Inventec

SUSTAINABILITY REPORT

2024

CONTENT

About the Report

Reporting Guidelines

Inventec Corporation (hereinafter referred to as "Inventec", "the Company" or "we") has prepared the 2024 Sustainability Report (hereinafter referred to as "the Report") in accordance with GRI Standards, Task Force on Climate-related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB) guidelines for Electronic Manufacturing Services & Original Design Manufacturing, and Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies. The contents disclosed in the Report include major sustainability topics, management policies, related strategies, goals, measures, and the results of various performance indicators.

Publication Overview

Inventec publishes its Sustainability Report annually. All past reports are available for stakeholders to download from the Inventec ESG website.

- Current version: Published in July 2025.
- Reporting period: January 1, 2024 to December 31, 2024, aligning with the financial reporting period.
- Previous version: Published in June 2024.
- Next version: Expected to be published by August 2026.

Reporting Scope

This report encompasses information and data from 50 entities, including the parent company and all consolidated subsidiaries listed in the consolidated financial statements, as outlined in the Organizational Boundary Table in the Appendix. Section 2.4 Sustainable Supply Chain Management excludes Inventec Appliances Group. Additionally, Chapter 5 and its related statistical data in the Appendix exclude the subsidiary ITS, which is planned for inclusion in the 2025 Sustainability Report. Any other specific circumstances affecting the scope of information will be clearly highlighted within the relevant sections of this report.

Management Process

This Report is coordinated and planned by the Corporate Governance Team and the Sustainability Office, both under the Sustainability Committee. Colleagues from various functional teams under the Sustainability Committee, senior executives of relevant departments and professionals were invited to form the "2024 Sustainability Report Editorial Committee" to jointly complete this Report. The Report was issued upon approval by the Board of Directors.

Report Quality

Internal Control

1. In the second quarter of each year, the Corporate Governance Officer reports to the Board of Directors on the identified stakeholders, communication channels with stakeholders, Inventec's responses, risk management, and ethical management implementation status.
2. The preparation, verification, and management of reported sustainability information are conducted in accordance with the “Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies”, as well as the Company’s “Sustainability Information Management Operating Procedures” and “Operating Guidelines for the Preparation, Verification, and Filing of Sustainability Reports”. All information in this report has been verified for accuracy by relevant reporting personnel and their managers, further assured by an independent third-party verification organization, and subsequently approved by the Board of Directors prior to publication.

External Assurance

The Company engaged KPMG to perform limited assurance in accordance with ISAE 3000 on sustainability indicators. These indicators are based on the GRI Standards, SASB (Electronic Manufacturing Services & Original Design Manufacturing industry metrics), and the Taiwan Stock Exchange’s "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" for the "Computer and Peripheral Equipment" industry. The greenhouse gas emissions data (Scope 1, Scope 2, and Scope 3) have been independently verified by the Metal Industries Research & Development Center in compliance with ISO 14064-3:2019 verification standards. These emissions are not covered under the aforementioned third-party assurance scope. For the complete ISO 14064-1 verification statement, please refer to the Inventec ESG website.

Others

This Report uses New Taiwan Dollars (NTD) as the primary currency for disclosure.

Feedback

If you have any suggestions on this report, please feel free to contact us.

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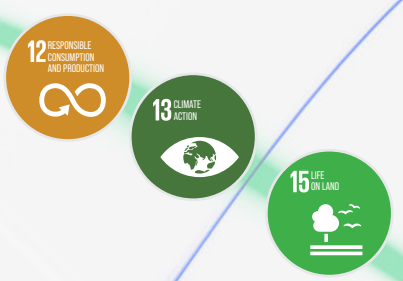
The Sustainability Office, Ms. Liu

Inventec ESG Website

Inventec 2024 Annual Report

2024 ESG Highlights



E Environmental

- Inventec Group's 2050 Net-Zero Initiatives
  - Scope 1 and Scope 2 GHG emissions (market-based) for 2024 decreased by 28.31% compared to 2020
  - The group implemented 31 major energy-saving initiatives in 2024, saving 5.9045 million kWh of electricity
- Plastic reduction and recycling
  - The plastic-free ratio of packaging materials reached 60% across 20 notebook computer models
  - An average 50% plastic reduction for packaging materials across 13 server models
  - Successfully adopted EPE cushioning materials with up to 50% recycled content in designated projects
  - Waste recycling rate reached 85.0%
  - ICC obtained UL 2799 platinum certification
- Environmental expenditure was approximately NT$136 million

S Social

- 100% of eligible employees at the parent company underwent performance evaluations
- Average training hours per employee were 134.12 hours globally
- Internal instructors conducted 14,228 courses
- E-learning was utilized over 550,000 times
- Social engagement investments totaled NT$15.51 million
- Total blood donation volume accumulated to 6,275,300 ml
- Achieved over 72 million accident-free work hours

G Governance

- R&D expenditure was NT$12.6 billion
- Accumulated global patents awarded exceeded 17,000
- Women held 31.78% of managerial positions
- Zero litigation cases involving corruption, anti-competitive practices, or similar incidents
- Zero cases for violations of ethical management with penalties imposed by regulatory authorities
- Customer satisfaction rate was 93.57%, with a coverage rate of 92.22%
- Zero complaints regarding customer privacy breaches or data loss
- The local procurement ratio was over 90.41% for mechanical materials and their packaging/labels
- A total of 116 suppliers were evaluated, with a 100% completion rate
- Zero suppliers were identified with significant actual or potential negative impacts
- Organized 10 sustainable supply chain exchange forums

Awards and Recognition

Inventec has received numerous awards and accolades throughout the year, reflecting its continuous efforts and commitment to excellence across various fields.

Comprehensive Ratings and Awards

- FTSE4Good TIP Taiwan ESG Index constituent stock
- Ranked 26th in the Manufacturing Industry category for Large Enterprises in the 2024 CommonWealth Sustainability Excellence Awards
- 2024 Taiwan Corporate Sustainability Awards (TCSA)
  - Corporate Comprehensive Performance Award: Taiwan Top 100 Sustainability Exemplary Award
  - Corporate Sustainability Report Award: Platinum Award for IT & IC Manufacturing (Category 1)
  - Best Performance of Specific Category Award: Sustainable Supply Chain Award, Growth Through Innovation Award, and Information Security Award
- 2024 Global Corporate Sustainability Awards (GCSA): Sustainability Reporting-Bronze Class
- EcoVadis Sustainability Rating Gold Medal [Note 2]

Single Issue Awards

Governance

- 2024 Digital Transformation Dingge Awards: First Prize in the Manufacturing Pioneer category and Manufacturing Transformation Excellence Award
- The National Intellectual Property Demonstration and Advantage Enterprise in Mainland China
- GlobalData Top 25 Global Enterprises for Liquid Cooling Data Center Patent Applications
- National Green Factory (ICC)
- Chongqing Advanced-level Smart Factory (ICC)
- 4th place in Top 100 Enterprises by Chongqing Enterprise Confederation (ICC)
- Chongqing Enterprise Confederation Top 100 Chongqing Enterprises: 7th Place (ICC)
- Chongqing City Quality Management Team Activity Demonstration-Level Award – First Prize (ICC)
- Customer Recognition
  - 2023 Product Quality Award (HP Pro x360 Fortis 11 G9) (ICC) [Note 1]

Environmental

- Certification in Net-Zero Progress under Paris Agreement by CommonWealth Magazine

Social

- National Occupational Safety and Health Award – Corporate Benchmark Award
- Taipei City Labor Safety Award – Excellent Unit
- Taiwan Ministry of Labor, Occupational Safety and Health Administration - Excellent Occupational Safety and Health Unit Award
- SGS Plus Award - Occupational Safety and Health Management Excellence Award

Note 1: Awarded in 2024
Note 2: Awarded in 2025

Message from the Top Management

Looking back on 2024, a year defined by record-breaking global temperatures, extreme weather events causing widespread disruption, and the rapid evolution of sustainability policies in major economies, the course of global sustainable development has been significantly reshaped. For 50 years since its inception, Inventec has navigated through various political and economic shifts, both domestically and internationally. Yet, in the face of today's increasingly dynamic landscape, we continue to respond with unwavering diligence and humility. We strongly believe that in an era of unprecedented challenges, companies can only thrive and achieve lasting sustainability by leveraging innovative technologies and maintaining sharp foresight into the evolving global landscape. Guided by this conviction, we are not only expanding our core businesses but also actively deepening in new ventures and extending our global presence. Meanwhile, we are forging closer collaborations with our value chain partners, dedicating resources across key pillars of governance, environmental stewardship, and social responsibility. This comprehensive approach is aimed at strengthening our corporate resilience while unlocking the enduring value of sustainability.

Inventec's commitment to sustainability is driven by our Board-level Sustainability Committee, which acts as the highest decision-making and oversight body. Under its leadership, six specialized functional teams diligently develop the Group's comprehensive sustainability roadmap, structured around three core pillars: "Low-Carbon Economic Development", "Balancing Profit with Responsibility" and "Co-creating a Sustainable Ecosystem". Inventec collaborates closely with all subsidiaries to implement sustainability initiatives under these pillars, ensuring seamless alignment of governance and strategy across the entire Inventec Group.

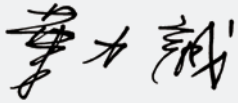
In our unwavering commitment to achieving the Group's 2050 net-zero target and ensuring rigorous oversight of carbon emissions, we have extended our organizational greenhouse gas inventory boundary to include all consolidated subsidiaries. By effectively leveraging digital tools to streamline this process, the entire Group successfully met its 2024 annual carbon reduction target. Furthermore, we have launched proactive green design projects and established a robust sustainable raw materials management policy, steadily increasing the integration of recycled materials to advance our low-carbon economic development strategy. On the critical front of biodiversity, we have expanded operational and supplier assessments under the Taskforce on Nature-related Financial Disclosures (TNFD) framework. Additionally, we are proud to provide cutting-edge AI technologies and equipment, enabling National Taiwan University's Xitou Experimental Forest to successfully establish an "AI-powered Cloud Forest and Wildlife Monitoring System". This initiative contributes significantly to the protection of Taiwan's invaluable cloud forests and rich ecosystems, reinforcing our dedication to preserving global diversity.

From a governance perspective, 2024 was a landmark year of outstanding financial performance. Propelled by robust shipments of AI servers and strong contributions from our laptop business, our consolidated revenue reached a record high of NT$646.2 billion, reflecting a remarkable 25.55% growth compared to 2023. To further enhance our reporting integrity and adapt to the dynamic global landscape, we have established a cross-department project team dedicated to the implementation of IFRS Sustainability Disclosure Standards, supported by a comprehensive adoption plan. Simultaneously, we continue to strengthen our risk management mechanisms to effectively navigate an increasingly dynamic environment. Our commitment to consistent and transparent sustainability reporting remains a top priority. In alignment with this, our 2024 Sustainability Report provides a detailed account of sustainability actions across all consolidated subsidiaries, addressing stakeholder concerns while significantly improving the transparency and integrity of our disclosures.

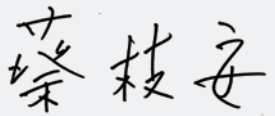
Inventec places a strong emphasis on talent sustainability, continuously fostering a supportive and inclusive workplace. We conduct annual employee satisfaction surveys to assess and enhance our organizational culture. Furthermore, we have launched our second human rights due diligence process, expanding its scope to include employees, suppliers, contractors, and local communities. This initiative aims to achieve a thorough understanding of human rights risks while ensuring robust protections are implemented throughout our ecosystem. In terms of social engagement, our passionate colleagues actively participate in public welfare initiatives, dedicating their time and expertise to various activities. The Inventec Group Charity Foundation, embodying our deep commitment to social responsibility, continues its impactful work by supporting vulnerable communities and advancing initiatives in arts and culture, education, as well as disaster relief and reconstruction.

As we navigate a global landscape continually reshaped by evolving international political and economic dynamics, our unwavering commitment remains grounded in a business philosophy centered on sustainable values. We are dedicated to consistently enhancing the energy efficiency of our products and increasing our adoption of renewable energy sources. At the heart of our strategy is a dual transformation driven by digitalization and net-zero emissions, guiding the development of our sustainable information management platform. Simultaneously, we are strengthening green supply chain partnerships, collaborating closely with suppliers to build a resilient and thriving sustainable ecosystem. In this era of rapid advancements in artificial intelligence, Inventec is not merely a participant but a driving force, harnessing this transformative technology to unlock new opportunities for growth. Through innovative solutions, we are committed to making a meaningful and lasting positive impact on the environment and society, while building a sustainable enterprise that harmoniously integrates profitability with responsibility.

Chairman, Li-Cheng Yeh



President, Chih-An Tsai



CHAPTER 1

Operations and Governance

SDGs

1.1 About Inventec

1.1.1 Company Overview

Since its establishment in 1975, Inventec has evolved from manufacturing calculators, telephones, laptops, and servers to actively engaging in high-tech sectors such as cloud computing, wireless communication, smart devices, and the Internet of Things (IoT). With a robust and solid foundation, Inventec provides scalable manufacturing capabilities that empower technology brands and innovators to launch new concepts globally and achieve remarkable success. The cornerstone of Inventec's corporate culture is built upon**" Innovation, Quality, Open Mind, and Execution"** . We embrace "Inventing Today, Inspiring Tomorrow" as our unwavering commitment, guiding the mission of every employee.

Our Vision: We believe in the power of innovation and engineering to create a sustainable future.

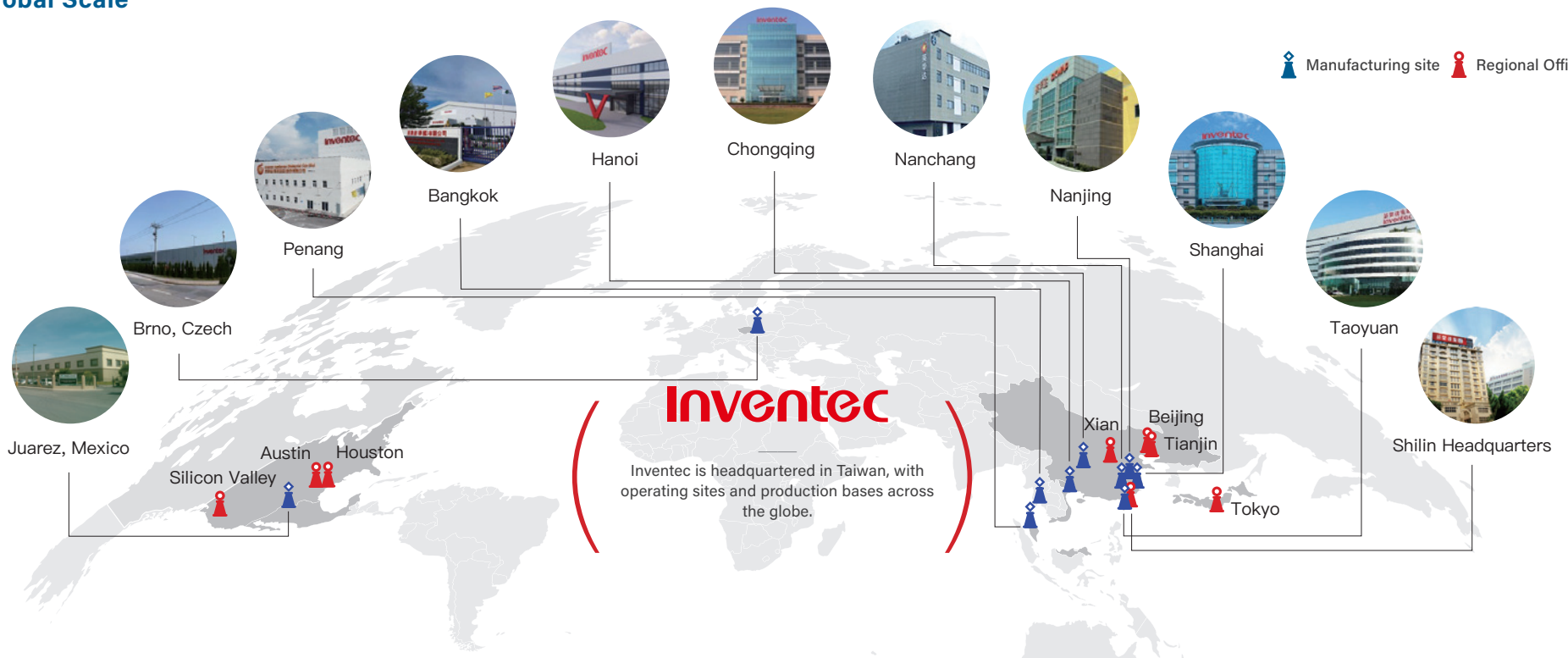
Our Mission: Through agile design capabilities and collaboration with ecosystem partners, we provide scalable production models to transform creative ideas into global impact.

Industry category

Information and Communications Technology (ICT)

Total Employees	Total revenue in 2024	Global sites	R&D capacity
28,763	NT$646.2 billion	17 manufacturing site and regional office	Over 6,500 engineers

Global Scale



Milestones

1988

Commenced mass production of notebook computers.

1998

Established TAO for server production.

2004

Established the Pudong Production Campus, manufacturing notebook computers, smart devices, and servers.

2016

Established AIMobile Co., Ltd. to engage in the smart mobile device business.

2023

- Established Inventec Electronics (Thailand) Co., Ltd. to expand manufacturing of notebook computers, servers, etc.
- Established Inventec Technology (Vietnam) Company Limited. to engage in the consumer electronics business.

1975

Company established, began calculator ODM business.

1985

Expanded into the telephone business.

1996

Listed on the Taiwan Stock Exchange.

2000

Founded Inventec Appliances Corp., expanding into the smart device product business.

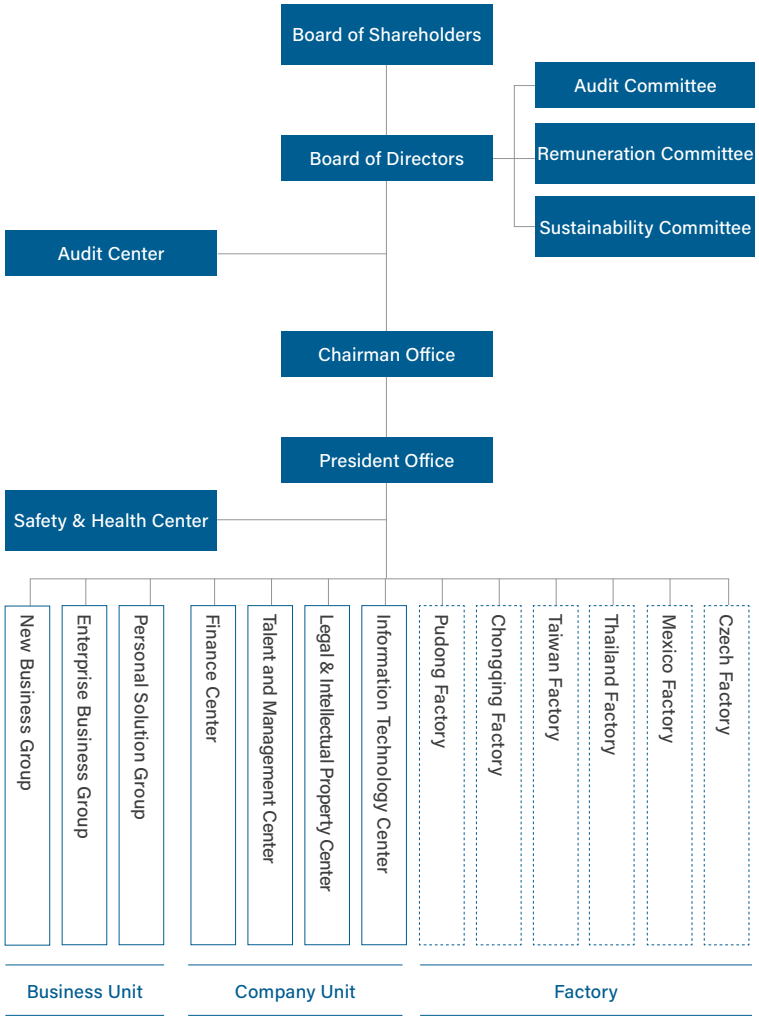
2010

Established ICC for manufacturing notebook computers.

2022

Established the Automotive Electronics Business Unit and the 5G R&D Department to develop automotive and 5G-related businesses.

Organization



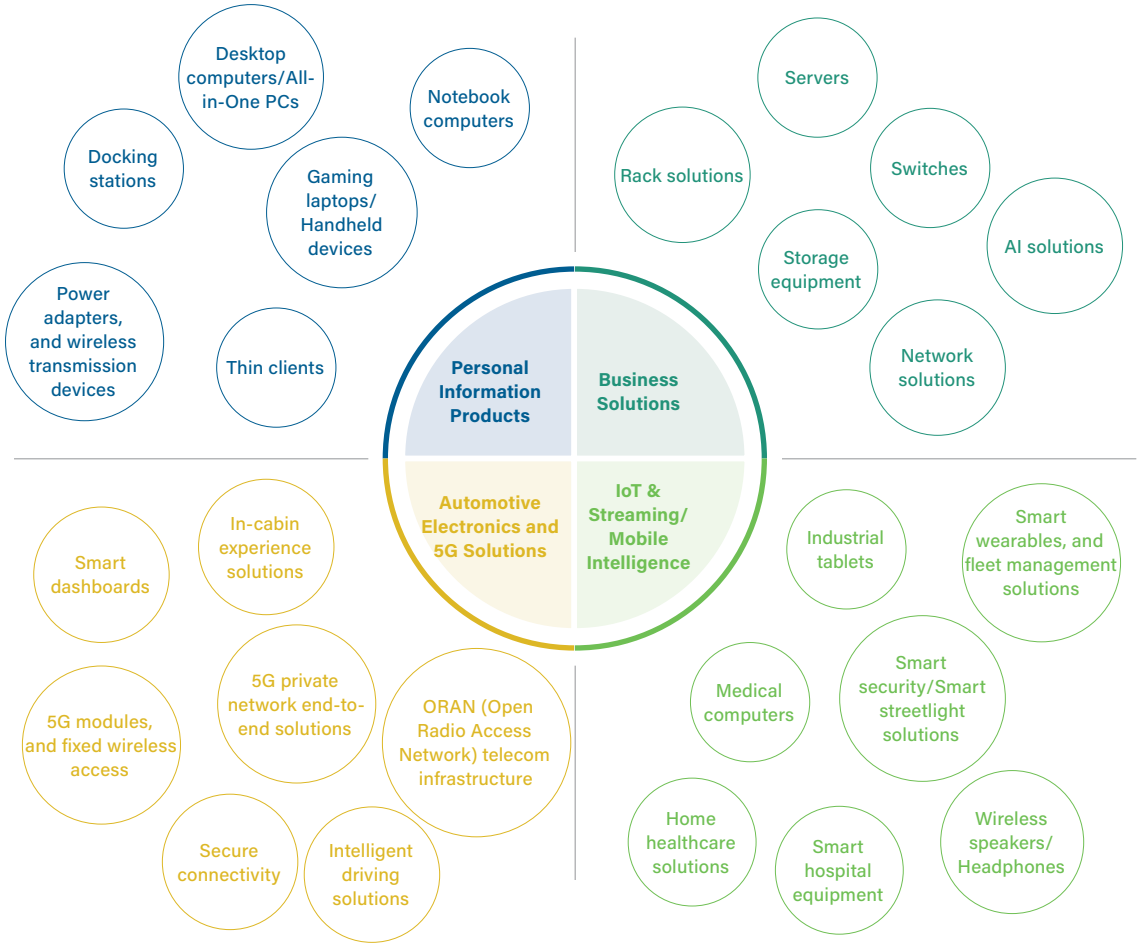
Note: The organization chart as of Feb. 26, 2025.

1.1.2 Market Overview

1. Product Development

Company's Main Products

Inventec's primary products are categorized into four major types, with sales regions encompassing the Americas, Europe, and Asia.



Main Product Development

① Notebook Computers

Significant advancements in performance and intelligent functionality of notebook computers are driving multiple growth dynamics in the market. The integration of AI-powered features is becoming a key trend in specification upgrades, gradually increasing the market penetration rate of AI notebooks. Furthermore, the upcoming end-of-service for Windows 10 is expected to stimulate a wave of notebook replacements. Manufacturers and brands are introducing upgrades with differentiated specifications, including new CPUs (Central Processing Units), GPUs (Graphics Processing Units), and NPUs (Neural Processing Units), along with various system platform combinations. This provides both consumer and commercial customers with a wider range of choices, increasing their willingness to purchase new, high-performance, and energy-efficient notebooks. These factors are anticipated to steadily boost overall shipment momentum in the notebook computer market.

② Servers

Driven by the development of technologies such as 5G, Artificial Intelligence (AI), the Internet of Things (IoT), cloud computing, big data analytics, and edge computing, the demand for servers continues to rise and grow. Although market supply and demand may be affected by global factors such as international trade wars and geopolitical conflicts, the trend towards high performance and high computing power continues to fuel market demand for servers equipped with more GPUs and enhanced processing capabilities. Future product technology innovation, improvements in network security protection, particularly the increasing demand for high-performance computing (HPC) from medium and large cloud data centers, and the hardware arms race supported by growing capital expenditures are expected to drive long-term growth in demand for AI servers.

③ Smart Devices

Growing consumer demand for convenience in daily life and personal health management is fostering greater innovation and technological breakthroughs in related smart devices, including smartwatches and smart bands. Product forms and functionalities are becoming more diverse, offering varied choices that better meet user needs. With the continued flourishing demand for features such as health monitoring, fitness tracking, contactless payments, and gaming/audio-visual entertainment in the smart device market, future growth momentum is poised to be even more significant and prominent. A superior user experience, refined hardware and software product design, rich and diverse functionality, low power consumption, and long battery life will be critical factors determining a product's success in the market.

1.1.3 Association Participation and Initiatives

Inventec is consistently attentive to public affairs issues related to technological innovation, environmental sustainability, human rights, and supply chain management. Adhering to a politically neutral stance, Inventec actively participates in the activities held by industry associations and chambers of commerce, holding relevant positions within these organizations to collaboratively advance industry development and facilitate exchanges. The Group's "Participate in public affairs Guidelines", approved by the Board of Directors, clearly set out the policy and management regulations for participation in public affairs, aiming to leverage Inventec's social influence.

1. Our efforts are dedicated to areas relevant to sustainable development, including industrial economic development, technological innovation, climate change, human rights, and social engagement. We keep abreast of the latest international conventions and trends to ensure our public affairs engagement aligns with major global initiatives.

2. We maintain strict political neutrality by refraining from direct or indirect involvement in political activities associated with political parties, organizations, or individuals. The Company does not engage in direct lobbying activities.

3. In the face of climate change, we uphold the Paris Agreement. We expect that the industry associations and organizations we participate in also adhere to the Paris Agreement. By working together, we are committed to keeping global warming well below 2°C, while pursuing efforts to limit the temperature increase to 1.5°C.

Expenditures related to industry association engagement in 2024

(For a detailed list, please refer to Inventec's ESG website.)

Total Amount (NT$)

Industry and Trade Associations
3,562,350

Sustainability-focused Associations
2,096,319

These contributions in 2024 involved no political donations or lobbying activities and were in line with the principles of the Paris Agreement. Inventec continues to support industry associations and organizations that actively advocate for the Paris Agreement.

Note: Engagement in public affairs is defined as interaction with individuals or organizations possessing significant influence over local government public policies. This includes candidates, political organizations, lobbying groups, advocacy organizations, lobbying/advocacy-oriented social welfare groups, chambers of commerce, business alliances, trade associations, and industry associations.

1.2 Operating Performance

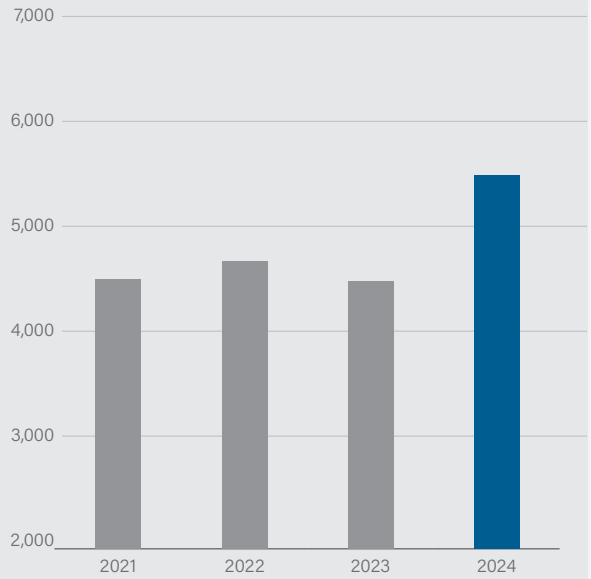
1.2.1 Financial Performance

Guided by the principle of sustainable operation, Inventec is committed to transparent financial disclosure. The Company maintains a dedicated section on its official website to publish monthly revenue updates, holds or participates in investor conferences quarterly, and convenes an annual shareholders' meeting. In 2024, consolidated revenue reached NT$646.2 billion, marking an increase of 25.55% compared to 2023. In recent years, we have focused on digital transformation, strengthening our global presence, continuously enhancing operational efficiency, reinforcing supply chain management, and integrating innovation capabilities. For more financial information, please refer to the "Investor Relations" section.

Historical Financial Performance

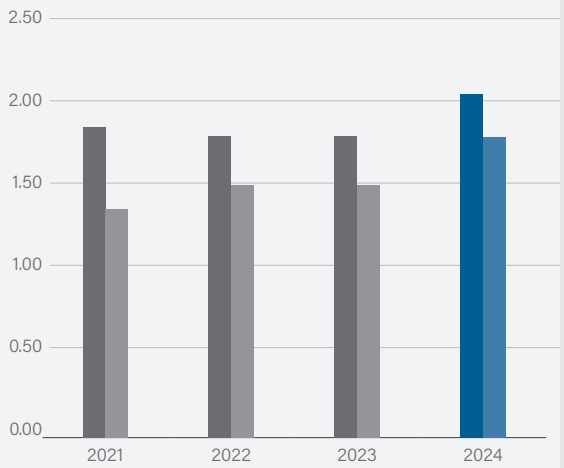
(Unit: NT$ 100 Million)

	2021	2022	2023	2024
Revenue	5,197	5,417	5, 147	6,462



Unit: NT$

	2021	2022	2023	2024
Earnings Per Share	1.82	1.71	1.71	2.03
Cash Dividends	1.40	1.50	1.50	1.70

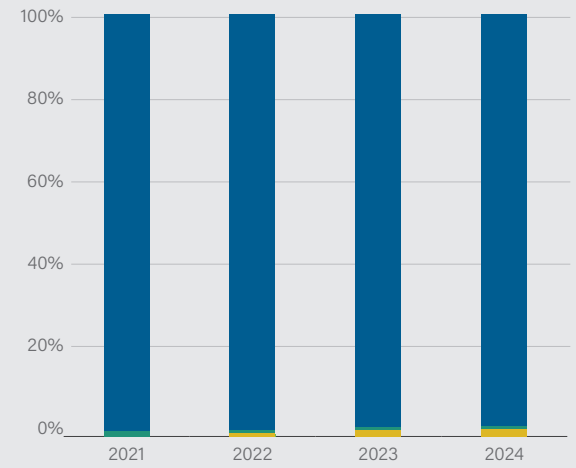


Historical Business Segment Proportion

In 2024, nearly 99% of Inventec's businesses focused on computer products.

Unit: %

	2021	2022	2023	2024
Computer Products	99.74	99.58	99.12	99.04
Service Revenue	0.15	0.13	0.22	0.19
Others	0.11	0.29	0.66	0.77
Total	100	100	100	100

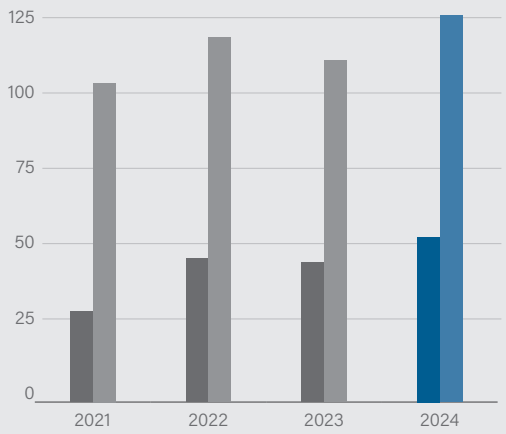


Inventec continues to focus on customer needs, dedicating significant resources to research and development to build robust R&D capabilities in response to future market dynamics and becoming the best partner for customers.

Historical Capital and R&D Expenditures

Unit: NT$ 100 Million

Capital Expenditure [Note]	28	48	47	54
R&D Expenditure	105	120	113	126



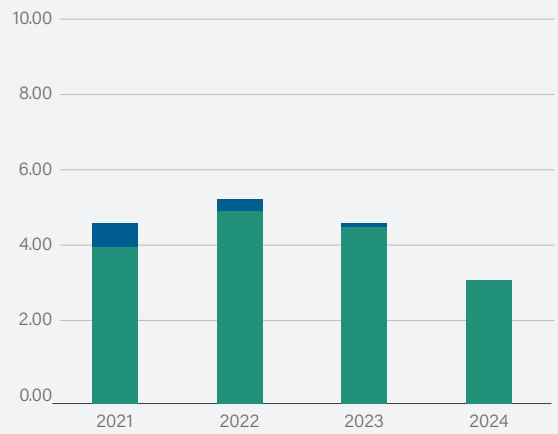
Note: Primarily for acquiring additional plants and equipment.

Historical Government Subsidies and Shareholding Percentage

Unit: NT$ 100 Million

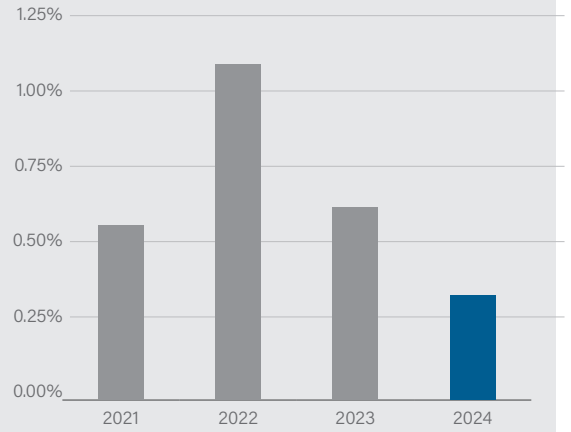
In 2024, Inventec received a total of NT$337 million in government subsidies.

Taiwan	0.60	0.34	0.09	-
Mainland China	4.03	5.08	4.58	3.37
Czech Republic	-	-	0.01	-
Total	4.63	5.42	4.68	3.37



Taiwan Government Shareholding Percentage Over the Years

Shareholding Percentage	0.59%	1.11%	0.66%	0.34%



1.3 Tax Policy

Inventec's Board of Directors is the highest decision-making and supervisory body for tax governance. The Head of the Finance Center is responsible for tax management and regularly reports to the Board each year. To adapt to global tax trends and ensure sound corporate operations, Inventec has established the "Tax Policy and Management Procedure", which was released after approval by the Board of Directors. This policy clearly defines the Company's strategy and operational guidelines for tax governance. Inventec's tax governance is guided by five key principles: compliance with tax laws and regulations, fulfillment of corporate responsibility, prudent risk assessment, effective communication and interaction, and transparency in information disclosure. Inventec also complies with regulatory filing requirements to ensure that tax risks are well-managed. For detailed information on the tax policy, please refer to the Inventec ESG website.

1.4 Corporate Governance

1.4.1 Operation of the Board of Directors

The Board of Directors guides the Company's strategy, oversees the management team, and is accountable to the Company and shareholders. Both Directors and Independent Directors are stand-alone individuals who exercise their powers independently and serve a term of three years. Inventec's current Board of Directors comprises 9 directors, of whom 3 are Independent Directors [Note 1]. The members of the Board of Directors are all distinguished individuals with professional practical experience, possessing capabilities in leadership and decision-making, business management, operational judgment, accounting and financial analysis, crisis management, industry knowledge, and international market insights, so as to align with Inventec's diversity policy and enhance the effectiveness of corporate governance [Note 2].

