$10 million in automated robotic systems to improve production capacity. ▲ Qisda's Vietnam Plant will invest approximately NT\$2.2 million in compressed air system energy-saving upgrades in 2025. ▲ Partner Tech purchased energy-efficient equipment for approximately NT\$200,000. ▲ Alpha Networks' Changshu Plant replaced air compressors, cooling tower fans, and air-conditioning systems with energy-saving technologies (including variable-frequency drives and intelligent control systems) in 2025, with total expenditures of approximately NT\$4.2 million. ▲ BenQ Medical Center replaced equipment and procured energy-saving certified notebooks, PCs, and equipment in 2025, with total expenditures of approximately NT\$8.2 million.	▲ Regarding electricity-saving strategy, an energy-saving improvement plan was implemented each year, and targets were established through the ESG Committee. Administrative and engineering controls include intelligent lighting systems, lights-off inspections, compressed air system optimization, scheduled power controls for holidays and nighttime operations, and quarterly performance reviews to track results. ▲ Inventory the service life of the equipment and, on a year-by-year basis, draw up and schedule a plan to replace high-voltage equipment. Select high-efficiency equipment to replace aging equipment, and replace the UPS and generators to improve operating efficiency. ▲ Implemented green procurement by purchasing NB/PCs and equipment bearing the Energy Label for power saving and energy conservation. ▲ The company vehicle fleet was fully converted from gasoline-powered vehicles to hybrid vehicles, which reduced fuel consumption by 50% compared with gasoline-powered vehicles. ▲ Qisda's Taoyuan Plant is expected to replace the chilled water pumps for its high-efficiency air-conditioning equipment in 2027, at a cost of approximately NT\$15 million. ▲ In 2026, Qisda's Suzhou Plant is expected to replace its high-energy-consumption tin furnace, at an estimated cost of approximately NT\$1.4 million. ▲ Qisda's Vietnam Plant continued implementing compressed air system energy-efficiency upgrades, with estimated expenditures of approximately NT\$1.16 million. ▲ Alpha Networks plans to replace 4,000 energy-efficient light tubes, reflow ovens, chiller timing-control systems, and air-conditioning units, with total estimated expenditures of approximately NT\$2.6 million.
	5. Purchase green electricity	Medium- and long-term	▲ In response to the RE100 plan, the proportion of purchased green power certificates increases year by year. ▲ The Company enhances the use of green energy and installs solar power-related equipment.	▲ Expenditures for Qisda's solar power generation system were approximately NT\$9.27 million in 2025, while expenditures for renewable energy certificates were approximately NT\$700,000. ▲ Qisda's Taoyuan Plant completed construction of the second-phase solar power generation project, with costs of approximately NT\$24.25 million. ▲ In 2025, Alpha Networks installed a solar photovoltaic facility capable of generating 100,000 kWh of electricity at a cost of approximately NT\$300,000. In addition, it purchased green electricity certificates for approximately NT\$8.57 million. ▲ The cost of purchasing green power by Interactive Digital Technologies was approximately NT\$350,000. ▲ Since 2025, BenQ has begun purchasing green electricity at a cost of approximately NT\$200,000.	▲ Qisda partnered with manufacturers for solar power project development, eliminating construction costs and keeping electricity rates below market price. In addition to installing solar power systems on the plant rooftop for self-generation and self-use, the Company also procured Renewable Energy Certificates to increase its proportion of renewable energy. Each plant site continued to procure additional renewable energy in accordance with the renewable energy procurement target, with an estimated amount of NT\$10 million. The Suzhou Plant and the Vietnam Plant purchased I-REC certificates annually, and the Taoyuan Plant purchased green electricity annually. ▲ Qisda's Vietnam Plant was scheduled to establish a solar optoelectronics system in 2026. ▲ Alpha Networks will continue to build out solar optoelectronic systems, which are expected to generate 400,000 kWh of electricity at a cost of approximately NT\$4.4 million, and will purchase green power and certificates at a cost of approximately NT\$11.8 million. ▲ DFI enhanced energy-saving awareness through employee education and training, and strengthened energy management to reduce reliance on the purchase of carbon credits; with an annual electricity savings rate of 4% as its target, the Company planned to achieve RE60 by 2030. In addition, green power certificates are expected to be introduced starting in 2027, with the purchase ratio increasing from 5% in 2027 to 30% in 2030, in order to reduce the carbon emissions impact of externally purchased electricity; the cumulative demand for green power certificates during the 2027-2030 period is estimated at 5,202 certificates. ▲ BenQ will increase its proportion of green electricity year by year, and it was expected to reach 100% by 2040.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	Market	Consumers are becoming more and more aware of the environmental impact of the products they purchase. If the environmental performance of our products cannot meet their expectations, there will be market risks.			
	6.Consumer's sustainability awareness	Long-term	▲ The increasing costs of additional labor and work hours associated with conducting LCA studies have eaten away at our revenues and profits. ▲ The market demand for cloud services or low-carbon products increases and transition is required more quickly.	▲ Since 2010, the financial impact of changes in consumer behavior on the cost of conducting Life Cycle Assessment (LCAs) has exceeded NT\$10 million. ▲ Since 2010, Qisda has established a "Carbon Management Platform System." After products entered mass production, the Company provided customers with product carbon footprint reports, and the ESG Committee reviewed the relevant implementation status on a quarterly basis. The costs of establishing and maintaining the product greenhouse gas inventory and subcontractor verification have exceeded US\$342,700. ▲ Agency or development of related cloud and low-carbon products is needed to maintain market competitiveness.	▲ Distributing low-carbon products in the face of competition in the green market: Assist distributors in the sale of low-carbon products (cloud-based, process automation). In the future, we will continue to request transition to carbon reduction technology and low-carbon materials. ▲ We implement carbon reduction practices and performance through transparent disclosure of ESG reports and communication with stakeholders.
	7.Rising costs of raw materials	Short-term and medium-term	▲ Reduced oil production affects transportation related material expenses. ▲ The client requests that the packaging use recyclable materials, and the cost is 20% higher than that of standard materials. ▲ In response to our declaration of cutting carbon emissions by 30% in the supply chain by 2030, suppliers with better carbon-emissions performance but higher costs are selected. ▲ Suppliers who fail to pass the RBA (Responsible Business Alliance) written and on-site audits are required to suspend production, resulting in an inability to continue supplying materials.	▲ The reduction in oil production causes freight rates to rise, prompting the localization of materials and increasing annual costs by approximately NT\$14,000. ▲ Expanding the low-carbon supply chain and reducing the proportion of suppliers unable to comply with carbon reduction requirements, along with modifying R&D designs, has resulted in a cost increase of approximately NT\$1.16 million. ▲ The use of recycled plastics for injection molding increases costs by approximately NT\$26.28 million.	▲ We introduce local procurement to reduce the risk of transportation and material costs, which affect profitability. In response to high-risk suppliers identified as a result of RBA audits, substitute material manufacturers will be organized. Introduce a second source in the supply chain; maintain at least two suppliers for key components (excluding panels); and enhance the bargaining power of the procurement unit. ▲ In response to rising raw material prices and increased regulatory costs, the carbon tax and logistics contingency reserve will become long-term fixed costs. The Company will evaluate relocating its plant for hedging and adopting a low-carbon Circular Economy model to reduce carbon emissions intensity and improve raw material utilization efficiency. ▲ Establish a supply chain climate risk early warning system and plan contingency arrangements for suppliers in high-risk areas; and incorporate climate resilience indicators (such as flood potential) into supplier evaluation and review, promote a joint defense mechanism for critical supply chains, and strengthen operational continuity capability under extreme climate conditions.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Transition Risk	8.Customer behavior changes	Long-term	▲ The customer sets goals for carbon reduction. ▲ Customers and regulations increase carbon reduction requirements for the supply chain and products. ▲ Customer or regulatory requirements require the use of FSC (Forest Verified) certified paper. ▲ The market and stakeholders' preferences shift toward sustainable products.	▲ Calculating a product's carbon footprint adds additional time and labor. ▲ If carbon-reduction requirements are not addressed in a timely manner, supplier ratings might be affected, and customers might switch orders, affecting revenue. ▲ The customer requires the product to pass PAS 2050 or ISO 14067 in order to apply for EPEAT, thereby increasing the annual product certification fee. ▲ To comply with FSC requirements, paper costs increase by 10% to 15% annually. ▲ In response to international initiatives and customer requirements, Partner Tech completed Energy Star product certification, incurring expenses of approximately NT\$105,000. ▲ If the Company were unable to provide corresponding products and services, it could result in unsold products, reduced shipments, and an adverse impact on overall revenue.	▲ Since 2010, we introduced a carbon footprint calculation system to improve calculation efficiency and meet customer requirements. ▲ We reduce the carbon emissions during transportation, increase the proportion of local procurement, and combine and ship raw materials from the same location to reduce the frequency of transportation. Some mechanical component manufacturers use recycling bins for delivery to reduce the one-time use of boxes. Future requirements will continue to emphasize the transition to low-carbon technologies and low-carbon materials. ▲ Review, on a weekly basis, the energy-saving optimization solutions for clients' existing equipment, as well as whether the agency products meet current market demand. ▲ Incorporate ESG-related indicators into the supplier evaluation and order allocation mechanisms, establish a sustainable supplier evaluation system, and give priority to cooperating with suppliers that meet the requirements. When a supplier relocates its production base, the Company completes a pre-relocation survey for qualification as green products, and at the same time gradually phases out the use of mineral oil-containing inks and reduces the use of printed materials and paper to meet customers' sustainability and low-carbon requirements.
	Reputation	The identification and management of climate risks can affect the way Qisda Group is viewed by external stakeholders and further influence business in the long term.			
	9.Reputational risk	Long-term	▲ Errors in energy-efficient product certifications, or environmental and safety incidents resulting in reputational and property losses, may lead to reduced sales. ▲ Due to poor carbon reduction efficiency, financial ratings are affected and financing costs will increase. ▲ A lack of effective sustainability initiatives or failure to meet stakeholder expectations may indirectly affect the Company's reputation and long-term development. In particular, failure to achieve expected carbon reduction performance may have a negative impact on corporate reputation. ▲ As domestic climate- and sustainability-related regulations increase, operating costs will rise. ▲ Failure to achieve carbon reduction targets will affect corporate reputation, thereby reducing the willingness of talents to apply for jobs.	▲ Customer procurement strategies may be affected, potentially requiring product re-certification and impacting sales of certain products, with an estimated revenue impact of approximately 1%. ▲ As consumers place greater emphasis on the environmental impacts of product manufacturing, failure to prioritize suppliers with high proportions of renewable energy usage could result in an estimated revenue impact of approximately NT\$10 million. ▲ If the supplier cannot continue to supply materials normally, it will lead to production suspension and ultimately affect shipments and turnover. ▲ As sustainability initiatives continue to expand, demand for professional sustainability talent has increased, resulting in higher personnel and training costs. Across the Group, dedicated sustainability units have been established, annual employee training programs are conducted, sustainability reports are prepared, and greenhouse gas inventories and third-party verifications are performed. These efforts have increased operating costs by at least approximately NT\$10.09 million annually. ▲ Failure to meet carbon reduction targets or weak ESG performance may negatively affect employer branding, reducing recruitment competitiveness and potentially impacting employee retention.	▲ Reputational issues identified as high-risk are incorporated into assessments conducted by Qisda's Risk Management Committee and ESG Committee. The ESG Committee establishes dedicated task forces to develop improvement plans and corresponding KPIs for ESG-related issues, including the establishment of carbon reduction targets in collaboration with relevant departments to meet stakeholder expectations. ▲ In accordance with the customers' requirements, Qisda provides the GHG emissions data of the organization and products along with corresponding carbon emissions reduction plans. ▲ Implement carbon reduction measures and performance tracking with transparency, ensuring public disclosure to prevent the deterioration of financial equity. ▲ The Qisda Group discloses ESG achievements and sustainability-related information through its corporate website, demonstrating its ongoing commitment to sustainability issues. ESG content is updated regularly to reflect the latest sustainability developments and achievements. Through continuous disclosure and transparency, the Group strengthens stakeholder trust, enhances corporate reputation and recognition, and increases its attractiveness and persuasiveness to talented professionals and investors. ▲ BenQ plans to incorporate the proportion of renewable energy usage into future supplier evaluation criteria. ▲ ESG initiatives and achievements are promoted through campus recruitment activities, while internship and pre-employment programs are developed in collaboration with university sustainability-related departments to cultivate future sustainability talent.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Physical Risks	Acute physical risks	Qisda has established a group emergency joint defense mechanism, further integrating the Company and the Group's resources to assess and analyze climate events that may impact the Company's operations every year.			
	1. Typhoon, flood, and snowstorms	Medium-term and long-term	▲ Flooding may disrupt business operations, resulting in suspension of production and product deliveries. For example, certain areas of Qisda's Suzhou Plant are located on relatively low-lying ground and may be vulnerable to flooding during severe rainstorms. ▲ Extreme weather events, including typhoons, heat waves, earthquakes, and lightning strikes, may increase both the frequency and severity of damage to factory and warehouse assets. Containers and frontline warehouses may also be damaged during transportation, resulting in product losses. ▲ Heavy rainstorms or snowstorms causing shipping interruptions of up to three days may adversely affect the supply chain. ▲ The severe flooding disaster will cause interruptions in upstream product production and transportation delays, resulting in delayed deliveries. ▲ Heavy rainfall will pose a threat to employee commuting safety, increasing the Company's personnel safety management costs.	▲ A one-day production interruption at Qisda's Taoyuan Plant would result in estimated losses of approximately NT\$1.29 million. Flooding-induced power outages at the Suzhou Plant could interrupt production for one day, resulting in estimated losses of approximately NT\$600,000 and requiring production schedule adjustments. ▲ Qisda's Taoyuan plant conducts annual maintenance on flood barriers and drainage pump equipment, with an estimated cost of approximately NT\$800,000. ▲ Qisda maintains emergency response and flood prevention supplies at each manufacturing site, with estimated annual expenditures of approximately NT\$120,000. ▲ If goods are damaged, revenue will be affected; insurance premiums will also increase due to climate change factors. ▲ Supply chain suspension and non-arrival of goods: As a result, materials are not completely available for the production line and production and shipment are affected; goods cannot be delivered to customers as scheduled, affecting subsequent payment collections. ▲ DIVA Laboratories estimates that transportation disruptions caused by typhoons or heavy rainfall, particularly affecting urgent air shipments, could increase operating costs by approximately NT\$100,000 and reduce revenue by approximately NT\$20 million. ▲ Data Image invested approximately NT\$2 million to ensure factory buildings comply with seismic design standards and to install seismic protection for precision equipment and raised floors. ▲ In the event of exceptionally heavy rainfall, DFI will suspend operations in accordance with government announcements and activate flood prevention measures in advance, increasing manufacturing costs by approximately 0.3%, or approximately NT\$998,000. ▲ BenQ Medical Technology installed flood barriers at factory entrances at a cost of approximately NT\$100,000.	▲ In 2020, Qisda engaged Fubon Insurance to conduct a comprehensive climate disaster risk assessment for its Taoyuan Plant and implemented a Business Continuity Plan (BCP), including routine inspections, maintenance, emergency drills, and cross-site production support, to minimize operational risks and disaster impacts. ▲ In 2021, we re-configured river drainage pipes for the plant in Mainland China and equipped them with flood prevention materials. In the event of an emergency involving heavy rainfall, we will formulate plans to reschedule the work shift for 2 days. Currently, we continue to monitor the annual water level changes and will take further measures if the risk increases. ▲ In consideration of climate change impacts, the Group introduced compound disaster scenarios into its BCP drills for the first time in 2024 to strengthen emergency response capabilities, operational resilience, crisis management, resource coordination, and business continuity under extreme weather conditions. The simulated scenarios for the drill included continuous heavy rain resulting in severe water accumulation, and a fire accident caused by an electrical short circuit during pumping operations. Under these dual accident and disaster scenarios, personnel were trained in disaster response capabilities to minimize operational impact to the lowest possible level. ▲ Periodically inspect the airtightness of office windows, the waterproofing of exterior walls, and the unobstructed condition of the drainage system to prevent water seepage, and regularly clean the drainage openings; establish a comprehensive remote work mechanism to ensure that employees can work from home during extreme weather to reduce the risk of operational disruptions. If weather conditions affect outdoor operations, the schedule is adjusted or the work content is changed through outsourcing and manpower reallocation to maintain progress. Human Resources issues commuting safety guidance during typhoons and heavy rainfall, while insurance coverage is maintained for transportation, warehousing, and fixed assets to strengthen disaster preparedness. ▲ Flood prevention facilities have been installed in office buildings and warehouses, and emergency response teams have been established to respond to extreme rainfall events. Flood prevention supplies are maintained, while server rooms are equipped with manual flood barriers and emergency pumping systems. The Company The Company evaluated the establishment of an automatic early-warning sensor-based waterproof gate system and the installation of a rainfall early-detection diversion and discharge device on the underground drainage valve foundation (to increase discharge and water storage capacity). ▲ Production capacity allocation plans and alternative suppliers and products are prepared in advance, with priority given to sustainable suppliers. To mitigate logistics disruptions caused by extreme weather, safety stock levels have been increased from two weeks to four weeks, and backup logistics providers have been identified. ▲ To address extremely low temperatures that could cause laboratory environments to fall below required operating conditions, heating fans have been installed to maintain appropriate temperatures in the electrical calibration area, while temperature and humidity data loggers are used to ensure compliance with TAF calibration requirements.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Physical Risks	Long-term physical risks	Regarding the long-term global climate trend, Qisda Group has identified risks and progressively adopted responsive strategies to prevent possible impact.			
	2. Water and electricity shortage	Long-term	▲ Under a water rationing scenario in northern Taiwan involving two days of water supply followed by three days of suspension, Qisda's Taoyuan Plant would experience reduced production capacity. ▲ Power shortages may disrupt production at Qisda's Suzhou Plant. ▲ Water shortages in Vietnam may lead to electricity rationing during summer, adversely affecting production capacity at Qisda's Vietnam Plant. Unstable voltage may also disrupt manufacturing operations. ▲ Climate change-induced reductions in global rainfall have increased water scarcity. For example, the severe drought in the Panama Canal in 2023 affected ocean shipping and the global supply chain. ▲ Power shortage affects the supplier's production, and materials cannot be supplied as scheduled. ▲ Unstable electricity supply may result in power outages or frequent generator activation, accelerating wear and tear on related systems and equipment.	▲ Water shortages at Qisda's Taoyuan Plant would increase manufacturing costs by approximately 0.11%, while electricity rationing would reduce production capacity and increase manufacturing costs by approximately 0.44%. However, because the Taoyuan Plant accounts for a relatively small proportion of the Company's overall operations, the overall financial impact would be limited. The plant also plans to increase on-site water storage capacity to maintain at least two days of water supply and install rainwater harvesting systems, with estimated investments of approximately NT\$3 million. ▲ Qisda's Suzhou Plant is most likely to halt production in the summer due to power rationing. If government-imposed power restrictions last for three days, production schedules can be adjusted without significant impact. Under a worst-case scenario involving one day of production suspension per week over July and August (nine days in total), estimated revenue losses would reach approximately NT\$86 million. ▲ A one-day production line shutdown at Qisda's Vietnam Plant is estimated to result in losses of approximately NT\$430,000. To address unstable voltage, the plant invested approximately NT\$1 million in UPS systems, with future annual UPS replacement costs estimated at approximately NT\$100,000. Voltage stabilizers have also been installed for critical equipment, increasing maintenance costs by approximately NT\$540,000. Ace Pillar purchased emergency backup power equipment for approximately NT\$340,000. ▲ If power rationing disrupts production, DFI would adjust workforce allocation to meet production requirements, increasing personnel costs by approximately NT\$660,000 while reducing revenue by approximately NT\$11.12 million. ▲ Lack of materials makes it impossible to produce normally, resulting in loss of the production capacity and turnover. ▲ Establish a cloud operating environment for key systems to reduce the number of on-premises servers that do not store confidential data, with an annual cost of NT\$2 million.	▲ In 2020, Qisda investigated the status of the Group's water use and simulated complementary management plans for water shortage during the occurrence of droughts. ▲ At Qisda's Taoyuan Plant, non-production personnel would implement work-from-home arrangements to minimize operational impacts. This measure would extend available water reserves from 2.5 days to 3.5 days, preventing production disruptions. ▲ To address electricity rationing, the Company utilizes existing solar energy storage systems to support production and adjusts production schedules by increasing night-shift and weekend operations to compensate for lost capacity. ▲ As Qisda has three factories in different countries, if a risk has a long-lasting impact on business in one country, the Company will appropriately allocate work to the other two factories to support production in that country. ▲ Bookings and shipments are made in advance to reduce the risk of port congestion and prolonged delivery time. ▲ We prevent material shortage on the supplier side by introducing a second source. ▲ We establish a cloud operating environment for critical systems and implement offsite backup plans to prevent power shortage.

Type	Climate Change Related Risk	Impact Period	Description of Risk Content	Potential Impact on Business, Strategies & Finance	Adaptation & Responsive Actions
Physical Risks	3.Increase of annual temperature	Medium-term and long-term	▲ More electricity consumption is required to satisfy the need for air conditioning cooling and heating due to the rise of the average temperature. ▲ Environmental factors lead to an increased machine maintenance rate. ▲ Overheating of equipment accelerates asset degradation and reduces operational efficiency. ▲ High temperatures increase the risk of heatstroke for outdoor workers. ▲ Excessive laboratory temperatures exceeding regulatory requirements hinder measurement and calibration tasks (e.g., length calibration and dimensional measurement areas). Overheated equipment (e.g., chambers) may experience shutdowns, impacting testing schedules. ▲ Expenses for purchasing air conditioners may cause a rise in costs. ▲ Electricity costs are expected to increase (the Vietnam Plant estimates an increase of approximately 1%). ▲ Higher repair and maintenance expenses will increase manufacturing costs.	▲ Qisda's Taoyuan Plant schedules system inspections and maintenance plans for energy-saving equipment. Each year, it budgets approximately NT\$16 million for equipment maintenance expenses and maintains the energy efficiency of the equipment through maintenance, such as for air-conditioning equipment, for which the expense is approximately NT\$1.6 million. ▲ To address rising temperatures, Qisda's Taoyuan Plant has installed air-conditioning systems in production areas and added exhaust fans and additional air-conditioning units in server rooms. Air-conditioning expenses are expected to increase by approximately NT\$780,000 in 2025. ▲ Equipment rooms at Qisda's Suzhou Plant are generally equipped with air-conditioning systems and ventilation fans, with related expenditures of approximately NT\$1.29 million. ▲ To prevent heat-related illnesses, reasonable work hour adjustments have been made, along with the provision of cooling measures such as air conditioning, fans, ice, and cold beverages. Employees are also trained in heatstroke prevention and first aid, with an annual expenditure of NT\$400,000. ▲ BenQ Medical Center incurs approximately NT\$5 million annually for regular maintenance of air-conditioning systems and the procurement of energy-efficient equipment. ▲ Simula Technology spends approximately NT\$65,000 annually on air-conditioning maintenance.	▲ In response to rising global temperatures, the Company has implemented energy-saving measures, including maintaining office temperatures at 26°C, strengthening maintenance of air-conditioning systems to sustain high operating efficiency, promoting water and electricity conservation practices, and evaluating green building enhancement projects to reduce energy consumption. ▲ MetaAge plans to implement the ISO 50001 Energy Management System in 2026 to identify major energy consumption hotspots, establish energy baselines and reduction targets, with an estimated budget of approximately NT\$850,000. ▲ The improvement of the air conditioning system in the plant has increased the efficiency and stability of cooling to ensure smooth and on-time calibration and measurement without affecting the plant and R&D product schedule. Air conditioners and blowers are installed to reduce the ambient temperature and increase the cooling efficiency, thus reducing equipment damage and maintenance needs, extending equipment service life, ensuring that the product verification schedule is not affected, and reducing additional expenses for the Company. ▲ Control of the temperature and humidity of basic materials (15-35°C, 30-80% humidity) is performed. When the average climate exceeds the standard, the PCB will be relocated and stored in the same environment as the big warehouse. ▲ When purchasing temperature and humidity regulating equipment, we have introduced an evaluation to assess the water recycling function of the system. ▲ Production equipment areas throughout plants are equipped with air-conditioning units, while server rooms are fitted with additional exhaust fans and air-conditioning units. Should daytime temperatures exceed 45°C over an extended period, operations will shift to nighttime production with daytime rest periods. ▲ The Company continues to optimize energy efficiency and promote energy conservation and carbon reduction initiatives. ▲ The laboratory uses temperature and humidity recorders to monitor the temperature in the length calibration and dimensional measurement areas, maintaining it at $20 \pm 1^{\circ}\text{C}$ to comply with calibration and measurement standard requirements.

Climate-Related Opportunities and Financial Impacts

	Type	Impact Period	Potential Financial Impact	Responsive Actions
Resource Efficiency	1. Energy-saving benefit	Short-term	▲ Qisda implemented server virtualization technology and improved hot and cold aisle management in its data centers, enhancing energy efficiency and reducing annual operating costs by approximately NT\$2 million. ▲ Qisda's Taoyuan Plant implemented holiday electricity-saving measures (including reducing air pressure, closing outside air dampers, and shutting down unused equipment), adjusted the operating schedule of the central air-conditioning system, and increased the chilled water temperature setpoint from 7°C to 9°C, generating annual operating cost savings of approximately NT\$1 million. ▲ In 2025, Qisda's Suzhou Plant completed energy-saving upgrades to the central air-conditioning systems in the S1, S5, and DQ9 areas, as well as energy efficiency improvements to the S1 process chilled water circulation pumps and S2 Measurement Center chilled water piping, with estimated annual savings of approximately NT\$10 million. ▲ In 2025, Qisda's Vietnam Plant completed an energy-saving retrofit of one compressed air system, generating estimated annual savings of approximately NT\$2.2 million. ▲ BenQ Medical Center optimized the intelligent management of data center temperature, humidity, air-conditioning, and power systems, generating estimated annual savings of approximately NT\$3 million. ▲ In 2025, Alpha Networks implemented energy conservation and carbon reduction measures through government-funded technology projects, generating estimated savings of approximately NT\$14 million. ▲ Qisda's Taoyuan Plant achieved savings of approximately NT\$330,000 through the reuse of material pallets and corner protectors. ▲ Qisda's Suzhou Plant recycles defective plastic components by shredding them into pellets for reuse in injection molding production, generating annual savings of approximately NT\$9.6 million. ▲ Qisda's Vietnam Plant installed additional shredding equipment to recycle approximately 80 metric tons of defective plastic products each month, generating annual savings of approximately NT\$6.91 million.	▲ Through the ISO 50001 Energy Management System, the Company conducts energy reviews to monitor energy consumption across its sites, identify high-energy-consuming equipment and processes for improvement, establish energy management and conservation objectives, perform quarterly energy reviews, and continuously monitor and improve energy performance. Energy-saving initiatives prioritize replacing outdated high-energy-consuming equipment with energy-efficient alternatives. Smart electricity meters have also been introduced at manufacturing facilities to analyze production line electricity consumption, identify optimal energy management solutions, and optimize daily production scheduling through an intelligent operations control center. ▲ Qisda continues to use energy conservation data as a basis for achieving its sustainability targets and conducts quarterly reviews to monitor carbon reduction progress. Using 2021 as the base year, the Company aims to achieve a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030. ▲ Qisda plans to introduce automated robotic systems and automated warehouse systems to improve logistics and warehousing efficiency while reducing operational energy consumption. Investments will be evaluated based on a targeted payback period of no more than three years. ▲ Qisda's Suzhou Plant continues to implement circular economy initiatives, such as waste heat recovery, to reduce operating costs. ▲ Qisda's Vietnam Plant will continue to implement phased energy-saving upgrades to its compressed air systems. ▲ Norbel Baby will replace conventional lighting with LED lighting across all retail stores. ▲ Alpha Networks expects its cooling towers to save approximately 230,000 kWh of electricity annually in the future, resulting in estimated annual cost savings of approximately NT\$1.035 million. ▲ Employees are encouraged to reduce paper consumption by using scanned electronic files, reusing waste paper, and implementing paperless internal approval processes. ▲ In addition to publishing electronic manuals on the website, the Company will explore other appropriate distribution methods in compliance with customer needs and regulations, such as embedding them in machines or providing them via USB storage devices, thereby reducing operating costs by an estimated 10%–15%. ▲ Production process optimization and automation are continuously implemented to improve efficiency while reducing product carbon emissions per unit and labor costs. ▲ We monitor the risk of abnormal power consumption and immediately correct the problem and equipment. ▲ Energy-saving upgrades are implemented through the replacement of air compressors, energy-efficient air-conditioning water pumps, and optimization of gas supply systems for measurement centers. ▲ The Experimental Testing Center has upgraded to new energy-efficient equipment, achieving an average electricity savings of approximately 45% per unit and a maximum water savings of about 80% per unit at (85°C, 98% RH). ▲ Reusable containers and various types of pallets are promoted for circular use, effectively extending their service life and maintaining a recycling and reuse rate of over 90%.

	Type	Impact Period	Potential Financial Impact	Responsive Actions
Resource Efficiency	2. Water-saving benefit	Short-term	▲ Qisda's Taoyuan Plant has relatively small-scale manufacturing operations and water consumption; therefore, the impact on the Company's overall operating costs is limited. The Vietnam Plant has launched water conservation initiatives by implementing smart technologies such as reduced water pressure and automatic sensor-activated water supply to improve water-use efficiency. At the Suzhou Plant, wastewater recycling measures vary by production line, with recycling rates generally ranging from 70% to 100%. ▲ Engineering improvements and water conservation management measures have been implemented (e.g., the Vietnam Plant is expected to reduce water consumption by 0.05%, resulting in annual cost savings of approximately NT\$54,000).	▲ To reduce water consumption and preserve water resources, the Corporate Sustainable Development and Information Security Committee has established Group-wide water management KPIs. By 2030, the Group aims to reduce water consumption intensity per million US dollars of production value by 18% compared with the 2021 baseline year through continuous improvement initiatives. In 2025, the global manufacturing sites set a target of 124 metric tons of water consumption per US\$1 million of production value and achieved an actual result of 112 metric tons, successfully meeting the target. ▲ Each manufacturing facility shall conduct quality inspection for discharged wastewater in line with the requirements of the local competent authority. ▲ Qisda establishes relevant plans to reduce water consumption and leakage, which fall into one of two categories: engineering improvement and administrative management. These plans include checks on and repair of leakage, replacement of old pipelines, installation of water-saving equipment and promotion of water conservation.
	3. Efficient green building	Medium-term and long-term	▲ Lower indirect (operating) cost. ▲ Obtaining this certification can have positive impacts on the corporate image and facilitate business development. ▲ Due to Qisda Suzhou's outstanding performance in air pollution control, Qisda successfully received an RMB 3.17 million central air environmental protection subsidy from the People's Republic of China in December 2024.	▲ The increase of energy efficiency in plants can bring about energy conservation and cost reduction. Qisda has set up relevant engineering improvement plans to make our buildings more efficient. ▲ In 2023, the Green Building Certification for the Shuangshing Plant at the Taiwan plant was upgraded to the Silver level for an existing building, and in 2025 it continued to maintain its green factory qualification and Silver-level green building status. ▲ We obtained China's Green Factory Certificate of Jiangsu Province for the Suzhou Plant in 2023. For this, we will inventory our existing green products, green design and energy-saving measures as well as expand the scope for the ISO 50001 certification. ▲ Qisda's Suzhou Plant continued to improve in exhaust gas governance and received a national-level award. The exhaust gas treatment facility within the plant area was upgraded from a single-stage activated carbon adsorption system to a two-stage activated carbon adsorption system, further improving exhaust gas treatment efficiency and reducing organic exhaust gas emissions. The non-methane emission concentration was below 20 mg/m³, well below the 60 mg/m³ emission limit required by the local government of Suzhou. The exhaust gas collection pipelines were completely replaced, reducing exhaust gas leakage and effectively improving employees' work environment. The plant continued to maintain platinum-level green factory certification, ISO 50001 Energy Management System, ISO 14064, and S3 plant Zero Waste to Landfill.
Energy Source	4. Solar energy installation	Medium-term and long-term	▲ In 2025, Qisda's Taoyuan Plant generated 570,056 kWh of electricity from its solar power system, resulting in electricity cost savings of approximately NT\$2.3 million. ▲ Qisda's Suzhou Plant completed the Phase II solar photovoltaic project in April 2025. By the end of 2025, cumulative electricity generation had reached 6,494 MWh, saving approximately NT\$2.11 million in electricity costs. ▲ In 2025, MetaAge generated a total of 200,331 kWh of green electricity through its own solar power facilities and purchased renewable electricity. After taking the cost of renewable electricity into account, electricity expenses were reduced by approximately NT\$208,000 in 2025. ▲ BenQ Medical Center saved approximately NT\$1.32 million in electricity costs through solar power generation in 2025.	▲ Since 2021, solar photovoltaic systems have been progressively installed across various sites, including the Taoyuan Twin Star solar grid-connection project, the Suzhou Phase I and Phase II projects, BenQ Medical Center Phase I, and MetaAge. ▲ Qisda's Suzhou Plant collaborates with an energy company by providing installation sites for solar power generation facilities. After commercial operation, the Plant purchases the generated renewable electricity at rates lower than the local utility electricity price. ▲ Under the Xingye Plant redevelopment project, Qisda's Taoyuan Plant plans to install additional solar panels by 2028, which are expected to increase annual power generation by approximately 450,000 kWh and reduce electricity costs by approximately NT\$1 million per year. ▲ Qisda's Suzhou Plant plans to install solar photovoltaic systems on the rooftops of its dormitory buildings, which are expected to save approximately NT\$2 million in annual electricity costs. ▲ Upon completion of the Phase II Four Major Centers Building solar photovoltaic installation, BenQ Medical Center is expected to save approximately NT\$1.76 million in electricity costs annually.
Product and Service	5. Low-carbon products and services	Short-term and medium-term	▲ Qisda provides customers with carbon footprint-certified low-carbon cloud hosting services to meet supply chain decarbonization requirements, generating an estimated additional annual revenue of approximately NT\$2 million. ▲ Qisda has expanded its network of localized material suppliers, reducing two ocean freight shipments per month and saving approximately NT\$520,000 annually. ▲ MetaAge's international low-carbon cloud product revenue increased 20.35% year-over-year in 2025, reaching NT\$720 million. ▲ Data Image's marine navigation and vehicle-mounted products had wide-temperature operating capability, could adapt to severe outdoor temperature fluctuations, and continued selling outdoor-use monitors that complied with IP67/68 waterproof and dustproof ratings, generating revenue of approximately NT\$10 million. ▲ BenQ Materials' "e2cycle" PET recycling technology generates approximately NT\$15 million in annual revenue. In addition, simplified contact lens packaging (eliminating BOPP plastic overwrap) reduces raw material costs by approximately NT\$1.808 million annually.	▲ Establish local repair service centers or partner networks and expand local supplier bases at manufacturing sites to reduce returns to original factories and minimize sea and air freight requirements (e.g., for bulk materials, consolidated shipments, and electronic components), thereby shortening repair lead times, lowering transportation costs, and reducing carbon emissions. ▲ Gather information on domestic and international green product trends to formulate environmental sustainability initiatives, strengthen green procurement management, and enhance manufacturing technologies. ▲ Adopt plastic-free and recyclable packaging designs while optimizing packaging dimensions to improve loading efficiency. Incorporate energy-saving, packaging reduction, and recyclability considerations into component design, reduce packaging materials, introduce recyclable materials, and apply modular product design to minimize waste generation. ▲ Data Image plans to develop next-generation ultra-high-brightness and UV-resistant technologies to extend product lifespan under extreme sunlight and expand applications to disaster command centers and extreme weather monitoring stations, with estimated additional annual revenue of approximately NT\$26 million. ▲ BenQ Materials' Xpore has partnered with Far Eastern New Century to introduce an innovative PET recycling technology that transforms electronic waste into high-performance functional textile materials. ▲ Norbel Baby transports products to morning markets using reusable logistics containers, eliminating additional packaging materials and reducing waste generation.

	Type	Impact Period	Potential Financial Impact	Responsive Actions
Market	6. Sustainable value	Medium- and long-term	▲ In alignment with government sustainability policies, the Group seeks subsidies for low-carbon transition initiatives, reducing operating costs. In 2025, subsidies are estimated at approximately NT\$17 million. ▲ We disclose ESG reports on a regular basis. We show a positive corporate image of sustainability and obtain relevant certifications, such as the TCO certification for promoting industry-leading environmental and ecological protection, in order to win the recognition of customers and increase sales. ▲ Improve supply chain evaluation scores and expand the green market. ▲ Gradually implement renewable energy with the goal of achieving RE100. ▲ Reduce carbon footprint and promote environmental protection by encouraging online meetings, saving approximately NT\$29 million in travel expenses annually.	▲ For display products, we promote TCO certification together with customers to improve product competitiveness. ▲ We assist and request suppliers to comply with domestic and international sustainable supply chain regulations and implement environment-related regulations. ▲ Address and manage non-conformities identified in subcontractor sustainability audits. Integrate sustainability criteria into supplier selection and procurement evaluation processes, and include sustainability questionnaires as part of supplier assessment frameworks. ▲ Utilize low-carbon energy by installing solar panel systems. ▲ Incorporate sustainability value into annual supplier evaluations and strengthen supply chain sustainability management. Establish dedicated sustainability units and personnel, and continuously conduct employee sustainability training to enhance overall ESG performance. ▲ Fully promote online meetings (such as Teams/Zoom meeting/Skype, etc.) to replace physical meetings, reducing the carbon footprint of global conferences, improving work efficiency, and effectively saving travel costs. ▲ ESG initiatives and achievements are promoted through campus recruitment activities, while internship and pre-employment programs are developed in collaboration with university sustainability-related departments to cultivate future sustainability talent.
	7.Green finance	Short-term	▲ The introduction of green finance (financing) reduced operating costs through syndicated loans in 2025, lowering annual interest expenses by approximately NT\$7 million.	▲ The Company complied with the requirements of the bank's joint loan project and continued to achieve ESG indicators. ▲ We implemented carbon reduction measures, carbon inventory, and transparent disclosure. Based on the ESG performance, we continue to look for appropriate financing channels to benefit the Company.

	Type	Impact Period	Potential Financial Impact	Responsive Actions
Resilience	8. Energy-saving commodities	Medium- and long-term	▲ We proactively develop the energy market to boost revenue growth. ▲ ACE Energy generated approximately NT\$560 million in energy service revenue in 2025. ▲ Qisda projector products continue to obtain green certifications such as TGM, CECP/CEL to win tenders. The development of energy-saving solid-state lighting products generated approximately NT\$400 million in revenue in 2025. LCD product models compliant with energy-saving regulations reached 82.6%, accounting for 70.2% of total revenue. ▲ BenQ EPEAT-certified product lines secured tender projects, generating approximately NT\$130 million in revenue. ▲ MetaAge acts as an agent for low-carbon and cloud-based products, increasing opportunities in the green market. In 2025, low-carbon product sales grew by 20.35% compared to the same period last year. ▲ DIVA developed low-power medical displays with smart sensing and high-efficiency backlight modules that meet Energy Star standards, generating approximately NT\$10 million in revenue. Partner Tech has also achieved Energy Star certification, contributing approximately NT\$7 million in revenue.	▲ Qisda Group actively promoted the development of energy-saving and low-carbon products, introduced carbon-reduction technologies and low-carbon materials, and expected the proportion of revenue from green energy products to increase year by year. ▲ The business unit incorporated Energy Label requirement evaluation at the early stage of product development and adjusted product specifications based on requirements during the development process. In addition, our panel plant continued to seek new materials and technologies to reduce energy consumption. Meanwhile, our safety compliance team, contract manufacturers, and panel suppliers also closely monitored the latest regulatory updates from the U.S. Energy Star authority in order to respond to more stringent energy-saving standards. ▲ BenQ actively pursued EPEAT certification to enhance the environmental competitiveness of its products. In response to governments and enterprises listing it as a basic requirement in various bids, this was expected to generate approximately NT\$200 million in revenue in the future. At the same time, it required contract manufacturers to adopt CO2logic's carbon-neutral certification, which was expected to contribute approximately NT\$72 million in revenue. ▲ The representation of low-carbon products and cloud products by MetaAge enhances the company's competitiveness in green products while proactively addressing customer demand for low-carbon goods and services, assisting businesses in their low-carbon transition. ▲ DIVA will develop the Eco-Medical series, highlighting its 5% higher energy efficiency than competing products to secure European Union tenders and is expected to increase revenue by NT\$50 million. ▲ ACE Energy is based on smart energy conservation and ESG sustainability concepts and focuses on providing comprehensive energy services, including energy-saving equipment and data management. Its services cover air conditioning, compressed air, heat recovery, lighting, power usage management, uninterruptible power supply (UPS) systems, energy storage, and power equipment monitoring, with related data integrated into a networked management system through energy-saving benefit sharing and the establishment of green energy systems. It builds long-term partnerships with customers to jointly achieve the SDGs. From design through operation, ACE Energy provided professional energy-saving solutions and maintenance services to ensure safe operation and energy-saving benefits. The representation of low-carbon products and cloud products by ACE Energy enhances the company's competitiveness in green products while proactively addressing customer demand for low-carbon goods and services, assisting businesses in their low-carbon transition. ▲ We implement circular economy and reuse plastic, iron parts, and paper packaging materials. Modular packaging materials help us reduce waste and carbon. ▲ Qisda's Suzhou S3 plant completed the UL 2799 Zero Waste to Landfill certification in 2024. ▲ The Vietnam plant has increased the localization of key material suppliers (such as structural components), reducing the number of freight shipments per month and lowering inventory levels.

Climate Change Risks, Opportunities, and Financial Impact Assessment

Based on the TCFD framework, the financial impacts associated with climate change have been estimated by Qisda Group. In terms of transition risks, technological risks primarily arise from investments in the transition toward green products and technologies, as well as energy-saving improvement measures. These include expenditures in 2025 for the replacement of high-energy-consuming equipment across Taiwan and overseas sites, the procurement of renewable energy, and the construction of solar energy and energy storage systems. Market risks stem from the financial impacts on product life cycle assessments (LCA) resulting from changes in consumer behavior. Policy and regulatory risks include carbon disclosure, GHG inventory, and verification, ESG-related training and consulting, and the implementation of internal carbon pricing mechanisms. In terms of physical risks, the financial assessment mainly considers the impacts of extreme weather events such as heavy rainfall, flooding, and power shortages on the Company's production and shipment operations. High and extremely high flood risk areas were identified using the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI). Risk assessments and scenario analysis have been completed across 100% of existing and new operations, with adaptation plans and targets to be completed within five years. Preliminary estimates of the financial impacts of the above risk factors have been conducted, as detailed in Table 1 of the Climate-related Financial Impact section.

In addition, Qisda Group has estimated the financial impacts of climate-related opportunities, covering areas such as improving energy and water resource efficiency, actively developing the energy market, complying with sustainability and environmental protection policies to create sustainable value, and the development of low-carbon products and services and green products. Preliminary estimates indicate that climate-related opportunities will generate positive financial benefits for the Company's overall revenue, as detailed in Table 2 of the Climate-related Opportunity Financial Impact section.

A comprehensive analysis shows that, although responding to climate change will increase short-term financial costs, proactively addressing potential climate risks will also create opportunities. Qisda Group will place greater emphasis on low-carbon products and services and build more climate-resilient sustainable operations.

Climate-Related Risks Financial Impacts Table 1

Risk	Reasons for Financial Impact	Amount (NTD 10,000)
Policy and Regulation	Energy-saving policies, GHG inventory and verification, carbon fees and CBAM, introduction of carbon pricing, and ESG consulting.	2,391
Technical Risk	Investment in green products and technological transformation, digitalized operations, equipment replacement, low-carbon materials, and the procurement of green electricity.	20,104
Market Risk	LCA and carbon reduction transformation, sustainable packaging materials, supplier carbon reduction and customer requirements.	3,756
Reputational Risk	Energy-saving certification, carbon-reduction performance, ESG ratings, reputation, and regulatory requirements.	1,009
Physical Risks	Flooding and extreme climate affect plant facilities, shipping, the supply chain, and personnel safety.	15,392
	Water shortages and unstable power supply, as well as drought, affect shipping and supply chain operations.	
	Rising temperatures increase demand for air conditioning, cause equipment overheating, increase maintenance frequency, and heighten operational risks for personnel.	
Total:		42,652

Climate-Related Opportunities Financial Impacts Table 2

Opportunity	Reasons for Financial Impact	Amount (NTD 10,000)
Resource Efficiency	Energy conservation and Circular Economy, process optimization, green labels, and government subsidy opportunities.	4,904
Energy Source	The introduction of solar power generation at multiple plant sites promotes the energy transition.	594
Product and Service	Innovation in low-carbon cloud computing, weather-resistant products, and circular materials responds to customers' carbon-reduction needs.	74,932
Market	Government sustainability policies, ESG assessments, green finance, and RE100 transition opportunities.	5,300
Resilience	Demand for energy-saving and green-certified products, as well as high-efficiency monitors.	110,700
Total:		196,430

Metrics and Targets

Qisda Group committed to the SBTi initiative in 2022 and set carbon reduction targets in 2023 in order to achieve its green enterprise targets. Going forward, it will align with the RE100 and net zero emissions targets and engage with the value chain. Qisda Group attaches great importance to the impacts arising from climate-related issues. Given that the scope of such impacts covers all aspects of execution as well as the Company's future development, the Chairman of the Board personally oversees these matters to ensure that the Board of Directors fully understands the significance of climate change issues to corporate sustainability. At the same time, an effective top-down management approach is adopted internally. ESG performance and achievement levels have been incorporated into the KPIs and remuneration of the CSO and senior management. Starting in 2023, the Company decided to establish a long-term incentive plan for the Chairman, Chief Executive Officer, President, and other senior managerial officers. The plan was linked to sustainability performance indicators (performance indicators for corporate governance, social participation, and environmental sustainability), and long-term incentive compensation was awarded based on the achievement of annual sustainability performance targets. Such incentive compensation accounts for approximately 10% of the annual total remuneration of senior managerial officers.

Energy Consumption and Conservation

► Energy Management

Qisda Energy Management Policy

Qisda is committed to using 100% renewable energy by 2040. The Company is dedicated to the implementation and promotion of energy management practices and principles, and has established an energy management policy. Upholding the principles of improving energy efficiency and reducing greenhouse gas emissions, the Company requires its global facilities to jointly implement effective energy management. The ISO 50001 (Energy Management System) has been introduced to enhance employees' understanding of and participation in energy management, and to ensure that the organization can effectively implement the Energy Management System (EnMS). In 2025, the content of energy management training included energy policies, objectives, energy-saving measures, actions in response to energy risks, and individual roles, with an emphasis on continuous improvement and performance monitoring. Through training, the Company enhances energy-saving awareness, promotes the application of best practices, reduces energy consumption and costs, complies with ISO 50001 requirements, and achieves corporate sustainability objectives.

ISO 50001 (Energy Management System) has been implemented at major operating sites in Taiwan, Suzhou, China (electronics plants and telecom plants), and manufacturing sites in Vietnam. Energy targets are tracked quarterly, energy reviews and supervision are conducted, and management performance is continuously improved. Energy usage across sites is monitored to identify high-energy-consuming equipment and processes, enabling targeted improvement initiatives and the establishment of energy management and energy-saving targets.

The company has established a quantified energy-saving target to reduce absolute energy consumption by 1% year-on-year.

Qisda Greenhouse Gas Scope 1 and Scope 2 – Location-based

Climate Indicator	2021 Baseline Year	2022	2023	2024	2025	Reduction % (Compared to the Baseline Year)
Total GHG Emissions (tCO ₂ e)	106,671.70	77,836.79	66,584.99	71,088.26	67,525.99	-37%
Carbon Emission Per Personal Hourly Electricity Consumption (kgCO ₂ e)	2.50	2.03	2.30	3.28	2.46	-2%
Electricity Consumption Per Million USD Production Value (kWh)	27,532.00	29,436.44	38,956.51	41,179.74	51,088.63	86%
GHG emissions for each million USD value (tCO ₂ e) (Scope 1)	0.47	1.15	1.19	0.89	1.00	112%
GHG emissions for each million USD value (tCO ₂ e) (Scope 2)	21.44	17.47	21.52	23.56	26.00	21%
GHG emissions for each million USD value (tCO ₂ e)	21.91	18.62	22.71	24.44	27.00	23%

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

Qisda Greenhouse Gas Scope 1 and Scope 2 – Market-based

Climate Indicator	2021 (Baseline Year)	2022	2023	2024	2025	Reduction % (Compared to the Baseline Year)
Total GHG Emissions (tCO ₂ e)	106,671.70	75,563.55	51,905.90	48,356.67	36,482.27	-66%
Carbon Emission Per Personal Hourly Electricity Consumption (kgCO ₂ e)	2.50	1.92	1.77	2.19	1.29	-49%
Electricity Consumption Per Million USD Production Value (kWh)	27,532.00	29,436.44	38,956.51	41,179.74	51,088.63	86%
GHG emissions for each million USD value (tCO ₂ e) (Scope 1)	0.47	1.15	1.19	0.89	1.00	112%
GHG emissions for each million USD value (tCO ₂ e) (Scope 2)	21.44	16.93	16.51	15.74	13.59	-37%
GHG emissions for each million USD value (tCO ₂ e)	21.91	18.08	17.70	16.63	14.59	-33%

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

In 2025, Qisda prioritized the replacement of outdated, energy-intensive equipment with energy-efficient alternatives at its facilities. Smart electricity meters were introduced in production plants to analyze power consumption across production lines and identify optimal energy control solutions. A smart control room was used to adjust daily production planning and resource allocation. These measures are expected to save 3,230 MWh of energy and reduce carbon emissions by 1,714 tons of CO₂e.

Greenhouse Gas Reduction Measures in 2025

Reduction Type	Project	Categorization & Scope of Emissions Reduced	Annual Energy Savings (MWh)	Annual Energy Savings (GJ)	Annual Emission Reduction (tCO ₂ e)
Process Energy Efficiency	S1 Central Air Conditioning Energy-Saving Retrofit	Scope 2	2,060.00	7,417.69	1,093.04
	S5 Central Air Conditioning Energy-Saving Retrofit	Scope 2	320.00	1,152.26	169.79
	S3 Decommissioning of Soldering Exhaust and Integration into VOC Pipeline (Phase I)	Scope 2	100.00	360.08	53.06
	DQ9 Central Air Conditioning Energy-Saving Retrofit	Scope 2	510.00	1,836.42	270.61
	S1 Process Chilled Water Circulation Pump Energy-Saving Improvement	Scope 2	150.00	540.12	79.59
	S2 Measurement Center Chilled Water Pipeline Optimization and Energy-Saving Retrofit	Scope 2	90.00	324.07	47.75
Policy or Behavioral Change	Suzhou Plant Street Lighting Control	Scope 2	2,235.43	8,049.39	1,186.12
Total			5,465.43	19,680.04	2,899.96

Energy Consumption

In 2025, Qisda Group's non-renewable energy percentage reached 86.17%, and its renewable energy usage rate reached 13.83%.

Energy Consumption Statistics	Annual/Unit GJ	2022	2023	2024	2025
Total Non-Renewable Energy Consumption	Parent company	439,484.38	403,354.08	425,967.32	422,672.79
	Subsidiary	1,017,621.11	1,170,392.69	1,265,162.93	1,362,110.36
	Total	1,457,105.49	1,573,746.77	1,691,130.25	1,784,783.15
Total Renewable Energy Consumption	Parent company	43,929.83	107,691.56	158,125.45	232,165.13
	Subsidiary	558.36	559.57	5,084.72	54,263.76
	Total	44,488.19	108,251.13	163,210.17	286,428.90

In addition to engineering improvements, administrative management is also a key component. Qisda actively promotes various administrative measures to reduce energy consumption. In 2025, initiatives such as “large-to-small support” and the complete shutdown of standby equipment during weekends and nighttime non-operating hours were implemented to effectively reduce energy consumption. These measures are expected to save 2,235 MWh of energy and reduce carbon emissions by 1,186 tons of CO₂e.

Energy Type/Energy Consumption (GJ)			Parent company	Subsidiary	Total for the Parent Company and Subsidiaries	Parent and Subsidiary Combined Usage Ratio (%)
Purchased Non-Renewable Energy	Diesel fuel		274.61	5,650.76	5,925.37	0.2861
	Gasoline		567.82	24,922.93	25,490.75	1.2307
	Natural gas		6,930.75	407,167.94	414,098.68	19.9931
	Liquefied petroleum gas		1,797.33	737.42	2,534.75	0.1224
	Electricity		413,102.28	904,690.90	1,317,793.18	63.6243
	Heating		-	1,963.48	1,963.48	0.0948
	Steam		-	16,976.93	16,976.93	0.8197
	Total purchased non-renewable energy		422,672.79	1,362,110.36	1,784,783.15	86.17
Renewable Energy	Wind power		-	17.97	17.97	0.0009
	Solar energy	Self-generated and self-consumed	41,216.91	30,466.27	285,995.84	13.8081
		Green certificates	185,217.33	10,765.94		
		External purchase	5,730.90	12,598.49		
	Hydropower		-	409.06	409.06	0.0197
	Biomass energy		-	6.03	6.03	0.0003
	Total renewable energy		232,165.13	54,263.76	286,428.90	13.83
	Total Energy Consumption			654,837.92	1,416,374.12	2,071,212.04

Note 1: The calorific values are based on the latest “Net Calorific Value of Energy Products” announced by the Ministry of Environment on February 10, 2026. Energy consumption is calculated by multiplying energy usage by the respective unit calorific value and converting the result into gigajoules (GJ).

Note 2: Renewable energy includes externally purchased renewable energy, self-generated and self-consumed renewable energy, and renewable energy certificates (RECs). The disclosed energy consumption in GJ is based on the consumption shown on bills and certificates for externally purchased renewable energy and RECs, while self-generated and self-consumed renewable energy is based on internal meter readings.

Note 3: Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

► Renewable and Non-Renewable Energy Use Over the Past Four Years at Qisda Corporation

The energy consumption within Qisda's operations includes electricity used in plants and fuel consumption (natural gas, gasoline, and diesel). Through inventories conducted in accordance with ISO 14064-1:2018, plant electricity is identified as the primary energy source. Solar photovoltaic (PV) systems for self-generation and self-consumption have been established in facilities in Taiwan and Suzhou, China, along with energy storage systems to achieve peak shaving and load shifting effects. In 2025, the Taiwan and Suzhou facilities continued to reduce reliance on grid electricity through solar PV generation, thereby increasing the share of renewable energy usage. In the same year, self-generated solar power amounted to approximately 11.447 million kWh, accounting for 9.00% of Qisda's total electricity consumption. Renewable electricity purchases in Taiwan totaled 1.5916 million kWh, representing 1.2% of total electricity consumption. In addition, renewable energy certificates (RECs) totaling 51,440 MWh were procured in China and Vietnam, accounting for 40.3% of total electricity consumption. Overall, the renewable energy ratio reached 50.50%. In 2025, the energy intensity was 51,088.63 kWh per million USD of output value.

In 2025, Qisda Corporation's renewable energy usage rate was 35.45%, while non-renewable energy accounted for 64.55%.



Qisda Energy Consumption

Non-renewable Energy	Unit	2021	2022	2023	2024	2025
Diesel Fuel	kWh	134,400.11	147,441.16	297,091.94	180,483.95	76,281.72
	GJ	483.84	530.79	1,069.53	649.74	274.61
Gasoline	kWh	172,977.92	881,987.83	854,540.95	257,114.85	157,728.57
	GJ	622.72	3,175.15	3,076.34	925.61	567.82
Natural Gas	kWh	6,905,631.63	3,181,974.87	1,862,633.50	2,946,518.47	1,925,209.26
	GJ	24,860.25	11,455.10	6,705.48	10,607.46	6,930.75
Liquefied Petroleum Gas	kWh	-	-	-	-	499,258.49
	GJ	-	-	-	-	1,797.33
Electricity	kWh	127,900,000.00	117,846,382.45	109,008,914.21	114,919,454.94	114,729,980.70
	GJ	460,522.88	424,323.34	392,502.73	413,784.51	413,102.28
Total Non-Renewable Energy Consumption	kWh	135,113,009.66	122,057,786.32	112,023,180.61	118,303,572.21	117,388,458.75
	GJ	486,489.69	439,484.38	403,354.08	425,967.32	422,672.79

Renewable Energy	Unit	2021	2022	2023	2024	2025
Self-generated and self-consumed	kWh	9,680.00	8,700,534.00	5,208,939.00	4,851,830.00	11,447,080.00
	GJ	34.85	31,327.56	18,755.56	17,469.73	41,216.91
Green Certificates	kWh	-	3,500,000.00	24,700,000.00	39,064,000.00	51,440,000.00
	GJ	-	12,602.27	88,936.01	140,655.71	185,217.33
Purchased Renewable Electricity	kWh	-	-	-	-	1,591,629.00
	GJ	-	-	-	-	5,730.90
Total Renewable Energy Consumption	kWh	9,680.00	12,200,534.00	29,908,939.00	43,915,830.00	64,478,709.00
	GJ	34.85	43,929.83	107,691.56	158,125.45	232,165.13

Note:

1. Renewable energy consumption (purchased green electricity) is a newly added item for the Taiwan facilities starting from 2025.
2. The methodology for calculating total non-renewable energy consumption has been adjusted for the period 2022–2025. Non-renewable energy consumption includes diesel, gasoline, natural gas, liquefied petroleum gas (LPG), and electricity.
3. Scope of Data Coverage: Qisda (Parent Company Only).

GHG Emissions

In 2025, Qisda Group's greenhouse gas inventory results were as follows: Scope 1 emissions amounted to 40,581.64 metric tons of CO₂e, Scope 2 (market-based) emissions amounted to 154,151.17 metric tons of CO₂e, and Scope 3 emissions amounted to 873,828.16 metric tons of CO₂e.

In 2025, the parent company and subsidiaries included in the Group's consolidated financial statements were verified by Bureau Veritas Certification (BV) to a limited assurance level.

Assurance Year	Assurance Scope	Assurance Institution	Standards	Assurance Opinion
2025	Qisda Corporation (individual entity)	Bureau Veritas Certification (BV)	ISO 14064-1:2018 ISO 14064-3:2019	Scope 1 and 2 comply with the reasonable assurance level as per the verification agreement; Scope 3 complies with the limited assurance level
2025	Qisda Group (consolidated financial reporting boundary)	Bureau Veritas Certification (BV)	ISO 14064-1:2018 ISO 14064-3:2019	Scope 1 and 2 comply with the limited assurance level as per the verification agreement

Notes:

1. Restatement of 2024 greenhouse gas emissions data: The original data source was the Market Observation Post System (MOPS). The figures have been recalibrated due to adjustments in consolidated financial statement activity data, greenhouse gas (GHG) emission factors, and Global Warming Potential (GWP). The detailed revisions are as follows:

-Scope 1: The data were recalibrated based on consolidated financial statement activity data, GHG emission factors, and GWP, resulting in a revision from 60,863.9900 tCO₂e to 40,542.02 tCO₂e.

-Scope 2: The data were recalibrated based on GHG emission factors and GWP under the consolidated financial statements, resulting in a revision from 127,762.2700 tCO₂e to 189,100.00 tCO₂e (location-based).

-Scope 3: The data were recalibrated based on consolidated financial statement activity data, GHG emission factors, and GWP, resulting in a revision from 350,771.7000 tCO₂e to 354,189.19 tCO₂e.

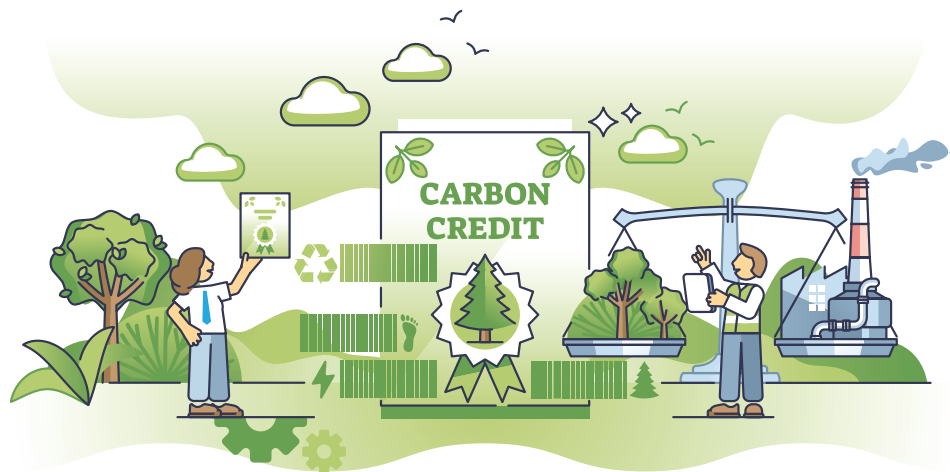
Total Emissions (ton CO2e)		2022	2023	2024	2025
Scope 1 (Direct GHG Emissions)	Parent company	4,804.97	3,501.04	2,574.93	2,494.68
	Subsidiary	-	-	37,967.09	38,086.96
	Total	4,804.97	3,501.04	40,542.02	40,581.64
Scope 2 (Indirect GHG Emissions – Market-based)	Parent company	70,758.59	48,404.86	45,781.74	33,987.62
	Subsidiary	-	-	120,586.67	120,163.55
	Total	70,758.59	48,404.86	166,368.41	154,151.17
Scope 2 (Indirect GHG Emissions – Location-based)	Parent company	73,031.83	63,083.95	68,513.33	65,031.34
	Subsidiary	-	-	120,586.67	127,087.60
	Total	73,031.83	63,083.95	189,100.00	192,118.94
Scope 3 (Indirect GHG Emissions)	Parent company	1,801.85	1,755.84	2,087.62	2,730.48
	Subsidiary	-	-	352,101.57	871,097.68
	Total	1,801.85	1,755.84	354,189.19	873,828.16

► Greenhouse Gas Emissions of Qisda Corporation

Since 2007, Qisda has established a comprehensive greenhouse gas (GHG) emissions inventory covering all global manufacturing sites in accordance with the requirements of ISO 14064-1 (organizational-level greenhouse gas emissions) and the GHG Protocol. The Company conducts annual GHG inventories and third-party verification. At present, the coverage of the organizational boundary inventory has reached 100%. In 2025, GHG inventory data from all global manufacturing sites were verified by a third party in accordance with ISO 14064-1:2018.

In 2025, Qisda's total global Scope 1 and Scope 2 greenhouse gas emissions amounted to approximately 36,482 metric tons of CO₂e (market-based). The primary emission source is purchased electricity required for business operations, which generates carbon dioxide during power generation and accounts for over 90% of the Company's total emissions. In accordance with ISO 14064-1:2018, Qisda began disclosing Scope 3 indirect greenhouse gas emissions in 2021, which have been verified by third-party assurance providers. The Company will continue to progressively expand the scope of disclosure and verification coverage across facilities and categories of indirect greenhouse gas emissions.

For renewable energy tracking and emission reduction purposes, Qisda's Taiwan plants have applied for Taiwan Renewable Energy Certificates (T-RECs) for solar power generation since 2022 in accordance with the regulations of the National Renewable Energy Certificate Center. In addition, the Company's Suzhou (China) and Vietnam facilities have purchased International Renewable Energy Certificates (I-RECs). These actions are disclosed in the CDP questionnaire in accordance with the GHG Protocol Scope 2 Guidance principles and are reported as part of Scope 2 emissions reduction in the greenhouse gas inventory.



Scope (tCO ₂ e)		2022	2023	2024	2025
Scope 1	Stationary combustion	769.02	466.31	689.08	547.16
	Mobile combustion	292.18	284.41	110.75	56.85
	Process emissions	0.00	0.00	0.00	0.00
	Fugitive emissions	3,743.77	2,750.32	1,775.10	1,890.64
Subtotal		4,804.97	3,501.04	2,574.93	2,494.65
Scope 2	Location-based	73,031.83	63,083.95	68,513.33	65,031.34
	Market-based	70,758.59	48,404.86	45,781.74	33,987.62
Total (Scope 1 & 2)	Location-based	77,836.79	66,584.99	71,088.26	67,525.99
	Market-based	75,563.55	51,905.90	48,356.67	36,482.27

Substance of GHG Emissions (tCO ₂ e)	2022	2023	2024	2025
CO ₂	71,882.54	49,142.83	46,574.92	34,590.61
CH ₄	726.54	776.37	957.58	803.57
N ₂ O	10.53	9.38	12.44	14.72
NF ₃	0.00	0.00	0.00	0.00
HFC	2,924.18	1,956.48	790.90	1,052.60
PFC	0.00	0.00	0.00	0.00
SF ₆	19.76	20.84	20.84	20.84
Total	75,563.55	51,905.90	48,356.67	36,482.32

Scope of Data Coverage: Qisda (Parent Company Only)

Source of Scope 3 Emissions (tCO ₂ e)	2022	2023	2024	2025
Purchased Goods and Services	—	—	—	—
Capital Goods	—	—	—	—
Fuel- and Energy-related Activities *	1,473.79 (*QTY)	1,252.61 (*QTY)	1,438.03 (*QTY)	1,651.49 (*QTY)
Upstream Transportation and Distribution	—	—	—	—
Waste Generated in Operations *	65.20 (*QTY)	75.28 (*QTY/QVN)	97.65 (*QTY/QVN)	499.13 (*QTY/QVN)
Business Travel *	127.67 (*QTY/QCS/QVN)	315.97 (*QTY/QCS/QVN)	452.71 (*QTY/QCS/QVN)	551.71 (*QTY/QCS/QVN)
Employee Commute *	135.19 (*QTY/QCS/QVN)	111.98 (*QTY/QCS/QVN)	98.62 (*QTY/QCS/QVN)	28.15 (*QTY/QCS/QVN)
Upstream Leased Assets	—	—	—	—
Downstream Transportation and Distribution	—	—	—	—
Processing of Sold Products	—	—	—	—
Use of Sold Products	—	—	—	—
End-of-life Treatment of Sold Products	—	—	—	—
Downstream Leased Assets	—	—	—	—
Franchises	—	—	—	—
Investments	—	—	—	—
Total	1,801.85	1,755.84	2,087.62	2,730.48

- The GHG inventory at the organization level is based on the ISO 14064-1:2018 version. Operational control is adopted as the method of compiling the amount of GHG.
- The GWP values for global warming potential adopted the IPCC Sixth Assessment Report (2021). Electricity emission factors are calculated using values announced by the central competent authorities in the respective manufacturing facility locations.
- The amount of direct and indirect GHG emissions as well as emissions from imported energy (Scope 1 and Scope 2) has been verified by a third-party verification organization.
- Scope 3 GHG emissions marked with “*” have been verified by a third-party verification institution: verified according to AA1000 in 2020, and verified according to ISO 14064-1 for 2022 to 2025.
- Effective from 2025, due to administrative boundary adjustments in Vietnam, the Company code for Qisda's Vietnam plant has been changed from QVH to QVN.

Reduction Targets and Commitments

Qisda is committed to short-, medium-, and long-term carbon reduction targets, including a 30% reduction in supplier emissions by 2030, achieving 100% renewable energy usage by 2040, and reaching net-zero emissions by 2050. The Company has also passed the target validation review conducted by the Science Based Targets initiative (SBTi), a globally recognized authority on climate change. Using the financial reporting boundary as the organizational boundary, Qisda has set ambitious decarbonization targets aligned with the Paris Agreement's goal of limiting global temperature rise to 1.5°C. Using 2021 as the base year, the Company aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% and Scope 3 emissions by 25% by 2030.

The primary emission source from Qisda's operations is Scope 2 purchased electricity, which accounts for approximately 90% of combined Scope 1 and Scope 2 emissions. To achieve its carbon reduction targets, Qisda officially joined RE100 in December 2022 and has been actively promoting the installation of on-site renewable energy and energy storage systems across its manufacturing sites. The Company is also implementing carbon reduction initiatives through the replacement of outdated equipment, energy-saving management measures, procurement of renewable energy, and reduction in the use of fossil fuels. After achieving RE100 in 2040, Qisda plans to offset the remaining 10% of emissions through carbon removal technologies or carbon credit trading, depending on the scientific and market conditions at that time, with the ultimate goal of achieving net-zero emissions by 2050.

For Scope 3 emissions, the primary sources are raw material procurement, services, and the product use phase. Qisda has established sustainable supply chain management systems and assists suppliers in conducting carbon inventories through a "large-to-small" approach to comprehensively reduce supply chain carbon footprints. At the product level, Qisda is committed to green design, developing low-carbon products that reduce energy consumption and material usage, thereby further advancing its overall decarbonization objectives.

Qisda's 345 Carbon Reduction Target

Qisda aims to achieve net-zero emissions by 2050. This target has been validated by the Science Based Targets initiative (SBTi), with 2021 as the base year. The total emissions in the base year are defined as 100% and include all emissions from subsidiaries and joint ventures within Qisda's inventory and target boundary. In the base year, Scope 1 and Scope 2 emissions amounted to 106,671.701 metric tons of CO₂e, while Scope 3 emissions amounted to 337,890.91 metric tons of CO₂e.



Making Good Use of Water Resources

Water Management

Qisda references the ISO 46001 framework for water resource management, because it does not have water-intensive manufacturing processes or substantial water demand. After analyzing water demand, most of the demand is for domestic water use, water for plant equipment such as cooling tower use, and a small amount of process water. All manufacturing sites and operational facilities are located within industrial parks, and water supply is sourced from municipal water pipelines provided by local governments. The Company has also implemented process wastewater reuse initiatives to reduce wastewater pollutant concentration. Wastewater discharge is regularly sampled and monitored to ensure compliance with effluent standards required by local environmental authorities, and to prevent adverse impacts on local natural ecosystems and water bodies.

Qisda remains committed to reducing environmental impact. This policy applies to Qisda Corporation and its subsidiaries, joint ventures, affiliates, suppliers, contractors, and business partners

The water resource management policy has been approved by the Board of Directors and is implemented by the ESG Committee, with the Board serving as the highest-level decision-making and governance body.

- ◆ Conduct comprehensive water resource assessments and establish an environmental relevance and trade-off analysis framework to identify risks and opportunities in water resource management
- ◆ Commit to improving water use efficiency by prioritizing the procurement of water-saving equipment, maintaining water conservation practices, avoiding waste, and setting specific targets to reduce water withdrawal and consumption
- ◆ Identify and evaluate trade-offs among water-related issues to enable more effective water management actions
- ◆ Reduce environmental burden by eliminating, substituting, engineering controls, and administrative controls to reduce or eliminate water pollutants, reduce or phase out hazardous substances, and thereby lessen the impact of water use and wastewater discharge on the environment
- ◆ Promote organization-wide awareness and training by engaging employees, customers, suppliers, affiliates, and other stakeholders in environmental education, fostering leadership, and supporting the development of water resource management capabilities and collaborative actions

Utilization of Water

In 2025, the total water withdrawal across all regions of Qisda Group amounted to approximately 2,623.07 thousand cubic meters, while total water discharge was approximately 2,043.56 thousand cubic meters, resulting in a total water consumption of approximately 579.51 thousand cubic meters.

Water Resource Statistics for All Regions	Year/Unit: 1,000 cubic meters (1,000 m ³)	2022	2023	2024	2025
Water Withdrawal	Parent company	441.27	416.63	379.66	437.04
	Subsidiary	1,564.33	1,853.44	1,911.33	2,186.02
	Total	2,005.60	2,270.07	2,290.98	2,623.07
Water Discharge	Parent company	353.02	333.30	303.72	349.63
	Subsidiary	1,220.48	1,371.83	1,485.89	1,693.92
	Total	1,573.49	1,705.13	1,789.61	2,043.56
Water Consumption	Parent company	88.25	83.33	75.93	87.41
	Subsidiary	343.85	470.29	425.44	492.10
	Total	432.10	553.62	501.37	579.51

Note 1: Water discharge and water consumption are calculated in accordance with Qisda Corporation's accounting methodology and calculation policy. Water discharge is estimated as 80% of total water withdrawal, while water consumption is estimated as 20% of total water withdrawal, to satisfy the water balance relationship used in water resource management: Water Withdrawal - Water Discharge = Water Consumption.

Note 2: The parent company's water withdrawal is statistically calculated based on the data in the organization's water bills (minus the consumption by the tenants).

Note 3: Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

Qisda Water Policy

Qisda's total water withdrawal across its operating sites amounted to 437.04 thousand cubic meters in 2025, representing a reduction of 80.52 thousand cubic meters compared with the 2021 base year. Water intensity was 0.175 thousand cubic meters per million USD of output value. Due to changes in output value and workforce during the reporting year, this represented an increase of 64.86% compared with the 2021 base year. All water used at Qisda Corporation's facilities is supplied through municipal water systems, with no groundwater extracted for operational purposes. The Company also complies with applicable local water resource regulations and implements wastewater management practices to ensure compliance with effluent discharge standards. In 2025, total wastewater discharge amounted to approximately 349.63 thousand cubic meters. In addition, process wastewater recycling and reuse projects were implemented, achieving water savings equivalent to approximately 1% of total water withdrawal.

Process Wastewater Recovery and Reuse Project	2025 Water Savings (m ³)	Process Wastewater Reuse Rate (%)
Plant 8 reclaimed water reuse project + low-temperature evaporation system	800	97
Plant 9 reclaimed water reuse project	750	100
S5 washing reclaimed water reuse project	2,856	100
Total	4,406	99

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

Qisda Corporation has obtained ISO 14001 Environmental Management System certification to systematically manage energy and resource-related issues. All manufacturing sites of Qisda are located within industrial parks and are not situated in or adjacent to ecological conservation areas or water resource protection zones. Based on the water resource management analysis conducted during product manufacturing and service processes, the Company's activities do not directly impact the local ecological environment. Regarding wastewater management and water quality monitoring, all wastewater discharged from each site is regularly monitored and is not reused by other organizations. The management approaches for each site are as follows:

- ◆ Taiwan (Taoyuan Plant): The water pollution prevention and control facilities are operated and maintained by professional personnel. The influent wastewater standards are more stringent than the local industrial park requirements. Domestic wastewater is treated using the contact aeration process, and the treated effluent is discharged into the government-managed sewer system.

- ◆ Suzhou Plant: Wastewater is directly discharged into the municipal sewer system and complies with local integrated wastewater discharge standards.
- ◆ Vietnam Plant: Wastewater generated is first treated in the on-site wastewater treatment plant and then discharged to the industrial park wastewater treatment facility, in compliance with local industrial park discharge standards. All discharge destinations are sewer systems; therefore, wastewater generated from water use does not directly impact water bodies or land resources.

In wastewater management, Qisda's Taoyuan plant in Taiwan operates and maintains its water pollution prevention and treatment facilities through professional personnel. Domestic wastewater is treated using the contact aeration process, and the resulting effluent is discharged into the government-established sewage system. The Suzhou plant discharges wastewater directly into the municipal sewer system, while the Vietnam plant first treats wastewater in its on-site wastewater treatment facility before discharging it to the industrial park wastewater treatment plant. All discharge destinations are sewer management systems; therefore, wastewater generated from water use does not directly impact water bodies or land resources.

In terms of wastewater quality monitoring, the Taiwan plant performs better than the influent wastewater standards¹ of the Guishan Industrial Park. The Suzhou plant complies with the integrated wastewater discharge standards², while the Vietnam plant complies with industrial park discharge standards³. All wastewater discharge from each site is regularly monitored and is not reused by other organizations. All Qisda plants are located within industrial parks; the Company does not own, lease, or manage any facilities located in ecological conservation areas or water resource protection zones. Furthermore, the Company does not engage in activities that would adversely affect biodiversity, and its product manufacturing and service processes do not cause environmental or ecological impacts.

Note:

1. Taiwan: The minimum standard of effluent water quality is COD: 480mg/L, SS: 200mg/L. The value we use for comparison to local standards is the maximum value of the annual testing data provided by the Guishan Industrial Park Service Center. The value in 2025 was COD: 41.67 mg/L, SS: 10.55 mg/L.
2. Suzhou, China: The minimum standard of effluent water quality is COD: 500mg/L, SS: 400mg/L. The value we use for comparison to local standards is the maximum value of the data in the test report. The value in 2025 was COD: 60 mg/L and SS: 16.0 mg/L.
3. Vietnam: The minimum standard of effluent water quality is COD: 150mg/L. The actual value used for comparison with local standards is the average value in the test report. The value in 2025 was about 112 mg/L.

► Water Risk Assessment

Qisda convenes ESG Committee meetings on a quarterly basis to establish water-saving KPIs and regularly monitor performance. In addition, annual water resource-related risk targets are set for the following year. Under the Group's management mechanism, quarterly meetings are also held to review the water usage status of each subsidiary's manufacturing sites and to establish support mechanisms based on regional water conditions. Scenario-based drills for water restriction conditions are also conducted to enhance response capabilities in the event of water scarcity or water supply restrictions.

In 2025, Qisda Group applied the World Resources Institute (WRI) water risk assessment tool using the Baseline Water Stress (BWS) indicator to identify water withdrawal, discharge, and consumption at operational sites located in high and extremely high water stress regions.

Regions Facing High Levels of Water Stress	Year/Unit: 1,000 cubic meters (1,000 m3)	2022	2023	2024	2025
Water Withdrawal	Parent company	361.33	350.21	306.92	365.37
	Subsidiary	398.08	727.46	782.44	912.32
	Total	759.41	1,077.67	1,089.36	1,277.70
Water Discharge	Parent company	289.06	280.16	245.54	292.30
	Subsidiary	248.37	480.31	583.64	650.45
	Total	537.44	760.47	829.18	942.75
Water Consumption	Parent company	72.27	70.04	61.38	73.07
	Subsidiary	149.71	247.16	198.80	261.87
	Total	221.97	317.20	260.19	334.95

Note 1: Water discharge and water consumption are calculated in accordance with Qisda Corporation's accounting methodology and calculation policy. Water discharge is estimated as 80% of total water withdrawal, while water consumption is estimated as 20% of total water withdrawal, to satisfy the water balance relationship used in water resource management: Water Withdrawal – Water Discharge = Water Consumption.

Note 2: Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

In 2025, based on the Baseline Water Stress (BWS) analysis conducted using the World Resources Institute (WRI) water risk assessment tool, Qisda identified its Suzhou Plant in China and Ninh Binh Plant in Vietnam as being located in water-stressed areas. The primary risk is that water scarcity may affect employees' domestic water usage. The relevant water resource risk analysis is as follows:

Item	Impact/Description of Qisda's Operations	
Water Withdrawal	All Qisda plants obtain water from municipal supply systems and are not water-intensive manufacturing sites. However, clean domestic water must be provided for employees. Based on WRI water stress assessment results, Taiwan is classified as low-to-moderate risk, while the Suzhou (China) and Vietnam Plants are located in high water stress regions. In response to potential water scarcity, emergency response procedures have been established. When government notifications or media reports indicate suspended or restricted water supply due to typhoons, drought, or turbidity, contracted water truck services are activated to supplement water supply and prevent operational disruptions.	
Level of Risk Low	Coping Strategies/ Management Mechanism	1. Continuous implementation of water saving 2. Drawing up water shortage response plan
Drinking Water Quality	All of Qisda's plants rely on the municipal water supply as the only source of water, and have not extracted groundwater for operational use. We also establish drinking-water filtration systems and regularly inspect water quality in accordance with the laws and regulations so as to ensure safe water.	
Level of Risk Low	Coping Strategies/ Management Mechanism	None

Item	Impact/Description of Qisda's Operations	
Water Pollution Control	The water pollution control equipment in the Taiwan Plant is operated and maintained by professional personnel. We use contact aeration to treat domestic sewage; the processed wastewater is then discharged into the sewerage system built by the government. The sewage discharged by the Suzhou Plant is directly discharged into the municipal sewer system without causing any direct impact on water bodies and the land. Moreover, effluent quality is regularly monitored and inspected in accordance with regulations at all operating sites, and the results have surpassed legal standards. In recent years, there have been no incidences of water pollution at any of the plants.	
Level of Risk Low	Coping Strategies/ Management Mechanism	None
Flooding	Based on WRI water risk analysis, none of the plants are located in high flood-risk areas, and no flood-related losses have occurred. For natural disasters, preventive and emergency response control procedures have been established. Before a typhoon strikes, cleaning personnel are required to clear the drains in advance to facilitate drainage and avoid flooding within the plant area caused by poor drainage. Sandbags, flood barriers, and other emergency response equipment are also prepared in advance as a precaution.	
Level of Risk Low	Coping Strategies/ Management Mechanism	Regular drills
Legal Compliance	Qisda regularly checks our compliance with water-related laws and regulations every quarter. If there are regulatory updates, we comply with them immediately. In 2025, there were no violations of water-related laws and regulations.	
Level of Risk Low	Coping Strategies/ Management Mechanism	Maintenance
Water Bill	None of the operating sites are water-intensive manufacturing facilities, and local governments do not impose water consumption fees; therefore, future cost impact is considered minimal.	
Level of Risk Low	Coping Strategies/ Management Mechanism	Implementation of water saving

Table of Water Withdrawal, Discharge and Consumption of Qisda in 2025

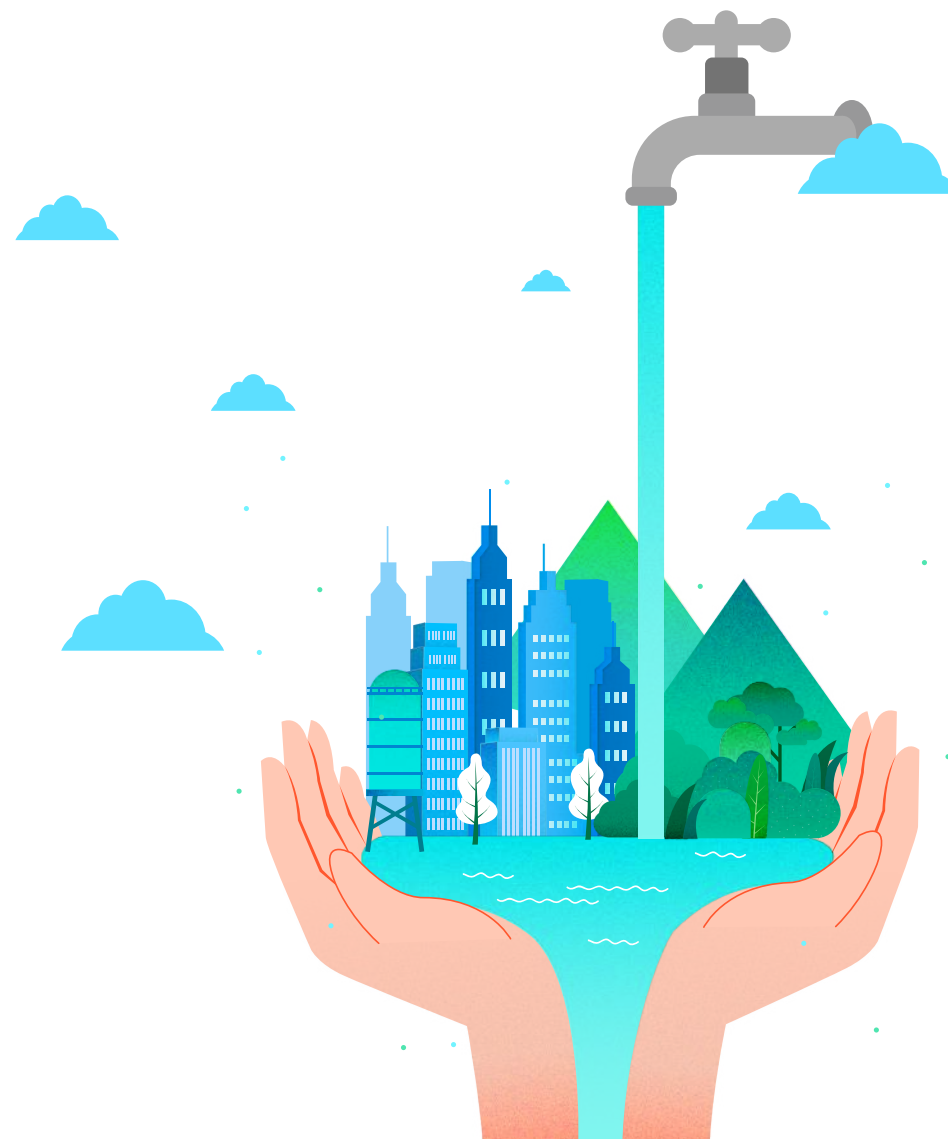
Water Withdrawal by Source		All Regions	Regions Facing High Levels of Water Stress	Percentage of Water Use in Regions with High Levels of Water Stress
Water Withdrawal (Thousand cubic meters)				
Surface Water (Total)	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0	0	0
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Groundwater (total)	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0	0	0
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Seawater (total)	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0	0	0
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Produced Water (total)	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0	0	0
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Third-party Destinations (total)	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	437.04	365.37	83.60%
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0
Total Water Withdrawal by Source of the Third Party				
Surface Water		437.04	365.37	83.60%
Groundwater		0	0	0
Seawater		0	0	0
Produced Water		0	0	0
Total Water Withdrawal	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party destinations (total)	437.04	365.37	83.60%

Scope of Data Coverage: Qisda (Parent Company Only)

Water Discharge (Thousand cubic meters)		All Regions	Regions Facing High Levels of Water Stress	Percentage of Water Use in Regions with High Levels of Water Stress
Total Water Discharge by Destination	Surface water			
	Groundwater	0	0	0
	Seawater	0	0	0
	Third-party destinations (total)	349.63	292.30	83.60%
	Surface water + groundwater + seawater + third-party destinations (total)	349.63	292.30	83.60%
Water Discharge by Freshwater and Other Water	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0	0	0
	Other water ($> 1,000$ mg/L total dissolved solids)	0	0	0

Water Consumption (1,000 cubic meters)	All Regions	Regions Facing High Levels of Water Stress	Percentage of Water Use in Regions with High Levels of Water Stress
Total Water Consumption	87.41	73.07	83.60%

Scope of Data Coverage: Qisda (Parent Company Only)



Waste and Pollutants

► Waste Management

Qisda Waste Management Policy

Qisda implements a source management strategy for waste management and actively promotes resource recycling through continuous energy-saving and waste reduction initiatives. By enforcing strict waste classification at the source, the Company significantly reduces waste generation while increasing recycling rates. Qisda conducts annual waste reduction and recycling rate assessments to ensure progress toward its zero-landfill goals aligns with planned targets.

In 2025, Qisda's manufacturing sites in China and Vietnam obtained UL 2799 Zero Waste to Landfill certification at the Platinum and Gold levels, respectively. Through comprehensive inventories of waste types and waste flows, the Company identified opportunities to improve waste management performance and developed waste reduction action plans. Qisda also integrated Waste Circularity programs to promote resource reuse and recycling, thereby reducing waste generation at its manufacturing sites and minimizing the amount of waste sent for incineration. In 2025, despite an increase of more than 100% in production output at the Vietnam plant, the recyclable waste rate reached 92.9%, maintaining the Company's target of achieving a waste recycling rate of over 90%. Qisda provides waste management training to employees in key functions to enhance their awareness of waste segregation and resource recycling. These initiatives strengthen the Company's environmental performance and support its commitment to sustainable development.

The waste management process of Qisda is illustrated in the diagram below:

► Waste Circularity

In 2025, all waste generated by Qisda Group was managed in accordance with applicable local regulations and entrusted to qualified waste collection and treatment contractors for incineration or recycling. Upholding the principle of extended producer responsibility, the Group also conducts periodic audits of waste treatment contractors to ensure that waste is managed and disposed of properly.

Qisda Group Waste Disposal Statistics for Hazardous and Non-Hazardous Waste in 2025:

Disposition Method	Hazardous Waste	Non-Hazardous Waste	Total
Total Weight Diverted from Disposal (ton)	747.59	33,372.66	34,120.24
Total Weight Directly Disposed of (ton)	854.33	5,133.23	5,987.56
Total Weight (ton)	1,601.91	38,505.89	40,107.80
Recycling Rate	46.67%	86.67%	85.07%

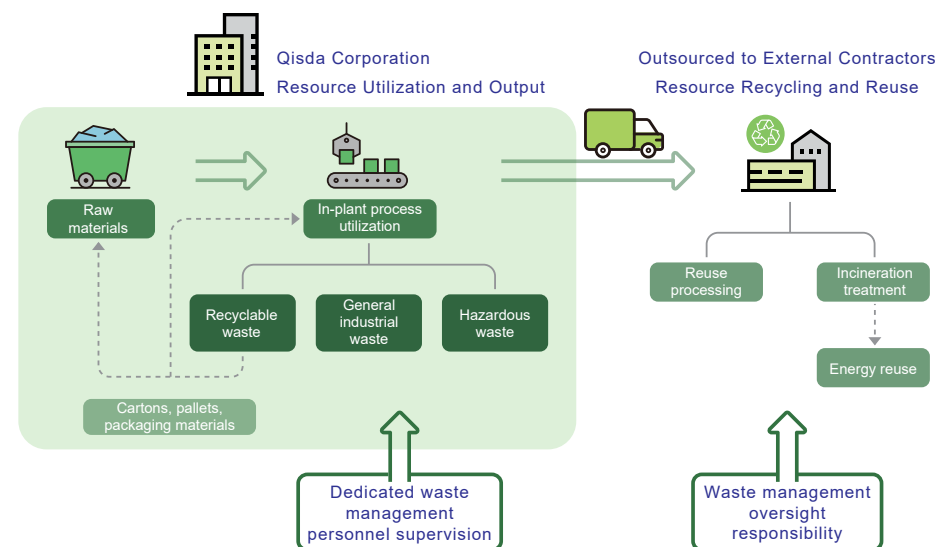
Note 1: All waste diverted from disposal was managed through recycling and recovery.

Note 2: Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

Qisda has appointed dedicated environmental management personnel in accordance with applicable regulations to effectively manage the generation, collection, transportation, and treatment flows of waste. In addition to continuous energy-saving and waste reduction initiatives, the Company also adopts a source-based management strategy for waste reduction:

1. During the design stage, non-toxic raw materials, recycled materials, reusable materials, and easily disassembled structural designs are incorporated to reduce environmental impact at the end-of-life stage of products;
2. During the manufacturing stage, process design is optimized to reduce waste generation, while resource classification (reuse and recycling) is actively implemented to achieve waste reduction at manufacturing sites. No hazardous waste defined under the Basel Convention is generated in the manufacturing processes;
3. In the distribution stage, standardized pallets are used to reduce the use of custom-sized pallets and increase reuse rates;
4. Waste solder dross generated during production processes is recovered and refined by suppliers for reuse, thereby reducing resource waste and environmental impact.

Waste Management Process



Recyclable waste generated by Qisda is sorted in on-site recycling zones and handled by outsourced contractors. To further increase the recycling rate, the Company has established waste management procedures and recycling targets, which are reviewed quarterly in ESG Committee meetings to ensure long-term monitoring effectiveness. Over the past four years, Qisda has consistently maintained a recycling and reuse rate of over 90%.

Unit: Metric Tons

Type	2022			2023			2024			2025		
	Non-Hazardous Waste (Ton)	Hazardous Waste (Ton)	Total (Ton)	Non-Hazardous Waste (Ton)	Hazardous Waste (Ton)	Total (Ton)	Non-Hazardous Waste (Ton)	Hazardous Waste (Ton)	Total (Ton)	Non-Hazardous Waste (Ton)	Hazardous Waste (Ton)	Total (Ton)
Preparation for Reuse			-	-	-	-	-	-	-	-	-	
Recycling	31,560.90	5.95	31,566.85	24,316.83	127.10	24,443.93	17,345.87	160.70	17,506.56	21,421.97	204.85	21,626.82
Other Recycling Operations (Recovery)	-	-	-	-	-	-	-	-	-	-	-	-
Incineration (incinerated with energy recovery)	2,577.60	163.09	2,740.69	1,598.68	148.05	1,746.73	514.89	114.81	629.70	868.23	147.33	1,015.56
Incineration (incinerated without energy recovery)	35.10	0.25	35.35	63.52	7.77	71.28	25.02	1.14	26.16	-	-	-
Landfilled	-	-	-	-	-	-	-	-	-	-	-	
Other Disposal Operations	-	708.20	708.20	-	438.25	438.25	707.73	89.01	796.74	556.51	80.49	637.00
Total	34,173.60	877.49	35,051.09	25,979.02	721.17	26,700.19	18,593.50	365.66	18,959.16	22,846.71	432.67	23,279.38

Notes:

1. All waste generated at all Qisda plants was handled off-site
2. Scope of Data Coverage: Qisda (Parent Company Only)
3. Restatement of data:

Waste data for the past four years have been restated to two decimal places

Qisda's 2024 waste data were also restated because supplier packaging materials collected for recycling at the Suzhou Plant were incorporated into the waste inventory. As a result, non-hazardous waste increased from 13,739 metric tons to 18,593.50 metric tons, hazardous waste was restated from 366 metric tons to 365.66 metric tons, and the total waste generated was revised from 14,105 metric tons to 18,959.16 metric tons.

► Pollutant Management

In 2025, Qisda Group's emissions of volatile organic compounds (VOCs) totaled 114.84 metric tons, while nitrogen oxides (NOx) emissions totaled 12.25 metric tons.

Volatile Organic Compounds (VOC)				
Unit: Metric Tons	2022	2023	2024	2025
Parent company	7.33	5.76	11.67	4.27
Subsidiary	92.60	88.84	89.50	110.57
Total	99.93	94.60	101.17	114.84

Nitrogen Oxides (NOx)				
Unit: Metric Tons	2022	2023	2024	2025
Parent company	0	0	0	0
Subsidiary	12.05	11.46	13.18	12.25
Total	12.05	11.46	13.18	12.25

Note 1: The data source is based on each plant's "Exhaust Gas Emission Testing Report," and the emission volume is estimated by multiplying the "Average Emission Rate" at each emission outlet by the "Annual Actual Total Business (Operating) Hours."

Note 2: Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

Qisda's manufacturing processes primarily generate air emissions from coating lines and soldering operations. These emissions are collected through centralized ducting systems in accordance with standard operating procedures and treated using air pollution control equipment. Regular sampling and monitoring are conducted to ensure compliance with applicable local regulatory requirements. Qisda's manufacturing processes do not generate sulfur oxides (SOx) or nitrogen oxides (NOx) emissions. The Company also closely monitors substances with ozone depletion potential and includes them within its controlled substances management program. At the Company's plants, R22 refrigerant is used in the air conditioning systems of employee dormitories. Although any leakage of R22 has ozone depletion potential, no refrigerant recharge was required in 2025; therefore, no ozone-depleting emissions occurred during the reporting year.

Qisda also continues to enhance the performance of its air pollution control equipment. In response to production line requirements, the Company optimized the configuration of its air treatment systems and improved emission control efficiency. As a result, treatment efficiency improved by 55.87% in 2025 compared with 2024.

As the Taiwan plants do not operate the relevant manufacturing processes, the primary air pollution management strategies at the China and Vietnam plants are as follows: 1. The coating lines have been converted to water-based paints, replacing raw materials at the source. In addition, the end-of-pipe air treatment systems have been upgraded from conventional activated carbon adsorption to an activated carbon adsorption-desorption system, achieving a treatment efficiency of over 80%. 2. Water scrubbers and activated carbon adsorption systems have been installed to treat exhaust gases generated during soldering. The iodine value of the activated carbon is subject to strict quality control, and the replacement frequency has been increased from annually to semi-annually, and is currently quarterly. Furthermore, conventional highly volatile cleaning solvents have been progressively replaced with environmentally friendly water-based cleaning agents.

Biodiversity and Forest Conservation

Maintaining biodiversity is not only fundamental to global socioeconomic development but also represents invaluable natural capital on which businesses depend. In the face of the growing challenges posed by climate change, healthy ecosystems play a critical role in providing key regulating services. Qisda is committed to conserving biodiversity by adopting the Taskforce on Nature-related Financial Disclosures (TNFD) framework and applying the LEAP methodology to identify the Company's dependencies and impacts on nature arising from its operations. These efforts strengthen ecosystem resilience within its operations while helping mitigate the risks and impacts of extreme climate events on the supply chain and the broader economy.

Qisda aligns with the United Nations Sustainable Development Goal (SDG 15) by committing to forest ecosystem protection and halting biodiversity loss. The Company continuously works to stabilize the impact of its value chain on biodiversity, has publicly issued a No Deforestation and Biodiversity Commitment, and regularly reports to the Sustainable Development and Information Security Committee and the Board of Directors.

► Policies and Commitments

All global operating sites of Qisda are located within industrial parks and are not situated in areas of high biodiversity importance. While nature-related issues are not identified as material topics for Qisda, the Company remains committed to safeguarding ecological resources around its facilities. Ecological surveys are conducted around plant sites, and mitigation measures based on the hierarchy of avoidance, restoration, and offsetting are implemented to minimize potential impacts arising from business operations.

We invest in offsite and reforestation compensation, comply with local regulations, and conduct regular monitoring. In collaboration with customers, suppliers, partners (including academic institutions, local communities, and NGOs), we contribute to forest ecosystems and biodiversity. Qisda is committed to avoiding and minimizing biodiversity impacts, actively engaging in ecological restoration, and applying the No Net Loss (NNL) principle to maximize recovery of any residual impacts. Our goal is to achieve a Net Positive Impact (NPI) on biodiversity by 2050, while also ending any form of deforestation (No Gross Deforestation).

Address Nature-Related Risks and Implement the TNFD Framework

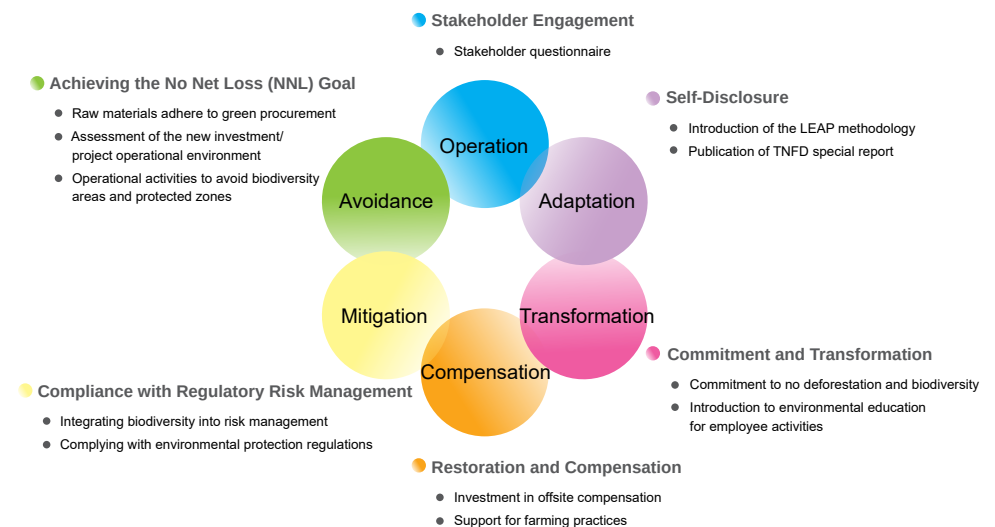
In response to international focus on nature-related issues, Qisda has adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework and is committed to biodiversity conservation. The Company explores how nature-related risks can be transformed into opportunities for promoting sustainable development and integrates nature-related and biodiversity risks into its decision-making processes. Through the establishment of biodiversity policies and action plans, as well as the development of management targets and indicators, the Company reports regularly to the Board of Directors.

Since 2023, climate change and nature-related risks have been incorporated into the risk management

framework. The Risk Management Committee conducts comprehensive risk assessments annually and holds quarterly meetings on a regular basis. The Company references global risk reports from professional institutions to monitor key risk areas, including climate change, human rights, nature-related risks, and biodiversity, while also assessing their operational impact to approve the annual company-level material risks. Although nature-related and biodiversity risks are not currently classified as top-priority concerns, Qisda remains committed to these issues by regularly tracking risk trends and developing appropriate response strategies.

Qisda also collaborates with external partners, including academic research institutions and local communities, and continues to participate in the "Taiwan Nature Positive Initiative", a platform launched by the Business Council for Sustainable Development Taiwan (BCSD Taiwan). In 2025, the Company joined the BCSD Taiwan SBTN pilot working group to gain a deeper understanding of the standards of the Science-Based Targets for Nature (SBTN) framework, which helps assess the sensitivity and materiality of the spatial characteristics of corporate operating assets and activities.

In addition, Qisda has established long-term biodiversity programs in collaboration with the BenQ Foundation, including but not limited to regular ecological surveys, environmental monitoring, habitat conservation, farmland restoration, and watershed protection. Starting in 2025, the Company has expanded its biodiversity assessment across the value chain, extending the scope to include suppliers throughout business operations and supports the identification of actual and potential risks and opportunities related to nature within the organization's operations lifecycle.



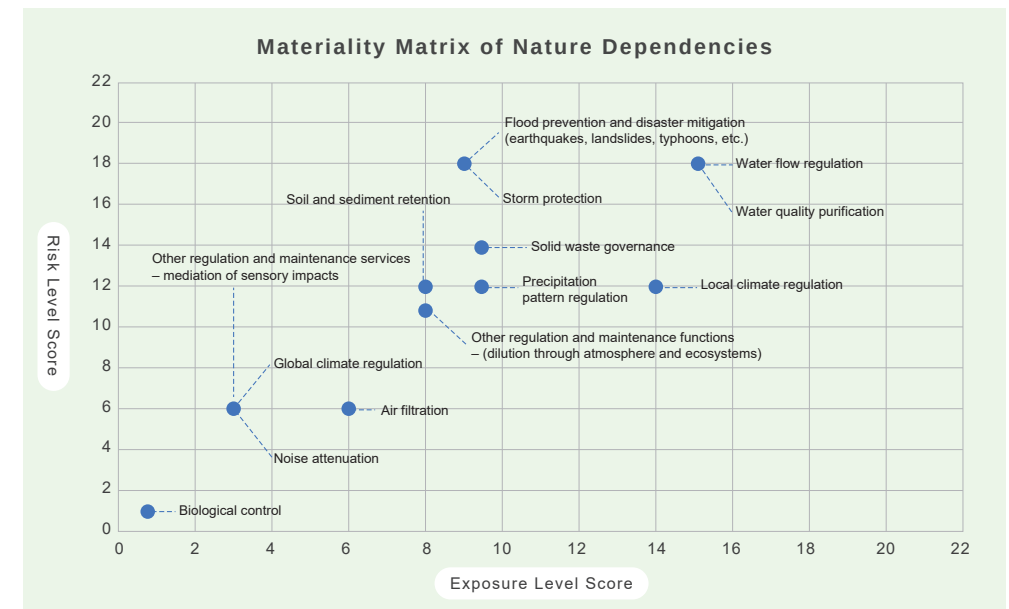
Nature-Related Financial Disclosures

Qisda adopts the LEAP methodology recommended by the Taskforce on Nature-related Financial Disclosures (TNFD) to systematically identify, assess, and manage nature-related risks and opportunities. (for details, please refer to the TNFD Report)

Step	Description	Scope	Purpose
Locate	Locate the Corporation's interface with nature	Qisda's own operating sites, value chain customers and partners	Identify impact areas of operational activities in environmentally sensitive regions, using biodiversity spatial data sources such as the IUCN Protected Area Management Categories and Taiwan datasets
Evaluate	Identify enterprises' dependence on and impacts on nature	Qisda's own operating sites, value chain customers and partners	Analyze the degree of dependence and impact of operational activities on ecosystem services
Access	Assess the enterprises' nature-related risks and opportunities	Qisda's own operating sites, value chain customers and partners	Apply weighting based on operational criticality to understand industry exposure across the supply chain and potential risk levels
Prepare	Respond to nature-related risks and opportunities and disclose to stakeholders	Qisda's own operating sites, value chain customers and partners	Formulate management and adaptation strategies

Assessment of Biodiversity Dependencies and Impacts

Qisda utilizes the Biodiversity Risk Filter provided by the World Wide Fund for Nature (WWF) to screen potential dependency and impact risks faced by the electronic equipment manufacturing industry. In addition, questionnaires are issued to understand risks related to changes in biodiversity and natural environments surrounding the Company's operations among itself and value chain customers and partners. At the same time, the Company applies ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) as a nature-related assessment tool to evaluate the industry's dependencies on and impacts to nature. By integrating Qisda's own operations with those of value chain partners, the Company identifies priority natural factors for further assessment, including water resources, greenhouse gas emissions, and waste and pollutants, which are prioritized as key nature-related impacts and dependencies for further evaluation.

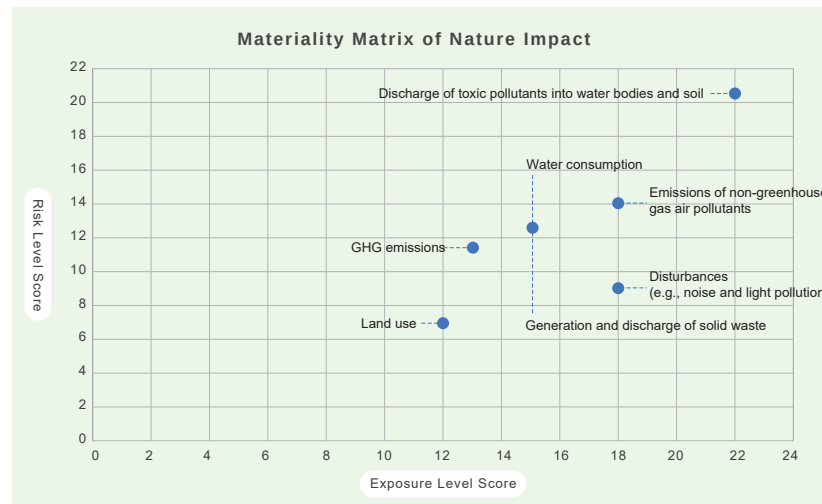


Nature Dependency Indicators and Targets

Natural Ecosystem Service Items	Dependency Items	Scenario	Indicators	Targets	Adaptation Strategies
Regulating and Maintenance	Climate regulation	Extreme high temperatures may lead to unstable power supply and indirectly increase labor and operational costs	1. Central Weather Administration (CWA) high temperature forecast 2. Taiwan Power Company real-time electricity information	1. Regularly assess energy management systems and electricity demand across operational sites and suppliers. 2. Respond to CWA high temperature alerts to reduce impacts on personnel safety and operational efficiency.	1. Incorporate extreme heat work-hour adjustments into operational management by adjusting working hours and production planning to reduce impacts. 2. Increase renewable energy usage to reduce greenhouse gas emissions. 3. Promote greening and vegetation design to mitigate urban heat island effects and improve local microclimate
	Flood prevention and storm mitigation	Disruption or delay in material supply, delayed shipments, and flooding at operational sites	1. CWA heavy rain alerts 2. Flood susceptibility maps	1. Flood control facilities are strengthened in disaster-prone areas, and flood prevention and disaster education and training (drills) are conducted before the flood season to enhance disaster response capabilities.	1. Incorporate complex disasters into the supply chain resilience assessment to reduce supply chain disruptions caused by a single disaster event. 2. Establish an extreme weather early warning and response mechanism. 3. Strengthen flood control facilities 4. Establish flood-prone locations, production area layout, and supply chain backup mechanisms 5. Warehouses for finished goods should be located in areas that are not prone to flooding
	Water flow regulation, water resource supply	Water resource scarcity	1. Taiwan reservoir real-time water status 2. Number of occurrences of zonal water supply events 3. Aqueduct Baseline Water Stress (BWS) database 4. Water quality monitoring indicators	1. Reduce annual water consumption by 1% compared to previous year 2. Establish a rainwater harvesting system and a wastewater reuse mechanism, establish diversified water supply sources and backup mechanisms, and reduce the risk of disruption to a single water source. 3. Establishment of drought and flood operating procedures (integrating meteorological information, water-resource warning signals, and other information) 4. Establishment of a backup water tower in response to zonal water supply restrictions	1. Water resource risk is incorporated into operational management. 2. Improvement of process water-use efficiency and water conservation measures. 3. Strengthen wastewater treatment to reduce water pollution.

Nature Impact Indicators and Targets

Impact Item	Scenario	Indicators	Targets	Adaptation Strategies
Air Pollutant	Operational activities increase emissions of volatile organic compounds (VOCs)	VOC emissions (kg/year)	Monitor VOC emissions and improve VOC adsorption efficiency to 85%	Strengthen exhaust gas collection and treatment, and increase the replacement frequency of adsorption media to once every quarter
GHG Emissions	Greenhouse gas emissions from operations contribute to climate change	1. Proportion of renewable energy consumption 2. Energy-saving project	Achieve 100% renewable energy use by 2040 and net-zero emissions by 2050. Improve electricity-saving efficiency by 1% year over year. Reduce Scope 1 and Scope 2 greenhouse gas emissions by 4.2% annually.	1. Invest in energy-efficient equipment at manufacturing sites. 2. Achieve RE100 for renewable energy targets by 2040.
Water Pollution	Excessive or abnormal wastewater discharges may affect the Company's reputation.	1. Total wastewater discharge (m ³ /year) 2. Process water recycling rate (%)	1. Install automated water quality monitoring systems to classify and treat wastewater based on pH and pollutant characteristics, integrated with effluent monitoring systems to ensure compliance with wastewater discharge standards. 2. Provide relevant training for new employees to ensure effective implementation of water resource management practices. 3. Rainwater harvesting efficiency 4. Process water recycling efficiency	Strengthen monitoring and classification of process wastewater and adjust operational practices according to site-specific conditions to minimize pollution impacts at individual facilities.
Waste Discharge	Improved resource recycling efficiency	1. Recycling and reuse rate of recyclable waste 2. Reduction in solder bar consumption during manufacturing	1. Conduct comprehensive reviews of waste streams and develop waste reduction action plans. 2. Reduce solder waste generated during manufacturing processes. 3. Achieve Zero Waste to Landfill at manufacturing sites (Suzhou and Vietnam plants certified to UL 2799 Platinum and Gold levels).	Establish internal circular systems, such as waste solder recycling.
Biodiversity	Operational activities may affect surrounding habitats, ecosystems, and biodiversity.	1. Percentage of operating sites located in ecologically sensitive areas (%) 2. Number of supply chain sites located within IUCN protected area categories	1. Conduct training programs to enhance biodiversity awareness and identification capabilities among supply chain partners and stakeholders. 2. Integrate biodiversity enhancement measures into operational activities. 3. Carry out biodiversity monitoring around operating sites and use monitoring results as the basis for nature-related impact adaptation.	Incorporate biodiversity indicators into supply chain management. The number of suppliers located within IUCN or other protected areas is used to determine the intensity of operational management and assess impact risks, thereby reducing biodiversity impacts across the supply chain.



Scope of Locate

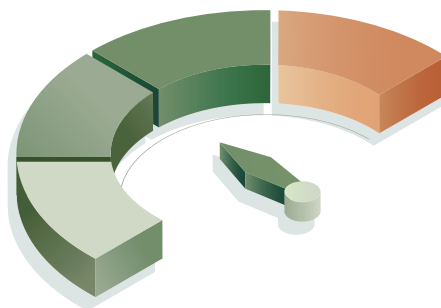
In 2025, none of Qisda's own operations were located within ecologically sensitive areas. In addition, for suppliers that are highly relevant to its operations, the Company selected its top 100 suppliers as priority assessment targets. A total of 133 operating sites were analyzed at the site level to identify nature-related risks and opportunities. A 2-kilometer buffer zone was established around each site to determine whether any operating locations are situated within or adjacent to ecologically sensitive areas. The assessment results will serve as the basis for Qisda's biodiversity management strategies and support the progressive disclosure of nature-related information.

Nature-related risk analyses were conducted using publicly available datasets and tools, including the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), the IUCN World Database on Protected Areas (WDPA) maintained by the United Nations Environment Programme (UNEP) and the International Union for Conservation of Nature (IUCN), as well as ecological spatial datasets from Taiwan Ecological Network maintained by the Forestry and Nature Conservation Agency.

Evaluate

To minimize the impacts of its operations on natural resources, ecosystems, and biodiversity, Qisda Corporation identifies its nature-related dependencies and impacts. Among these, water scarcity, extreme heat, and typhoons have been identified as priority issues, enabling the Company to determine the relationship between its operating sites and specific nature-related dependencies and impact factors.