Name	Basic Composition			Professional Capability						Number of other companies in which the individual is concurrently serving as a Director [Note 5]
	Title	Independence Status [Note 3]	Serving as an employee of the Company	Age	Law	Accounting and Finance	Industrial Marketing	Information Technology	GICS Level 1 Industry Experience [Note 4]	
Yeh, Li-Cheng	Chairman	Executive Director	✓	51-55			✓	✓	45 Information Technology	
Yeh, Kuo-I	Director	Executive Director	✓	81-85		✓	✓		45 Information Technology	
Wen, Shih-Chih	Director	Non-Executive Director		66-70			✓	✓	45 Information Technology	
Lee, Tsu-Chin	Director	Executive Director	✓	76-80		✓	✓		45 Information Technology	
Chang, Ching-Sung	Director	Non-Executive Director		66-70			✓	✓	45 Information Technology	
Cho, Tom-Hwar	Director	Executive Director	✓	66-70			✓	✓	45 Information Technology	
Chang, Chang-Pang	Independent Director	Independent Director		76-80	✓	✓			40 Financials	3
Chen, Ruey-Long	Independent Director	Independent Director		76-80		✓			15 Materials 45 Information Technology	1
Wea, Chi-Lin	Independent Director	Independent Director		76-80		✓			40 Financials	3

Note 1: For information on the independence of the Board of Directors, please refer to the 2024 Annual Report (1.1.1.3 Disclosure of directors' professional qualifications and independent directors' status under Section I Corporate Governance Report, pages 12-16). For conflicts of interest, please refer to pages 32-33 of the 2024 Annual Report.

Note 2: For information regarding the Directors, please refer to the 2024 Annual Report (1.1.1.1 Directors' information under Section I Corporate Governance Report, pages 8-16).

Note 3: The Company adopts a unitary board system. Based on the external independence assessment, to qualify as an Independent Director, at least 4 of the following 9 criteria must be met, of which at least 2 of the first 3 criteria must be fulfilled.

① Within the past year, the Director did not hold any senior executive position in the Company.

② During the current year, neither the Director nor any of his/her family members received payments exceeding US$60,000 from the Company, or any of its parent companies or subsidiaries, except as permitted by SEC Rule 4200.

③ During the current year, none of the Director's family members held any senior executive position in the Company, or any of its parent companies or subsidiaries.

④ The Director is not a consultant to the Company or its management team, and is not affiliated with the Company's consultants.

⑤ The Director is not affiliated with major customers or suppliers of the Company.

⑥ The Director has no personal service contract with the Company or its management team.

⑦ The Director is not affiliated with non-profit organizations that receive significant donations from the Company.

⑧ Within the past year, the Director did not hold any position or serve as a partner in the external auditing organization of the Company.

⑨ The Director does not have any conflict of interest in relation to the independence of the Board.

Note 4: Global Industry Classification Standard (GICS) Level 1 sector.

Note 5: Number of other listed companies in which the Non-Executive/Independent Director is concurrently serving as a Non-Executive/Independent Director.

Board Diversity Policy

The composition of the Board of Directors should reflect diversity. Based on its operations, business model, and future development trends, Inventec has established a comprehensive diversity policy for Board members, taking into account factors such as fundamental qualities and values (gender, age, nationality, race or ethnicity, and culture background), as well as professional knowledge and skills (e.g. law, accounting, industry expertise, finance, marketing, or technology).

Specific Management Objectives and Achievement Status of the Board Diversity Policy

Management Objectives	Achievement Status
Number of Independent Directors shall not be less than one-third	Achieved
Adequate diverse professional knowledge and skills	Achieved
At least one female Director	Not yet achieved [Note]

Note: The inclusion of at least one female Director will be addressed during the next Board election.

Director Liability Insurance

Inventec has purchased relevant liability insurance for its Directors with a coverage of US$25 million. The policy expires on January 1, 2026, and will be renewed upon expiration. The insured amount, scope of coverage, and premium rate of the director liability insurance have been reported to the Board of Directors in December 2024.

Board Training and Succession Planning

To strengthen the knowledge and capabilities of Directors in dealing with legal, economic, environmental, social, and risk issues, the Company organizes training programs for Directors every year to enhance the functioning and management of the Board. In 2024, the themes included "Enhancing Corporate Forecasting and Predictive Analysis Capabilities Driven by Emerging Technologies," "New Trends and Major Challenges of Generative AI in 2024," "Tax Governance," and "Global Compliance Management Development Trends." 78% of Directors completed at least 6 hours of training, while 22% completed 7-14 hours [Note]. To ensure legal compliance, the Company arranges relevant regulatory training programs for all Directors and managers on the prevention of insider trading and ethical management, and reports related legal compliance matters to the Board of Directors. Additionally, Inventec reviews the number of Directors and the required qualifications on a regular basis, and refers to the results of Director performance evaluations to develop the Board succession plan and identify suitable candidates.

Note: For details of the training sessions attended by the Directors, please refer to pages 59-62 of the 2024 Annual Report.

Board and Functional Committee Performance Evaluation

In accordance with the Rules for Performance Evaluation of Board of Directors, the Corporate Governance Officer is responsible for conducting the internal performance evaluation every year. External evaluations are conducted at least every three years by external independent professional institutions or teams of external experts and scholars. The scope of internal evaluation covers the overall Board of Directors, individual Directors, and functional committees (Audit Committee, Remuneration Committee, and Sustainability Committee). Specific evaluation criteria include the extent of participation in the Company's operations to support corporate sustainable development, improvement of the Board's decision-making quality, and enhancement of the Board's composition and structure. Individual Director assessments consider directors' awareness of their responsibilities, internal relationship management, and communication effectiveness. External evaluations focus on the performance of the Board as a whole, covering areas such as board composition and division of labor, guidance and supervision, delegation and risk management, communication and collaboration, self-discipline, and continuous improvement. The results of the 2024 internal and external evaluations were reported to the Board of Directors on January 21, 2025. The results of the Board of Directors' performance evaluation are used as a reference for selecting or nominating Directors, and the individual Director's performance evaluation outcomes serve as a basis for determining the distribution of Director remuneration.

Type	Frequency	2024 Evaluation Results
Internal Evaluation	Every Year	Excellent, with no major areas for improvement identified. Future actions will continue to focus on strengthening Board diversity (including gender and tenure), setting targets and quotas for gender diversity of the Board, and enhancing the independence and diversity of Independent Directors, which will be considered during the next Board re-election. Additionally, the Board will maintain rigorous oversight of sustainable development and enhance management of sustainability-related risks and opportunities across environmental, social, and corporate governance aspects, ensuring thorough supervision of related internal control systems.
External Evaluation	Every Three Years	In 2024, Inventec engaged the Taiwan Corporate Governance Association to conduct an external evaluation of Board performance. The evaluation concluded the following: ▪ The Board of Directors was re-elected in June 2023 and comprises nine Directors with financial expertise and diverse professional and industry experience, meeting the Company's operational requirements. ▪ Former chairmen are members of the current Board, and a total of 13 meetings were held. ▪ Independent Directors and the Chief Auditor regularly oversee the execution of audit plans and the progress of digital transformation, thereby improving audit quality. ▪ The CFO, serving concurrently as the Corporate Governance Officer, effectively organizes meeting schedules and ensures robust governance operations. ▪ Future measures: Amend the Sustainability Committee Charter to incorporate succession planning in the charters of functional committees; enable Independent Directors to receive whistleblower emails simultaneously; amend Procedures for Handling Material Inside Information, updating the process for reporting occasional major incidents to ensure Board members can promptly grasp important information of the Company; invite members of functional committees to participate in self-assessment, and amend Appendix II of the Rules for Performance Evaluation, the "Self-Assessment Questionnaire for Functional Committee Performance Evaluation."

Board and Executive Remuneration Policy

Directors	▪ If the Company generates a profit in the current year, an amount not less than 3% of such profit shall be set aside as employee compensation and not more than 3% as Director compensation. ▪ Director compensation includes remuneration, salary, bonuses, and retirement pensions. Additionally, Directors are reimbursed for travelling expenses based on actual attendance at Board meetings. ▪ The proposal for the distribution of Director compensation shall be reported in the shareholders' meeting.
	Independent Directors receive a fixed monthly remuneration. Additionally, they are reimbursed for travelling expenses based on actual attendance at Board meetings, Audit Committee meetings, Remuneration Committee meetings, and Sustainability Committee meetings. Independent Directors do not participate in the distribution of Director compensation.
	The performance evaluation of Board members should include at least six key areas: understanding of the Company's goals and missions, awareness of Director's duties, involvement in the Company's operations, internal relationship management and communication, Director's expertise and continuous learning, and internal controls. Directors are expected to maintain an attendance rate of at least 80% at Board meetings.
Executives Note 1	▪ Executive compensation includes salary, bonuses, and retirement pensions. ▪ The proposal for the distribution of employee compensation shall be reported in the shareholders' meeting.
	Executive performance evaluation indicators (Financial indicators: 70%; Non-financial indicators: 30%) A. Company performance: – Financial indicator: Return on Equity (ROE). – Relative financial indicator: Total Shareholder Return (TSR), benchmarked against the average TSR of Taiwan-listed companies in the computer peripheral equipment industry. – Non-financial indicators Note 2: Greenhouse gas emission reduction (40%), renewable energy ratio (10%), energy efficiency (10%), energy saving of other sustainability-related products (20%), sustainability risks and opportunities (20%). B. Unit performance: – Financial indicators: After-tax profit, revenue (budget achievement), operating cash flow, and dynamic items. – Non-financial indicators: Engagement in sustainable development (indicators such as electricity consumption reduction, waste reduction, and water usage intensity). C. Individual performance: Individual appraisal result.

Note 1: Including the President (CEO), Business Group Presidents, and (Senior) Vice Presidents.

Note 2: Non-financial indicators of company performance for 2024 executive performance evaluation adopted greenhouse gas emission reduction, renewable energy ratio, and energy efficiency for assessment.

1.4.2 Functional Committees

To align with operational needs, Inventec has established three functional committees under the Board of Directors: the Audit Committee, the Remuneration Committee, and the Sustainability Committee. For detailed information regarding the operations of each committee, please refer to pages 39-41 and 68-72 of the 2024 Annual Report.

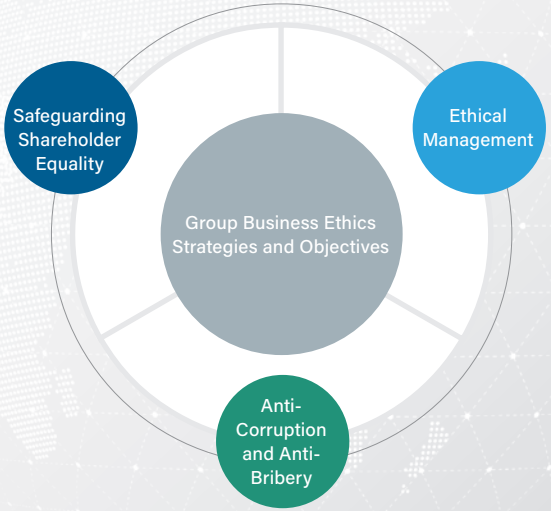
Functional Committee	Member	Responsibilities	Average Attendance Rate in 2024
Audit Committee	Mr. Chang, Chang-Pang, Independent Director Mr. Chen, Ruey-Long, Independent Director Mr. Wea, Chi-Lin, Independent Director	Assist the Board of Directors in overseeing the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls.	92%
Remuneration Committee	Mr. Chang, Chang-Pang, Independent Director Mr. Chen, Ruey-Long, Independent Director Mr. Wea, Chi-Lin, Independent Director	Evaluate the policies, systems, standards, and structures related to compensation, regularly review and set compensation, and provide recommendations to the Board of Directors.	89%
Sustainability Committee	Mr. Yeh, Li-Cheng, Chairman Mr. Chang, Chang-Pang, Independent Director Mr. Chen, Ruey-Long, Independent Director Mr. Wea, Chi-Lin, Independent Director Mr. Tsai, Chih-An, President	Develop sustainable development goals and strategies, and review the effectiveness of various sustainable development projects.	100%

1.5 Business Ethics

Inventec has formulated clear and explicit "Code of Ethical Conduct", and "Ethical Corporate Management Best Practice Principles" to establish the ethical standards and ethical management philosophy for all members, including Directors, managers, employees, appointees, and those with substantial control. Additionally, we have set strategies and objectives to reflect our external commitments and embed a culture of ethics internally, while ensuring that stakeholders are fully aware of and uphold these high standards, with the aim of working together for sustainable development.

We are committed to safeguarding shareholders' equal rights throughout the Company's operations. Through transparent financial disclosure and sound governance framework, we ensure that shareholders are fully informed and actively participate in decision-making processes.

We strictly adhere to the principles of ethical management. We also ensure that all members are aware of and live up to the Company's ethical standards through ongoing advocacy and training, and demonstrate integrity and honesty in all business activities.



We are dedicated to establishing a robust internal control system, such as regular internal audits and risk assessments, to proactively prevent any forms of corruption and misconduct. Employees are encouraged to make good use of the whistleblowing mechanism to report suspected improper conduct anonymously, thus ensuring the Company's commitment to integrity and transparency.

1.5.1 Anti-Corruption and Ethical Management

Ethical Policy and Regulations

To effectively prevent conflicts of interest, Inventec has established various measures to prohibit dishonest behavior. These measures include operational procedures, behavioral guidelines, disciplinary actions for violations, and grievance and whistleblowing mechanisms, all of which are diligently implemented and enforced.

Inventec's relevant ethical policy and regulations

- Ethical Corporate Management Best Practice Principles
- Ethical Management Operational Procedures and Guidelines
- Anti-Corruption and Anti-Bribery Policy
- Code of Ethical Conduct
- Global Employee Code of Conduct Management Measures
- Employee Grievance and External Reporting Management Regulations

Ethical Management Related Regulations

- Anti-Corruption and Anti-Bribery: Any forms of corruption and bribery are explicitly prohibited.
- Anti-Discrimination: Equal opportunities are provided and any forms of discrimination based on race, color, religion, gender, age, nationality, disability, or other distinctions unrelated to Inventec's interests are prohibited.
- Information Confidentiality: A comprehensive information confidentiality system is established, including protective measures for sensitive information, to ensure the security of customer and company information.
- Insider Trading: Insider trading is strictly prohibited to maintain market fairness and discipline.
- Conflict of Interest Avoidance: Guidelines for avoiding conflicts of interest are established to prevent company members from encountering potential conflicts of interest when handling business.

Supplier Ethical Management

In addition to establishing ethical management regulations, Inventec regularly conducts internal audits and self-assessments to thoroughly verify the Company's compliance and prevent unethical practices. From 2021 to 2024, there have been **zero** cases of penalties by regulatory authorities due to violations of ethical management standards.

Relevant Policies and Guidelines	Key Points
New Supplier Evaluation and Management Guidelines	New suppliers are required to have a good reputation and meet Inventec's ethical requirements.
Inventec's Supplier Code of Conduct	It covers business ethics standards and suppliers are required to comply with this code across the supply chain.

Prevention and Reporting

In accordance with the "Employee Grievance and External Reporting Management Regulations", Inventec has established standard operating procedures and confidentiality mechanism for handling reported cases. Dedicated personnel are assigned to handle complaints. Based on established processing principles, Inventec protects whistleblowers from discrimination, coercion, reassignment, or any other adverse treatment. Furthermore, regular internal audits are conducted to ensure compliance across all levels of the Company. In the event of a violation, disciplinary actions are taken in accordance with relevant regulations and review principles. In 2024, there were zero cases related to violations of business ethics or operational integrity.

System Management

Dedicated Personnel	Inventec Headquarters Grievance and Whistleblower Channels
Inventec has put both external and internal reporting mechanisms in place to manage significant illegal activities, misconduct, or improper behaviors reported by employees. Employees who encounter inappropriate, unlawful, or unreasonable actions can file complaints following the established grievance procedures.	▪ Hotline: (02)2881-0721 #21999 ▪ Email: 21999@inventec.com

Code of Conduct Training

To deeply embed a culture of integrity, Inventec actively conducts training programs and awareness campaigns to ensure that all employees fully understand relevant ethical management regulations. Upon onboarding, newly hired employees are required to sign the Employee Code of Conduct Acknowledgement and complete online courses related to integrity and business ethics. Through regular promotion and re-signing of the Employee Code of Conduct Acknowledgement, existing employees reinforce their awareness and commitment to ethical standards. In 2024, Inventec's parent company achieved a **100%** signing rate among current employees.

Code of Conduct Violation Cases related to Business Ethics and Operational Regulations

From 2021 to 2024, there were **zero** instances of penalties imposed by regulatory authorities across all global plants (Taiwan, Mainland China, Asia-Pacific, Europe, and America) for violations related to corruption, bribery, or unfair competition.

In 2024, there were 2 cases of "workplace unlawful infringement/harassment" at the Taiwan plants. Both incidents were addressed and resolved through proactive intervention measures. Inventec has also arranged annual online training and awareness programs for all employees and managers to enhance their understanding and the managers' ability to respond and handle such incidents.

1.5.2 Anti-Competitive, Anti-Trust, and Monopoly Practices

Inventec has established the Ethical Management Operational Procedures and Guidelines that prohibit any unfair competition in business activities. In accordance with fair trade regulations applicable in each jurisdiction, Inventec forbids practices such as price fixing, bid rigging, production and quota restrictions, and market sharing or segmentation through allocation of customers, suppliers, operating regions, or business types. From 2021 to 2024, Inventec has not faced any penalties from regulatory authorities related to anti-competitive behavior or monopolistic practices.

1.6 Risk Management

1.6.1 Operational Risks

In line with its philosophy of sustainable operations, Inventec strives to enhance its risk management framework by referencing the COSO Enterprise Risk Management, ISO 31000, and the "Risk Management Best-Practice Principles for TWSE/TPEx listed Companies." The Company strengthens the effectiveness of its management and oversight of existing and potential risks by implementing an Enterprise Risk Management (ERM) system benchmarked against industry best practices. Through establishing, implementing, and maintaining a proactive risk management mechanism, Inventec aims to continuously monitor internal and external industry risk dynamics and enhance its ability to respond effectively and flexibly to relevant challenges, thereby safeguarding the best interests of customers and stakeholders.

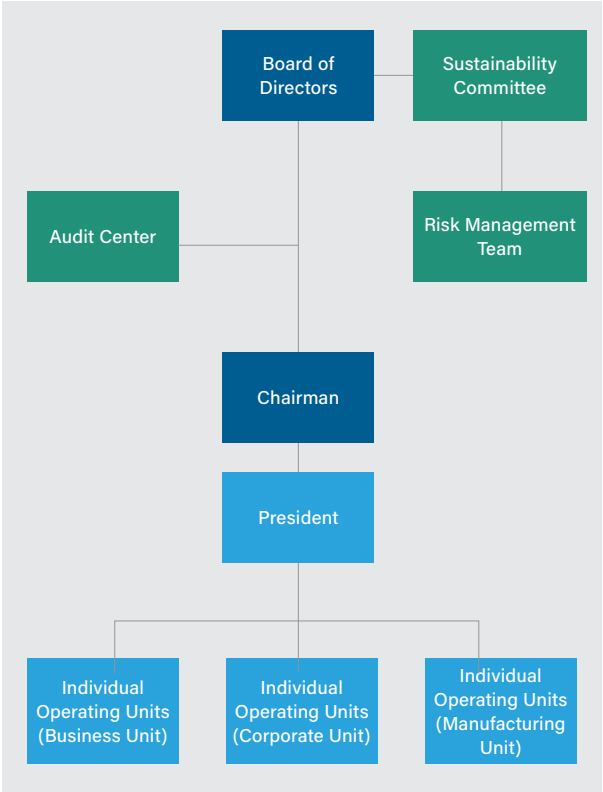
Risk Management Mechanism and Practices

Inventec implements its "Risk Management Policy and Procedures" following approval by the Board of Directors. Through its risk management mechanism, Inventec aims to mitigate or avoid the adverse impacts of risks on revenue, costs, employees, reputation, and the environment. Furthermore, leveraging its established strengths in product development and R&D, the Company also proactively identify opportunities arising from the risk landscape, as exemplified by its strategic investment in the electric vehicle (EV) sector. The systematic risk management process is conducted at least once a year. Relevant risks are identified based on the Company's overall operational direction and encompass issues across economic, environmental, social, and governance dimensions. In 2024, major risk topics included economic dimension: product design and innovation, sustainable supply chain; environmental dimension: transition risks associated with environment and climate change (including greenhouse gas emissions management), energy and resource management risk; social dimension: talent risk stemming from talent and labor shortages, labor management risk concerning labor disputes and employee protests, and privacy protection. For the detailed policy, please refer to the Risk Management Policies and Procedures section on the Inventec ESG website.

Risk Management Organizational Structure

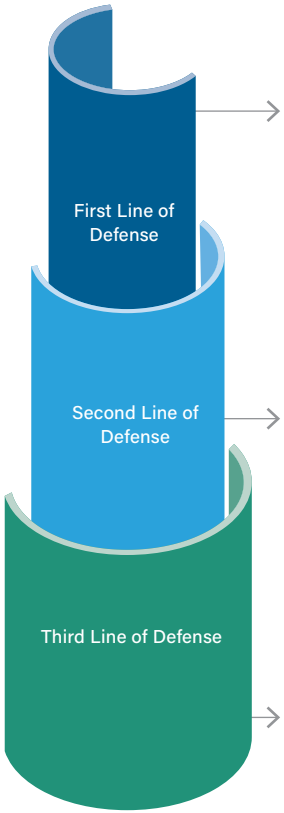
The Board of Directors is the highest authority for risk governance and holds ultimate responsibility for risk management. Three Independent Directors on the Board possess expertise in fields including finance, legal compliance, securities, economics, business management, and risk management. These Independent Directors contribute professional insights and perform supervisory duties based on their knowledge, experience, and independence.

The Sustainability Committee, under the Board of Directors, holds the authority to supervise risk management and regularly reports to the Board on the implementation status of risk management each year. In accordance with Article 5 of the Company's "Sustainability Committee Charter," the committee tracks, reviews, and revises the implementation and effectiveness of sustainable development initiatives. As stipulated in Article 7 of the "Sustainable Development Best Practice Principles," the committee addresses economic, environmental, and social issues arising from business operations. Furthermore, as per Article 4 of the "Risk Management Policy and Procedures," the committee reviews the execution of risk management practices. The Sustainability Committee comprises five members, including the Chairman, the President, and three Independent Directors, with Independent Directors forming the majority. Please refer to the 2024 Annual Report (professional capabilities and annual training of risk management organization members, P. 59-62).



The risk management team is operating under the the Sustainability Committee. The Head of the Finance Center serves as the primary convener and appoints colleagues across departments as members of the risk management team. The task force is responsible for driving risk management related initiatives, overseeing mechanism operations, and assisting and coordinating various units in executing risk management activities. The Audit Center, subordinate to the Board of Directors, is headed by the highest-ranking audit executive. As a dedicated unit, the Audit Center examines operational process risks and oversees risk controls. It operates as a completely independent unit and reports regularly to the Board of Directors and the Audit Committee each year.

Inventec's Internal Three Lines of Defense for Risk Management



Responsible Unit	Duties and Responsibilities
All operational units	1. Identify, analyze, assess, and respond to risks within their respective units, and establish relevant crisis management mechanisms when necessary. 2. Regularly report risk management information to the risk management team. 3. Ensure effective implementation of risk management and control procedures with in their units in alignment with the risk management policy.
Risk management team	1. Formulate risk management policies, procedures, and framework. 2. Define risk appetite (risk tolerance) and establish the standards for both qualitative and quantitative risk analysis and measurement. 3. Identify sources and categories of risks within the Company, and review their applicability. 4. Consolidate and report on the Company's risk management implementation status at least annually. 5. Support and supervise the execution of risk management activities in various departments, and coordinate cross-department interaction and communication. 6. Implement risk management decisions made by the Board and the Sustainability Committee. 7. Plan risk management training.
Audit Center	Provide independent audit and oversight according to the responsibilities outlined in the "Risk Management Policy and Procedures" approved by the Board. Develop an annual audit plan each year and conduct internal control audits according to the plan upon approval by the Board. Report the audit results to the Board on a monthly basis.

In addition to the internal three lines of defense for risk management, Inventec also appoints certified third-party organizations to audit its management systems in accordance with international standards each year. The scope covers information security (ISO 27001), quality management (ISO 9001), medical devices quality management (ISO 13485), automotive quality management (IATF 16949), environmental management (ISO 14001), occupational health and safety (ISO 45001), and energy management (ISO 50001). Following each audit, formal reports are issued to address findings and provide recommendations for improvement. These reports are used to ensure the continued effectiveness, compliance, and advancement of Inventec's management systems.

ISO 27001, ISO 9001, ISO 13485, IATF 16949, ISO 14001, ISO 45001 and ISO 50001 International Standards

Through its risk management mechanisms, Inventec takes into account risk analysis, assessment, and control steps throughout the product lifecycle—spanning from product design and development to production, installation, and service—or during operation management to prevent potential incidents or mitigate their impact.

Annual Risk Identification and Management Process

Goal Setting and Strategic Planning

Each year, when setting goals and conducting strategic planning, all departments should review whether their goals support the achievement of the corporate vision and mission. Strategies are formulated through feasible methods such as information gathering, analysis, and assessment.

Risk Identification

Based on the Company's strategic objectives and the Risk Management Policy and Procedures, each operating unit identifies risks related to its business functions, including operational risks, strategic risks, financial risks, compliance risks, and other risks.

Risk Analysis

For identified risk events, considering their nature and characteristics, existing control measures, past experience, and peer cases, risk assessment personnel analyze the probability of occurrence and the severity of impact according to risk analysis and measurement standards. This analysis is used to calculate the risk value. The risk analysis and measurement standards categorize impact across dimensions such as financial impact, regulatory and legal, reputation, human capital, and business continuity into four levels: minor, moderate, severe, and catastrophic.

Risk Assessment

The results of the risk analysis are compared against the Company's risk appetite to determine the priority for handling risk events. Subsequent risk response strategies are planned and carried out based on the risk level.

Risk Response Strategy

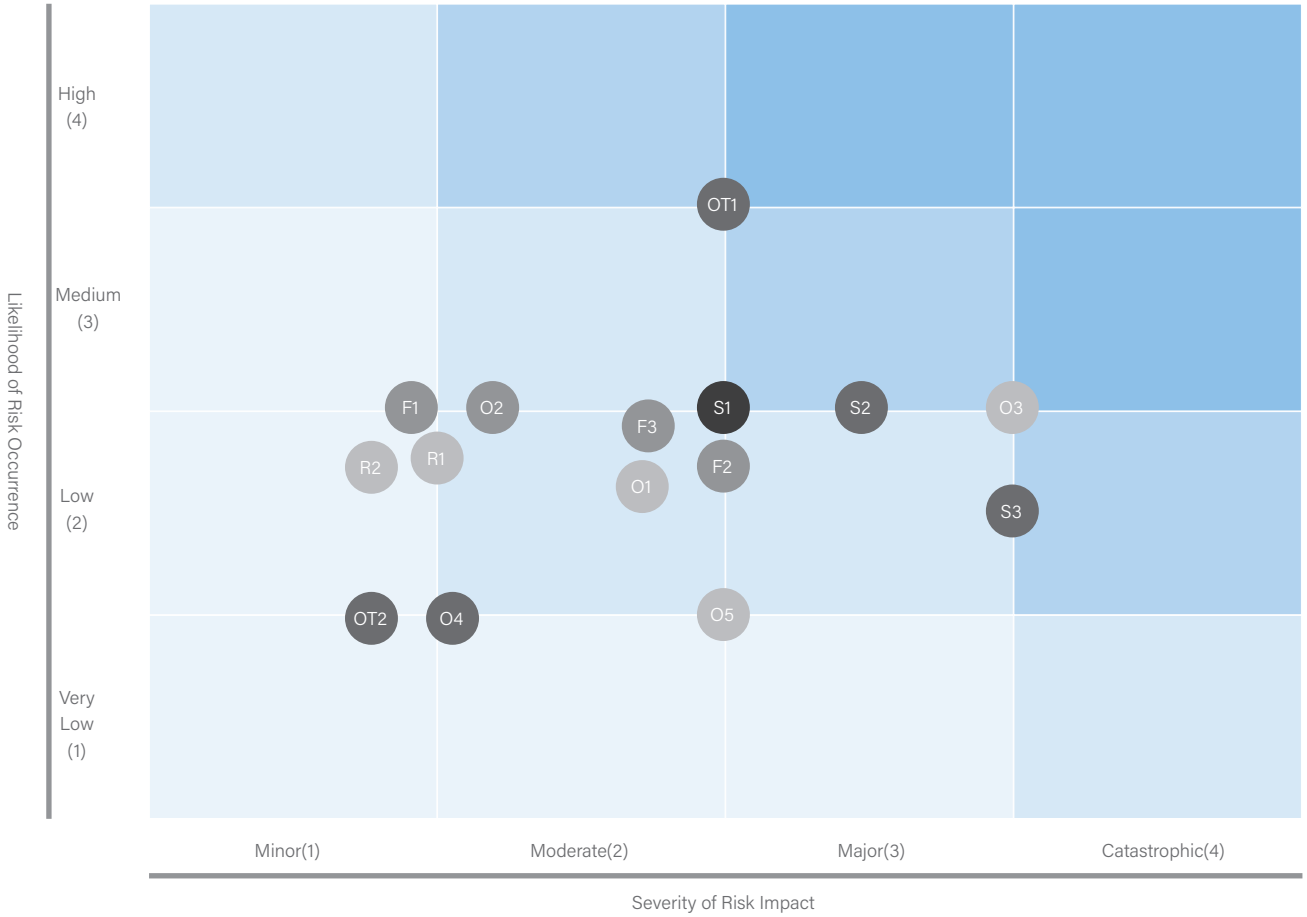
For risk events where the assessment result exceeds the risk appetite, a risk response method is developed considering corporate strategic objectives, stakeholder perspectives, risk appetite, available resources, and cost-effectiveness. An action plan is formulated, detailing the responsible unit, resource requirements, and execution timeline. Relevant personnel are required to ensure that they fully understand the plan and are committed to the implementation with ongoing monitoring of the progress.

Risk Monitoring and Review

- For significant risks identified through the risk assessment process, the responsible department should establish appropriate mechanisms to monitor risk trends.
- The risk management team holds quarterly meetings to review and track the implementation status of risk response plans, risk trends, and countermeasures. Meeting records are maintained and reviewed by the risk management team convener for follow-up actions.

2024 Risk Matrix and Risk Assessment Results

In 2024, following Inventec's annual risk identification and management process, 15 major risks were identified across operational, strategic, financial, legal compliance, environmental, and energy dimensions. For these 15 major risks, risk values were calculated through the standard risk analysis procedure and compared against the risk appetite for each risk to guide appropriate response actions.



Risk Zone	Risk Appetite
Extremely High Risk	Medium to High Risk Appetite
High Risk	Medium Risk Appetite
Medium Risk	Low to Medium Risk Appetite
Low Risk	Low Risk Appetite

Risk ID	Top 15 Risks
S1	Geopolitical and other external event risk
S2	Customer positioning and portfolio risk
S3	Product design and innovation risk
O1	Business continuity risk
O2	Supply chain risk
O3	Information security and privacy protection risk
O4	Talent risk - talent/manpower shortage
O5	Labor management risk - labor disputes and employee protests
F1	Exchange rate fluctuation risk
F2	Interest rate fluctuation and financing risk
F3	Investment decision risk
R1	Regulatory and legal compliance risk
R2	Intellectual property management risk
OT1	Environmental and climate change (including GHG emissions management) risk - transition
OT2	Energy and resource management risk

The risks exceeding the Company's risk appetite were operational risks: "business continuity risk" and "information security and privacy protection risk." Relevant response strategies and mitigation measures for these risks are being actively implemented. Furthermore, the Company regularly conducts sensitivity analysis for financial risks, including foreign exchange risk, interest rate risk, and investment decision risk, and performs stress testing for information security risk. For the details of the 2024 sensitivity analysis, please refer to the 2024 consolidated financial statements. For information on the stress testing related to information security risk, please refer to section 1.6.3 Information Security Management.

Major Risks and Description		Risk Appetite	Risk Assessment Result	Response Strategies
Business Continuity Risk	▪ Insufficient power supply or network infrastructure at overseas production sites may lead to power interruptions, shortages, or network disruptions. ▪ The increasing sophistication of cybercrime techniques, coupled with insufficient employee awareness of information security risk or inadequate IT infrastructure, may elevate the risk of attacks, potentially causing system interruptions. ▪ Large-scale epidemics may disrupt the normal operations of the Company's personnel and the supply chain.	Low	Medium	▪ Diversified Operations: Reduce dependence on a single market or product to diversify market risk. ▪ Supply Chain Management: Establish flexible supply chain strategies from both global and regional perspectives (e.g., supplier selection, geographical distribution, and inventory management) to ensure backup plans are in place should parts of the supply chain be disrupted. ▪ Adhere to the ISO 27001 international information security certification standard, with annual audits conducted by third-party auditing organizations. ▪ Crisis Response Plans: Business units, along with the Information Center and Administration Management Center, formulate and regularly update various crisis response plans based on security and availability requirements and objectives. These plans cover personnel safety, data backup, supply chain resilience, IT support, and information security protection, ensuring the Company can respond swiftly and minimize losses during unforeseen incidents. ▪ Financial stability and insurance strategy: Establish a robust financial management system to ensure adequate liquidity and a stable capital structure to withstand economic fluctuations. Additionally, procure appropriate insurance coverage, including liability and property insurance, to achieve risk diversification.
Information Security and Privacy Protection Risk	▪ Due to numerous global operating sites, inadequate control over the secure operation of IT infrastructure across various locations, insufficient employee information security awareness, or malicious intent may lead to information systems being attacked, disrupted by ransomware, or confidential information being stolen, resulting in the loss or leakage of critical information.	Low	Medium	▪ Privacy Protection Enhancement (1) In addition to the existing privacy protection policy, the Company plans to establish a cross-department privacy management team in the future. (2) Adhere to principles for the use of private data. (3) Define purposes, periods, and deletion strategies for reasonable data collection and retention, as well as regulations governing secondary use. (4) Ensure the collection and use of cookies on the official website comply with the Company's privacy policy and are disclosed on the website. (5) Define personal data retention periods to avoid increased information security risks associated with long-term storage, and ensure that private data is securely destroyed when no longer needed. ▪ Third-Party Risk Management Enhancement (1) Plan to conduct information security assessments and risk evaluations for suppliers to ensure their information security measures meet the Company's requirements. (2) When outsourcing data processing or technical support to suppliers, the Company will provide information security guidelines for outsourced services to suppliers for reference; the Company plans to incorporate sensitive data protection and information security requirements into standard contracts. ▪ Information Security Testing Enhancement: Conduct regular internal system penetration testing annually and perform technical security checks on systems to detect potential vulnerabilities and risks for remediation. Simulate hacker attack methods to attack networks and systems externally, assessing the Company's system security posture and employee alertness levels. ▪ External Impartial Third-Party Audits: Implement the ISO 27001 international information security certification mechanism, with annual audits completed by professional third-party auditing organizations.

Emerging Risk Management

Following the emerging risk management process, the Company identifies and manages its emerging risk events for 2024. This process is based on the 15 major risks currently identified by the Company, incorporates insights from external environmental analysis, considers emerging risks identified by benchmark companies and industry peers, and gathers recommendations from risk owners (managers and personnel).

Emerging Risk Event	Risk Description	Countermeasures / Risk Management Measures
 Disruptive Technologies – Negative Impacts of AI	▪ The rapid development of Artificial Intelligence (AI) technology and its application in cybercrime may increase the probability of critical data leakage and misappropriation at various operating sites, or cause operational disruptions. ▪ Existing regulatory mechanisms struggle to keep pace with AI advancements. Uncertainties arising from AI supply chain planning or AI technology development may impact the Company's operations.	1. Enhance the use and understanding of AI. 2. Participate in activities of professional organizations or gather relevant information to understand the latest trends in AI-related cybercrime; strengthen relevant data protection security technologies and incorporate them into information security training. 3. Strengthen compliance with relevant laws and regulations. 4. Train employees to enhance AI risk awareness; foster a culture of correct understanding and prudent use of AI technology within the Company; introduce external expert training programs when necessary. 5. Strengthen data management to ensure the legality and quality of data sources, while avoiding potential data bias and privacy risks. 6. Establish a comprehensive AI risk management framework; formulate and implement "AI Risk Management" procedures covering risk identification, assessment, monitoring, and mitigation. 7. Continuously monitor and evaluate AI systems to ensure their behavior meets expected standards. 8. Conduct AI supply chain reviews: During the development and deployment of AI systems, review third-party technology and service providers to ensure all participants in the supply chain adhere to corresponding ethical and legal requirements, thereby reducing potential supply chain risks and ensuring the entire AI application process meets standards. 9. Develop contingency plans and response measures: Formulate detailed contingency plans for potential AI risks, including response measures for situations like data breaches and system failures; conduct regular risk response drills to ensure all relevant personnel are familiar with emergency procedures and can respond swiftly.
 Impacts of Climate Transition Failure on the Company's Products and Services	In addressing climate change, the Company's failure to effectively manage the impacts of related climate actions, such as achieving greenhouse gas (GHG) reduction and net-zero carbon reduction goals, may result in the progress and outcome of the Company's technology transition and international cooperation efforts (including collaboration with supply chain) falling short of expectations. This could negatively impact the market competitiveness of the Company's products and services.	1. Leveraging the international TCFD framework and best practices from benchmark companies as a foundation, identify climate-related risks and opportunities across the value chain through cross-department discussion and assessment. Establish climate-related goals, action plans, and management mechanisms focused on "mitigation and adaptation," and disclose management performance externally every year. 2. Referencing the GHG inventory registration and disclosure requirements of Taiwan's Ministry of Environment and the Financial Supervisory Commission, conduct annual GHG inventory and verification. Continuously collect GHG emission data via the carbon management platform and the iSupplier GHG supplier management platform. Actively seek carbon reduction opportunities within the Company and the value chain to enhance the market competitiveness of products and services. 3. Actively participate in global and regional environmental initiatives. Continuously implement the Group's carbon reduction targets. Maintain ongoing cooperation with external consultants and suppliers to formulate relevant strategies and actions.