In 2025, Qisda conducted a survey covering 100 key suppliers. Among the 39 suppliers located in Taiwan, the assessment identified 12 suppliers as having high geographic impact risk, 10 suppliers as having medium geographic impact risk, and 11 suppliers as having low geographic impact risk, while the remaining 6 suppliers were assessed as having no geographic risk. Among the 61 suppliers located outside Taiwan, 1 supplier was identified as having high geographic impact risk, 2 suppliers as having medium geographic impact risk, and the remaining 58 suppliers were assessed as having no geographic risk.



Impact Risk Level	Qisda Overseas Geographic Impact Risk Criteria Indicators	Qisda Domestic (Taiwan) Geographic Impact Risk Criteria Indicators
High Risk	1. Buffer zone analysis indicates overlap with an IUCN Category Ia protected area 2. The protected area is designated as a Ramsar Site. 3. Buffer zone analysis indicates overlap with three or more IUCN Category Ib–VI protected areas.	Involving important avian habitats or having a weighted total score of ≥ 2.6
Medium Risk	Buffer zone analysis indicates overlap with two or more IUCN Category Ib–VI protected areas.	Weighted score > 2 and < 2.6
Low Risk	Buffer zone analysis indicates overlap with one or more IUCN Category Ib–VI protected areas.	Weighted score ≤ 2.0
No Risk	No overlap with any IUCN-classified protected area	No overlap with any designated ecological conservation layers

Based on water resource scarcity as a priority consideration, Qisda also overlaid the WRI Aqueduct water stress layer on 100 suppliers to identify potential risks. There were 39 suppliers in Taiwan, including 1 with an extremely high dependence risk, 0 with a high dependence risk, 2 with a moderately high dependence risk, 30 with a moderately low dependence risk, and 6 with a low dependence risk. As for overseas suppliers, there were a total of 61, of which 30 were classified as extremely high dependency risk, 4 as high dependency risk, 12 as moderately high dependency risk, 10 as moderately low dependency risk, and 5 as low dependency risk.

WRI Baseline Water Stress (BWS) Risk Classification	
Risk Level	Score Range
Extremely High	BWS score: 4.0–5.0
High	BWS score: 3.0–4.0
Medium-High	BWS score: 2.0–3.0
Low-Medium	BWS score: 1.0–2.0
Low	BWS score: 0–1.0

Assess of Risk and Impact

To ensure progress toward its 2030 commitment to minimize biodiversity impacts, Qisda has developed more precise and purpose-driven risk management strategies. In 2025, based on the results of the Evaluate phase, the Company further integrated physical and transition risks related to climate and nature across its own operations and value chain partners, gradually establishing a comprehensive biodiversity risk management mechanism for the supply chain.

For its own operations, Qisda implements water efficiency measures to plan water conservation initiatives and analyze water intensity and water consumption. Water-saving targets and water quality monitoring systems are established. Wastewater discharge is regularly monitored to reduce pollutant concentrations and ensure compliance with effluent standards, thereby avoiding indirect impacts on aquatic ecosystems. For the 100 surveyed suppliers, analysis based on questionnaires and weighted assessment results identified 30 suppliers with significant extremely high water dependency risk, including 1 supplier in Taiwan. Further geographic analysis indicates that these 30 suppliers are predominantly located in Jiangsu Province, an industrial hub within the Yangtze River Delta region, where intensive industrial activity coexists with domestic and industrial water demand, resulting in relatively high Baseline Water Stress (BWS) levels in the region.

Prepare

In response, Qisda will continue to implement measures aimed at reducing nature-related impacts and dependencies across its value chain. The Company will actively collaborate with customers and partners to reduce nature-related risks and enhance opportunities. In addition, sustainable supply chain management also continued to ensure that suppliers adopted responsible business practices, while moving toward the 2030 target of jointly reducing carbon emissions across the supply chain by 30%, achieving a biodiversity net positive impact (NPI), and simultaneously ending any form of deforestation (No Gross Deforestation).

For further details, please refer to the 2024 TNFD Report.

► Collaborative Long-Term Sustainable Contract Farming: Joint Efforts to Preserve Biodiversity

Since 2023, Qisda, in collaboration with the BenQ Foundation and the Department of Soil and Water Conservation at National Chung Hsing University, has conducted in-depth biodiversity surveys at the Hong Bao Tea Plantation in Hengshan Township, Hsinchu County, and Chun Yuan in Xizhou Township, Changhua County. Through two years of cross-season ecological monitoring, the Company has obtained positive and meaningful findings. At both the Hengshan Shakeng Hong Bao Tea Plantation and the Xizhou Chun Yuan, digital monitoring tools such as infrared automatic cameras and scheduled audio recording devices were used, successfully documenting frequent activity of species including the crab-eating mongoose, pangolins, and bats.

Chun Yuan in Xizhou, Changhua: An Ecological Oasis in the Plains' Farmland

The Chun Yuan area of Xizhou, Changhua, is a typical plain agricultural landscape. Despite geographical limitations, the adoption of eco-friendly farming practices and afforestation has successfully transformed a single agricultural setting into a diverse habitat supporting multiple species.

Bird habitat highlight: The stratified vegetation structure provided by the afforested land has become a stable habitat for plainland birds.

Ecological interface hotspot: Monitoring indicated that the interface between the afforested land and the paddy field exhibited a significant edge effect. The abundant food resources attracted more species to forage there, effectively increasing species richness.

Through ultrasonic recording and acoustic identification, bat species were recorded, including Horikawa's brown bat (Taiwan endemic subspecies) and Tube-nosed bat (Taiwan endemic species). As agricultural pesticide use has been reduced and bats serve as natural pest control agents, their ecological services contribute to maintaining balance within the farmland ecosystem, validating the tangible benefits of eco-friendly farming practices.

Hsinchu Hengshan Shakeng Hong Bao Tea Plantation: Building a Life Corridor within the Taiwan Ecological Network

The Hsinchu Hengshan Shakeng Hong Bao Tea Plantation is located within a key area of the Taiwan Ecological Network and serves as an ecological corridor connecting forests and streams. Survey results in 2025 confirmed that the habitat in this area exhibits high suitability and represents an important environment for supporting species reproduction.

Through infrared imaging monitoring, multiple protected and indicator species were successfully recorded, confirming habitat integrity and ecological resilience:

◆ Soil Engineer

Pangolin: Frequently observed at the interface between the tea plantation and reforested areas. Its behavior of turning over the litter layer promotes soil nutrient cycling, indicating a high-quality and healthy land condition.

◆ Environmental Sentinel

Crab-eating Mongoose: Observed in forest–water interface areas, confirming the ecological health of surrounding stream ecosystems and abundant terrestrial biological resources.

◆ Higher-level Consumers

Swinhoe's Pheasant and Crested Serpent Eagle: The presence of the endemic Swinhoe's Pheasant indicates sufficient canopy cover and a stable food chain structure in the habitat.

◆ Nocturnal Species

Bat Populations: High bat diversity recorded along roads surrounding the tea plantation reflects an open landscape structure and a rich insect ecosystem.



Pangolin



Muntjac



Crab-eating Mongoose



Taiwan Blue Magpie



Swinhoe's Pheasant



Crested Serpent Eagle

► Forest Protection

Public-Private-Academic Collaborative Afforestation to Establish Buffer Forest Belts

In response to the national “Key Strategy for Natural Carbon Sinks” and to support ecological restoration, the Qisda Group, together with the BenQ Foundation, has undertaken stewardship of buffer greenbelts at Zhongguakeng Creek in Jiufen Ershan under the Agency of Rural Development & Soil and Water Conservation, Ministry of Agriculture. From 2024 to 2025, the afforested area reached 0.42 hectares, with approximately 390 trees planted, and afforestation activities continue to expand. Through afforestation and compensation actions, the Group maintains natural ecosystems, helps enhance the water conservation capacity of hillside land, and strengthens the resilience and adaptive capacity of watershed areas, thereby contributing to the mitigation of natural disasters such as landslides. In addition to sustaining ecological functions, these efforts also enhance carbon sequestration potential.

In 2025, through industry–academia collaboration, forest management and operational recommendations were introduced to support seedling maintenance. Adaptive management practices were adopted to increase tree species diversity and thereby reduce the risk of pests and diseases. At the same time, a database was established to support the calculation of vegetation carbon sinks.



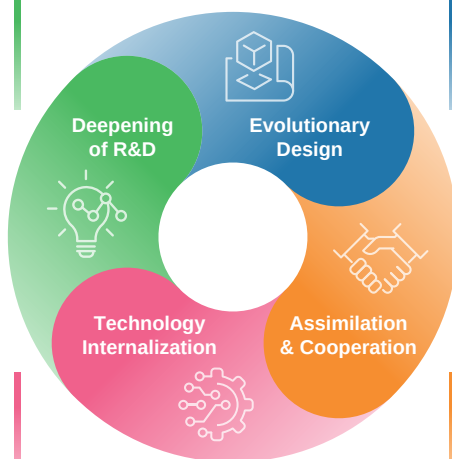
Green Products and Circularity

The Qisda Group is a cross-sector, comprehensive electronic design and manufacturing services (DMS) company. Its product and technology portfolio includes high-end and professional displays, optical precision electronic products, and industrial/commercial computers and peripheral equipment. In recent years, the Group has actively accelerated its expansion into the medical industry and developed intelligent solutions, with the aim of advancing toward blue ocean markets through high value-added product operations. Leveraging strengths in innovative and diversified product design capabilities, strong R&D expertise, high-quality and flexible global manufacturing capacity, vertical integration of group resources, and outstanding industrial design capability, the Group continues to maintain a global leading position in areas such as liquid crystal displays and projectors.

Continuing to leverage the existing innovative momentum of R&D and integration skills, we will uphold product design and manufacturing applications as well as commit to energy saving and environmental protection in line with corporate social responsibility to focus on the R&D and manufacturing of products, reducing emissions of all substances in a sustainable manner. In the future, we will focus on four major strategies for R&D to move towards the Company's vision of "Bringing Enjoyment 'N Quality to Life."

Qisda Group's R&D Strategies

Account for the front-end R&D of products to ensure their quality and safety.



Continue to introduce the idea of innovative design for products in order to meet the ever-changing requirements in the market.

Keep on exploring and establishing new product technologies, and then applying them to product design and manufacturing.

Continue the implementation of industry-university cooperation for the joint R&D of new technologies and products.

Product Innovation and Responsibility

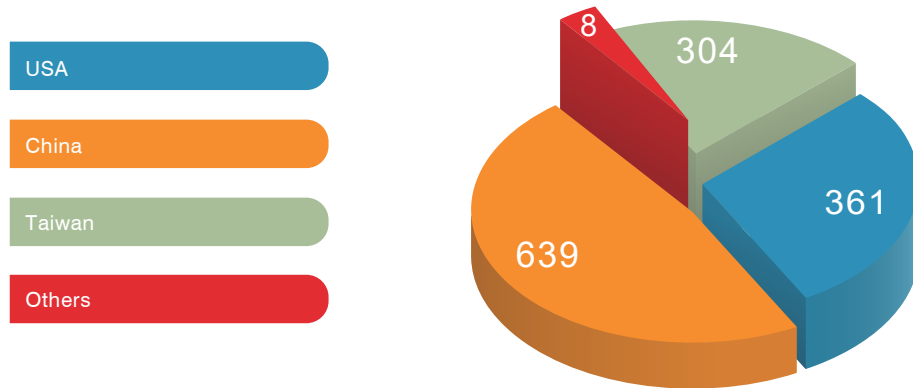
Qisda Group spares no effort in the innovation and development of products to maintain our competitive advantages. In the past 4 years, we have invested an average amount of more than 2% of our revenue in the innovation and R&D of products every year. Moreover, the "Regulations for Rewarding Employees with Patents" has been established to encourage the employees to innovate, invent and apply for patents. In 2025, 56 high-quality patent applications⁽¹⁾ were filed. As of the end of 2025, the cumulative number of valid patents in various countries totaled 1,312.

(1): Essential patents are defined as patents in the U.S. The goal is to obtain 100 essential patents per year by 2030.

Item \ Year	2022	2023	2024	2025
Funds invested in R&D (NT\$ thousand)	2,464,509	2,267,941	1,984,901	1,938,193
Percentage of R&D funds in revenue (%)	2.42	3	2.54	2.70
R&D personnel (persons)	587	581	560	539
Percentage of R&D personnel in employees (%)	37.6	37.2	35	34.2
Number of valid patents	1199	1251	1305	1312
Number of patent applications	238	248	206	167
Reward for employees with patents (NT\$)	1,808,242	1,819,762	1,515,989	1,351,961

Scope of Data Coverage: Qisda Consolidated Financial Reporting Boundary.

Total Number and Regional Distribution of Valid Patents of Qisda Group in 2025



Technologies and Products Successfully Developed in 2025



LCD Display Product

- **OLED Display Products:**

- (1) Enhanced refresh rate: QD-OLED 31.5" (UHD 240Hz)
- (2) Dual-mode switching: UHD 240Hz ↔ FHD 480Hz
- (3) DisplayHDR™ 400 True Black

- **LCD Display Products:**

Fast TN refresh rate improvement: FHD 610Hz

Next-generation G-Sync gaming monitor with Variable Refresh Rate (VRR) and variable-frequency backlight flicker, delivering a smooth, tear-free experience and up to 4× equivalent motion clarity

- (1) Synchronizes brightness and color adjustments based on environmental lighting conditions
- (2) TÜV Eye Comfort 5-star certified eye-care display technology
- (3) Professional color management display for photography and post-production
- (4) Display application software compatible with Windows and Mac



Projector Product

In 2025, new product development continued to focus on solid-state light source platforms, with a total of six platform systems under development, including home 4K entertainment projectors, smart micro projectors, ultra-short-throw home projectors, mainstream business & entertainment projectors, high-end business projectors, and high-end simulation application projectors.

Each platform design is compatible with at least two or more types of solid-state light sources.

For example, the new mainstream business and entertainment projector supports laser phosphor for high brightness or pure RGB laser light sources to meet wide color gamut (BT.2020) requirements.

Efficiency of solid-state light engine systems continues to be improved. In collaboration with laser manufacturers, next-generation light sources and optical designs are adopted to enhance optical engine efficiency by more than 15%.

Improved efficiency reduces projector power consumption and enables further system miniaturization. Product design also incorporates recycled plastics and reduced-plastic packaging.

At the 5,000-lumen platform level, carbon reduction reaches 39%, far exceeding the 10% reduction target.



Medical Service

BenQ Dialysis extended its presence into the cell pharmaceutical supply chain, collaborating with a Taiwanese hollow fiber membrane manufacturer to develop a "TFF tangential flow filtration system," suitable for concentration and purification of protein drugs and cell therapy drugs. TFF tangential flow filtration provides higher yield compared with traditional purification methods.

Smart medical imaging: Development of QMatrix technology, which replaces traditional wear-prone motor-driven 3D imaging with advanced electronic scanning, delivering clearer and real-time 3D ultrasound imaging. The newly developed QMUT micro-electromechanical ultrasonic transducer module has entered pilot production, offering a broader frequency range and improved tissue harmonic imaging performance.

AI digital medical innovation: Co-development of AI-enabled ultrasound intelligent analysis for thyroid nodules, enabling real-time detection of nodules and lesions, automatic labeling and measurement, intelligent analysis, and rapid report generation, thereby improving diagnostic workflow efficiency. In collaboration with National Cheng Kung University, an AI-based abnormality detection system for breast ultrasound imaging has been developed. Through optimized AI models, ultrasound screening and report generation are accelerated, allowing physicians to focus more on diagnosis.

Business Model

Super TN Gaming Monitor

Leveraging its outstanding eye-care technology and innovative design, Qisda's display products have become the official equipment designated for global FPS (first-person shooter) professional esports tournaments. This is not only a marketing achievement, but also evidence that the product specifications are recognized by top-tier users at the highest level, namely professional players. We have achieved industry-leading performance in "motion clarity," making it an indispensable competitive advantage in esports events. Unlike traditional flickering backlights that may cause visual discomfort, the newly designed system provides a softer light output. This allows players to enjoy extremely high motion clarity while enabling the eyes to adapt more comfortably to changes in lighting, thereby reducing visual fatigue during long training sessions.

4K HDR Flagship Gaming Projector

Qisda adopts an eco-friendly product strategy that integrates high-performance projection with energy-saving and sustainability principles, extending a product business model centered on sustainable platforms to deliver dual-use value for both home and commercial applications. With 5,000 ANSI lumens high brightness and Full HD 1080p image performance, combined with a built-in Google-certified Android TV smart system, the product enhances user convenience for both entertainment and business applications, enabling a wider range of usage scenarios. The introduction of laser/LED hybrid light source technology with a lifespan of up to 30,000 hours reduces energy consumption by approximately 48% compared with traditional lamp-based projectors, while also lowering maintenance requirements and total cost of ownership. The product enclosure incorporates 50% post-consumer recycled (PCR) plastics and recyclable packaging materials, implementing circular economy principles and reducing resource waste, thereby helping to lower the carbon footprint. With strong reliability and adaptability—such as 24-hour continuous operation and IP5X dust protection—the product meets diverse demands including commercial displays, education, and home theater applications, expanding its social use value. Overall, the product positioning combines environmental sustainability with high-performance display technology, reflecting the company's commitment to energy conservation, carbon reduction, and a more environmentally friendly society.



TFF Tangential Flow Filtration System

BenQ Dialysis, a subsidiary of the Qisda Group, extended its presence into the cell pharmaceutical supply chain, collaborating with a Taiwanese hollow fiber membrane manufacturer to develop a “TFF tangential flow filtration system,” suitable for concentration and purification of protein drugs and cell therapy drugs. TFF tangential flow filtration provides higher yield compared with traditional purification methods.

BENQ Qflow

HOLLOW FIBER FILTER

mbranfiltra™ mPES membrane
Designed for Tangential Flow Filtration

- High Flux Rates
- Lower Protein Binding
- Customized



Wireless Ultrasonic Surgical Knife

The wireless ultrasonic surgical knife co-developed by a subsidiary of the Qisda Group has been successfully mass-produced and commercialized. It is now applied in general surgery, gynecology, colorectal surgery, and emergency surgery. Compared with conventional electrosurgical knives, the ultrasonic surgical knife significantly reduces tissue thermal damage and produces almost no charred tissue. This enables faster postoperative recovery, reduces side effects such as bloating and urinary retention, and shortens hospital stays. In addition, the device offers multi-functionality in a single instrument, including tissue dissection, hemostasis, and cutting, allowing surgeons to operate more efficiently and conveniently. In endoscopic surgery, it generates almost no smoke, providing a clearer surgical field and further reducing operation and anesthesia time.

In addition, the wireless design of the ultrasonic surgical knife removed the constraints of the power cord, allowing physicians to move more flexibly during operation and to adjust the angle and position of the blade head more conveniently, without having to worry about the limitations of the power cord. This helped improve surgical precision, especially in confined surgical spaces. At the same time, the wireless design also facilitates easier post-operative cleaning and sterilization of the instrument, thereby enhancing operating room hygiene standards.

Conventional Electrosurgical Knife



Ultrasonic Surgical Knife

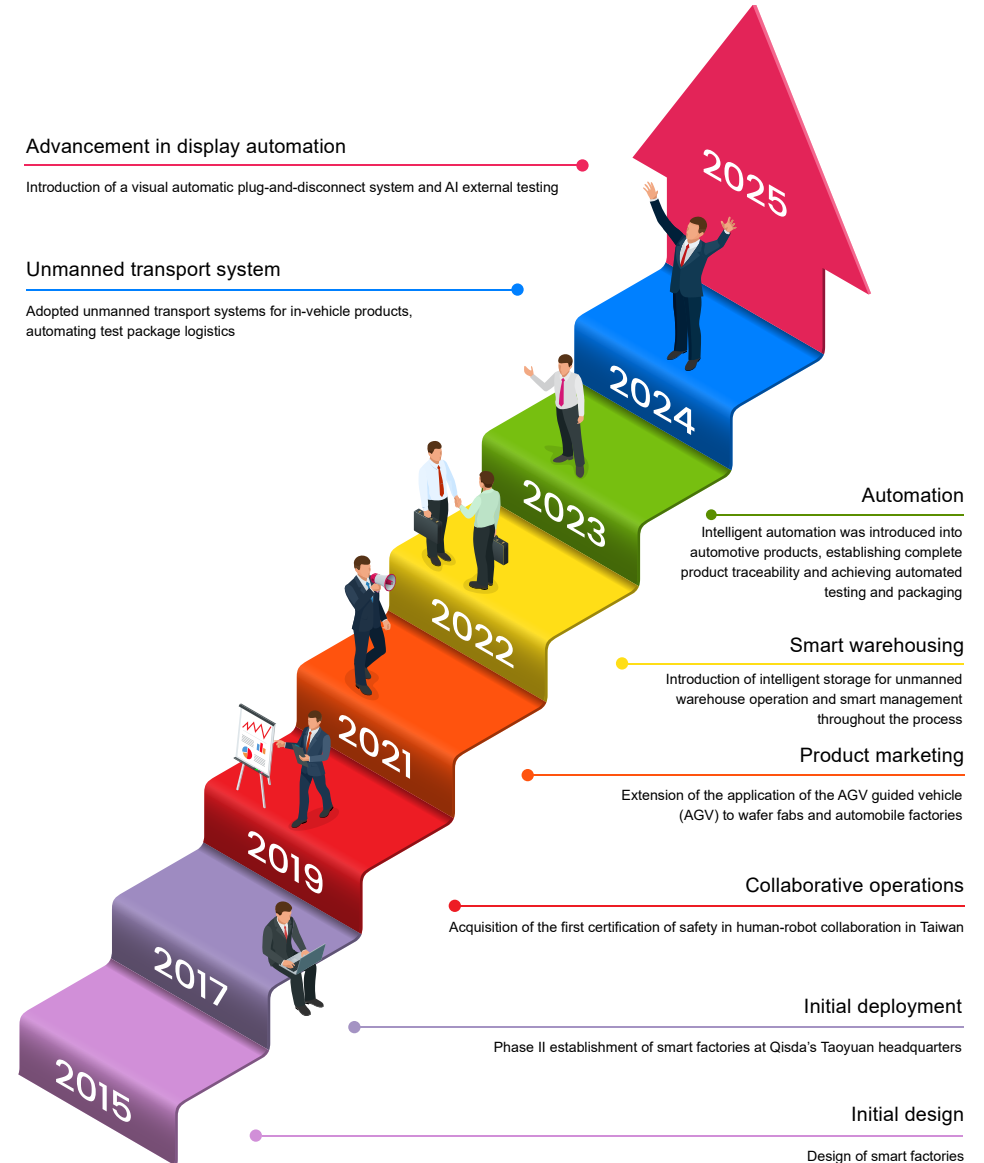


Smart Factory Innovations

Qisda began implementing smart factory design in 2015. The manufacturing process integrates technologies such as data analytics, robotics, and artificial intelligence to achieve a transformation toward intelligent manufacturing, thereby improving production efficiency and product quality. Based on ISO 10218 and TS 15066 standards, the Group has designed a three-layer safety protection mechanism, significantly enhancing the safety of human-machine collaboration. In 2019, it became the first company in Taiwan to obtain a human-machine collaboration safety certification. In recent years, to further improve production quality and reduce inefficiencies in space utilization, automated guided vehicles (AGVs) and smart warehouse systems have been introduced. In 2023, automotive products achieved full product traceability and automated testing and packaging processes. In 2024, AGV systems were introduced into automotive product lines, enabling automated transport of testing and packaging processes and reducing transportation manpower by 50%. In 2025, to enhance automation in display production lines, a vision-based automatic plug-in system and AI inspection system were introduced, increasing per-capita output by 25%.



Key Milestones in Qisda Corporation's Smart Factory Development

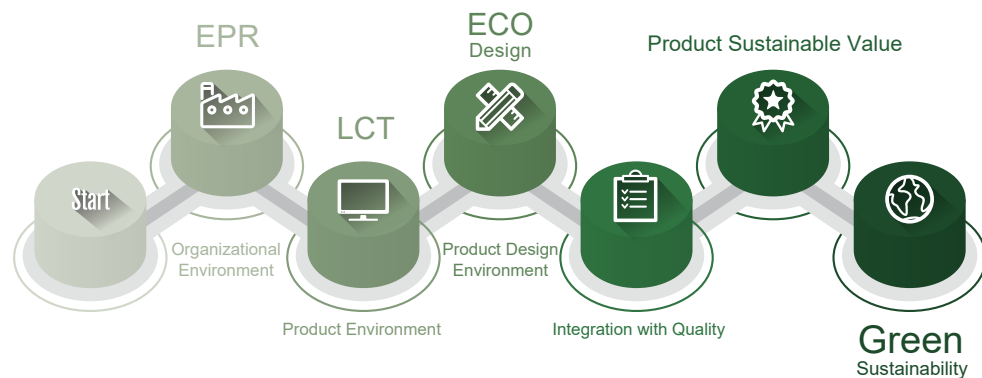


► Green Product

In order to continue and implement the corporate sustainability (ESG) vision—“to be an innovator in the design and manufacturing of information, communications, and medical products, enhancing human quality of life and being environmentally friendly” — the promotion of green sustainable products is divided into several stages, extending from the organizational environment to the product environment, with attention to the environmental impacts after products leave the factory. The overall assessment considers the environmental impact of products throughout their entire life cycle.

Qisda integrates life-cycle thinking into its product design process. Green design objectives are incorporated at the early design stage and reviewed at each development phase to ensure that products not only comply with customer requirements and regulations of sales regions, but also continuously improve themselves by enhancing energy efficiency and reducing resource consumption. Starting from 2010 (using 2009 as the baseline year), we have incorporated the elements of green design within our product design and R&D process, and established management systems with respect to the environmentally conscious design (IEC 62430) and the incorporated ecodesign (ISO 14006) guidelines.

Since 2024, in response to net-zero emission policies, the Company has set ESG annual targets through 2030 for major product lines, aiming to reduce environmental impact while improving product performance, thereby providing customers with higher-quality products and creating sustainable product value.



Qisda's Green Product ESG Goals and Performance

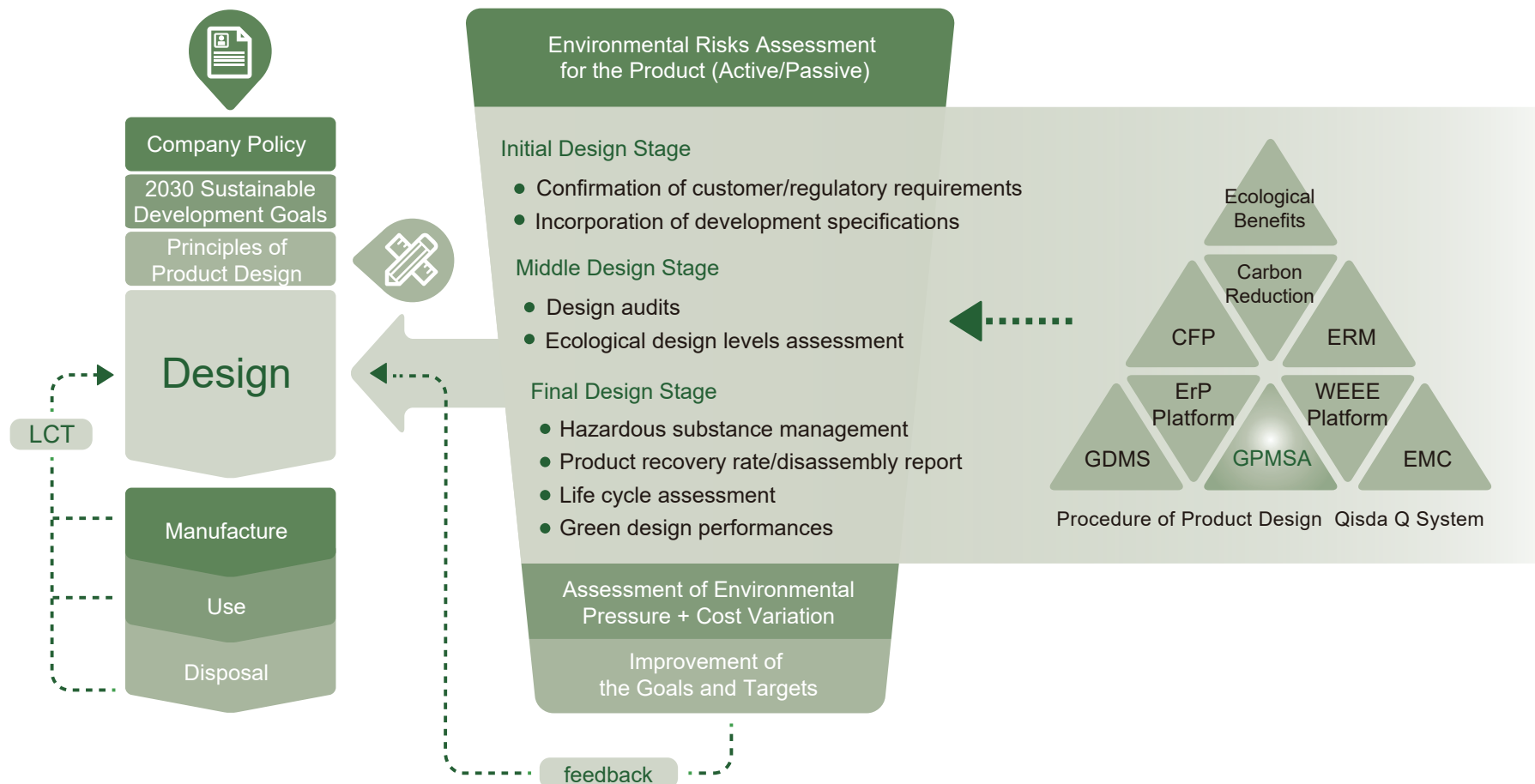
Product Line	Displays			
Goal	Shipment ratio of Energy Star certified products	Manufacturing efficiency improvement: % of models with IF BD single-sided assembly design	Proportion of new models with reduced material usage through thinner plastic design	Proportion of models using recycled steel
2030	90%	80%	80%	80%
2025	82%	70%	67%	71%
2025 Achievement	82.5%	70.3%	71.4%	74.8%

Product Line	Projector		
Goal	Proportion of models using recycled materials (new project models)	Energy efficiency improvement	Proportion of products with mercury lamps
2030	67%	7%	32%
2025	37%	2%	59%
2025 Achievement	38.3%	7.1%	54%

Concept of Incorporated Design

Since 2010, Qisda has adopted Green Design (IEC 62430) and continuously promoted a product life-cycle thinking approach. We require that green design concepts be incorporated at the early stage of product R&D. The potential environmental impacts and risks of products/components across each stage of the life cycle are evaluated, and simplified design is implemented to reduce environmental impacts at the source of design. Since 2013, in consideration of integrating eco-design into quality management to ensure products are both environmentally beneficial and functionally effective, the Company introduced Integrated Design (ISO 14006). Green Design (IEC

62430), Environmental Management Systems (ISO 14001), and Quality Management Systems (ISO 9001) have been integrated into the R&D and design processes, establishing an integrated eco-design framework. Since 2013, products including displays, projectors, smartphones, scanners, multimedia players, and lighting products have been designed in accordance with Integrated Design (ISO 14006) and Green Design (IEC 62430) principles.



Concept

Principle/Approach of ecological design

Requirements

Qisda requires that green design thinking be integrated at the early stage of product R&D. The potential environmental impacts and risks of products/components across all life cycle stages are evaluated, and environmental management is implemented at the design source. Based on accumulated design experience and current conditions across product lines, the Company has established cross-business-unit green design guidelines to provide R&D personnel with direction for eco-design and selection of relevant process workflows. The focus of product development is placed on four major green design directions: material reduction, hazardous substance management, energy saving, and recyclability. In the middle stages of design, we use the internal WEEE platform to make product recyclability assessments, and see if the recyclability of the product meets Qisda's basic requirements. The product can only move on to the next stage of the design process after confirmation that the product complies with all necessary requirements.

Methods

1. Reduction of raw material consumption

Focus on reducing product and packaging volume, weight, and the number of components, and incorporate modular design considerations. In 2025, the proportion of new monitor models adopting plastic thinning designs to reduce material usage reached 71.4%.

2. Hazardous substances

For chemical substances that may be used in products or during manufacturing processes and may affect environmental safety, the Company establishes a "Hazardous Chemical Substances Control List" in accordance with international regulations and customer requirements. Through strict control of component/material approval and finished product inspection, a systematic management mechanism is implemented to ensure compliance with international regulations and customer requirements. The Company aims to gradually reduce the use of hazardous chemical substances and prevent harm to human health and the environment during transportation, use, and disposal.

3. Energy saving

Focus on improving energy efficiency and reducing power consumption in off-mode and standby modes, while comparing current-generation products with previous-generation models to verify energy-saving performance. In addition to complying with international standards (e.g., ErP, TCO, Energy Star), Qisda emphasizes continuous self-improvement. In 2025, 82.5% of display shipments met Energy Star energy consumption requirements, and projector energy efficiency improved by 7.1%.

4. Product disposal

Emphasis is placed on recyclability and ease of disassembly at the design stage. Product connection methods are carefully considered to avoid the use of adhesives, welding, or embedding processes that hinder disassembly. Plastic components in products and samples weighing 25 grams or more must be labeled with material identification, and plastic parts must not mix more than one type of material.

Concept

Process of ecological product design

Requirements

In order to implement ecological design for all models and meet the requirements of customers/importing countries while continuing to promote material reduction, energy saving and carbon reduction, the design process of the models can be roughly divided into three stages.

Methods

1. Initial Design Stage

- ▲ Confirmation of customer/regulatory requirements: Confirm the regulations/demands of the customers and the importing countries, and submit the requirements to the system, sending them internally to the management units responsible for subsequent processes.
- ▲ Incorporation of development specifications: Convert the regulations of the customers and the importing countries to design specifications as design inputs at the initial design stage.

2. Middle Design Stage

- ▲ Design audits: Double-check the blueprints and prototypes to see if they meet the requirements and if there's any quality issue.
- ▲ Ecological design levels assessment: See if the products meet other international requirements in addition to those of the customers and the importing countries, and label the products with golden, silver and bronze medals according to their ecological design status. The advantages and disadvantages of the product design is also provided as an improvement guide for the next generation of products.

3. Final Design Stage

- ▲ Hazardous substance management: Provide corresponding reports for customers based on their requirements and check the compliance status of each component again.
- ▲ Product recovery rate/disassembly report: Calculate the recovery rate of the models and make disassembly analysis reports through the internal WEEE platform.
- ▲ Life cycle assessment: Collect internal and external information through Qisda's carbon management platform, and provide product carbon footprint reports and lists of recommendations for reducing carbon right after mass production.
- ▲ Green design performances: Compare existing products with the previous generation models and make assessments of design improvement performances to see the status of achieving goals such as energy saving, material reduction and carbon reduction.

Concept

Environmental impact assessment and benefits of products

Requirements

Going beyond the requirements of customers/importing countries, Qisda proactively assesses whether the design of products can be further simplified to leave out unnecessary manufacturing processes and parts. Every year, we perform periodical assessments on the environmental impacts of each product type. The current and new design specifications/process of the product line are taken into consideration when assessing the possible impacts and risks brought by it in each stage of the life cycle. We also make comparisons with previous models or benchmark products in the industry to identify high-risk parts and manufacturing processes, and then establish affordable and feasible improvement plans to reduce environmental pressure. These plans shall be implemented for the next generation's models.

Methods

1. Environmental impact assessment for products

Assessment method	Year	Approach	2023	2024	2025
			As a percentage of the Company's total product revenue (%)	As a percentage of the Company's total product revenue (%)	As a percentage of the Company's total product revenue (%)
Full Life Cycle Assessments (Full LCAs)		Life cycle assessment is conducted using the SimaPro software, with the Ecoinvent database. The life cycle impact assessment methodology follows the ReCiPe 2016 Midpoint method.	11.45	12.16	17.1
Simplified Life Cycle Assessments (LCAs)		For only one impact category: climate change, the carbon footprint calculation platform of Qisda and the Ecoinvent database were used for calculation.	43.23	46.54	50.87
Others (excluding those that have undergone the above two assessments)		Compliant with EU RoHS Directive	45.32	40.30	32.03
Products of the Company as a percentage of the environmental impact assessment			100	100	100

2. In 2025, products certified with the Energy Star label accounted for 62.29% of the Company's annual revenue. Based on the measured Typical Energy Consumption (ETEC) of these products compared to the Maximum Typical Energy Consumption (ETEC_max), and assuming an average product lifespan of 6.6 years, it is estimated that a total of 2,387,873 GJ of energy can be saved, equivalent to a reduction of 401,959 tCO₂e in carbon emissions.

Concept

Platform data integration

Requirements

- ▲ In 2010, Qisda led the industry in establishing a carbon management platform. By integrating the Bill of Materials (BOM) system, corresponding components are expanded and linked, and the component approval system is used to collect material and process parameters for each part. Prior to mass production, the data are imported into the SimaPro system to generate product carbon footprint reports. This significantly reduces the processing time from six months to the point where reports can be provided immediately after mass production. The approach has also been extended from a single product model to other product lines and models, achieving 100% carbon footprint reporting coverage for major product models since 2012.
- ▲ In the future, Qisda will also integrate information relating to product disposal and energy consumption on the WEEE platform so as to present the complete cradle-to-grave carbon footprint of the products.
- ▲ In 2013, Qisda established the product-related environmental regulation management platform to connect with the customers'/company's requirements. Based on the various requirements of each model, the system adapts to suitable specifications for mandatory and optional design audits, offering audit lists at the subsequent design stages to ensure that our product design meets the customers'/company's requirements, all the while avoiding rework costs.
- ▲ We will continue to connect/integrate Qisda's systems and resources to make the most of our data, and further reduce time spent on rework and sending information between departments.

Methods

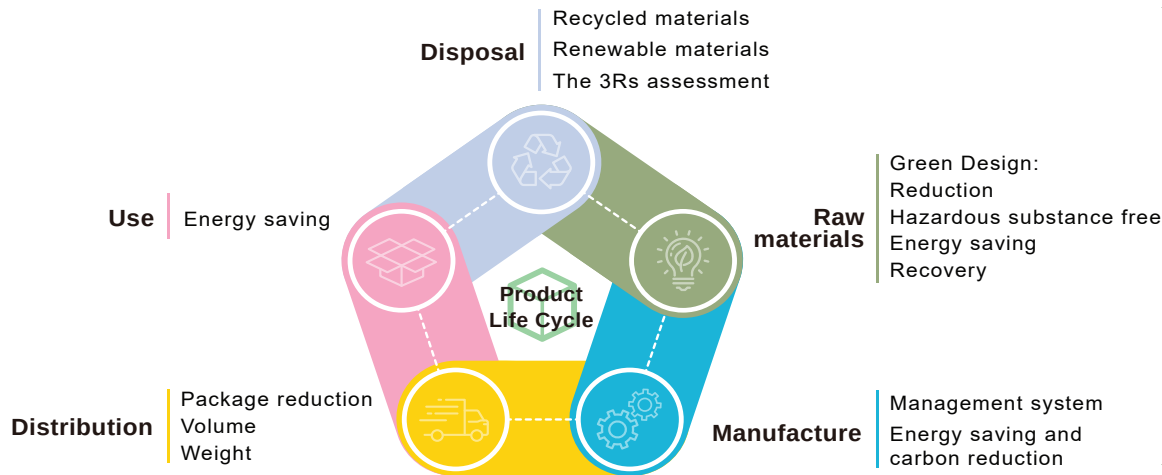
- ▲ Continue to optimize the carbon footprint management system and avoid omissions with inspection reports.
- ▲ Starting from the third quarter of 2023, the emission coefficient quoted on the Carbon Footprint Platform has been updated through the Ecoinvent database, and passed independent third-party verification in early 2024 to ensure the "Product Carbon Footprint Report" generated by the software platform fulfils its intended purpose and that the GHG emission data outputted by the system for the products are consistent. In the future, we will continue to obtain carbon footprint data from suppliers to increase the proportion of primary data.
- ▲ In 2025, a selected 24-inch monitor model underwent third-party independent verification and obtained an ISO 14067:2018 verification statement. The results confirmed that the calculation accurately reflects carbon footprint data and information and complies with the requirements of ISO 14067:2018.
- ▲ Qisda continues to collaborate with suppliers. For material categories that have a significant impact on carbon emissions, the Company collects product carbon footprint primary emission factors or activity data from suppliers. Through ongoing communication with suppliers, the Company also supports the development of their capability to independently estimate product carbon footprints.

Requirements and Cases at Each Stage of Product Life Cycle

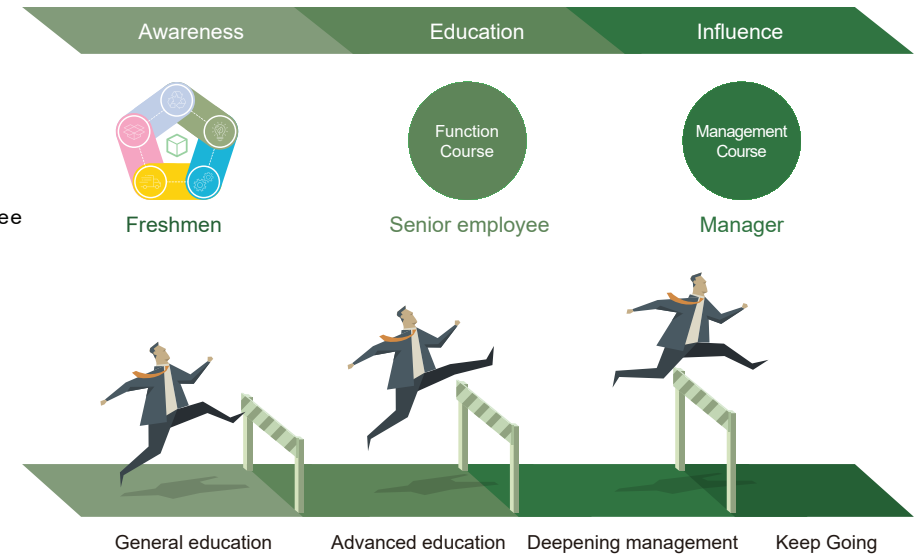
Stage of Life Cycle	Requirements	Action taken
Raw Materials	Requirements: In addition to considering using parts that consume less energy and reducing the quantity of the parts used, parts used are required to adhere to the EU Restriction of Hazardous Substances (RoHS) Directive or the customers' specific requirements regarding the prohibition and restriction of hazardous substances.	- In 2025, all of the raw materials of the new products were in compliance with the EU RoHS Directive. - In 2025, 71.4% of new models featured a slimmed-down plastic design, effectively reducing material usage. - Continue to promote the use of recycled materials: - The recycling ratio for the plastic materials (housing) of new models for major monitor customers shall be at least 85%. For the commercial models of the display's largest customer, the SGCC BKT recycling ratio was upgraded from 50% to 80%. - Some high-end projectors have incorporated recycled plastic materials for their external casing, with a recycled content of approximately 50%. - The reuse or recycling of materials in hemodialyzers reduces over 5,000 kg of PP material and 800 kg of PC material waste annually. - Continuous promotion of eco-friendly packaging materials: - In 2025, all new display models have gradually adopted folded paper or molded pulp packaging. For the largest display customer, the packaging for external cables and power cords in subsequent product models was changed from plastic bags to paper-based cardboard. - In 2025, certain projector customers have implemented fully folded paper or molded pulp cushioning materials in new models, aiming for a 30% adoption rate of molded pulp packaging by 2025. - Starting in 2024, cartons for dialysis devices are manufactured using 85–90% recycled pulp, printed with water-based ink, and supplied by certified eco-friendly vendors.
Manufacturing	Qisda has implemented the environmental management system (ISO 14001) since 1997 and introduced the occupational safety and health management system (ISO 45001) in 2001, committing to lowering both the impact on the environment and potential risks during production. We obtained the Green Factory Label in 2016 and established relevant energy saving and waste reduction performance indicators to achieve our green operation goals.	- In 2025, the solar power generation amounted to 11,466,403 kWh, resulting in an annual carbon reduction of 6,051.73 tCO₂e. - A new energy-saving project was introduced in 2025, which is expected to reduce electricity by 4.011 million kWh/year. - The purchased renewable energy certificates totaled 51.44 million kWh, accounting for 40.3% of its total electricity consumption. - In our sites around the world, the carbon emissions per personal hourly electricity consumption were 1.45 kgCO₂e in 2025, falling by 42% compared to that of 2021, which was 2.5 kgCO₂e. - The proportion of recyclable waste reached 92.9% in 2025.
Distribution	In the early stages of new product design, Qisda considers reducing the packaging volume of finished products and using lighter-weight materials as much as possible. At the same time, the Company optimizes the stacking of finished products to reduce fuel consumption during distribution, and avoid more impact on the environment.	- Continue to optimize the pallet stacking method to increase transportation volume. - Optimization of packaging design to improve loading efficiency: in 2025, for certain models, EPE blocks were introduced in stands to fix tilt angles, thereby optimizing loading efficiency. - Continuous optimization of transport consumables: for certain models, slipsheets have been converted from plastic to paper materials, and combined with standardized international pallets, reducing waste associated with pallet replacement during transshipment. - Since 2023, idle raw material pallets within the group have been repurposed for shipping hemodialyzers, with over 1,200 pallets reused annually, effectively promoting resource recycling and reinforcing the implementation of a circular economy.
Use	Qisda not only meets international requirements and customer requirements (such as the ErP, TCO and Energy Star), but also takes self enhancement and ongoing improvement as an aim to continue refining the energy consumption of products. In addition, Qisda has established an internal design for service and design verification mechanism to ensure that products meet brand customers' after-sales service and reliability requirements.	In 2025, 82.5% of monitor shipments met Energy Star energy consumption requirements. In addition, newly developed projector products achieved a 7.1% improvement in energy efficiency.
Disposal	Emphasis is placed on recyclability and ease of disassembly at the design stage. Product connection methods are carefully considered to avoid the use of adhesives, welding, or embedding processes that hinder disassembly. Plastic components in products and samples weighing 25 grams or more must be labeled with material identification, and plastic parts must not mix more than one type of material. In the middle stages of design, we use the internal WEEE platform to make product recyclability assessments, and see if the recyclability of the product meets Qisda's basic requirements. The product can only move on to the next stage of the design process after confirmation that the product complies with all necessary requirements.	From 2022 to 2025, the product recyclability had been in line with the WEEE requirements. Percentage of Products Complying with WEEE Requirements 2022 100% 2023 100% 2024 100% 2025 100%

Note: The stages and cases of the product life cycle were disclosed based on Qisda entity data

Qisda Product Life Cycle Thinking



Plans for training green talents



Training for Green Talents

Qisda organizes three levels of training for R&D personnel. For newcomers, the Company provides general education and training on green product design, and establishes internal instructors to help new employees develop awareness of the green design process. Through simple games, the Company gradually introduces green design elements and approaches to the product function design. This in turn guides employees to think about the design process and familiarize themselves with practical cases of Qisda's green products. Content of these courses include: the concept of the product life cycle, application of life cycle thinking, green product redesign, and green product structures and elements.

For senior R&D engineers, specialized advanced courses are offered according to the needs of each business unit or project. Knowledge and technologies are internalized into internal documents and standard operating procedures (SOPs), and combined with software platform operations to be delivered to R&D personnel through training programs. Each year, relevant R&D staff are continuously trained in advanced green product courses, including interpretation of international standards, life cycle inventory and assessment, eco-design, design methodologies, product teardown analysis, and software platform applications. Concepts such as circular economy and the use of recycled materials are also incorporated into the curriculum.

At the management level, Qisda regularly organizes green product management courses for R&D executives, strengthens management through influence, and continues to pay attention to the performance of product management to determine the appropriate management method based on the conditions of each product line.

Life Cycle Assessment

Qisda follows the requirements of ISO 14044:2006. The product life cycle stages include raw material acquisition, manufacturing, transportation and distribution, consumer use, and end-of-life treatment. Since 2022, life cycle assessments have been conducted for end products such as liquid crystal displays and digital projectors. The system boundary is defined as cradle-to-grave, covering the entire life cycle from raw material acquisition to end-of-life treatment.

The following presents the environmental impact categories and results of the 2025 Life Cycle Assessment (LCA) for a 24-inch LCD monitor:

1) Method of calculation used to determine environmental footprint of products: Environmental footprint = Activity intensity data × emission coefficient

Method of calculation used to determine environmental footprint of products:

$$\text{Environmental footprint} = \text{Activity intensity data} \times \text{emission coefficient}$$

2) The product life cycle is based on the inventory and calculation of the product's environmental footprint at each stage of the life cycle (from raw material exploitation/manufacturing, transportation, and manufacturing to product distribution and transportation, product use, and product disposal), including all emissions produced within the supply chain.

The principles of allocation are as follows:

During the manufacturing stage, energy demand and material consumption of products are allocated based on the proportion of "production man-hours." For other stages, actual product consumption values are used.

The product assessed in this study follows a "cradle-to-grave" system boundary, covering five life cycle stages: Raw Material, Manufacturing, Transport, Use, and End-of-Life.

This study uses the SimaPro 10.2.0.1 assessment software, in combination with the ecoinvent 3.11 database, and applies the ReCiPe 2016 Midpoint E method for environmental impact assessment. The results show that the total greenhouse gas emissions (carbon footprint) of the HP 524PF over its full life cycle is 181.431 kg CO₂e.

The energy-saving/consumption reduction/carbon reduction goals and implementation results are reviewed every quarter for the development of displays.

Environmental hotspot analysis by stage: The assessment results indicate that the "Raw Material Stage" has the greatest environmental impact, followed by the "Use Stage."

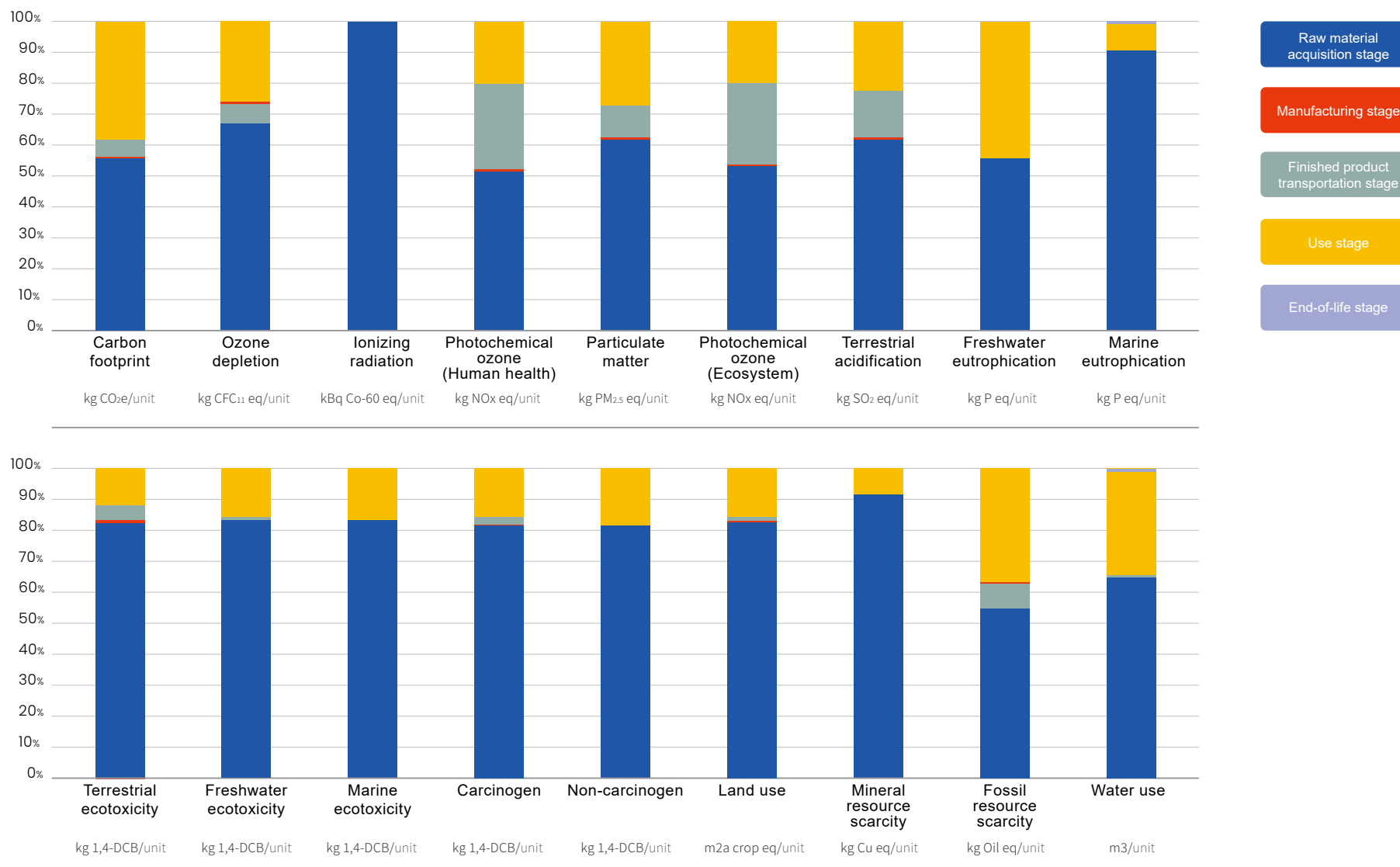
- ▲ Raw material stage: Contributes 103.230 kg CO₂e, accounting for 56.90% of total greenhouse gas emissions. This stage represents the primary environmental hotspot across the product life cycle.
- ▲ Use stage: Contributes 69.747 kg CO₂e, accounting for 38.45% of total greenhouse gas emissions. The principal impact arises from electricity consumption over the product's specified service life, as defined by the Product Category Rules (PCR).
- ▲ Other stages: The Transport and Distribution Stage accounts for 4.40%, the Manufacturing Stage accounts for 0.20%, and the End-of-Life Stage accounts for approximately 0.06% of total greenhouse gas emissions.

Environmental Hotspots	Description	Management and Mitigation Measures
Use Stage	During the use phase of the LCD monitor's lifecycle, the total electricity consumption is relatively high (118.23 kWh). This phase not only contributes significantly to the carbon footprint, but also results in notable impacts on terrestrial ecotoxicity and non-carcinogenic health effects.	In response, Qisda has implemented carbon emission management measures during the product development phase, specifically targeting power consumption: 1. Conduct thorough evaluations to reduce the overall power usage of the device. 2. Adopt modular design to reduce the number of components.
Raw Material Stage – LCD Module (Panel / LCM Unit)	The display panel is the most significant source of environmental impact for the product. The primary hotspots arise from energy-intensive manufacturing processes, such as thin-film deposition, photolithography, and etching, which require substantial electricity to maintain cleanroom environments and high-temperature vacuum operations. In addition, the extraction and refining of glass substrates and critical metals (e.g., indium and copper) contribute significantly to resource scarcity and ecotoxicity impacts.	1. Promote Qisda's environmental requirements to suppliers to encourage improvement efforts, such as waste and carbon reduction in panel raw materials and processes. 2. Suppliers are actively increasing the proportion of raw material recycling, solar power generation, and solvent reuse in chemical material processing on an annual basis.
Raw Material Stage – Stand, Housing, and Mechanical Parts	These components account for a relatively high proportion of product weight and are primarily composed of metals (e.g., steel and aluminum) and plastics (e.g., PCR-ABS and PC). Their environmental impacts mainly result from the energy-intensive production of raw materials, such as metal smelting and resin synthesis. Surface treatment processes (e.g., electroplating and coating) may also generate volatile organic compound (VOC) emissions.	During the product development phase, carbon emission reduction is managed through design strategies: 1. Use of low-carbon materials 2. Use of recycled materials 3. Reduction of material weight 4. Simplification of assembly processes to reduce energy consumption
Raw Material Stage – Printed Circuit Board Assembly (PCB / Electronic Components)	The environmental impacts of PCBs are primarily attributable to electricity consumption during precision manufacturing and the extraction and processing of precious metals such as gold and copper. Chemical cleaning agents and etchants used in PCB manufacturing are also major contributors to freshwater and marine ecotoxicity.	For this model, halogen-free materials have been adopted for the PCB. The controlled thresholds for bromine (Br) and chlorine (Cl) are individually limited to below 900 ppm, with a combined total of less than 1500 ppm.