Shaping Corporate Risk Culture

The Company incorporates risk management-related topics into its training curriculum, providing relevant courses for management committee members, managers, and colleagues at all levels. This ongoing training aims to continuously strengthen the corporate risk culture, ensuring it is effectively integrated into daily operating activities.

Risk Reporting Mechanism

The Company encourages employees to proactively identify and report significant risks that may not have received management attention or for which clear response measures are not yet in place. Employees can proactively report potential risks to their direct supervisors to help manage the impact of various internal and external risks. Furthermore, to gather broader risk information and related improvement suggestions, and to promote the implementation of company-wide risk management, the Company has established a dedicated reporting hotline ((02)2881-0721#21999) and email address (21999@inventec.com).

2024 Training Courses

Sustainability Committee Members and Non-Executive Directors

Sustainability Committee Members

"Enhancing Corporate Forecasting and Predictive Analysis Capabilities Driven by Emerging Technologies," "New Trends and Major Challenges of Generative AI in 2024," "Tax Governance," and "Global Compliance Management Development Trends." Totaling **28.5** hours.

Non-Executive Directors

"The Carbon Tide: An Overview of Carbon Credit Formation and Trading Systems," "Precisely Mastering the Sustainability Equation," and "New Dynamics in Corporate Sustainability Governance: How Capital Markets View Long-Term Corporate Value." Totaling **9** hours.

Risk Management Team and Employees with Risk Management Roles

Risk Management Training

First-line and second-line personnel with risk management responsibilities and execution roles were invited to participate in training courses or seminars. Number of participants completing training: **36**. Total hours: **104.5** hours.

Risk Assessment Workshop

Number of participants: **13**. Total hours: **9.98** hours.

All Employees

To enhance the knowledge and skills of all colleagues in the field of risk management, relevant training courses are provided via e-Learning. Topics cover various risk aspects, including information security, geopolitics, and legal compliance, aiming to broadly promote and implement risk management concepts among every manager and colleague.

Mandatory Courses

General Risk Management Training: **4,961** participants with **826.83** hours.

General Information Security Training: **4,319** participants with **796.08** hours.

ESG Creates New Corporate Value: **4,612** participants with **999.27** hours.

New Knowledge on Waste Classification for Zero Landfill: **2,374** participants with **197.83** hours.

Elective Courses

"Analysis of Key Information Security Issues in the Generative AI Trend," "Product Carbon Footprint and Hotspot Analysis for Carbon Reduction," "Discussion on Trade Secrets and Patent Protection," "Global Industrial Economic Trends Outlook," "Global ICT Development Trends," and "Southeast Asian Politics and Economics." These courses covered diverse risk aspects such as information security, geopolitics, and legal compliance.

New Employees

Specialized courses focus on labor safety and information security.

1.6.2 Internal Control

Preventive (Risk Control) Internal Control System in 2024

Issuance of Preventive (Risk Control) Internal Control System Procedure Documents

Parent Company	Subsidiaries
577 documents	1,515 documents

Inventec Internal Control System Ten Key Cycles - Procedure Documents

Cycle	1st cycle	2nd cycle	3rd cycle	4th cycle	5th cycle	6th cycle	7th cycle	8th cycle	9th cycle	10th cycle
Parent Company	27	18	130	17	1	15	4	164	73	128
Subsidiaries	91	114	382	102	20	76	17	169	109	435

Implementation of Group Preventive (Risk Control) Internal Control System Education and Training

636 new employees trained

Preventive (Risk Control) Internal Control System Audit in 2024

Internal Control Operational Audit

Audits are conducted based on the ten major internal control cycles and high-risk audit guidelines. The objective is to ensure the effective achievement of the Group's three primary goals: risk management, corporate sustainability, and internal control.

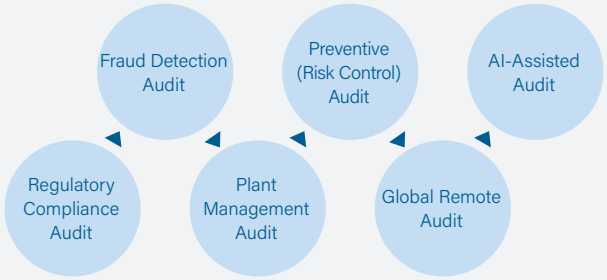
- 66 high-risk indicators related to expenses, assets, and monetary values
- 46 compliance indicators
- 56 indicators related to financial and accounting operations

Internal Control AI Audit

Targeting risk indicators within the first sales cycle, this audit utilizes "Internal Control AI Audit Components" to integrate digital information from various domains. It employs database linkage technology for big data analysis and automated, periodic detection, aiming for early identification of anomalies.

- 11 high-risk indicators

Internal Control Audit Process



Preventive (Risk Control) Internal Control System Self-Assessments in 2024

Preventive (Risk Control) Internal Control System Self-Assessments

Across the Group, 1,048 departments performed self-assessments

Job Assessments	Goals
3,550 items	6,723 items

Risk Assessments	Risk Control Points
8,503 items	14,125 items

Preventive (Risk Control) Internal Control System Self-Assessments Education and Training

236 people participated

On March 11, 2025, the Board of Directors approved the "2024" Inventec Corporation Internal Control System Statement," with all nine directors concurring with the contents. For more details, please visit audit information.

1.6.3 Information Security Management

Information Security Policy

Inventec has established a global information security policy to fulfill its responsibility for maintaining information security. Guided by the principles of "strengthening information security awareness, abiding by information security regulations, implementing information security management, and ensuring smooth operations of the Company," Inventec lays a strong foundation for information security governance. The Company promotes information security through system implementation, technical enhancement, and employee training to prevent unauthorized access, mitigate information security risks, reduce operational impacts, and ensure customer expectations are met.

Information Security Goals

In accordance with the information security policy, each global site follows the ISO 27001 management system while taking into account local regulations and business needs, to establish information security goals and operational frameworks. Inventec actively implements information security control measures and regularly evaluates effectiveness and suitability through management review meetings and annual internal audits. Using the Plan-Do-Check-Act (PDCA) cycle, the Company tracks improvement progress and ensures that system and network operations meet confidentiality, integrity, and availability requirements.

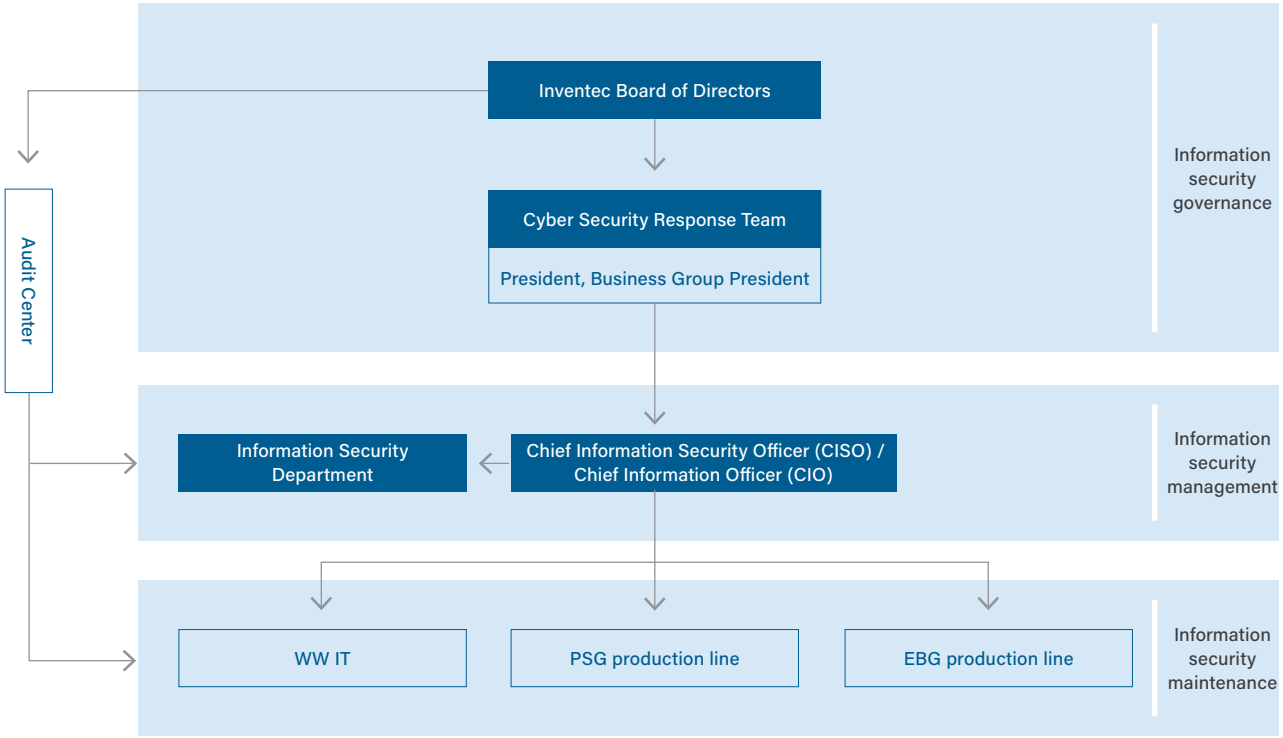
Management Structure

To respond to technological advancements, environmental changes, and customer requirements, Inventec's President presides over the information security response team. Under this team, there are sub-teams dedicated to Personal Solution Group production line, Enterprise Business Group production line, and OA. Regular information security meetings are held to report on related issues, thereby implementing and strengthening information security management.

The roles and responsibilities of the information security staff

Chief Information Security Officer (CISO)	Head of Information Security Department at Headquarters	Staff in the Information Security Department at Headquarters	Head of Information Security Department at each site	Staff in the Information Security Department at each site
Leads policy implementation and resource allocation, reporting to the President.	Plans and manages the group-wide information security system, reporting to the CISO.	Responsible for executing, protecting, and monitoring the Group's information security operations.	Plans and manages the site's information security system, reporting to the CISO.	Responsible for executing, protecting, and monitoring the site's information security operations.

Organization Chart of Inventec Information Security Response Team



Information Security Awareness Training and Promotion

Inventec leverages multiple channels to enhance employees' information security awareness. In addition to publishing the latest intelligence of information security threats monthly, the Company posts information security articles in key areas of its facilities and displays employee information security guidelines on digital signage walls, fostering a corporate culture of shared responsibility for safeguarding information security. Information security training is tailored for different employee groups, including new hires, general staff, and technical professionals. Customized courses are provided accordingly, and social engineering drills are conducted to test employee awareness.

2024 Training and Testing Results

New Hires

1,253 participants

sites included: IET, TAO, IPT, ICC, ITC, ITH

Technical Professionals

Primarily focused on information security, IT, and software development roles. 13 sessions with 1,186 participants

sites included: IET, TAO, IPT, ICC, ITH

General Staff

Global Information Security General Training: 97.21% completion rate

sites included: IET, TAO, IPT, ICC, ITO, ITC, IMX, IMP, IHS, ISV, ICZ, ITH

Social Engineering Drills

22 drills conducted, with a cumulative total of 44,824 emails sent; overall pass rate of 96.38%

sites included: IET, TAO, IPT, ICC, ITO, ITC, ICZ, IHS, ISV, IMX, IMP, ITH

General Staff

Thematic Lectures: 17 sessions with 4,791 participants

sites included: IET, TAO, IPT, ICC, ITO, ITC, IMX, IMP, IHS, ICZ, ITH

Suppliers

Inventec information security policy and requirements were communicated to 129 suppliers, with 137 representatives participating

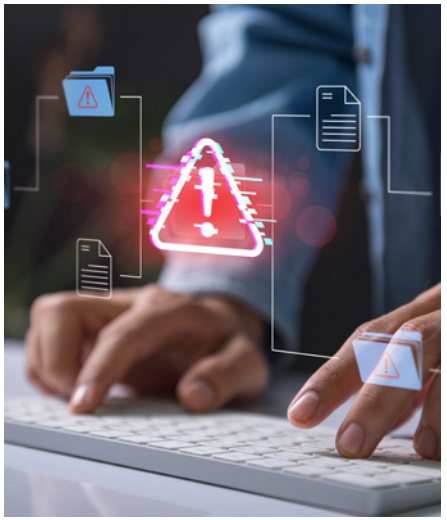
Information Security Risk Identification and Mitigation Measures

Inventec regularly performs data backup and recovery drills, simulating abnormal event scenarios such as system failures, cyberattacks, virus infections, and server room fires. These drills ensure that internal colleagues can handle and respond promptly when issues arise, effectively implementing the business continuity response plan.

Drill Item	Maximum Tolerable Downtime (MTD) / Hours	Recovery Time Objective (RTO) / Hours	Recovery Point Objective (RPO) / Hours	Drill Schedule
Network Services	4	2	4	May and August
Environmental Control Systems	4	3	NA	July
Core Systems	4	3	4	April - August

Vulnerability Management

Inventec conducts regular vulnerability scans to detect potential weaknesses in hosts, systems, and services. External third-party threat management systems are used to collect external information security risk and threat intelligence in real-time. Vulnerability severity is analyzed weekly, and notifications are sent to all global sites for remediation, ensuring vulnerabilities are controlled. System software update status is reviewed monthly, and system patch updates are reinforced. Concurrently, proactive monitoring for hacker and virus threats is implemented, and necessary protective measures are deployed promptly. A monthly report is submitted to the President covering virus attacks and security alerts, highlighting major threats, response measures, and corresponding prevention practices.



Information Security Checks

External Validation

In 2024, Inventec underwent 51 external inspections conducted by customers and independent third-party organizations to validate the effectiveness of its information security management system. In addition to preparing for certification under the updated ISO 27001:2022 standard, Inventec achieved government-issued Authorized Economic Operator (AEO) certification and received the TCSA Information Security Leadership Award for its information security governance. These achievements underscore Inventec's dedication to rigorous information security management. Furthermore, leveraging a third-party information security platforms to monitor key threat indicators, our external security posture assessment improved from a 'B' to an 'A' rating in 2024. Inventec remains steadfast in its commitment to the continuous enhancement of its information security capabilities.

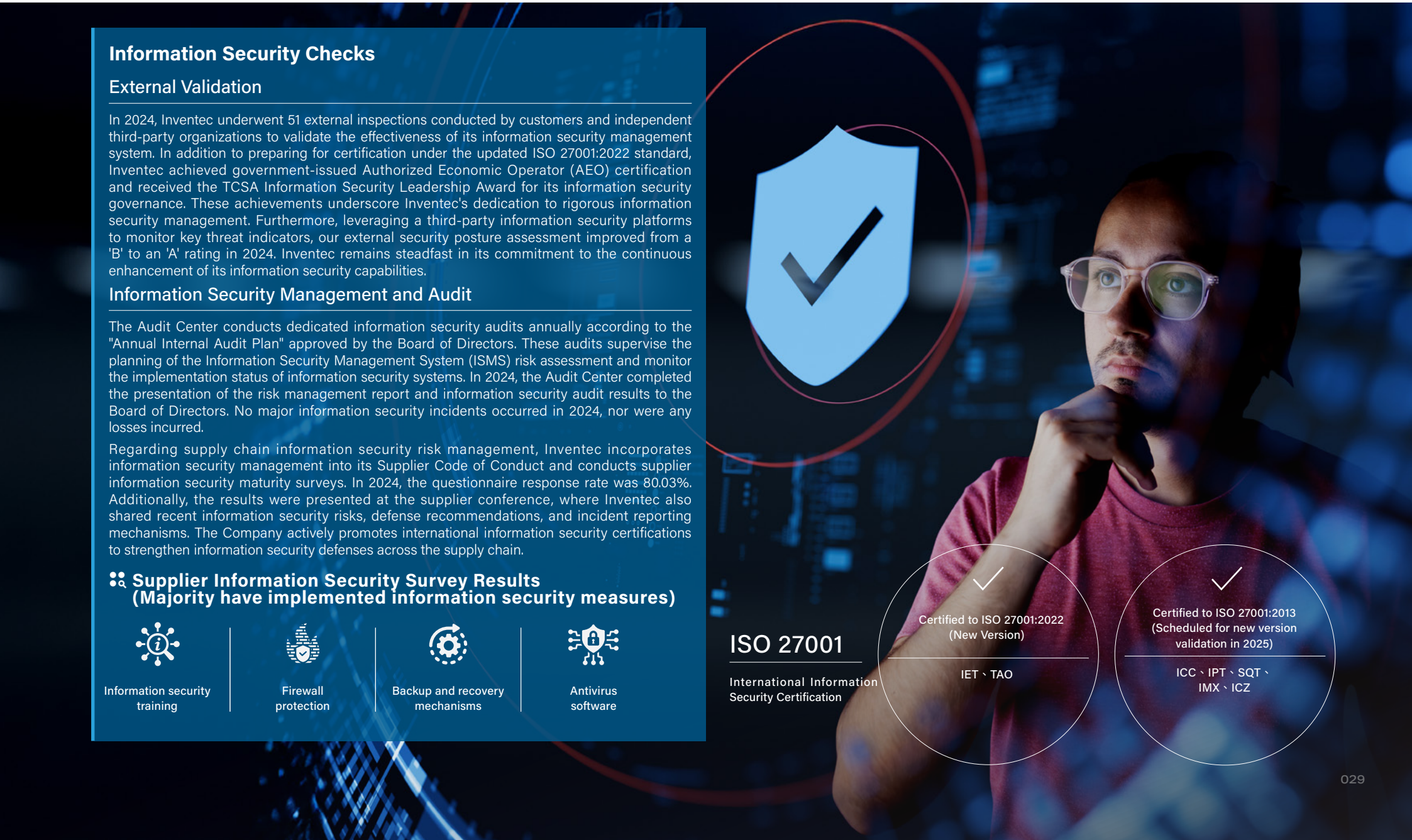
Information Security Management and Audit

The Audit Center conducts dedicated information security audits annually according to the "Annual Internal Audit Plan" approved by the Board of Directors. These audits supervise the planning of the Information Security Management System (ISMS) risk assessment and monitor the implementation status of information security systems. In 2024, the Audit Center completed the presentation of the risk management report and information security audit results to the Board of Directors. No major information security incidents occurred in 2024, nor were any losses incurred.

Regarding supply chain information security risk management, Inventec incorporates information security management into its Supplier Code of Conduct and conducts supplier information security maturity surveys. In 2024, the questionnaire response rate was 80.03%. Additionally, the results were presented at the supplier conference, where Inventec also shared recent information security risks, defense recommendations, and incident reporting mechanisms. The Company actively promotes international information security certifications to strengthen information security defenses across the supply chain.

Supplier Information Security Survey Results (Majority have implemented information security measures)

- Information security training
- Firewall protection
- Backup and recovery mechanisms
- Antivirus software



ISO 27001

International Information Security Certification

Certified to ISO 27001:2022 (New Version)

IET、TAO

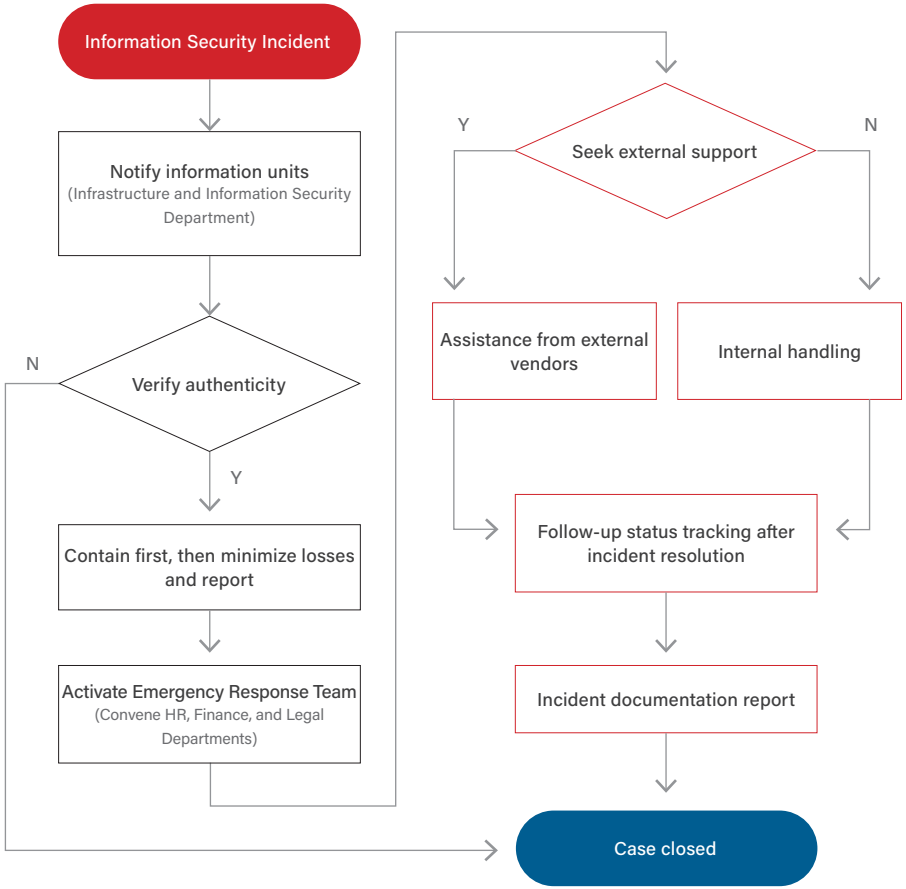
Certified to ISO 27001:2013 (Scheduled for new version validation in 2025)

ICC、IPT、SQT、IMX、ICZ

Information Security Incident Reporting and Handling

Inventec has established a dedicated hotline for reporting information security incidents. The reporting mechanism is also published in the dedicated information security section of the internal company portal to ensure that, in the event of an incident, employees can report promptly, enabling the organization to react quickly and activate its response mechanism.

Inventec Information Security Incident Reporting Flowchart



Enhancing Information Security Resilience

Inventec's information security protection architecture is guided by the OWASP Cyber Defense Matrix (CDM). In accordance with the "Information Security Protection Management Guidelines," the Company implements a management cycle mechanism based on PDCA (Plan-Do-Check-Act).

Inventec Information Security Protection Framework

	Before		During		After
	Identify	Protect	Detect	Respond	Recover
Devices	Device Management	Endpoint Protection	Endpoint Detection and Response		Device Backup
Applications	AP Management	AP Protection	AP Vulnerability Assessment SIEM Detection		
Networks	Network Management	Network Protection	Detection and Response		Network Backup
Data	Data Inventory	Data Protection	External Network Data Collection		Data Backup
Users	Multi-Factor Authentication	Training and Drills	Incident Response and Drills		
Degree of Dependency	Technology → People				
	Process				

2024 Resilience Enhancement Initiatives and Measures

Conduct Red Team exercises	Implement Jump Server Management	Deploy Web Application Firewall (WAF) defenses	Establish source code scanning mechanisms
Simulate real-world attacks to test the stress resistance of the protection system	Control remote access to reduce the risk of unauthorized entry	Address website attack risks and enhance service availability	Improve software development security and reduce vulnerability risks

CHAPTER 2

Sustainability Management

SDGs

2.1 Sustainability Vision and Strategy

2.1.1 Inventec's Sustainability Vision and Strategy

Vision

Sustainability x Innovation

For Now and the Future

UN Sustainable Development Goals

Strategy

Low-carbon economy

Climate Issue-Oriented Low Carbon Business Opportunity

Equal Emphasis on Profit & Responsibility

Governance and Social Responsibility

Creating a Sustainable Ecosystem

Joining Hands with the Value Chain

17 PARTNERSHIPS FOR THE GOALS

Low-carbon Transformation

2050 Net Zero Commitment
Carbon and Environmental Management

Sustainability Committee
Corporate Governance and Risk Management

Stakeholder Initiative

- Investment, Financing Institute
- Corporation with Value Chain
- Government Engagement
- Association Participation

Risk Adaptation & Mitigation

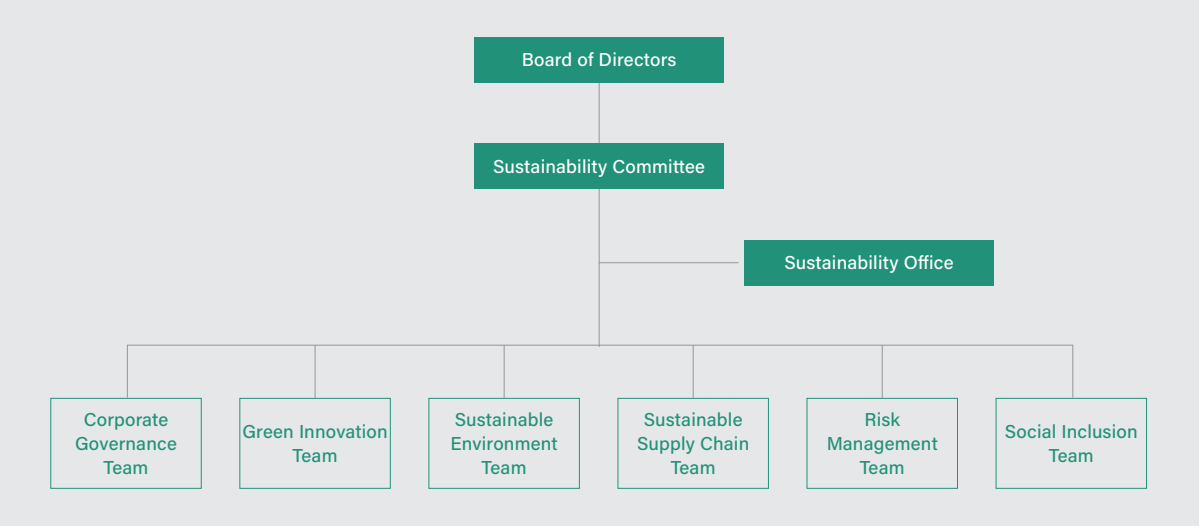
Enterprise Risk Management, Task Force on Climate-related Financial Disclosures, Taskforce on Nature-related Financial Disclosures, Human Rights Due Diligence

2.1.2 Sustainability Governance Organization

The Inventec Sustainability Committee is a functional committee under the Board of Directors, serving as the decision-making and oversight body for the Group's sustainability-related initiatives. It is responsible for guiding the Company's sustainability efforts and regularly reports progress to the Board. The committee comprises the Chairman, three Independent Directors, and the President, with the Chairman acting as the lead committee member. Major sustainability plans or policies require approval from the Board of Directors, forming the basis and guiding principles for the Company's sustainable development.

The Sustainability Committee oversees six key functional teams, including Corporate Governance, Green Innovation, Sustainable Environment, Sustainable Supply Chain, Risk Management, and Social Inclusion. Each team is led by a senior executive and is responsible for formulating and executing cross-department short-, medium-, and long-term sustainability plans. In addition, the committee is supported by the Sustainability Office, a dedicated unit responsible for the coordination and implementation of various sustainability projects. For more information on Inventec's sustainability policies, please refer to the Inventec ESG website.

The Sustainability Committee convenes at least twice a year to discuss various sustainable development strategies and material sustainability issues, and reports the outcomes to the Board of Directors. In 2024, the Sustainability Committee held a total of 4 meetings. The agenda included the formulation and revision of sustainability-related policies, the implementation progress of corporate governance and ethical management, greenhouse gas inventory and verification plans, and the preparation and assurance of the Sustainability Report. All resolutions were presented to the Board of Directors in 4 sessions.



2.1.3 Sustainability Goals

Aligning with SDGs

The 17 Sustainable Development Goals (SDGs) proposed by the United Nations aim to assist countries in addressing current and future challenges. Inventec has aligned its sustainability objectives with the SDGs to meet the expectations of its stakeholders.

2024 Sustainability Goals and Achievements

Issue	Plan	Goal				
		2024 Goal	2024 Achievement	2025 Goal	2028 Goal	2030 Goal
Climate resilience	Scope 1 + Scope2 carbon reduction (Base year: 2020)	Reduce by 16.8%	Reduce by 28.31% Note 1	Reduce by 21 %	Reduce by 33.6%	Reduce by 42%
Sustainable products	Use renewable materials, and reduce the amount of plastic used in the server packaging	>50% Note 2	An average of 50% plastic reduction in packaging materials for 13 products	> 50% Note 2	>50%	>50% Note 2
	Adopt recycled materials and renewable materials in the packaging of notebook products and increase packaging deplasticization ratio	>60%	The de-plasticization rate of packaging materials reached 60% for 20 products	>70%	>75%	>85%
Capabilities of the Board of Director	Increase the number of Directors of different gender	-	-	One directorship for different gender (2026)	One directorship for different gender (2029)	One directorship for different gender (2029)
Anti-corruption and ethical management	Completion rate of anti-corruption training for new recruits	100%	100% Note 3	100%	100%	100%
	Signing rate of Employee Code of Conduct	100%	100% Note 3	100%	100%	100%
Employee care	Annual IDL (technical position) training hours	25 hrs/person	37.53 hrs/person Note 5	25 hrs/person	27 hrs/person	30 hrs/person
	IDL (technical position) voluntary turnover rate Note 4	<16%	4.87% Note 5	<16%	<15%	<15%
Human rights	Training for new employees and Employee Code of Conduct training for existing employees	95%	100% Note 3	97%	99%	99%
Occupational safety	Frequency of disabling injuries of employees	<0.7	0.42 Note 6	<0.6	<0.6	<0.6
	Disabling injury severity rate of employees	<27	14.46 Note 6	<26	<26	<26
Responsible procurement	Responsible procurement of minerals—in compliance with RMAP Note 7 requirements for qualified refineries	100%	100%	100%	100%	100%
Local procurement	The ratio of mechanical materials or packaging materials/ labels procured from local suppliers Note 8	90%	90.41%	90%	90%	90%
ESG ecosystem	Hold supplier conference (Base year: 2023)	A total of 4 sessions	A total of 6 sessions	A total of 6 sessions	A total of 16 sessions	A total of 16 sessions

Note 1: In 2024, the inventory boundary was expanded to cover the entire group, and the coverage rate for certain categories was increased.

Note 2: In line with revised goals, this report reflects an updated goal of 50%.

Note 3: The statistical scope includes the parent company only.

Note 4: IDL voluntary turnover rate formula: Number of IDL voluntarily resigned employees in 2024/Number of employees as of Dec. 31, 2024 within the statistical scope.

Note 5: The statistical scope includes 8 sites: IET, TAO, ITO, IPT, SQT, ICC, ICZ, and IMX.

Note 6: The statistical scope includes 16 sites: IET, TAO, ITO, ICC, IPT, SQT, ICZ, IMX, IMP, ITH, IACT, IATY, IACP, IACJ, IACM, and IACV.

Note 7: Responsible Minerals Assurance Process

Note 8: The important operating sites refer to the locations of the major production and shipping factories in 2023; local suppliers refer to the suppliers in the regions where the production bases are located.

2.2 Stakeholders and Material Topics

2.2.1 Stakeholder Engagement Results

Inventec's 8 Major Stakeholders

Inventec identifies its key stakeholders based on the Global Reporting Initiative (GRI) Standards and the five core principles of the AA1000 Stakeholder Engagement Standards (AA1000 SES): dependency, responsibility, influence, diverse perspectives, and tension. Through this framework, the Company has identified eight major stakeholder groups crucial to its operations, including employees, customers, suppliers, shareholders/investors, government agencies, communities, media, and research institutions.

Engagement Results in 2024

In alignment with global standards, Inventec conducts surveys regarding stakeholders' concerns on material topics to better understand their needs and expectations. By proactively engaging in two-way communication, Inventec ensures that stakeholder feedback informs the Company's strategic planning and future management priorities.

Stakeholder	Importance to Inventec	Communication/Engagement Channels and Frequency	Issues of Concern	Inventec's Actions
Employees	Employees are important assets of the Company. Inventec emphasizes on talent development and takes the initiative to care for the well-being and welfare of its employees to create a friendly and healthy workplace.	▪ Feedback and opinions are collected through employee care meetings, employee forums, supervisor forums, online communication platforms, and employee suggestion boxes, and communications are conducted accordingly as needed. ▪ Labor-management meetings are held quarterly. ▪ Monthly meetings are conducted to communicate the Company's strategies and operational developments with employees. ▪ The responsible unit periodically posts issues and solutions on the bulletin board.	▪ Talent attraction and retention ▪ Occupational health and safety ▪ Training and development	▪ In 2024, a total of 23,825 people were recruited, with an internal employee replacement rate of 2.72%. ▪ Employee salaries are in compliance with regulations, with no gender or ethnic disparities. ▪ A total of 11,869 employees completed the health examinations in 2024, with no recorded cases of occupational diseases among employees. ▪ The average training hours per person reached 134.12 hours in 2024.
Customers	The Company's revenues are coming from the customers. Inventec continuously strives to improve customer satisfaction by understanding and promptly meeting their needs, thus increasing the value of our partnership.	▪ Each responsible unit responds to the standards, audits, or questionnaires requested by the customers as needed throughout the year. ▪ The responsible unit fills out the SAQ questionnaire on the RBA-Online Supply Chain & CSR Management Platform every year. ▪ Project meetings are held as needed.	▪ Sustainability vision and strategy ▪ Diverse talents and equal opportunity ▪ Occupational health and safety	▪ Functional teams have completed the short-, medium-, and long-term goal setting and continue to implement them consistently. ▪ Women account for 31.78% of managerial positions, with female managers in revenue-generating departments making up 47.43% of all managers in those departments, reflecting Inventec's commitment to a diverse talent policy. ▪ Inventec has obtained the certification of ISO 45001 Occupational Health and Safety Management System. [Note 1]
Government	The government plays a crucial role in setting regulations for businesses and providing resources to support them.	▪ Pursuant to the regulations, the responsible unit discloses information on the Company's website, uploads the annual report and sustainability report, and provides related information on the Market Observation Post System during the year. ▪ The relevant units cooperate with the regulatory authorities to facilitate their factory inspections, and conduct fire drills as well as emergency response exercises as required during the year. ▪ In line with the reporting requirements, the responsible unit checks whether the Company has complied with various environmental laws and regulations, and collect statistics on relevant environmental protection data throughout the year. ▪ The relevant units participate in government policy promotion events, projects, and activities as needed.	▪ Environmental sustainability ▪ Occupational health and safety ▪ Sustainability vision and strategy	▪ TAO and ICC obtained UL 2799 platinum certification. ▪ Environmental expenditures in 2024 totaled NT$136 million. ▪ A total of 11,869 employees completed the health examinations in 2024, with no recorded cases of occupational diseases among employees. ▪ In line with the Company's sustainability vision, all functional teams continue to implement their short-, medium-, and long-term goals toward 2030.