Environmental Impact Results and Proportions by Life Cycle Stage

Impact category	Unit	Environmental Impact Results					
		Raw material acquisition stage	Manufacturing stage	Finished product transportation stage	Use stage	End-of-life stage	Total
Carbon footprint	kg CO2e/unit	1.03E+2	3.67E-1	7.98E+0	6.97E+1	1.08E-1	1.81E+2
Ozone depletion	kg CFC-11 eq/unit	8.19E-5	1.64E-7	6.28E-6	3.28E-5	1.98E-8	1.21E-4
Ionizing radiation	kBq Co-60 eq/unit	2.37E+7	2.90E-3	5.65E-2	2.73E+1	1.50E-2	2.37E+7
Photochemical ozone – Human health	kg NOx eq/unit	3.02E-1	1.20E-3	1.63E-1	1.16E-1	1.62E-4	5.82E-1
Particulate matter	kg PM2.5 eq/unit	2.51E-1	9.08E-4	4.99E-2	1.10E-1	2.21E-5	4.12E-1
Photochemical ozone - Ecosystem	kg NOx eq/unit	3.18E-1	1.22E-3	1.65E-1	1.19E-1	1.65E-4	6.04E-1
Terrestrial acidification	kg SO2 eq/unit	5.87E-1	2.58E-3	1.55E-1	2.01E-1	6.17E-5	9.46E-1
Freshwater eutrophication	kg P eq/unit	1.13E-1	2.99E-4	4.21E-4	8.42E-2	6.15E-6	1.98E-1
Marine eutrophication	kg P eq/unit	4.39E-2	1.29E-5	5.00E-5	5.62E-3	1.19E-4	4.97E-2
Terrestrial ecotoxicity	kg 1,4-DCB/unit	6.88E+2	8.27E-1	2.70E+1	1.05E+2	1.26E-2	8.20E+2
Freshwater ecotoxicity	kg 1,4-DCB/unit	3.33E+1	3.49E-2	1.09E-1	6.40E+0	2.24E-5	3.98E+1
Marine ecotoxicity	kg 1,4-DCB/unit	1.58E+5	1.34E+2	5.52E+2	3.14E+4	2.74E-1	1.90E+5
Carcinogen	kg 1,4-DCB/unit	3.00E+3	4.63E+0	9.11E+1	5.70E+2	3.49E-4	3.67E+3
Non-carcinogen	kg 1,4-DCB/unit	1.31E+5	1.13E+2	4.06E+2	2.68E+4	3.13E-1	1.59E+5
Land use	m2a crop eq/unit	6.99E+0	7.07E-3	8.48E-2	1.25E+0	3.01E-4	8.33E+0
Mineral resource scarcity	kg Cu eq/unit	2.04E+0	8.98E-4	1.65E-2	1.61E-1	3.72E-4	2.22E+0
Fossil resource scarcity	kg Oil eq/unit	2.75E+1	9.51E-2	2.45E+0	1.89E+1	3.92E-3	4.90E+1
Water use	m3/unit	8.52E-1	1.13E-3	7.66E-3	4.62E-1	7.03E-3	1.33E+0

Environmental Impact Results and Proportions by Stage



Quality/Hazardous Substance Management

Qisda devotes itself to promoting the quality management system (ISO 9001), the medical devices quality management system (ISO 13485), the automotive quality management system (IATF 16949) and the hazardous substance process management system (IECQ QC 080000). We design and manufacture products that conform to laws, regulations and the requirements for customer safety and health. In the “Quality and No-Hazardous Substance Handbook,” we clearly disclose Qisda’s policies for quality and prohibition of hazardous substance use, and the policies are verified by a third party.

The President is the person at the highest position in charge of the quality/hazardous substance management system at Qisda. He/she oversees dedicated personnel and establishes organizations at different levels to ensure that the requirements of the quality/hazardous substance-free policy are implemented throughout the Company and adhered to by all employees. The President makes all employees of the Company understand the importance of compliance with regulatory requirements, the Company’s quality policy, quality goals, and customer requirements through education and training, the Company intranet, and information dissemination cards, and reviews the suitability of the management system and the availability of resources in the management review meeting. These practices aim to pursue continuous improvement and problem prevention in the most economical / refined manner to achieve the continuous improvement process, reduce defects, reduce waste, improve quality and productivity, and meet the EU RoHS directive and customer requirements so that our products can fulfill social expectations and reduce its impact on the natural environment.

In the past five years (2021-2025), customers’ demands for the control of hazardous substances in products has been continuously updated to a total of 90 requirement versions, and inventories have been carried out in accordance with customers’ requirements and international environmental regulations (EU RoHS regulations and customers’ hazardous substance requirements). The inventory rate and compliance rates are both 100%.

All products are 100% compliant with the EU RoHS Directive and contain no substances restricted under the EU RoHS Directive.

Management of Hazardous Substances in Products	Description of Management Objectives	Actual Achievement
2024	100% compliance with EU RoHS regulations and customer requirements	1. All mass-produced models 100% comply with the EU RoHS Directive and customer requirements 2. The execution details of the directive exemption clauses have not been announced and are included as ongoing monitoring items. The implementation timeline will be re-evaluated once the details are released
2025	100% compliance with EU RoHS regulations and customer requirements	1. All mass-produced models 100% comply with the EU RoHS Directive and customer requirements 2. The implementation details of the directive exemption provisions have not yet been announced. This item is included in the ongoing monitoring items, and the rollout schedule was to be replanned in December 2025.
2026	① 100% compliance with EU RoHS regulations and customer requirements ② To be controlled on December 11, 2026: (Lead)/6(a)	
2027	① 100% compliant with the EU RoHS regulations and customer requirements. ② To be controlled on June 30, 2027: (Lead)/6(a)-I, II/6(b)/6(c)/7(a)/7(c)-I/7(c)-II/7(c)-VI/7(c)-VI; Cadmium 39(a) → 39(b)	
2028	100% compliance with EU RoHS regulations and customer requirements	
2029	100% compliance with EU RoHS regulations and customer requirements	
2030	100% compliance with EU RoHS regulations and customer requirements	

In the past four years, the hazardous substances used in the organization's production have been managed through elimination, replacement, and engineering control. In addition to protecting the safety and health of personnel, these practices have minimized the environmental impact.

Year	Production (Equipment Using Hazardous Substances)	Name of Hazardous Substance	Management through Elimination/Replacement	Scope of Improvement
2022	20 solder pots	Hydrocarbon 15 tons/year	Water-based substitutes for hydrocarbon were introduced in May (reduction of hydrocarbon consumption by 15 tons/year)	SMT/MI shop 200 people
2023	18 solder pots	Water-based 2.8 tons/year	Filter cotton was introduced in November (reduced water-based consumption by 0.3 tons/year)	SMT/MI shop 180 people
2024	18 solder pots and 19 SMT lines	Volatile organic compound emissions	The exhaust gas treatment facilities have been upgraded from activated carbon boxes to a dry filtration system combined with a zeolite rotor adsorption concentration and catalytic combustion system	Reduced volatile organic compound emissions by 29 tons
	22 SMT lines	Volatile organic compound emissions	An additional activated carbon box was added to the exhaust gas treatment system	Reduced volatile organic compound emissions by 5.65 tons
2025	57 molding machines	Volatile organic compound emissions	An additional activated carbon box was added to the exhaust gas treatment system	Reduced volatile organic compound emissions by 0.76 tons

In 2025, Qisda had no incidents of non-compliance with laws, regulations, or voluntary standards concerning the health and safety impacts of products throughout their life cycle. The Company also had no violations of regulations or voluntary codes relating to product and service information and labeling. During the same year, in response to customer requirements, 23 display models complied with and applied for certification under the latest TCO Certified Displays 10 voluntary standard. From a management perspective, Qisda utilizes its new product development system to translate feasible requirements into implementation plans. The product development process is divided into seven stages (Q00–Q60), from initial concept through final phase-out, with each stage defined by specific tasks and management objectives to ensure product quality and reliability. In addition, through this management system, Qisda has established an internal product development process that ensures all products manufactured and delivered to customers fully meet applicable requirements.

According to the customer's requirements, Qisda can only start mass production after obtaining product-related certifications through tests in order to ensure that the customers can receive the products without concerns about product safety.

1. Product Safety

Reduce and prevent hazards associated with electrical leakage, short circuits and fire, high temperatures generated during operation, as well as chemical and radiation-related risks. Examples include compliance with Taiwan BSMI, U.S. UL standards (UL 62368-1 / IEC 62368-1 / UL 62368-1), and China CCC standards (GB 4943.1-2022, GB/T 9254.1-2021, and GB 17625.1-2022).

2. Electromagnetic Compatibility (EMC)

Detection of electromagnetic radiation emitted by electronic products and its impact on human bodies, public electrical grid and other electronic products that function normally; testing of whether the electronic products function stably without being affected in electromagnetic environments. For instance, the U.S. FCC labeling, the Canada ICES-003 issue 7, the EU CE marking (EMC Directive 2014/30/EU, Low voltage (LVD) Directive 2014/35/EU), etc.

3. Energy Consumption of Products

Reduction of energy consumption during the product life cycle to improve efficiency and reduce energy use. For instance, the U.S. Energy Star, the EU ErP Lot 5, the EU Energy Label, and the China Energy Label (CEL), etc.

All products must meet the requirements of the “Non-hazardous Substance Process Management Procedures”

Prohibitive measures with respect to environmentally hazardous substances have been implemented for all products produced by Qisda. In addition, we have presented requirements to the suppliers in accordance with relevant specifications to ensure compliance with laws, regulations and Qisda's rules. With this, source management can be implemented.

1. Qisda's Policy of Quality/Non-Hazardous Substance

Qisda complies with the goal: “Our products and services must conform to the promised quality, specification, cost and delivery date; We must devote ourselves to energy saving and environmental protection when designing and manufacturing the products, and fulfill the corporate social responsibility.” We also comply with the quality/hazardous substance free policy and will spare no effort to promote and establish systems that meet the international standards, such as the ISO 9001 “quality management system” and IECQ QC 080000 “hazardous substance process quality management system.” We strive to continuously improve our process, reducing defects and waste, and making improvements in quality and productivity by pursuing continuous enhancement and precaution with the most economical methods. Meanwhile, we are dedicated to complying with regulations related to hazardous substances (such as the EU RoHS Directive), meeting the customers' requirements, and further ensuring our products comply with society's expectations and reducing negative impacts on the environment.

- Qisda also makes cards and built an internal webpage about the quality policies for all employees to check them out anytime.
- Relevant management system certificates are also stored on the internal and external websites.
- Qisda verifies that its products comply with the EU Restriction of Hazardous Substances (RoHS) Directive and conform to customers' individual requirements for prohibiting and restricting hazardous substances before mass production. Meanwhile, Qisda audits all suppliers regularly, strictly manages component and material approvals, and stringently inspects incoming materials. By doing so, we establish a systemized management mechanism to ensure that the customers can receive the products without concerns about health.

Environmental Certification	Number of Models Submitted in 2025	Remarks
 TCO Certified Displays 10	23 models	On June 11, 2024, TCO announced the updated TCO Certified Displays 10 Final Standard. Applications for TCO Certified Displays 10 were open starting August 19, 2024. Beginning December 5, 2024, new models can only apply for TCO Certified Displays 10, while TCO Certified Displays 9 certificates will expire on December 3, 2026.
 China Environmental Labeling (the Ten-Ring Certification)	3 models	The China Environmental Labeling is a certification launched by the government. Products certified with the label not only pass the quality standard, but also meet the requirement of environmental protection during the process of production, use and disposal. Compared to other similar products, the certified products have advantages in environmental aspects, such as low toxicity and hazardous substances, resource saving, and so on.
 U.S. Energy Star	20 models	The U.S. Energy Star program was launched in 1992 by the U.S. Environmental Protection Agency (EPA) with the objective of reducing energy consumption and greenhouse gas emissions from power generation. The program is voluntary; manufacturers that choose to comply may label qualified products with the Energy Star mark. In 2025, revenue from products certified with the Energy Star environmental label accounted for 62.29% of total product revenue.
 EU RoHS/WEEE	All models	EU RoHS/WEEE is a compulsory standard formulated by the EU, mainly aiming to restrict hazardous substances in electric and electronic devices and further protect human health. It also ensures proper recovery and disposal of waste for environmental protection. Qisda's products that are in compliance with the EU RoHS Directives account for 100% of total product revenue.

Declaration and Label

Qisda provides product information and labeling based on customer requirements. For example, for its largest customer, Qisda submits a Substance Inventory Specification that discloses the material composition of the product; a Declaration of Conformity (DoC) to inform the customer of any substances that may pose environmental impacts; a User Guide that includes product safety usage instructions; and a Safety and Regulatory Information document that specifies relevant product recycling information.

Among the models shipped in 2025, the percentage in product revenue with respect to the environmental labels and declarations is as follows:

Proportion of Product Line in Product Revenue (%)	Total
 Energy star	62.29%
 TCO	54.36%
 China Environmental Labeling	54.39%
 Taiwan ECO Label	24.44%
 Compliant with RoHS	100%

Since 2025, Qisda has, for the first time, included statistics on laws and regulations related to products and services (covering the period 2022–2025). In 2025, no company within the Group received any fines or warnings due to violations of product and service-related regulations.

Unit: Cases			2022	2023	2024	2025
Compliance with Health and Safety Regulations for Products and Services	Incidents resulting in fines	Parent company	0	0	0	0
		Subsidiary	0	1	0	0
		Total	0	0	1	0
	Incidents resulting in warnings	Parent company	0	0	0	0
		Subsidiary	0	0	0	0
		Total	0	0	0	0
	Incidents of non-compliance with voluntary codes	Parent company	0	0	0	0
		Subsidiary	0	0	0	0
		Total	0	0	0	0
Compliance with Product and Service Information and Labeling Regulations	Incidents resulting in fines	Parent company	0	0	0	0
		Subsidiary	5	2	2	0
		Total	5	2	2	0
	Incidents resulting in warnings	Parent company	0	0	0	0
		Subsidiary	6	2	2	0
		Total	6	2	2	0
	Incidents of non-compliance with voluntary codes	Parent company	0	0	0	0
		Subsidiary	0	0	0	0
		Total	0	0	0	0

Circular Economy and Recycling Benefits

At Qisda, we constantly seek opportunities at all stages of the product life cycle to create sustainable value, enable sustainable use of resources, and reduce environmental impact.

Raw material stage: In response to customer requirements and Qisda's pursuit of environmental friendliness, we gradually increase the use of recycled materials.

- The proportion of Qisda's recycled materials in terms of weight to the Company's purchased materials (excluding electronic materials) in 2025 is as follows:

Item	Plastic	Metal	Paper packaging materials	Total
Weight of non-recycled materials (tons)	3,712	9,031	-	12,744
Weight of recycled materials (tons)	7,504	5,004	26,356	38,864
Total weight (tons)	11,216	14,036	26,356	51,607
Recycled material weight percentage (%)	67	36	100	75

Taking recycled materials as an example, a total of 12,508 metric tons of plastic and metal recycled materials were procured in 2025. Compared with the use of virgin materials, this is estimated to reduce 26,514 tCO₂e.

Taking paper-based packaging recycled materials as another example, a total of 26,356 metric tons were procured in 2025. Compared with the use of virgin materials, this is estimated to reduce 12,297 tCO₂e.

- The revenue ratio of display models using recycled plastics from 2022 to 2025 is as follows:

Proportion of display products that use recycled plastics in total product revenue	2022	2023	2024	2025
	62%	85%	85%	88%

- The revenue proportion of products using recycled plastics and recycled metals in 2025 is as follows:

Proportion of Full Product Line in Product Revenue (%)	Using Recycled Plastics	Using Recycled Metals
	76.58%	45.11%

- The revenue share of products using recycled/environmentally friendly packaging materials in 2025 is as follows.

Product Line Proportion in Product Revenue (%)	Cartons Using Recycled Pulp	Use of Eco-Friendly Water-Based Ink	Use of Soy-Based Ink	Use of Molded Pulp Material/ Folded Paper
Displays	100.00%	65.73%	38.79%	85.96%
Projector	100.00%	99.46%	0.38%	21.92%
Industrial and Commercial Products	89.61%	87.87%	12.13%	66.68%
Automotive Solutions	100.00%	100.00%	0.00%	64.09%
Others	100.00%	100.00%	0.00%	0.00%
Total	99.35%	69.54%	34.36%	80.38%

Manufacturing stage: The waste in the manufacturing process can generate economic benefits.

- The annual waste recycling income of Suzhou and Vietnam plants of Qisda from 2022 to 2025 is as follows:

Currency: NT\$

Item	2022	2023	2024	2025
Suzhou Plant's Income from Waste Recycling	128,665,285.82	94,820,377.97	82,694,306	53,552,233.11
Vietnam Plant's Income from Waste Recycling	2,676,475.77	7,550,330.78	11,694,531	23,610,589.19
Total	131,341,761.59	102,370,708.74	94,388,838	77,162,822.30

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

Sustainable Materials

Qisda continues to collaborate with its customers in setting targets for sustainable and recycled materials. For example, for a major display customer, the target for new models launched in 2025 was to use at least 85% recycled plastic in the housing. This target was successfully achieved in 2025.

Qisda's "Sustainable Materials Policy" defines sustainable materials as those that impose minimal and least harmful impact on the global environment and human health throughout the stages of raw material extraction, product manufacturing, distribution, usage, and end-of-life disposal. The Sustainable Materials Policy was approved by the Board of Directors and is implemented and promoted by the ESG Committee, with the Board of Directors serving as the highest-level decision-making and governance body.

Concrete implementation of Sustainable Materials Policy

1. Focus on the environmental impacts of raw material production processes and require suppliers to reduce the negative sustainability impacts associated with raw materials.
2. Avoid the use of raw materials sourced from globally or nationally recognized biodiversity-sensitive areas.
3. Collaborate with external stakeholders to pursue best practices in sustainable raw material sourcing.
4. Increase the use of third-party certified sustainable raw materials.
5. Increase the use of recycled materials without compromising product quality.
6. Consider social impacts in raw material procurement and avoid violations of human rights or harm to local community rights and development.

In Qisda's "Green Product Design Procedure", R&D personnel are required to follow Qisda's Green Design Guidelines. During the product design and development stage, they must adhere to four key green design principles: material reduction, hazardous substance management, energy conservation, and recyclability. Material selection is also carried out in alignment with these green design directions.

Qisda identifies and evaluates environmental aspects and impacts of products in accordance with the "Impact Source and Risk Identification Management Procedure." The Company conducts annual internal and external audits in compliance with IEC 62430, ISO 14006, and ISO 14001. The purpose is to reduce environmental impacts from raw materials through the selection of environmentally friendly materials, for example, reducing the use of mercury lamps in projector products. Each year, online green design and sustainable materials training courses are organized for R&D personnel. The training content covers life cycle concepts, application of life cycle thinking, green product redesign, and green product architecture and elements. Concepts such as circular economy and the use of recycled materials are also incorporated into the curriculum. (For details, please refer to Training for Green Talents.)

Qisda has planned a biodiversity survey across its value chain, extending the scope to include assessments of both suppliers and customers. This initiative aims to understand the company's high dependency and impact on natural capital throughout its operations, identify actual or potential risks and opportunities during the business lifecycle, and avoid human rights violations or harm to the rights and development of local communities, thereby minimizing social impacts.

The screenshot shows a 'Document Query' interface with various filters and a table of results. The filters include Part No (4D3UM05.331), Site / Factory, Applicant Site, Description, Docu No, Effective Date, Status (Active/Inactive), and Flow In (Display Surface SA). The results table has columns: View Form, Approved History, Update, Conclusion, P/N, Description, SA spec file, Ver, Maker, Limited Maker, Effective Date, Form No, and Dept. The first row shows a document for 4D3UM05.331, CTN RF 681*145*566 Kg272 NG, with a status of SA and a department of DRC43.

- Suppliers, unique specifications, and the material composition of raw materials can be traced through the company's internal GPMSA system, and source information is obtained from upstream suppliers to meet customer needs.

Qisda requires its suppliers to comply with the "Code of Conduct for Sustainable Development of Suppliers," which covers labor, health and safety, environment, ethics, and management systems. Suppliers are also required to avoid human rights violations and any harm to the rights or development of local communities when sourcing raw materials. In the environmental dimension, the Code further includes commitments related to no-deforestation and biodiversity protection, aiming to reduce environmental and social impacts. All suppliers are required to fully understand the content of the "Code of Conduct for Sustainable Development of Suppliers" and comply with its requirements. Qisda also conducts supplier audits, including assessments of whether human rights policies properly address forced labor, child labor, young workers, anti-discrimination, anti-harassment, and freedom of association. Regarding deficiencies identified during audits, suppliers are required to create corrective action plans within a specified timeframe. Additionally, we offer improvement suggestions and guidance for prompt resolution.

For the highest revenue-generating display model in 2025, the composition of materials used is as follows:

Material	Consumption (KG)	Recycling Proportion
Plastic	5,684,093	41.01%
Aluminum	1,285,497	94.56%
Cobalt	102	0%
Copper	611,775	0%
Steel	6,603,592	17.66%
Nickel	13,704	0%
Lithium	-	0%
Titanium	5,402	0%

4

Employees and Society

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



Talent Sustainability

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.

► Talent Policy

Three Main Areas of focus of Qisda Group for Sustainable Talent Development

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

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

Establishment of success models (Guidance) to guide and disseminate experience: As the head of the Group, Qisda will lead the subsidiaries with our “win” strategy to create synergy and communicate closely with each other for forming the best sharing circle of resources. We nurture collaboration with universities, build connections with society, and create infinite possibilities in a virtuous cycle for society and talent sustainability.

Sustainable Prosperity for Society, the Company, and Employees

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

capabilities and management perspectives. This enables employees to find joy in both their work and their lives, making Qisda an employer of choice for top talent. To further strengthen its commitment to diversity, equity, and inclusion, Qisda proactively adopted the ISO 30415 Human Resource Management — Diversity and Inclusion international standard in 2025 and successfully completed ISO 30415 conformity verification. This achievement demonstrates that the principles of diversity, equity, and inclusion have been effectively embedded across the Company's human resources policies, systems, and processes.

Qisda Received the Best Companies to Work for in Asia Award for 7 Consecutive Years

Leveraging its forward-looking talent strategy and achievements in digital transformation, Qisda once again won the HR Asia's Best Companies to Work for in Asia in 2025, marking its seventh consecutive year of receiving the accolade and earning the Gold Award for the third time, further underscoring its excellence in talent management and employee engagement. Notably, the Company received the HR Asia Digital Transformation Awards for the first time in 2025, earning recognition for its effective use of technology to empower people and establishing itself as a leading example of innovation in the integration of technology and talent. There are multiple ranking methods for the “Best Companies to Work for in Asia” award. As a critical factor for winning the award, the anonymous survey allows employees to share honest and candid opinions without fear. According to this year's survey results, the Company outperformed the market average across all three dimensions, namely “(corporate culture) Core,” “(personal growth) Self,” and “(team cohesion) Group.” Positive indicators in the survey, including “I feel energized at work” and “I look forward to returning to work after the weekend,” scored more than 20% above the market average. Employees also expressed strong recognition of the Company's efforts in providing flexible work arrangements and encouraging the exploration of innovative applications to enhance efficiency. The Company won the HR Asia Digital Transformation Awards for the first time, demonstrating that its outstanding performance in AI applications and process improvement has been widely recognized.



Talent Attraction and Development

► Building a Comprehensive Sustainable Talent Base

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

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

► Building Sustainable Talent and Enhancing Recruitment Diversity

Qisda upholds a DEI (Diversity, Equity, and Inclusion) corporate culture, embracing a people-centric approach that recognizes talent as its most valuable asset. Through diverse recruitment channels, Qisda attracts a global talent pool, striving to create an inclusive workplace while continuously tracking progress each year. As of the end of 2025, non-national employees account for over 85% of Qisda's global workforce, spanning Taiwan and major plants worldwide.

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

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

Upholding the principle of sustainable talent development, Qisda actively strengthens its campus engagement and academic partnerships. As of the end of 2025, the Company has signed Memoranda of Understanding (MOUs) with 11 universities, deepening collaborations with academic institutions to help students transition smoothly into the workforce and nurture future talent.

Over the past two years, the Company has optimized the workforce structure of overseas direct labor and launched large-scale recruitment initiatives to increase the proportion of permanent employees. As a result, the number of new hires increased significantly compared with the previous period.

New Hire Rate

Item	2022	2023	2024	2025
Total new hires (person)	2,766	1,485	18,326	12,540
New Hire Rate (%)	39.9%	19.3%	195.5%	120.9%
Internal filling rate (%)	58.5%	65.0%	77.1%	58.2%

1. New Hire Rate = Number of new hires in the year/total number of employees in the year
2. In 2024 and 2025, the Suzhou plant in China increased the proportion of permanent direct labor positions and carried out large-scale recruitment initiatives. As a result, the employee new hire rate increased significantly.
3. Scope of Data Coverage: Qisda (Parent Company Only)



Distribution of Job Vacancy Internally Fills

Distribution of Job Vacancy Internally Fills		2022					2023					2024					2025				
		Taiwan	Suzhou, China	Vietnam	Japan	USA	Taiwan	Suzhou, China	Vietnam	Japan	USA	Taiwan	Suzhou, China	Vietnam	Japan	USA	Taiwan	Suzhou, China	Vietnam	Japan	USA
Gender	Male	188	118	29	1	0	125	94	13	1	0	222	83	50	1	0	127	78	68	1	0
	Female	87	64	12	0	0	80	50	11	1	0	119	37	19	1	0	74	50	22	0	0
Age	< 30	18	38	13	0	0	17	44	4	0	0	39	24	13	0	0	11	32	40	1	0
	30-50	226	133	25	1	0	154	95	20	2	0	240	91	49	1	0	147	90	44	0	0
	> 50	31	11	3	0	0	34	5	0	0	0	62	5	7	1	0	43	6	6	0	0

1. Formula for Internal Filling Rate = No. of employees with internal job transfers of a year/Total job vacancies of a year

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

The Group's New Hires Statistics

Year	2022	2023	2024	2025
Parent Company	2,766	1,485	18,326	12,540
Subsidiary	9,460	7,415	7,657	6,214
Total	12,226	8,900	25,983	18,754

Scope of Data Coverage: Qisda Consolidated Financial Report Boundary

Distribution of New Employee Hires

Distribution of New Hires		2022		2023		2024		2025	
		Number of Participants	%	Number of Participants	%	Number of Participants	%	Number of Participants	%
Gender	Male	1,884	42.2%	995	20.0%	14,008	238.4%	9,002	138.3%
	Female	882	35.5%	490	18.0%	4,318	123.5%	3,538	91.5%
Age	< 30	2,254	73.5%	984	27.9%	11,966	317.3%	7,547	183.9%
	30-50	504	14.3%	497	13.3%	6,339	123.7%	4,974	86.9%
	> 50	8	2.3%	4	0.9%	21	4.4%	19	3.5%
Region	Taiwan	194	11.8%	122	7.8%	209	13.1%	207	13.2%
	Suzhou, China	1,645	34.6%	705	13.8%	16,772	261.9%	9,269	193.2%
	Vietnam	925	180.7%	657	66.3%	1,342	100.0%	3,063	77.0%
	Japan	0	0.0%	0	0.0%	1	7.7%	1	7.7%
	USA	2	16.7%	1	9.1%	2	16.7%	0	0.0%
Employee category	Direct Labor	1,493	34.8%	1,312	25.8%	18,134	268.4%	12,365	152.1%
	Indirect Labor	1,273	47.9%	173	7.0%	192	7.3%	175	7.8%
Job level	Management	10	1.7%	6	1.0%	54	9.0%	31	5.4%
	Non-management	2,756	43.4%	1,479	20.8%	18,272	208.2%	12,509	127.6%

Scope of Data Coverage: Qisda (Parent Company Only)



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

Qisda upholds a corporate culture rooted in DEI, regarding talent as its most valuable asset. The Company attracts a diverse global workforce through multiple recruitment channels, fostering an inclusive workplace while continuously monitoring and implementing DEI initiatives each year. In 2025, the Qisda Group's total global headcount was 29,695.

Global Workforce Distribution by Operating Areas of the Qisda Group

Year		2022		2023		2024		2025	
		Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio
Gender	Male	13,392	53.91%	13,669	53.62%	14,848	53.66%	13,781	46.41%
	Female	11,450	46.09%	11,822	46.38%	12,824	46.34%	15,914	53.59%
	Total	24,842	100.00%	25,491	100.00%	27,672	100.00%	29,695	100.00%
Employee category	Direct Labor	10,493	42.24%	11,519	45.19%	13,493	48.76%	15,351	51.70%
	Indirect Labor	14,349	57.76%	13,972	54.81%	14,179	51.24%	14,344	48.30%
	Total	24,842	100.00%	25,491	100.00%	27,672	100.00%	29,695	100.00%

Unit: Persons		2025
Total Number of Non-Employee Workers Whose Work Is Controlled by the Organization (persons)	Parent Company	460
	Subsidiary	1,120
	Total	1,580

Note:

1.Scope of Data Coverage: The Qisda Group Boundary.

Global Workforce Distribution by Operating Areas of the Qisda Group

Distribution of Total Workforce		Taiwan		Suzhou, China		Vietnam		Japan		USA	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Contract type	Non-fixed term employment	938	635	593	611	174	15	8	5	9	3
	Fixed-term employment	0	0	2,434	1,160	2,352	1,438	0	0	0	0
Total		938	635	3,027	1,771	2,526	1,453	8	5	9	3
Employment type	Full-time	938	635	3,027	1,771	2,526	1,453	8	5	9	3
	Part-time jobs ^(Note 1)	6	11	0	4	0	0	0	0	0	0
Total		944	646	3,027	1,775	2,526	1,453	8	5	9	3
Non-employee workers ^(Note 2)		6	17	338	99	0	0	0	0	0	0

Note 1: Interns are classified as part-time employees but are not included in the regular employee headcount.

Note 2: Manpower is adjusted in real-time based on workload, and the primary duties of these personnel involve highly repetitive on-site tasks.

Note 3: Scope of Data Coverage: The Qisda Group Boundary.

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

Distribution of Employees		2022				2023				2024				2025			
		Male		Female		Male		Female		Male		Female		Male		Female	
		Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio	Number of Participants	Ratio
Age	< 30	2,131	47.7%	911	36.7%	2,446	49.2%	1,083	39.7%	2,524	43.0%	1,247	35.7%	2,769	42.5%	1,334	34.5%
	30-50	2,080	46.6%	1,473	59.3%	2,226	44.8%	1,522	55.8%	3,014	51.3%	2,110	60.4%	3,365	51.7%	2,361	61.1%
	> 50	256	5.7%	99	4.0%	301	6.1%	124	4.5%	338	5.8%	139	4.0%	374	5.7%	172	4.4%
Title	Management	460	10.3%	143	5.8%	450	9.0%	146	5.3%	453	7.7%	147	4.2%	435	6.7%	139	3.6%
	Professional personnel	1,122	25.1%	821	33.1%	1,037	20.9%	769	28.2%	1,000	17.0%	769	22.0%	936	14.4	731	18.9%
	Technician/Assistant personnel	2,885	64.6%	1,519	61.2%	3,486	70.1%	1,814	66.5%	4,423	75.3%	2,580	73.8%	5,137	78.9%	2,997	77.5%
Employment type	Direct labor	2,564	57.4%	1,731	69.7%	3,384	68.0%	1,750	64.1%	4,269	72.7%	2,487	72.7%	5,133	78.9%	2,994	77.4%
	Indirect labor	1,903	42.6%	752	30.3%	1,589	32.0%	979	35.9%	1,607	27.3%	1,009	27.3%	1,375	21.1%	873	22.6%
Region	Taiwan	1,016	22.7%	635	25.6%	969	19.5%	593	21.7%	962	16.4%	638	18.2%	938	14.4%	635	16.4%
	Suzhou, China	3,176	71.1%	1,585	63.8%	3,394	68.2%	1,731	63.4%	4,072	69.3%	2,333	66.7%	3027	46.5%	1,771	45.8%
	Vietnam	259	5.8%	253	10.2%	594	11.9%	397	14.5%	825	14.0%	517	14.8%	2526	38.8%	1,453	37.6%
	Japan	8	0.2%	6	0.2%	8	0.2%	5	0.2%	8	0.1%	5	0.1%	8	0.1%	5	0.1%
	USA	8	0.2%	4	0.2%	8	0.2%	3	0.1%	9	0.2%	3	0.1%	9	0.1%	3	0.1%

Scope of Data Coverage: Qisda (Parent Company Only)

Statistics by Job level, Age, Gender and Area

Job level	Age	Taiwan		Suzhou, China		Vietnam		Japan		USA		Total
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Management	< 30	0	0	0	0	0	0	0	0	0	0	0
	30-50	98	25	108	61	44	10	0	0	0	0	346
	> 50	138	25	31	16	12	1	0	1	4	0	228
	Total	236	50	139	77	56	11	0	1	4	0	574
Non-management	< 30	105	141	1,247	494	1,415	699	1	0	1	0	4,103
	30-50	493	361	1,564	1161	1,051	740	4	3	3	0	5,380
	> 50	104	83	77	39	4	3	3	1	1	3	318
	Total	702	585	2,888	1,694	2,470	1,442	8	4	5	3	9,801

Scope of Data Coverage: Qisda (Parent Company Only)

Distribution of Nationality of Direct and Indirect Employees

Nationality of Employee	Taiwan				Suzhou, China				Vietnam				Japan				USA				Total	Proportion of Nationality
	Indirect labor		Direct labor		Indirect labor		Direct labor		Indirect labor		Direct labor		Indirect labor		Direct labor		Indirect labor		Direct labor			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Taiwan	805	417	82	91	14	2	0	0	13	0	0	0	1	1	0	0	1	0	0	0	1,427	13.80%
China	0	0	0	0	421	375	2,588	1,394	69	7	90	8	1	1	0	0	0	1	0	0	4,955	47.80%
Vietnam	0	1	48	124	0	0	0	0	28	61	2,324	1,377	0	0	0	0	0	0	0	0	3,963	38.20%
Malaysia	1	1	1	0	4	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	9	0.10%
Japan	0	1	0	0	0	0	0	0	0	0	0	0	6	3	0	0	0	0	0	0	10	0.00%
Hong Kong	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0.00%
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	2	0	0	9	0.10%
Total	807	420	131	215	439	377	2,588	1,394	112	68	2,414	1,385	8	5	0	0	9	3	0	0	10,375	

Scope of Data Coverage: Qisda (Parent Company Only)

Proportion of Nationalities Among Employees and Managers

Nationality	Percentage in Total Employees		Percentage in Total Managers	
	Number of Participants	%	Number of Participants	%
Taiwan	1,427	13.8%	312	54.1%
China	4,955	47.8%	242	42.2%
Vietnam	3,963	38.2%	11	1.9%
Malaysia	9	0.1%	7	1.2%
Japan	10	0.1%	0	0.0%
Hong Kong	2	0.0%	0	0.0%
USA	9	0.1%	2	0.3%

Scope of Data Coverage: Qisda (Parent Company Only)

Proportion of Senior Management Hired from the Local Community

Proportion of Senior Management Hired from the Local Community	Region/Year	2022	2023	2024	2025
Proportion of senior management	Taiwan	3.5%	3.6%	3.4%	3.5%
	Suzhou, China	0.3%	0.3%	0.2%	0.3%
	Vietnam	0.4%	0.2%	0.1%	0.1%
	Japan	0.0%	0.0%	0.0%	0.0%
	USA	0.0%	0.0%	0.0%	0.0%
Proportion of senior management hired from local community	Taiwan	96.5%	98.1%	98.1%	98.2%
	Suzhou, China	21.4%	26.7%	28.6%	33.3%
	Vietnam	0.0%	0.0%	0.0%	0.0%
	Japan	0.0%	0.0%	0.0%	0.0%
	USA	0.0%	0.0%	0.0%	0.0%

Note:

- 1: Senior management definition: Personnel at the level of director and above.
- 2: Calculation of the proportion of senior management: Total number of local management/Total number of local employees (local: Taiwan, China, Vietnam, Japan, and the U.S.).
- 3: Calculation of the proportion of Senior Management Hired from local community: Total number of Local senior management/Total number of senior managers within the plant (local: Taiwan, China, Vietnam, Japan, and the U.S.).
- 4: Scope of Data Coverage: Qisda (Parent Company Only)

Employees with Disabilities

Qisda encourages diverse talents to create sustained growth momentum for the Company. The Company complies with local government regulations regarding the employment of individuals with disabilities. In 2025, a total of 53 employees with disabilities were hired globally.

Disability	Taiwan					Suzhou, China					Vietnam					Japan					USA				
	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total	Indirect labor		Direct labor		Total
	Male	Female	Male	Female		Male	Female	Male	Female		Male	Female	Male	Female		Male	Female	Male	Female		Male	Female	Male	Female	
No. of employees with disabilities	4	3	3	2	12	0	0	29	12	41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. of total employees	807	420	131	215	1,573	439	377	2,588	1,394	4,798	112	68	2,414	1,385	3,979	3	4	5	1	13	9	3	0	0	12

Scope of Data Coverage: Qisda (Parent Company Only)

Giving Back to Society and Promoting a Positive Talent Cycle

The Qisda Group is committed to cultivating future talent through strategic engagement with academia. By conducting group-wide recruitment initiatives, the Group has established strategic partnerships with universities and colleges to strengthen its talent pipeline. By signing Memoranda of Understanding (MOUs), the Group promotes in-depth industry-academia collaboration and provides internship programs that bridge academia and industry. These initiatives enable students to gain early exposure to workplace practices and immerse themselves in the corporate culture, thereby establishing a high-quality talent pipeline in which internships serve as a pathway to employment.

In terms of entry-level talent development, the Qisda Group not only leverages diverse recruitment channels but also actively collaborates with a number of universities and colleges to expand industry-academia partnership programs for Vietnamese students. These initiatives aim to cultivate a sustainable talent pipeline and strengthen the integration of academic learning with practical workplace experience. Through dedicated internship programs, the Group helps students develop core manufacturing process expertise and establishes a clear career pathway for them to assume management positions at its Vietnam plants upon graduation. These efforts not only facilitate talent mobility across the Group's international value chain, but also strengthen its employer brand through deep industry-academia collaboration, creating a virtuous cycle of shared value for society and industry.



Group Joint Campus Recruitment

I. Purpose

- Deepening Corporate Identification: Through face-to-face interactions, the Group communicates Qisda's leading corporate culture and its leadership in global sustainability initiatives.
- Strengthening the Employer Brand: Building a professional, innovative, and trustworthy employer image to attract like-minded talent with precision.

II. Participated Sessions

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

III. Features

- Managers in key positions engage directly with prospective talent by providing one-on-one, in-depth career consultations, effectively enhancing candidates' understanding of job roles and responsibilities.
- During the annual campus recruitment events, the Group successfully received more than 2,500 qualified applications, demonstrating Qisda's strong appeal among top-tier students.



Expanding Diverse Recruitment Channels

I. Purpose

- Embedding DEI Culture to Drive Innovation: The Group is committed to attracting diverse talent with cross-cultural backgrounds, multidisciplinary expertise, and international perspectives to establish a team that is inclusive and innovative. The Group firmly believes that a diverse workforce brings broader perspectives and serves as a fundamental driver of sustainable growth and innovation. This enables the organization to respond to market changes with agility and enhance its competitive advantage.

II. Strengthening Operational Strategy Alignment

- In response to the global supply chain landscape, we expanded the scale of the Vietnam plant and cultivated Vietnamese talent with R&D engineering backgrounds to serve as key management personnel for future overseas plants.
- We continued to deepen our presence in the Asia-Pacific market, where there is growing demand for e-commerce talent in Southeast Asia.

III. Diverse Recruitment Channels

- Campus Recruitment for Foreign Talent: NTUST Foreign Student Employment Expo
- Participation in Government-Related Initiatives: Job Matching Event for Overseas Chinese Students in Taiwan, the Youth Career Expo, Taoyuan Youth Workplace Incubation Program, Taipei City Friendly Workplace Joint Recruitment Event, and Smart Technology Employment Expo.



In-Depth Campus Career Seminars

I. Purpose

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

II. Career Sharing Lecture:

- Conducted by HR management teams, these lectures provided career diagnosis and analysis based on environmental changes and talent trends.
- Career seminars for international students at NTUST, career seminars for international students at NTUT, and career seminar for Vietnamese master's students at National Taipei University. A total of 3 sessions were held, with total participation exceeding 90 people.



Enhancing Campus Collaboration through Memorandums of Understanding (MOU)

I. Partner Schools:

- Qisda has been dedicated to building a close industry-academia alliance network and has signed Memoranda of Understanding (MOUs) with 11 leading universities in Taiwan, covering academic research, talent cultivation, and resource sharing, with the aim of creating a sustainable growth ecosystem that integrates enterprises, schools, and students. These include National Taiwan University, National Cheng Kung University, National Chengchi University, National Taiwan University of Science and Technology, National Taipei University of Technology, National Taipei University, National Taiwan Normal University, Chung Yuan Christian University, Wenzao Ursuline University of Languages, Yuan Ze University, and St. John's University.

II. Scope of Collaboration:

- Planning academic degrees, courses, and teachers.
- Organizing activities related to talent exchange, academics, innovative learning, and community service.
- Industry-academia collaboration and student internships.
- R&D related to technology, knowledge, and intellectual property.
- Promoting collaborative projects, and planning and constructing shared spaces.

III. The Effects of Collaboration:

- Company:** Secure key high-potential talent early, communicate employer brand value precisely, and build a robust future talent pool.
- Student:** Early exposure to industry to understand its perspectives. Start career planning early through enterprise visits, internships, and industry seminars.
- School:** Incorporate corporate resources and the latest industry trends to enrich and diversify instructional content, and enhance academic and practical competitiveness through research and development collaboration.

Industry-Academia Visits and Collaboration

I. Purpose:

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

II. Visits Conducted:

- Post-EMBA program visit from National Yang Ming Chiao Tung University, a delegation from Thunderbird School of Global Management in the United States, and students from the dual-degree program between National Yang Ming Chiao Tung University and Ton Duc Thang University in Vietnam. The total participants reached 120.



Sustainable Talent Development: Creating a Diverse and Inclusive Corporate Environment

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

Based on international standards, establish a foundation for diversity, inclusion, and talent sustainability governance

To systematically advance diversity and inclusion while strengthening the governance foundation for sustainable talent development, Qisda has formally adopted the ISO 30415 Human Resource Management — Diversity and Inclusion international standard as the overarching framework guiding its DEI policies and initiatives. By aligning with internationally recognized standards, the Company has translated its commitment to diversity and inclusion from a set of values into actionable, manageable, and sustainable governance practices. This approach further strengthens the maturity of its institutional framework for sustainable talent development. To ensure effective implementation, the Company established a Diversity and Inclusion Promotion Team to coordinate the planning and execution of related policies and completed ISO 30415 compliance verification, marking an important milestone in institutional implementation.

In terms of governance, the Company has established a consistent and sustainable DEI governance framework in accordance with the principles of ISO 30415. DEI concepts have been fully integrated throughout the employee lifecycle in human resource management, encompassing key stages such as recruitment, hiring, development, retention, and separation. By embedding the principles of diversity and inclusion into various human resources systems and processes, potential risks and improvement opportunities can be identified at different management stages, ensuring that all types of talent can develop in an equitable and inclusive environment. In addition, the Company has established relevant benchmarks and conducts ongoing reviews through a data-driven approach. Key indicators, including gender representation, pay equity, and employee engagement, serve as the basis for continuously enhancing management practices and monitoring improvement outcomes.

To demonstrate its strong commitment to diversity, equity, and inclusion, Qisda has further established a DEI Statement that clearly articulates the Company's core principles and values for both internal employees and external stakeholders. The statement not only reflects the support of top management for DEI-related issues, but also serves as a guiding principle for the implementation of relevant policies and initiatives, ensuring alignment across the organization in both values and execution.

In terms of institutional implementation and cultural integration, the Company continues to strengthen employees' understanding of and ability to put DEI principles into practice through organization-wide training programs and ongoing cultural advocacy initiatives. Relevant training programs cover topics such as unconscious bias, gender equality, and cross-cultural communication. By enhancing the awareness and sensitivity of employees and managers, the Company progressively fosters inclusive organizational culture and leadership behaviors, thereby laying a solid foundation for the long-term development of diverse talent.

Building a Women-Friendly Workplace Through Institutionalized Management

To further strengthen the implementation and effectiveness of diversity, equity, and inclusion within its management systems, Qisda regards the establishment of a women-friendly workplace as a key medium- to long-term management objective. This initiative is incorporated into the overall governance and oversight framework of the ESG Committee. The Company has set targets for 2030, including achieving a 40% female employee ratio and a 28% proportion of female first-line managers, demonstrating its long-term commitment to enhancing women's participation and career development opportunities in the workplace. These targets also serve as important references for relevant policy design and resource allocation.

First, to foster a safe and respectful working environment, Qisda has established clear policies prohibiting any form of discrimination and sexual harassment. Organization-wide training programs are implemented to strengthen employees' understanding of relevant regulations and DEI principles, demonstrating the Company's clear commitment to respecting diversity and safeguarding employee rights. By combining policy communication with education and training, the Company continuously strengthens understanding and appreciation of diversity within its organizational culture.

Secondly, in talent recruitment and acquisition, the Company has established Internal Referral Incentive Regulations to encourage employees to refer candidates with diverse backgrounds. Additional referral incentives are provided for candidates who are female, foreign nationals, or Indigenous peoples, with the aim of promoting a more diverse talent pool within the organization. Through institutionalized incentive mechanisms, the Company aims to broaden its talent sourcing channels while progressively enhancing workforce diversity. This approach creates more employment opportunities for women and other underrepresented groups.

In addition, with regard to compensation equity and remuneration management, the Company has established a gender pay equity management mechanism. The principle of equal pay for equal work is clearly articulated in its human rights commitment, emphasizing that no form of gender-based pay discrimination is permitted. In practice, all major global operating sites comply with local labor regulations to ensure that base salaries are not lower than statutory minimum standards. The Company also ensures that its remuneration system design and implementation processes are free from discrimination based on gender, religion, race, nationality, or political affiliation. Salary adjustments are determined based on employees' learning experience, professional skills, and performance, ensuring that overall compensation levels remain both market-competitive and internally equitable. In addition, the Company conducts annual reviews of pay and bonus equity between male and female employees to continuously optimize its remuneration system.

In terms of talent development and promotion management, Qisda actively implements leadership development programs focused on cultivating high-potential female talent, supporting them in building managerial capabilities and acquiring the key competencies required for career advancement. In addition, performance and talent review meetings are held on a semi-annual basis to review overall talent development and promotion nominations. The Company also analyzes promotion rates by gender and communicates the findings internally to ensure that female employees receive fair and equitable opportunities for career development and advancement.

A review of Qisda's data over the past two years shows a continuous increase in the proportion of female employees, while the proportion of female managers has remained stable. At the same time, the promotion rate of female employees has demonstrated steady year-on-year growth. Further observation of talent development indicates that in 2025, women accounted for approximately 40% of participants in both leadership management and AI training programs, reflecting the Company's continued efforts to foster a fair and development-oriented career environment for female employees.

Strengthening Women's Physical and Mental Resilience and Sense of Belonging in the Workplace Through Supportive Communities

In addition to institutionalized human resource management measures, Qisda also places importance on the physical and mental pressures and work-life balance challenges faced by female employees throughout their career development. Supportive communities are regarded as an important complementary mechanism for fostering a comprehensive diversity, equity, and inclusion (DEI) environment. By fostering mutual support and experience sharing among employees, these initiatives help enhance mental well-being, strengthen workplace belonging, and improve organizational resilience, thereby supporting the long-term retention and stable development of female talent.

Under this approach, the Company encourages employees to voluntarily form supportive communities based on their own needs and respects their self-directed operating models. For example, the employee-initiated “ Working Moms Community ” focuses on the physical and mental well-being of working mothers and work-life balance. Through the exchange of personal experiences and sharing of approaches to parenting and career adjustment, the community helps members build a support network between their professional and family roles, thereby alleviating the potential burden arising from multiple role-related pressures. Quarterly outdoor or indoor networking activities are held on a regular basis, with the Company playing a clear supporting role by providing subsidies and institutional assistance to ensure their stable and continuous operation.

Distribution of Female Employees by Job Levels

Distribution of Female Employees	2022	2023	2024	2025
Proportion of female employees	41.5%	35.4%	37.3%	37.3%
Proportion of female managers	22.8%	24.2%	24.2%	24.2%
Proportion of female first-line managers	23.8%	25.1%	26.2%	26.0%
Proportion of female senior managers	15.3%	13.7%	8.7%	11.4%
Proportion of female managers in business related units (Marketing and sales)	43.1%	48.4%	43.5%	42.4%
Proportion of female STEM employees (R&D/Engineering/Industrial design)	21.6%	24.1%	23.2%	24.1%

Note 1: The word “business-related” means that the managers play roles of the line management in the marketing & sales departments, or directly contribute to the output of products or services (marketing & sales /customer service, in particular).

Note 2: STEM refers to science, technology, engineering and mathematics. STEM workers apply their knowledge of science, technology, engineering or mathematics to perform their daily duties. This is primarily related to the R&D/engineering technology/industrial design/finance and accounting.

Note 3: Scope of Data Coverage: Qisda (Parent Company Only)

Reporting Rate	2022	2023	2024	2025
Overall	9.2%	8.5%	9.1%	8.1%
Male	9.6%	7.2%	8.0%	6.6%
Female	8.2%	11.0%	11.2%	11.1%

Note 1: Calculated based on the number of employees at the Taiwan headquarters.

Note 2: Promotion nomination rate = Number of promotion nominations by gender / Total number of employees by gender

Note 3: Scope of Data Coverage: Qisda (Parent Company Only)

Creating a Supportive Work Environment for Foreign Employees

Upholding the principles of diversity, equity, and inclusion (DEI), Qisda actively responds to government policies and aligns with the high human rights standards required by international customers. At present, the Company's Taiwan sites employ a total of 164 foreign employees. We are committed to providing decent work, barrier-free communication, and comprehensive life support, recognizing international talent as key partners in sustaining stable productivity and supporting the Company's global expansion strategy.

I. Implement Recruitment Responsibility: Enforcing the "Zero Recruitment Fee Policy"

- Zero Recruitment Fee Policy: Strictly adhering to international human rights standards, Qisda fully bore all overseas recruitment fees, medical examination fees, visa fees, round-trip airfare, and post-entry management fees.
- Brokerage Compliance Oversight: We cooperate only with legally compliant and high-quality brokerage firms and ensure the recruitment process remains open and transparent through a regular audit mechanism. Additionally, service representatives proficient in the native language are assigned to provide professional assistance and guidance for daily living.

II. Accessible Communication: Establishing a Transparent and Trustworthy Dialogue Mechanism

- Native-language-friendly Environment: Appointed dedicated dormitory management and bilingual counseling personnel to eliminate language barriers. Multilingual laws and regulations, health information, and labor publications were provided on the bulletin boards in the dormitories and factory area to safeguard employees' right to information.
- Zero-latency Grievance Channel: Establish an immediate and unobstructed communication and grievance channel to ensure that employees' concerns receive effective responses, thereby strengthening organizational cohesion and trust.

III. Comprehensive Life Care: Creating a Warm, Home-Like Atmosphere

- High-Quality Living Space: Modern dedicated dormitories and a multi-purpose lounge were provided, offering a comfortable and safe resting environment.
- Diverse and Inclusive Dining: The restaurant adopted a self-service buffet format, providing a variety of meal options while taking into account both nutritional balance and international taste preferences.
- Festival Care and Stress Relief: Regularly held foreign cultural festival activities to soothe colleagues' homesickness and, through substantive care and interaction, foster a corporate culture full of a sense of belonging.

Rotational Development for Value Creation

To drive the Company's sustainable growth and meet long-term talent needs aligned with strategic development, Qisda considers career development diversity a key strategy for attracting and retaining talent. By offering diverse growth and development opportunities tailored to employees of different backgrounds and skill sets, Qisda fosters both individual and corporate growth. Since 2017, Qisda has implemented a structured job rotation system, setting rotation tenure for managers at all levels and regularly reviewing the rotation landscape. As of 2025, the cumulative managerial rotation rate has reached 208%. Qisda has also extended this system to its subsidiaries, assigning key talents to critical roles. The coverage rate of key talents assigned to subsidiaries has reached 80%.

Transferring the headquarters' management concepts, systems, and experience to subsidiaries not only enhances the organization's overall competitiveness but also helps in cultivating and retaining top talent. Through job rotations and resource-sharing models, the Company can achieve significant progress in operational growth and corporate governance. Furthermore, this initiative significantly improves leadership capabilities and the ability to view challenges from multiple perspectives, ensuring a well-rounded talent development approach. In addition to fostering a multinational workforce, Qisda also places special emphasis on middle-aged and older employees. In 2025, job rotations of middle-aged and older managers accounted for 71% of total job rotations. Through rotation programs and mentorship, Qisda provides comprehensive development opportunities.

Zero Discrimination and Anti-Harassment Policy

Open and Respectful Multicultural Work Environment

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

Pursuit of Equality in the Workplace, Including Gender Equality

Qisda strictly prohibits any forms of discrimination and harassment, sticking to the spirit of providing the employees with a work environment free of discrimination and harassment. This is applicable to the employment, training, performance evaluation, promotion, transfer, wage and other internal activities of the employees. The senior managers, employees, job seekers, customers and business

partners of the Company are required to comply with the rule, and are also protected by the rule. All the factors unrelated to work, such as nation, race, class, skin color, age, gender, sexual orientation, gender identity and expression, national origins or regions, disability, pregnancy, religion, political stance, social or group affiliation, family responsibility, former military status, genetic information or marital status and other factors specified in the law, must be excluded from any decisions related to employee rights. All types of harassment, including defamation, offensive and sexually suggestive language, images, objects and physical contacts, that could make other employees feel uncomfortable, insulted, threatened or afraid, are strictly forbidden by the Company. Also, no discrimination against the employees is allowed in relation to the recruitment, actual practices, wages, promotions, rewards, access to training, dismissal, or retirement.

Qisda firmly believes that diverse talents will open the possibility of unlimited growth for an organization. Therefore, our female employees have the same opportunities and rights as male employees in all aspects. To make sure that all our managers and employees adhere to the "Qisda Employee Code of Conduct," we conduct annual training for all employees in the fourth quarter, and the 2025 global employee training has been completed, with the training covering issues such as avoidance of conflict of interest, legal compliance, pursuit of a fair work environment, anti-discrimination and zero tolerance. The Code of Conduct and related systems are announced on the Company's internal website for the employees to review at any time. Performance targets are set every six months, and the Code of Conduct is one of the evaluation items to ensure all our personnel adhere to it.

To enhance employees' understanding of the meaning of diversity, equity, and inclusion (DEI) and its implementation within the Company, a series of online training courses was launched in 2025. These courses enable employees to gain insights into relevant trends and corporate policies, and to further apply DEI principles effectively in their work and daily lives.

Ratio of Basic Salary and Compensation of Women to Men

Job level	Taiwan		Suzhou, China		Vietnam		Total	
	Salary	Compensation	Salary	Compensation	Salary	Compensation	Salary	Compensation
Manager Level	0.85	0.84	1.25	1.22	-	-	0.88	0.87
Management Level	0.89	0.91	1.01	0.99	1.16	1.15	0.94	0.95
Non-Management Level	0.95	0.94	1.1	1.05	1.07	1.06	1.07	1.04

Remarks

- The data above is the ratio of average salary and remuneration of full-time women to men throughout 2025.
- Manager level: Managers at the level of director and above.
- Management level: Managers at the level of assistant manager and above.
- Employees whose covered period of service was less than one year.
- Scope of Data Coverage: Qisda (Parent Company), Qisda Suzhou, Qisda Vietnam

► Compensation and Benefits

Compensation Policy

To attract and retain outstanding talents, Qisda observes the local domestic labor laws and regulations in our operational sites worldwide. The pay to the employees is never below minimum wage required by the law and remuneration is not differentiated based on gender, religion, race, nationality, or political affiliation. To provide employees with a compensation policy that is competitive on the market, the employee payment is adjusted based on the personal education background and experience, professional skills, and performance of the employee to ensure wages are competitive with the market and internally fair. We refer to the wage survey report of a third-party compensation consultant and the business status of the Company every year, and review the achievement of the goal at the end of the year. As for the compensation to the senior managers, the Compensation Committee reviews the annual achievement rate of relevant performance indicators through committee meetings and determines the scope of the annual compensation.