Stakeholder	Importance to Inventec	Communication/Engagement Channels and Frequency	Issues of Concern	Inventec's Actions
Suppliers [Note 2]	The Company's raw materials are sourced from the suppliers. With a spirit of mutual benefit, we share our experience and collaborate to create a high-quality supply chain.	▪ Inventec organizes sustainable supply chain forums and conducts questionnaire surveys on a regular basis. ▪ Inventec provides timely explanations on workplace safety and conducts on-site interviews as needed. ▪ Inventec responds periodically through the supplier website. ▪ Vendor exchange seminars and conferences are held periodically as needed.	▪ Occupational health and safety ▪ Sustainability vision and strategy ▪ Talent attraction and retention	▪ Inventec has obtained the certification of ISO 45001 Occupational Health and Safety Management System. [Note 1] ▪ In 2024, there were no serious occupational injuries involving suppliers, contractors, or dispatched workers. [Note 3] ▪ In line with the Company's sustainability vision, all functional teams continue to implement their short-, medium-, and long-term goals toward 2030. ▪ In 2024, a total of 23,825 people were recruited, with an internal employee replacement rate of 2.72%.
Shareholders / Investors	Shareholders provide the primary source of working capital for the Company. In order to maximize shareholders' interests, Inventec manages its funding effectively and strives for mitigating its operational risks.	▪ Information is shared through shareholders' meetings, investor conferences, shareholder manuals, financial reports (monthly/quarterly), annual reports, the Company's website, and news media on a regular basis. ▪ Inventec holds at least one shareholders' meeting annually and conducts investor conferences quarterly.	▪ Climate change management ▪ Sustainability vision and strategy ▪ Business ethics	▪ Compared to the 2020 baseline year, Scope 1 and Scope 2 greenhouse gas emissions (market-based) decreased by 28.31% in 2024. ▪ Inventec has completed the formulation of sustainability vision, strategy, and short-, medium-, and long-term plans for functional teams. ▪ In 2024, there were no incidents or penalties related to corruption or unfair competition.
Communities	Inventec maintains continuous interaction with the community, aiming to minimize the impact of its operational activities. Inventec is committed to building trust and fulfilling its social responsibility.	▪ Joining hands with the Inventec Group Charity Foundation, Inventec responds to community issues through the website, visits and telephone interviews, and participates in exchange activities periodically.	▪ Innovative R&D ▪ Digital empowerment ▪ Energy management	▪ R&D expenditure in 2024 amounted to NT$12.6 billion. ▪ Inventec successfully implemented 5G private networks and various Operational Technology (OT) applications. ▪ The renewable energy usage target is set to reach 40% by 2024. [Note 4]
Media	It is vital to maintain good interaction with the media as it serves as a crucial channel for communicating with stakeholders.	▪ Inventec periodically collects news and responds to questionnaires. ▪ Important information is published on the Market Observation Post System and the Company's website as needed. ▪ Participation in competitions and exhibitions. ▪ Social media management.	▪ Business ethics ▪ Labor rights and communication ▪ Risk management	▪ In 2024, there were no incidents or penalties related to corruption or unfair competition. ▪ The Company continues to implement mitigation measures of annual human rights due diligence. ▪ In 2024, the Company approved and amended the "Risk Management Policy and Procedures, and further enhanced its Enterprise Risk Management (ERM).
Research Institutes	It serves as an important channel for exchanging industry-specific information, which can help the Company enhance its competitive edge.	▪ Inventec periodically collects reports from research institutes, arranges their visits and telephone interviews, and participates in surveys as needed. ▪ Project collaboration.	▪ Sustainability vision and strategy ▪ Digital empowerment ▪ Environmental sustainability	▪ Inventec has completed the formulation of sustainability vision, strategy, and short-, medium-, and long-term plans for functional teams. ▪ Inventec successfully implemented 5G private networks and various Operational Technology (OT) applications. ▪ TAO and ICC obtained UL 2799 platinum certification.

Note 1: Certified operating sites include IET, ITO, TAO, IPT, SQT, ICC, ICZ, IMX, IMP, ITH, IACP, IACJ, and IACV.
Note 2 : Contractors include manpower agencies, service outsourcing companies (security, cleaning and catering), waste disposal services, and plant construction contractors.
Note 3: A serious occupational injury is defined as a work-related incident that results in death or causes a worker to be unable—or unlikely—to recover to their pre-injury health status within six months.
Note 4: Calculation formula: Renewable energy consumption / Total electricity consumption of plants using renewable energy.

2.2.2 Material Topic Analysis

Management of Material Topics

In alignment with the GRI Universal Standards 2021, Inventec conducts the Double Materiality analysis that incorporates an assessment of the Company's impacts on the economy, environment, and people (including human rights). This analysis considers both the level of stakeholder concern and the magnitude of external impact, providing the framework for identifying Inventec's material topics. Inventec performs the materiality assessment at least once every two years to thoroughly understand the topics of greatest concern to our stakeholders. Through various communication channels and engagement mechanisms, we actively respond to stakeholder expectations, ensuring we grasp these core issues as we advance towards sustainable development. In 2023, Inventec has identified the material topics, and developed a Materiality Matrix, along with the analysis of positive and negative impacts. The results were subsequently reported to the Board of Directors. In 2024, Inventec continued to apply the material topics identified in the 2023 assessment.

Material Topic Identification Process

Collect sustainability issues

Based on the three key dimensions - Environmental (E), Social (S), and Governance (G), 17 sustainability issues were identified.

Conduct a survey on stakeholder concerns

A questionnaire survey was conducted among eight major types of internal and external stakeholders to understand their levels of concern for different issues. (The survey received 515 responses, achieving a response rate of approximately 72%.)

Assess external impacts

Members of the Sustainability Committee's functional teams and the Sustainability Office evaluated the positive and negative impacts of each issue on the external environment, economy, and society. (There were 19 completed assessments, with a response rate of approximately 95%.)

Rank positive and negative impacts

The impact levels were measured and a matrix was plotted to visualize the positive and negative impacts of each issue. It helped identify and rank the significance of the impacts for each issues.

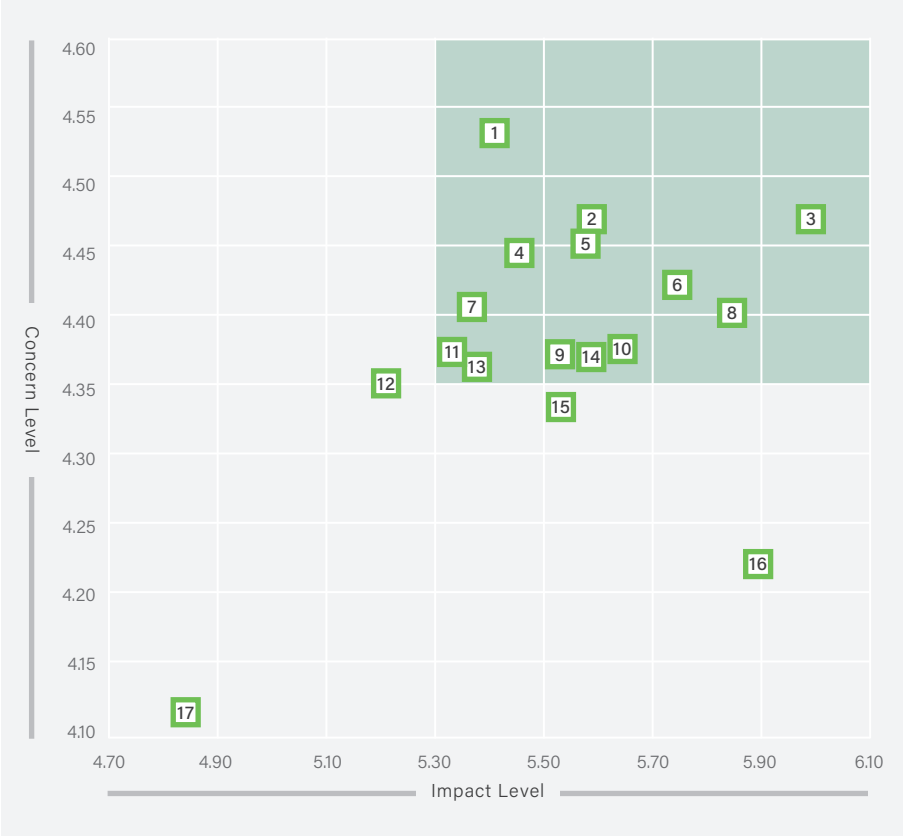
Conduct materiality analysis

Scores for stakeholder concern and impact levels were calculated respectively. The management team leaders were invited to assess the financial impacts, providing the basis for determining the materiality of each issue.

Set management guidelines

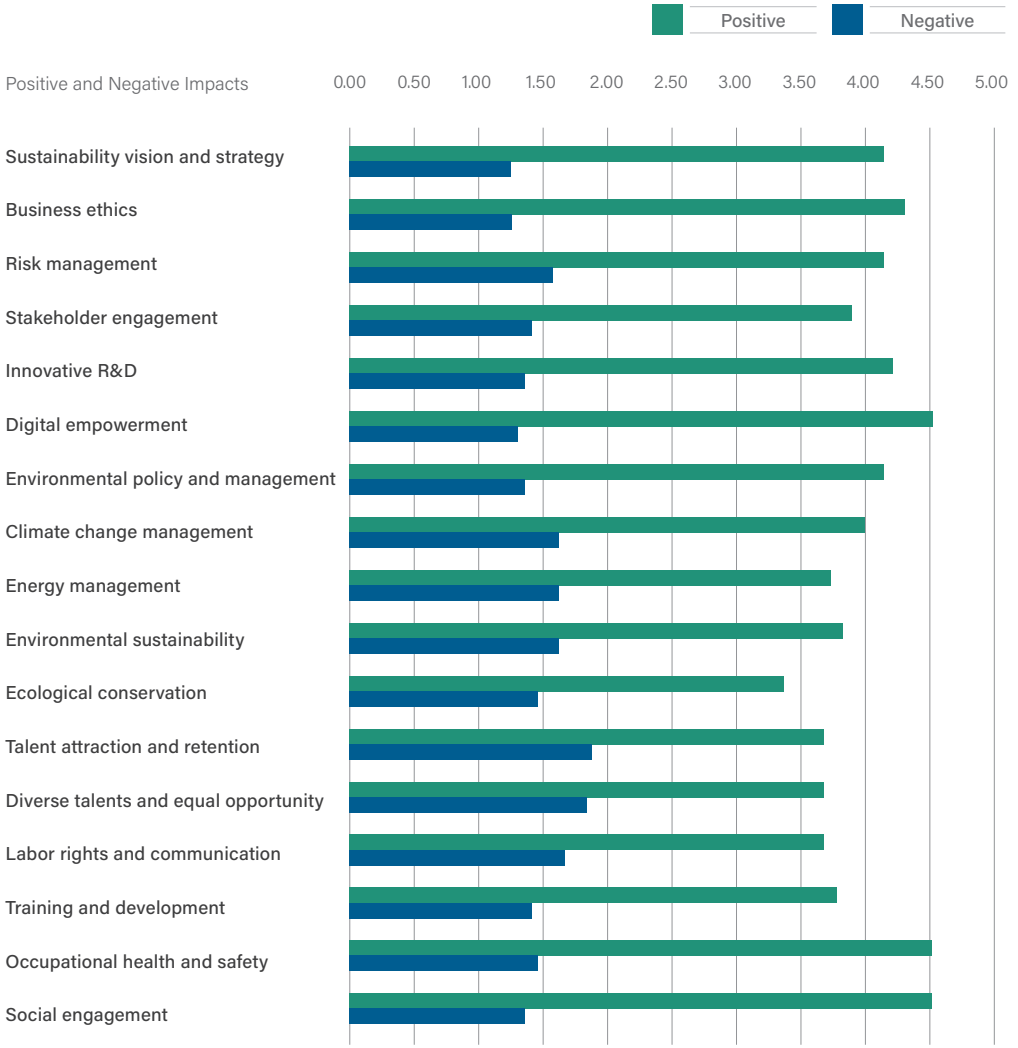
Based on the above process, Inventec selected 10 material topics, which were approved by the Sustainability Committee and reported to the Board of Directors. Management guidelines and annual targets were established accordingly.

Material Topic Matrix



1 Sustainability vision and strategy
2 Innovative R&D
3 Occupational health and safety
4 Environmental sustainability
5 Business ethics
6 Risk management
7 Labor rights and communication
8 Digital empowerment
9 Environmental policy and management
10 Climate change management
11 Stakeholder engagement
12 Training and development
13 Energy management
14 Talent attraction and retention
15 Diverse talents and equal opportunity
16 Social engagement
17 Ecological conservation

The measurement results of the impacts of the 17 issues



Positive impact : Inventec's implementation status or plans on this issue create positive value.
Negative impact : Inventec's implementation status or plans on this issue may have negative impacts. We will continue to develop countermeasures to mitigate these impacts.

The 10 material topics in 2024 align with GRI standards and SASB

Material Topics (Ranking)	GRI/SASB Standards	Chapters
Occupational health and safety Promoting the physical and mental health of employees, maintaining work-life balance, and ensuring a safe workplace.	GRI 403 SASB TC-ES-310a.1 SASB TC-ES-320a.1	5.3 Occupational Safety and Health
Digital empowerment Leveraging digital technologies such as 5G and AI in the smart fieldapplications to unlock new business opportunities.	-	4.1 Innovative Research and Development
Risk management Strengthening the Company's resilience through risk identification and mitigation measures, such as information security, epidemic prevention, etc.	GRI 203-2 GRI 418-1	1.6 Risk Management
Innovative R&D Demonstrating innovative technological capabilities, focusing on the competitiveness of green products, and cultivating green intellectual property.	GRI 201-1	4.1 Innovative Research and Development
Business ethics Implementing measures to ensure shareholder equality, ethical management, and anti-corruption.	GRI 205 GRI 206	1.5 Business Ethics

Material Topics (Ranking)	GRI/SASB Standards	Chapters
Climate change management Implementing carbon reduction goals, identifying climate-related risks, and developing low-carbon opportunities.	GRI 201-2	3.1.1 Climate Change Management
Sustainability vision and strategy Formulating specific sustainability strategies to accomplish short-, medium-, and long-term goals over time.	-	2.1 Sustainability Vision and Strategy
Talent attraction and retention Offering competitive compensation and employee benefits to enhance the employer brand image.	GRI 201-3 GRI 202-1 GRI 401-2 GRI 402 GRI 406 GRI 407 GRI 408 GRI 409	5.1.3 Talent Attraction and Retention
Energy management Improving energy efficiency, promoting the use of renewable energy, and participating in certificate markets.	GRI 302	3.1.3 Energy Management
Stakeholder engagement Deepening relationships with customers and suppliers, and transparently disclosing sustainability achievements.	-	2.2 Stakeholders and Material Topics

Material Issues and Value Chain (☑ signifies the issue has real impact on this stage or that the issue is a spotlight issue)

Material Topics	Importance to Inventec	Impacts on the Value Chain			2024 Achievements	2025 Goals	2030 Goals
		Upstream (Suppliers)	Inventec Operation	Downstream (Customers)			
Occupational health and safety	Inventec has established a comprehensive occupational safety and health policy, and is committed to implementing risk control as the highest principle, supported by extensive training. The primary goal is to minimize occupational hazards across all factories through targeted action plans.	☑	☑	☑	▪ The disabling injury frequency rate for employees was 0.42. Note 1 ▪ The disabling injury severity rate for employees was 14.46. Note 1 ▪ Implemented and maintained the ISO 45001 Occupational Health and Safety Management System and Taiwan Occupational Safety and Health Management System (TOSHMS) to oversee and enhance the Company's overall occupational safety and health practices. Note 2 ▪ Established the Supply Chain Occupational Safety and Health Guidelines to actively promote workplace safety and health management, ensuring a safe working environment across the value chain in collaboration with industry partners.	▪ The disabling injury frequency rate for employees <0.6. ▪ The disabling injury severity rate for employees <26.	▪ The disabling injury frequency rate for employees <0.6. ▪ The disabling injury severity rate for employees <26.
Digital empowerment	Inventec is dedicated to integrating 5G private network (5G private network telecom technology) with edge computing (Edge AI Computing applications), delivering digital transformation solutions for 5G smart factories.	☑	☑	☑	▪ Inventec focused on researching and developing 5G private network small cells and Operational Technology (OT) applications, which have been implemented in our own factory production lines. In parallel, Inventec collaborated with MODA to establish domestic 5G application service level specification (SLS) guidelines. These guidelines define 5G private networks across four dimensions: "Operation, Information Security, Functionality, and Performance", and introduce benchmarks for various smart factory applications (such as Digital Twin and Smart Inspection), helping enhance the effectiveness of 5G private network digital transformation. ▪ As part of its digital transformation journey, the Group has progressed from lean production and automation to digital manufacturing, actively leveraging cloud computing, big data, and 5G technologies to drive smart manufacturing. These efforts were recognized with the First Prize in the Manufacturing Pioneer category of the 2024 Digital Transformation Dingge Awards, underscoring Inventec's success in smart manufacturing. ▪ Inventec organized AI Day to showcase 22 application fields, including digital transformation services, robot control, smart factories, smart healthcare, and trustworthy AI.	▪ The Company will continue to enhance the integration of 5G private networks and Edge AI applications, leveraging redundant technologies to optimize network deployment. This will help reduce downtime costs and minimize human intervention, aiming to achieve highly efficient, safe, and stable operations in smart factories.	▪ To comprehensively integrate communication technology and apply technologies and IT to optimize production processes and achieve green factory benefits.
Risk management	Through identification and response measures, we enhance the resilience of the Company. Additionally, we aim to establish a risk management model tailored to our company through a combination of top-down approaches and feedback mechanisms.	☑	☑		▪ The Company approved and amended the "Risk Management Policy and Procedures", and further enhanced Enterprise Risk Management (ERM) to pursue its long-term sustainable governance goals.	▪ To refine the "Risk Management Policy and Procedures," enhance Enterprise Risk Management, foster a strong risk management culture, and continuously develop related capabilities.	▪ To improve the risk management framework and foster a sound risk culture.

Material Topics	Importance to Inventec	Impacts on the Value Chain			2024 Achievements	2025 Goals	2030 Goals
		Upstream (Suppliers)	Inventec Operation	Downstream (Customers)			
Innovative R&D	Facing the challenges of rapid technological change, Inventec endeavors to manage globally intellectual property, and actively accumulates patent advantages to demonstrate innovation value.	☑	☑	☑	▪ Inventec has been granted over 17,000 patents worldwide and was ranked among the Top 10 Taiwanese Corporate Entities in the 2024 Taiwan Top 100 Patent Rankings.	▪ To expand the portfolio of green patents focused on energy efficiency, low-carbon, and thermal management technologies, with a year-over-year increase of more than 5% in the number of green patent applications.	▪ To establish solid patent portfolio globally to cover technology domains such as mobile IoT, smart manufacturing, and smart cloud. ▪ To promote green innovation and green intellectual property.
Business ethics	Violations of business ethics will have a significant impact on the Company's operations and reputation. Effective controls through various policies and management systems should be carried out to avoid risk impacts on the Company's operations and reputation.	☑	☑	☑	▪ In 2024, 100% of employees received training and awareness sessions on business ethics. The Company recorded zero cases of business ethics violations, demonstrating effective control and compliance outcomes.	▪ To achieve 100% coverage in business ethics training and awareness sessions, with zero cases of business ethics violations, ensuring continued effective risk management.	▪ To deepen our trustworthy partnerships with suppliers and customers, and consistently achieve our goal of zero instances of business ethics violations.
Climate change management	By managing greenhouse gas emissions, we target to achieve carbon reduction goals, manage climate-related risks, and develop low-carbon opportunities to enhance business competitiveness.	☑	☑	☑	▪ Compared to the 2020 baseline year, Scope 1 and Scope 2 greenhouse gas emissions (market-based) decreased by 28.31% in 2024.	▪ To achieve a reduction of 21% in Scope 1 and 2 carbon emissions compared to the base year of 2020.	▪ To achieve a reduction of 42% in Scope 1 and 2 carbon emissions compared to the base year of 2020. ▪ To continuously collaborate with stakeholders across the value chain to reduce carbon emissions.
Sustainability vision and strategy	Specific sustainability strategies are formulated to accomplish short-, medium-, and long-term goals over time.	☑	☑	☑	▪ The functional teams regularly reported on the status of plan implementation and progress toward target achievement.	▪ 100% achievement rate for the long-term goals of the six major functional teams.	▪ 100% achievement rate for the long-term goals of the six major functional teams.

Material Topics	Importance to Inventec	Impacts on the Value Chain			2024 Achievements	2025 Goals	2030 Goals
		Upstream (Suppliers)	Inventec Operation	Downstream (Customers)			
Talent attraction and retention	Recruiting talents through reasonable salary, job roles that offer challenges and growth opportunities, and good corporate image.		✓	✓	▪ Continuously recruited R&D talent globally. ▪ Established a talent pipeline database by collecting candidate information from various recruitment activities.	▪ To expand overseas recruitment channels. ▪ To establish a dedicated talent recruitment website.	▪ To promote global talent recruitment to attract talents from various countries and enhance industry research and development capabilities. ▪ To build a comprehensive talent database to provide extensive resumes of outstanding talents.
Energy management	Energy use not only impacts the operating costs of Inventec Group but is also a major source of greenhouse gas emissions. To manage energy expenses and reduce greenhouse gas emissions, Inventec monitors the efficiency of energy use in its operations and aims to increase the proportion of renewable energy use.	✓	✓	✓	▪ A total of eight global plants have obtained third-party certification for ISO 50001 [Note 3], with one additional plant certified in 2024 compared to 2023. ▪ Renewable energy usage accounted for 37.21% of total electricity consumption. [Note 4] ▪ Inventec implemented 31 major energy-saving initiatives in 2024, resulting in an annual electricity saving of approximately 5,904.5 thousand kWh. ▪ The Power Usage Effectiveness (PUE) for the data center at IET is 1.82. ▪ Energy Intensity (EI) at major factories in Mainland China decreased by 34% compared to 2018.	▪ To continuously evaluate the renewable energy market and Installation requirements to further develop renewable energy plans. ▪ To enhance oversight of operational energy use and increase the proportion of renewable energy consumption.	▪ The renewable energy usage targets to reach 70%.
Stakeholder engagement	Deepening relationships with customers and the supply chain, and transparently disclosing sustainability results.	✓	✓	✓	▪ Actively integrated AI technology to rapidly analyze customer needs and issues, streamlining the delivery of solutions. ▪ Held a total of 10 exchange events focused on sustainable supply chain practices. ▪ Collaborated with 649 suppliers to help build their greenhouse gas inventory capabilities.	▪ To continuously track and respond to stakeholder needs.	▪ To continuously track and respond to stakeholder needs.

Note 1: The statistical scope covers a total of 16 sites, including IET, TAO, ITO, ICC, IPT, SQT, ICZ, IMX, IMP, ITH, IACT, IATY, IACP, IACJ, IACM, and IACV.
Note 2: Plants certified under ISO 45001 include: IET, ITO, TAO, IPT, SQT, ICC, ICZ, IMX, IMP, ITH, IACP, IACJ, and IACV. IET has obtained TOSHMS certification.
Note 3: IMP obtained the certification in February 2025.
Note 4: Calculation formula: Renewable energy consumption / Total electricity consumption of plants using renewable energy.

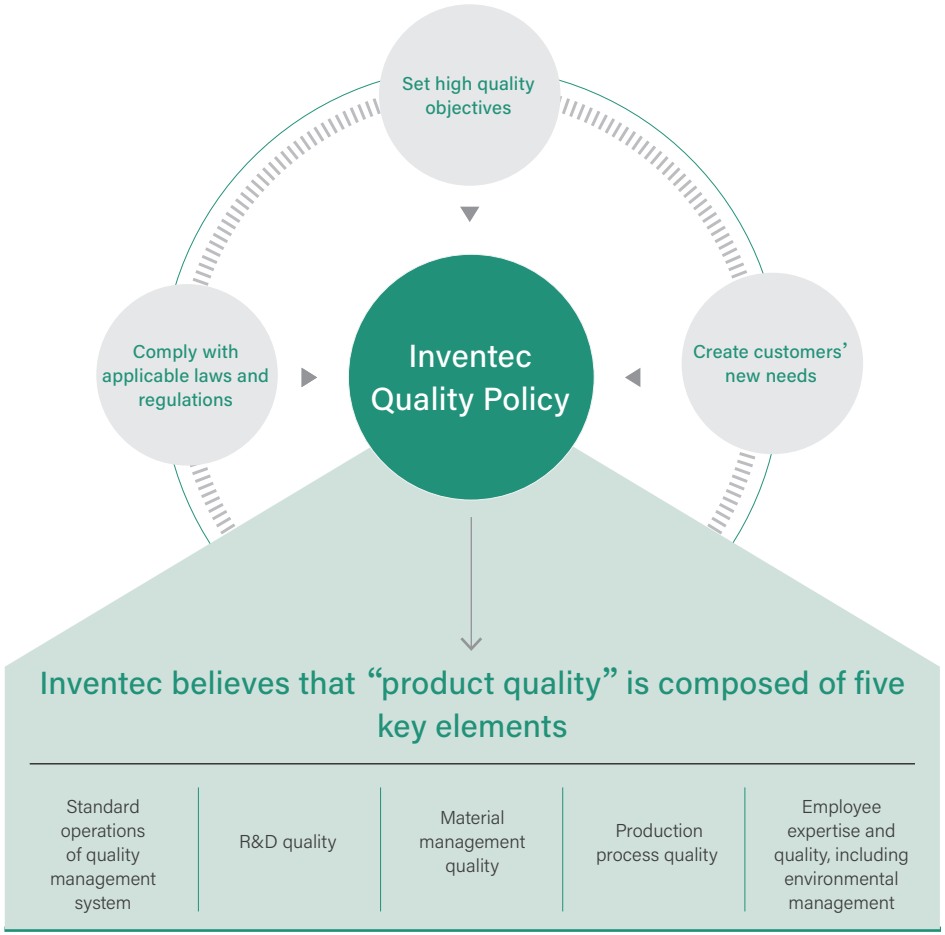
2.3 Customer Service

Inventec places great emphasis on customer service and focuses on turning brand customers' ideas into global influence. We build enduring relationships founded on customer loyalty and leverage over five decades of expertise in hardware design, engineering, and large-scale manufacturing. From initial concept and design to production, Inventec provides comprehensive support at every stage of the development cycle. Furthermore, our dedication to customer needs spans the entire lifecycle of a product. From order placement and product development to mass production and long-term after-sales support, Inventec also provides a robust customer relationship management mechanism.

- Full digitalization of internal workflows, connecting with customer operation platforms and supplier management information exchange platforms.
- Global assembly and customer service centers offering customized production and repair services.
- Post-shipment follow-up on product usage, with proactive issue analysis and data insights to ensure customer satisfaction.
- On-site support mechanisms for OEM/ODM customers to ensure real-time communication.
- Regular business review meetings with customers, covering topics such as technological advancements and green product development.

Quality Management

Inventec continuously drives product innovation while aligning with quality management requirements. With decades of design and manufacturing experience, the Company has earned deep trust from clients through ongoing quality improvement and prevention initiatives. Through established continuous improvement mechanisms, we relentlessly pursue enhancements across all dimensions of quality: product quality, operational quality, personnel quality, and environmental quality.



Inventec has established a Quality Technology Committee that collaborates with the Product Technology Committee, holding regular cross-functional meetings involving hardware, software, mechanical, and firmware teams. Concurrently, the Company follows the PDCA (Plan-Do-Check-Act) model to operate its product development and quality management processes. This encompasses planning, design, trial production, verification, and continuous quality improvement, demonstrating a comprehensive quality inspection management system. Through this approach, Inventec continuously strives to enhance product quality objectives, including AI technology design capabilities and quality standards, production and manufacturing capabilities, and operational flexibility. Furthermore, Inventec is committed long-term to strengthening its quality inspection systems and has obtained multiple management system certifications conforming to international standards. In 2024, the Company continued promoting compliance with the TISAX (Trusted Information Security Assessment Exchange) standard for the automotive industry.

RBA Responsible Business Alliance

QC 080000 Hazardous Substance Process Management

ISO 14001 Environmental Management

ISO 14064-1 Greenhouse Gases

ISO/DIS 14067 Carbon Footprint of Products

ISO 50001 Energy Management

ISO 27001 Information Security, Cybersecurity and Privacy Protection

IATF 16949 Automotive Quality Management

ISO 26262 Road Vehicles – Functional Safety

ISO 21434 Road Vehicles - Cybersecurity Engineering

ISO 45001 Occupational Health and Safety Management Systems

ISO 9001 Quality Management Systems

ISO 17025 Laboratory Management Systems

ISO 13485 Medical Devices Quality

By fostering horizontal communication among various technical committees, we collaboratively build a preventive Knowledge Management (KM) mechanism, through which the product design principles are jointly managed, ensuring that quality control is effectively carried out from the design stage onward.

Inventec keeps working on enhancing the service quality of all products by actively integrating AI technologies into internal service processes to improve the efficiency and accuracy of technical support. Through AI technology, we are able to analyze customer needs and issues more rapidly while optimizing the delivery process of solutions. This not only shortens response times but also increases service precision and satisfaction. We continue to expand the application of AI technology to boost overall service performance and provide customers with more valuable services. Furthermore, all products adhere to system standard validation procedures mutually agreed upon with customers and pass corresponding quality verification tests. This ensures that products meet relevant specifications and customer quality requirements before entering mass production. The full process includes design and development planning, design verification, factory production process validation, product quality verification, and an overall assessment and confirmation of product manufacturability.

System Standard Validation Procedures

- Functionality Verification
- Compatibility Validation
- Safety Certification
- Reliability Testing
- Environmental Specification Requirements
- DFX (Design For Manufacturer, Assembly, Quality)

Since 2012, Inventec has launched a company-wide improvement and innovation initiative. Utilizing systematic, standardized logical analysis, this initiative drives improvement and innovation related to production issues and establishes a unified language for improvement and innovation across the Company: IRP (Inventec Rationalization Proposal), PIP (Personal Improving Proposal), QIT (Quality Improvement Team), and QI (Quality Improvement Proposal Count). These efforts reflect Inventec's core values of "Innovation, Quality, Open Mind, Execution and Accountability."

Item		2021	2022	2023	2024
Number of Quality Improvement (QI) Proposals		119	96	103	145
Number of continuous improvements(QIT)	Target	433	439	452	497
	Result	512	420	513	506
Number of closed cases for IRP & PIP	Target	9,500	11,520	11,520	11,835
	Result	11,286	11,937	12,668	12,965

*Statistics include data from the three major business groups: EBG, PSG, and Automotive Electronics.

Customer Satisfaction

Inventec conducts internal evaluation processes and customer satisfaction surveys, including Quarterly Business Reviews (QBRs), focusing on feedback related to quality, cost, delivery, service, and technology. These assessments help the Company deliver higher quality services.

*Statistics include data from the three major business groups: EBG, PSG, and Automotive Electronics.

From 2021 to 2024, customer satisfaction scores and coverage rates exceeded 90%, with all evaluation scores rated as satisfactory or above.

Customer Complaint and Return/Exchange Mechanism

Inventec has established a comprehensive standard operating procedure for handling customer complaints, which is key to enabling continuous improvement and enhancing customer satisfaction. For customers' Requests for Quotation (RFQs) or Statements of Work (SOWs), task combinations are customized, with the Customer Quality Assurance department providing timely responses.

- Project Review: Conducting root cause analysis, formulating corrective and preventive actions, and verifying their effectiveness.
- Analyzing the current market quality situation through collaborative quality data tracking systems established with customers.
- Continuously enhancing and upgrading database retrieval capabilities with AI technology, and proactively providing insight of early-stage product performance in the market for customers through data analysis.

Privacy Protection

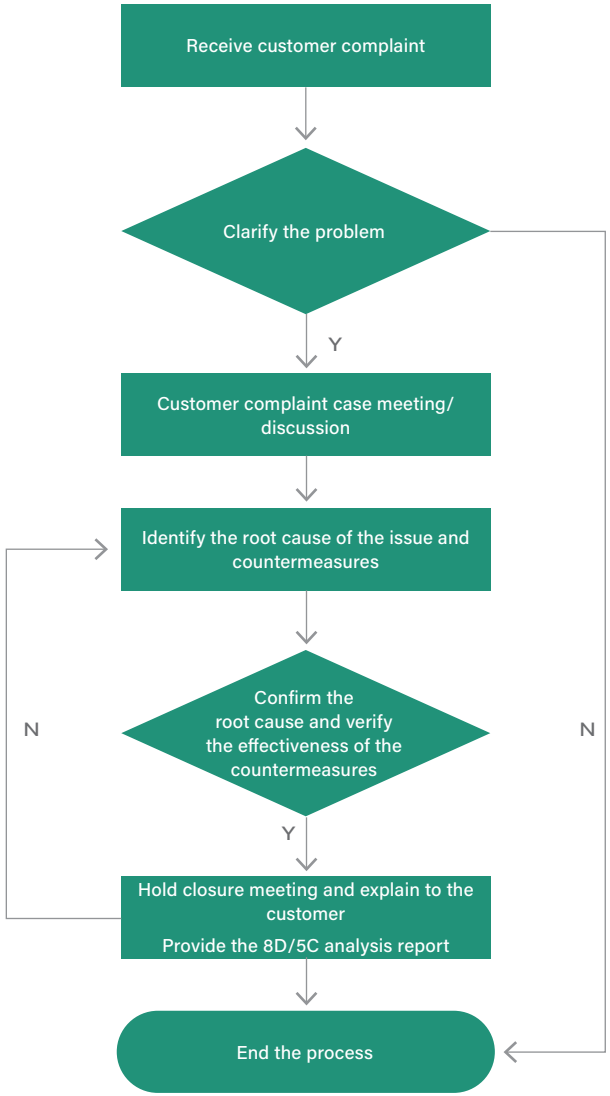
To protect the privacy rights of individuals whose personal information is collected, the Company has established the "Inventec Corporation Privacy Policy." This policy applies to various stakeholders, including business partners, suppliers, contractors, external consultants, and other third-party collaborators, as well as website visitors, users of products or services, job applicants, and on-site visitors. Furthermore, to ensure the proper protection of confidential customer information obtained through business dealings, Inventec not only stipulates in its Employee Code of Conduct that all company-related confidential information must be kept secret, but its site-level ethics policies also mandate the establishment of confidentiality mechanisms to guarantee the security of information pertaining to all relevant parties. The policy further requires strict compliance with relevant privacy and information security laws and regulations when collecting, storing, processing, transmitting, and sharing personal information.

In 2024, Inventec did not receive any complaints regarding the violation of customer privacy or the loss of customer information.

Furthermore, Inventec requires its supply chain partners to reasonably protect the personal information and privacy of anyone with whom they conduct business, including suppliers, customers, consumers, and employees. They are required to comply with privacy and information security laws and regulatory requirements when collecting, storing, processing, transmitting, and sharing personal information.

*Statistics include data from the three major business groups: EBG, PSG, and Automotive Electronics.

Customer Complaint Handling Flowchart



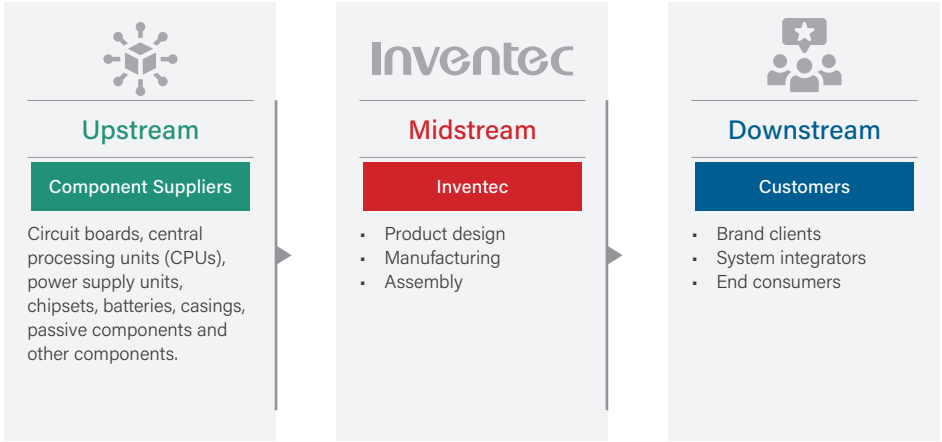
2.4 Sustainable Supply Chain Management

2.4.1 Strategy and Goals

Inventec's business development demonstrates continuous growth in a vertical direction, within existing businesses such as personal computers, servers, industrial Internet of Things, smart devices, and smart homes. Simultaneously, the Company pursues horizontal diversification, continuously injecting new momentum into the new business group, covering emerging sectors such as 5G, automotive electronics, and smart medical care. Under this multi-faceted development, the supply chain structure is diverse and closely interconnected.

In terms of supply chain management policy, Inventec is committed to integrating sustainability into the supply chain management process. The Company actively promotes the Responsible Business Alliance (RBA) Code of Conduct, advances initiatives such as water recycling and net-zero carbon emissions, and aligns its operations with the United Nations Sustainable Development Goals (SDGs). Inventec is dedicated to building a secure and sustainable procurement ecosystem through localized sourcing, while emphasizing strategic partnerships and long-term mutual growth with suppliers.

Inventec's Value Chain



Supplier Overview

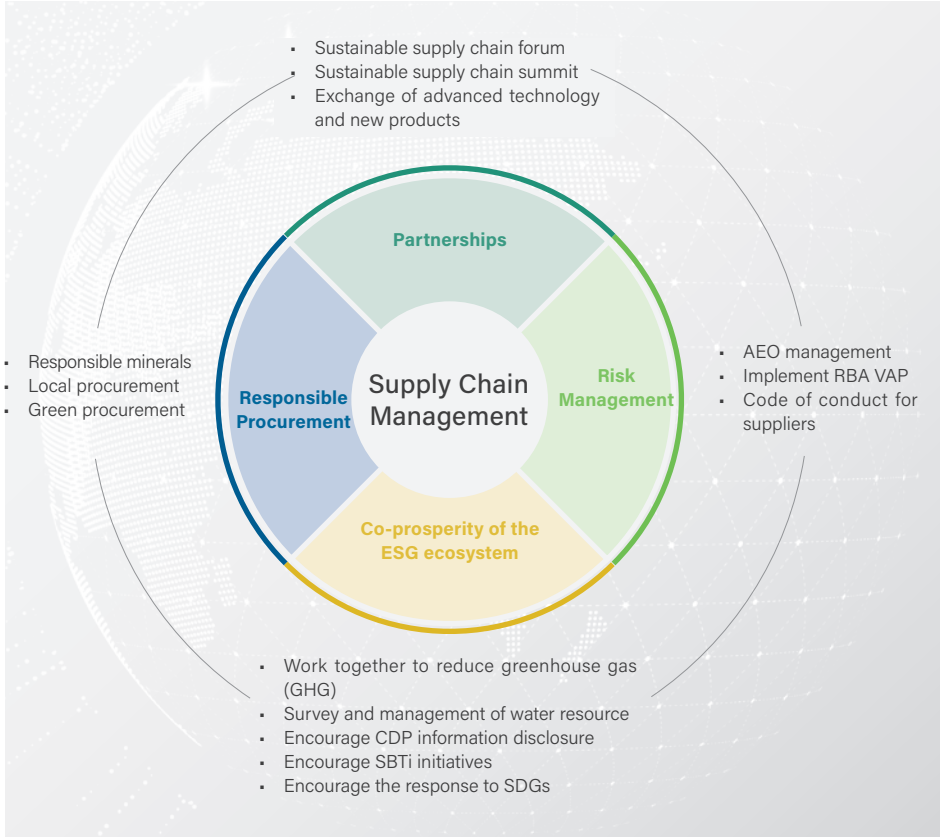
To assess the sustainability risk of suppliers, Inventec categorizes its suppliers by product type, primarily into electronic components, mechanical components, and modular materials. Supplier screening is further conducted based on factors such as country of operation, industry type, and product category, focusing on social, environmental, and governance (ESG) relevance. In 2024, Inventec transacted with 1,058 suppliers. To enhance management efficiency, suppliers are classified into different tiers. Suppliers that engage in direct transactions with annual transaction amount exceeding US$40,000 are defined as Tier 1 Critical Suppliers, totaling 862 in 2024. Based on the proportion of transaction volume and the criticality of materials, and through the assessment of specific country risks, specific product risks, and high-risk suppliers requiring attention, 92 suppliers were identified as Tier 1 Significant Suppliers. The total number of Tier 1 and Non-Tier 1 Significant Suppliers was 97. In 2024, there were zero suppliers with significant actual or potential risks.

Supplier Classification	Definition (Electronic components, mechanical components, modular materials)	2024
Tier 1 Critical Suppliers	Suppliers engaged in direct transactions with annual transaction amount exceeding US$40,000	862 Suppliers
Tier 1 Significant Suppliers	Strategic suppliers with direct transactions, industry benchmarks, high-volume vendors selected as critical suppliers that are commercially important to Inventec, or high-risk suppliers requiring attention (i.e., those with significant actual or potential risks)	92 Suppliers
The ratio of transaction volume of Tier 1 Significant Suppliers to that of Tier 1 Critical Suppliers	The percentage of transaction amount	82.1%
Non-Tier 1 Suppliers	Suppliers that transact through agents	162 Suppliers
Number of Tier 1 Critical Suppliers audited		43 Suppliers

Note 1 : High transaction volume vendors refer to those within the top 80% of annual transaction amount.
Note 2 : No high-risk suppliers requiring attention were identified in 2024.

Sustainable Supply Chain Management

Inventec's supply chain management framework is structured around four key dimensions: Responsible Procurement, Risk Management, Strategic Partnerships, and ESG Ecosystem Co-Prosperity. Inventec actively encourages its supply chain partners to align with the United Nations Sustainable Development Goals (SDGs), aiming to achieve consistent management goals across the upstream and downstream of the sustainable supply chain. The Company works collaboratively with suppliers to improve ethical management, labor rights, healthy workplaces, climate change actions, and information disclosure, while pursuing corporate sustainable development.



As a member of the Responsible Business Alliance (RBA), Inventec uses the RBA Code of Conduct Compliance Statement and the Inventec Supplier Code of Conduct as the basis for supply chain management. These frameworks guide Inventec's close collaboration and engagement with suppliers to seek mutually beneficial development and a win-win situation for sustainability. By having suppliers sign the Inventec Environmental Commitment Letter and the RBA Code of Conduct Compliance Statement, Inventec requires suppliers to collaborate with the Company to continuously improve, innovate, and deliver the latest products and technologies that best meet the environmental regulations of various countries and customer requirements. This initiative also aims to keep up to date with the latest process management system to jointly achieve sustainable development goals. The Inventec Supplier Code of Conduct is published on the Inventec ESG website and iSupplier - the supplier management platform.

2024 Supplier Compliance Document Signing Status

A total of **1,055** suppliers have signed Inventec's "Responsible Business Alliance Code of Conduct Compliance Statement.

2024 Signed Documents		2024 Signing Rate
Existing Suppliers	Inventec Environmental Commitment Letter	99.7%
	RBA Code of Conduct Compliance Statement	99.7%
New Suppliers	Inventec Environmental Commitment Letter	98.7%
	RBA Code of Conduct Compliance Statement	100%

Note: Excluding customer-designated suppliers

Supplier Tiering System

To identify sustainability risks, Inventec investigates and screens suppliers across three dimensions: governance, social, and environmental. Based on industry characteristics, procurement models, geographical relationships, and other factors, Inventec has established a supplier risk identification process. This process involves classifying all suppliers by risk level and proactively identifying potential risks. Furthermore, through audit and guidance processes, Inventec aims to reduce supply chain risks.

Tier 1 Critical Suppliers	Tier 1 Significant Suppliers
▪ Direct Transactions ▪ Annual transaction amount greater than US$40,000	▪ Ranked in the top 80% in terms of transaction volume ▪ Strategic suppliers with direct transactions ▪ Industry benchmarks ▪ Suppliers with significant actual or potential risks

Critical Components	Sole Source	High-Pollution Manufacturing Processes
▪ IC ▪ PCB ▪ Connector ▪ Power Supply ▪ Cable ▪ Chassis ▪ Heatsink	▪ IC ▪ Connector	▪ PCB ▪ Power Supply ▪ Cable ▪ Chassis ▪ Heatsink

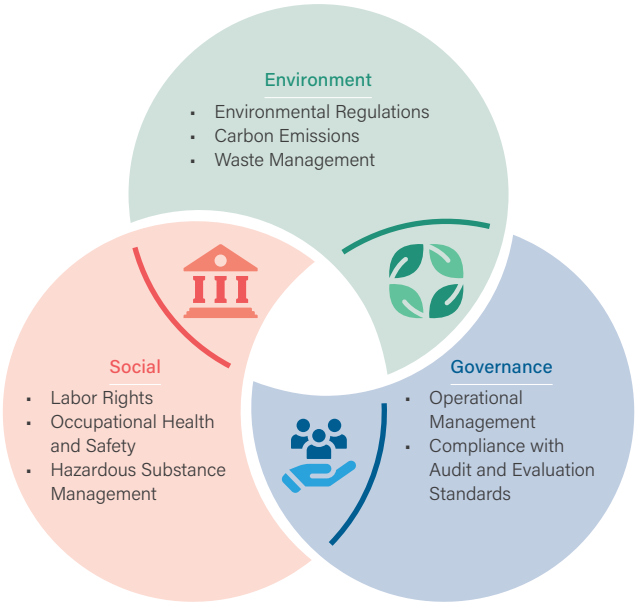
Mitigation Measures for High-Risk Suppliers

Inventec defines high-risk materials for critical components, categorized as Sole Source and materials involved in high-pollution manufacturing processes. A weighted risk scoring system is applied based on country of origin, inventory policy, and delivery lead time. The proportions of geographical areas and procurement are dynamically adjusted to reduce overall supply chain risk and enhance resilience.

Local Procurement

Inventec has a global footprint with significant production hubs in various locations. To ensure operational stability and accelerate production efficiency, Inventec encourages suppliers to establish local facilities near Inventec's key production sites. This approach not only shortens lead time but also improves supply efficiency and strengthens supply chain resilience from a governance perspective. On the social front, it is expected to boost local economic development and create job opportunities. From an environmental standpoint, local procurement helps reduce the consumption of fossil fuels and lower carbon emissions associated with transportation, striving to support sustainability across the globe at all levels.

Local procurement targets are set based on the maturity of the local supply chain, with a priority on mechanical components and related packaging materials/labels, excluding the "Buy & Sell" model. In 2024, Inventec achieved a local procurement ratio of 90.41%.



Local Procurement Overview

Note: Primarily based on mechanical components and related packaging materials/labels. Major operating sites refer to the primary production and shipment factories in 2024. Local suppliers are defined as those located in the same region as Inventec's production base.

2.4.2 Supply Chain Risk Management

Supplier Performance Evaluation, Audit and Consultation Mechanism

In line with its definition of critical suppliers and its Supplier Quality Management Process, Inventec evaluates suppliers based on material categories and risk levels and applies differentiated management mechanisms accordingly.

Audit and Consultation Measures

Principles and Criteria

- Regular Supplier Audit Standards
- Classification by material category and critical supplier definition
- Prioritizing the top three suppliers by business volume
- Quality performance
- Customer-required general standards

Approach

- Determine whether an annual audit should be scheduled for suppliers
- For any non-conformities, provide support and guidance to help suppliers implement corrective actions and achieve full compliance

Risk Assessment Scope

Principles and Criteria

- QPA (Quality Process Audit)
- VDA 6.3 Process Audit specifically for automotive products
- QSA (Quality System Audit)
- Supplier SER/ESG evaluation
- HSF (Hazardous Substance Free) compliance

Approach

- Upon completion of the assessment, initiate a formal supplier audit process

Performance Evaluation Mechanism

Quality Performance Scoring

Inventec classifies and manages suppliers based on the unique characteristics of the products they support. A monthly quality performance scoring system is implemented, with corresponding management actions taken based on evaluation results.

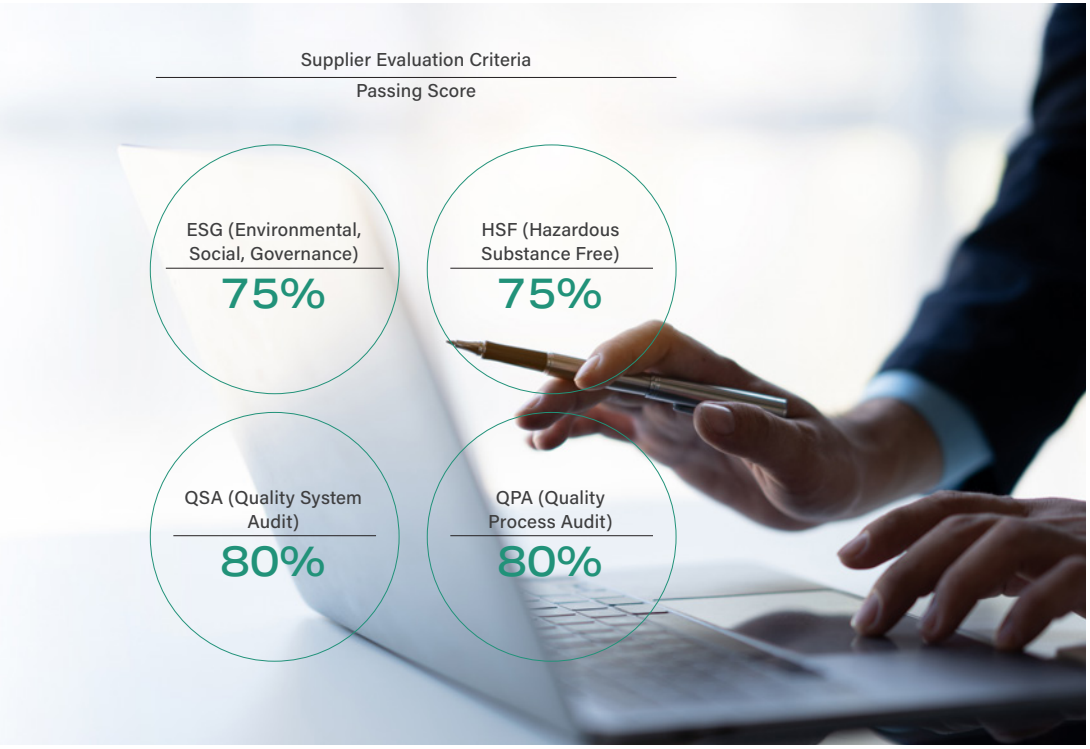
Supplier Category and Criteria

Quality Performance Scoring and Response Measures					
	Below Standard	Below Standard for Two Consecutive Months	Below Standard for Three Consecutive Months	Below Standard for Six Consecutive Months	No Improvement After 3 Months of Remediation
Notebook Computer / Server / Smart Device [Note]	Convene quality review meetings	-	Launch a consultation project	Propose cancellation of supplier qualification	-
Automotive Products [Note]	Suppliers are required to submit a Quality Improvement Report, and Quality Review Meetings will be convened when necessary	If a supplier receives a C-level rating consecutively, the Supplier Management Team will determine whether an on-site audit is required	-	-	▪ Suspension of new material approvals ▪ Reduction of the purchase orders ▪ Revocation of qualified supplier status

Note: Individually defined according to product characteristics.

Suppliers for Inventec's notebook computer, server, and smart device product lines are assessed based on the following criteria. If a supplier fails to take any corrective actions during four consecutive audit cycles—equivalent to an eight-week period without improvement—the case will be escalated for disqualification. All audit findings and records are documented in the Supplier Audit Form within the SQIP system. For ESG and HSF assessment, an average score greater than 75% is required for a supplier to be deemed qualified. A score less than 75% results in an unqualified status. Within the ESG assessment, each designated project (Gating Items) in the management system evaluation form must achieve a score of at least 50%. Failure to meet this threshold will result in disqualification. Each project in the HSF audit form must score ≥75%, and all designated projects must fully pass. Any failure will result in disqualification. For QSA and QPA assessment, an average score of 80% or higher is required for a supplier to be qualified. An average score below 80% is considered unqualified.

Suppliers for Inventec's automotive electronics products are assessed based on the following criteria. If a supplier fails to meet the required scores and does not complete improvements according to an agreed-upon plan, the audit result will be deemed "Not Approved." In such cases, the supplier management team will convene a meeting to discuss appropriate countermeasures.



Supplier Evaluation Criteria	Passing Score
SER/ESG (Supplier Corporate Responsibility)	80%
HSF (Hazardous Substance Free)	80%
QSA (Quality System Audit)	60%
QPA (Quality Process Audit - VDA 6.3 Process Audit)	Assessment is conducted using the VDA 6.3 audit checklist, which applies a color-coded scoring system based on responses to structured evaluation questions. (Banned Supplier: More than 12 "yellow light" ratings; 1 or more "red light" ratings) (Conditionally Approved Supplier: Maximum of 12 "yellow light" ratings) (Approved Supplier: Maximum of 6 "yellow light" ratings)

Dimensions of Supplier Risk Identification and Assessment

Inventec actively engages its Tier 1 Significant Suppliers by initiating investigations and requirements for the implementation of greenhouse gas (GHG) inventories and certifications (including ISO 14064, ISO 50001, and for automotive product suppliers, IATF 16949). Furthermore, Inventec utilizes supply chain briefings to promote awareness and understanding of key sustainability initiatives. These include introduction to the Science Based Targets initiative (SBTi), update on Inventec's sustainability roadmap, environmental requirements for the sustainable supply chain, the automotive supplier quality manual, guidance on uploading certifications, and compliance with the RBA declaration. Additionally, Inventec shares consolidated analyses of information security due diligence questionnaire results with its suppliers. To implement a multi-faceted supplier evaluation and consultation support, Inventec assesses suppliers beyond the traditional metrics of quality, cost, delivery, technical capabilities, and service. The scope is expanded to include comprehensive SER (Social and Environmental Responsibility)/ESG assessment. Suppliers identified as high risk are subject to coordinated second-party and third-party audits, alongside continuous improvement tracking by the supplier management unit, aimed at mitigating associated risks. Concurrently, Inventec progressively requires its suppliers to undergo third-party verifications and partners closely with suppliers to reduce carbon emissions, thereby achieving the objectives of a green supply chain.

Inventec conducts a monthly supplier quality performance review based on quality performance scores, material supply performance scores, and adherence to management standards. Suppliers are graded according to these scores. If a supplier's quality performance fails to meet standards, or if a supplier remains at the lowest performance tier for three consecutive months, Inventec will request the supplier to submit a corrective action report or initiate a consultation project. If no effective improvement is observed (or if the supplier remains at the lowest tier for six consecutive months), Inventec will escalate the issue and take measures such as suspending approval of new materials, adjusting purchase orders, or revoking the supplier's qualified status.

Risk Prevention Control Points

O (Operation Objectives) – Ensure the effectiveness and efficiency of operations.

R (Reporting Objectives) – Guarantee the reliability, timeliness, and transparency of reporting in line with relevant standards.

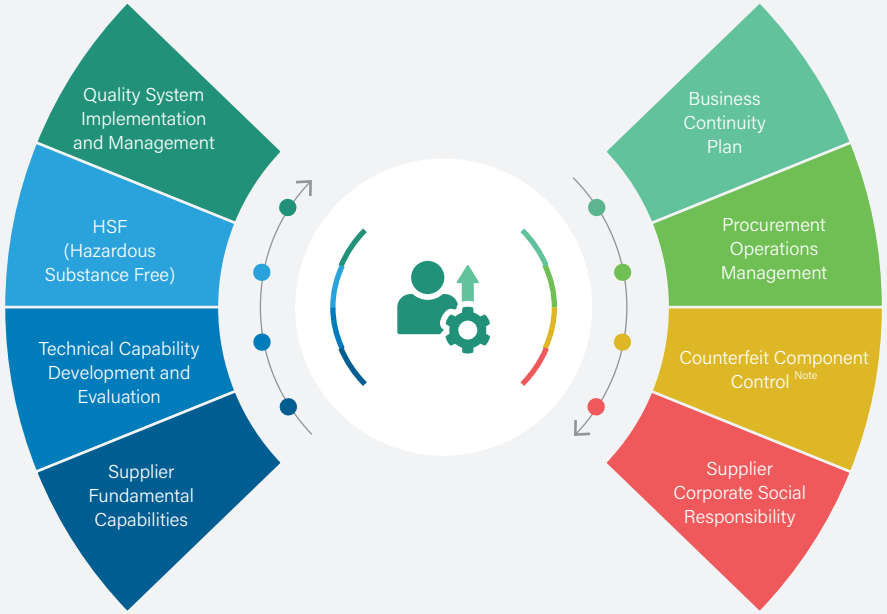
C (Compliance Objectives) – Ensure adherence to applicable laws and regulations.

No.	Risk Prevention Control Points	Type (O/R/C)	Risk Level	Preventive (Risk Control) Measures	
				Control Point Description	Control Documents/ Records
1	Consolidate monthly supplier quality performance scores	O	High	1. Assess whether the quality performance is satisfactory 2. Provide guidance and support to underperforming suppliers	Supplier Performance Evaluation Guidelines
2	Hold quality review meetings	O	Low	Guide suppliers to implement effective improvements	SQIP Quality Review Meeting Minutes
3	Cancel supplier's qualification	O	Low	Assess whether the supplier should be disqualified	Supplier Disqualification Form
4	Investigation of supplier appeals	O	Low	Process conducted via the SQIP system platform	Supplier Appeal Form

Inventec conducts quarterly risk assessments and grading for suppliers supporting automotive electronics products. Evaluations cover a comprehensive scope, including R&D capabilities, material quality, supply capacity, social and environmental responsibility, cost competitiveness, collaboration, and overall business performance. If a supplier's assessment score does not meet the established standards, they are required to submit a detailed improvement plan and actively resolve the identified issues. If a supplier receives a score below 60 in three consecutive assessments, its status as an AVL supplier will be revoked.

New Supplier Consultation Management

Inventec has established a dedicated "Sustainable Supply Chain Consultation Team", a cross-functional team composed of experts from R&D, procurement, component engineering, and supplier quality management departments. This task force is responsible for conducting comprehensive assessments and providing guidance to new suppliers.



Note: Automotive electronics products

Recognition and Penalty Mechanism

Each year, Inventec evaluates supplier ESG performance based on the completion of key sustainability criteria below. Suppliers with strong ESG performance are designated as preferred suppliers, and given priority consideration and adoption in next-generation design projects. Additionally, these suppliers are formally recognized at Inventec's Sustainable Supply Chain Summit.

- Successful validation of SBTi target setting
- Completion of annual greenhouse gas (GHG) inventory
- Achieving ISO 14064 certification within the year
- Signing Inventec's RBA Code of Conduct
- Participation in RBA VAP
- Active collaboration in Inventec-led ESG-related projects

Audit and Consultation

Inventec conducts supplier audits annually in accordance with its internal control procedures. Suppliers identified as having significant actual or potential negative impacts are classified as high-risk suppliers requiring attention. These suppliers are subject to ongoing follow-up, including consultation or phase-out from the supplier list, depending on the outcome of the evaluation.

Annual Audit Workflow

Supplier Screening

QPA, QSA, SER/ESG, and HSF are based on the overall results of the following assessment:
- Supplier management risk
- Material risk

Notification Issuance

Suppliers are provided with self-assessment forms

Self-Assessment

Suppliers provide supporting documents

Documentation Review

Review of self-assessment forms and supporting documents

On-Site Audit

Determine whether the supplier passes or fails

Results Notification

Tracking corrective action implementation and providing guidance for improvement, or eliminate (as necessary)

2024 Audit Results

0 suppliers were identified as having significant actual or potential negative impacts.

0 suppliers were assessed as requiring termination of business relationships.

2024 Supplier Evaluation Results

Number of Suppliers Evaluated During the Year

116

Audit completion rate

100%

Scope of the audit

SER/ESG、HSF、QSA/QPA(VDA6.3)

All audit findings were closely followed up within two weeks, and suppliers were required to develop and complete corrective actions accordingly. In addition, Inventec actively promoted best practices through sustainable supply chain briefings organized by the Group.

Third-Party Assessment of High-Risk Suppliers (RBA VAP)

In 2024, Inventec worked with 1,058 suppliers, of which 31 were identified as high-risk. Among these, 20 suppliers were notified to undergo the RBA VAP (Validated Assessment Program) audit. As of 2024 year-end, 14 suppliers had completed the audit. To further mitigate supply chain risks, Inventec will continue to implement VAP audits, fulfilling its commitment to sustainable supply chain practices.

2024 RBA VAP Audit Summary

Total suppliers with business transactions

1,058

High-risk suppliers identified	High-risk suppliers completing VAP audit in 2024
31	14

VAP audit coverage (all suppliers)	VAP audit coverage (high-risk suppliers)
1.32%	45.16%

VAP Audit Finding Category	Average number of findings per VAP audit	CAP closure rate
Priority Findings	0.13	0%
Other Findings	5.88	58.51%

2024 Supplier Audit Findings and Corrective Actions

Issue Area	Topic	Corrective Actions
Responsible Business Alliance (RBA)	▪ Labor and ethical management ▪ Occupational health and safety management ▪ Environmental management	▪ Establish an overtime control system and documentation to ensure weekly working hours do not exceed 60 hours, with diligent monitoring to prevent excessive overtime. ▪ Require a complete medicine inventory to ensure all emergency medical supplies are managed properly. ▪ Strengthen employee awareness of personal protection, emergency evacuation drills, and hazardous material training. ▪ Post warning signs and control procedures on-site. ▪ Post noise testing results on bulletin boards and supervise employees to wear protective gear such as earplugs and masks while working.
Hazardous Substance Free (HSF)	▪ Hazardous substance management standards ▪ Product labeling and traceability	▪ Promote the establishment and enhancement of HSF management system, HSF documentation management system, and HSF process control system. ▪ Comply with international and domestic regulations, and update and communicate the latest hazardous substance requirements promptly. ▪ Clearly label and separate hazardous and non-hazardous substances; implement first-in, first-out (FIFO) principles.
Business Continuity Planning (BCP)	▪ Organizational business continuity ▪ Business credit assessment	▪ Establish emergency response mechanisms for unexpected disaster events. ▪ Enhance legal compliance and ethical conduct within corporate operations.

Responsible Minerals Implementation

Responsible Minerals Policy

Inventec, as a member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), is committed to promoting and conforming to the standards established by both organizations. Inventec has publicly disclosed its Responsible Minerals Sourcing Statement on the Inventec ESG website.

Risk Identification Process

- Since 2011, Inventec has conducted supplier due diligence using the Conflict Minerals Reporting Template (CMRT) developed by the RMI. Starting in 2013, this process was digitized through an electronic information system to align with the due diligence requirements of the RBA and the RMI. In 2018, the RMI expanded its responsible minerals scope to include Cobalt and Mica, which should be managed under the responsible sourcing framework.
- As the list of smelters certified by the Responsible Minerals Assurance Process (RMAP) is updated regularly, Inventec enhanced its electronic information system in 2018 with automated smelter verification functionality. This feature ensures that all smelters reported by suppliers are validated against the current list of approved smelters.
- In 2024, in accordance with RMI requirements, Inventec adopted the latest versions of both the CMRT and the Extended Minerals Reporting Template (EMRT) to conduct supplier surveys. Suppliers are required to perform reasonable due diligence on their supply chains to ensure that materials provided to Inventec do not contain conflict minerals sourced from conflict-affected regions and countries. Additionally, Inventec is evaluating the implementation of the Additional Minerals Reporting Template (AMRT) to meet evolving customer expectations and regulatory requirements.

Risk Management

In line with its responsible minerals risk identification process, Inventec has established a dedicated risk management mechanism that aligns with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance. All annual CMRT and EMRT submissions are automatically cross-verified through Inventec's electronic information system. If any Smelters or Refiners (SORs) are found to be listed as non-compliant under the RMAP, the system will automatically reject the submission. Procurement teams will then urge suppliers to replace non-compliant mineral sources. Inventec remains committed to ensuring that all suppliers exclusively use approved SORs.

In 2024, all supplier-submitted responsible minerals reports were 100% aligned with the RMI Smelters & Refiners Lists. Inventec aims to maintain this 100% compliance rate in 2025.

2024 RMI-Compliant Smelters & Refiners Distribution Table

Mineral \ Area	Oceania	Asia	Africa	Americas	Europe	Total
Tantalum		22	1	9	4	36
Tin		49	2	15	4	70
Tungsten		26		5	3	34
Gold	1	52	3	11	25	92
Cobalt	1	31	12		5	49
Mica		3				3
Total	2	183	18	40	41	284

2011
Conflict minerals investigation began (CMRT).

2013
Systematic investigation began.

2017
The automated function of reviewing metal refineries began.

2018
In accordance with customers' needs to start CRT for cobalt investigation.

2021
It was renamed as responsible minerals in accordance with RBA requirements.

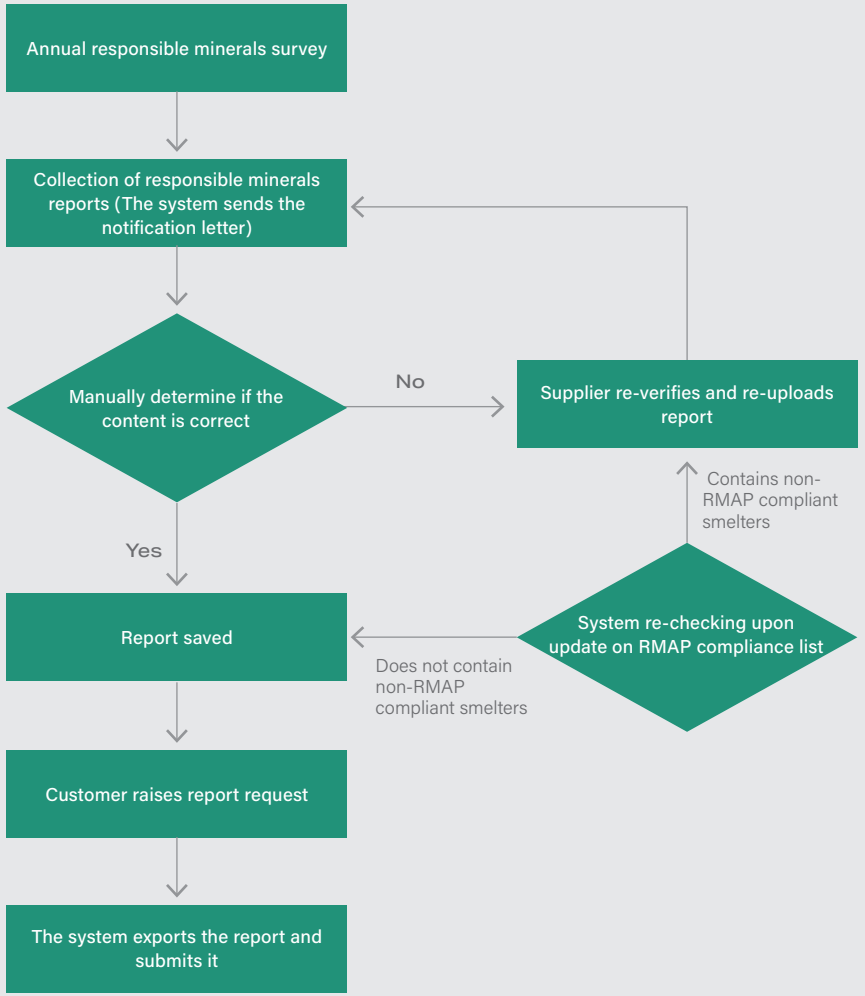
2022
The investigation with RMI's latest CMRT and EMRT began.

2023
Provide PRT report according to the customer requirements.

2024
Evaluation of RMI's Latest AMRT in 2024 .

Inventec's Responsible Minerals Goals

The Due Diligence Workflow of Inventec Responsible Minerals Electronic Information System



2.4.3 Sustainable Supply Chain Engagement

Inventec actively engages with its supply chain partners to promote sustainability. In 2024, the Company hosted 5 sessions of on-site "Sustainable Supply Chain ESG Seminar" inviting suppliers to share experiences and best practices. Furthermore, the Group also organized 2 Sustainable Supply Chain ESG Workshops for suppliers, 2 sustainability forums focused on sustainable supply chain topics, and internal procurement training sessions to foster robust and close partnership.

Internal Procurement Training

Inventec conducted sustainable supply chain ESG training internally, beginning with an overview of the CBAM (Carbon Border Adjustment Mechanism) timeline. The training delved into the specific declaration procedures and administrative steps required under CBAM, identified the categories of products currently subject to the mechanism, and provided a comparative analysis clarifying the distinctions and interplay between CBAM requirements and existing ISO standards. Moreover, the training included an analysis of the potential impacts of CBAM on various industries in Taiwan, and offered a comparative insights into different international carbon tariff schemes, aiming to propose actionable, human-centric solutions to support the Company in navigating the path towards carbon reduction.

Group Sustainable Supply Chain ESG Workshop–Session 1

The first session of Inventec's "Sustainable Supply Chain ESG Workshop" was held on August 23, 2024, at IET. The event saw substantial participation, with 128 representatives from 124 distinct supplier companies in attendance. The workshop covered key ESG topics including Inventec's sustainability roadmap, environmental requirements for a sustainable supply chain, overview of the Responsible Business Alliance (RBA), and introduction to the Science Based Targets initiative (SBTi). Suppliers were encouraged to align with Inventec's sustainability vision and collectively contribute to addressing climate change and achieving net-zero emissions.

Group Sustainable Supply Chain ESG Workshop–Session 2

The second session, titled the "Sustainable Supply Chain Partner Day," took place on December 13, 2024, at the Chien-Tan Youth Activity Center. This event attracted even wider participation, with 137 representatives from 129 supplier companies. The workshop covered comprehensive topics aligned with the roles and responsibilities of all Inventec's sustainability functional teams, including:

1. RBA Risk Management, Ethical Management, and Supply Chain Security
2. Supply Chain Occupational Health and Safety Guidelines
3. Automotive Supplier Quality Manual and Certificate Upload, and RBA Declaration
4. Information Security
5. Supplier Greenhouse Gas (GHG) Inventory
6. Hazardous Substance Free Standards and Responsible Minerals

Inventec shared plans for a new round of supplier human rights due diligence assessments. The Company also committed to the continuous optimization of iSupplier for GHG inventory reporting and the enhancement of its supplier learning platform. New models for annual supplier evaluations and various due diligence processes are anticipated, aiming to improve the coverage and efficiency of supplier oversight. Furthermore, Inventec implemented a read confirmation mechanism for the Inventec Supplier Code of Conduct, published on Inventec's ESG website and iSupplier, to ensure suppliers have acknowledged the guidance provided.

Sustainable Supply Chain ESG Seminars

In 2024, Inventec hosted five ESG Seminars for suppliers, fostering experience-sharing and engagement. The seminars focused on sustainability, including green platform development, supplier management aligned with ISO 14064 and ISO 14067, sharing practices on water resource reuse, and planning and approaches for procuring green electricity.

Sustainable Supply Chain Exchange Forum Session 1

2024 Supply Chain Workshop：“Earth Day”

To commemorate Earth Day, the Enterprise Business Group held a themed event on that day at TAO titled “Earth Day: Digital Platforms and Sustainable Prosperity.” The session highlighted Inventec’s sustainable development strategy anchored in three pillars: Low-Carbon Economy, Equal Emphasis on Profit and Responsibility, and Creating a Sustainable Ecosystem. The Company reiterated its short-term (2023), medium-term (2025), and long-term (2030) goals, along with its commitment to achieving these goals through phases of implementation. Suppliers were invited to jointly develop a sustainable ecosystem, integrating ESG management and fostering collaboration with suppliers to achieve co-prosperity, meet customer requirements and build a closely connected, mutually prosperous value chain. To mark the occasion, small green potted plants were gifted to suppliers as a symbolic and meaningful gesture aligned with Earth Day.

Sustainable Supply Chain Exchange Forum Session 2

2024 Supply Chain Workshop：“CBAM Declaration and Green Pathfinder”

Inventec is guided by the strategies to address the challenges of ESG, climate change, and the 2050 net-zero emissions target, which Inventec views as crucial missions in the current wave of global sustainability efforts. The Enterprise Business Group organized the event “CBAM Declaration and Green Pathfinder,” focusing on the evolving international landscape of carbon tariffs. 84 participants from 62 supply chain partners attended the session. The objective was to promote and accelerate the transformation of the supply chain, particularly among critical suppliers. Suppliers were encouraged to enhance their carbon reduction efficiency, thereby increasing the overall value of the supply chain.

Supplier Digital Platform and Technical Exchange

Digital Communication Platform

Inventec engages with its supplier through the supplier management platform - iSupplier. In addition to disseminating important announcements, this platform is utilized to collect digital information such as material composition disclosures and approvals, Greenhouse Gas (GHG) emissions surveys, responsible minerals sourcing information, declarations and certifications.

Important Information

- Latest notices and announcements
- Supplier training and educational materials
- ESG incentive and penalty mechanism
- Automotive Product Supplier Manual
- Upload portal for ISO 9001 and IATF 16949 certifications for automotive product suppliers

Business-to-Business (B2B) System: In addition to conducting business transactions with suppliers via the B2B system, Inventec has also integrated a supplier material supply risk assessment mechanism into the platform.

To proactively manage risks arising from geopolitical instability, wars, regime changes, financial crises, and natural disasters, the system incorporates Country of Origin (COO) settings. It is designed to conduct supplier surveys for high-risk components (materials), taking into account supplier manufacturing locations, supply status, delivery, lead times, and extended holiday periods. Suppliers are required to report the risk level and production capacity of their local factories within a specified timeframe. Based on the suppliers' responses, Inventec adopts strategic procurement to dynamically adjust sourcing ratios to mitigate overall supply chain risk and enhance supply chain resilience.

Advanced Technology and New Product Exchange

Since 2009, Inventec has invited suppliers to participate in the Advanced Technology and New Product Exchange Forums. This initiative aims to promote a deeper understanding of advancements in technology, new product developments, and evolving global ESG trends.

In 2024, a total of **302** sessions were held.