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

	2022	2023	2024	2025	Deviation (%)
No. of full-time non-management employees (people)	1,747	1,663	1,536	1,543	0.46%
Average wage of full-time non-management employees (NT\$ thousand)	1,695	1,571	1,385	1,400	1.08%
Median wage of full-time non-management employees (NT\$ thousand)	1,289	1,224	1,192	1,222	2.52%

Remarks

- As defined by the Directorate General of Budget, Accounting and Statistics, Executive Yuan, for material terms, a full-time employee means an employee who works to the full normal working hours specified by a company or to the statutory working hours. We set 40 normal working hours and, thus, all the employees of the Company are full-time employees.
- The total wages include, but are not limited to, basic salary, overtime pay, various allowances and bonuses, and employee compensation, excluding the estimated amount of share-based payment recognized as expenses.
- Average wage of employees = Total wages of full-time non-management employees/Total No. of full-time employees
- The median wage of employees refers to the value at the midpoint in a list of wages, after all wages are arranged in ascending order
- Deviation (%) = Gap between the data for 2025 and that for 2024/data for 2024
- Scope of Data Coverage: Qisda (Parent Company Only)

Ratio of Standard Entry Level Wage Compared to Local Minimum Wage

Area	Taiwan	Suzhou, China	Vietnam	Japan	USA
Ratio of standard entry level wage compared to local minimum wage	1	1.36	1.17	1.42	1

Note:

- Calculation method: starting wage of entry level/statutory basic wage
- Scope of Data Coverage: Qisda (Parent Company Only)

Commitment to Living Wage

Qisda is committed to ensuring that all employees receive compensation at or above a living wage level. The Company conducts annual reviews and monitoring of employee pay levels to prevent any gap between wages and the living wage standard. The purpose of a living wage is to safeguard workers' basic livelihood, enabling them to cover their essential living expenses. As we care about our employees and their families, we are pledged to a living wage that ensures more security for families; therefore, our employees' remuneration can steadily meet the needs of their families.

Living Wage Methodology

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

Long-term Incentive Plan

Incentive	Applicable to	Implementation Method	Amount
Employee stock ownership trust	After a 3-month probationary period, full-time employees in Taiwan are allowed to apply for the ESOT 1	Employees participating in the ESOT purchase the Company's shares using their own contributions and the corresponding financial rewards allocated by the Company based on their job levels; the higher the job levels, the greater the allocated financial rewards. In this way, we motivate employees to strive for promotion opportunities, meet the performance targets, and thus further contribute to a synergistic effect for overall operational performance of the Company. - Employee voluntary contribution: Based on the personal job level, a participant contributes a certain amount from the monthly pay as the trust fund to purchase the Company's shares. - Company incentive: The Company also contributes an amount equal to 100% of the employee's voluntary contribution as an incentive. The vesting of this company incentive is based on the length of service within the Group: 50% of the incentive is vested after 5 years of service, and 100% is vested after 10 years. Stocks held in the employee stock ownership trust account are subject to a deferred payment mechanism, and employees may withdraw the stocks from the account upon resignation or retirement. The Company's employee stock ownership trust holds only Qisda stocks and is not used for hedging or reinvestment purposes.	In 2025, the Company's allocated financial rewards are exceeded NT\$100 million 2 Employee participation rate 90%
Retention Bonus	Talents in key positions critical to the organizational development	To ensure that the talents in key positions keep staying in the Company and creating steady long-term operating performance for the organization, we enter into a retention bonus contract with outstanding talents in key positions to reach an agreement that they can receive full retention bonus after staying in the Company for the specified retention years (2 years). The distribution of retention bonuses motivates key personnel to achieve superior future performance, thereby generating long-term operational benefits for the Company and creating a win-win situation.	A total of 38 employees received retention bonuses in 2025, amounting to approximately NT\$6.84 million.
Long-term Incentives for Executive Managers	Executive managers above the vice president level	To incentivize long-term value creation, the performance bonuses for executive managers and employee compensation are determined based on the company's performance measurement indicators. A certain amount is set aside from performance bonuses and employee compensation, with the Company providing an additional matching incentive as part of the long-term incentive plan. This amount is used to purchase company stocks, which are then deposited into a trust account, linking executive performance to the Company's stock price. Since 2023, Qisda has implemented the Long-term Executive Manager Incentive Plan. The plan aligns with the ESG performance goals of executive managers and distributes phantom stocks over three years (first year: 50%; second year: 25%; third year: 25%). The actual number of phantom shares acquired each year will be deposited in the employee's ESOT account in the form of trust assets with reference to the stock price of the Company at that time.	The Company allocates a matching contribution ratio as long-term incentive bonuses. The achievement rate of the ESG goals in 2025 was 100%. Therefore, 25% of the phantom shares that are available in the third year under the long-term incentive plan for executive managers are distributed.

Remarks

- Under the parent company policy of Qisda, full-time employees in Taiwan are eligible to voluntarily participate in the Employee Stock Ownership Trust program upon completion of the probation period.
- The monetary information in this section reflects the policies and provisions applicable under the parent company's system.
- Scope of Data Coverage: Qisda (Parent Company Only)

Employee Benefits Systems

In line with its ongoing commitment to maintaining a happy and healthy workplace, Qisda has arranged diverse health welfare for our employees, enabling all of them to experience a high-quality work environment and a corporate culture that ensures health and happiness. The Company mainly provides the benefits as shown in the following table. The dispatched workers enjoy the same benefits as the full-time employees except for the performance bonus, which is only provided to the latter. Only a few dispatched workers are excluded from the scope of these benefits due to their short service periods (less than 6 months). Qisda follows the regulations and systems of social insurance all over the world to protect the basic rights of the employees. Group insurance for the family members is also available for the employees to apply, and we arrange for insurance company personnel to provide on-site consultation services and assist with the application for claims.

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



Qisda's Major Benefits

Region	Offered According to Laws	Regular Benefits	Better Than Legal Requirements
Taiwan	1. Health insurance and labor insurance 2. Allocation of the worker's retirement reserve funds 3. Allocation of wage arrears payment fund 4. Allocation of labor occupational accident insurance 5. Infirmary and contracted on-site physician 6. Paid annual leave, half-paid sick leave, and related statutory holidays 7. Parental leave, maternity check-up leave, paternity check-up leave, and paternity leave	1. Childcare allowance (childcare allowance for those with 0-6 years old children; NT\$30,000/child per year) 2. Gifts for Father's Day and Mother's Day 3. Lunch allowance and free dinner 4. Issuance of electronic consumption vouchers/points: NT\$10,000 per person per year 5. Contracted hospital 6. Dormitory/production line uniform 7. Free sports center and diverse fitness/club courses 8. Services such as healthy massage/consultation on ergonomic issues/EAP psychological counseling 9. Professional allowance for forklift operators of NT\$1,500/ person per month	1. The Company provides group insurance for employees 2. Self-paid group insurance for the family members of the employees 3. Allowance for marriage, funeral, festivities, and childbirth; consolation money for injury and illness 4. Employee stock ownership trust 5. Pension system 6. Volunteer leave and engagement leave 7. Childcare allowance for children aged 0-6: NT\$30,000 per year 8. 8 days of pregnancy checkup leave 9. 8 days of pregnancy checkup accompaniment and paternity 10. Flexible Attendance System 11. Leave for Parents of First-Grade Elementary School Students
Suzhou, China	1. Social insurance (retirement, medical service, unemployment, occupational injury, childbirth) 2. Housing provident fund 3. Paid annual leave	1. Infirmary 2. Sports Center 3. Meal allowance 4. Contracted store 5. Dormitory/uniform	1. Education and training 2. Subsidies for employees' quarterly activities 3. Festival/birthday gifts
Vietnam	1. Social insurance (medical, pension, unemployment, and occupational injury insurance) 2. Annual leave 3. Employee health check-ups	1. Childcare allowance: VND 100,000 per person per month 2. Marriage and bereavement leave subsidy: VND 100,000–200,000 3. Free pre-employment medical check-up for new employees 4. On-site medical room, nursing room, and supporting facilities 5. Gym, badminton court, and basketball court 6. Free accommodation 7. Distribution of Bonuses for New Year's Day, Labor Day, Mid-Autumn Festival, and National Day 8. Shopping shuttle service arrangement	1. Education and training 2. Festival rewards 3. Departmental team building subsidies

Note: Employees who have continuously served the Company for a specified period are entitled to paid annual leave.

For example, employees at the Taiwan headquarters are entitled to paid annual leave after completing six consecutive months of service with the Company.

1. Employees who have completed six months of service but less than one year are entitled to three days of paid annual leave.
2. Employees who have completed one year of service but less than two years are entitled to seven days of paid annual leave.
3. Employees who have completed two years of service but less than three years are entitled to ten days of paid annual leave.
4. Employees who have completed three years of service but less than five years are entitled to fourteen days of paid annual leave.
5. Employees who have completed five years of service but less than ten years are entitled to fifteen days of paid annual leave.
6. Employees with ten or more years of service are granted an additional one day of leave for each subsequent year of service, with a maximum entitlement of 30 days in total.

Care and Support for Women

Maternity Care	Benefits for Childcare
1. Provision of designated free parking spaces for expectant mothers. 2. Set up lactation rooms that are open during working hours, with free milk storage bags provided by the Company and onsite medical staff available for consultation at any time. 3. Health checkups offered during employee-friendly time slots. 4. Maternity health and workplace health protection plan	1. Providing 8 days of maternity check-up leave, exceeding legal requirements 2. Subsidizing childcare allowance: NT\$30,000 per child per year (until the age of 6) 3. Contracted kindergartens for daycare

Peace of mind in childbirth and parenting	
(1) Providing Thoughtful Care Beginning with Pregnancy	Qisda deeply understands the significance of parenting for every family and provides comprehensive support and care starting from pregnancy. This includes extended paid maternity check-up leave, as well as paternity check-up and paternity leave, each increased to 8 days. Additionally, designated free parking spaces for pregnant employees have been set up. Qisda also offers employees psychological support during pregnancy and provides a maternity bag before delivery, enabling employees to feel the company's support and warmth as they welcome new life.
(2) Supporting Work-Life Balance Through Flexible Attendance System	Considering employees' scheduling needs for family care, child pick-up/drop-off, and personal planning, Qisda launched a flexible work-hour policy in August 2024. This policy offers employees greater flexibility in managing their work-life balance. Employees can start work flexibly between 07:30 and 08:30 and leave between 16:30 and 17:30 while maintaining an 8-hour workday. By implementing thoughtful measures that exceed legal requirements, Qisda upholds its people-oriented management philosophy, enhancing employee well-being and enabling them to excel in both their professional and personal lives. This approach further improves work efficiency and strengthens corporate cohesion.
(3) Visible, Usable Subsidy Support	Qisda's childcare subsidy program provides subsidies for children ages 0 to 6, with a maximum subsidy of NT\$180,000 per child. This benefit is gender-neutral and available to all employees. Each child receives a subsidy of NT\$15,000 every six months, totaling NT\$30,000 per year. For a family with three children under the age of six, this means an annual childcare allowance of NT\$90,000.
(4) Encouraging the Important Moments of Accompanying One's Children	To support employees in balancing family responsibilities and career development, and to foster a workplace environment that is secure for childbearing and childrearing, Qisda Technology specifically provides the "Leave for Parents of First-Grade Elementary School Students." Whenever an employee's child enters the first grade of elementary school, the employee is entitled to apply for paid leave on the child's first day of school. This benefit enables parents to accompany their children through this important educational milestone, alleviates family care-giving pressures, and allows employees to better balance their work and family responsibilities. If both parents are employed by the Company, they are encouraged to participate together in their child's development, and both may apply for this leave on the same day. Through this practice, the Company actively supports family-friendly values and shared parenting responsibilities.

Statistics of the Number of Employees on Unpaid Parental Leave in 2025

Item	Taiwan	
	Male	Female
Number of employees eligible for application for unpaid parental leave in 2025 (people)	227	228
Actual number of employees applying for parental leave in 2025 (people)	33	92
Application rate of unpaid parental leave in 2025 (%)	15%	40%
Number of employees expected to be reinstated in 2025 (people)	26	71
Actual number of employees reinstated in 2025 (people)	21	61
Reinstatement rate in 2025 (%)	81%	86%
Number of employees reinstated in 2024 (people)	22	75
Number of employees reinstated in 2024 that had stayed in their jobs for one year (people)	8	48
Retention rate in 2025 (%)	36%	64%

Note:

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

Pension

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

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

The Company makes a contribution to the retirement fund for the employees every month and deposits to the workers' retirement reserve fund account of the Bank of Taiwan in the name of the Labor Pension Fund Supervisory Committee. As of the end of 2025, the fair value of plan assets was NT\$395,290 thousand. According to law, the expenses that the Company recognized in 2025 were NT\$11,331 thousand. The funding shortfall was presented as accrued pension liabilities. As of December 31, 2025, the total amount of the funds was NT\$191,147 thousand.

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

The Company allocates an amount equal to 6% of the monthly wage of an employee to the personal account at the Bureau of Labor Insurance. The amount of the expenses recognized in 2025 was NT\$90,383 thousand. The overseas subsidiaries also allocate a pension every month in accordance with local domestic laws and regulations.

Retirement Support and Counseling to Help Middle-Aged and Older Employees Open a New Chapter

1. Retirement applicants: Provided retirement benefits (pension, withdrawal from the employee stock ownership trust account), retirement equity and benefits, post-retirement labor insurance and labor retirement application consultation, and arranged for a dedicated staff member to follow up and provide assistance.
2. For those who had already met the retirement eligibility requirements but had not yet reached the statutory retirement age and still wished to contribute, the Company had a rotation program, including the expansion of their professional and management experience, and also provided an On Boarding Plan (OBP), covering corporate governance, professional management, investment management, cultural integration, and the like, to help them adapt to a new environment and new assignments.
3. Held a counseling seminar to help employees prepare mentally and plan in advance for life after retirement: In 2025, the Company held a seminar titled “Retire but Not Rest: Positive Energy Opens the Second Chapter of Life,” guiding employees to use positive thinking to redefine the spirit of “retire but not rest” and to learn how to find passion, value, and drive at different stages of life.

Employee Engagement

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

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

In the 2025 global employee engagement survey, a total of 9,931 employees participated, achieving a participation rate of 88%. The overall employee engagement score reached 4.71 (out of 6), showing an improvement compared to 2024. The survey results showed that the Company's optimization measures in such areas as the provision of work resources, the performance feedback mechanism, and support for employee development have gradually produced positive results. Related improvement measures included promoting the implementation of AI tools, strengthening communication skills and techniques for managers, and optimizing the performance management and feedback process. These measures all helped enhance employees' level of engagement in their work and further strengthened employees' sense of identification with the company and their work engagement.

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

Distributed in		2022	2023	2024	2025
		Taiwan, Suzhou (China) and Vietnam	Taiwan, Suzhou (China) and Vietnam	Taiwan, Suzhou (China) and Vietnam	Taiwan, Suzhou (China) and Vietnam
No. of copies of questionnaire		6,110	5,812	9,217	11,277
No. of copies responded		5,177	4,999	8,066	9,931
Response rate		85%	86%	87%	88%
Average engagement score		4.57	4.62	4.67	4.71
Engagement (%)		80%	81%	82%	82%
Gender	Male	4.6	4.65	4.71	4.74
	Female	4.56	4.57	4.62	4.63
Age	< 30	4.69	4.72	4.80	4.81
	30-50	4.56	4.59	4.63	4.66
	> 50	4.46	4.56	4.64	4.7
Job level	Management	4.56	4.59	4.66	4.69
	Non-management	4.59	4.62	4.67	4.71
Area	Taiwan	4.52	4.62	4.67	4.51
	Suzhou, China	4.63	4.66	4.68	4.86
	Vietnam	4.56	4.59	4.55	4.75

Engagement Survey in 2025

Employee Engagement in 2025		4–6 Points (%)
Overall Engagement		82%
Gender	Male	84%
	Female	82%
Age	< 30	86%
	30-50	81%
	> 50	81%
Job level	Management	82%
	Non-management	83%
Area	Taiwan	81%
	Suzhou, China	83%
	Vietnam	84%

Scope of Data Coverage: Qisda (Parent Company Only)

Employee Turnover Rate

The Qisda Group regards talent as a core asset driving its global expansion. In response to the rapidly evolving global economic and trade environment, we leverage strategic talent management and continuous optimization of working conditions to ensure workforce stability throughout the Company's transformation journey, thereby achieving a balance between social responsibility and operational resilience. The Company also emphasizes timely exit interviews and early warning mechanisms to gain deeper insights into employees' retention intentions and implement targeted retention measures. This approach helps maintain a healthy level of workforce mobility while continuously infusing the organization with new ideas and innovative energy. Currently, the voluntary turnover rate of indirect employees is 7.4%, providing the Group with robust global logistics momentum.

1. Regional Workforce Mobility Analysis: Workforce structure transformation and production capacity layout adjustment

Fluctuations in Qisda's global turnover rate in 2025 were primarily concentrated in overseas sites and frontline employees, reflecting the transitional nature of the Group's global capacity reallocation strategy and workforce structure optimization initiatives.

- **Suzhou Plant:** Overall workforce mobility at the Suzhou plant remained stable in 2025. Owing to improvements in the onboarding management system, the retention rate of newly hired employees during the initial stage of employment increased significantly. As employee departures shifted to later stages of tenure, the turnover rate recorded during certain reporting periods showed a structural increase. This trend reflects a positive enhancement in employee stability.
- **Vietnam Plants:** The talent localization strategy has delivered outstanding results. As a key base supporting the Group's southbound expansion, the Vietnam plants recorded a decline in the turnover rate to 32.2% despite ongoing capacity expansion, demonstrating that localized management practices have effectively enhanced organizational stability.

2. Talent Sustainability Mechanism

To support the onboarding and retention of newly hired employees and younger generations, Qisda strengthens its employer brand through three key dimensions: environment, motivation, and care.

- **People-Centered Work Environment and Smart Optimization:** The Company has introduced ergonomic improvements to optimize production processes and reduce the workload of direct labor employees. In addition, automation initiatives have been implemented to minimize highly repetitive tasks, thereby enhancing the overall work experience.
- **Diversified Incentives and Career Guidance:** Implemented the "Key Talent Incentive Program" and "Employee Referral Rewards," and provided cross-unit rotation opportunities to help colleagues find a long-term development path amid organizational change.
- **Enhancing Employee Well-Being:** The Company strengthens the leadership and employee care capabilities of first-line managers and establishes timely communication channels to help newly hired employees integrate quickly into the corporate culture, thereby reducing the risk of early-stage turnover.

Qisda is committed to ensuring that talent management is closely aligned with operational strategies throughout its production capacity relocation and workforce restructuring processes. The Company will continue to optimize working conditions and transform structural adjustments into a sustainable driver for building a high-quality workforce.

Employee Turnover Rate

Employee Turnover Rate		2022	2023	2024	2025
Total turnover rate (%)		20.6%	15.9%	24.6%	37.9%
Voluntary turnover rate (%)		20.3%	15.2%	24.3%	37.3%
Total Turnover Rate (%)	Male	20.1%	23.5%	27.4%	40.6%
	Female	21.5%	15.2%	19.8%	33.5%
Voluntary Turnover Rate (%)	Male	19.7%	15.7%	27.2%	39.8%
	Female	21.3%	14.3%	19.6%	32.9%
Total Turnover Rate (%)	< 30	29.2%	20.6%	41.0%	58.8%
	30-50	14.6%	11.8%	14.1%	25.6%
	> 50	7.0%	11.5%	6.7%	9.9%
Voluntary Turnover Rate (%)	< 30	29.1%	20.5%	41.0%	58.5%
	30-50	14.3%	11.3%	14.0%	25.1%
	> 50	2.5%	6.1%	4.2%	4.6%
Total Turnover Rate (%)	Taiwan	11.4%	12.0%	8.3%	11.5%
	Suzhou, China	22.6%	14.4%	26.2%	51.5%
	Vietnam	32.6%	29.0%	36.3%	32.2%
	Japan	0.0%	7.7%	7.7%	0.0%
	USA	16.7%	18.2%	8.3%	0.0%

Note:

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

2.Scope of Data Coverage: 2025 Qisda Boundary

Employee Turnover Rate		2022	2023	2024	2025
Voluntary Turnover Rate (%)	Taiwan	9.8%	9.9%	7.0%	9.2%
	Suzhou, China	22.6%	14.2%	26.2%	50.8%
	Vietnam	32.6%	28.9%	36.3%	32.2%
	Japan	0.0%	7.7%	7.7%	0.0%
	USA	16.7%	18.2%	8.3%	0.0%
Total Turnover Rate (%)	Management	4.3%	4.0%	2.7%	6.1%
	Non-management	22.2%	16.8%	26.1%	39.8%
Voluntary Turnover Rate (%)	Management	3.3%	2.9%	1.5%	5.4%
	Non-management	21.9%	16.2%	25.9%	39.1%
Total Turnover Rate (%)	Direct Labor	27.4%	18.7%	31.4%	45.6%
	Indirect Labor	9.8%	10.2%	7.0%	10.0%
Voluntary Turnover Rate (%)	Direct Labor	27.1%	18.3%	31.4%	45.5%
	Indirect Labor	8.7%	9.2%	6.2%	7.4%

Talent Development

To strengthen the Group's overall competitive advantage and equip employees with the professional knowledge and skills required for their respective roles, the Qisda Group continues to promote a diverse and systematic career development framework. By integrating physical and digital learning resources, the Company has established a comprehensive learning platform that provides employees with extensive and in-depth learning opportunities. Aligned with business strategies and organizational development directions, the Company has established a role-based Qisda Academy framework and developed roadmaps for each academy. This initiative aims to comprehensively enhance employees' professional capabilities and continuously strengthen overall talent competitiveness.

In response to the rapid AI advancement and its profound impact on industries and work models, Qisda formally launched the "AI Learning New Era" initiative in 2025 as a core strategy for talent development and digital transformation. Through structured learning programs, the Company aims to enhance employees' understanding and practical application of AI tools, thereby strengthening the organization's overall digital competitiveness.

We set an average of 26 training hours per indirect employee as the target for 2025. In 2025, indirect personnel accumulated an average of 41.1 training hours per person, while direct personnel reached an average of 18.9 training hours per person. The Company conducts progress reviews every year to ensure the effectiveness of the annual training program.

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

The Company's training and development resources are made available to all employees, including interns and part-time employees, ensuring that everyone can receive appropriate training aligned with their future job requirements.

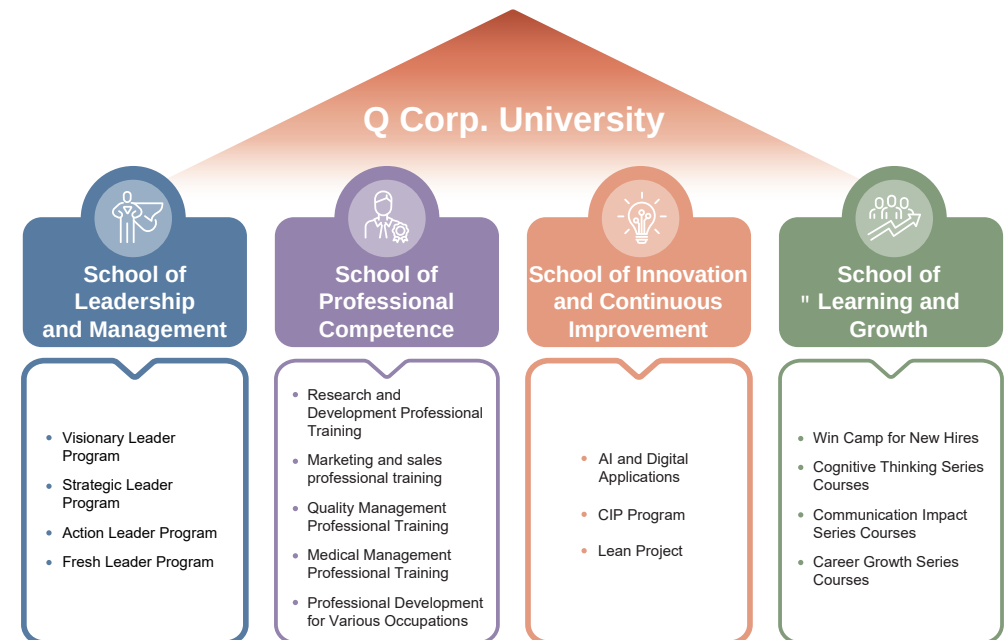
Talent Development System – Qisda Academy

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

To enhance the timeliness and accessibility of employee learning, Qisda has established a comprehensive internal learning platform that provides diverse and flexible learning channels. In addition to in-person courses, employees can also participate in online courses and knowledge learning through the platform. Since 2019, the Company has continuously promoted mobile learning and has progressively increased the proportion of digital courses within its overall training programs. By the end of 2025, digital courses accounted for 80% of the Company's total training programs, effectively supporting employees in enhancing their professional capabilities in real time and responding to rapidly changing work and industry environments.

Qisda Group's Training Courses of the Four Schools

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



1. Qisda Inspiring Employees Development Programs

Employee Professional Competency Development

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

Outstanding talents are the key driving force for sustainable growth of a company. To continuously foster and strengthen the employees' workplace skills for adapting to the internal work environment and responding to external trends and changes, a series of learning courses are provided for the employees, including new hires and senior personnel, with the talent development strategy focusing on decision-making capability, influential communication, digital application and self-competition. In 2025, the learning and development course series incorporated AI digital awareness and applications, deepened employees' AI digital literacy to address technological changes, and continuously expanded the coverage of training resources. In total, 712 participant sessions were recorded for the relevant courses, and the average satisfaction rate for the 2025 learning and growth courses was 4.6 points (out of 5 points).

Competency	Description	Focus Courses
Decision-Making Thinking Capability	The Company aims to cultivate employees' systematic thinking and holistic perspective, strengthen their business insight and decision-making capabilities, and enable them to make forward-looking and accurate decisions in highly uncertain market environments.	Business insight and logical reasoning, problem-solving capabilities and mindset, and innovative thinking methods.
Influential Communication	With interpersonal insight as the core, we built a full communication chain from internal collaboration to external development, covering multiple facets of workplace communication and workplace writing skills, thereby optimizing the efficiency of information transmission; and enhancing colleagues' persuasiveness and influence in diverse business situations.	Workplace writing skills, workplace communication and negotiation, precise presentation delivery, and cross-functional communication and coordination.
Digital Application	By strengthening data literacy and logical analysis capabilities, the Company guides employees in accurately defining business problems and learning how to leverage AI and automation tools to enhance data processing efficiency and optimize analytical workflows. This enables the transformation of complex data into actionable solutions.	Excel functions and AI collaboration, practical business data analysis, and introductory VBA techniques.
	AI Tools Application Training: Helping employees master the basic operations and applications of AI tools, learning how to leverage AI for data prediction and process automation. Through real-case analysis and project implementation, employees will enhance their ability to apply AI tools to solve real-world problems	AI industry trends, fundamental AI concepts and applications, RPA processes, and ChatGPT applications
Self-Competition	Centered on self-directed growth and value empowerment, the Company encourages employees to develop forward-looking career development mindsets. In response to the dynamics of the new-generation workplace, it enhances knowledge sharing and value transfer, thereby improving agility in cross-generational collaboration and strengthening both individual and organizational resilience and competitiveness in adapting to change.	Systematic knowledge transfer, internal trainer programs with AI-assisted training, and workplace guidance for the Cat Generation.

Key Employee Development Program Results – AI Application Capability Enhancement Plan

In response to the rapid advancement of artificial intelligence and its profound impact on business operations and work models, the Company fully launched the “AI Learning New Era” initiative in 2025 as a key strategy to continue and further deepen its existing achievements in AI talent development. The program focuses on enhancing employees' practical application of AI tools, promoting the integration of AI technologies into daily work and process improvement, and further strengthening the organization's overall operational efficiency and competitiveness.

The “AI Learning New Era” initiative is guided by the core principles of enhancing application, deepening implementation, and continuous optimization. Through structured course design, it helps employees understand AI development trends, industry impacts, and practical application scenarios, while also encouraging the integration of AI tools into work processes and improvement projects.

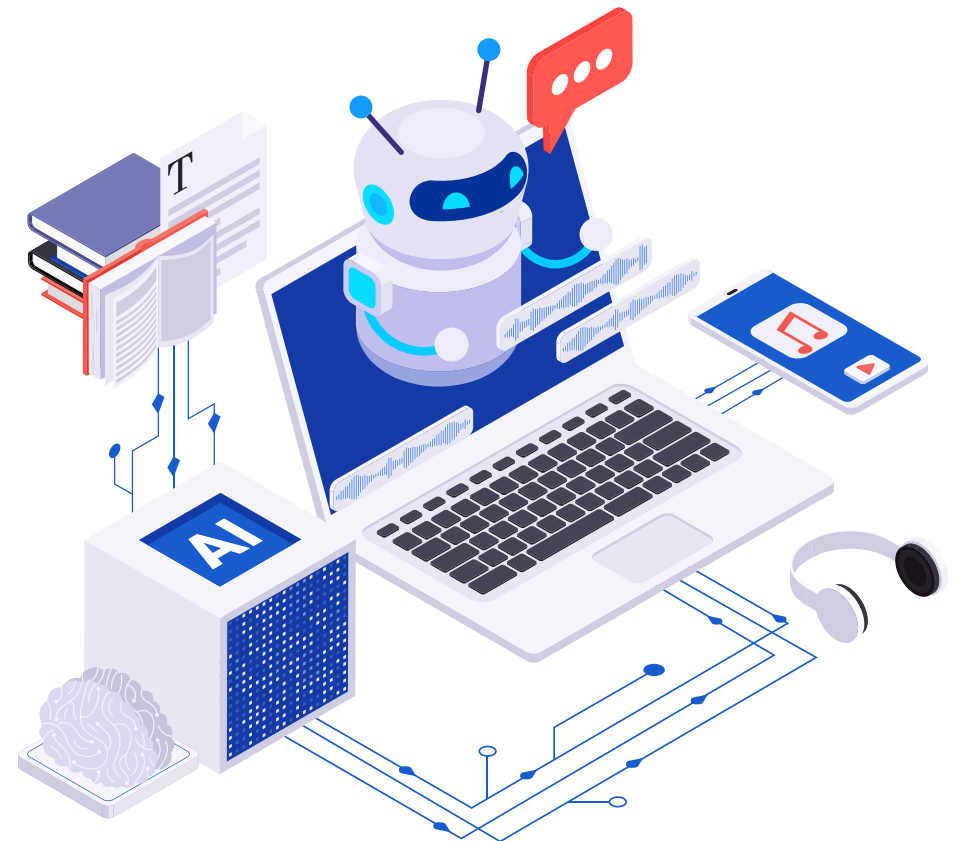
Development Plan Name	Participant	Method Demonstration of Training Results				
		Development Plan	Development method:	Level 1/Reaction level → Level 2/ Learning level	Level 3 behavioral level	Level 4 result level
AI Learning New Era	All employees	1. The initiative aims to establish foundational AI literacy across all employees, promote digital inclusion, and help employees master practical applications of AI. It enhances both individual and team productivity while narrowing the digital capability gap. 2. The initiative further deepens the practical application of AI tools and drives process optimization by integrating advanced and specialized training programs. AI tools such as ChatGPT, Microsoft Copilot, and Power Automate are incorporated into daily work scenarios to enhance cross-functional process automation and decision-support capabilities, thereby improving overall organizational efficiency. 3. Developing key talent with AI application capabilities to strengthen the organization's sustainable competitiveness. Through tiered training programs and practice-oriented learning models, the Company cultivates talent capable of effectively leveraging AI to solve problems and create value.	23 AI courses, totaling 29 hours	Number of people who completed the training: 3,429 Satisfaction score: 4.5	Number of organizational process improvement projects (CIP) utilizing AI tools: 184	The efficiency improvement achieved through AI-driven process enhancements exceeded 80%, generating tangible and intangible business benefits of NT\$230 million for the Company.

In 2025, Qisda recorded 3,429 participations in AI-related training programs, reflecting employees' strong interest and engagement in AI learning initiatives. The overall course satisfaction score reached 4.5 out of 5, indicating broad recognition of the course content and learning effectiveness among employees. Through continuous optimization of course design and teaching methods, the Company is progressively establishing an AI learning culture within the organization, fostering cross-functional knowledge exchange and experience sharing.

In practical application, AI tools have been extensively integrated into the Company's Continuous Improvement Program (CIP). In 2025, AI-related applications accounted for 65% of CIP projects, successfully driving process automation and operational optimization. The results demonstrate that employees are effectively leveraging AI technologies to support problem analysis, process simplification, and efficiency improvement, thereby translating learning outcomes into tangible operational benefits.



Through the "AI Learning New Era" initiative, the Company continues to advance toward a more professional, streamlined, and excellence-driven working model. AI tools are applied to help employees reduce repetitive workloads, enabling them to focus on higher-value and more creative tasks, while maintaining opportunities for continuous learning and skill enhancement. Looking ahead, the Company will continue to monitor developments in AI technologies and industry trends, and dynamically adjust course content and application directions. It will further deepen the integration of AI into operational processes, laying a solid talent foundation for the Company's sustainable development and long-term competitiveness.



2. Qisda Manager Leadership Development Plan

To strengthen the critical leadership and management capabilities of supervisors at all levels and to build talent pipelines aligned with the organization's future development needs, the Company has established a comprehensive managerial training and development system based on core management competencies. The system designs tailored capability development roadmaps for supervisors at different levels and with varying levels of experience. Whether for newly appointed managers or experienced supervisors, each individual is provided with a clear and dedicated learning pathway. Through systematic tiered management training programs and job rotation mechanisms, supervisors are supported in progressively developing the leadership mindset and management capabilities required of exemplary leaders, thereby continuously enhancing overall managerial effectiveness.

Training targets include managers at all levels. In 2025, a total of 19 executive training courses were provided, and the total number of trainees accounted for 81% of the Company's management positions.

I. Core of the Development Plan:

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

A new version of the executive development and training blueprint was launched in 2023. A total of 256 employees completed the training in 2025, with a total of 1,349 learning hours. The average overall satisfaction score of managers with the program was 4.74.

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

In 2025, a total of 157 managerial rotations were conducted, bringing the cumulative rotation rate to 208% by the end of the year. Through job rotations, we promote diverse career development for managers, enhancing their organizational adaptability, multidisciplinary expertise, and leadership breadth and vision.

II. Focuses of the Development Plan:

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

Title of Development Plan	Participant	Role and Mission	Cultivation Focus in 2025	Physical Course and Online Course for Key Courses in 2025
Fresh Leader Program	Potential talents / New managers	Professional leader Management expert Mentor of subordinates	Arousing management awareness and concepts, providing basic management knowledge, giving an overall picture of leadership, and enhancing the leadership of managers	Online courses: Management talent development for new managers, talent recruitment interview
Action Leader Program	Junior management	Professional leader Management expert Mentor of subordinates	Emphasizing managers' skills in employee performance coaching, motivation and feedback techniques, cross-generational leadership, as well as problem analysis, resolution, and managerial decision-making abilities	Physical courses: Team building, communication skills Online courses: Motivation and feedback, performance management
Strategic Leader Program:	Middle managements	Strategist Key team member Corporate expert	Emphasizing management case discussions, financial management concepts, and coaching leadership techniques	Physical courses: Situational leadership, influence, and persuasion Online courses: Change management, financial statement analysis, coaching leadership
Visionary Leader Program	Senior managers / Head of business units	Industry pioneer Change driver Management master	The program helps supervisors develop an integrated leadership mindset that is grounded in vision, guided by strategy, informed by financial discipline, and driven by talent as a key enabler.	Physical courses: Visionary leadership Online courses: Setting the vision, developing a winning strategy, financial statement analysis and decision-making, and coaching leadership

III. Leadership Development Methods and Demonstration of Training Results:

Title of Development Plan	Participant	Demonstration of Training Results				
		Confirmation of development focus	Introduction of an education and training with hybrid learning model	Level 1 reaction level → Level 2 learning level	Level 3 Behavior Level	Level 4 Result Level
				Course satisfaction status	Post-education application plan	Benefits to organizational operational performance
Fresh Leader Program	Potential talents/New managers	Understanding the role of a manager Establishment of fundamental concepts in leadership management	1. 2 digital courses, totaling 6 hours 2. Number of people who completed the training: 21 3. Total training hours: 126 hours (person times* course hours)	4.7	1. Formulation of a management action plan (21 copies responded) 2. Average score for pre-class management competence: 3.9 points (out of 5 points) 3. Average score for post-class management competence: 4. 2 points (out of 5 points)	
Action Leader Program	Junior management	Vision communication Continuous improvement Problem solving Effective talent selection	1. 3 digital courses, totaling 3 hours 2. 2 physical courses, totaling 14 hours 3. Number of people who completed the training: 108 4. Total training hours: 716 hours	4.76	1. Formulation of a management action plan (98 copies responded) 2. Average score for pre-class management competence: 3. 8 points (out of 5 points) 3. Average score for post-class management competence: 4. 3 points (out of 5 points)	1. Increase from 4.67 to 4.71 in the employee engagement score in 2025
Strategic Leader Program	Middle managements	Vision execution Innovation driving Resources planning Talent development	1. 5 digital courses, totaling 9 hours 2. 2 physical courses, totaling 14 hours 3. Number of people who completed the training: 26 4. Total training hours: 192 hours	4.72	1. Formulation of a management action plan (21 copies responded) 2. Average score for pre-class management competence: 3.8 points (out of 5 points) 3. Average score for post-class management competence: 4. 4 points (out of 5 points)	2. The proportion of highly engaged employees was 82%
Visionary Leader Program	Senior managers/Head of business units	Vision guiding Leading innovation Operational decision-making Talent cultivation	1. 4 digital courses, totaling 9 hours 2. 1 physical course, totaling 3 hours 3. Number of people who completed the training: 101 4. Total training hours: 315 hours	4.85	N/A	3. Internal manager promotion rate 16.9%

Tangible and Intangible Organizational Benefits of the Leadership Development System

Quantifiable Benefits of the Leadership Development System:

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

1. Improved Employee Engagement: In 2025, the employee engagement score increased from 4.67 to 4.71, reflecting optimizations in organizational culture and management mechanisms.

2. Increase in Highly Engaged Employees: The proportion of highly engaged employees remained at 82%, indicating that, despite significant fluctuations in the external environment, the Company successfully maintained employees' trust in and commitment to the corporate vision and their work.
3. Enhanced Internal Promotion Opportunities for Managers: The internal promotion rate for managerial positions reached 16.9% (calculated as: number of promoted managers/Total number of existing managers), demonstrating the Company's commitment to internal talent development and effectively fostering career advancement opportunities within the organization.

Qisda continuously enhances its leadership development system by implementing a tiered managerial leadership and development framework. This approach strengthens overall management effectiveness and organizational cohesion, serving as a key foundation for supporting long-term operational stability and sustainable talent development.

Long-term Value of the Leadership Tiered Development System:

The Company has established a comprehensive tiered leadership development system to systematically enhance supervisors' capabilities in management, decision-making, and cross-functional collaboration. It also progressively builds enduring intangible value across areas such as cultural reinforcement, talent retention, and organizational resilience, as reflected in the following five core dimensions:

1. Deepening Corporate Culture and Embedding Core Values within the Organization

Through leadership development mechanisms, the Company ensures that its core values are consistently communicated and put into practice across all management levels. Supervisors demonstrate consistency in daily management behaviors, decision-making, and communication practices, helping to establish a stable organizational culture grounded in shared understanding and alignment.

2. Enhancing Employee Work Engagement and Organizational Commitment

Developing supervisors with mature management and communication capabilities helps create a supportive work environment characterized by trust, enables employees to better define their professional development paths, and further strengthens their alignment with the Company's vision and intention to remain with the organization.

3. Strengthened Cross-departmental Collaboration and Management Decision-making Effectiveness

By cultivating supervisors' cross-functional communication, coordination, and systems thinking capabilities, the Company enhances resource integration efficiency and reduces communication costs. At the same time, it strengthens data- and process-driven decision-making, enabling the organization to respond more effectively to changes in the external environment.

4. Promoting the Enhancement of Learning Organization Momentum

The continuous implementation of the managerial development program helps foster a culture of knowledge sharing and cross-team learning, thereby shaping a positive learning-oriented organizational culture. Enhancing supervisors' innovation mindset and change management capabilities further supports the organization in driving continuous improvement and innovation initiatives.

5.Reducing the Risk of a Critical Talent Gap

Through its tiered leadership development system, the Company is able to respond to both planned and unplanned changes in key managerial positions, thereby maintaining operational stability. Internal talent development mechanisms also reduce reliance on external recruitment and help prevent talent gaps in key positions, thereby further enhancing organizational resilience and long-term sustainability.

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

3. Qisda Key Talent Development Plan for Business Units

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

Due to fierce competition in the external environment, product managers and account managers play critical roles in business units. As a major technology OEM, we focus on improving the professional knowledge and skills of the Product Managers and Sales Managers to deliver better services to customers. In 2025, we optimized our professional competency development blueprint, tailoring training and development programs based on the required skills at each level. The development plan includes key areas such as project management, business data analysis, consultative selling techniques, customer relationship management, customer communication and negotiation, and business strategy planning. Through these specialized training programs, we aim to enhance the individual skills of our sales and business teams, ultimately providing brand clients with an exceptional service experience.

In 2025, the total number of participants of various courses for product managers and sales personnel reached 327; the total training hours reached 2,275 hours.

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

I Target Audience: Product Managers and Account Managers within the Business Units

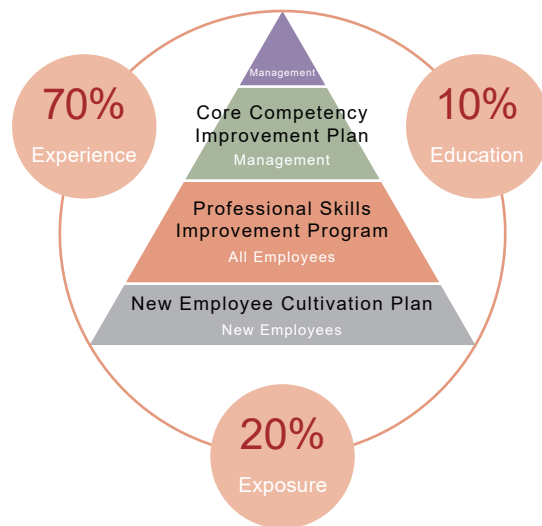
Stage	Development Plan	Training Focus	Course Hours	Demonstration of Training Results	
				L2 Learning Level Completion of Training and Satisfaction	L4 Results Level Benefit to the Performance of the Organization
1	Marketing and sales professional training [Fundamentals]	Project management Communication and expression Data analysis	11 hours	- Number of People who completed training: 117 - Total training hours: 537 - Satisfaction: 4.52	- Key brand customers entrusted Qisda with 38% of their annual orders - In 2025, Qisda maintained its first ranking in the annual QBR evaluation conducted by its key customers.
2	Marketing and sales professional training [Advanced]	Customer relationship Communication and negotiation Sales skills	31 hours	- Number of People who completed training: 149 - Total training hours: 1,350 - Satisfaction: 4.6	
3	Marketing and sales professional training [Professional]	Value selling Group negotiation Financial acumen	27 hours	- Number of People who completed training: 61 - Total training hours: 388 - Satisfaction: 4.87	

4. Qisda Comprehensive Job Development Plan

Amid a highly uncertain external environment, Qisda faces multiple challenges related to succession planning for key positions and the deployment of talent to overseas assignments. To ensure organizational resilience, the Company adopts a systematic approach to identifying high-potential talent and building talent pipelines across different levels. This proactive talent planning helps mitigate succession risks and strengthen the stability of the talent supply.

Since 2022, in response to the critical capabilities required to support sustainable business growth and strategic initiatives, the Company has launched the “Comprehensive Job Development Plan.” This program establishes a consistent and sustainable position development framework, serving as an important foundation for human capital management. The program focuses on enhancing talent readiness across all positions, fostering the long-term development of critical capabilities, and strengthening the organization's forward-looking and integrated approach to talent planning and succession management.

In 2025, the Company continued to deepen the implementation and execution of the Comprehensive Job Development Plan, helping business units maintain stable talent continuity mechanisms amid changing environments and organizational adjustments, while supporting the Company's long-term development and sustainability objectives.



Qisda provides comprehensive training and development support tailored to the talent needs of different organizational levels. Each organizational level has clearly defined core competencies, and individual competency development plans are incorporated into the biannual performance goal-setting process. This enables supervisors to provide the necessary guidance and resources throughout employees' development journeys. The overall implementation approach is as follows:

Implementation methods:

1. Establishing core competency systems of all levels.

2. Implementation of the Talent Development Program through 3E Talent Development Model
Through the 3E development model—Experience, Exposure, and Education—the Company systematically implements employees' individual competency development plans.
3. Integrating Performance Management to Promote Individual Development Plans
During the semiannual performance goal-setting and review process, supervisors and employees jointly discuss development priorities and, during the implementation period, provide the necessary feedback, resources, and support to ensure the execution of the development plan.
4. Supporting Competency Development through Diverse Learning Approaches
Learning methods include classroom training, on-the-job training (OJT), mentorship programs pairing senior employees with new hires, online learning platforms (QLMS) and mobile learning applications, project team participation, task assignments, job rotation, as well as external seminars and professional training. These approaches provide employees with diverse and flexible learning channels.



5. Qisda Cross-cultural Training Program

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

Qisda continues to implement a systematic cross-cultural development program for expatriate employees assigned to its Vietnam plants. The program helps expatriates understand local culture, enhance cross-cultural communication skills, and foster collaboration and mutual trust between expatriate and local teams. In 2025, building on existing training programs, the Company further enhanced language learning and practical cultural interaction initiatives to support the stability of overseas operations and the integration of multinational teams. The relevant training contents are described as follows:

1. Cultural Adaptation and Sensitivity Training

The Company continues to provide cultural orientation and cultural awareness training programs covering Vietnam's historical background, social structure, religious beliefs, and local customs. These initiatives help expatriate employees integrate more quickly into the local living and working environment. At the same time, cultural sensitivity training is provided to strengthen expatriate employees' understanding of cultural differences and reduce potential communication misunderstandings or managerial conflicts arising from cultural gaps.

2. Local Language Proficiency Enhancement Plan

In addition to the existing basic Vietnamese language training, the Company introduced mid- to long-term Vietnamese language programs in 2025 to systematically enhance expatriate employees' daily and workplace communication skills, thereby supporting local team collaboration and real-time communication needs. By the end of 2025, a total of 30 participants had completed the program, with approximately 116 cumulative training hours delivered. It is estimated that total training hours will reach 350 by the end of 2026.

3. Family Support and Local Living Assistance

The Company continues to provide expatriate employees and their families with local living guidance covering housing, transportation, healthcare, and education, helping them adapt smoothly to life in Vietnam during the early stages of assignment. A dedicated support center is also in place to provide timely consultation and assistance, thereby alleviating potential living and psychological stress during the expatriation period.

4. Continuously Promoting Local Cultural Engagement Activities

Qisda continues to implement a systematic cross-cultural development program for expatriate employees assigned to its Vietnam plants. The program helps expatriates understand local culture, enhance cross-cultural communication skills, and foster collaboration and mutual trust between expatriate and local teams. In 2025, building on existing training programs, the Company further enhanced language learning and practical cultural interaction initiatives to support the stability of overseas operations and the integration of multinational teams. The relevant training contents are described as follows:

Building on existing multicultural engagement practices, the Company organized local festival and cultural interaction activities in Vietnam in 2025 to promote mutual understanding and collaboration between expatriate and local employees. These initiatives demonstrate respect for local culture and foster a positive environment for cross-cultural cooperation. For example, during Vietnam Women's Day, expatriate supervisors expressed appreciation and gratitude to local employees through gestures such as giving flowers and conveying well wishes. This serves as a concrete example of respecting local culture and promoting cross-cultural understanding.



Through the above cross-cultural training and engagement initiatives, Qisda continues to support expatriate employees in adapting to their assignments in Vietnam and enhancing managerial effectiveness. These efforts also help cross-cultural teams build a foundation of trust and collaboration, progressively cultivating management and professional talent with a global outlook and cultural inclusiveness, thereby laying a stable foundation for the Company's long-term operations and sustainable development.

The outcomes of Qisda's cross-cultural training program implemented at the Vietnam plants are as follows:

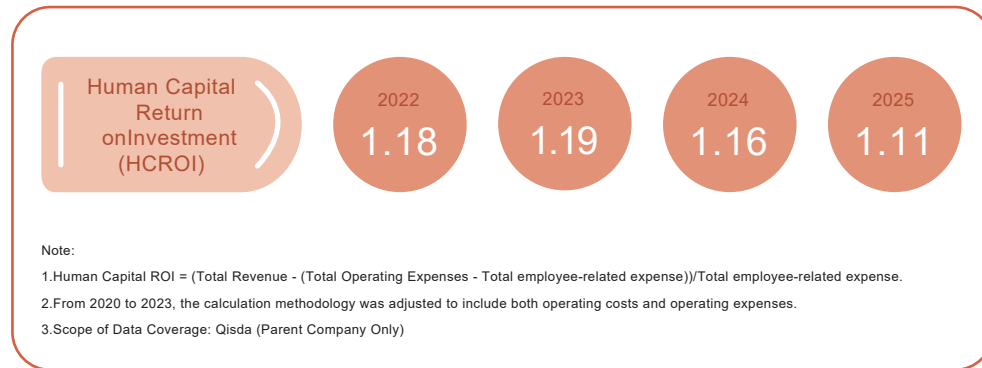
1. The turnover rate of office employees (IDL) decreased from 34% to 31%.
2. In 2025, the highest monthly production reached 526K units, while the highest monthly capacity increased to 1,547K units, representing a 194% YoY increase.

Learning Transfer - Training Result Demonstration

1. In response to the Group's diversified businesses and global development, Qisda's total global training investment in 2025 was approximately NT\$97,632,655. The average training cost per employee was NT\$9,819. Total training hours across the global workforce reached 241,330 hours, with an average of 24.3 hours per employee. Due to the impact of a large-scale conversion of dispatched workers to full-time employees in response to RBA requirements, the Company's global average training hours per employee in 2025 decreased compared to 2024. In addition, an analysis by employee category shows that in 2025, the average training hours per indirect labor (IDL) employee were 41.1 hours, while the average for direct labor (DL) employees was 18.9 hours. Further breakdowns by gender, employee type, as well as managerial and non-managerial roles are presented in the table below.

2. In response to the trends of digital learning and digital transformation, Qisda launched a new digital learning platform (QLMS) in 2024. In addition to introducing a visually enhanced learning platform, we have rolled out a series of new AI digital learning courses in this era of AI revolution in 2024. As a result, digital courses accounted for 80% of our total training programs in 2025.

Human Capital Return on Investment (HCROI)



Average Education and Training Hours of Employees of Qisda Group

Average Training Hours of Employees - Direct and Indirect	Year	2022	2023	2024	2025
	hour/person	Total	Total	Total	Total
Direct Labor	Parent Company	21.56	11	24	18.9
	Subsidiary	11.42	10.25	13.90	8.48
	Total	19.13	13.16	21.94	13.29
Indirect Labor	Parent Company	44.01	36	55.4	41.1
	Subsidiary	10.74	13.38	12.38	13.10
	Total	14.30	13.98	15.63	17.91

Scope of data coverage: Qisda Consolidated Financial Report boundary

Average Education and Training Hours of Employees

Type	Group	Average Training Hours per Person				
		Taiwan	Suzhou, China	Vietnam	Japan	USA
Gender	Male	51	24.6	11.8	3.6	0.0
	Female	45.6	22.4	11	6.6	0.0
Employee category	Direct Labor	28.7	23.4	10.8	N/A	N/A
	Indirect labor	53.1	26.3	23.3	4.8	0.0
Direct Labor	Male	26.2	24	11.4	N/A	N/A
	Female	30	22.1	9.9	N/A	N/A
Indirect labor	Male	53.7	28.4	20.7	3.6	0.0
	Female	51.7	23.8	27.2	6.6	0.0
Job level	Management	46.7	20.9	20.2	1.8	0.0
	Non-management	49.5	23.9	11.4	5.3	0.0
Age range	< 30	54.2	25.4	11.2	0.0	0.0
	30-50	50.5	23.2	11.9	4.4	0.0
	> 50	41.9	14.6	11.6	5.1	0.0
Management	Male	44.3	20	18.6	3.5	0.0
	Female	59.1	22.7	27.6	0.0	0.0
Non-management	Male	53.6	24.8	11.7	3.6	0.0
	Female	44.3	22.4	10.8	8.3	0.0
Training type	Comprehensive skills training	35.5	16.8	9.5	1.6	0.0
	Job-specific professional skills training	13.9	15.9	2.1	N/A	N/A
Average training hours of all employees		24.3				
Average training hours of all IDLs		41.1				
Average training hours of all DLs		18.9				
Average cost of training (NT\$)		9,819				

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

CIP

Continuous Improvement Program (CIP)

- Qisda unites and leads the Grand Fleet to execute the CIP (Continuous Improvement Program) projects to create sustainable values. We have executed more than 7,588 CIP projects globally to date, with estimated savings of approximately NT\$14.9 billion.
- In 2025, CIP continued to drive enhancements, with 40% of Qisda's projects utilizing AI and automation tools. The estimated benefits are projected to save NT\$230 million. Among the HQ projects, 65% had already been improved using AI tools.

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

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



CIP Vision

Building the culture of continuous improvement

Building the culture of continuous improvement

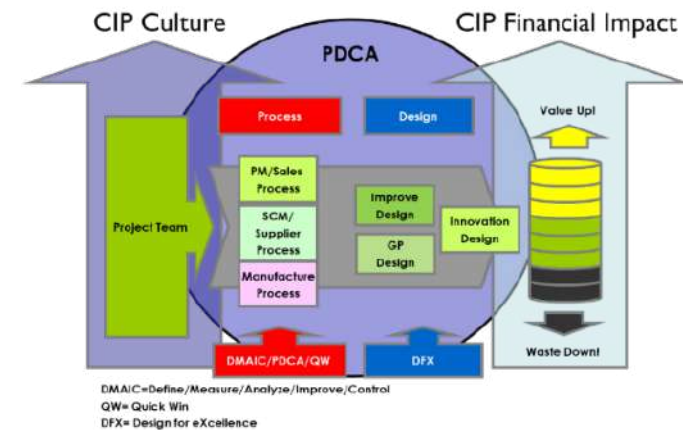
CIP Mission

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

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

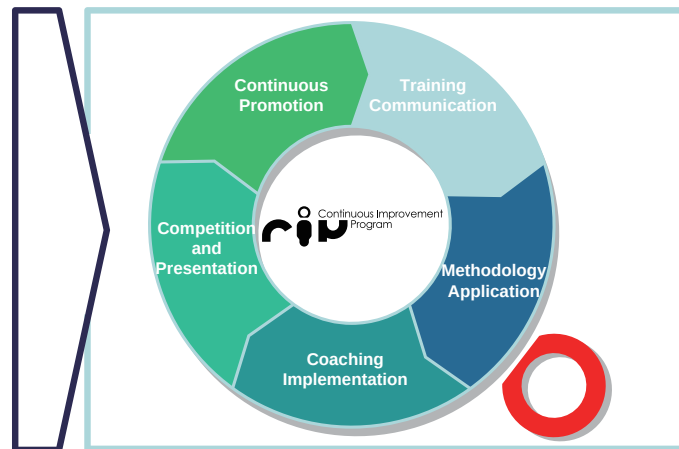
CIP Structure

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



Implementation Process of CIP Projects

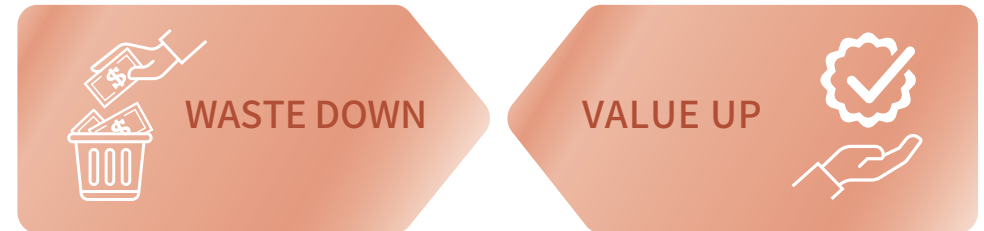
Every year, all Qisda Group's employees participate in CIP activities, which include training, team projects, coaching, competitions, and ongoing implementation. This initiative has become a key part of the Company's culture. Since 2007, Qisda has conducted over 480 training sessions, with more than 13,000 participants. The annual project participation rate exceeds 80%. In 2025, the Group executed 648 CIP projects, bringing the total number of global CIP projects to over 7,588. The accumulated estimated benefits have reached nearly NT\$14.9 billion, demonstrating significant improvements.