Supplier Collaboration Project: Green Sustainability Collaboration Project

2024 Packaging Plastic Reduction and Recycled Material Project

Collaboration Project	Specific Initiatives	Actual Outcomes
Plastic Reduction	1. Replace plastic materials with corrugated cardboard in server packaging	1. 9 projects implemented and achieved an average 21.5% reduction in plastic use
	2. Replace PE bags with paper bags in notebook packaging	2. Adoption rate progression: 0.12% in 2022, 0.37% in 2023, and 5.78% in 2024
Value Chain Collaboration	1. Increase the proportion of recycled content in EPE cushioning materials and PE bags for servers	1. 58 projects implemented; 17 participating suppliers, with recycled content proportion >50%
	2. Replace non-woven fabric (polypropylene) with paper sheets for notebook padding (separator materials)	2. Adoption rate progression: 15% in 2022, 70% in 2023, and 86% in 2024
	3. Replace EPE with MPP for notebook cushioning materials	3. Adoption rate progression: 83% in 2022, 91% in 2023, and 92% in 2024
Low-Carbon Materials Adoption	1. Server Recycle and reuse plastic raw materials. Set a target of recycled PC/ABS plastic implementation in 1 server project	1. 100% implementation of the server project
	2. Notebook ① Increase the number of models using recycled metals in four major components, with improved recycled content ratios ② Increase the number of models using recycled plastics in four major components, with improved recycled content ratios	2. ① 14 models using recycled metals, with over 50% recycled content; one model reaching 75% ② 14 models using recycled plastics; 12 models reached 75%, and 2 models over 50%

Note: The four major components of a notebook casing typically refer to parts A, B, C, and D:
Part A: Top cover, Part B: Screen bezel, Part C: Keyboard frame, Part D: Bottom casing

Building Supplier GHG Inventory Capability

To achieve its goal of digitizing GHG management, Inventec began developing the iSupplier GHG Management Platform in 2021 and simultaneously launched supplier GHG emissions surveys. In 2024, Inventec further optimized the iSupplier platform and continued to drive supplier participation in GHG emissions surveys. These surveys covered 649 suppliers from the Personal Solution Group and the Enterprise Business group.

During the survey period, Inventec identified significant disparities among suppliers in terms of their GHG inventory and management capabilities. To address this gap, Inventec launched an eight-month Supplier GHG Inventory Capability Enhancement Program in 2024. As part of this initiative, two dedicated training courses were held, focusing on key topics such as GHG inventory methodologies and carbon management, aimed at improving supplier competencies in emissions tracking. The scope of the GHG survey was expanded, and remote guidance was provided to assist suppliers in accurately completing the questionnaires and gaining a better understanding of inventory techniques. Inventec also actively encourages suppliers to pursue third-party verification as a critical step in their decarbonization journey. The Company progressively guides them to establish carbon reduction targets, and encourages them to join the Science Based Targets initiative (SBTi), with the ultimate goal of achieving net-zero carbon emissions by 2050.

Early April

Launch of Supplier GHG Inventory Capability Enhancement Program

April 22

Training Course: Introduction to GHG Inventory Concepts

May - December

Provision of remote guidance, inventory data verification, and supporting document review

December 13

Training Course: Analyzing Common Misconceptions in GHG Inventory

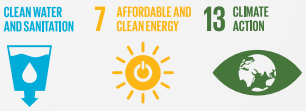
Looking ahead, Inventec plans to establish a Digital Supply Chain Academy Platform and further optimize the iSupplier GHG Management platform, with the goal of continuously enhancing suppliers' capabilities in GHG inventory and management. By leveraging its influence, Inventec is committed to working hand in hand with its suppliers to advance towards the shared goal of net-zero carbon emissions, thereby realizing a cooperative vision where larger enterprises support and uplift smaller partners in the supply chain.

CHAPTER

3

Sustainable Environment

SDGs



3.1 Climate Actions

3.1.1 Climate Change Management

Global warming has become a focal point of global concern, and Inventec fully recognizes the responsibilities and challenges posed by climate change. To this end, Inventec has undertaken multiple proactive actions to mitigate operational risks and fulfill its corporate responsibilities. Since 2008, the Company has initiated organizational greenhouse gas (GHG) inventories to closely track carbon emissions from its main production sites, and actively promoted numerous carbon reduction initiatives while strengthening the utilization and management of renewable energy. To further embed sustainability into its operations, Inventec established the Sustainability Committee, which drives sustainability strategies from the top down and integrates resources across all business groups to comprehensively implement carbon reduction and environmentally friendly policies, addressing climate challenges with a holistic strategy. Meanwhile, the Company has also made significant achievements in the low-carbon transition. Through these efforts, the Group continues to progress steadily on the path toward decarbonization and contribute to addressing climate change and achieving sustainable development goals.

Task Force on Climate-related Financial Disclosures (TCFD)

Climate change not only threatens humanity and ecological environments but also poses direct or indirect impacts on corporate operations. Inventec proactively discloses climate-related information in line with the Task Force on Climate-related Financial Disclosures (TCFD) guidelines. The Company also reviews its governance, strategy, risk management and key metrics annually to strengthen climate change management and enhance its capability to control climate risks, with the aim of improving the effectiveness of its business decision making.

Climate Action Milestones

2008
Adopted ISO 14064-1 organizational greenhouse gas inventory.

2009
Participated in the CDP (Carbon Disclosure Project) to proactively accelerate corporate climate action.

2011
Established a greenhouse gas information management platform to enhance GHG management across the supply chain.

2012
Began building renewable energy facilities to realize energy transition gradually.

2013
1. Successfully completed the ISO 14067 product carbon footprint project.
2. Successfully completed the WFAM product water footprint project.
3. Implemented the ISO 50001 Energy Management System.

2014
Solar power generation reached 3.2 million kWh.

2015
Established a clean production review system for green factories.

2016
Expanded third-party verification to include other indirect GHG emissions (Scope 3).

2022
Established the Sustainability Committee and formed the Sustainable Environment Functional Team under it as the dedicated unit responsible for managing group-wide environmental issues.

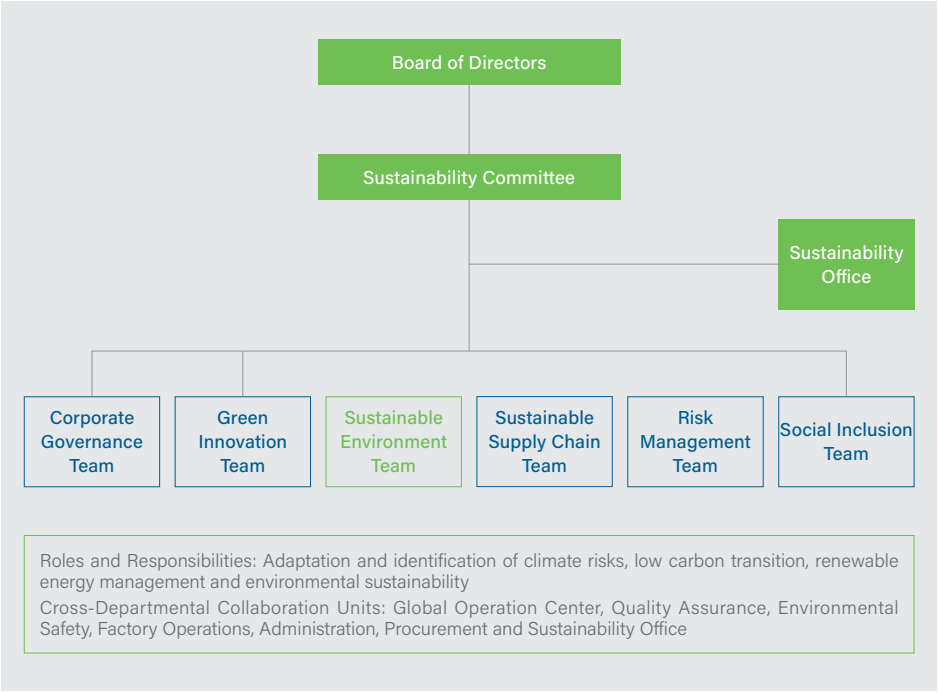
2023
The Sustainability Committee approved the Group's 2050 net-zero target plan.

2024
Announced its commitment to achieve net-zero emissions by 2050, and expanded the boundary of its organizational GHG inventory to include all 50 consolidated subsidiaries.

Governance Structure

The Board of Directors serves as the highest supervisory body for climate governance at Inventec. To strengthen the management of climate-related issues, the Sustainability Committee members include the Chairman, President, and three Independent Directors, who possess expertise in enterprise risk management, energy conservation and carbon reduction, and renewable energy. They are responsible for formulating the Company's climate strategy, assessing risks and opportunities, and overseeing the implementation of key performance indicators. Under this committee, the Sustainable Environment Functional Team led by senior executives has been established to focus on climate change, risk management and environmental sustainability issues. This team integrates resources to drive cross-department initiatives, communicates with stakeholders, and submits the report of implementation results for the Sustainability Committee's review at least once a year before presenting to the Board of Directors.

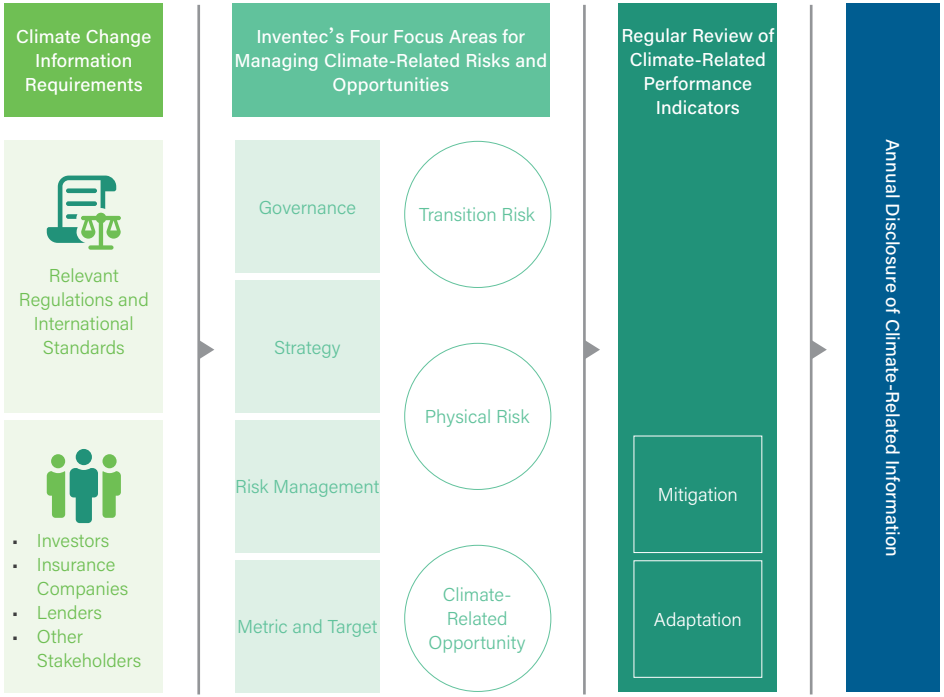
Organizational Structure



Strategy

Based on the international TCFD framework and the implementation experience of benchmark companies, Inventec, through its Sustainable Environment Team, conducts cross-department discussions and evaluations to identify climate risks and opportunities within its value chain. From both "mitigation" and "adaptation" perspectives, the Company formulates climate performance targets, action plans, and management mechanisms, and regularly discloses management outcomes every year.

Inventec Climate Management Process



Inventec, guided by its "2030 Low-Carbon Transition Plan", has outlined clear phased targets, categorized into short-term (2023-2024), med-term (2025-2027), and long-term (2028-2030), to thoroughly identify climate risks and opportunities relevant to its operations. The Company analyzes and assesses the likelihood and impact of climate risks to determine significant risk values. Based on these values, risks are prioritized and categorized into high, medium, and low levels. This process helps determine material climate risks closely related to the Company's operations, which are then integrated into the operational management mechanisms of each unit within the Group to ensure effective risk control and low-carbon transition practices.

Climate Change Risk Analysis

Item		Risk Description	Duration of Impact	Potential Financial Impacts	Impacts on Value Chain			Adaptation/Mitigation Measures
					Upstream (suppliers)	Inventec	Downstream(customers)	
Transition Risk	Technology	Transition costs of low-carbon technologies	Medium to long term	Increased R&D/ operational/ production costs	Increased operational costs due to low-carbon transition, leading to higher material costs.	Investment in relevant technologies and equipment will increase operational costs. Failure to invest effectively and promptly may hinder production capacity.	Increased costs and insufficient technological advancement will lead to a lack of price competitiveness, affecting order volumes.	1. Proactively collaborate with customers and voluntarily carry out product carbon footprint initiatives spanning the entire value chain. 2. Complete applications for various eco-labels, product carbon footprint labels, and other related certifications. 3. Promote the use of low-carbon materials by continuously incorporating post-consumer recycled (PCR) plastics into product development and manufacturing. 4. Continuously develop and conduct drills for disaster emergency response measures and Business Continuity Plan (BCP), while simultaneously collaborating with supply chain partners to mitigate impacts.
	Market	Changes in customer behavior	Short to long term	Increased operational/ production/ management costs	Major suppliers may raise prices. Failure to transition could jeopardize their partnership with Inventec.	Continuous investment in R&D and new technology development is required, such as the use of recycled materials and improving product energy efficiency with low-carbon materials, to enhance competitiveness.	In response to net-zero commitments, customers will demand greater use of renewable energy and improved carbon reduction performance.	
Physical Risk	Extreme Risk	Increased extreme weather events - High Temperatures	Short to long term	Increased production costs / Decreased operating revenue	Increased likelihood of power restrictions and outages may disrupt factory operations, affecting the stability of component supply.	Higher likelihood of power restrictions and outages may impact daily operations and reduce production capacity at Inventec's facilities.	Increased likelihood of power restrictions and outages may disrupt lead time and affect customer delivery.	

Climate Change Opportunity Analysis

Opportunity Type	Duration of Impact	Potential Financial Impacts	Opportunity Description	Strategy/Actions
Products and Services	Short to long term	Reduced operating costs and expansion into new markets	Developing new products and services through R&D and innovation	▪ Actively strengthen value chain relationships and collaboratively develop low-carbon products based on product Life Cycle Assessment (LCA) by establishing the Group's sustainable product roadmap and framework, balancing the development of low-carbon business opportunities with environmental impact. ▪ Leverage core corporate capabilities such as 5G transmission, cloud computing, edge computing, and digital twin technologies to create AI smart factory solutions. Actively integrate technologies across the value chain to harness the synergy of Artificial Intelligence of Things (AIoT), providing customers with comprehensive solutions.
	Short to long term	Expansion into new markets	Diversification of business activities	▪ Based on key business strategies, we establish and deploy technology development centers across various industries, formulate the required technology strategies for the Group, and consolidate resources to strengthen innovation and R&D capabilities. ▪ Persistently implement the goals and plans of various functional teams under the Sustainability Committee, serving as considerations for future new business models. ▪ Actively develop global intellectual property and patent blueprints to build competitiveness for emerging products, such as in the green patent field.
Resource Utilization Efficiency	Medium to long term	Reduced operating costs	Utilizing more efficient production and distribution processes	▪ In accordance with the Group's 2050 net-zero target policy and tracking mechanism, we aim to strengthen energy management and minimize energy loss to progressively implement carbon reduction strategies.
Energy Sources	Medium to long term	Reduced operating costs	Deployment and management of renewable energy	▪ Establish a mechanism to evaluate opportunities and challenges in local green electricity markets across the Company's global sites, review the Group's renewable energy planning and usage, and regularly report to the Sustainability Committee to achieve the Group's 2050 net-zero carbon reduction target.
	Medium to long term	Reduced operating costs	Participation in renewable energy and carbon trading markets	▪ Collaborate with suppliers on carbon reduction initiatives and explore and cooperate on renewable energy procurement solutions. ▪ Actively coordinate and engage with carbon market opportunities at global sites to pursue carbon offsetting strategies and discover new business opportunities.

Risk Management

Under the Sustainability Committee, a Risk Management Team has been established to incorporate climate issues into the risk management system. This team utilizes the TCFD framework to identify potential climate-related risks and opportunities that may arise under different scenarios. For each identified climate risks and opportunities, the dedicated team formulates corresponding response strategies, which are then publicly released after approval. The team also regularly monitors and evaluates the implementation status to ensure that climate issue management progresses in sync with the Company's operations.

Four Steps to Identify and Manage Risks

Identify Risks and Opportunities
Refer to industry standards and regulations, such as carbon pricing and renewable energy, to develop a comprehensive list.

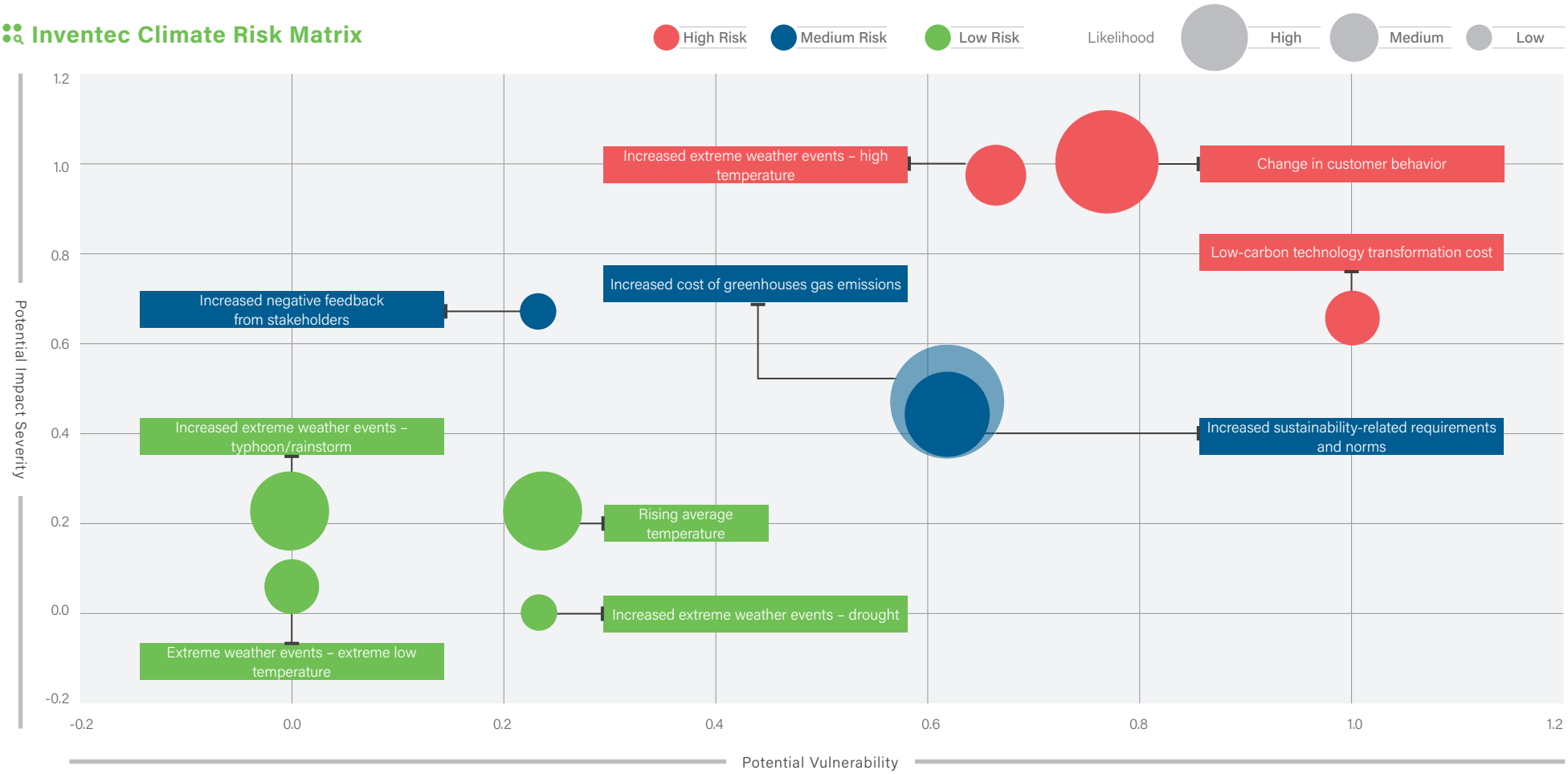
Assess Value Chain Impact
Evaluate the extent of the impact across the value chain based on potential revenue loss.

Determine Materiality
Classify risks based on potential vulnerability, potential impact, and likelihood of occurrence.

Manage and Disclose
Executive managers reviews and approves the evaluation results, with regular assessments conducted by the functional team.

In addition to identifying short, medium, and long-term climate risks and opportunities, Inventec also focuses on key issues that have an immediate impact on its operations. We particularly emphasize short-term materiality analysis and have identified "transition costs of low-carbon technologies", "increased extreme weather events – high temperatures" and "changes in customer behavior" as the three core risks. Currently, the impact of extreme weather on the Company's operations has been assessed and disclosed. This year, the focus is on scenario analysis related to changes in customer behavior. In response to Inventec's 2050 net-zero target, energy conservation and carbon reduction, and renewable energy are not only part of our existing 2050 net-zero carbon reduction strategy but also areas where the Group has a high level of self-management control during its operations. As such, the Company has selected "transition risk – high proportion of renewable energy and process energy saving" as its core focus for climate-related risk assessment.

Inventec Climate Risk Matrix

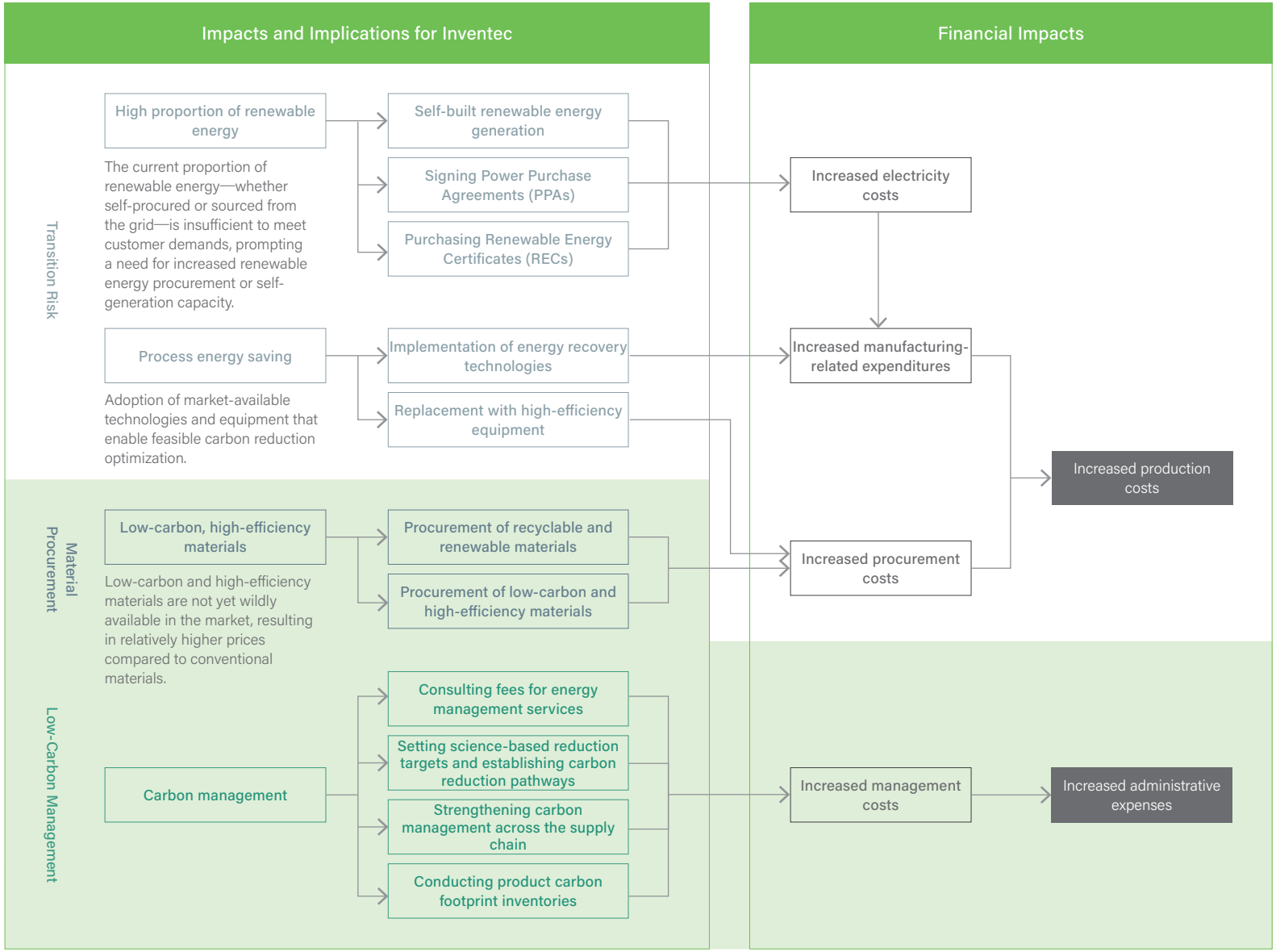


Risk Factors	Impacts and Implications for Inventec	Financial Impacts

Transition Risks

Value chain carbon reduction requirements from brand customers:

- Requirement for high proportion of renewable energy use
- Improvement of carbon reduction performance
- Reduction in carbon emissions from product materials
- Establishment of low-carbon management capabilities and carbon reduction targets



Climate Transition Scenario Analysis: Scenario Analysis of Transition Risk Arising from Changes in Customer Behavior

In response to customers' growing emphasis on low-carbon transition among supply chain partners, Inventec is committed to fulfilling its climate action pledges. We aim to enhance carbon reduction performance through increased use of renewable energy, equipment replacement, and optimization of manufacturing processes, and our decarbonization efforts will be progressively intensified over time. To estimate future decarbonization costs for operational planning and short-, medium-, and long-term carbon reduction strategies, we have focused on "high proportion of renewable energy and process energy saving". Based on the Inventec Group's 2050 net-zero carbon reduction target, we have estimated the potential financial impact of achieving net-zero goals at our major global operating sites, including plants in Taiwan, Mainland China, the Czech Republic, Mexico, and Thailand.

Identify Material Climate Risks

- "Transition risk - high proportion of renewable energy and process energy saving" due to changes in customer behavior is used as the quantitative assessment and analysis item for potential financial impact.

Adopt Appropriate Scenarios

- The assessment includes Inventec's major production sites in Taiwan, Mainland China, Mexico, and the Czech Republic.
- Simulations for 2025-2030 are conducted based on the Business as Usual (BAU) scenario, which projects current development trends, and the 2050 net-zero strategy scenario.

Quantify Risk Impact

- Evaluate and analyze the process energy saving and renewable energy procurement required by each factory to achieve the 2050 net-zero strategy.
- Calculate the cumulative costs of process energy saving and renewable energy procurement by 2050.

Mitigation and Adaptation Actions

- Formulate future response plans and action strategies.

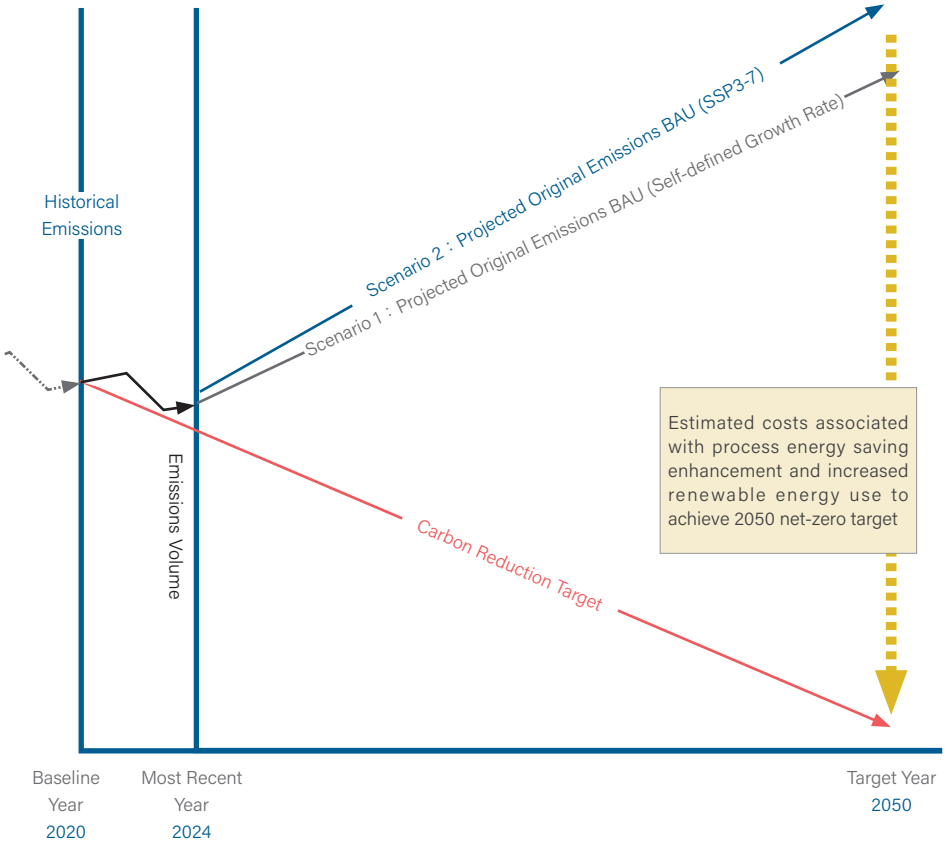
Scenario Simulation

Inventec conducted a scenario simulation for "transition risk arising from changes in customer behavior - high proportion of renewable energy and process energy saving" based on the Group's 2050 Scope 1 and 2 net-zero carbon reduction target (with 2020 as the baseline year).

1. Business as Usual (BAU) scenario based on current development trends: Under the assumption of no carbon reduction measures by the Company, two scenario hypotheses were made based on the estimated annual Scope 1 and 2 carbon emissions:
   (1) Self-estimated electricity consumption demand simulation: Carbon emissions were forecast based on each factory's projected future electricity consumption.
   (2) SSP3-7 pathway electricity consumption demand simulation: Considering the international context, the "SSP3-7 scenario" from the Shared Socioeconomic Pathways (SSPs) was used to estimate carbon emissions resulting from future electricity consumption [Note].
2. 2050 net-zero strategy: In accordance with the SBTi Corporate Net-Zero Standard, the Company forecast the financial costs of implementing carbon reduction measures, specifically "process energy saving and renewable energy use", from 2025 to 2050, to achieve the 2050 net-zero carbon reduction target. This estimation quantifies the potential financial impact on the Company's operations in order to meet the net-zero commitment.

Existing Strategies	Process energy saving plans to be implemented	Remaining volume of renewable energy to be procured
1. Renewable energy strategy -Installed facilities -Newly installed facilities 2. Implemented process energy saving plans	Annual process energy savings	Additional procurement volume needed to achieve the 2050 carbon reduction strategy

Note: Shared Socioeconomic Pathway (SSP) scenario parameters are different socioeconomic assumptions established by the United Nations Intergovernmental Panel on Climate Change (IPCC) to forecast future carbon emissions, helping researchers more accurately predict the impact of future climate change. There are five hypothetical scenarios, among which Scenario SSP3-7 represents a future characterized by weakened international cooperation, intensified national conflicts, and rising regionalization. This scenario is marked by high carbon emissions and increased climate risks. Given the current geopolitical tensions and increasing trade barriers, which align closely with the SSP3-7 scenario, it has been adopted for this analysis.



The scenario simulation results indicate that for Scenario 1, "BAU - self-estimated electricity consumption demand simulation", the total cumulative cost by 2050 accounts for 0.1% of 2024 revenue. If Scenario 2, "BAU - SSP3-7 pathway electricity consumption demand simulation", is adopted, the total cumulative cost by 2050 is approximately 0.6% of 2024 revenue. Given the high uncertainty surrounding future climate change, Inventec Group will continue to implement relevant energy-saving measures, as well as renewable energy installation and procurement, to reduce carbon emissions. Additionally, we will regularly review the impact of climate-related issues on operations to ensure that we remain vigilant and adaptive to evolving medium- and long-term climate trends. Concurrently, we will also progressively procure low-carbon materials and promote green product design, which not only help us progress toward our 2050 net-zero transition goal but also enable us to contribute to climate change mitigation and the promotion of sustainable development.

Metrics and Targets

Greenhouse Gas Management

Scope 1 and 2

21% reduction in GHG emissions by 2025 compared to the baseline year of 2020.

42% reduction in GHG emissions by 2030 compared to the baseline year of 2020.

Scope 3

Continued efforts to encourage critical suppliers to achieve Science Based Targets initiative (SBTi) validation for their carbon reduction targets.

Waste Management

2024 waste reduction target:
IET waste reduction by 1% compared to the baseline year of 2016.

Product Design

Product Energy Saving

2025 notebook computer design target: Increase the battery life of flagship products by 10% compared to the previous year.

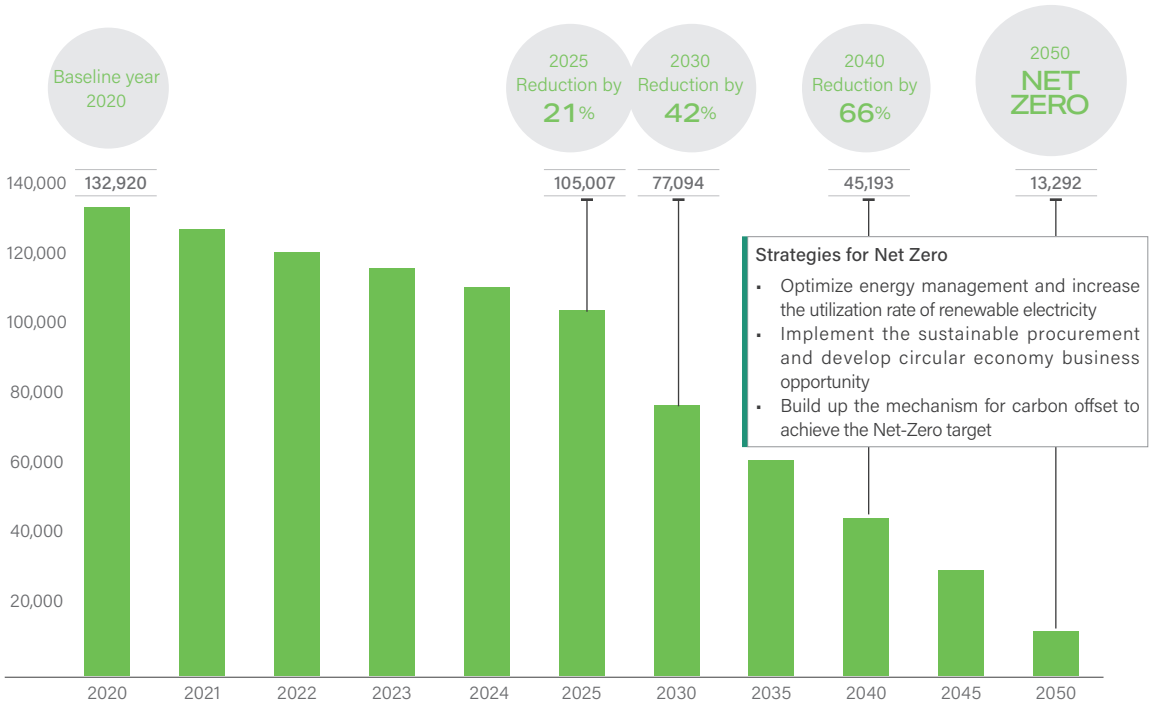
2025 server energy saving target: Implement energy-efficient designs to reduce server energy consumption, aiming for an energy efficiency ratio that surpasses the typical configuration outlined in the latest ENERGY STAR Computers Specification Version 4.0 design guidelines by over 25%.

3.1.2 Climate Commitments and Actions

Inventec is proactively addressing the challenges of global climate change, with Science Based Targets (SBTs) as its core guiding principle. The Company has set a decarbonization pathway with 2020 as the baseline year and is progressively moving towards the goal of net-zero emissions by following the Net-Zero Science Based Targets (Net-Zero SBT) framework. To achieve this goal, Inventec actively carries out multiple carbon reduction initiatives and works hand-in-hand with global partners to collectively strive to limit the global temperature increase to within 1.5°C, fulfilling its social responsibility as a corporate citizen.

	Near-Term (2030)	Medium to Long Term (2050)
Scope 1 and 2	42% reduction in GHG emissions (baseline year: 2020)	Net Zero Emissions
Scope 3	Encouraging key suppliers to achieve Science Based Targets initiative (SBTi) validation for their carbon reduction targets	

Unit: tCO_2e



In 2024, total Scope 1 and 2 carbon emissions (market-based) were **95,294.4923** tCO_2e Note 1

A **28.31** % reduction compared to the 2020 baseline year

13.83% lower than the 2024 reduction target of **110,589.8115** tCO_2e Note 2

Note 1: Carbon emission offset through the purchase of renewable energy and international renewable energy certificates amounted to 38,219.1821 tCO_2e.

Note 2: The GHG inventory boundary covers Inventec's parent company and all consolidated subsidiaries, totaling 50 companies.

Inventory and Mitigation

Inventec has been conducting GHG emissions inventories for 17 consecutive years since 2008. To ensure that the inventory results are recognized by stakeholders, all related procedures and documentation are executed in accordance with the Executive Yuan Ministry of Environment's "Regulations for the Management of Inventory and Registration of Greenhouse Gas Emissions" and international standards such as ISO 14064-1, and are verified through independent third-party organizations.

To enhance the transparency of sustainability information reporting, Inventec has included all 50 companies across the Group (the parent company and all subsidiaries) into its GHG inventory scope. This helps to gain a more comprehensive understanding of the Inventec Group's carbon emissions profile, while also addressing stakeholders' concerns and meeting their expectations regarding the Company's carbon information disclosure. Within Scope 3, we have increased the inventory coverage rate to 67% for two categories: "Purchased Goods and Services" and "Use of Sold Products and Services". Going forward, we will continue to expand the Scope 3 inventory boundary to further broaden its coverage.

Historical GHG emissions by scope

Unit: Emissions in tCO_2e and emissions intensity in tCO_2e per NT$1 million

Year	2021[Note 1]	2022[Note 1]	2023[Note 2]	2024[Note 3]
Direct Emissions (Scope 1)	7,142	7,344	8,909	8,293
Energy Indirect Emissions (Scope 2) Location-based	93,758	93,425	125,746	125,221
Energy Indirect Emissions (Scope 2) Market-based	93,758	64,339	99,385	87,002
Direct Emissions (Scope 1)+Energy Indirect Emissions (Scope 2) Location-based	100,900	100,769	134,655	133,514
Direct Emissions (Scope 1)+Energy Indirect Emissions (Scope 2) Market-based	100,900	71,683	108,294	95,295
Direct+Energy Indirect (Location-based) Emissions Intensity [Note 4]	0.19	0.19	0.26	0.21
Direct+Energy Indirect (Market-based) Emissions Intensity [Note 4]	0.19	0.13	0.21	0.15
Other Indirect Emissions (Scope 3)	664,446	879,219	844,496	6,784,092

Note 1: Please refer to the respective annual sustainability reports for the reporting boundaries of 2021-2022.

Note 2: The 2023 data cover the parent company and all consolidated subsidiaries for the year, totaling 49 entities. Based on the ISO 14064 emission source identification principles and 2023 operational status, a total of 21 entities (12 with no identified emission sources and 9 with shared plant sites where emission sources could not be disaggregated) were not included in the verification boundary.

Note 3: The 2024 data cover the parent company and all consolidated subsidiaries for the year, totaling 50 entities. Based on the ISO 14064 emission source identification principles and 2024 operational status, a total of 22 entities (14 with no identified emission sources and 8 with shared plant sites where emission sources could not be disaggregated) were not included in the verification boundary.

Note 4: Direct + Energy Indirect (Location-based & Market-based) Emissions Intensity = (Direct Emissions + Energy Indirect Emissions) / Annual Consolidated Revenue. As the denominator for this year's calculation uses consolidated revenue, the calculation formulas and results for 2021-2023 have been adjusted accordingly.

Inventec's total direct and energy indirect GHG emissions in 2024 were 133,514 tCO_2e. Direct GHG emissions (Scope 1) were 8,293 tCO_2e, while energy indirect GHG emissions (Scope 2, location-based) were 125,221 tCO_2e.

Within Scope 1 and Scope 2, Scope 2 emissions accounted for the highest proportion, with purchased electricity being Inventec's primary source of indirect GHG emissions, representing 93.8% of the total emissions (Scope 1 + Scope 2).

Historical Emissions of the Seven Major Greenhouse Gases

Unit: Emissions in tCO_2e

Category	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3
2021	96,868	1,755	6	2,270	0	2	0
2022	96,521	1,539	5	2,700	0	5	0
2023	129,017	1,991	11	3,630	1	4	0
2024	128,166	1,834	56	3,456	2	0	0

Note 1: The 2023 data cover the parent company and all consolidated subsidiaries for the year, totaling 49 entities.

Note 2: Among the seven major greenhouse gases, carbon dioxide (CO_2) accounted for the largest share of total emissions. In 2024, there were no emissions of SF_6 and NF_3.

Other indirect emissions (Scope 3) over the years

In 2024, Inventec significantly increased the inventory coverage rate for two categories: "Use of Sold Products and Services" and "Purchased Goods and Services". This enhanced coverage has led to a substantial increase in reported emissions compared to the previous year, reflecting the Company's continuous improvement in data management and disclosure transparency. Inventec is committed to continuously refining the calculation methodologies for all Scope 3 categories. The Company will actively explore feasible reduction strategies across its upstream and downstream value chain, including initiatives such as green product design and the implementation of low-carbon procurement. Furthermore, Inventec plans to collaborate with its supply chain partners to set specific carbon reduction targets, aiming to collectively lower other indirect (Scope 3) GHG emissions.

Category	2021	2022	2023	2024
Purchased goods and services	195,876	170,931	129,928	3,158,975
Capital Goods	-	-	-	-
Fuel- and energy-related activities	-	-	-	-
Upstream transportation and distribution	2,029	1,373	627	565
Waste generated in operations	2,159	1,664	1,381	952
Business travel	226	262	2,004	2,652
Employee commuting	2,636	2,732	2,290	2,268
Upstream leased assets	-	-	-	-
Downstream transportation and distribution	55,991	119,986	36,964	44,328
Processing of sold products and services	-	-	-	-
Use of sold products and services	364,671	543,288	666,546	3,570,074
End-of-Life treatment of sold products and services	-	-	-	-
Downstream leased assets	4,249	5,097	4,754	4,278
Franchises	-	-	-	-
Investments	36,611	33,885	-	-

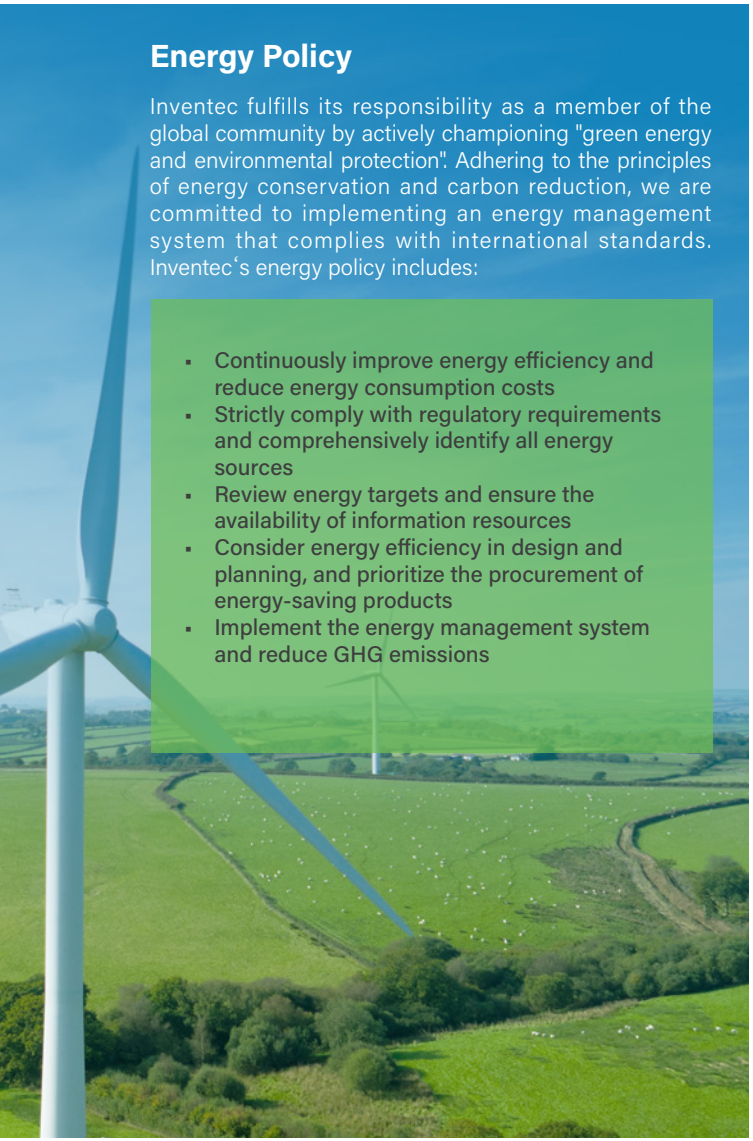
Note: Starting in 2023, the five major production sites of Inventec Appliances Corp. (IAC), a consolidated subsidiary of Inventec, have independently conducted the GHG inventory. As a result, there were no reported emissions under the "Investments" category.

3.1.3 Energy Management

Energy Policy

Inventec fulfills its responsibility as a member of the global community by actively championing "green energy and environmental protection". Adhering to the principles of energy conservation and carbon reduction, we are committed to implementing an energy management system that complies with international standards. Inventec's energy policy includes:

- Continuously improve energy efficiency and reduce energy consumption costs
- Strictly comply with regulatory requirements and comprehensively identify all energy sources
- Review energy targets and ensure the availability of information resources
- Consider energy efficiency in design and planning, and prioritize the procurement of energy-saving products
- Implement the energy management system and reduce GHG emissions



Energy Consumption

Inventec continues to enhance its group-wide sustainability strategy and actively improves the quality and transparency of its sustainability reporting. Starting from 2023, the Group expanded the boundary of its energy consumption data to align with the scope of its consolidated financial statements for the respective year, thereby strengthening its overall management foundation. In 2024, the total energy consumption was 1,049,625 gigajoules (GJ). Purchased electricity was the primary source of energy, accounting for 94% of the total energy consumption. In 2024, the total non-renewable energy consumption (including purchased non-renewable electricity, steam, natural gas, gasoline, and diesel) was 750,925 gigajoules (GJ), while the total renewable energy consumption was 298,700 gigajoules (GJ), representing 28% of total energy consumption.

Year / Energy Unit	2021		2022		2023		2024	
Energy Consumption Type	MWh	GJ	MWh	GJ	MWh	GJ	MWh	GJ
Natural Gas	14,328	51,581	15,163	54,590	14,987	53,953	12,645	45,523
Gasoline	-	-	388	1,397	1,038	3,738	906	3,260
Diesel	-	-	238	856	515	1,853	582	2,096
Steam	-	-	-	-	1,808	6,510	2,131	7,672
Electricity - Purchased Non-renewable Energy	174,833	629,399	189,615	682,612	209,465	754,073	192,326	692,374
Total Non-renewable Energy Consumption	189,161	680,980	205,404	739,455	227,813	820,127	208,590	750,925
Electricity - Purchased Renewable Energy	17,000	61,200	51,000	183,600	45,371	163,335	82,396	296,627
Electricity - Self-generated Renewable Energy	0	0	0	0	466	1,677	576	2,073[Note3]
Total Renewable Energy Consumption	17,000	61,200	51,000	183,600	45,837	165,012	82,972	298,700
Total Energy Consumption	206,161	742,180	256,404	923,055	273,650	985,139	291,562	1,049,625

Note 1: Please refer to the respective annual sustainability reports for the reporting boundaries of 2021-2022.

Note 2: The reporting boundaries for the 2023 and 2024 Sustainability Reports are consistent with the scope of consolidated financial statements for the respective year, which include the parent company and consolidated subsidiaries—49 and 50 entities, respectively.

Note 3: IPT/SQT procured 20,863 gigajoules (GJ) of renewable energy. These plants adopted an Energy Management Contracting (EMC) model, under which the electricity generated by the system is supplied directly for on-site use.

Note 4: Differences between the data presented in the 2024 Sustainability Report and those in Section (7)-3 "Environmental Issues – Energy Use Efficiency" of the 2024 Annual Report are due to the Sustainability Report presenting complete information that has undergone assurance/verification procedures.

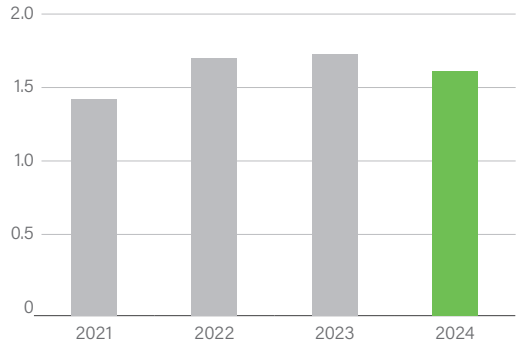
Note 5: 1 Giga joule (GJ) = 0.277778 Magawatt-hours (MWh)

Energy Intensity

Inventec's energy intensity for 2024 was 1.62 GJ/NT$1 million.

(GJ/NT$1 million)

Energy Intensity	1.43	1.70	1.73	1.62



Note 1: Please refer to the respective annual sustainability reports for the reporting boundaries of 2021-2022.

Note 2: The reporting boundaries for the 2023 and 2024 Sustainability Reports are consistent with the scope of consolidated financial statements for the respective year, which include the parent company and consolidated subsidiaries—49 and 50 entities, respectively.

Note 3: Energy intensity = total energy consumption / consolidated revenue.

Renewable Energy Target

In response to Inventec's internal low-carbon transition policy and the growing expectations from stakeholders regarding renewable energy adoption, the Company's Sustainable Environment Team, under the Sustainability Committee, is responsible for coordinating multiple low-carbon transition initiatives. These initiatives include the procurement of green electricity, acquisition of renewable energy certificates, and installation of renewable energy facilities. The team also continuously monitors progress at each plant site across various implementation stages to enhance overall energy management processes.

Note: The 2024 renewable energy target covers ten major operational sites, including IET, TAO, ITO, IPT, SQT, ICZ, ICC, IMX, IMP, and ITH.

To achieve the renewable energy target, Inventec designated 10 major operating sites as pilot locations for implementing its renewable energy strategy in 2024. These sites had a total electricity consumption of 222,989 MWh, with renewable energy usage reaching 82,972 MWh, accounting for 37.21% of total consumption. Furthermore, renewable energy consumption in 2024 increased by approximately 81% compared to 2023 (45,837 MWh). Inventec has expanded the scope of energy data collection across both domestic and overseas operating sites. Moving forward, the coverage of renewable energy targets will gradually align with the boundary of the parent and subsidiary companies included in the consolidated annual financial statements, as part of a strategic pathway towards the Company's goals.

Summary Table of Renewable Energy Usage

Year		2021		2022		2023		2024	
Renewable Energy Usage	Region/Unit	MWh	GJ	MWh	GJ	MWh	GJ	MWh	GJ
	Taiwan	-	-	-	-	466	1,677	576	2,074
	Mainland China	17,000	61,200	51,000	183,600	45,371	163,335	62,409	224,673
	Europe/US	-	-	-	-	-	-	13,802	49,686
	Others	-	-	-	-	-	-	6,185	22,268
	Total	17,000	61,200	51,000	183,600	45,837	165,012	82,972	298,700
Year-over-Year Difference			+11,608 MWh		+34,000 MWh		-5,163 MWh		+37,135 MWh

Renewable Energy Usage Sites in 2024: TAO, IPT, SQT, ICZ, ICC, IMP, and ITH.

Energy Saving and Carbon Reduction Achievements

Energy Saving Initiatives

To mitigate the environmental impact caused by GHG emissions from its operations, Inventec has had 8 of its plant sites certified with ISO 50001 Energy Management System. Inventec will continue to promote energy-saving and carbon reduction initiatives to enhance energy efficiency and effectively reduce GHG emissions.

In 2024, Inventec implemented 31 energy-saving initiatives, achieving an annual electricity saving of approximately 5,904.5 MWh (21,256 GJ), corresponding to a reduction of 2,725 tCO_2e. To manage energy consumption more effectively, Inventec's various plant sites have actively carried out multiple energy-saving measures. For instance, at IET, a new chiller EMS monitoring system was installed to assist users in optimizing equipment efficiency and effectively reducing unnecessary energy consumption through automatic control of chiller load adjustment[Note] and scheduled automatic on/off functions. Additionally, to raise employee awareness of energy use, Inventec's plant sites have organized numerous energy-related training sessions, which include thematic courses such as "Low-Carbon Transition Seminar", "2024 Information and Communications Technology (ICT) Overall Environment and Key Industry Issues", "The Global Carbon Reduction Trend – Is Your Company Ready?", "Working Together for a Sustainability Team", and "Product Carbon Footprint and Hotspot Analysis for Carbon Reduction". All employees of Inventec and its subsidiaries can access online courses through the e-learning platform to stay updated on energy trends.

Note: Users can set the chiller's outlet water temperature, return water temperature, and the temperature difference between outlet and return water via the system. When the equipment's cooling capacity reaches the set value, the system automatically reduces the load; conversely, it increases the load when required. Temperature difference control prevents unnecessary energy waste during equipment operation and achieves automatic load control.

Energy Saving Initiatives / Year	2021			2022			2023			2024		
Name/Volume	Number of Initiatives	Energy Savings (MWh)	Carbon Reduction (tCO_2e)	Number of Initiatives	Energy Savings (MWh)	Carbon Reduction (tCO_2e)	Number of Initiatives	Energy Savings (MWh)	Carbon Reduction (tCO_2e)	Number of Initiatives	Energy Savings (MWh)	Carbon Reduction (tCO_2e)
Air compressor system	0	0	0	0	0	0	1	588.9	342	0	0	0
Air conditioning and ventilation system	4	1,135.4	634	4	382.8	195	8	2,204.4	1,253	10	1,591.8	804
Lighting system	5	644.7	276	4	259.1	95	4	166.7	83	10	1,085.2	515
Process improvement	0	0	0	7	1,489.0	780	6	5,510.3	2,332	3	504.0	235
Special Projects (including management)	0	0	0	2	186.4	106	3	1,257.3	551	8	2,723.5	1,172
Total	9	1,780.1	910 6,408GJ	17	2,317.3	1,176 8,342GJ	22	9,727.6	4,561 35,019GJ	31	5,904.5	2,725 21,256GJ

Energy Saving Rate at IET

From 2022 to 2025, the energy saving rate for the entire plant is targeted at 0.5% annually. In 2024, energy-saving initiatives included replacing traditional lighting fixtures with energy-efficient LED lights and implementing a chiller replacement project. These efforts resulted in total energy savings of 489,820 kWh, achieving an energy saving rate of 8.37%.

Unit: kWh

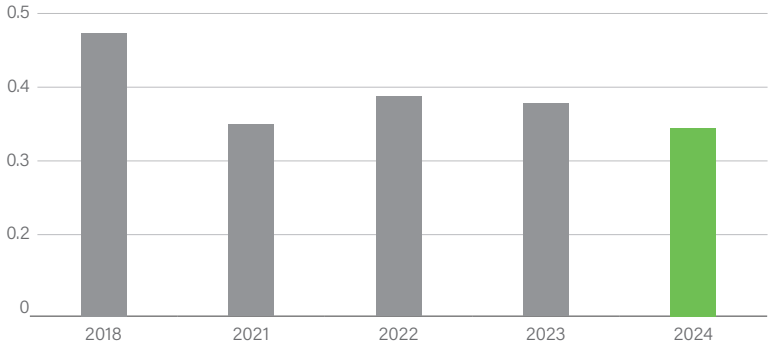
Before Improvement	After Improvement	Energy Savings	Total Energy Consumption in 2023	Energy Saving Rate
714,678	224,858	489,820	5,360,720	8.37%

The Energy Intensity (EI)

The energy intensity (EI) of Inventec's major plants in Mainland China was 0.311 (kWh/NT$ thousand of revenue), marking a 34% reduction compared to the 2018 baseline value of 0.468 (kWh/NT$ thousand of revenue).

Energy Intensity (EI) of Inventec's Plants

Year	2018	2021	2022	2023	2024
EI (kWh/NT$ thousand of revenue)[Note]	0.468	0.317	0.363	0.351	0.311
Compared to Baseline Year (2018)	-	-32%	-22%	-25%	-34%



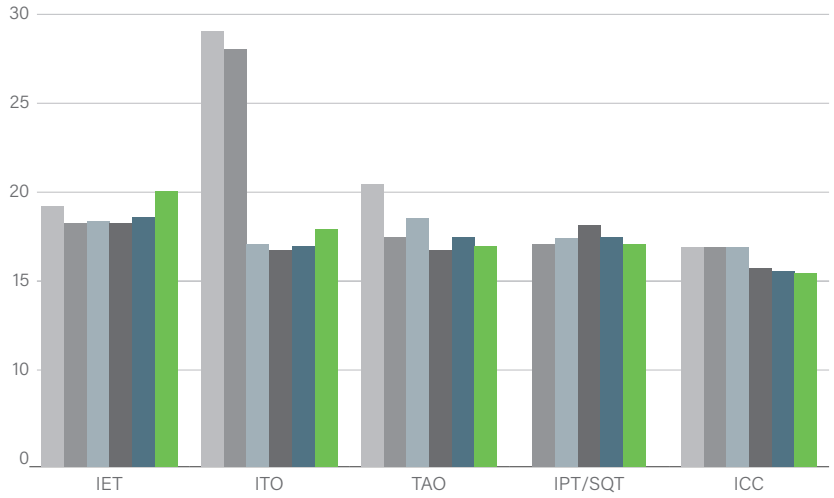
Note: EI = Total consumption of purchased electricity (kWh)/annual revenue (NT$ thousand). The sites included in this calculation are ICC, IPT and SQT.

Data Center Energy Efficiency (PUE)

Inventec's plants in Taiwan and Mainland China continuously enhance energy efficiency by replacing outdated equipment, and integrating/upgrading servers, network, and storage devices. For example, at ICC, electricity meters were installed at the data center and the UPS in/out endpoints to precisely collect energy consumption data for accurate Power Usage Effectiveness (PUE) calculation.

Data Center Energy Efficiency (PUE)

Plant	IET	ITO	TAO	IPT/SQT	ICC
2019	1.72*	2.88*	1.87*	-	1.45*
2020	1.61	2.76	1.52	1.47	1.45
2021	1.62	1.47	1.64	1.51*	1.45
2022	1.61	1.43	1.43	1.6	1.31
2023	1.65	1.46	1.52	1.52	1.29
2024 Implementation	1.82	1.57	1.46	1.47	1.28
Results (Compared to the baseline year)	↑5.81%	↓45.49%	↓21.93%	↓2.65%	↓11.72%



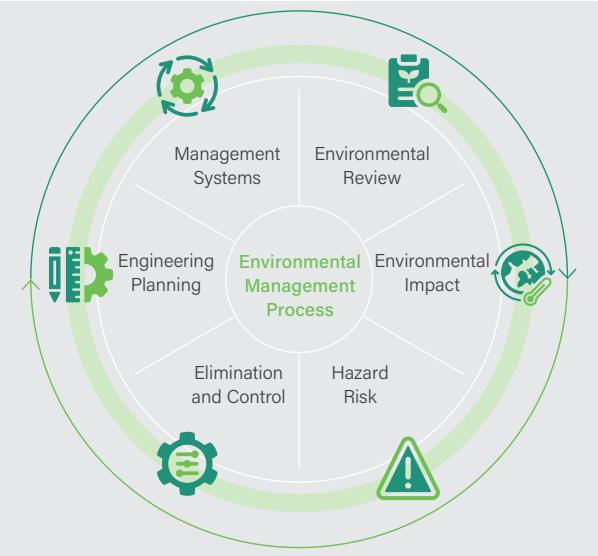
Note: * indicates baseline year for each plant.

3.2 Environmental Responsibility

3.2.1 Environmental Management System

Inventec has long been committed to complying with environmental regulations and international standards, actively supporting low-carbon initiatives and protecting natural environments and resources. Inventec's Environmental Policy, approved by the Sustainability Committee and reported to the Board of Directors, commits to continuously improving resource utilization efficiency and reducing environmental impact during its operational activities and internal management, striving toward the sustainable co-prosperity for both the Company and the environment.

Inventec's environmental management system operates in line with the principles of various management systems and the Company has established the core values of "zero pollution, diligent waste reduction, strict compliance with environmental regulations, and dedication to environmental sustainability". We have also set targets for water conservation, waste reduction, zero pollutant discharge incidents, and zero environmental complaints and penalties. Through rigorous daily management, we closely monitor the effectiveness of company-wide environmental training, wastewater treatment, chemical substance management, and waste management. Employing the Plan-Do-Check-Act (PDCA) cycle, we continuously refine our processes to stay compliant with the latest environmental regulations. Furthermore, the Company regards employees as its most valuable asset and strives to create a safe, healthy, and high-quality working environment. We proactively conduct environmental monitoring and equipment maintenance, including chemical operating environment monitoring, drinking water quality testing, illumination testing, and maintenance of domestic water tanks and air conditioning cooling towers. Additionally, we comprehensively assess the environmental impacts (such as air pollution, water quality, waste, hazardous substances, and noise) caused at various stages of the product lifecycle, including production, use, disposal, and recycling.



Inventec has established dedicated environmental management units at all its major production facilities and built an environmental sustainability management system to meet the needs of stakeholders including governments, customers, employees, and communities. Our environmental management system complies with international standards such as ISO 14001 Environmental Management Systems, IECQ QC 080000 Hazardous Substances Process Management System, ISO 14064-1 Greenhouse Gas Management System, and ISO 50001 Energy Management System. All the aforementioned operations have undergone external verification and certification by independent third-party institutions and have received commendation for our rigorous practices.

Inventec Environmental Management System

ISO 14001 Environmental Management System	ISO 14067 Product Carbon Footprint Management System	IECQ QC 080000 Hazardous Substances Management System	ISO 50001 Energy Management System	ISO 14064 Greenhouse Gas Management System	UL 2799 Zero Waste to Landfill
Preserve the environment of production sites	Minimize environmental impacts across the product lifecycle (GHG emissions and energy consumption)	Protect consumers and the environment in consumer areas	Use energy efficiently and reduce emissions	Mitigate global climate change	Integrate multiple plants to enhance waste reduction efficiency

Inventec UL 2799 Certification Milestones

2023
TAO achieved Platinum-level certification

2024
ICC achieved Platinum-level certification

2025
Planning to acquire certification for IET, ITO, and IPT/SQT

2030
Ongoing efforts to acquire certification for other plants

To align with global environmental regulations and address energy issues while providing superior services to customers, Inventec actively assists clients in obtaining various eco-label certifications for products, including Taiwan Green Mark, China Environmental Label (SEPA), China Energy Conservation Program Certification (CECP), China Energy Label (CEL), Energy Star, Electronic Product Environmental Assessment Tool (EPEAT) certification, and TCO certifications. Through these certifications, we strive to deliver more eco-friendly products and solutions to the global market. In 2024, Inventec supported customers in securing 103 eco-label certifications and 550 energy-related certifications, demonstrating the Company's proactive efforts in green sustainable development. (Please refer to 4.2.2 Product Energy-saving Design.)

From 2021 to 2024, Inventec achieved zero records of significant environmental pollution penalties, and no major public hazard disputes.

2021 2022 2023 2024

Zero

Significant Environmental Pollution Penalties

Major Public Hazard Disputes

Summary Table of Plants Certified under Environmental Management Systems

Management System / Number of Plants Certified		Taiwan	Mainland China	Southeast Asia	Japan	Europe/ Americas	Total
ISO 14001	Environmental Management System	5	5	3	0	3	16
ISO 14064-1	Greenhouse Gas Management System	8	13	5	1	8	35
ISO 50001	Energy Management System	3	3	0	0	2	8
QC 080000	Hazardous Substance Process Management System	3	4	0	0	2	9
UL 2799	Zero Waste to Landfill	1	1	0	0	0	2

Environmental Investments and Expenditures

Guided by the strategic plans and objectives set by Inventec's Sustainable Environmental Team, the Company consistently advances various environmental initiatives and strives to reduce its environmental impact while simultaneously enhancing production capacity and revenue growth. In 2024, referring to the environmental expenditure survey (2023) published by the Ministry of Environment, the Inventec Group adopted this external classification standards and integrated them with the Company's internal environmental sustainability accounting categories to classify the environmental expenditures. These expenditures for various environmental measures, including the implementation of ISO management systems across its subsidiaries, promotion of environmental maintenance, environmental monitoring, pollution prevention, and training programs, amounted to approximately NT$136 million.

3.2.2 Water Resource Management

Inventec has long maintained a rigorous and pragmatic approach to water resource management. Each plant identifies and assesses water resource-related risks and opportunities based on its operational characteristics and processes. Water resource management measures are then implemented accordingly to address these identified risks, ensuring efficient and waste-free water use. Furthermore, given the nature of its industry, Inventec sources all water used by its plants and offices exclusively from controlled supplies of municipal potable water. The Company has eliminated highly polluting manufacturing processes that generate wastewater and has prioritized assembly operations with clean processes. This approach ensures that Inventec's global operating sites discharge only low-pollutant wastewater generated from employees' daily activities, reflecting our commitment to protecting water resources.

Inventec Group Water Usage Statistics

Item	Unit	Year			
		2021	2022	2023	2024
Water Withdrawal	Million Liters	1,082	1,053	974	1,165
Water Discharge	Million Liters	815	739	698	839
Water Consumption	Million Liters	267	314	276	358
Water Recycled Note 4	Million Liters	153	28	19	32
Water Usage per Capita	Million Liters/Person	0.0589	0.0536	0.0536	0.0405
Water Intensity Note 5	Million Liters/NT$ Million	0.0021	0.0019	0.0019	0.0018

Note 1: For the data boundaries from 2021 to 2023, please refer to the respective annual Sustainability Reports.
Note 2: The data boundary for 2024 aligns with the scope of the consolidated financial statements for the same year, covering 50 entities including the parent company and all consolidated subsidiaries.
Note 3: Water withdrawal is entirely from third-party municipal potable water sources. Withdrawal data is derived from water bills, leasing agreements, or reasonable estimations.
Note 4: Water recycled includes reclaimed water and rainwater.
Note 5: Water intensity = Total water withdrawal / consolidated revenue.

2024 Water Resource Management Goals

Except for one anomalous incident, Inventec's water usage consistently complied with local government laws and regulations. We will continue to diligently conserve and optimize water resources.

Target ▶ Maintain zero water resource violations across all operating sites.

Result ▶ The annual target was not met due to an equipment malfunction at the IMP cafeteria, which resulted in excessive oil discharge exceeding standards.

Solution ▶ The faulty "oil separator" was removed, and a three-stage oil trap was installed for enhanced control. Additionally, daily cleaning by a vacuum truck is implemented to prevent recurrence of such incidents.

2024 Inventec Water Resource Management Performance

IPT

The plant installed a concentrated water recovery system in its pure water production facilities. The concentrated water produced from the pure water system is recycled for restroom flushing, saving approximately **3,007** m^3 of water annually.

SQT

Similarly, the plant installed a concentrated water recovery system in its pure water production facilities. The concentrated water produced from the pure water system is recycled for restroom flushing, saving approximately **3,364** m^3 of water annually.

ICC

The air-conditioning circulating water facility at ICC recovered a total of **25,834** m^3 of water in 2024.

Water Risk Assessment

To effectively manage water resource risks across its global operating sites, Inventec utilizes the World Resources Institute (WRI)'s water risk assessment tool, Aqueduct 4.0, to identify water risks in the regions where our facilities are located.

Currently, 12 of Inventec's global operating sites are situated in areas classified as high water stress regions. These sites collectively account for 32% of the Group's total water withdrawal, 40% of total water discharge, and 13% of total water consumption. Given the identified risks and its commitment to water resource conservation, Inventec proactively implements corresponding water management measures at these locations.

Group Water Resource Risk Assessment Summary

	2024				
Risk Level	Low	Low-Medium	Medium-High	High	Extremely High
Number of Operating Sites	7	9	5	3	9

Group Operating Sites with High Water Stress Risk

Operating Site	IMX	IACS	IACP	IASD	IBC	IXC	IMP	ITH	IPT	SQT	ITE	IEP
River basin where the plant is located	Bolson del Hueco	Yangtze River Basin	Taihu Lake Basin	Yangtze River Basin	Haihe Basin	Yangtze River Basin	Bolsón del Hueco and Bolsón de Mesilla	Chao Phraya River Basin	Taihu Lake Basin	Taihu Lake Basin	Chao Phraya River Basin	Rio Grande
Water source	Water Supplier or Juárez Water Utility	Qingcaosha Reservoir	Qingcaosha Reservoir	Qingcaosha Reservoir	Miyun Reservoir	Qingcaosha Reservoir	Municipal Water and Sanitation Commission (JMAS)	Nava Nakorn Industrial Zone	Qingcaosha Reservoir	Qingcaosha Reservoir	Chao Phraya River Basin	El Paso Water Utilities
Receiving Water Body	Municipal treatment plant or Juárez Water Utility	Bailonggang System	Bailonggang System	Bailonggang System	Qing River	Bailonggang System	WTP Wastewater Treatment Plant	Nava Nakorn Industrial Zone	Bailonggang System	Bailonggang System	Bhakasa Industrial Area	Riverside Canal and Riverside Drainage Ditch
Water Stress Level	Extremely High	Extremely High	High	Extremely High	Extremely High	Extremely High	Extremely High	High	Extremely High	Extremely High	High	Extremely High
Quality of Effluent:												
(1) PH	6~9	6~9	6~9	6~9	6~9	6~9	6~9	5.5~9	6~9	6~9	5.5~9	6~9
(2) SS (Unit: mg / l)	84	400	400	400	15	20	180	200	400	400	200	45
(3) COD (Unit: mg / l)	210	500	500	500	30	50	440	750	500	500	600	-

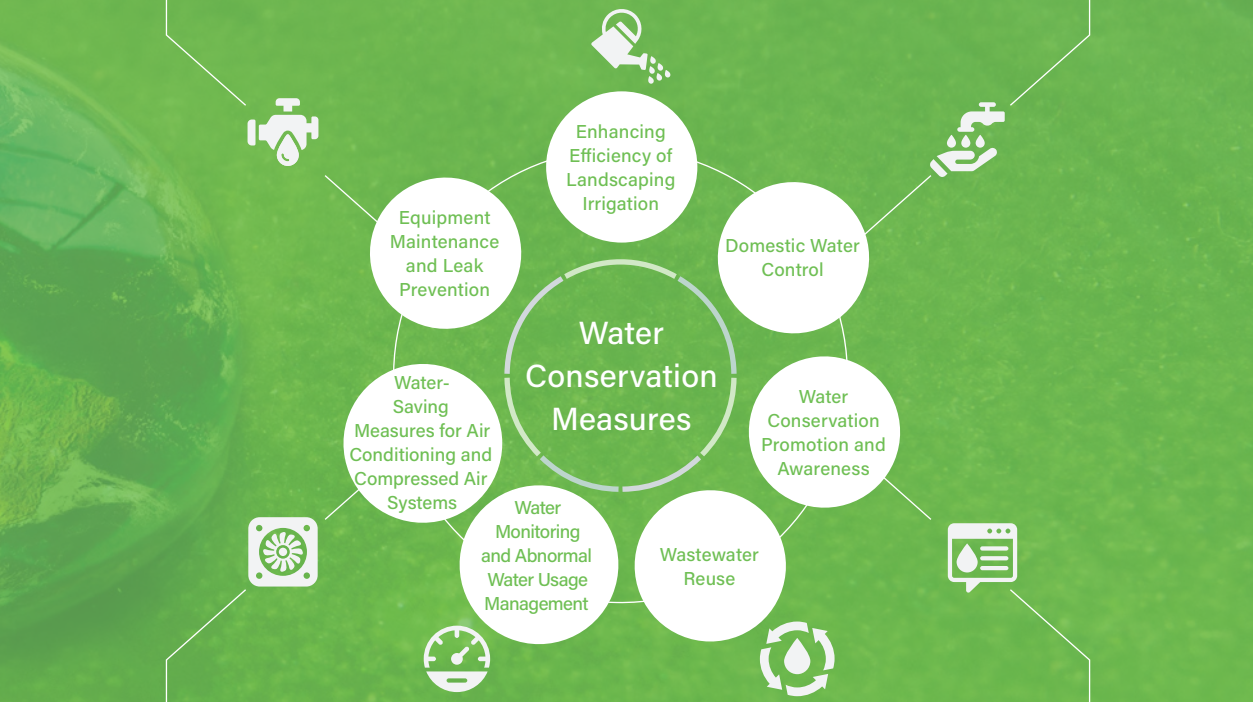
Note: Effluent water quality values are based on local regulations applicable to each operating site.

Enhancing Water Utilization Efficiency

- Regularly inspect all water facilities to ensure there are no leaks.
- If a leak is found, repair it immediately to prevent any drips.

- Manually control irrigation, watering only in the early morning or evening when there has been no recent rain and sunlight is less intense.
- Adjust irrigation frequency appropriately, prioritizing natural rainfall and residual water resources from rain collection wells and electrical utility pits.
- Disable automatic rainwater and wastewater irrigation systems to avoid unnecessary water consumption.

- Strictly prohibit continuous running of water during kitchen washing tasks and promote intermittent water use.



- Perform regular inspections of compressed air and central air conditioning water replenishment systems to prevent unnecessary consumption.
- Increase the cycles of concentration in cooling towers to reduce both drainage and water intake.
- Recycle and reuse high-concentration wastewater to improve water resource utilization efficiency.

- Install sub-meters to monitor water usage across different areas.
- Perform regular meter readings and track water data to promptly identify abnormal water usage.