CIP Sustainable Development

The CIP not only creates positive impacts on the improvement of our business and the Group but also combines with the Sustainable Development Goals (SDGs) to work with the suppliers, which represents a rare achievement in the industry. With this accomplishment, Qisda received the "2021 Taiwan Sustainability Action Award – Best Action Plan Award" from Taiwan Institute for Sustainable Energy. The CIP enables the suppliers to improve efficiency and yield, and reduce waste. Moreover, it boosts revenue growth of both the suppliers and Qisda, creating a win-win scenario. The Company's support for the suppliers has delivered strong results. In 2025, a total of 24 CIP projects were executed by the suppliers in Suzhou, with quantified benefits of approximately NT\$36 million. To date, a total of 152 suppliers participated in the program and created 420 projects, with quantified benefits reaching approximately NT\$560 million.

Concept of CIP



2025 CIP Overview

Philosophy and goals of course

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

Participant growth and participation

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

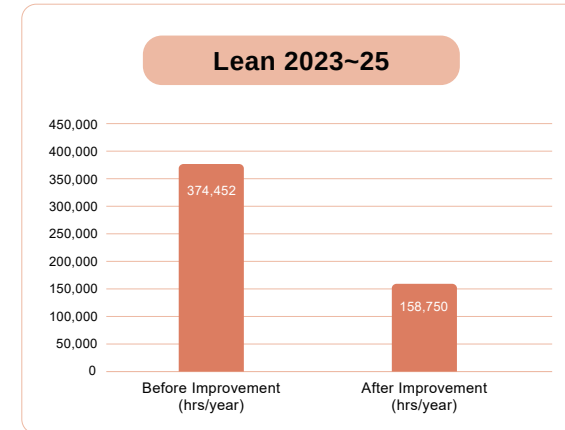
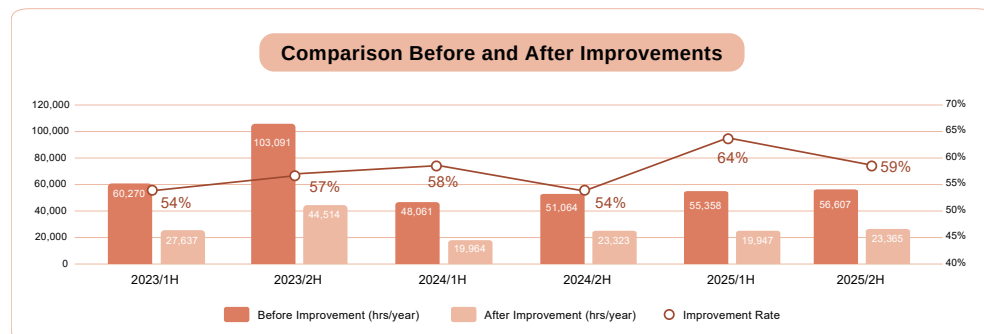
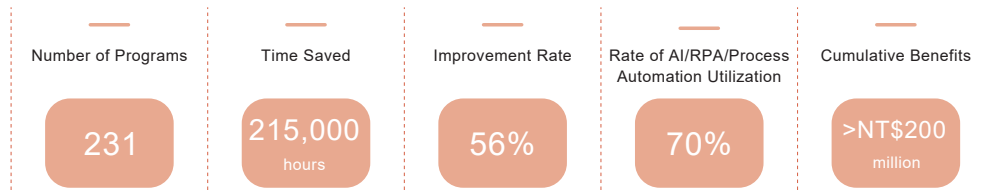
Curriculum project effects and contributions

A total of 648 CIP projects were executed in 2025, with estimated savings of approximately NT\$1.4 billion, which highlights the substantial contribution of the CIP courses to the Company's performance. These highlights demonstrate the accomplishments the CIP courses have made in helping the Group companies boost business efficiency, improve trainees' capabilities, and save costs. At the same time, they demonstrate the commitment to continuous improvement and future development.

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

Qisda introduces the Lean Program for employees as a tool and concept of performance improvement. Through the design of a series of courses related to Lean program and the implementation of the Lean project, we help employees to apply learning theories in the workplace. The scope of the Lean project covers the improvement of individuals, departments, and even the entire Company. Additionally, applying a variety of methods, such as 7 Wastes/ECRS/VSM/standardization, we can help employees to improve job performance with the most appropriate approaches. The Lean technique is not only practiced in manufacturing, but also extends to all units (R&D and sales). The program includes training, project execution, coaching, and competitions to ensure continuous progress. In 2025, Qisda executed 96 Lean Programs, saving approximately 68,000 working hours and achieving an improvement rate of 60%.

From 2023 to 2025, a total of 231 Lean programs have been executed over three years, resulting in a cumulative time savings of 215,000 working hours, with an average improvement rate of 58%. Among these programs, 70% leveraged AI, RPA, and process automation systems for improvements. The estimated cumulative benefits of Lean exceed NT\$200 million, demonstrating significant and impactful results.



Lean Program	
Program topic	AI-driven development cycle: integrating efficiency and innovation
Program description	Leveraging AI-assisted vibe coding, the Company expands large-scale systems with minimal manpower while addressing and improving existing system process pain points. The Company also integrates AI agents into operational workflows, significantly reducing manpower requirements, improving product development efficiency, and enhancing output quality.
Program benefits	Reduced labor by 12,840 hours/year Cost reduction achieved through reduced rework + system development savings + labor cost savings = USD 600K. Intangible benefits: The effective use of AI tools has enhanced customers' confidence in our product development capabilities.

Performance Management for Facilitating Growth

Qisda Performance Management System

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



Management by objectives

Target Group

All employees

Frequency

Twice/year

Implementation Method

Team Management by Objectives

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

Individual Management by Objectives:

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

Open and Transparent Business Briefing:

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

Team-based Performance System:

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

Individual development plan (IDP)

Target Group	All employees	Frequency	Twice/year
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Implementation Method

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

Performance rating

Target Group	All employees	Frequency	Twice/year
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Implementation Method

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

Multi-dimensional feedback

Target Group	All employees	Frequency	Once/year
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Implementation Method

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

Agile performance management

Target Group	All employees	Frequency	At any time
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Implementation Method

Establishment of the daily work feedback mechanism:

During the target implementation period, employees can use this platform to notify managers about the assistance they need at their convenience and seek support during this period. Conversely, managers can use the platform to provide feedback on the target occasionally and monitor the progress of the target to achieve a two-way communication mechanism.

- Dynamic performance target management: Collaborating with the team to set flexible performance targets to cope with environmental changes. Reviewing targets occasionally and adjusting them in a timely manner to ensure that they are in line with the needs and targets of the organization, thereby proposing the most appropriate action plans to both individuals and the organization for accomplishing performance goals.

New employee mentor guidance system

Target Group	New employees	Frequency	At any time
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Implementation Method

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



Percentage of Employees Who Completed Periodic Performance and Career Development Evaluations (Managerial/Non-Managerial)

Year	2022		2023		2024		2025	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
Management	99.8%	98.6%	98.8%	99.3%	99.8%	99.3%	99.0%	98.6%
Non-management	99.4%	99.2%	98.9%	99.0%	99.9%	99.7%	99.4%	99.4%

Scope of data coverage: Qisda (Parent Company Only).

Rotation and Expatriate Systems

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

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

Action Plan for Expatriate Management:

Implementation of the on boarding plan (OBP)

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

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

Performance tracking of rotation

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

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

Positive talents interaction

As of 2025, the coverage rate of key talents assigned to subsidiaries has reached 80%. Through job rotation, employees significantly enhance their management skills and ability to think from different perspectives, leading to a more well-rounded professional development experience. Additionally, rotating managers have the opportunity to apply for a return to headquarters after several years, bringing back valuable insights and experience accumulated at subsidiaries. This contributes to more comprehensive solutions for the Group, generates higher core value, and fosters a positive talent cycle.



Protection of Human Rights

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

► Qisda's Human Rights Policy

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

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

- Provide a safe and healthy work environment
- Forbid child labor and forced labor
- Ensure equal employment opportunities
- Prohibit discrimination and harassment in any form
- Arrange reasonable working hours: Strictly comply with local laws and regulations, and limit work to no more than 60 hours per week
- Provide overtime pay in accordance with applicable laws and regulations and grant paid annual leave.
- Provide a fair and adequate living wage on time
- Promote equal pay for equal work, ensuring that salaries are not subject to gender-based discrimination
- Protect employee rights: Notifying employees of significant changes within the timeframe required by applicable laws and regulations.
- Respect the freedom of assembly and association among the employees

- Adhere to ethical values of integrity and anti-corruption and prohibit accepting or offering bribes
- Provide stakeholders with communication and grievance channels
- Conduct human rights due diligence and implement mitigation and remediation measures

Qisda's human rights policy is approved by the Board of Directors and implemented and promoted by the ESG Committee, with the Board of Directors serving as the highest-level decision-making and governance body.

► Human Rights Management Measures

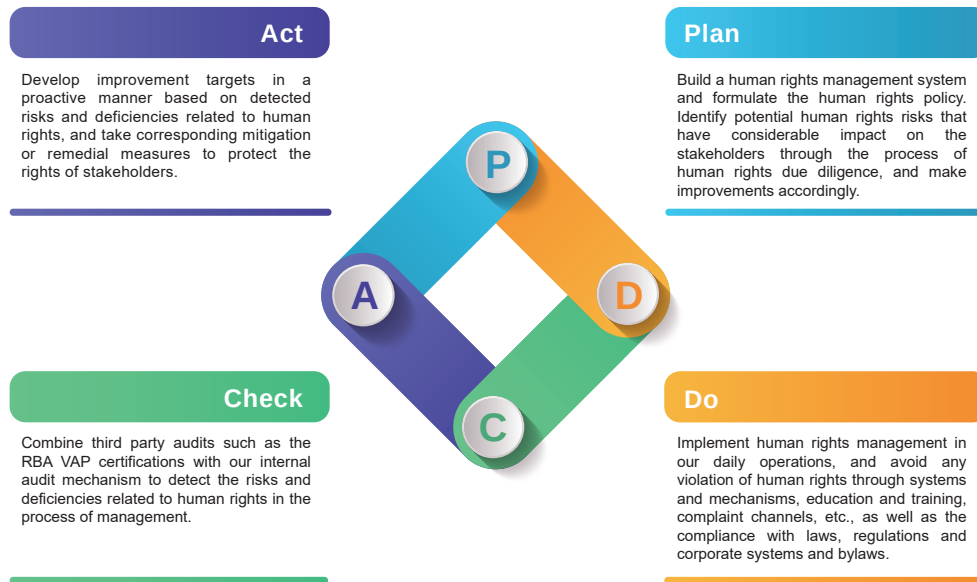
Based on its emphasis on human rights issues, Qisda Technology not only safeguards employee human rights through its internal management systems and working environment, but also actively enables employees to understand their own rights and the rights of relevant stakeholders through communication and training. Qisda has implemented the Responsible Business Alliance Code of Conduct (RBA Code; formerly EICC) since 2007. We conduct education and training sessions to enhance awareness of the RBA on a regular basis and incorporate an ethical management system in our CSR and ESH management systems. In addition, the Company has established the Integrity Handbook in accordance with relevant international ethical management regulations and communicated it to the employees at our manufacturing sites all over the world. Recently, the plants in Suzhou, Taiwan and Vietnam have been subject to a third-party audit in response to requests made by our customers. Corrective measures have been taken for any nonconformities identified during the audit to ensure compliance with the RBA Code.

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

► Human Rights Management System

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

Qisda Human Rights Management Process



Human rights risk assessment

With reference to international indicators such as RBA, and audit results, Qisda has identified the following potential human rights risks and implemented internal management policies as well as mitigation and compensation measures.

In 2025, labor and human rights-related issues, including the prohibition of child labor, humane treatment, non-discrimination, and freedom of association, all comply with the requirements of the Responsible Business Alliance (RBA).

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

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Working hours	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - Encourage employees to get off work on time - Set up a working hour reminder mechanism - Overtime hours are restricted in accordance with local laws and internal regulations, and appropriate overtime compensation is provided	
Wages and benefits	- The wages paid to employees comply with local labor laws and the RBA Code, including pay of no less than the minimum wage and equal remuneration for equal work and qualifications - Participate in investigation of wages in the industry to maintain competitiveness in the wage market	
Data privacy and security	- Observe local laws and the RBA Code - Qisda has established the "Personal Data Management Procedure" as a basis for the implementation of data security management - Provide education, conduct training, and disseminate relevant information	- All employees - Suppliers' and Contractors' Employees
Emergency preparedness	- Observe local laws and the RBA Code - Formulate the "Emergency Response Management Summary Manual" and act according to the emergency response management procedure - Regularly conduct emergency response drills and awareness campaigns	
Safety at work	- Observe local laws, ISO 45001, and the RBA Code - Implement sourcing management, change management, and hazard identification to eliminate risk factors - Provide education, conduct training, and disseminate relevant information to help employees understand how to use equipment in the workplace - Machinery and equipment are regularly inspected, and operating procedures are provided in languages that employees can understand - In the event of a work-related injury, traffic accident, or critical illness, the Company provides employees with related assistance, such as help applying for group insurance	

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Freedom of assembly	- Respect the employees' freedom of association. Currently, employees in the Suzhou and Vietnam plants organize and join labor unions on their own - Encourage employees to participate in corporate clubs - Regularly hold labor-management meetings	
Occupational injury and illness	- Observe local laws, ISO 45001, and the RBA Code - Investigate accidents and make improvements accordingly	All employees
Public sanitation, food, and housing	Observe local laws and the RBA Code	
Sexual harassment and other forms of harassment	- Observe the Gender Equality in Employment Act and the RBA Code - Qisda has established the "Management Regulations of Infringement Prevention during Performance of Duties" as the basis for implementing management concerning sexual harassment - Provide education, conduct training, and promote activities to convey the Company's zero-tolerance stance on sexual harassment - Employees who discover related incidents are authorized to report them in accordance with the "Whistleblowing and Complaint Handling Regulations." Based on the investigation results, the Company will act according to the "Discipline Management Regulations."	- All employees - Female employees
Non-discrimination	- Observe the RBA Code - Qisda has formulated the "Work Rules." The Company treats all its employees equally, and promises to prevent unfair recruitment, wages and benefits, promotions, rewards and access to training, dismissal or retirement on the basis of ethnicity, race (including indigenous peoples), social status, skin color, age, gender, sexual orientation, gender identity and expression, national or territorial origin, disability, pregnancy, religion, political affiliation, union membership, family responsibility, veteran status, genetic information or marital status and any other factors specified by law. - There were no incidents of discrimination within the Company in 2025 - Provide education, conduct training, and disseminate relevant information	- All employees - Migrant workers

Human Rights Issues	Mitigation and Compensation Measures	Applicable to
Freedom to choose an occupation	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - No forced labor: The Company's work rules clearly prohibit forced labor, slavery, and human trafficking. All employees sign the employment contract to confirm their willingness to work, eliminating any potential causes of forced labor. - Employees can terminate the labor contract at their own will - The employment contract signed with employees clearly specifies the minimum notice period required for either party to terminate the contract - In the event of mass layoffs due to operational needs, the Company will provide the required notice period in accordance with local laws - Qisda has 164 foreign migrant workers, and the Company bears all related expenses and handling fees for them to join the Company in Taiwan	- All employees - Migrant workers - Suppliers' and Contractors' Employees
Teenage employees	- Observe local labor laws and the Responsible Business Alliance Code of Conduct (RBA Code) - Qisda has established the "Child and Youth Labor Management Regulations." The Company verifies the identity of employees during the recruitment process and follows the above procedures to ensure that underage cooperative education students are not engaged in work that may bring risk to their safety and health - No child labor: The Company's work rules clearly prohibit child labor	- Teenage employees - Suppliers' and Contractors' Employees
Responsible mineral procurement	- Observe the RBA Code - Qisda establishes the "Conflict Minerals Management Instruction" as a basis for implementing management concerning this topic - If the supplier is confirmed to have hired a smelter that is not in the list under the Responsible Minerals Assurance Process (RMAP), it will be requested to ensure smelters they use are publicly listed by RMAP and informed about related risks	Suppliers' and Contractors' Employees
Grievance mechanism: Qisda CSR email: csr@Qisda.com		

Education and Training on Human Rights Issues

Since the issues of labor and human rights are critical to customers, the Company provides education and training on the Responsible Business Alliance Code of Conduct (RBA Code) every year. In 2025, 100% (Note) of employees finished the human rights training. Education and training on the RBA Code and human rights are also arranged for contractors such as security guards and cleaning service providers, who work within the premises of the Company or the plants. 100% of contractors finished this training. We also conduct sexual harassment prevention courses for every new employee to convey the Company's zero-tolerance stance on sexual harassment, ensuring that employees understand the importance of human rights and protect the rights of themselves and others.

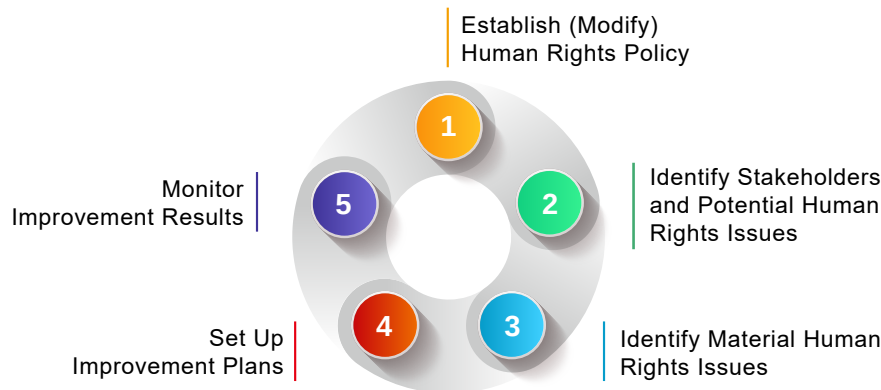
Note: Starting in 2025, the U.S. and Japan operations were incorporated into the scope. In April 2026, both sites completed RBA awareness training, bringing Qisda's overall training completion rate to 100%.

Human Rights Due Diligence

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

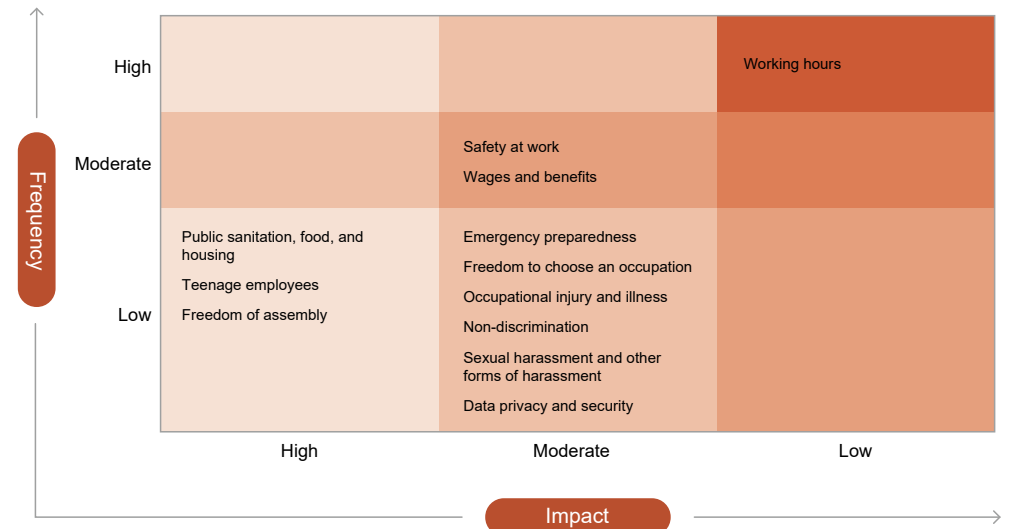
For more details, please refer to Qisda Human Rights Due Diligence Report.

Flowchart: Process of Human Rights Due Diligence



Qisda Human Rights Risk Matrix

Based on the RBA VAP audit reports completed over the three-year period from 2023 to 2025, Qisda conducted an analysis to identify the potential impacts and frequency of human rights issues, thereby determining key human rights risk topics such as working hours and emergency preparedness.



Significant Human Rights Risks and Mitigation and Remedial Measures

Significant Human Rights Risks and Mitigation and Remedial Measures

Human Rights Issues	Plant Area	Mitigation and Remedial Measures	Results
Working hours Weekly working hours were less than 60 hours	Taoyuan, Taiwan	To effectively manage working hours, the Suzhou plant in China implemented a number of enhancement measures:	Relevant countermeasures have been implemented
	Suzhou, China*	- Management System: Incorporated a maximum weekly working hours limit of 60 hours into the Company's management requirements. - System Control: Implemented smart controls in the attendance system, including advance alerts and mechanisms to ensure that weekly working hours do not exceed 60 hours.	
	Vietnam	Education and Training: Communicated the above requirements to all managers and employees, achieving a 100% communication rate. By Q4 2025, the Suzhou plant in China achieved 100% compliance with the requirement that weekly working hours not exceed 60 hours.	
Salary and Benefits	Taoyuan, Taiwan	Communication and Training: At the Suzhou plant in China, the Company conducted multiple rounds of proactive communication with dispatched employees regarding government-mandated deductions in the payroll module and encouraged their participation in social insurance contributions.	Relevant countermeasures have been implemented
	Vietnam	In 2025, the Suzhou plant in China achieved 100% social insurance coverage for dispatched employees.	
Safety at work	Taoyuan, Taiwan*	- Training: Occupational health and safety training for new hires and existing employees was enhanced to include electrical safety and other high-risk topics relevant to plant operations. - ISystem management	Relevant countermeasures have been implemented
	Suzhou, China	- Periodically improved the contents of the ISO 45001 hazard identification and risk assessment forms. - Conducted regular joint site inspections with on-site supervisors to reduce high-risk occupational health and safety hazards.	
	Vietnam*	- System Optimization: Warning signs and notices are posted in both the local language and languages understood by foreign employees, ensuring that all employees can quickly receive relevant information. - Daily Management: Routine inspections accurately identify observed risk items and provide feedback to site supervisors.	

Note:

1.*Based on data from the past 3 years, the plant is classified as medium-to-high risk.

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

Joint Venture (JV) Human Rights Management

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

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

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

Findings:

(I) Human Rights Policies and Practices

- Some joint venture companies have established human rights policies and publicly disclosed them to demonstrate their commitment to human rights.
- All joint ventures provide channels for labor communication or anonymous grievances. Additionally, 100% of companies have provided a safe working environment for their workers.
- There were 3 violations of labor conditions resulting in government fines in 2025.
- In 2025, a total of 2 cases (still under investigation as of the report cutoff date) of labor standard violations and unlawful infringement at the workplace were reported. Qisda will continue to track and assist in making improvements.

(II) Risk Assessment, Mitigation, and Remedial Measures

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

Potential Human Rights Risks of Joint Ventures:

High Risk	Working hours
Moderate Risk	Emergency preparedness, safety at work
Low Risk	Wages and benefits, data privacy and safety, freedom of assembly, occupational injury and illness, public sanitation, food and housing, sexual harassment, non-discrimination, freedom to choose an occupation, young workers, freedom of speech and expression, and freedom of religion

Internal Communication Channels

In 2025, the Company did not receive any grievances or complaints regarding violations of labor rights, such as human rights issues, discrimination and harassment, workplace violence, and overworking. The RBA VAP and/or social accountability management systems (SA8000) verification is conducted at our global manufacturing sites every year to continuously protect workers' rights and avoid new occurrences of labor-related incidents that may affect the production capability or reputation of the Company.

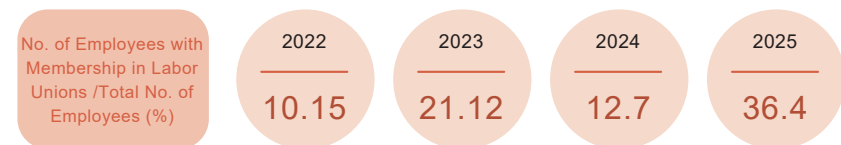
To maintain good labor-management relations between the Company and the employees, effective communication channels, such as business meetings, Welfare Committee meetings as well as labor-management meetings, have been set up internally for the employees to receive messages from the Company in a timely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

From employees in the Suzhou Plant, Taiwan headquarters, and Vietnam Plant, Qisda elects 370 (7% of the total employees at the Suzhou Plant), 11 (0.6% of the total employees at the headquarters in Taoyuan), and 7 (0.6% of the total employees at the Vietnam Plant) representatives respectively. According to labor laws and the social accountability management standards, these representatives act on behalf of the employees of their respective business units and hold Welfare Committee meetings, as well as labor-management meetings, on a regular basis. They communicate with the management representatives of the Company on matters related to social accountability management standards at the meetings. At the quarterly labor-management meeting, the representatives can raise proposals regarding labor-management relations, labor conditions, labor welfare and other issues. They communicate with the representatives of the management and collaborate with them to resolve matters concerning labor rights. The Company will assess the feasibility of their proposals and incorporate them in subsequent improvement actions.

Communication Channels for the Employees

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

Employees' Participation Rate in Labor Unions



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

Occupational Safety, Health, and Management

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

► Employee Health Management

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

Qisda provides annual health checkups that exceed regulatory requirements, achieving a 95% employee participation rate. This ensures the effective implementation of primary public health management—health screening—enabling early detection, early treatment, and reduced health risks. In terms of maternity protection, in addition to ongoing health monitoring for mothers, Qisda has extended its care to employees' families. Qisda is committed to fostering a family-friendly workplace environment, allowing employees to work with peace of mind.

To support employees with newborns in managing the responsibilities of childbirth and childcare, and to effectively alleviate their financial burden during child-rearing, Qisda officially launched a childcare subsidy program for children aged 0 to 6 in 2023, providing each employee with a subsidy of NT\$30,000 per child per year. This initiative aims to help employees balance work and family care responsibilities, and to foster a long-term, supportive family-friendly workplace environment. In 2025, 249 "Qisda babies" benefited, concretely demonstrating the Company's care for and support of employees' families. The Company's family-friendly childcare policies have also been recognized by the local government, receiving the "Outstanding Friendly Parenting Award" from the Taoyuan City Government in 2025, demonstrating its tangible achievements in fulfilling corporate social responsibility and promoting talent sustainability.

Qisda firmly believes that every employee's life is invaluable and is committed to ensuring that timely, effective, and appropriate assistance can be provided when employees encounter life-threatening emergencies. Since 2022, the Company has formally implemented a CPR first aid training program and, in response to the post-pandemic challenges of employee health risks and emergency situations, has further strengthened the importance of first aid capability development. To date, a total of 1,333 employees have completed the training, with a completion rate as high as

90%. The Company also aims to achieve 100% training completion for all employees by 2026. The Company hopes that every employee, whether at work or in daily life, will be willing to step forward in the face of emergencies and serve as an important force in safeguarding lives. Every first aid training session reflects respect for and commitment to life, and demonstrates the Company's long-term dedication to and firm commitment to employee safety and health.

Health Management Mode

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

Preventive Medicine and Health Management

An annual health examination program exceeding regulatory requirements is provided to all employees, incorporating the public health concept of "primary prevention." Based on health screening, the program strengthens early detection and early intervention mechanisms.

- The annual health examination participation rate exceeded 95%.
- Established a mechanism for tracking abnormal health indicators and providing health consultation services.
- Provided personalized health education guidance and health promotion activities.

Family-Friendly and Childcare Support

To support employees in balancing work and family responsibilities, Qisda has implemented a childcare subsidy program for children aged 0–6 since 2023, providing each employee with a subsidy of NT\$30,000 per child per year to help alleviate the financial burden of childcare.

- In 2025, a total of 249 employees' children benefited from the program.
- Strengthen support for families with children and workplace stability.
- In 2025, the Company received the "Outstanding Childcare-Friendly Award" from the Taoyuan City Government.

Emergency Response Capability and Safety Culture

To strengthen life safety protection, Qisda has implemented a CPR training program since 2022 to enhance employees' ability to respond to emergency situations.

- Cumulative number of trainees who completed the training: 1,333
- The completion rate reached 90%.
- The Company aims to achieve 100% training completion for all employees by 2026.

The Company aims to foster a culture of safety and mutual support, ensuring that every employee possesses basic first aid skills to strengthen overall workplace risk management resilience.

Sustainability Commitment

Qisda will continue to strengthen employee health governance and, through data-driven management, system optimization, and diversified support measures, build a healthy, safe, and development-oriented workplace. We regard employee health as a long-term investment and continuously promote talent sustainability and corporate sustainability within the ESG framework, creating a positive cycle of shared value for both the Company and society.



Qisda's Health Management Model

Wei Li Clinic (Healthcare at the Workplace)

To enhance the convenience of health consultations for employees, on-site health consultation clinics have been established to provide medical counseling and ensure services are available to employees at all times.

(1) On-site Health Service:

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

(2) Special Health Management:

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

(3) Health Risk Assessment:

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

The distribution of health risk groups in 2025, based on the assessment by wellness centers (Taiwan), is as follows:

Health Risk Level	2025 Distribution (%)	Management Measures	Effectiveness
Low (<10%)	87	Provide health education promotion / related health promotion activities	
Moderate (10-20%)	12.5	- Remind employees of their risk levels - Proactively provide health education and care - Arrange follow-up reminders for re-examination 3 months after the health checkup - Provide related health promotion activities	The increase in the medium-risk group is mainly attributed to two factors: first, high-risk individuals being downgraded after improvement (successful cases), and second, low-risk individuals being upgraded due to deterioration. Health promotion activities for this population should be strengthened.
High (>20%)	0.3	- Provide health examination recommendations from a certified doctor - Encourage employees to seek medical treatment on a regular basis (100% regular medical follow-up)	The total number of high-risk cases in 2025 decreased. This indicates that there are successful cases of health improvement within the high-risk group, demonstrating that risk is reversible and that health interventions are effective.

Note: The 2025 health risk population statistics cover Qisda Technology's Taiwan plants only.

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

Parental Support and Maternity Protection

[2025 New Benefit] Mommy Gift Package – Supporting First-Time Mothers in Their Journey

- To provide more thoughtful support for the physical and mental well-being of expectant mothers, we launched the "Mommy Gift Package" program this year, with the aim of helping pregnant employees feel cared for, understood, and better prepared for childbirth with peace of mind. A total of 8 mothers benefited.
- Promotion of Breast Milk: Since 2007, Qisda has continuously promoted a breastfeeding-friendly workplace policy by providing dedicated lactation rooms that comply with relevant requirements, offering working mothers a safe, private, and comfortable environment for expressing breast milk and helping them balance work and childcare responsibilities. In addition, the Company has established comprehensive policies and measures related to pregnancy care, breastfeeding support, and maternity protection, demonstrating its commitment to supporting female employees and fostering a family-friendly workplace. In 2025, the lactation rooms were used approximately 300 times, demonstrating that the related measures have effectively met employees' needs and continue to generate a positive impact.
- Childcare Allowance: To support employees with newborns in managing the responsibilities of childbirth and childcare, and to effectively alleviate their financial burden during child-rearing, Qisda officially launched a childcare subsidy program for children aged 0 to 6 in 2023, providing each employee with a subsidy of NT\$30,000 per child per year. This initiative aims to help employees balance work and family care responsibilities, and to foster a long-term, supportive family-friendly workplace environment.



As of 2025, a total of 249 "Qisda babies" benefited, concretely demonstrating the Company's care for and support of employees' families. The Company's family-friendly childcare policies have also been recognized by the local government, receiving the "Outstanding Friendly Parenting Award" from the Taoyuan City Government, demonstrating its tangible achievements in fulfilling corporate social responsibility and promoting talent sustainability.



Disease Prevention and Care

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

Each year, we organize preventive health activities that exceed regulatory requirements, including employee health checkups, cancer screenings, health lectures, vaccination campaigns, and awareness initiatives for infectious diseases currently in circulation.



Special Health Knowledge Promotion: A short reflective article was issued each month, and health education notices were shared from time to time. The content covered disease prevention and mosquito-to-control promotion (Chikungunya Fever), three key concepts for avoiding heat-related injury in summer, and attention to cardiovascular risks in winter. A total of 15 articles were issued.



Workplace Care: With the implementation of the new law, we continued promoting the correct concepts for preventing unlawful infringement and rejecting sexual harassment, so that every colleague could work in a safe and friendly environment.



To address the psychological stress that employees may experience in the workplace and in life, Qisda has implemented the "Touched Heart Service" Employee Assistance Program (EAP) since 2012, establishing diverse and accessible mental health support resources. The Company established a toll-free 0800 consultation hotline for employees to use at any time and provided each employee with up to 6 free in-person psychological counseling sessions per year to help them address work stress, emotional adjustment, and life-related issues. At the same time, the Company regularly compiled and analyzed EAP usage, and planned corresponding mental health lectures and promotional activities in response to the top three major psychological distress issues. In 2025, based on employees' needs, the Company held multiple lectures on psychological stress relief and emotional adjustment. The topics covered art therapy, life transitions, and stress coping, including "An Appointment with a Master of Art," "Retirement Is Not the End: Positive Energy for Starting the Second Half of Life," and "How to Face the Stress and Emotional Adjustment of the New Era," in order to foster a positive mindset and psychological resilience among employees, strengthen stress management capabilities, and continuously create a supportive and caring healthy workplace environment.

Emergency Injury Treatment

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

Promoting a safe workplace by offering CPR (Cardiopulmonary Resuscitation) and other first aid skills training to employees to enhance emergency response capabilities. CPR training has been conducted for emergency response personnel and has been promoted since 2022. To date, a cumulative total of 1,333 employees have completed the training, with a completion rate as high as 90 percent, demonstrating the Company's strong commitment to workplace safety and the protection of employees' lives.



Health Management and Follow-Up

- Major abnormalities found in annual health checks are 100% followed up, and employees are reminded of the importance of medication and medical consultation.
- Based on employees' health check data, an electronic health management system is used to identify abnormal items in the reports. Employees are reminded through group notifications, and further arrangements are made for employees to consult with on-site physicians, assisting them in understanding their health conditions and providing follow-up medical consultation services.
- Using the ATP/III Framingham Coronary Heart Disease Model (Framingham Risk Score), the 10-year risk of developing ischemic heart disease is assessed, and medium-to-high-risk groups are identified for follow-up through phone calls and health education.

Healthy and Happy Life

In order to enhance the overall well-being of employees and to remain committed to continuously fostering a healthy working environment, a series of diverse health promotion activities are being implemented, focusing on the physical and mental health of employees to achieve a healthy work-life balance. The list of related activities is presented as follows:

List of Healthy and Happy Life

Blood Donation Campaign

Encouraging employees to actively participate in social welfare activities while also caring for their own health. A total of 4 sessions, donating 81,000cc of blood.

(Mental) Retire but Not Rest: Positive Energy Opens the Second Chapter of Life

Assist colleagues in viewing life transitions positively, cultivate a mindset of continuous learning and self-fulfillment, strengthen psychological resilience and life-planning capabilities, and embark on a fulfilling and meaningful second stage of life. A total of 1 session and 77 person-times.

(Mental) How to Face the Pressures of the New Era and Emotional Adjustment

Assist employees in understanding the sources of stress brought about by the workplace and daily life in the new era, learn effective emotional awareness and adjustment techniques, enhance resilience and self-care capabilities, and promote physical and mental well-being as well as work efficiency. -A total of 1 session was held, with 107 person-times, and the satisfaction rating reached 4.8 out of 5.

(Physical) Health-Related Lecture: Let's Get Moving Together ~ Slow Jogging to the Beat

Promote beginner-friendly exercise to help employees establish proper and sustainable exercise concepts and develop regular exercise habits. A total of 2 sessions were held, with 216 participants, achieving a satisfaction score of 4.8 out of 5.

Employee Health Check

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

Employee Special Health Check - Cancer Screening

Arranging regular cancer screenings for employees to increase the chances of early detection. A total of 2 sessions, 544 participants.

Vaccination

Regularly providing flu vaccinations to protect employees from illness. A total of 3 sessions, with 358 participants.

CPR Training for All Employees

Promoting a safe workplace by offering CPR (Cardiopulmonary Resuscitation) and other first aid skills training to employees to enhance emergency response capabilities. CPR training has been conducted for emergency response personnel and has been promoted since 2022. To date, a cumulative total of 1,333 employees have completed the training, with a completion rate as high as 90 percent, demonstrating the Company's strong commitment to workplace safety and the protection of employees' lives.



The Activities of the Wellness Center in Taiwan

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

The Activities of the Wellness Center in Suzhou, China

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

The Activities of the Wellness Center in Vietnam

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

► Occupational Health and Safety Management

Qisda has formed the Sustainable Development and Information Security Committee and the Occupational Safety and Health Committee to take actions on workplace health and safety. From top-level to entry-level positions, every employee holds a responsibility to complete their jobs safely. Qisda also meets all safety and health requirements through green operational activities. Qisda has obtained the Occupational Health and Safety Management Systems (ISO 45001:2018) certification¹ for all operating locations since 2019, conducted hazard identification and risk assessment on an annual basis, and continued to ensure processes adhere to the ISO 45001 standards. Meanwhile, Qisda ceaselessly optimizes the occupational health and safety management system to facilitate the improvement of safety. Qisda conducts hazard identification, prioritizing significant items, and risk assessments annually, while continuously validating the results, and plans corresponding action plans.

ISO 45001 Certificate Period: November 30, 2025 to November 30, 2028

I. Occupational Safety and Health Policies and Goals

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

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

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

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

II. Safety and Health Hazard Risk Assessment Flowchart

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

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

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

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



III. Occupational health and safety management system

Qisda Certified Plants	Effective Date
Taiwan	2028/11/30
Suzhou electronics plant, China	2028/12/25
Qisda (Suzhou) Co., Ltd	2029/01/06
Suzhou precision industry plant, China	2029/01/06
Hanoi Plant, Vietnam	2027/05/13

IV. Occupational Safety Management Measures

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

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

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



(II) Chemical Management

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

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

In 2025, none of Qisda's plants in operation sites around the world had any chemical, oil, or fuel spills.

(III) Safety Management Regarding Equipment Automation

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

(IV) Change Management

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

Statistics
on Change
Management
Cases in 2025

Change control
application form

57

Safety inspection and
acceptance checklist

45

Scope

Taiwan plant,
China plant,
and Vietnam plant

(V) Occupational Safety and Health Education and Training

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

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

Statistics on Annual Training		No. of Participants	Total Training Hours
Taiwan	Employees	1,404	5,947
	Contractors	1,800	1,800
Suzhou	Employees	15,536	121,921
	Contractors	160	92,160
Vietnam	Employees	4,707	9,030
	Contractors	590	885

Scope of Data Coverage: Qisda (Parent Company Only)

(VI) Safety Management of Contracted Construction

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

V. Promotion of Climate Safety Assessments and Activities

The Suzhou (China) Plant continues to perform climate safety assessments. Through drafting and planning health and safety activities, Qisda connects the assessments with green operational performances and implements safety measures for employees from all job levels. This system incorporates continuous improvements of energy saving and health and safety performances, reinforcement of health and safety patrol inspections, implementation of work safety analyses, enhancement of participation in health and safety educational training, promotion of near-miss incident reports, encouragement of health and safety proposals, etc. Through the above measures, we fulfill every requirement for health and safety, further improving the performance of health and safety management and reaching the goal of work safety. Due to the implementation of promotional activities, Qisda continued to keep the score above 90 in 2025.

Type	Frequency of Inspection	No. of Inspections	Defect Improvement Rate
Monthly ESH patrol inspection	Monthly	42	100%
Environmental safety patrol inspection	Irregular		
Joint patrol inspection in plants	Annually		
ISO 45001 management system internal audit	Annually		

Scope of Data Coverage: Qisda (Parent Company Only)

VI. Occupational safety risk and hazard management

To effectively prevent occupational accidents, the Company has established procedures of hazard and risk identification. All the routine or non-routine activities of the employees, visitors, permanent suppliers, and contractors that may cause harm to personnel or lead to accidents are subject to the comprehensive operational hazard identification. The risk level of each hazard is determined based on the exposure frequency, possibility, and severity of the hazardous incident. Improvement management targets and occupation controls are set for the material safety and health risks identified, with the purpose of eliminating the unsafe behaviors and environment. In 2025, Qisda identified 7 material safety and health hazard risks. With the risk of fire, damage due to the equipment maintenance and damage due to the use of chemicals as the three main categories, four active OSH management indicators were defined and met in 2025.

OSH Management Indicator	Target Value	Status of Achievement
No. of cases of fire	0	0
Incidence rate of occupational injuries		
Occupational injury frequency rate per million hours worked (F.R)	≤0.320	0.075
Number of days lost due to occupational injuries per million hours worked (S.R)	≤8.46	2.26
No. of occupational disease cases	0	0

Scope of Data Coverage: Qisda (Parent Company Only)

VII. Internal Audit

During the ISO 45001 management system internal audit in 2025, a total of 0 non-compliances were identified in operational control. To lower the risk of these hazards, system and construction-related improvement have been made, employee education and training has been provided, and checks as well as patrol inspections have been enhanced.



VIII. Causes of Occupational Accidents and Improvement Measures

According to the definition of occupational accidents under the Occupational Safety and Health Act, and with reference to the occupational health and safety indicators issued by the Global Reporting Initiative

(GRI), disabling injury frequency rate (Frequency Rate, FR) and disabling severity rate (Severity Rate, SR) were used as the main performance indicators for statistical analysis. In 2025, the Disabling Injury Frequency Rate (FR) was 0.4, while the Disabling Injury Severity Rate (SR) was 6.45.

In 2025, the Group recorded a total of 31 disabling injuries among workers, resulting in 495 lost workdays due to disabling injuries. Of these, male workers experienced 14 disabling injuries, with a cumulative loss of 255 workdays; female workers experienced 17 disabling injuries, with a cumulative loss of 240 workdays.

The primary types of injuries were falls and collisions, mainly caused by workers' inattention while walking in the workplace. Further analysis showed that 27 incidents were attributable to personal factors, such as misstepping on stairs, not paying attention while walking, and failing to observe safety when alighting. Another 4 incidents were caused by equipment anomalies. The related facilities had been improved, and a comprehensive safety inventory across the entire plant had been launched concurrently. The corresponding improvement measures were explained as follows:

1. Cases of missed steps on stairs: Through engineering control measures, the work environment was optimized, and stair access equipment that complied with safety standards and was equipped with handrails was reinstalled, improving environmental safety and reducing the risk of personnel missing steps and falling from heights.
2. Equipment abnormality splashing: To reduce the risk of splashing caused by equipment abnormalities during operations, a pressure control mechanism was added to the glue supply system and incorporated into daily inspection procedures, effectively improving environmental safety and strengthening equipment safety management.
3. Lack of attention while walking and failure to pay attention to safety when alighting from vehicles: Through administrative management measures such as safety advocacy and education and training, we enhance colleagues' risk identification capabilities and safety awareness and reduce the likelihood of unsafe behaviors.

To continuously reduce the risk of occupational accidents, the Group actively promoted safety culture activities and strengthened employee safety awareness, with particular emphasis on education and outreach regarding personal behavioral factors. These efforts produced significant results and effectively reduced the occurrence of related injury incidents.



Qisda Group Occupational Injury and Occupational Disease Statistics:

Year		2022	2023	2024	2025
Total working hours (hours)	Parent Company	35,930,362	27,388,439	20,317,976.5	26,554,675.10
	Subsidiary	40,861,094.21	42,081,304.46	44,238,081.68	50,143,475.68
	Total	76,791,456.21	69,469,743.46	64,556,058.18	76,698,150.78
Number of recordable occupational injuries (times)	Parent Company	0	2	2	2
	Subsidiary	30	19	36	29
	Total	30	21	38	31
Recordable occupational injury rate (FR)	Parent Company	0.00	0.07	0.10	0.08
	Subsidiary	0.73	0.45	0.81	0.58
	Total	0.39	0.30	0.59	0.40
Number of severe occupational injuries (excluding fatalities) (cases)	Parent Company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0
Severe occupational injury rate (excluding fatalities)	Parent Company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0
Number of fatalities caused by occupational injuries (incidents)	Parent Company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0
The proportion caused by occupational injury	Parent Company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0

Year		2022	2023	2024	2025
Number of recordable occupational disease cases (cases)	Parent Company	0	0	0	0
	Subsidiary	1	1	0	0
	Total	1	1	0	0
Number of fatalities caused by occupational diseases (incidents)	Parent Company	0	0	0	0
	Subsidiary	0	0	0	0
	Total	0	0	0	0
Total days lost due to occupational injuries	Parent Company	53	144	46	60
	Subsidiary	229	99	209	435
	Total	282	243	255	495
Recordable occupational injury rate (FR)	Parent Company	0.00	0.07	0.10	0.08
	Subsidiary	0.73	0.45	0.81	0.58
	Total	0.39	0.30	0.59	0.40
Disabling Injury Severity Rate (SR)	Parent Company	1.48	5.26	2.26	2.26
	Subsidiary	5.60	2.35	4.72	8.68
	Total	3.67	3.50	3.95	6.45

Note:

- Occupational injury fatality rate = (Number of fatalities caused by occupational injury/Working hours) * 1,000,000
- Serious occupational injury rate = (Number of severe occupational injuries (excluding fatalities)/Working hours) * 1,000,000
- Recordable occupational injury rate = (Recordable occupational injuries (excluding fatalities)/Working hours) * 1,000,000
- Since 2025, the total working hours have been counted as the total working hours of employees and non-employee workers.
- Scope of data coverage: Qisda Consolidated Financial Report boundary

2025 Qisda Worker Occupational Injury and Occupational Disease Statistics Table:

2022			2023			2024			2025		
Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total working hours											
40,704,132	21,126,814	48,880,654	33,810,059	19,478,964	40,338,731	26,714,962	19,503,599	33,268,269	17,547,636	9,007,039	26,554,675
Number of occupational accidents											
4	0	4	2	1	3	2	0	2	1	1	2
Disabling Injury Frequency Rate (FR)											
0.14	0	0.11	0.10	0.15	0.11	0.15	0	0.10	0.06	0.11	0.08
Disabling Injury Severity Rate (SR)											
1.30	0.00	0.86	1.63	4.57	2.70	1.72	0.00	1.00	2.62	1.55	2.26
Comprehensive injury index											
0.015	0.000	0.00144	0.015	0.058	0.021	0.024	0.000	0.015	0.012	0.013	0.013
No. of serious occupational injuries											
0	0	0	0	0	0	0	0	0	0	0	0
Percentage of serious occupational injuries											
0	0	0	0	0	0	0	0	0	0	0	0
No. of occupational deaths											
0	0	0	0	0	0	0	0	0	0	0	0
No. of occupational disease cases											
0	0	0	0	0	0	0	0	0	0	0	0
Number of work stoppages											
0	0	0	0	0	0	0	0	0	0	0	0

Qisda has established an Accident Management Guidelines document. In 2025, occupational injuries involving more than one lost workday were included in the calculation of the injury rate and lost workdays, with a total of two cases recorded. Both incidents were categorized as physical hazards, with no cases related to chemical, biological, ergonomic, or psychosocial hazards, and no fatalities occurred. If an occupational injury occurs, the incident is recorded according to the "Accident Management Procedure," documenting key details such as personnel involved, events, time, location, and objects. Additionally, unsafe behaviors and environmental root causes are analyzed to implement targeted corrective measures. A horizontal investigation is also conducted to assess the protective devices and preventive measures of similar machinery, ensuring that abnormal incidents do not recur.

Based on calculations, the average Disabling Injury Frequency Rate (FR) across Qisda's global manufacturing sites in 2025 was 0.075, while the Disabling Injury Severity Rate (SR) was 2.26, and the Comprehensive Injury Index was 0.013. According to the Ministry of Labor's published industry benchmarks, the Comprehensive Injury Index for the computer and peripheral equipment manufacturing industry is 0.1. This demonstrates Qisda's strong commitment to workplace safety, with figures significantly lower than the industry standard.

In 2025, there were no workplace fatalities or occupational disease cases reported. At Qisda's Taiwan sites, a cumulative 38.795 million zero-occupational-injury work hours have been recorded since 2011, with approximately 2.74 million zero occupational injury work hours in 2025 alone. Additionally, no work-related injuries or fatalities occurred among contractors working onsite.

Note:

- The calculation methodology was adjusted for 2022-2025, and the data for employees and non-employees were consolidated, with the name uniformly revised to "Workers."
- Definition of Workers: Refers to laborers, self-employed workers, and other persons engaged in labor under the direction or supervision of the person in charge of the workplace.
- Legal basis for the disabling severity rate (SR) and the disabling injury frequency rate (FR): Article 6 of the Enforcement Rules of the Labor Inspection Act.
- Definition of disabling injury frequency rate (FR): The number of disabling injuries per 1,000,000 total working hours.
- Disabling injury frequency rate (FR) formula = (Total number of injury cases causing lost time × 1,000,000) ÷ Total working hours (rounded to 3 decimal places)
- Disabling Severity Rate (SR): Defined as the number of lost workdays due to disabling injuries per one million total working hours experienced
- Disabling Severity Rate (SR) formula = (Total injury lost workdays × 1,000,000) ÷ Total working hours (rounded to three decimal places)
- Total Injury Index = [(Disabling Injury Frequency Rate F.R. × Disabling Severity Rate S.R.) ÷ 1,000]^{0.5}
- Fatality rate for occupational injury = Number of occupational injury fatalities ÷ Total number of occupational injuries
- Occupational disease fatality rate = Number of occupational disease deaths ÷ Number of occupational disease cases
- Occupational disease: As determined by physicians in the department of occupational medicine, the local competent authorities for labor affairs, the Ministry of Labor's Occupational Safety and Health Administration, or the competent authorities of each country
- The above data excluded commuting traffic accidents.
- Occupational Injury Description: In 2025, there was one occupational injury incident each at the Suzhou Plant and the Vietnam Plant. Both were physical injuries caused by personnel collisions. For the occupational injury incidents, corrective measures were formulated and implemented.
- Scope of Data Coverage: Qisda (Parent Company Only)

Hazard Category, Cause of Accident, and Improvement

Qisda Vietnam Plant (QVN)			
Hazard Type	Cause	Percentage	Improvement Measures
Physical hazard	Fall injury	100%	1. Education and training 2. Standardized tool usage specifications 3. Dedicated personnel assigned for tool management

Qisda's Suzhou Plant (QCS)			
Hazard Type	Cause	Percentage	Improvement Measures
Physical hazard	Fall injury	100%	1. Education and training 2. Wear appropriate work shoes

- Physical Hazard Factors: Abnormal temperature, abnormal barometric pressure, noise, vibrations, and radiation.
- Chemical Hazard Factors: Dust, organic solvents, strong acids/bases, toxic gases, and heavy metals.
- Biological Hazard Factors: Microorganisms (bacteria, viruses, mold, etc.), parasites (maggots, pinworms, hookworms, liver flukes, etc.), insects (lice, fleas, mosquitoes, bees, etc.), animals and plants and their products (e.g., fur, secretion or excrement of animals, and pollen).
- Ergonomic Hazard Factors: Problems resulting from the inappropriate arrangement of interface between the human and equipment, such as spinal injuries due to long-term bearing of weight, and carpal tunnel syndrome caused by highly repetitive wrist motions.
- Psychosocial Hazard Factors: Cerebrovascular and heart diseases due to work (overwork), and mental illnesses recognized to be caused by work-related psychological stress.

Administrative Measure for Preventing Falls: Never lower your head - urging employees not to use their smartphones with their heads lowered while walking



Statistics on occupational accidents and other items are reviewed annually by a third-party certification body of ISO 45001 (occupational safety and health management system). The Company's employee absence rate over the past 4 years is as follows.

Statistics on Absence Rate

Absence Rate	2022	2023	2024	2025
Absentee rate A Includes work injury leave and sick leave	1.0	0.54	0.56	0.48
Coverage rate	100	100	100	100

Note:

- Scope of data coverage of Qisda: Including full-time employees at the Qisda (Parent Company), Qisda Suzhou, Qisda Vietnam, which served as the basis for calculating and disclosing the Company's absentee rate.
- The absentee rate ratio was calculated as the total number of leave days taken by full-time employees in the areas covered as described in Note 1 divided by the total working days of full-time employees.
- The total number of leave days included occupational injury leave, sick leave, long-term sick leave, and menstrual leave, and excluded personal leave, and leave that had been planned in advance by employees or was authorized.
- The absenteeism rate in 2022 was affected by the Company's pandemic prevention policies due to COVID-19.
- In 2024, Qisda restructured its overseas workforce to prioritize full-time employment, leading to a large-scale talent recruitment effort. As a result, the influx of new hires caused a significant increase, which in turn led to a change in the absenteeism rate.

Social Care and Influence

The Qisda Group continued to pursue its corporate vision of "Bringing Enjoyment 'N Quality to Life," and, in keeping with the spirit of "care and contribution" and in response to its core values, integrated strategy with its own expertise and core strengths and the BenQ Foundation. In recent years, under the guiding principle of "Together, Make the world better", the Group has actively leveraged its positive sustainable influence to achieve social benefits through united efforts and a common purpose. By bringing together the goodwill of many employees, and in coordination with local caring initiatives and employee voluntary activities, these efforts have been extended to local communities, thereby concretely giving back to society.

► Public Welfare Blueprint

In 2025, Qisda's global employees contributed a total of 5,786 hours Note to public welfare activities, primarily through cash donations and volunteer initiatives. These efforts included participation in charity events organized by employee clubs, local community care programs, and support for underprivileged groups.

Note: The scope of global employee volunteer hours includes Qisda and BenQ Foundation.

► Qisda Technology Social Investment Value

Corporate community investment refers to voluntary public welfare, charitable, or social engagement activities undertaken by enterprises beyond the scope of their core business operations to address societal needs and fulfill their corporate citizenship responsibilities (Corporate Citizenship, 2020). Qisda adopts the community investment evaluation methodology of the Business for Societal Impact (B4SI) framework to quantify the cash, in-kind contributions, employee volunteering time, and management costs invested in philanthropic activities, and to assess and allocate the measurable impacts of various initiatives. Based on the costs and benefits of social investment, Qisda measures the positive social impacts generated by its philanthropic activities to evaluate the tangible outcomes of its community investment efforts and the value created for beneficiaries, society, and the Company itself. The results serve as an important reference for future philanthropic planning and resource allocation.

In 2025, Qisda generated approximately NT\$260 million in positive social impact through various public welfare projects. Among the various forms of investment, cash contributions accounted for 48.1%, volunteer time for 1.33%, in-kind donations and services provided for 0.25%, and management costs for 50.32%. Leveraging the core competencies and resources of Qisda and the BenQ Foundation, the overall philanthropic blueprint focuses on four key areas of long-term commitment: environmental sustainability, digital inclusion, quality education, and cultural values.

Item		Amount	Percentage
Cash contributions	Investment in communities	\$15,774,764	6.07%
	Charitable activities	\$68,908,991	26.49%
	Business activities	\$40,417,604	15.54%
Volunteer manpower		\$3,447,264	1.33%
In-kind contributions		\$654,046	0.25%
Management cost		\$130,882,303	50.32%
Total amount		\$260,084,972	100.00%

Externally, Qisda responds to societal needs and promotes positive community development through diverse community engagement initiatives. Internally, it strengthens corporate culture and enhances employees' sense of participation and belonging through philanthropic practices, thereby fostering talent development and reinforcing its role as a responsible corporate citizen.

► Employees and Society

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

In 2025, Qisda focused on "Working Together to Spread Positive Influence," integrating numerous sustainable elements to demonstrate our sustainability value strategy. By continuously instilling sustainable thinking into daily life, employees were invited to take practical actions and join the sustainability movement, creating a greater impact through the synergy of 1+1>2. Throughout the year, over 20,000 people responded to the initiative, resulting in a total carbon reduction of more than 500 tons. For example, large outdoor events adopted electronic check-in processes to reduce paper usage and printed materials. Stage backdrops did not use single-use fabrics or ribbons, and gift items were made from recycled materials. These efforts embedded sustainable values into the DNA of employees and their families, fully implementing the sustainability strategy.

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

SDGs	Activity Type	Activity Topic	Description
 	Reward employees for their hard work and enhance employee loyalty	Building Happiness Together, Anchoring a Sustainable Future	Inviting top-tier performers for live music performances and interactive sessions with professional cheerleading teams. A designated game and relaxation zone is also set up to appreciate employees' hard work.
	Care for employees and their families	Childcare allowance	Provide an annual childcare allowance of NT\$30,000 to employees for children aged 0-6
	Happy gifts	Charity gift box	In 2025, we collaborated with charitable organizations, including the Yu-Cheng Social Welfare Foundation, to purchase festive gift boxes for occasions such as Mother's Day and the Mid-Autumn Festival as gifts for employees.
	DEI	Vietnam National Day event	Advocating for diversity and inclusion, we organized the annual Vietnam National Day celebration, allowing employees to ease their homesickness.
	Strengthen family relationship of the employees	Group's Family Day	In 2025, Qisda organized a Family Day at Pusin Ranch, fully integrating its sustainability strategy. In addition to continuously promoting Employee Resource Groups (ERGs) to foster care and cross-cultural integration, the event featured a "Southeast Asia Party Island" experience showcasing Southeast Asian attire, as well as band performances and theatrical shows. Beyond entertainment, the initiative aimed to embed diversity, equity, and inclusion (DEI) into the mindset and values of employees and their families.

SDGs	Activity Type	Activity Topic	Description
	Promotion of sustainability activities	Coffee grounds texture painting	To promote waste reuse, coffee grounds generated from employees' daily free coffee consumption were collected, dried, and processed for creative artwork creation. The initiative incorporated sustainability and ecological themes into the painting process, giving new life to discarded coffee grounds.
		Together, clean the river	Implementing volunteer leave for the first river cleanup activity, inviting employees to join efforts in cleaning up waste from the river, collectively protecting water sources and the ecological environment, and raising awareness about water quality protection.
  	Knowledge power supply	Positive force lecture	A series of lectures were organized to enhance knowledge enrichment and positive intellectual development. In 2025, Qisda invited Professor Lu Chung-Yen, Knight of the French Order of Arts and Letters, to share insights into the art and cultural world of the 19th and 20th centuries. Professor Chang Wu-Hsiu also shared his personal experiences and topics related to international medical humanitarian assistance, broadening participants' interdisciplinary knowledge and perspectives.
	Work-life balance and care for the society	Charity runs	Co-sponsoring a large-scale public welfare road race event, promoting health and expanding the scope of social care.
 	Expand Social Influence	Employee-initiated Charity Activities	Initiated by employee-run charity organizations, these activities invite enthusiastic colleagues to participate in volunteer services, donations, and material purchases for charitable organizations, thereby implementing social impact.

Highlight: Group Sports Day

2025 BenQ Qisda Group Sports Day

The sports day events continued to expand to include table tennis, relay races, tug-of-war, and swimming, and more than 30 affiliates were also called on to participate together! The event began in April

. From the preliminary rounds through the semifinals, the Group's various business groups fielded more than 65 teams in total to compete in the September finals.

With over 1,000 participants, the event showcased the Group's vibrant sports culture. It aimed to promote employee health and work-life balance in a comfortable, fun, and inclusive environment while fostering team cohesion and strengthening connections among employees within the Group.



Clubs for Public Welfare

Under the initiative of a group of caring employees, Qisda's Taiwan plant established the "Loving Care Club" and the "Public Welfare Ukulele Club." The purposes of these clubs are to provide a diverse public welfare platform for the employees, so that they can participate in volunteer events, give assistance to public welfare organizations, and take care of disadvantaged groups in society. In particular, the "Public Welfare Ukulele Club" aims to comfort people through music, encouraging employees to make use of their spare time to participate in volunteer music events and bring warmth to the organizations that they help.

2025 Qisda Loving Care Club and Public Welfare Ukulele Club

38 Charity Events

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

Qisda's Social Care, Volunteering and Philanthropy

Taiwan

The Company's internal clubs integrate public welfare care, encouraging employees to participate together. This not only demonstrates corporate social responsibility but also reflects the determination to grow alongside the local community. By engaging through participation, voluntary purchasing, and hands-on actions, a platform for public welfare activities is provided to inspire employees to take an active attitude and action. In 2025, a series of achievements in local care were showcased. For example, the organization of three blood donation drives not only effectively promoted employees' health awareness and public welfare participation but also extended love to those in need. Additionally, for charity donations, special encouragement was given during the Dragon Boat Festival, Mid-Autumn Festival, and pre-Chinese New Year periods, urging employees to donate to those in greater need in society. This enhanced the motivation and resonance for participating in public welfare.



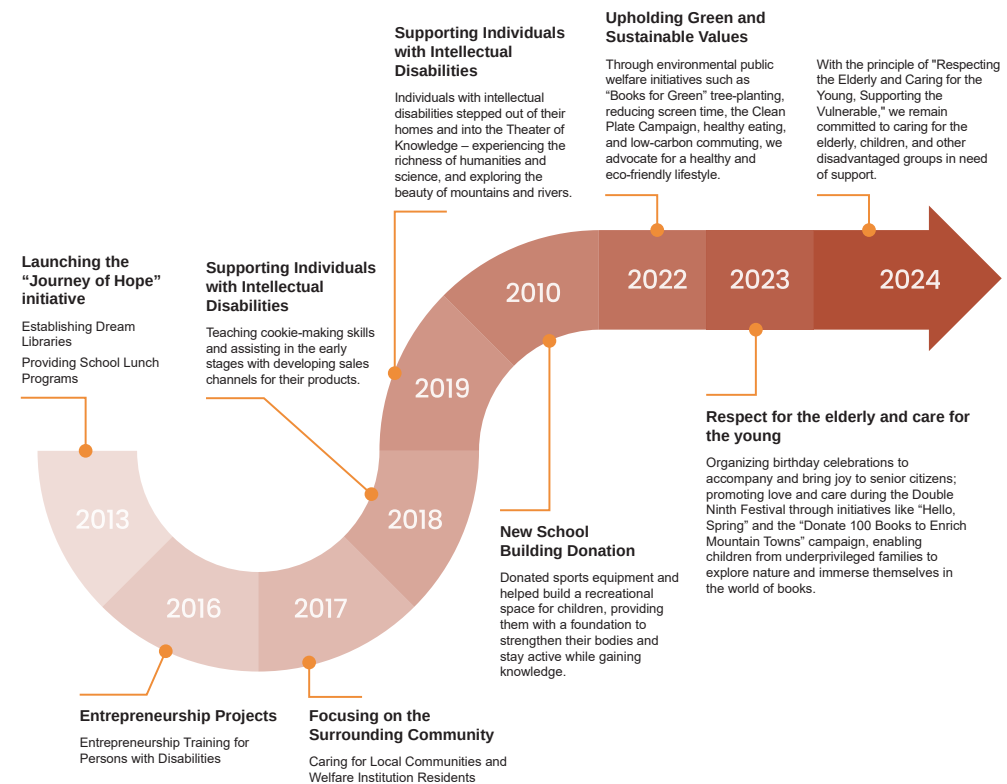
In addition, the "Loving Care Club" and "Public Welfare Ukulele Club" actively encourage their members to participate in community activities and, most significantly, collaborate with local charitable organizations to give back to the community. For example, the Loving Care Club shared that it participated in activities organized together with the Huashan Social Welfare Foundation, caring for elderly people living alone, disadvantaged groups, and senior citizens. The "Loving Care Club" also supported the "Second-hand Computer Dream Project," inviting Qisda employees to join in donating unused computers from their homes. This initiative provides opportunities for those eager to learn to use the computers while giving a second life to discarded devices!

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



Suzhou, China

Since 2013, Qisda Suzhou has implemented CSR strategies, giving employees one-day volunteer time off to help those in need through public welfare. In 2013, they provided lunches for low-income children at Mingfan Elementary School. In 2016, they trained people with disabilities in life skills, and in 2017, supported communities and welfare organizations. During 2018-2019, they focused on children with intellectual development disorders, teaching them baking skills and developing marketing channels for their products. They also helped these children experience the outside world. In 2020, Qisda Suzhou donated sporting goods to Mingfan Elementary School. In 2022, Qisda Suzhou upheld the notion of environmental protection by paying close attention and showing care to every aspect of the environment. Through planting more trees (exchanging books for plants), partaking in "Clean Plate" campaigns, and taking low-carbon alternatives to travel, Qisda Suzhou promoted healthier and more environmentally friendly lifestyles, attracting more people to take part in environmental change. In 2023, they adopted the goal of spreading their social influence and promoted the ideology of "taking care of children and the elderly as you would with your own family members."



In 2025, our philanthropic efforts focused on two key areas: caring for the elderly and supporting those in need, as well as environmental sustainability. We continued to carry out a variety of community initiatives, including organizing spring handicraft activities and Double Ninth Festival events at nursing homes to provide companionship and care for senior citizens. In addition, we leveraged the Yishan Mart platform to organize charity sales, providing assistance and support to employees' families facing financial hardship. Meanwhile, guided by the principles of green development, we organized and implemented a series of initiatives, including urban bird conservation, circular economy events for the reuse of idle items, and community tree-planting activities, with the aim of promoting environmental awareness and fostering a culture of sustainability across the Company.

Vietnam

The grassroots trade union of Qisda Vietnam carried out a care and assistance program for union members experiencing financial hardship, providing support and expressing concern for employees in need. A total of 26 union members received support through the program, with each recipient receiving a relief allowance of VND 700,000. These support efforts not only provided material assistance, but also reflected the spirit of care, solidarity, and mutual support within the organization. Through this activity, the union hoped to alleviate, to a certain extent, the livelihood difficulties of its members, while further promoting an atmosphere of solidarity and mutual support and creating a warmer, more harmonious, and more cohesive work environment.

The grassroots trade union of Qisda Vietnam organized a voluntary blood donation campaign, with the active participation of 30 union members and employees. The initiative demonstrated the workforce's spirit of social care, mutual support, and dedication, as well as their strong sense of social responsibility. Through this initiative, the trade union sought to further promote a culture of care and public service, contribute to healthcare support for the community, and strengthen solidarity and cohesion within the Company.



BenQ Foundation

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

With consideration for mankind and the land we live in at the core of its projects, the Foundation sets “Implementation of Environmental Protection” and “Social Care” as its two main fields of interest. From the intersection between these fields, they extract four main focal points – “Towards Digital Equality,” “Cultivation of Honest and Smart Employees,” “Increasing Value in Original Culture” and “Implementation of Environmental Protection” – and combine core competencies with Qisda Corporation to address these issues. Simultaneously, the Foundation also pays special attention to the UN Sustainable Development Goals to guide its operations. It dedicates itself to four major goals: digital equality, fair education, cultural value, and environmental sustainability in relation to SDGs. Moreover, it proposes corresponding actions for each point, follows evidence to review the connections between the project indicators and sustainability, and further engages stakeholders in comprehensive discussions of environmental protection (E), social responsibilities (S) and corporate governance (G) in the hopes of promoting sustainable awareness among civil groups. Externally, the Foundation brings positive influence to societies, and internally, it enhances the corporate culture of the Group to develop talent and cultivate kind members of society.

► ESG Performance in 2025

E Environmental Protection

For the long term, the Foundation continued to support friendly contract farming and the adoption of rice fields, accumulating 130.5 hectares from contract farming between 2008 and 2025. In addition, 327 Qisda Group volunteers joined the Earth-Friendly Action to conduct coastal cleanups, friendly farming, and trail repairs and labor work in areas such as Hsinchu, Miaoli, and Changhua. These efforts supported ecological conservation and the sustainable use of land, while also enhancing volunteers' understanding of environmental issues and their ability to take action. We continuously expanded internal corporate participation in environmental conservation and green consumption, and promoted an annual amount of more than NT\$8.06 million for the green food economy in remote townships.

In response to biodiversity challenges in Taiwan, and in accordance with the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the Company

identifies and discloses how its operations depend on natural resources and integrates biodiversity-positive actions into its business operations. For the second consecutive year, the Company collaborated with the Department of Soil and Water Conservation at National Chung Hsing University on a project to conduct biodiversity monitoring in long-term contract farming sites, including a tea plantation in Hengshan Township, Hsinchu County, and the Chun Yuan farm in Xizhou Township, Changhua County. In addition, the Company adopted the green belt established under the Jiufen Ershan and Zhongguakeng Creek Restoration Project implemented by the Agency of Rural Development and Soil and Water Conservation, and continued to carry out maintenance, management, and supplementary planting activities, thereby enhancing the Company's long-term value and competitiveness.

S Social Responsibility

With reference to the UN Sustainable Development Goals (SDGs), the BenQ Foundation acted as a bridge between the Group and cities or communities. It has long been deeply engaged in rural areas of Hsinchu and Miaoli, leveraged technological influence, and contributed to quality education with information and cultural diversity. It has also empowered local agriculture and crafts to transform through digital marketing, supported women artisans in micro-entrepreneurship and the green food economy, established a foundation for urban-rural co-learning and mutual prosperity, and further transformed these efforts into a replicable and scalable sustainable practice model.

In 2025, the Company further strengthened its local engagement by using the Hutoushan Innovation Hub in Taoyuan as a base to address society's growing needs for lifelong learning, cultural participation, and sustainability education. Through the Hutoushan Community Nature Academy and the Hutoushan Land Art Festival, the Company established an urban platform integrating nature education, public learning, and cultural exchange. These initiatives encouraged the participation of local residents, intergenerational groups, and corporate volunteers, thereby enhancing social inclusion and creating shared value.

The Company has long promoted a “social co-creation, co-learning, and co-prosperity” action model by consolidating external community engagement outcomes and organizing a total of 297 sessions, including information courses, health care lectures, volunteer activities, and campus talks. Through digital and sustainability education development programs as well as volunteer services, the Company has reached a cumulative 39,489 beneficiaries. In particular, specialized services such as hearing health care lectures have benefited 735 senior citizens aged 65 and above.

G Corporate Governance

The BenQ Foundation collaborates to advance the construction of the Qisda Group's sustainable value chain, strengthening overall resilience and competitiveness. Through a series of ESG training programs focusing on key issues such as carbon management and climate action, 536 employees of the Group, affiliated companies, and suppliers have been trained, establishing a common language for carbon reduction and a shared understanding of sustainability.

To strengthen sustainability governance capabilities, in 2025 the Company facilitated cross-company communication and collaborated with MetaGuru to build an ESG carbon emissions inventory platform, supporting the Qisda Group in the early deployment of greenhouse gas

inventory operations across its subsidiaries. Through systematic and standardized management mechanisms, the Group enhances the efficiency of carbon management and data consistency to address increasingly stringent policy and regulatory requirements, while strengthening its climate governance and risk management capabilities.

Consolidating its efforts over the years, the BenQ Foundation has further strengthened its role as an ESG diffusion platform by integrating the Group's core businesses and leveraging its core competencies, enhancing collaboration with stakeholders and shaping a sustainable impact ecosystem. It will continue spreading genuineness, kindness, and beauty through projects with the four focal points of "Implementation of Environmental Protection," "Towards Digital Equality," "Cultivation of Honest and Smart Employees," and "Increasing Value in Original Culture."

Annual Performance

297 Activities Held

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

39,489 Participants

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

735 Participants

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

NT\$ 8.06 million

Friendly contract farming, responsible consumption. Local travel promoting the green economy

Core Element of Public Welfare

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

Assisted Parties

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

Problem Observed

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

Actions of Social Influence

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

Coexist with Nature

Implementation of Environmental Protection

Problems Waiting to be Solved

To ensure food security and promote sustainable agriculture and a green economy; to ensure sustainable consumption and production patterns and build inclusive, safe, and resilient urban and rural development; to support sustainable land use and marine ecosystem conservation, safeguard biodiversity, and prevent marine environmental degradation; and to foster multi-stakeholder partnerships to advance a shared sustainability vision and enhance the consistency of sustainability policies and actions.

UN sustainable development goals

SDG 2: Zero Hunger; SDG 8: Decent Work and Economic Growth; SDG 11: Sustainable Cities and Communities; SDG 12: Responsible Consumption and Production; SDG 14: Life Below Water; SDG 15: Life on Land; SDG 17: Partnerships for the Goals

Our roles

- The Company engages in long-term contracts with farmers practicing environmentally friendly agriculture, and contracts farmland in accordance with the principles set out in the Agricultural and Food Agency of the Council of Agriculture, Executive Yuan's "Organic Agriculture and Friendly Farming" guidelines. This approach provides stable support to farmers while helping maintain and protect the ecological environment of the land. The Company promotes local sustainable food consumption by integrating corporate resources to implement initiatives such as agricultural product procurement, paddy field adoption, farming experience activities, market exhibitions and sales, employee purchasing programs, and the use of agricultural products in corporate public relations gifts. These efforts help rural and remote farming communities establish stable sales channels and foster a sustainable agricultural economic cycle. The Company serves as a facilitator of urban-rural cultural exchange, acting as a bridge between the enterprise and external communities. Based on the principle of sustainable tourism, the Foundation holds discussions with relevant stakeholders such as local community groups to organize travel itineraries that fulfill local needs for economic benefits, cultural translation and environmental sustainability. These efforts strengthen the continuous improvement momentum of community-based tourism.
- The Company has become a collaborative partner of environmental working groups along the Miaonan coast, identifying local priority issues and introducing digital documentation tools to support their work, thereby helping to communicate urgent marine conservation issues more effectively. The Company collaborates with townships and local partners along the Miaonan coast to carry out beach cleanups, and uploads waste classification records to the International Coastal Cleanup (ICC) platform, thereby actively participating in citizen science initiatives.
- The Group's ESG dissemination platform enhances the sustainability knowledge of employees and supply chain partners by organizing annual ESG training programs, jointly building the resilience and competitiveness of a sustainable value chain. The Company supports the Group in achieving net-zero and carbon reduction targets by assisting in the development of a carbon emissions inventory platform. Through systematic and standardized management mechanisms, it strengthens compliance and the execution of carbon reduction strategies across the Group's subsidiaries.
- The Company has adopted a 0.6-hectare green belt under the Jiufen Ershan and Zhongguakeng Stream restoration project administered by the Agency of Rural Development and Soil and Water Conservation. This initiative supports the restoration of a slope-land environment with enhanced disaster resilience and biodiversity.
- The Company collaborates with the Department of Soil and Water Conservation at National Chung Hsing University on project-based research, conducting ecological inventories and soil sampling surveys at long-term contracted tea plantations in Hengshan Township, Hsinchu County, and the Chun Garden in Xizhou Township, Changhua County. In accordance with the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the Company discloses its management approach to nature-related risks and opportunities, responding to societal expectations for sustainable governance.

Our actions

"DOC Volunteers' Short Trip" and "Sustainable Farming" for Rice Contract Farming:

- The contract farming initiative has provided long-term support to "Nampu Community" in Beipu, Hsinchu, and "Siong Sui Rice" in Xizhou, Changhua. This initiative ensures the cultivation of 10 hectares of rice fields annually, securing employment for 38 agricultural workers.
- The Company collaborated with 11 local cultural organizations (Yuanli DOC, Haixi Yijiaqin Environmental Protection Association, Xindiaoju, Hengshan DOC, Gongguan DOC, Tongluo DOC, Tongluowan Regeneration and Development Association, Qiumeiren Chrysanthemum Baking Center, Guanxi DOC, Guanxi Local Culture Association, and Xizhou Shangshui Agricultural Products Co., Ltd.) to design six low-carbon environmental and cultural education activities. These included one coastal beach cleanup service in Yuanli, Miaoli; three agricultural work service activities in Hengshan (Hsinchu), Gongguan and Tongluo (Miaoli), and Xizhou (Changhua); and one trail restoration service in Guanxi, Hsinchu.
- The Foundation brought together a total of 411 volunteers from the Group and communities for the activity. 327 family members of the Group's employees also provided services for a total of 1,962 hours.

"Group ESG Sustainability Strategy Workshop" and "ESG Carbon Emissions Inventory Platform":

- The Company organized Group training programs, the "ESG Sustainability Strategy Workshop," with participation from 160 employees of the Group, affiliated companies, and suppliers.
- The Company assisted Alpha Networks Inc. in launching a "Supplier Greenhouse Gas Inventory" training program, inviting 336 suppliers to participate. It also collaborated with MetaAge and its subsidiaries to conduct a "Sustainability Capacity-Building Workshop" for 40 participants, integrating trend-focused seminars and sustainability board game experiences to inspire businesses to identify opportunities and develop actionable initiatives.
- In collaboration with MetaGuru, a subsidiary of the Group, the Company developed the "iCarbon Cloud" carbon process tracking system, enabling comprehensive carbon footprint mapping and automated data collection. This initiative supports the Group's early deployment across more than 200 subsidiaries, establishing a robust consolidated greenhouse gas inventory foundation.

Corporate Reforestation Initiative:

- The Company continues to maintain its adoption of the 0.6-hectare green belt under the Jiufen Ershan and Zhongguakeng Stream restoration project administered by the Agency of Rural Development and Soil and Water Conservation. Through ongoing maintenance, management, and supplementary planting activities, the Company is gradually restoring a slope-land environment with enhanced disaster resilience and biodiversity.

Biodiversity Conservation and TNFD Guidance:

- The Company collaborates with the Department of Soil and Water Conservation at National Chung Hsing University on project-based research, conducting ecological inventories and soil sampling surveys at long-term contracted tea plantations in Hengshan Township, Hsinchu County, and the Chun Garden in Xizhou Township, Changhua County. In accordance with the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the Company jointly published a Nature-related Risk Disclosure Report with Qisda, disclosing its management approaches to nature-related risks and opportunities and responding to societal expectations for sustainable governance.

Collaboration with stakeholders

Government agencies, experts and scholars, community organizations, agricultural professionals, suppliers, and group employees

"DOC Volunteers' Short Trip"

From 2013 to 2025, the Company has continuously cultivated the "DOC Volunteer Micro-Travel Program" for 13 consecutive years. By incorporating sustainable tourism concepts, the Company works with relevant stakeholders such as local community groups to organize travel itineraries that fulfill local needs for economic benefits, cultural translation and environmental sustainability. The Company mobilizes Group employees and their families and friends to participate in agricultural harvesting, beach cleanups along the Miaonan coast, and trail restoration activities. By engaging directly with coastal areas, farmlands, and mountain environments, participants deepen their understanding of the land and the importance of sustainability.

Year	2017—2021		2022		2023		2024		2025		Total
Type	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	
Beach Cleanup	-	-	125	59	46	15	26	13	15	13	312
Agriculture	1,423	367	105	54	213	63	204	42	192	50	2,713
Total	1,790		343		337		285		270		3,025



"DOC Volunteers' Short Trip": Group Earth Volunteer Labor Service - the Meaning of Sweating and Walking



"Sustainable Farming" for Rice Contract Farming

In alignment with the United Nations Sustainable Development Goals (SDGs) 12, "Ensure sustainable consumption and production patterns," the BenQ Foundation has, since 2008, long advocated the concept of "Implementation of environmental protection" and supported the core value of "Sustainable Farming." For 18 consecutive years (2008-2025), the BenQ Foundation has maintained contract farming arrangements for paddy fields, with adopted sites spanning northern, central, southern, and eastern Taiwan. The cumulative contract farming area has reached 130.5 hectares.

In 2025, the BenQ Foundation engaged in environmentally friendly contract farming on a total of 10 hectares of paddy fields in the Nanpu Community of Beipu, Hsinchu, and "Shangshuimi" in Xizhou, Changhua. Harvests from both cropping seasons were shared with Group employees through "Rice Gift Boxes", while rice donations were made to 45 disadvantaged organizations. A total of 3,816 kilograms of white rice from the two harvests were donated, encouraging the cultivation and consumption of safe, high-quality rice. In addition, through autumn rice harvesting activities, Group volunteers were invited to step onto the fields, personally participate in harvesting, and learn about agricultural practices. These hands-on experiences fostered a deeper appreciation for environmentally friendly land stewardship and put the Foundation's "Implementation of Environmental Protection" core value into practice.

Year	2017—2021		2022		2023		2024		2025		Total
Type	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	Corporate Volunteer	Community Volunteer	
Area/ Hectare	90.5		10		10		10		10		130.5
Volunteer/ Number	556	118	147	31	140	20	115	23	120	21	1,281
Total	674		178		160		138		131		1,281

"Sustainable Farming" – Autumn Rice Harvest in Xizhou, Changhua: Group Volunteers Show Their Care for the Land through Action



ESG Sustainability Strategy Workshop

Since 2022, the BenQ Foundation has continuously invested in ESG education and professional training to enhance the sustainability capabilities and competitiveness of Group employees and supply chain partners. In 2025, the BenQ Foundation collaborated with CommonWealth Magazine Sustainability Council to organize the "ESG Sustainability Strategy Workshop." Conducted in both in-person and online formats, the program brought together nearly 160 participants, including Group employees, affiliated companies, and suppliers. The program covered key topics including carbon credits and carbon trading, product carbon footprints, internal carbon pricing, the circular economy, AI applications for carbon reduction, international ESG ratings, and supply chain climate management. It guided companies and their suppliers in developing a shared understanding and response strategies, thereby strengthening the resilience and competitiveness of a sustainable value chain.

The BenQ Foundation, serving as the Group's ESG dissemination platform, develops sustainability strategies in response to practical corporate needs. The Company assisted Alpha Networks Inc. in organizing a "Supplier Greenhouse Gas Inventory" training program, bringing together 336 suppliers to participate. It also collaborated with MetaAge and its subsidiaries to conduct a "Sustainability Capacity-Building Workshop," integrating trend-focused sessions with sustainability board game experiences to inspire enterprises to identify business opportunities and develop action plans, thereby embedding sustainability principles into daily operations.

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



Corporate Reforestation Initiative

With a focus on environmental conservation and soil and water preservation, the BenQ Foundation has adopted a 0.6-hectare green buffer zone under the Jiufen Ershan and Zhongguakeng Stream restoration project administered by the Agency of Rural Development and Soil and Water Conservation. In 2024, the Foundation contributed to the planning and establishment of the buffer green belt, and in 2025 it continued to carry out maintenance management and supplementary planting activities. In addition, the Company integrates academic and afforestation expertise from National Chung Hsing University and National Chiayi University to promote industry-government-academia collaboration, injecting sustainable momentum into forest ecosystems.

Jiufen Ershan was one of the areas severely affected by the 921 Earthquake. In 2024, marking the 25th anniversary of the earthquake disaster, the BenQ Foundation mobilized 101 Group Earth Volunteers to participate in the "Buffer Green Belt Adoption and Tree Planting Activity." A total of 120 trees with soil and water conservation and carbon sequestration functions were planted by hand. At the same time, the Company promotes the "Zhongguakeng Stream Rewilding Project" in Beishan Village, Guoxing Township. The project involves removing existing concrete riverbank structures, establishing buffer green belts and sediment overflow areas, and adopting Nature-based Solutions (NbS) to restore the ecology of the natural stream. This initiative gradually builds a slope-land environment that integrates disaster resilience, biodiversity conservation, and environmental education value. Through continuous vegetation restoration and maintenance, a slope-land environment with enhanced disaster resilience and biodiversity is being gradually restored.

The "Corporate Reforestation Initiative" at Jiufen Ershan continues tree planting and afforestation efforts, with ongoing maintenance to support the development of a sustainable forest ecosystem.

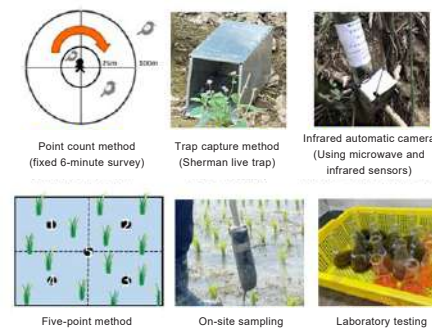


Biodiversity Conservation and TNFD Guidance:

In alignment with United Nations Sustainable Development Goal (SDG) 15, "Life on Land," the Company continues its project-based collaboration with the Department of Soil and Water Conservation at National Chung Hsing University. Biodiversity and soil sampling surveys are conducted at long-term contracted sites, including the "Shakeng Red Ruby Tea Garden" in Hengshan Township, Hsinchu County, and the "Chun Garden" in Xizhou Township, Changhua County. In accordance with the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the Company jointly published a Nature-related Risk Disclosure Report with Qisda, disclosing its management approaches to nature-related risks and opportunities and responding to societal expectations for sustainable governance.

The annual inventory results indicate that the Hengshan friendly farming site records multiple species of conservation significance, demonstrating the habitat value of a low-mountain ecosystem. The Xizhou friendly rice fields also exhibit notable biodiversity. According to the soil carbon sink demonstration area findings, each hectare of farmland can store approximately 40 metric tons more carbon compared with conventional farming practices. These monitoring outcomes will serve as a foundation for future carbon credit applications and related development initiatives.

"Biodiversity Conservation and TNFD Guidance" Ecological Survey and Soil Sampling Methods



"Biodiversity Conservation and TNFD Guidance" Significant Biodiversity at Hengshan Shakeng Tea Plantation



Towards Digital Equity

Problems Waiting to be Solved

Ensure and promote healthy lives and well-being for people of all ages; ensure inclusive, equitable, and high-quality education and promote lifelong learning opportunities; achieve gender equality and empower all women and girls; promote inclusive and sustainable economic growth and decent work for all; build inclusive, safe, resilient, and sustainable cities and communities; promote a green economy and ensure sustainable consumption and production patterns; and foster multi-stakeholder partnerships to advance a shared sustainability vision.

UN sustainable development goals

SDG 3: Good Health and Well-being, SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 11: Sustainable Cities and Communities, SDG 12: Responsible Consumption and Production, SDG 17: Partnerships for the Goals

Our roles

- The Company develops a local, diverse, and participatory co-learning base, connecting nearby community residents and corporate volunteers. Through activities ranging from nature observation and community care to creative expression, it fosters a learning community equipped with environmental awareness, cultural literacy, and digital competencies. This enables sustainability principles to be embedded in daily life and advances long-term goals of shared prosperity with both the community and the environment.
- Leveraging technological capabilities to enhance ICT education in rural and remote areas, the Company aligns with national digital development policies and integrates the Group's ICT and brand expertise. It provides multi-dimensional digital literacy programs covering smart living, health applications, and design and marketing skills for diverse groups in the Hsinchu–Miaoli region, including the general public, new residents, indigenous peoples, and older adults, thereby bridging the urban–rural digital divide. Dedicated women-only classes are offered to safeguard learning rights, while female entrepreneurs are encouraged to participate in professional recommendation programs to strengthen digital marketing capabilities and enhance economic independence.
- The Company strengthens digital literacy among end users of medical technologies by collaborating with Hongyun Hearing Aids to connect the Group's medical expertise with potential users in rural and community settings. It developed the "BenQ Academy – Intelligent Hearing Aid" program, offering hearing health education, screening, and health literacy courses to enhance public awareness and preventive healthcare capabilities.
- As a facilitator of a green economy and sustainable circular development, the Company supports farmers practicing environmentally friendly agriculture, smallholders, and artisans in building digital platforms with structured data and visual documentation. Through contract farming, market exhibitions and sales, online group purchasing, volunteer travel programs, and the Group's procurement of public relations gifts, the Company connects urban and rural consumption exchanges. On average, these initiatives generate over NT\$2 million annually in economic benefits for DOC rural agricultural communities. The Company encourages Digital Opportunity Centers in the Hsinchu–Miaoli region to re-evaluate and plan their annual key initiatives based on the SDGs framework, aligning them with indicators of economic development, cultural preservation, and environmental sustainability.

Our actions

Hutoushan Community Nature Academy:

- Since 2025, the BenQ Foundation has launched the "Hutoushan Community Nature Academy" at the Hutoushan Innovation Park in Taoyuan City. Centered on nature ecology, humanities and arts, digital literacy, and healthy living learning, the program is designed around lifelong learning and community integration. Through hands-on participation and diverse experiential activities, it establishes a community-based learning hub that fosters intergenerational exchange and innovative education.

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

- The BenQ Foundation has long implemented the Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center (DOC) Counseling Program," supporting DOCs in applying digital tools to the development of local characteristics in Hsinchu and Miaoli. Guided by four strategic actions—digital living, cultural preservation, industry value enhancement, and sustainable homeland—the program enhances digital literacy and emerging technology capabilities among children, youth, middle-aged and elderly residents, and new immigrants in rural and remote areas.

BenQ Academy — Intelligent Hearing Aid:

- A total of 25 hearing health education seminars were conducted in the Taoyuan–Hsinchu–Miaoli region, primarily targeting middle-aged and elderly residents. The programs were implemented in collaboration with village chiefs' offices and community care centers.

Collaboration with stakeholders

Government agencies, experts and scholars, community organizations, small farmers and skilled artisans, group employees, and non-profit organizations

Hutoushan Community Nature Academy

Since 2025, the BenQ Foundation has integrated the Group's sustainability strategy to launch the "Hutoushan Community Nature Academy" at the Hutoushan Innovation Park in Taoyuan City. Centered on the local community, the initiative establishes a sustainable learning platform that integrates environmental education, digital empowerment, and cultural inclusion.

The "Hutoushan Community Nature Academy" connects local village offices, community colleges, and public sector professional resources to progressively strengthen a localized collaborative network. Guided by the core objectives of lifelong learning and community inclusion, it designs diverse courses in natural ecology, humanities and arts, digital literacy, and healthy living. The initiative addresses key societal challenges such as population aging, the digital divide, and environmental sustainability, thereby advancing the Company's local engagement and social responsibility commitments.

In 2025, a total of 9 themed courses were planned and implemented, covering areas such as citizen science, ecological observation, digital creation, fraud prevention awareness, aesthetics, and lifestyle arts. Through hands-on and experiential learning approaches, participants were guided to deepen their understanding of ecological conservation, cultural preservation, and the application of digital tools in everyday life. The courses also invited residents from surrounding communities and corporate volunteers within the park to participate, fostering intergenerational exchange and knowledge sharing, and further strengthening the momentum of community-based learning.

The "Hutoushan Community Nature Academy" establishes a diverse, participatory co-learning hub and collaborates with local communities to co-create sustainability.



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

The BenQ Foundation has long implemented the Ministry of Education's "Hsinchu County and Miaoli County Digital Opportunity Center Counseling Project," dedicated to advancing digital inclusion in rural and remote areas. Since 2008, the Company has supported DOC in Hsinchu and Miaoli Counties in leveraging digital tools to promote local feature development, including marketing local agricultural products and documenting community history and cultural heritage. Through initiatives across education, culture, and industry, the program enhances digital literacy and emerging technology capabilities among children, youth, middle-aged and elderly residents, and new immigrants in rural and remote areas.

BenQ Foundation's Operational Effectiveness and Impact:

The BenQ Foundation leverages Qisda volunteers' capacity and professional resources to deepen long-term partnerships with DOC collaborators. Through digital value enhancement, the initiative advances digital equity, promotes local industry development, supports regional revitalization, and contributes to building a more equitable and harmonious society. In alignment with the Ministry of Education's Sixth Phase "Digital Inclusion and Empowerment Program," the Company advances a systemic approach to rural sustainability and digital development, guided by the vision of building a sustainable urban-rural digital ecosystem. Centered on urban-rural co-prosperity and economic resilience in remote areas, the initiative promotes the sustainable and digital development of rural communities in a structured and integrated manner.

In 2025, guided by four strategic actions — digital living, cultural preservation, industry value enhancement, and sustainable homeland — the Company leverages digital education, cultural preservation, industrial marketing, and cross-sector collaboration to progressively build a digital ecosystem network embedded with sustainability DNA in rural and remote communities.

- **"Digital Living"** : From smartphones and tablets to AI tools, the program supports learning and accompanies middle-aged and elderly individuals as well as diverse groups in developing self-directed digital learning and practical digital life skills.
- **"Cultural Preservation"** : Through the digital preservation of images, audio, and stories, the program documents local cultural contexts and builds a repository of community assets that can be preserved, transmitted, and reused over time.
- **"Industry Value Enhancement"** : The program assists small-scale farmers and artisans in strengthening brand identity and marketing capabilities, leveraging digital tools to connect opportunities and inject new momentum into local industry development.
- **"Sustainable Homeland"** : Digital tools are introduced into natural environments and integrated with cross-sector resources to build a local ecosystem embedded with sustainability DNA.

As a pioneer in digital applications, the BenQ Foundation continuously explores how to deliver innovative and engaging digital learning experiences for participants. By integrating the Group's medical expertise and ICT capabilities, it continuously develops new course content to expand its impact on health and well-being as well as quality education. By integrating resources from the Ministry of Education, the Ministry of Health and Welfare, the Council of Indigenous Peoples, the Forestry Bureau, the Ocean Conservation Administration, as well as local governments, schools, communities, and Group enterprises, the program delivered 188 course sessions throughout the year, engaging more than 3,000 participants in total. Covering topics such as AI applications, cybersecurity and fraud prevention, digital health, and multimedia content creation, the initiative helps middle-aged and elderly individuals, indigenous peoples, new immigrants, and women overcome digital barriers and enhance self-learning and application capabilities. In addition, the program connects local small farmers and businesses through the "DOC Small Market" and "DOC Volunteers' Short Trip" initiatives to promote local products and services, generating NT\$2.11 million in green consumption and demonstrating the economic circular benefits of community-based development.

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



BenQ Academy — Intelligent Hearing Aid

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

Since 2020, the "BenQ Academy – Intelligent Hearing Aid" project has been executed, with the "Hsinchu County and Miaoli Digital Opportunity Centers" serving as the base. Each year, the initiative has actively expanded its health education services to rural areas. In 2022, the project extended to areas surrounding the group's company headquarters, incorporating care centers in Taoyuan City's Guishan District and Taoyuan District into the service scope. By 2025, the initiative further focuses on channeling the Group's caregiving resources into communities surrounding the Foundation's bases, building a localized care-sharing platform that strengthens community trust and long-term engagement.

In 2025, a total of 25 outreach health education sessions were conducted. In Taoyuan District, 14 sessions were held in Zhongning, Qingxi, Baomin, Dayou, Zhongyi, Sanmin, Daxing, Changde, Dali, Yushan, Ciwen, and Zhongshan villages, as well as two sessions in Sanyuan Village. In Guishan District, three sessions were conducted in Xinlu, Dahu, and Wenqing villages. In Bade District, three sessions were held in Fude, Fuxing, and Dachang villages. In the Hsinchu–Miaoli region, five sessions were carried out. In total, the program provided hearing screening consultations for 735 older adults, raising awareness among senior citizens about the importance of hearing health care.

County/City	2020		2021		2022		2023		2024		2025		Total number of sessions	Total participants
	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants	Number of Sessions	Number of Participants		
Taoyuan	-	-	-	-	20	558	26	736	30	898	20	617	96	2,809
Hsinchu	7	123	1	17	5	114	6	136	6	115	3	58	26	511
Miaoli	8	167	2	63	7	146	8	188	4	62	2	59	33	738
Total	15	290	3	80	32	818	40	1,060	40	1,075	25	735	155	4,058

"BenQ Academy – Intelligent Hearing Aid" outreach seminars in the Taoyuan–Hsinchu–Miaoli region build a localized care platform to safeguard the hearing health of older adults.



Cultivation of Honest and Smart Employees

Problems Waiting to be Solved

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

UN sustainable development goals

SDG4: Quality Education

Our roles

- Centered around "Science Popularization · Creative Thinking," we plan a learning journey that combines science and humanities, integrating creative thinking and experimental spirit into interactive learning. Emphasizing values of integrity, we encourage elementary school students to think critically, explore, collaborate in teams, and cultivate a positive and proactive attitude toward learning.
- Positive career empowerment for high school students: The Foundation invites youths with outstanding performances in their respective fields to serve as lecturers, sharing the process they took to achieve success, and showing persistence and resilience to encourage more high school students to follow their dreams.

Our actions

"BenQ Honest and Smart Experience Workshop":

- In collaboration with the Institute of Learning Sciences and Technologies and the Center for Indigenous Science Education at National Tsing Hua University, as well as science communication education teams and university student mentors, the program engaged elementary school students from Tongxiao and Xinpu in Miaoli County, along with children of employees from 14 Group affiliated companies. The initiative integrates science literacy and creative thinking into the learning experience. The curriculum is designed to guide learners from hands-on "scientific inquiry practice," experiencing the joy of observation, inference, and verification, to "Go Go Giwas," which takes participants into Taiwan's first Indigenous science development base, the "Bamboo House," where AR and VR technologies are used to experience the integration of Indigenous wisdom and modern science. Participants further present their collaborative learning outcomes through group theatrical performances, embodying the spirit of "Honesty and Intelligence" that combines integrity with creativity.

"BenQ Dream Action Campus Lecture":

- "Youth Role Model Journey across Taiwan": New Taipei City, Taoyuan City, Hsinchu City, Hsinchu County, Miaoli County, Taichung City, Changhua County, Nantou County, Yunlin County, Chiayi City, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, Yilan County, Hualien County, and Taitung County (17 counties and cities in total). A total of 56 sessions were conducted during the year, reaching 28,032 senior high and vocational school students and teachers, conveying an inspiring message that empowers them to pursue and realize their dreams. A total of 69 media exposures were published, including news reports, school official websites, and social media platforms.

Collaboration with stakeholders

Experts, scholars, university faculty and students, elementary school teachers and students, youth role models, high school and vocational school teachers and students

BenQ Honest and Smart Experience Workshop

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

Year	2020	2021	2022	2023	2024	2025	Total
Total sessions	6	Not processed due to the pandemic.	2	2	2	2	14
Number of Elementary Schools	23		7	3	6	29	68
Number of Attending Teachers and Students	278		60	86	110	125	659

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



BenQ Dream Action Campus Lecture

Inviting youth role models to serve as dream ambassadors and visiting remote mountainous and coastal schools in Taiwan to share their journey of dream realization with senior high and vocational school students, transmitting a positive and proactive message while exploring the infinite possibilities of self-actualization. Since 2015, the lecture series has accumulated 11 years of outreach, touring 612 high schools and vocational schools across northern, central, southern, and eastern Taiwan, impacting over 494,819 teachers and students, inspiring countless students to embark on the journey to achieve their dreams.

For the “BenQ Dream Action Campus Lecture” in 2025, the Foundation invited Hsin-Ling Shen, a devotee of public welfare who was selected as one of the ten outstanding youths; Ming-Cheng Huang, who is also known as Mr. Candle; Hsing-Ho Chen, a former actor of the Cirque du Soleil; Yoyo Yang, a yo-yo master; Po-Han Huang, a magician of The Magic Castle in Hollywood; Jeff Lee, the magician and champion of The Grand Master Asia; Chia-Ying Wu, an adversity coach; and Yung-Kun Lai, the owner of the Miwan Fruit Shop; Wei-Sheng Cheng, the leader of Againstwind, and Ya-Sheng Huang, a local education advocate to tour through 17 counties and cities, including New Taipei City, Taoyuan City, Hsinchu City, Hsinchu County, Miaoli County, Taichung City, Changhua County, Nantou County, Yunlin County, Chiayi City, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, Yilan County, Hualien County, and Taitung County, engaging with 28,032 teachers and students from 56 high schools and vocational schools. They shared inspiring stories of realizing dreams, offering great role models for students to learn from.

County/City	Total sessions											Total
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
Keelung City	-	-	-	-	-	-	1	-	-	-	-	1
Taipei City	-	-	-	-	-	-	-	-	-	2	-	2
New Taipei City	-	-	-	-	1	1	-	1	-	1	3	7
Taoyuan City	9	10	8	9	1	3	1	3	3	3	3	53
Hsinchu City	4	5	1	3	-	-	-	1	0	1	2	17
Hsinchu County	6	4	5	5	2	1	1	1	2	3	2	32
Miaoli County	4	5	4	7	2	1	2	2	1	4	1	33
Taichung City	-	9	13	22	13	11	4	6	5	10	6	99
Nantou County	1	2	9	7	2	1	-	5	3	5	2	37
Changhua County	-	5	13	12	9	8	7	3	6	4	6	73
Yunlin County	-	1	1	8	1	2	-	1	2	1	2	19
Chiayi County	-	1	3	4	7	4	2	3	3	1	4	32
Tainan City	-	-	-	3	12	14	4	4	13	15	9	74
Kaohsiung City	-	-	-	3	14	12	4	6	5	10	7	61
Pingtung County	-	-	-	2	6	4	1	3	4	3	1	24
Yilan County	-	1	-	3	1	1	3	2	4	5	4	24
Hualien County	-	-	-	3	-	4	1	2	1	1	3	15
Taitung County	-	-	-	-	1	3	-	2	1	1	1	9
Total sessions	24	43	57	91	72	70	31	45	53	70	56	612
Number of participants	24,040	42,922	59,000	80,962	77,349	57,046	24,652	30,107	35,299	35,959	28,032	495,338

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



BENQ
夢想行動
校園講座



Increasing Value in Original Culture

Problems Waiting to be Solved

Ensure inclusive, equitable, and high-quality education and promote lifelong learning opportunities; ensure sustainable consumption and production patterns and build inclusive, safe, and resilient urban and rural development; and foster multi-stakeholder partnerships to advance a shared sustainability vision.

UN sustainable development goals

SDG 4: Quality Education, SDG 11: Sustainable Cities and Communities, SDG 12: Responsible Consumption and Production, SDG 17: Partnerships for the Goals

Our roles

- As a platform for advancing sustainable development in practice, the Company integrates corporate resources and connects with local governments, domestic and international artists, and cultural organizations to organize the "Hutoushan Land Art Festival" at the Hutoushan Innovation Park. By integrating art into natural settings, the initiative promotes civic participation in culture and environmental education, demonstrating the Company's concrete actions in fulfilling corporate social responsibility and strengthening local engagement.
- The promotion of original culture builds an international exchange platform, supporting and encouraging domestic and international sculptors to create on-site. The sculptures are displayed in public spaces within the Group's company and donated to county and city government cultural spaces, enhancing the public's appreciation of original culture. The Company regularly holds sculpture exhibitions, fostering employees' aesthetic and art appreciation skills.

Our actions

- The BenQ Foundation planned and implemented the "Hutoushan Land Art Festival," integrating Group resources with local government support and inviting 12 domestic and international artists to conduct site-specific creation and performances. In addition, through the "Or Market" promoting friendly agriculture and the Paper Windmill Theatre production "Adventures in the Sweet Potato Forest," the initiative advanced green food consumption, environmental education, and public cultural participation, engaging over 5,000 members of the public and enhancing awareness and involvement in sustainability issues.
- Arranging sculpture model works for exhibition within the Group's company, creating a public art space.

Collaboration with stakeholders

Government agencies, experts and scholars, artisans, small farmers and skilled artisans, and group employees

Hutoushan Land Art Festival

In response to the Sustainable Development Goals of the Taoyuan City Government, the BenQ Foundation integrated resources from the BenQ Qisda Group in 2025 to plan and implement the “Hutoushan Land Art Festival” at the Hutoushan Innovation Park, located at the interface between urban and forest environments. The initiative serves as a concrete action by the Company to promote sustainable cities and local integration.

The 2025 festival, themed “Symbiosis with Nature · Artistic Exploration,” connected local governments, domestic and international artists, and cultural organizations. It invited 12 artists from Bulgaria, France, Japan, and Taiwan to engage in site-specific creation and performances. Through diverse artistic expressions such as natural materials, sound, light, shadow, and technology, the initiative reflects the interactions between humans and nature, as well as between culture and the environment, thereby deepening public understanding of ecological conservation and sustainability values.

To strengthen public participation in the festival, the creative process was made open for citizens to observe, alongside curated art tours, the “Or Market” featuring friendly agriculture, and the Paper Windmill Theatre performance “Adventures in the Sweet Potato Forest.” These activities encouraged the public to engage with natural environments, promoting green diets, environmental education, and inclusive cultural participation. In total, the program attracted over 5,000 participations, expanding the social impact of sustainability values.

The “Hutoushan Land Art Festival,” themed “Symbiosis with Nature · Artistic Exploration,” highlights the sustainable value of urban green spaces.



BenQ International Sculpture Workshop

Since 2010, the “ BenQ International Sculpture Workshop ” has been held for six sessions, inviting sculptors from Taiwan and around the world to engage in artistic exchange. Through a one-month site-specific creation format, it has attracted students and members of the public interested in sculpture, enabling them to closely experience the creative process. The program has helped establish a positive image and valuable Taiwanese experience within the international art community and has contributed 90 sculptural works to Taiwan's cultural landscape.

The “BenQ International Sculpture Workshop” model sculpture exhibition fosters original artistic and aesthetic appreciation among Group employees and the general public.



To promote public art aesthetics, since 2021 the BenQ Foundation has established ongoing model sculpture exhibitions in the public spaces of Group companies, including BenQ Corporation, BenQ Materials, Qisda, Darfon Electronics, DFI, ACE PILLAR, Data Image, AEWIN Technologies, Alpha Networks, Hitron Technologies, Interactive Digital Technologies, Unictron Technologies Corporation, Partner Tech, MetaAge, WEB-PRO, MetaGuru and other affiliated companies. In 2025, the initiative further extended its art exhibitions into nearby urban public spaces, specifically the “Hutoushan Innovation Park” under the Taoyuan City Government, sharing aesthetic experiences with citizens and conveying a spirit of humanistic care. It is hoped that, through the integration of art, the initiative will enhance the humanistic and aesthetic literacy of employees and the public, enabling them to experience the artistic beauty and emotional resonance of sculpture in everyday life.

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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	Accumulated working hours without occupational accidents: 2.74 million hours
Proportion of digital courses in response to digital transformation: 80%	
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 CO ₂ e	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

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Sustainability Disclosure

- GRI Index
- SASB Metrics
- Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies - Sustainability Disclosure Indicators
- TCFD Index
- Table of Quantified Key Performance Indicator for Sustainable Development
- Qisda's ESG Activity Video
- SDG Index
- Independent Assurance Statement



GRI Index

Statement of use: The Qisda 2025 Sustainability Report is reported in compliance with GRI Standards. The reporting period of data and information disclosed is from January 1, 2025 to December 31, 2025

GRI 1 used: Foundation 2021

Applicable GRI Sector Standard/s: N/A

GRI 2 General Disclosures 2021

Goal	Item of Disclosure	GRI Disclosure	Corresponding Chapter/Explanation	Page Number	Remarks	External Assurance
The organization and its reporting practices	2-1 Organizational details	2-1-a	About This Report	004		●
		2-1-b	About This Report	004		●
		2-1-c	About This Report	004		●
		2-1-d	About This Report	004		●
	2-2 Entities included in the organization's sustainability reporting	2-2-a	About This Report	004		●
		2-2-b	There are no differences.			●
		2-2-c	N/A			●
	2-3 Reporting period, frequency and contact point	2-3-a	About This Report	004		●
		2-3-b	About This Report	004		●
		2-3-c	About This Report	004		●
		2-3-d	About This Report	004		●
	2-4 Restatements of information	2-4-a	3.5Waste and Pollutants 4.2Talent Attraction and Development 4.4Occupational Health and Safety Management	116 149 188	The revised information is detailed in the sections on the left.	●
	2-5 External assurance	2-5-a	About This Report	004		●
		2-5-b	About This Report	004		●

GRI 2 General Disclosures 2021

Goal	Item of Disclosure	GRI Disclosure	Corresponding Chapter/Explanation	Page Number	Remarks	External Assurance
Activities and workers	2-6 Activities, value chain and other business relationships	2-6-a	Business Overview and Organizational Structure	006		●
		2-6-b	Business Overview and Organizational Structure	006		●
		2-6-c	Business Overview and Organizational Structure	006		●
		2-6-d	Business Overview and Organizational Structure	006		●
	2-7 Employees	2-7-a	Talent Attraction and Development	149		●
		2-7-b	Talent Attraction and Development	149		●
		2-7-c	Talent Attraction and Development	149		●
		2-7-d	Talent Attraction and Development	149		●
		2-7-e	Talent Attraction and Development	149		●
	2-8 Workers who are not employees	2-8-a	Talent Attraction and Development	149		●
		2-8-b	Talent Attraction and Development	149		●
		2-8-c	Talent Attraction and Development	149		●
Governance	2-9 Governance structure and composition	2-9-a	Organization and Operation of Governance	040		●
		2-9-b	Organization and Operation of Governance	040		●
		2-9-c	Organization and Operation of Governance	040		●
	2-10 Nomination and selection of the highest governance body	2-10-a	Structure and Operation of the Board of Directors	040		●
		2-10-b	Election and Diversity of the Board Members	042		
	2-11 Chair of the highest governance body	2-11-a	Structure and Operation of the Board of Directors	040		●
		2-11-b	Structure and Operation of the Board of Directors	040		●

GRI 2 General Disclosures 2021

Goal	Item of Disclosure	GRI Disclosure	Corresponding Chapter/Explanation	Page Number	Remarks	External Assurance
Governance	2-12 Role of the highest governance body in overseeing the management of impacts	2-12-a	Organization and Operation of Governance	040		●
		2-12-b	Organization and Operation of Governance	040		●
		2-12-c	Organization and Operation of Governance	040		●
	2-13 Delegation of responsibility for managing impacts	2-13-a	Organization and Operation of Governance	040		●
		2-13-b	Organization and Operation of Governance	040		●
	2-14 Role of the highest governance body in sustainability reporting	2-14-a	Organization and Operation of Governance	040		●
		2-14-b	N/A			●
	2-15 Conflicts of interest	2-15-a	Whistleblowing and Suggestion Communication Mechanism	049		●
		2-15-b	Organization and Operation of Governance	040		●
	2-16 Communication of critical concerns	2-16-a	Organization and Operation of Governance	040		●
		2-16-b	Organization and Operation of Governance	040		●
	2-17 Collective knowledge of the highest governance body	2-17-a	Election and Diversity of the Board Members	042		●
	2-18 Evaluation of the performance of the highest governance body	2-18-a	Organization and Operation of Governance	040		●
		2-18-b	Evaluation of Board Performance	043		●
		2-18-c	Evaluation of Board Performance	043		●

GRI 2 General Disclosures 2021

Goal	Item of Disclosure	GRI Disclosure	Corresponding Chapter/Explanation	Page Number	Remarks	External Assurance
Governance	2-19 Remuneration policies	2-19-a	Remuneration System for the Directors and Managers	045		●
		2-19-b	Remuneration System for the Directors and Managers	045		●
	2-20 Process to determine remuneration	2-20-a	Organization and Operation of Governance	040		●
		2-20-b	N/A			●
	2-21 Annual total compensation ratio	2-21-a	Taiwan: 15.6 China: 12.5 Vietnam: 7.3 USA: 2.2 Japan: 2.7			●
		2-21-b	Taiwan: 2.3 China: 0.3 Vietnam: 2.8 USA: 0.9 Japan: 1.0			●
		2-21-c	Compiled in accordance with the GRI 2-21 annual total compensation ratio formula			●
Strategy, policies and practices	2-22 Statement on sustainable development strategy	2-22-a	Sustainable Corporate Governance	015		●
	2-23 Policy commitments	2-23-a	Qisda's Human Rights Policy	182	The Company has not entered into any collective bargaining agreements with its employees	●
		2-23-b	Qisda's Human Rights Policy	182		●
		2-23-c	Qisda's Human Rights Policy	182		●
		2-23-d	Qisda's Human Rights Policy	182		●
		2-23-e	Qisda's Human Rights Policy	182		●
		2-23-f	Qisda's Human Rights Policy	182		●

GRI 2 General Disclosures 2021

Goal	Item of Disclosure	GRI Disclosure	Corresponding Chapter/Explanation	Page Number	Remarks	External Assurance
Strategy, policies and practices	2-24 Embedding policy commitments	2-24-a	Qisda and Our Stakeholders	021		●
	2-25 Processes to remediate negative impacts	2-25-a	Qisda and Our Stakeholders	021		●
		2-25-b	Qisda's Human Rights Policy	182		●
		2-25-c	Human Rights Management Measures	182		●
		2-25-d	Human Rights Management Measures	182		●
		2-25-e	Human Rights Management Measures	182		●
	2-26 Mechanisms for seeking advice and raising concerns	2-26-a	Code of Conduct	047		●
	2-27 Legal compliance	2-27-a	Legal Compliance	051		●
		2-27-b	Legal Compliance	051		●
		2-27-c	Legal Compliance	051		●
		2-27-d	Legal Compliance	051		●
	2-28 Membership associations	2-28-a	Participation in Associations	011		●
Stakeholder engagement	2-29 Approach to stakeholder engagement	2-29-a	Qisda and Our Stakeholders	021		●
	2-30 Collective bargaining agreements	2-30-a	Internal Communication Channels	187	As no employees in Taiwan participate in labor unions, statistics have only been collected from Suzhou and Vietnam	●
		2-30-b	Internal Communication Channels	187	There is no establishment of a labor union in Taiwan	●

GRI 3 Material Topics Disclosure

	Item of Disclosure	Page Number
	3-1 Process to determine material topics	21-24
	3-2 List of material topics	24-26
	3-3 Management of material topics	27-35

GRI 3 Environment-related Material Topics

GRI Standards	Item of Disclosure	Page Number
Green Products and Circularity		
301 Materials	301-1 Materials used by weight or volume	145
	301-2 Recycled input materials used	145
302 Energy	302-5 Reductions in energy requirements of products and services	144
417 Marketing and Labeling	417-1 Requirements for product and service information and labeling	144
Climate Strategy		
201 Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	90-104
305 Emissions	305-1 Direct (Scope 1) GHG Emissions	108

GRI Standards	Item of Disclosure	Page Number
Climate Strategy		
305 Emissions	305-2 Energy indirect (Scope 2) GHG Emissions	108
	305-3 Other indirect (Scope 3) GHG Emissions	108
	305-4 GHG Emission Intensity	105
	305-5 Reduction of GHG emissions	106
	305-6 ODS Emissions	118
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	118
Energy Consumption and Conservation		
302 Energy	302-1 Energy consumption within the organization	106-107
	302-2 Energy consumption outside of the organization	106-107
	302-3 Energy intensity	105
	302-4 Reduction of energy consumption	105
	302-5 Reductions in energy requirements of products and services	105 131-138 148
Waste and Pollutants		
306 Waste	306-1 Waste generation and significant waste-related impacts	117

GRI 3 Governance-related Material Topics

GRI Standards	Item of Disclosure	Page Number
Sustainable Supply Chain Management		
204 Procurement Practices	204-1 Proportion of spending on local suppliers	76
205 Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	47-49
301 Materials	301-1 Materials used by weight or volume	145
	301-2 Recycled input materials used	145
308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	71
	308-2 Negative environmental impacts in the supply chain and actions taken	72-73
414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	71
	414-2 Negative social impacts in the supply chain and actions taken	72-73
Customer Relationship Management		
416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	123-135
	416-2b Incidents of non-compliance concerning the health and safety impacts of products and services	144
417 Marketing and Labeling	417-1 Requirements for product and service information and labeling	144
	417-2 Incidents of non-compliance concerning product and service information and labeling	144
	417-3 Incidents of non-compliance concerning marketing communications	144

GRI Standards	Item of Disclosure	Page Number
Customer Relationship Management		
418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	65
Self-Disclosure	Customer satisfaction score: 94	79
Operational Performance		
201 Economic Performance	201-1 Direct economic value generated and distributed	51
	201-2 Financial implications and other risks and opportunities due to climate change	90-104
	201-3 Defined benefit plan obligations and other retirement plans	163-164
202 Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	159
	202-2 Proportion of senior management hired from the local community	153
203 Indirect Economic Impacts	203-2 Significant indirect economic impacts	26
205 Anti-Corruption	205-1 Operations assessed for risks related to corruption	47-49
	205-2 Communication and training about anti-corruption policies and procedures	47-49
	205-3 Confirmed incidents of corruption and actions taken	47-49
206 Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	47-49

GRI 3 Social-related Material Topics

GRI Standards	Item of Disclosure	Page Number
Talent Policy		
201 Economic Performance	201-3 Defined benefit plan obligations and other retirement plans	163-164
202 Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	160
	202-2 Proportion of senior management hired from the local community	153
401 Employment	401-1 New employee hires and employee turnover	150 166
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	161
	401-3 Parental leave	163
	Employee Training and Development	
404 Training and Education	404-1 Average hours of training per year per employee	175
	404-3 Percentage of employees receiving regular performance and career development reviews	181

GRI Standards	Item of Disclosure	Page Number
Occupational Safety, Health, and Management		
403 Occupational Health and Safety	403-1 Occupational health and safety management system	194
	403-2 Hazard identification, risk assessment, and incident investigation	196-200
	403-3 Occupational health services	190
	403-4 Worker participation, consultation, and communication on occupational health and safety	197
	403-5 Worker training on occupational health and safety	197
	403-6 Promotion of worker health	190 195
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	194
	403-8 Workers covered by an occupational health and safety management system	197-199
	403-9 Work-related injuries	198-199
	403-10 Work-related ill health	198-199

SASB Metrics

2025 -SASB Industry-Specific Metrics

Metric No.	Disclosure Metrics	Statistics	Relevant Chapter	Page No.	Remarks
Water Management					
TC-ES-140a.1	(1)Total water withdrawn	437.04 thousand cubic meters; percentage in regions with High or Extremely High baseline water stress: 83.6%	Making Good Use of Water Resources	111	Suzhou Plant and Vietnam Plant are located in water-stressed areas
	(2)Total water consumption	87.41 thousand cubic meters; percentage in regions with High or Extremely High baseline water stress: 83.6%			
Waste Management					
TC-ES-150 a.1	Total amount of hazardous waste	432.67 metric tons	Waste Circularity	116	The percentage recycling is calculated as the weight of recycled hazardous waste as a proportion of total hazardous waste, and excludes energy-recovery treatment such as incineration.
	Percentage recycling	47.35%			
Labor Practices					
TC-ES-310 a.1	(1)Number of work stoppages	0	Occupational Health and Safety Management	188	1. No work stoppage incidents occurred at any of the entity's facilities in 2025. 2. A work stoppage refers to a stoppage that involves 1,000 or more workers and lasts one full work shift or longer. 3. Idle days are calculated by multiplying, for each work stoppage, the number of workers involved by the actual number of stoppage days, and then summing across events.
	(2)Total days idle	0			
Labor Status					
TC-ES-320 a.1	(1)Total recordable injury rate (TRIR)	Injury rate for direct employees: 0.08	Occupational Health and Safety Management	188	All disclosed rates are calculated as: (Number of cases × 200,000)/Total hours worked by all employees during the reporting year. The "200,000" represents the total hours that 100 full-time employees would work in a year, based on 40 hours per week and 50 weeks per year.
		Injury rate for contract employees: 0			
	(2)Near miss frequency rate (NMFR)	NMFR for direct employees: 0			
		NMFR for contract employees: 0			

Boundary: The data scope covers Qisda Corporation (Standalone), Qisda Vietnam, and Qisda Suzhou.

Metric No.	Disclosure Metrics	Statistics	Relevant Chapter	Page No.	Remarks
Labor Status					
TC-ES-320 a.2	(1)Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent by: (a)All facilities	80%	Sustainable Supply Chain Management	066	a.Facilities: 5 b.Facilities passing the RBA audit: 4 Percentage: 80%
	(2)Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent by: (b)High-risk facilities	N/A			High-risk facilities: None
	(3)Percentage of Tier 1 suppliers audited in the RBA Validated Audit Process (VAP) or equivalent by: (a)All suppliers	5.75%			Number of Tier 1 suppliers: 365 suppliers Suppliers passing the RBA audit equivalent: 21 Percentage: 5.75%
	(4)Percentage of Tier 1 suppliers audited in the RBA Validated Audit Process (VAP) or equivalent by: (b)High-risk suppliers	N/A			Currently no relevant statistic
TC-ES-320 a.3	The entity shall disclose, separately for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities, the (1) non-conformance rate for (a) priority and (b) other non-conformances	(i)Entity's manufacturing facilities (a)Priority non-conformance rate: 0% (b)Other non-conformance rate: 100%	Sustainable Supply Chain Management	066	Note 1.Non-conformance rate = Number of facilities found to have deficiencies (priority or other) ÷ Total number of audited facilities Note 2.Corrective action rate = Number of deficiency items remediated (priority or other) ÷ Total number of deficiency items identified in audits (priority or other)
		(ii)Tier 1 supplier manufacturing facilities (a)Priority non-conformance rate: 4.76% (b)Other non-conformance rate: 95.24%			
	The entity shall also disclose, separately for (i) and (ii) above, the (2) associated corrective action rate for (a) priority and (b) other non-conformances.	(i)Entity's manufacturing facilities (a)Priority corrective action rate: N/A (b)Other corrective action rate: 42.86%			
		(ii)Tier 1 supplier manufacturing facilities (a)Priority corrective action rate: 0% (b)Other corrective action rate: 100%			

Note: The audit rate for TC ES 320 a.2 is calculated as the number of manufacturing sites within the category that have obtained a valid VAP report, divided by the total number of manufacturing sites within the category subject to audit management.

Metric No.	Disclosure Metrics	Statistics	Relevant Chapter	Page No.	Remarks
Labor Status					
TC-ES-320 a.3	(2)Tier 1 supplier facilities' non-conformance rate with the RBA Validated Audit Process or equivalent	Tier 1 suppliers' non-conformance rate with each audit dimension is shown in the table below (2)	Sustainable Supply Chain Management	066	Amount of non-conformances of each audit dimension for the Tier 1 suppliers/Total amount of non-conformances for the Tier 1 suppliers
	(a)Tier 1 supplier facilities' priority corrective action rate with the RBA Validated Audit Process or equivalent	0%			Priority non-conformances of Tier 1 suppliers: 1
	(b)Tier 1 supplier facilities' other corrective action rate with the RBA Validated Audit Process or equivalent	90.63%			Total of other non-conformances of Tier 1 suppliers: 128 Improved items: 116 Improvement rate: 90.63%
Product Lifecycle Management					
TC-ES-410 a.1	End-of-life product and e-waste recycling weight	64,645.91 metric tons (t)			Based on the shipped product weight and recoverable weight under WEEE.
	Percentage recycling	89.90%			
Materials Sourcing					
TC-ES-440 a.1	Description of the management of risks associated with the use of critical materials	We have established a risk identification and management mechanism for raw material procurement, requiring products to comply with environmental regulations such as RoHS and REACH. We have also implemented a supplier evaluation system requiring conformance with ISO management systems and the RBA Code of Conduct, and conduct conflict minerals due diligence to prevent the direct or indirect procurement of conflict minerals.	Conflict Minerals Management	076	Qisda supports the international community’s boycott of conflict minerals and establishes the Qisda Conflict Mineral Commitment. In addition, we refer to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas of the Organization for Economic Cooperation and Development and work with the suppliers to perform conflict mineral investigations in order to prevent direct or indirect purchase of the conflict minerals by the suppliers.

TC-ES-320 a.3

(1) Amount of non-conformances of each audit dimension for the entity's facilities/Total amount of non-conformances for the entity's facilities

	Labor	Health and Safety	Environment	Ethics	Management System
Proportion ratio in non-compliance of priority non-conformances	0%	0%	0%	0%	0%
Proportion ratio in non-compliance of other non-conformances	76.47%	5.88%	11.76%	5.88%	0%

(2) Amount of non-conformances of each audit dimension for the Tier 1 suppliers/Total amount of non-conformances for the Tier 1 suppliers

	Labor	Health and Safety	Environment	Ethics	Management System
Proportion ratio in non-compliance of priority non-conformances	100%	0%	0%	0%	0%
Proportion ratio in non-compliance of other non-conformances	22.66%	62.50%	7.81%	3.91%	3.13%

Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies -Sustainability Disclosure Indicators

Appendix 1-9: Sustainability Disclosure Indicators -Computer and Peripheral Equipment Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Chapter	Boundary
I	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	1. Total energy consumed: 2,071,212.04 GJ 2. Purchased electricity (percentage, %): 63.62% 3. Renewable energy percentage: 13.83%	Gigajoules (GJ), percentage (%)	Energy Consumption and Conservation	Consolidated financial statements
II	Total water withdrawn, total water consumption	Quantitative	1. Total water withdrawn: 2,623.07 thousand cubic meters (1,000 m³) 2. Total water consumed: 579.51 thousand cubic meters (1,000 m³)	Thousand cubic meters (m³)	Making Good Use of Water Resources	Consolidated financial statements
III	Total hazardous waste generated and percentage recycled	Quantitative	Total hazardous waste: 1,601.91 metric tons (t) Percentage of hazardous waste recycled: 46.67%	Metric tons (t), percentage (%)	Waste and Pollutants	Consolidated financial statements
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	Occupational accident: Physical hazards Number of recordable occupational injuries: 31 Recordable occupational injury rate: 0.40 Rate of high-consequence work-related injuries (excluding fatalities): 0 Rate of fatalities as a result of work-related injury: 0	Percentage (%), quantity	Occupational Safety, Health, and Management	Consolidated financial statements
V	Product lifecycle management disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	End-of-life product and e-waste recycling weight: The largest revenue-generating product line was selected, with statistics based on its total weight and WEEE recycling rate. In 2025, the total shipment weight of Qisda's (parent company only) display products was 64,645.91 metric tons, with a recycling rate of 89.90%.	Metric tons (t), percentage (%)	Green Product	Qisda Corporation (individual entity)
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	The Company has established a risk identification and management mechanism for raw material procurement, requiring products to comply with environmental regulations such as RoHS and REACH. It has also implemented a supplier evaluation system requiring conformance with ISO management systems and the RBA Code of Conduct, and conducts conflict minerals due diligence to prevent the direct or indirect procurement of conflict minerals.	Not applicable	Sustainable Supply Chain Management	Qisda Corporation (individual entity)
VII	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	The Company did not incur any monetary losses from legal proceedings associated with anti-competitive behavior regulations.	Reporting currency	Code of Conduct	Consolidated financial statements
VIII	Production by product category	Quantitative	For Qisda (parent company only) in 2025, sales volumes by core product category were as follows: Displays: 13,252,390 units Industrial products: 1,802,502 units Automotive products: 692,168 units Projectors: 315,348 units	Varies by product category		Qisda Corporation (individual entity)

Note: 1. Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

TCFD Index

Core Elements	Description	Recommended Disclosures	The Company's Management	Corresponding Chapter in the 2023 Report	Page Number
Governance	Disclose the organization's governance around climate-related risks and opportunities	(a) Describe the Board's oversight of climate-related risks and opportunities (b) Describe management's role in assessing and managing climate-related risks and opportunities	The Corporate Sustainable Development Committee, established at the board level, sets the vision, strategy, and objectives for corporate sustainable development. The ESG Committee advances sustainability-related initiatives, while the Risk Management Committee conducts an annual assessment of climate change risks and opportunities. It plans response measures for material risks (including climate risks based on the annual risk identification and reports the effectiveness of risk responses annually to the Board of Directors.	Climate Adaptation and Mitigation Governance	83
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. (c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	Regarding physical risks, climate-related risks and opportunities over the short, medium, and long term have been identified by conducting future climate simulations for the year 2050 with climate change based on three IPCC RCP scenarios. Regarding transition risks, we set short-, medium-, and long-term carbon reduction targets and disclose the operational and financial impacts of both upstream and downstream based on the NDC scenarios. A risk matrix is created based on the likelihood and severity of risk events. Also, the potential operational risks and their financial impacts are responded to and addressed by relevant units.	Climate Adaptation and Mitigation Strategy	83
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks	(a) Describe the organization's processes for identifying and assessing climate-related risks (b) Describe the organization's processes for managing climate-related risks (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	- Using both internal and external information (external reports on risks and internal material issues) as a reference, we assess the risks based on the level of severity and likelihood and identify material risks. Additionally, developing risk reduction measures to keep residual risks well below the risk appetite. - The Risk Management Committee formulates response strategies for the risks of the year (climate risks have been listed as a significant risk since 2017) each year, and devises the business continuity plan (BCP) for common risks.	Climate Adaptation and Mitigation Management	84
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks (c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Qisda announced its commitment to achieve RE100 by 2040 and net-zero emissions by 2050. Required suppliers to cut carbon emissions by 30% by 2030 (compared to the year of 2021). Established short-, medium-, and long-term targets regarding GHG inventory, renewable energy, water resources, waste recycling, low-carbon manufacturing, and low-carbon products in response to climate change risks	Climate Adaptation and Mitigation Metrics and Targets	84

Table of Quantified Key Performance Indicator for Sustainable Development

Table of Quantified Key Performance Indicator for Sustainable Development (Past 4 years: 2022–2025)

Environmental							
Item/Year	2022	2023	2024	2025	Note	GRI Disclosure	Chapter
Total Raw Material Consumption							
Tin (solder paste, bars, wire) (metric tons)	192	151	93	85	Statistical data includes the Vietnam Plant (QVH) starting from 2021	301-1	N/A
Flux (metric tons)	127	111	114	123			
Iron parts (10,000 metric tons)	1.01	0.9	0.77	0.63			
Primary Energy Consumption							
Natural gas (1,000 cubic meters)	339.19	198.5	314.06	205.20	Statistical data includes the Vietnam Plant (QVH) starting from 2021	302-1	3.2.2 Energy Consumption
Liquefied petroleum gas (metric tons)	0	0	0	39.401			
Gasoline (metric tons)	99.90	96.90	193.33	17.88			
Diesel fuel (metric tons)	14.7	29.6	28.10	7.60			
Indirect Energy Consumption							
Purchased electricity (10,000 MWh)	11.78	10.9	11.5	11.47	Statistical data includes the Vietnam Plant (QVH) starting from 2021	302-2	3.2.2 Energy Consumption
Total Water Consumption							
Total global water withdrawal (100,000 m³)	4.41	4.17	3.80	4.37	Statistical data includes the Vietnam Plant (QVH) starting from 2021	303-3 (2018)	3.4.2 Utilization of Water
Water consumption per million USD value (metric tons)	105	142	131	175	Increased 22.76% compared to that of 2021		3.4.2 Utilization of Water
Total Global Domestic Wastewater Discharge (100,000 m³)	3.53	3.33	3.03	3.45	Statistical data includes the Vietnam Plant (QVH) starting from 2021	303-2 (2018)	3.4.2 Utilization of Water

Scope of Data Coverage: Qisda (Parent Company Only)

Environmental							
Item/Year	2022	2023	2024	2025	Note	GRI Disclosure	Chapter
GHG emissions equivalent							
Total direct GHG emissions (10,000 tCO ₂ e)	0.48	0.35	0.25	0.24	1. The organization’s GHG emissions in each year have been verified by a third party against the GHG inventory standard (ISO 14064-1:2018) 2. Statistical data includes the Vietnam Plant (QVH) starting from 2021	305-2	3.2.3 GHG Emissions
Indirect GHG emissions from energy consumption (10,000 tCO ₂ e)	7.07	4.84	4.57	3.39			
Other indirect GHG emissions (tCO2-e)	1,802	1,756	2,036	2,730	2021 : Business travels and employee commutes were counted 2022 / 2023 : Business travel, employee commuting, energy-related upstream activities, and waste disposal at the manufacturing stage were counted	305-3	3.2.3 GHG Emissions
Greenhouse gas emission per million USD Value (tCO ₂ e)	17.7	17.7	16.62	14.59	Reduced 24.16% compared to that of 2021	N/A	3.2.5 Reduction Targets and Commitments
Energy consumption per million USD value (kWh)	29,436	38,957	41,179	51,088	Increased 49.57% compared to that of 2021	305-4	
Global GHG emissions per personal hourly electricity consumption (kilogram of CO2e)	1.9	1.8	2.19	1.29	Reduced 12.4% compared to that of 2021	305-4	
Waste Management							
Total recyclable waste globally (%)	91	91	94	93	Remained the same as 2022	306-2	3.5 Waste Management
Total recyclable waste globally (metric tons)	31,561	24,317	12,873	21,422	Statistical data includes the Vietnam Plant (QVH) starting from 2021		
Total burned non-recyclable waste globally (metric tons)	2,613	1,662	653	1,016			
Total non-hazardous waste (metric tons)	34,174	25,979	13,739	22,847			
Total hazardous waste (metric tons)	877	721	366	433	1. Referring to SASB Disclosure data in 2022 2. Discloses statistical data for the year 2024		
Released Chemicals and Other Substances							
Total number and volume of released chemicals and other substances	0	0	0	0		306-3	4.4 Occupational Health and Safety Management
Violations of Environmental Regulations							
Number of non-compliances with environmental laws and regulations and total monetary value of fines	0	0	0	0		307-1	3.1 Environmental Policy and Management
Environmental Investment							
Total amount of investment/expense in environmental protection (USD\$10,000)	314	304	122.25	209.91		N/A	N/A

Social							
Item/Year	2022	2023	2024	2025	Note	GRI Disclosure	Chapter
Employee Code of Conduct Training Percentage							
Taiwan (%)	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100	1. DL:Direct labor 2. IDL:Indirect labor	205-2	2.2 Code of Conduct
Suzhou, China (%)	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100			
Vietnam (%)	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100	DL:100 IDL:100			
Political Contributions							
Sum of political contribution	0	0	0	0		415-1	GRI Standards Index
Violations of Social Relevant Regulations							
Number of social relevant regulation violations and fines	0	0	0	0		419-1	2.3 Legal Compliance
Customer Satisfaction Survey Results (Points)							
Medical image	98	95	96	96	The digital fashion center (Lighting) category was added in 2019	N/A	2.8 Customer Satisfaction
Precision optics	94	93	92	94			
Displays	96	94	97	95			
Manufacturing services	93	94	94	95			
Digital fashion design center	95	94	94	94			
Violations of Marketing Regulations							
Incidents of non-compliance with regulations concerning marketing communications	0	0	0	0		417-3	2.3 Legal Compliance
Customer Privacy							
Customer privacy violation complaints	0	0	0	0		418-1	2.6.2 Privacy Protection

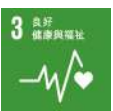
Social							
Item/Year	2022	2023	2024	2025	Note	GRI Disclosure	Chapter
Supply Chain Inspection							
Inspection and audit of social responsibility, and environmental health and safety of key suppliers (number of key suppliers)	37	22	39	21	1. We changed the inspection methods in 2016. We act in accordance with the Responsible Business Alliance (RBA) Code of Conduct and mainly perform on-site audits. 2. All human resources agencies and in-plant service providers have been included since 2019.	302-2 414-2	Please refer to the table on the left
Written inspections and audits of key suppliers Completion rate	97%	95.7%	100%	100%		302-2 414-2	Please refer to the table on the left
Economic							
Item/Year	2022	2023	2024	2025	Note	GRI Disclosure	Chapter
Number of patents							
Number of Patents Obtained	25	52	76	56		N/A	3.7 Green Products and Circularity

Qisda's ESG Activity Video

Type	Links to Multimedia
Corporate Image	1. Qisda - Grand Fleet: Growing Together in Strength: https://www.youtube.com/watch?v=NluxnNYNZ-0 2. Qisda - Developing Smart Solutions: https://www.youtube.com/watch?v=gHSzEawW_HQ 3. Qisda - Delivering Secure Medical Solutions: https://www.youtube.com/watch?v=YsVJ6IKVcfM&t=1s 4. Qisda's Smart Technology and Products: https://youtu.be/l9LzlK4LpA
Development for Sustainability	1. Sustainable Achievements: https://youtu.be/jn28zK8x-5w 2. Join RE100: https://youtu.be/TIE38Ab7doE 3. 20% Carbon Reduction in the Supply Chain: https://youtu.be/RJmoUfYX-Ro 4. Qisda's ESG Sustainability Vision: EP1 – Qisda: Pioneering Global Carbon Platform, Reports in 1 Hour! EP2 – Game-Changing Innovation: Qisda's Low-Carbon Products without a Price Hike EP3 – BenQ Group's "Mother Hen and Chicks" Leads to 162% Job Rotation Rate! EP4 – BenQ Group's Expatriation Program Excels! Expanding Globally 5. Special Feature for Earth Day: https://youtu.be/F60XwgYWhgE?si=JmArS9Y4FwDGh_Vg

Type	Links to Multimedia
Exhibition of Smart Medical Technology (2024)	1. BenQ Qisda Group Medical Technology Showcase: Six Smart AI Healthcare Solutions Debut: https://www.youtube.com/watch?v=d0rYSXT4Kx0
COMPUTEX (2024)	1. AI Navigator: BenQ COMPUTEX AI NOW Seminar Highlights: https://www.youtube.com/watch?v=QH_Ltd0JYjQ 2. SMART+ AI NOW assists the digital transformation of industries: https://www.youtube.com/watch?v=QoPjZn9dIJQ 3. COMPUTEX: BenQ Qisda Group's Green Expo 2.0 – Creating a Lower Carbon, Zero Waste Green Exhibition: https://www.youtube.com/watch?v=jY-gsfsI2FA 4. Highlights of BenQ Group's Events at COMPUTEX 2024: https://www.youtube.com/watch?v=m7hjO04pEEc
Happy Workplace	1. 2024 BenQ Qisda Group's Family Day - Together by the Sea, Together in Happiness: https://www.youtube.com/watch?v=nAdhvctcGQM 2. 2025 BenQ & Qisda Group Spring Party: https://www.youtube.com/watch?v=nAdhvctcGQM

SDG Index

No.	Goal	SDG Compass Guidance	Corresponding Chapter	Page Number	Remarks
1	 No Poverty	Partner with civil society networks to provide education and entrepreneurial skills training	BenQ Foundation	207	
2	 Zero Hunger	Supporting, encouraging and demonstrating the continued viability of small-scale farming by developing partnerships with small farmers.	BenQ Foundation	207	
3	 Good Health and Well-being	Make investments in health a priority in business operations	BenQ Foundation	207	
		Conduct health promotion activities	Occupational Safety, Health, and Management	188	
4	 Quality Education	Provide employees with continuous opportunities to improve their (job) skills	BenQ Foundation	207	
		Develop cost-effective education products and services that eliminate barriers to access and improve the quality of learning.	BenQ Foundation	207	
			Talent Attraction and Development	149	
5	 Gender Equality	Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men, and establish a zero-tolerance policy towards all forms of violence at work	Talent Attraction and Development	149	
6	 Clean Water and Sanitation	Reduce the likelihood of surface water contamination by treating and processing all waste with exceptional precaution	Making Good Use of Water Resources	111	
		Ensure that all employees have ample access to safe and healthy water.	Making Good Use of Water Resources	111	

No.	Goal	SDG Compass Guidance	Corresponding Chapter	Page Number	Remarks
7	 Affordable and Clean Energy	Commit to sourcing 100% of operational electricity needs from renewable sources	Energy Consumption and Conservation	105	(1) The Company has joined the RE100 initiative, committing to achieve 100% renewable energy usage by the year 2040 (2) The Company has passed verification of its SBTi targets in 2024
		Prioritize energy efficiency across operations through tools such as science-based targets (SBTi) and design internal carbon pricing	Sustainable Corporate Governance	015	
		Invest in R&D related to sustainable energy services	Sustainable Corporate Governance	015	
8	 Decent Work and Economic Growth	Increase profitability with diversification, technology enhancement and innovation (No corresponding SDG Target and SDG compass guideline)	Operational Performance	051	
			Talent Attraction and Development	149	
			Sustainable Supply Chain	066	
		Eliminate discrimination and pay equal wage for equal work to all women and men (No corresponding SDG Target and SDG compass guideline).	Talent Attraction and Development	149	
		Put in place mechanisms to identify child labor and forced labor throughout global supply chains	Sustainable Supply Chain Management	066	
		Ensure employees' occupational health and safety (No corresponding SDG Target and SDG compass guideline)	Occupational Safety, Health, and Management	188	
9	 Industry, Innovation and Infrastructure	Invest in new, resilient infrastructure to make the existing infrastructure more sustainable	BenQ Foundation	207	
		Establish standards and promote regulations that ensure company projects and initiatives are sustainably managed	Sustainable Corporate Governance	015	
10	 Reduced Inequalities	Ensure equal opportunities and make efforts to reduce inequality (No corresponding SDG Target and SDG compass guideline)	Protection of Human Rights	182	
		Partner with civil society networks to provide education and entrepreneurial skills training	Social Care and Influence	201	
11	 Sustainable Cities and Communities	Reduce environmental impact on cities through management of elements such as air quality and waste (No corresponding SDG Target and SDG compass guideline)	Social Care and Influence	201	
			Waste and Pollutants	116	
		Enhance adaptability in disasters of cities and other human settlements, as well as develop and implement overall management measures for disasters and risks	Risk Management	053	

No.	Goal	SDG Compass Guidance	Corresponding Chapter	Page Number	Remarks
12	 Responsible Consumption and Production	Implement tools to analyze the carbon footprint (CFP) of products	Green Products and Circularity	126	
		Reduce environmental impacts of manufactured products by substituting raw materials with recycled or upcycled materials		126	
		Apply modular design so that individual components of the product can be easily disassembled and recycled		126	
		Significantly reduce waste		126	
		Ensure adoption of sustainable practices and integrate information about sustainability into reporting cycles		126	
		Sustainability education (No corresponding SDG Target and SDG compass guideline)	Sustainable Supply Chain Management Green Products and Circularity BenQ Foundation	066 126 207	
		Enable sustainable consumption by developing innovative solutions to reduce energy needs	Sustainable Supply Chain Management	066	
		Green purchasing		066	
13	 Climate Action	Source all electricity the company consumes at its facilities from renewable sources; install renewable energy generation capacity on-site	Energy Consumption and Conservation	105	
		Replace inverter chiller			
		Retrofit the lighting systems of the Company's facilities to energy-efficient LED lighting			
		Increase investment in innovative solutions to improve the efficiency of the Company's products, thereby enabling customers to reduce their GHG emissions	Climate Adaptation and Mitigation	082	
			Green Products and Circularity	126	
		Understand climate-related risks and build resilience into the Company's assets and supply chain	Climate Adaptation and Mitigation	082	
		Improve and increase awareness on the reduction of, impact of and ways to adapt to climate change (No corresponding SDG Target and SDG compass guideline)	Climate Adaptation and Mitigation	082	
		Calculate the carbon footprint (CFP) of products	Green Products and Circularity	126	
		Conduct life cycle assessments (LCA)		126	

No.	Goal	SDG Compass Guidance	Corresponding Chapter	Page Number	Remarks
14	 14 水下生命 Life Below Water	Reduce the amount of waste potentially entering the environment by altering the design, manufacture, or use of products and packaging	Green Products and Circularity	126	
		Utilize a value-chain approach to create connections between the design, packaging, marketing and recycling of materials with the goals of reducing products' environmental impact at the end of their life cycle	Green Products and Circularity	126	
15	 15 陸域生命 Life on Land	Commit to and implement responsible sourcing practices	Green Products and Circularity	126	
			Sustainable Supply Chain Management	066	
			Biodiversity and Forest Conservation	119	
16	 16 和平、正義與強大機構 Peace, Justice and Strong Institutions	Comply with laws and seek to meet international standards; require and support business partners in doing the same	Legal Compliance	051	
		Conduct risk and impact assessments to identify and mitigate risks of contributing to corruption, violence and conflict	Code of Conduct	047	
17	 17 促進目標實現的夥伴關係 Partnerships for the Goals	Provide manpower and resources to developing countries (No corresponding SDG target and SDG compass guideline)	Social Care and Influence	201	Currently, Qisda only implements community engagement and development programs at its business locations. These include: 1. Assisting vulnerable groups 2. Promoting education and arts and culture 3. Giving back to the community and neighborhoods 4. Initiating charitable donations and other related activities

Independent Assurance Statement



Independent Limited Assurance Report

To Qisda Corporation:

We were engaged by Qisda Corporation (Qisda) to provide limited assurance over the selected information attached as Appendix A (the Subject Matter) of the 2025 Qisda Sustainability Report.

Subject Matter and Applicable Criteria

In preparing the Subject Matter of the 2025 Qisda Sustainability Report and following selected standards (the Criteria), as set out in Appendix A: Summary of Assurance Subject Matters. The reporting scope of the Subject Matter is described in the "Boundary and Scope" section of the Sustainability Report. The scope of assurance includes governance, environmental and social related indicators, the selected indicators are detailed in Appendix A.

Qisda applied the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TSE Listed Companies, relevant questions and answers, relevant laws and regulations, Global Reporting Initiatives ("GRI") Standards, Sustainability Accounting Standards Board ("SASB") Electronic Manufacturing Services & Original Design Manufacturing industry standards, S&P Global Corporate Sustainability Assessment ("CSA"), and the definitions by Qisda as stated in the Report.

Management's Responsibilities

The management of Qisda are responsible for the preparation, content, and presentation of the Sustainability Report in accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TSE Listed Companies. They need to consider relevant laws and regulations, Global Reporting Initiatives ("GRI") Standards, Sustainability Accounting Standards Board ("SASB") Electronic Manufacturing Services & Original Design Manufacturing industry standards, and S&P Global Corporate Sustainability Assessment ("CSA") applicable standards, and using the applicable criteria to fairly prepare and present the Subject Matter. It is also their responsibility to maintain necessary internal controls related to the preparation of Sustainability Reports to ensure that the performance indicators are not materially misrepresented due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Taiwan Standard on Assurance Engagements 3000 (International Standard on Assurance Engagements 3000), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" issued by the International Auditing and Assurance Standards Board to issue a limited assurance conclusion on whether the Subject Matter is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but

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not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of information presented in the Report, and applying analytical and other evidence-gathering procedures, as appropriate. These procedures included:

- Interviews with relevant staff at the corporate and business unit level responsible for providing the information in the Report to inquiries about the design and implementation of the internal control systems and methods used to collect and report.
- Obtaining the original supporting documentation, quantitative or qualitative, obtained from the information management systems of Qisda's main operators or external sources, used in the preparation of the non-financial indicators.
- Based on our understanding of the above matters and the identified areas, we conducted inquiries, observations, examinations, and re-performance tests on the selected samples of the subject matter to obtain limited assurance evidence.
- Obtainment of a management representation letter from the directors and the management of Qisda.

This report does not provide any assurance on the effectiveness of the design or implementation of internal control systems related to the 2025 Sustainability Report.

Independence and Standards on Quality Management

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting as related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

We also apply the Standards on Quality Management 1 (TWSQM 1), Quality Management for Public Accounting Firms and therefore has in place a quality control system which includes documented policies and procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory provisions.

Inherent Restrictions

There are inherent limitations in this project, particularly non-financial indicators, which are subject to more inherent restrictions compared to financial information. The qualitative interpretation of data, including its relevance, materiality, and accuracy, depends more on individual assumptions and judgments.

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附件一、確信項目彙總表 Conclusion

Based on our procedures and the evidence obtained as described in this report, nothing has come to our attention that causes us to believe that the materiality assessment process, the selected sustainability information is not, in all material aspects, presented fairly using the Subject matter and criteria for the year ended December 31, 2025.

Other Matters

The maintenance of Qisda's website is the responsibility of Qisda's management. Following the publication of our assurance report on Qisda's website, we do not assume responsibility for performing further assurance procedures on any subsequent changes to the subject matter information or applicable criteria disclosed on Qisda's website.

GREEN MOUNTAIN SUSTAINABILITY

Alfred Du

Public Accountants and Chartered Accountants

The reference number of the FSC (Financial Supervisory Commission) approval letter: 7775

17 April 2026



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Independent Assurance Statement

Appendix A: Summary of Assurance Subject Matters							
No.	Subject Matters		Selected standards (the Criteria)	Reporting Scope	Page	Regulations	
1	Energy Consumption:		Energy consumption was verified in accordance with the disclosure requirements of GRI 303-1; Energy consumption within the Organization. Fossil fuels consumption was recalculated based on the organization's original calculation methodology. Electricity consumption was verified by reconciling the total advisory usage with external utility bills and supporting documentation, including the allocation or aggregation of electricity expenses attributable to leased premises based on the respective allocation methodologies as supporting evidence. Renewable energy consumption was verified based on the aggregate of electricity supplied through Taipower's renewable energy wheeling mechanism, microgrid power generation facilities, Renewable Energy Certificates (RECs), and internal meter reading records for self-generated and self-consumed electricity. Conversion to gigajoules (GJ): The coefficients are used for conversion to GJ were calculated using the weighted average coefficient values published by the Ministry of Environment, based on the coefficient values and sales volumes reported by energy suppliers.	Qisda Consolidated Financial Report Boundary	111/113	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports	
	Energy type/energy consumption (GJ)						
	Diesel fuel	5,925.39	3,286.1				
	Gasoline	25,190.35	1,239.7				
	Natural gas	414,098.68	15,943.8				
	Liquefied petroleum gas	2,534.75	6,122.4				
	Electricity	1,172,791.18	61,631.3				
	Renewable Energy	1,063.48	0.0548				
	Steam	16,976.95	0.8197				
	Self-generated and self-consumed Green certificates (Renewable Energy)	2,197	0.0009				
2	Renewable Energy						
	Solar energy	285,935.84	13.80%				
	Hydropower	499.06	0.0197				
	Biomass energy	6.63	0.0003				
	Total renewable energy	286,438.90	13.83				
Total Energy Consumption: 7,071,212.04 100.00							
Note 1: The coefficient values are based on the latest "Net Standard Value of Energy Products" announced by the Ministry of Environment on February 10, 2026. Energy consumption is calculated by multiplying energy usage by the respective unit coefficient value and converting the result into gigajoules (GJ). Note 2: Renewable energy includes externally purchased renewable energy, self-generated and self-consumed renewable energy, and renewable energy certificates (RECs). The disclosed energy consumption in GJ is based on the consumption shown on bills and certificates for externally purchased renewable energy and RECs, while self-generated and self-consumed renewable energy is based on internal meter readings.							

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青山永續
QISDA MOUNTAIN SUSTAINABILITY

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
2	Year/Unit: 1,000 cubic meters (1,000 m3) All Regions - Water Withdrawal 2,623.07 - Water Discharge 2,043.56 - Water Consumption 579.51 Regions Facing High Levels of Water Stress - Water Withdrawal 1,277.70 - Water Discharge 942.75 - Water Consumption 334.95	Water consumption was verified in accordance with the disclosure requirements of GRI 303-3; Water Withdrawal, GRI 303-4; Water Discharge, and GRI 303-5; Water Consumption. Water withdrawal was verified by reconciling the total volume of water withdrawn based on external water utility bills and internal water meter records. Water discharge and water consumption were calculated in accordance with the operating methodology and accounting policy adopted by the parent company, Qisda Corporation. Water discharge was estimated as 80% of the total water withdrawal, while water consumption was estimated as 20% of the total water withdrawal, thereby maintaining the water balance relationship of Water Withdrawal – Water Discharge = Water Consumption for water resource management.	Qisda Consolidated Financial Report Boundary	111/113	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports

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青山永續

QISDA SUSTAINABILITY

No.	Subject Matters				Selected standards (the Criteria)	Reporting Scope	Page	Regulations				
3	Waste Disposal Statistics				The impact assessment boundary was determined based on the limits included in Qisda Corporation's consolidated financial statements. The disclosure of waste management was verified in accordance with the reporting requirements of GRI 306-4; Waste Diverted from Disposal, GRI 306-5; Waste Diverted to Disposal, and SASB TC-ES-1.5b. Waste quantities were verified by reviewing global recycling supporting documentation, including internal waste reporting records, resource recycling collection records, waste manifests, hazardous waste transfer manifests, weightbridge records, and other relevant internal records. The original supporting documents were reconciled with the summarized data to verify the accuracy and consistency of the reported information. The quantity of general waste was estimated based on the per capita daily waste generation rate published by the competent authority. The basis for the estimation was reviewed and verified.	Qisda Consolidated Financial Report Boundary	115	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports				
	Disposition Method	Hazardous Waste	Non-Hazardous Waste	Total								
	Total Weight Diverted from Disposal (ton)	747.59	73,772.66	34,120.24								
	Total Weight Directly Disposed of (ton)	854.33	5,133.23	5,987.56								
	Total Weight (ton)	1,601.91	38,905.89	40,107.80								
	Recycling Rate	46.67%	86.67%	85.07%								
	Note 1: All waste diverted from disposal was managed through recycling and recovery.											

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Independent Assurance Statement

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
	Qisda Group Occupational Injury and Occupational Disease Statistics				
	Year: 2023				
	Total working hours (hours): 76,698,751	Total hours worked were verified based on the company's monthly key personnel records and the number of working days applicable in each century of operation.			
	Number of recordable occupational injuries (times): 33	Occupational injury data were verified in accordance with the disclosure requirements of GR1 403-6. Work-related injuries based on the Occupational Injury Statistics Summary, the reported numbers of work-related fatalities, high-consequence work-related injuries, and recordable work-related injuries were verified.			Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports
	Recordable occupational injury rate (FIR): 0.40				
	Number of severe occupational injuries (excluding fatalities) (times): 0				
	Severe occupational injury rate (excluding fatalities): 0				
	Number of fatalities caused by occupational injuries (incidents): 0				
	Rate proportion caused by occupational injury: 0				
	Number of recordable occupational disease cases (cases): 0				
	Number of fatalities caused by occupational diseases (accidents): 0				
	Note 1: Occupational injury fatality rate = (Number of fatalities caused by occupational injury/Working hours) * 1,000,000				
	Note 2: Severe occupational injury rate = (Number of severe occupational injuries (excluding fatalities)/Working hours) * 1,000,000				
	Note 3: Recordable occupational injury rate = (Recordable occupational injuries (excluding fatalities)/Working hours) * 1,000,000				
	Note 4: Since 2023, the total working hours have been located as the total working hours of employees and non-employee workers.				

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
	The disclosure of Product Lifecycle Management of Qisda Corporation was verified in accordance with the reporting requirements of SASB TC 450-410g.				Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports
	End-of-life product and e-waste recycling weight:	The reported data were verified.			
	The longest revenue-generating product line was selected, with statistics based on its total weight and WEEE recycling rate. In shipment records and data 2023, the total shipment weight of Qisda's (parent company only) display products was 64,645.91 metric tons, with a recycling rate of 89.90%.	The product model sorting, product weights, and recyclable weights shown in the shipment records were compared with the corresponding information extracted from the WEEE system to verify the accuracy and consistency of the reported data.	Qisda (Parent Company Only)	226	
	The Company has established a risk management mechanism for raw material procurement, requiring products to comply with environmental regulations, such as RoHS and REACH. It has also implemented a supplier evaluation system requiring its partners with ISO management systems and the RBA Code of Conduct, and conducts conflict minerals due diligence to prevent the direct or indirect procurement of conflict minerals.	The disclosure of risk management related to the use of critical materials by Qisda Corporation was verified in accordance with the reporting requirements of SASB TC 450-440a.1, including the management approach and measures adopted for the use of critical materials.			
		Verification was performed by reviewing the Supplier Code of Conduct and the Conflict Minerals Due Diligence procedures. Suppliers are required to refrain from using conflict minerals and to sign a Declaration of Conformity with the Supplier Code of Conduct as evidence of their compliance.	Qisda (Parent Company Only)	236	

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
	The Company did not incur any monetary losses from legal proceedings associated with anti-competitive behavior regulations.	The disclosure on the total amount of monetary losses resulting from legal proceedings associated with violations of anti-competitive behavior laws and regulations was verified in accordance with the reporting requirements of GR1 206-1. Legal Areas: Anti-competitive Behavior, Antitrust, and Monopoly Practices.			Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports
		Verification was performed by reviewing the internal and external whistleblowing channels, accounting records, and the historical material information disclosed through the Market Observation Post System (MOPS). Based on the verification procedures performed, no monetary losses resulting from legal proceedings related to violations of anti-competitive behavior laws and regulations were confirmed.	Qisda (Consolidated Financial Report Boundary)	236	
		The disclosure on the production volume of Qisda Corporation's principal products was verified in accordance with the reporting requirements of GR1 473-1. Requirements for Product and Service Information and Labeling and the Regulations Governing the Preparation and Filing of Sustainability Reports by TSMC/TSMC's listed Companies.			
	For Qisda (parent company only) in 2023, sales volumes by core product category were as follows:	The reported product sales volume and product sales revenue were verified based on data extracted from the Company's internal sales management system. The reasonableness of the reported product sales revenue was further verified by reconciling it with the sales revenue presented in Qisda Corporation's audited standalone financial statements.	Qisda (Parent Company Only)	236	
	Display: 12,752,190 units Industrial products: 1,862,502 units Automotive products: 692,168 units Projects: 335,348 units				Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports

Independent Assurance Statement

					
No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
9	Unit: thousand cubic meters (1) Total water withdrawal: 337.04 percentage in regions with High or Extremely High baseline water stress: 83.6% (2) Total water consumption: 87.41 percentage in regions with High or Extremely High baseline water stress: 83.6% Note: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	The disclosure on total water withdrawal and water consumption was verified in accordance with the reporting requirements of SASB TC-ES-143a.1. Water withdrawal was verified by reconciling the total volume of water withdrawn based on external water utility bills and internal water meter records. Water consumption was calculated in accordance with the reporting methodology and accounting policy adopted by the parent company, Qisda Corporation. Water consumption was estimated as 20% of the total water withdrawal, thereby maintaining the water balance relationship of Water Withdrawal + Water Discharge = Water Consumption for water resource management.	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	233	SASB TC-ES-143a.1
10	Waste Management Total amount of hazardous waste: 432.67 metric tons Percentage recycling: 97.35% Note 1: The percentage recycling is calculated as the weight of recycled hazardous waste as a proportion of total hazardous waste, and excludes energy-recovery treatment such as incineration. Note 2: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	The disclosure on the weight of hazardous waste and the percentage recycled was verified in accordance with the reporting requirements of SASB TC-ES-153a.1. The reported hazardous waste data were verified by reviewing and reconciling supporting documentation, including authorized waste reporting records, resource recycling certification records, waste manifests, hazardous waste transfer records, weight bridge records, and other relevant internal records.	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	233	SASB TC-ES-153a.1


青山永續
 GREEN SUSTAINABLE TECHNOLOGY

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations												
11	Labour Practices (1) Number of work stoppages: 0 (2) Total days off: 0 Note 1: A work stoppage refers to a stoppage that involves 1,000 or more workers and lasts one full work shift or longer. Note 2: Idle days are calculated by multiplying, for each work stoppage, the number of workers involved by the actual number of stoppage days, and then summing across events. Note 3: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	The disclosure on the number of work stoppages and the total idle days was verified in accordance with the reporting requirements of SASB TC-ES-313a.1. Verification was performed by reviewing the human resource statistics to confirm whether the workforce at each operating site exceeded 1,000 employees. Number of work stoppages: The reported number of work stoppages was verified by reviewing material event disclosures related to work stoppages available through the Media Observation Post System (MOPS). Total idle days: The reported total idle days were verified based on the annual working hours statistics maintained by the Human Resources Department.	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	233	SASB TC-ES-313a.1												
12	Total Recordable Incident Rate (TRIR) and Near Miss Frequency Rate (NMFRR) <table border="1"> <thead> <tr> <th>Employee category</th><th>Total recordable injury rate (TRIR)</th><th>Near miss frequency rate (NMFRR)</th><th>Unit</th></tr> </thead> <tbody> <tr> <td>(a) Direct employees</td><td>0.00</td><td>0.00</td><td>%</td></tr> <tr> <td>(b) Contract employees</td><td>0.00</td><td>0.00</td><td>%</td></tr> </tbody> </table> Note 1: All disclosure rates are calculated as: (Number of cases × 200,000) / Total hours worked by all employees during the reporting year. The "200,000" represents the total hours that 100 full-time employees would work in a year, based on 40 hours per week and 50 weeks per year. Note 2: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	Employee category	Total recordable injury rate (TRIR)	Near miss frequency rate (NMFRR)	Unit	(a) Direct employees	0.00	0.00	%	(b) Contract employees	0.00	0.00	%	The disclosure on the Total Recordable Incident Rate (TRIR) and the Near Miss Frequency Rate was verified in accordance with the reporting requirements of SASB TC-ES-320a.1. The reported incident rates were verified by reviewing the occupational injury statistics, attendance records, and incident logs. Total hours worked were verified based on the company's monthly employee headcount records and the applicable working days.	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	233	SASB TC-ES-320a.1
Employee category	Total recordable injury rate (TRIR)	Near miss frequency rate (NMFRR)	Unit														
(a) Direct employees	0.00	0.00	%														
(b) Contract employees	0.00	0.00	%														

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No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
13	(1) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent: by: (a) All facilities: 80% (b) High-risk facilities: N/A (2) Percentage of Tier 1 suppliers audited in the RBA Validated Audit Process (VAP) or equivalent: by: (a) All suppliers: 5.75% (b) High-risk suppliers: N/A Note 1: The audit rate for TC-ES-320 a.2 is calculated as the number of manufacturing sites within the category that have obtained a valid VAP report, divided by the total number of manufacturing sites within the category subject to audit management. Note 2: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	The disclosure on the percentage of the entity's own manufacturing facilities and Tier 1 supplier facilities that were audited in accordance with the Responsible Business Alliance (RBA) Validated Assessment Program (VAP) Protocol was verified in accordance with the reporting requirements of SASB TC-ES-320 a.2. High-risk facilities among the Company's own manufacturing sites and Tier 1 suppliers were identified in accordance with the definitions prescribed by SASB. The reported number of facilities was verified based on the RBA External Audit Status Summary and the RBA Key Supplier List and Some Report, including the summary of Corrective Action Plans (CAPs).	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	234	SASB TC-ES-320 a.2
14	1. The entity shall disclose, separately for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities, for (1) non-conformance rate (a) priority and (b) other non-conformances: (i) entity's manufacturing facilities (a) Priority non-conformance rate: 0% (b) Other non-conformance rate: 100% (ii) Tier 1 supplier manufacturing facilities (a) Priority non-conformance rate: 4.76% (b) Other non-conformance rate: 95.24% 2. The entity shall also disclose, separately for (i) and (ii) above, the (2) associated corrective action rate: (a) priority and (b) other non-conformances: (i) entity's manufacturing facilities (a) Priority corrective action rate: N/A (b) Other corrective action rate: 42.86% (ii) Tier 1 supplier manufacturing facilities (a) Priority corrective action rate: 0% (b) Other corrective action rate: 100% Note 1: Non-conformance rate = Number of facilities found to have deficiencies (priority or other) / Total number of audited facilities Note 2: Corrective action rate = Number of deficiency items remediated (priority or other) / Total number of deficiency items identified in audits (priority or other) Note 3: The data scope covers Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou.	The disclosure on the rate of Priority Non-conformances, Other Non-conformances, and their corresponding corrective actions identified in the Company's own manufacturing facilities and those of its Tier 1 suppliers were verified in accordance with the reporting requirements of SASB TC-ES-320 a.3. The reported numbers of nonconformances and corrective actions were verified based on the RBA External Audit Status Summary and the RBA Key Supplier List and Status Report, including the summary of Corrective Action Plans (CAPs).	Qisda Corporation (Standard), Qisda Vietnam, and Qisda Suzhou	234	SASB TC-ES-320 a.3

Independent Assurance Statement

 QISDA SUSTAINABLE DEVELOPMENT					
No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
15	Product Lifecycle Management	The disclosure on Product Lifecycle Management of Qisda Corporation was verified in accordance with the reporting requirements of SASB 454-45-400, I and the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies.	Qisda (Parent Company Only)	235	SASB 454-45-400.
	End-of-life product and e-waste recycling weight Percentage recycling	The reported data were verified by reviewing the WEEE report, substance records, and data inspected from the WEEE system. The product code, number, product weights, and recycling weights shown in the shipment records were compared with the corresponding information extracted from the WEEE system to verify the accuracy and consistency of the reported data.			
16	We have established a risk identification and management mechanism for raw material procurement, exporting products in compliance with environmental regulations, and so on, and so on. We have also implemented a supplier evaluation system requiring conformance with ISO management system and the RBA Code of Conduct, and conduct conflict minerals due diligence to prevent the direct or indirect procurement of conflict minerals.	The disclosure on risk management related to the use of critical materials by Qisda Corporation was verified in accordance with the reporting requirements of SASB 454-45-400. I and the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies. Verification was performed by reviewing the Supplier Code of Conduct and the Conflict Minerals Due Diligence procedures. Suppliers are required to refrain from using conflict minerals and to sign a Declaration of Conformity with the Supplier Code of Conduct as evidence of their compliance.	Qisda (Parent Company Only)	235	SASB 454-45-400.

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 QISDA SUSTAINABLE DEVELOPMENT					
No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
17	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.	The disclosure on the process for determining material topics was verified in accordance with the reporting requirements of GRI 3: Material Topics. The impact assessment dimensional analysis process was verified by reviewing the questionnaire content, supporting working papers for the questionnaire responses, the thresholds established for statistical analysis, and the resulting materiality matrix. The reported number of active suppliers of Qisda Corporation was determined based on suppliers that had transactions with the Company during 2023. Total number of Tier 1 suppliers: Calculated based on suppliers with annual transaction amounts of NT\$10 million or more in 2023, excluding customers and spot-market suppliers.	Qisda Consolidated Financial Report (Hierarchy)	21	CSA Materiality Analysis
18	Number of Suppliers Supplier Screening	1.1 Total number of Tier 1 suppliers: 365 1.2 Total number of significant suppliers in Tier 1: 259 1.3 % of total spend on significant in Tier 1: 95.82% 1.4 Total number of significant suppliers in non Tier 1: 132 1.5 Total number of significant suppliers (Tier 1 and non Tier 1): 391	Qisda Consolidated Financial Report (Hierarchy)	67	CSA Supplier Screening

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 QISDA SUSTAINABLE DEVELOPMENT					
No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
19	Supplier assessment	Number of key suppliers subject to onsite audits or online questionnaire assessments. Calculated based on the number of key suppliers that completed either the Company's external supplier risk assessment questionnaire or the Tier 1 supplier risk assessment questionnaire.	FY 2023 FY 2025	Target for FY 2025: 100% of significant suppliers	CSA Key Supplier Assessment and Development
20	Year Mobile Organic Compounds (MOC) (Metric Tons)	Assessment rate of key suppliers: Calculated by dividing the number of key suppliers that completed the questionnaire assessment by the total number of key suppliers in 2023. Number of suppliers identified as having a significant actual or potential negative impact. Based on the results of the supplier risk assessment questionnaire, the number was determined by identifying suppliers within the lowest-scoring percentage. The disclosure on volatile organic compounds (VOCs) emissions was verified in accordance with the reporting requirements of GRI 305-7: Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions. The reported data were verified based on the Air Emission Monitoring Reports for each operating site. Emissions were calculated by multiplying the average emission rate at each site by the number of annual operating hours.	2023 2025	4.37	CSA Volatile Organic Compounds Emissions

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Independent Assurance Statement

No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations
2.	Ratio of Basic Salary and Compensation of Women to Men		The disclosure on the ratio of basic salary and compensation of women to men was verified in accordance with the reporting requirements of CSO 405-2. Ratio of Basic Salary and Compensation of Women to Men	Qisda Corporation (Shareholder of Qisda Vietnam and Qisda Suzhou)	USA Gender Pay Indicators
	Taiwan				
	Job-level	Salary	Compensation	Salary	Compensation
	Manager Level	0.85	0.84	1.25	1.22
	Management Level	0.89	0.91	1.0	0.99
	Non-Management Level	0.96	0.94	1.10	1.08
	Job Level	Vietnam		Total	
	Salary	Compensation	Salary	Compensation	
	Manager Level	-	-	0.84	0.87
	Management Level	1.16	1.14	0.94	0.93
	Non-Management Level	1.07	1.06	1.07	1.04
Remarks					
1. The data above is the ratio of average salary and remuneration of full-time women to men, throughout 2025.					
2. Manager level: Managers at the level of director and above.					
3. Management level: Managers at the level of assistant manager and above.					
4. Employees whose covered period of service was less than one year.					
5. Scope of Data Coverage: Qisda (Parent Company), Qisda Suzhou, Qisda Vietnam.					

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No.	Subject Matters	Selected standards (the Criteria)	Reporting Scope	Page	Regulations		
2.	Statistics on Absence Rate						
	<table> <tr> <td>Absence Rate (%)</td> <td>0.025</td> <td>0.48</td> </tr> </table>	Absence Rate (%)	0.025	0.48	Total scheduled working days: Calculated by multiplying the number of full-time employees by the scheduled working days applicable to each operating site (country). Leave hours by leave category: Verified based on the detailed leave records summary.	Qisda Corporation (Shareholder of Qisda Vietnam and Qisda Suzhou)	200
Absence Rate (%)	0.025	0.48					
Note: 1. Scope of data coverage of Q isda: Including full-time employees at the Qisda (Parent Company), Qisda Suzhou, Qisda Vietnam, which served as the basis for calculating and disclosing the Company's absence rate. 2. The absence rate ratio was calculated as the total number of leave days taken by full-time employees in the areas covered as described in Note 1 divided by the total working days of full-time employees. 3. The total number of leave days included occupational injury leave, sick leave, long-term sick leave, and menstrual leave, and excluded personal leave, and leave that had been planned in advance by employees or was authorized.							

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