- Reuse treated wastewater for toilet flushing, landscaping irrigation within the park, and cooling equipment supply.
- Install pure water systems for concentrated water recovery and use it for non-potable purposes such as restrooms.

- Place water-saving signs in restrooms and pantries to remind employees to develop water-saving habits.
- Issue regular announcements each year to reinforce employee awareness of water-saving practices.

3.3 Reducing Environmental Impact

3.3.1 Air Pollution Prevention

Inventec implements the ISO 14001 Environmental Management System to manage air pollution. The Company provides relevant personnel with specific training and qualification certification tailored to the unique process conditions, operational requirements, and applicable laws and regulations of each manufacturing site to ensure that its operations adhere to environmental standards. Inventec has established comprehensive operational and management mechanisms for air pollution control, effectively preventing the adverse impacts of toxic or hazardous substances on the surrounding environment.

Hazardous Substances	Ozone-Depleting Substances (ODS)	Perfluorocarbons (PFCs) Emissions	Volatile Organic Compounds (VOCs) Emissions
Description of current status	**Zero** usage of CFC-11 (Trichlorofluoromethane)	**Zero** emissions	▪ Full compliance with local environmental regulations and possession of all required emissions permits ▪ Regular monitoring of emissions at discharge outlets ▪ Annual emissions consistently remain below the limits stipulated in emissions permits

Volatile Organic Compounds (VOCs) generated within Inventec facilities primarily originate from processes such as wave soldering, reflow soldering, and the cleaning of components such as steel plates and carriers. IPT/SQT engage certified third-party inspection agencies to monitor VOCs emissions at discharge outlets and provide detailed reports every year. These measures ensure that emission concentrations consistently meet regulatory requirements. In addition, particulate matter in our plants is mainly produced during soldering and substrate cutting processes. Similar to VOCs, particulate matter is subject to annual monitoring by accredited testing agencies. Monitoring reports indicate that the generation of particulate matter is minimal, with emission concentrations consistently below the detection limit (reported as "ND"), thus complying with all environmental regulations.

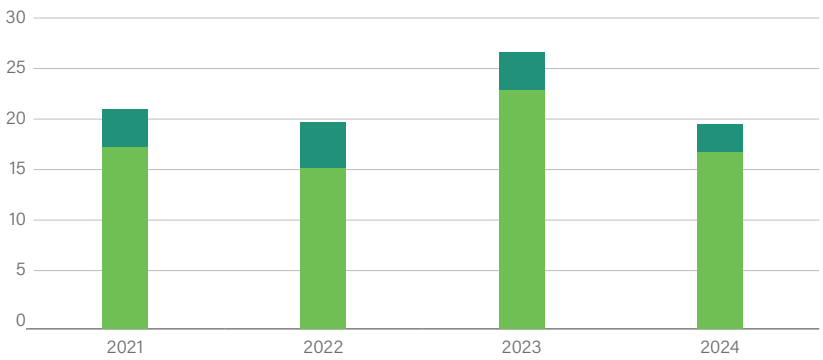
Boilers at Inventec facilities are utilized only for short durations during the winter season and are not considered a primary emission source due to their non-routine operation. When boilers are working, combustion processes may generate nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM). However, boilers do not emit persistent organic pollutants (POPs) or hazardous air pollutants (HAPs).

To safeguard employee health, all personnel engaged in operations with potential exposure to air pollutants are equipped with appropriate personal protective equipment, including respirators for toxic substance and dust protection, protective gloves, and safety goggles. These measures ensure that employees operate in a safe working environment.

Volatile Organic Compounds (VOCs) Emissions Statistics

Unit: Metric Tons

Year	2021	2022	2023	2024
IPT/SQT	3.522	4.3678	3.5939	2.7031
TAO	17.172	15.143	22.553	16.610
Total	20.6940	19.5108	26.1469	19.3131
Data Coverage (%)	100%	100%	100%	100%



Note 1: VOCs monitoring at the IPT/SQT site is conducted in compliance with local government requirements.

Note 2: For TAO, air pollution control fee filings are completed and emission volumes are disclosed as per local government requirements. (Data sources: Stationary Pollution Sources of Information Disclosure Management Platform)

Note 3: The VOC emissions target for IPT/SQT in 2024 was set at <3.168 metric tons. Actual performance indicated that this annual target was achieved.

IPT/SQT completed an upgrade of its VOCs treatment equipment in 2024. The enhancement involved installing a secondary activated carbon filtration unit on top of the existing primary unit, which creates a dual-stage adsorption mechanism to significantly improve VOCs removal efficiency. Furthermore, the honeycomb activated carbon media within the equipment was entirely replaced, effectively increasing the equipment's capacity to remove air pollutants.

3.3.2 Waste Management

To implement its environmental policy, comply with local government environmental regulations, and effectively manage various types of industrial waste generated at its operating sites, Inventec has established related waste management guidelines to prevent environmental hazards during waste handling.

In accordance with the guidelines, all waste disposal operations are outsourced to qualified waste treatment vendors that are duly licensed by the competent authorities. The process is overseen by designated personnel who perform regular inspections to ensure that all handling, transport, and disposal activities comply with established standards. Furthermore, we undergo external audits for our ISO 14001 management system by impartial third-party certification bodies every year. This commitment to continuous improvement and optimization in waste management helps us achieve our goal of fostering a sustainable and eco-friendly environment.

Group Waste Statistics

Unit: Metric Tons

Item/Year	2021	2022	2023	2024
Total Disposed Waste (Incineration/ Landfill/Storage)	4,312.740	3,822.692	3,518.631	5,422.901
Total Recycled/Reused Waste	25,515.771	23,227.626	25,291.993	30,741.600
Total Waste Volume	29,828.511	27,050.317	28,810.624	36,164.501
Recycling and Reuse Rate (%)	85.5	85.9	87.8	85.0
Waste Intensity Note 4	0.0574	0.0499	0.0560	0.0560

Note 1: For the data boundaries from 2021 to 2023, please refer to the respective annual Sustainability Reports.
Note 2: The data boundary for 2024 aligns with the scope of the consolidated financial statements for the same year, covering 50 entities including the parent company and all consolidated subsidiaries.
Note 3: All waste is disposed of off-site.
Note 4: Waste Intensity (unit: tons / NT$ million) = Total Waste Volume / Consolidated Revenue.

Group Waste Reduction Targets and Results

Reduction Target

Reduce waste by 1 % (using 2016 as the baseline year)

Implementation Result

Target not met.

However, despite not meeting the target, a reduction was still achieved amid workforce growth, demonstrating the effectiveness of UL 2799 implementation and resource optimization efforts.

Ongoing Measures

Continuously enhance waste classification practices to increase recycling volume and reduce waste disposal volume.

Reduction Target

Obtain UL 2799 certification

Implementation Result

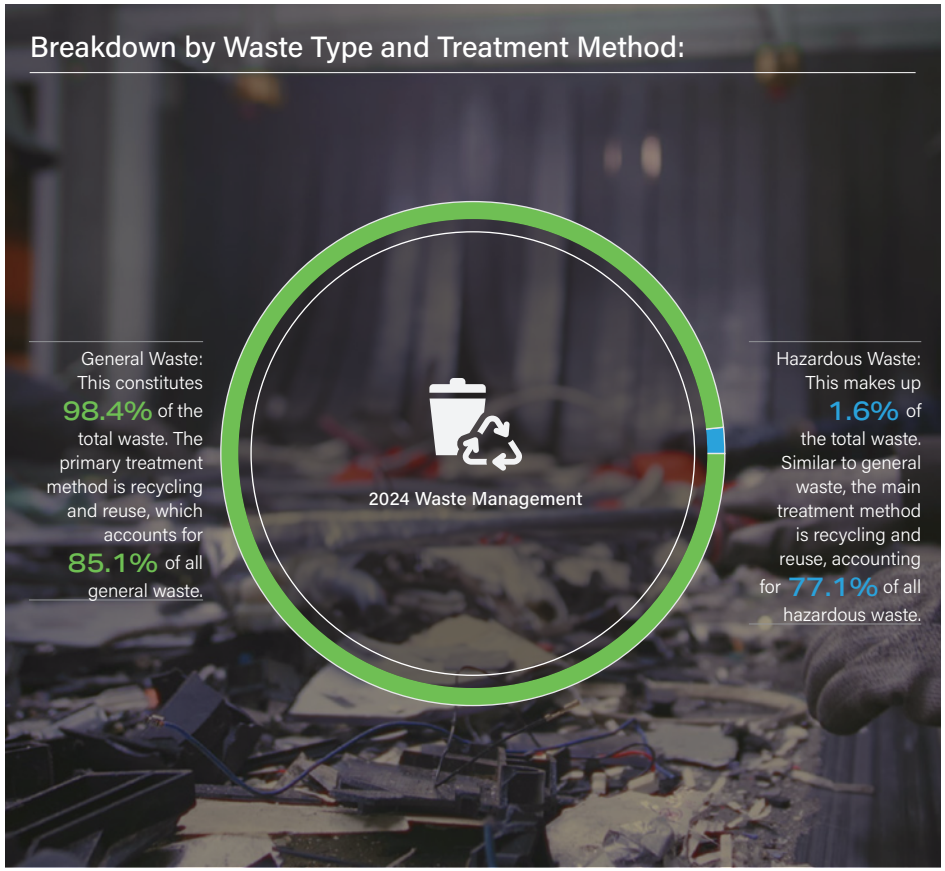
ICC was certified in June 2024

Ongoing Measures

Maintain the validity of the certification

2024 Waste Management Analysis

Inventec categorizes its waste into two primary types: general and hazardous waste. The majority of waste generated is general waste, which is less harmful to the environment, accounting for 98.4% of total waste. In terms of disposal method, the Company prioritizes environmentally friendly approaches, with reuse and recycling making up a significant 85.0% of total waste treatment, demonstrating our firm commitment and support for environmental protection.



Inventec Group 2024 Waste Analysis

Unit: Metric Tons

Disposal Type	Disposal Methods	Waste Type	
		General Waste	Hazardous Waste
Waste Directed to Disposal	Landfilling	1,935.978	11.010
	Incineration (with energy recovery)	3,323.846	113.942
	Incineration (without energy recovery)	0.000	1.847
	Other Disposal Methods	0.000	0.352
	Temporary Storage	0.000	2.782
	Disposal Method Unknown	33.143	-
	Subtotal	5,292.968	129.933
Waste Diverted from Disposal	Recycling	28,221.900	436.772
	Preparation for Reuse	2,082.928	-
	Subtotal	30,304.828	436.772
Total Waste in Each Type		35,597.796	566.705
Percentage of Total Waste		98.4%	1.6%
Recycling and Reuse Ratio		85.1%	77.1%
Summary			
Total Incineration (with Energy Recovery)		3,437.788	
Total Recycling and Reuse		30,741.600	
Total Waste		36,164.501	
Recycling and Reuse Ratio		85.0%	
Incineration (with Energy Recovery) Ratio		9.5%	

UL 2799 Zero Waste to Landfill – Platinum Certification

Inventec is proud to announce that following TAO's achievement of UL 2799 Zero Waste to Landfill Platinum certification, ICC also received the same prestigious recognition in June 2024. This accomplishment represents Inventec's unwavering commitment to fostering a green and eco-friendly environment.

ICC successfully achieved a **100%** waste diversion rate with **8%** thermal recovery from incineration.

UL 2799 Zero Waste to Landfill – Platinum Certification

ICC Waste Management Initiatives

3.3.3 Chemical Management

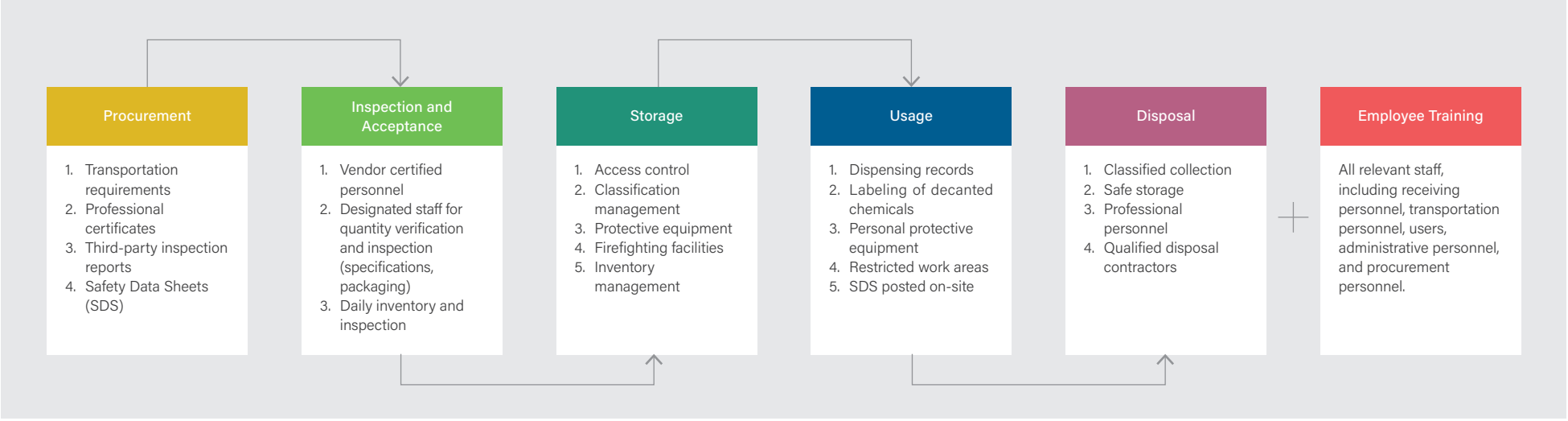
Inventec adopts a life cycle management strategy for all chemicals, covering every stage from raw material sourcing, manufacturing, and R&D, to product use, waste management, and final disposal. At each phase of this life cycle, potential adverse impacts are carefully evaluated, with due consideration of stakeholder concerns and strict compliance with regulatory requirements at each operating site. Environmental assessments are conducted based on both routine and non-routine chemical handling scenarios—including accidents, unexpected incidents, and potential emergencies. This approach involves a retrospective analysis of past events, an in-depth review of current practices, and forecasting of potential operational impacts on the environment. Based on these multifaceted evaluations, Inventec is able to develop preemptive control measures. Key strategies include the substitution of highly toxic chemicals with less toxic alternatives wherever the adverse impacts may take place. Additionally, the Company implements engineering controls and ventilation systems to reduce chemical exposure risks to both the environment and human health.

Inventec's Chemical Classification and Tiered Management

Chemical Classification	Chemicals Requiring Monitoring	Chemicals with PEL	Chemicals with Health Hazards
Assessment Methods	Work Environment Monitoring	Sampling Analysis/Direct-Reading Instruments	CCB Tools
Evaluation/ Monitoring Frequency	In accordance with the timeline stipulated by the monitoring regulations (1 year/6 months)	Based on Exposure Results/PEL Ratio (3 years/1 year/3 months)	Once Every 3 Years
Management Classification & Measures	Level 1 Management- Exposure < ½ PEL Level 2 Management - ½ PEL < Exposure < PEL Level 3 Management - Exposure > PEL	Level 1 Management- Exposure < ½ PEL Level 2 Management - ½ PEL < Exposure < PEL Level 3 Management - Exposure > PEL	Refer to CCB Exposure Control Forms

Inventec has established comprehensive chemical management guidelines to ensure accurate tracking of chemical safety information, safeguarding employee health and minimizing environmental hazards. Rigorous control measures are applied at each stage—including procurement, incoming inspection and warehousing, internal transfer and secure storage, on-site usage, waste disposal, and routine oversight. For the procurement of new chemicals, Inventec conducts assessments based on the hazard risk level of the chemical substance. Chemicals can only be used within the facility after obtaining approval from relevant departments and ensuring that appropriate personal protective equipment, compliant with regulatory standards, is provided according to the intended usage conditions.

Inventec Hazardous Chemicals Control Measures Flowchart



- To strengthen safety awareness in production and ensure employees have a proper understanding of the potential chemical risks, the protective measures, and handling protocols, Inventec regularly provides personnel in relevant roles with operational training, emergency response drills, and professional skills training. These efforts aim to prevent chemical-related incidents.
- All chemicals used on-site are required to display appropriate hazard labels in accordance with regulations. In addition, Safety Data Sheets (SDS) are placed in clearly visible locations to ensure that personnel can promptly access safety information, thereby enhancing operational safety and emergency response efficiency.
- Through this systematic assessment and management framework, Inventec is able to ensure that chemicals are handled in compliance with safety and environmental requirements throughout their entire life cycle—minimizing potential impacts on both the environment and human health.

In 2024, **0** chemical-related incidents occurred.

Operational environment monitoring was conducted under Level **1** management.

0 carcinogenic substances were used among the 151 chemical substances at Inventec's Taiwan plants.

Hazardous Chemical Safety Training and Drills at ICC/IPT/SQT Sites

IPT/SQT Hazardous Chemical Safety Theoretical Training and Drills

Inventec has implemented the IECQ QC080000 Hazardous Substance Process Management (HSPM) system in response to customer requirements and hazardous substance restrictions across various countries and sales regions. The Company has established the "Inventec Hazardous Substance Free (HSF) Management Standard," aiming to minimize the use of hazardous substances. In addition, Inventec actively monitors the latest regulations and customer-specific restricted substance lists. All Inventec global manufacturing sites have successfully implemented the IECQ QC080000 management system and obtained third-party certification, ensuring the effective execution of Inventec's product hazardous substance control programs.

To strengthen the timely dissemination of environmental regulations and technical information, Inventec publishes the "Inventec Green E-Newsletter" on a quarterly basis. The newsletter covers a wide range of topics including domestic and international environmental regulations, environmental news, chemical policy promotion, advanced environmental technologies, and green trend analysis. Furthermore, a monthly "Green Product Meeting (GP Meeting)" is held, bringing together relevant personnel to discuss the latest customer requirements and regulatory updates from around the world. These efforts ensure that Inventec's hazardous substance management practices consistently meet stakeholder expectations and requirements.

In 2024, all products and services provided by Inventec were in full compliance with applicable laws and regulations, with **no** fines or penalties recorded for any violations. Furthermore, all products were assessed in accordance with Inventec's Hazardous Substance Free (HSF) Management Standard and were confirmed to meet all stipulated requirements.

3.4 Biodiversity

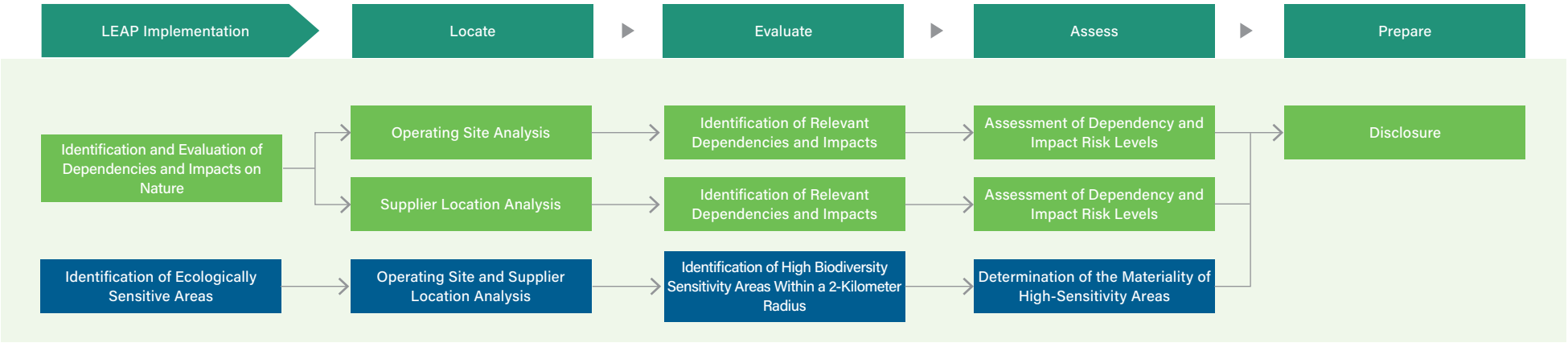
Natural capital and biodiversity are crucial for the survival of the Earth and human society. Protecting biodiversity forms the cornerstone for achieving sustainable development and addressing environmental crises. In this regard, Inventec has established the "Inventec Biodiversity and No Deforestation Commitment," which has been signed off by the Sustainability Committee and endorsed by the Board of Directors before announcing for implementation. Inventec is committed to continuously investing resources to mitigate the impact of its operations on the environment, striving to achieve harmonious coexistence between humans and nature.

Taskforce on Nature-related Financial Disclosures (TNFD)

To gain a better understanding of Inventec's operational impacts and dependencies on nature, supporting subsequent operational strategy review and improvement, we have adopted the LEAP approach recommended by the Taskforce on Nature-related Financial Disclosures (TNFD). Inventec has implemented the LEAP framework—Locate, Evaluate, Assess, and Prepare—across its headquarters and established production sites in both Taiwan and Mainland China[Note 1], as well as within its supply chain. This process helps explore the interdependence between the plants and surrounding ecosystems, and the reliance and impact on nature.

The implementation of the LEAP approach is divided into two parts: "Identification and Evaluation of Dependencies and Impacts on Nature"[Note 2] and "Identification of Ecologically Sensitive Areas"[Note 3], which cover both Inventec's own operations and relevant suppliers. Firstly, "Identification and Evaluation of Dependencies and Impacts on Nature" uses the definitions and lists of environmental and ecosystem assets from the United Nations System of Environmental Economic Accounting (SEEA) to determine Inventec's operational dependence on ecosystem services and the impact on changes in the state of nature. Relevant departments within the Company and suppliers are invited to participate in the risk identification project.

In addition, regarding "Identification of Ecologically Sensitive Areas," the Company also identifies ecologically sensitive areas surrounding its own operating locations and those of its suppliers, in accordance with the LEAP methodology. The Company systematically identifies and evaluates the interactive relationships between these sites and surrounding ecosystems, and comprehensively assesses ecology and biodiversity.



Note 1: The Taiwan plants primarily include IET, TAO, and ITO. The Mainland China plants mainly include IPT、SQT and ICC. Participating suppliers included 26 companies located across northern, central, and southern Taiwan and 73 companies from southern, central, and northern regions of Mainland China.

Note 2: (1) Nature Dependency: Environmental assets and ecosystem services upon which an organization relies for its operations. For example, a company's operations may depend on services provided by the natural environment such as climate regulation, rainfall pattern regulation, disease control, and geological flows. (2) Nature Impact: Changes in the state of nature resulting from a company's operational processes, which in turn alter the environment's ability to support social or economic activities. The term "impact" is neutral and can refer to negative effects, such as deforestation or wastewater discharge, or positive effects, such as tree planting or lake restoration. Impacts can be direct, indirect, or cumulative.

Note 3: Ecologically sensitive areas refer to regions that are critically important for biodiversity, areas experiencing a rapid decline in ecosystem integrity, or areas providing essential ecosystem services, such as biological habitats.

LEAP Assessment Type I: Identification and Evaluation of Dependencies and Impacts on Nature

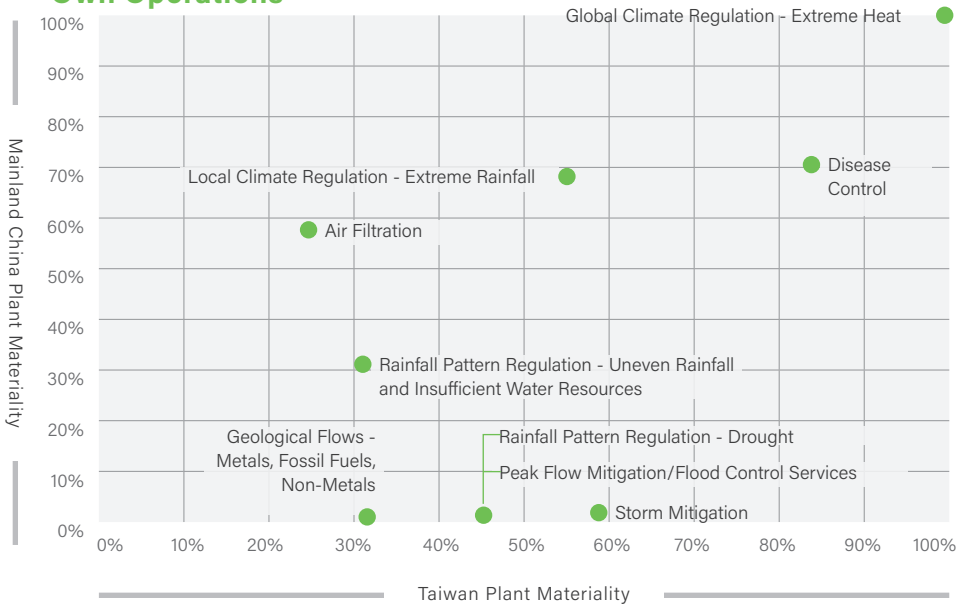
Identifying Dependencies and Impacts on Nature

This project employed a questionnaire survey to engage departments within the Company responsible for pollution remediation, disaster response, energy management, plant greening, environmental safety, and finance. The survey aimed to analyze and identify the materiality of dependency risks and nature impacts resulting from actual changes in natural environment. On the supply chain side, suppliers with manufacturing facilities in Taiwan or Mainland China across industries such as electronic component manufacturing, computer, electronic product and optical product manufacturing, and metal product manufacturing were invited to participate in the materiality assessment of dependencies and impacts. This process facilitated an understanding of the risk levels associated with relevant nature dependency and impact categories within the supply chain.

Results of Nature Dependency Identification for Inventec's Own Operations

Through analysis, the Company identified five major nature dependency issues of concern for both its Taiwan and Mainland China plants from the 22 dependency categories outlined in the United Nations System of Environmental Economic Accounting (SEEA). These include global climate regulation - extreme heat, disease control, local climate regulation - extreme rainfall, air filtration (air quality degradation), and rainfall pattern regulation - uneven rainfall distribution. Among these, global climate regulation - extreme heat was identified as the most critical issue of concern.

Results of Nature Dependency Identification for Inventec's Own Operations



Nature Dependency Risks and Opportunities in Inventec's Own Operations

Inventec monitors the dependency items identified for its own operations by setting corresponding indicators or early warning mechanisms. The Company also analyzes the risks and opportunities associated with each dependency category, evaluates their financial impacts, and formulates corresponding response strategies to control risks and capitalize on potential opportunities.

Ecosystem Services	Time Horizon Note 1	Indicator or Early Warning Mechanism	Risks	Opportunities	Financial Impact	Response Strategy
Global Climate Regulation - Extreme Heat	Long-term	Meteorological Data - Temperature forecast and Temperature	1. Increased electricity consumption for air conditioning 2. Increased process and domestic water consumption 3. Employee health issues, such as heatstroke 4. Increased probability of fire hazards	1. Optimization of air conditioning system management 2. Improved heat dissipation stability of large equipment 3. Increased efficiency of solar power generation 4. Increased employee awareness of heatstroke prevention	1. Operating costs 2. Capital expenditure	1. Upgrade air conditioning systems, adopting more advanced cooling technologies and equipment 2. Improve cooling water treatment technology, reduce scaling problems in coolers of large water-cooled equipment, and enhance heat dissipation stability of equipment 3. Consider time-of-use electricity pricing Note 2 to implement off-peak production and reduce electricity expenses 4. Conduct health training on heatstroke prevention and cooling measures
Local Climate Regulation - Extreme Rainfall	Short-term	Meteorological Data - Rainfall Forecast	1. Floods causing damage to equipment and assets, and threatening the safety of personnel 2. Supply chain disruption	1. Enhancement in corporate flood prevention capabilities 2. Enhancement in employees' self-rescue abilities and the company's post-disaster recovery capabilities	1. Operating costs 2. Capital expenditure	1. Establish a weather alert management system, pay attention to rainfall conditions during the rainy season, and monitor and issue early warnings for rainfall problems in a timely manner 2. Improve internal drainage facilities in the plant area, and regularly clean and maintain drainage channels and facilities to prevent blockages

Ecosystem Services	Time Horizon Note 1	Indicator or Early Warning Mechanism	Risks	Opportunities	Financial Impact	Response Strategy
Rainfall Pattern Regulation - Uneven Rainfall and Insufficient Water Resources	Long-term	Meteorological Data - Rainfall Forecast	1. Water shortage affects public facilities (such as chillers) 2. Financial losses due to insufficient water for firefighting	1. Enhancement in the company's drought resistance capabilities 2. Increased employee awareness on water conservation 3. Improvement in water resource management and utilization efficiency	1. Operating costs 2. Revenue 3. Capital expenditure	1. Enhance wastewater treatment and recycled water utilization to reduce reliance on natural water resources, and establish an internal water circulation system within the Company 2. Adopt more efficient cooling water circulation systems, smart water use monitoring and control technologies, and formulate a water resource management plan to promptly analyze and address abnormal water use, and improve the efficiency of water resource utilization 3. Regularly conduct employee training and awareness campaigns on water conservation, and post water-saving signs
Disease Control	Short to Long-term	Information related to prevalent infectious diseases from local Disease Control Centers	1. Threats to personnel life 2. Disruption of plant operations 3. Supply chain disruption 4. Customer contract breach 5. Increased plant hygiene maintenance costs	1. Enhancement in the Company's epidemic prevention capabilities and establishment of a resilient supplier management system 2. Promote awareness and preventive knowledge of infectious diseases among all employees 3. Promote overall employee health	Operating costs	1. Continuously monitor infectious disease information released by official government sources 2. Utilize the Company's health management system for disease monitoring and organize emergency drills for sudden public health incidents 3. If infectious cases are detected within the Company, immediately activate the emergency response mechanism (reporting, control, screening, environmental disinfection, medical assistance, etc.) 4. Conduct relevant health education based on the prevalence of diseases
Air Filtration	Short-term	Air Quality Index (AQI)	1. Poor air quality causing harm to employee health 2. Air pollution leave affecting employee attendance and logistics	1. Optimization and upgrade of air conditioning equipment 2. Optimization and upgrade of exhaust treatment equipment 3. Employee health management and safety assurance	1. Operating costs 2. Capital expenditure	1. Adopt new air conditioning systems and enhance the efficiency of air filtration systems, incorporating sterilization, dust filtration, and fresh air functions to ensure air quality 2. Establish an air quality monitoring and early warning system to track airborne carbon dioxide, oxygen concentration, VOC levels, and particulate matter 3. Formulate air testing and cleaning/disinfection plans, and engage professional testing and service companies to measure key air quality indicators such as microbial levels and natural ventilation rates, and to carry out cleaning and disinfection plans
Rainfall Pattern Regulation - Drought	Long-term	Meteorological Data - Rainfall Forecast and Local Water Resources Agency's Hydrological data	1. Wildfires caused by drought leading to damage to equipment and assets, and threatening personnel safety 2. Food shortages, leading to increased food costs and more time-consuming procurement	1. Enhancement of employee fire prevention awareness and initial fire extinguishing capabilities 2. Improvement in emergency response capabilities of food supply vendors 3. Proactive planning for water resource regulation	Operating costs	1. Adopt AI-enabled fire detection and early warning platforms 2. Implement corporate business continuity plans and conduct regular drills 3. Retrofit production facilities with fire-resistant materials and structural fireproofing designs 4. Select factory sites and design layouts based on local climate conditions and vegetation distribution, incorporating tailored fire prevention solutions 5. Improve canteen management by developing balanced meal plans and portion control strategies to reduce food waste and meal costs 6. Cultivate employee awareness of food conservation
Peak Flow Mitigation - Flood Control Services	Short-term	Local Water Resources Agency's updates on water levels of rivers	1. Floods causing damage to equipment and assets, and threatening the safety of personnel 2. Supply chain disruption	1. Enhancement in the Company's flood monitoring and early warning capabilities 2. Improvement in the Company's flood emergency management 3. Improvement in the Company's infrastructure flood resilience, including upgrades to plant drainage systems	1. Operating costs 2. Capital expenditure	1. Establish a weather alert management system, pay attention to rainfall conditions during the rainy season, and monitor and issue early warnings in a timely manner 2. Establish a corporate flood emergency management system, set up a flood control organization, formulate flood contingency plans, and regularly organize flood emergency drills to boost employee response capabilities 3. Equip facilities with necessary flood prevention tools and maintain emergency repair material reserves

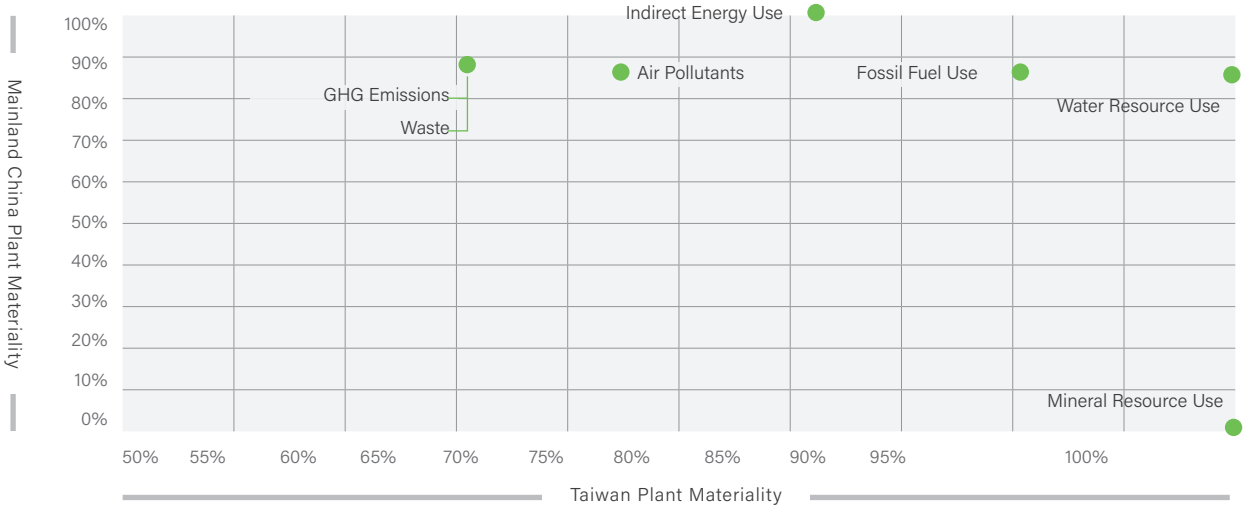
Ecosystem Services	Time Horizon Note 1	Indicator or Early Warning Mechanism	Risks	Opportunities	Financial Impact	Response Strategy
Storm Mitigation	Short-term	▪ Meteorological Data - Typhoon Warning and Wind Speed Forecast ▪ Local Water Resources Agency's Hydrological data	1. Damage to equipment and assets 2. Threats to personnel safety 3. Disruptions to operations and supply chains	1. Enhancement in the Company's typhoon disaster response capabilities 2. Improvement in reservoir recovery capacity	1. Operating costs 2. Capital expenditure	1. Install wind barriers to resist strong winds 2. Implement emergency procedures for equipment and assets, including data backup and emergency shutdown measures for critical equipment, while preventing electrical fires and other accidents 3. Activate backup power generators and ensure sufficient fuel reserves to prevent factory operation disruptions due to power outages caused by storms
Geological Flows - Metals, Fossil Fuels, Non-Metals	Long-term	Fossil Fuel Consumption and Critical Metal Consumption	1. Increased procurement costs for recycled metals 2. Increased investment in product R&D and higher design costs due to increased use of recycled metals in response to customer requirements	1. Improvement in resource utilization efficiency 2. Sustainable use of Earth's resources 3. Reduced impacts caused by supply chain interruption	Operating costs	1. Utilize standardized components to facilitate users in finding alternative parts for maintenance or upgrades, thereby improving resource utilization efficiency 2. Design products with modular structures to enable users to easily replace or upgrade specific modules, extending product lifespan 3. Apply Computer-Aided Engineering (CAE) simulation software to achieve structural designs with sufficient strength and lightweight features, and design products for easy disassembly to facilitate maintenance and recycling, thus extending product lifespan 4. Select durable and wear-resistant materials to prolong the product's service life 5. Increase the proportion of recycled materials used in products to reduce the demand for raw material extraction and enhance resource utilization efficiency

Note 1: Short-term: within 2 years; Medium-term: 2–5 years; Long-term: more than 5 years.
Note 2: Time-of-use electricity pricing refers to different electricity rates applied based on different times of the day.

Results of Nature Impact Identification for Inventec's Own Operations

In terms of nature-related impacts, Inventec also conducted identification based on the 16 impact categories outlined in SEEA. Although the priority order of nature impact categories identified by the Taiwan and Mainland China plants differed, the main areas of concern encompassed six material nature impact categories: water resource use, indirect energy use (primarily electricity), fossil fuel use, air pollution, greenhouse gas emissions, and waste generation.

Results of Nature Impact Identification for Inventec's Own Operations



Nature-Related Impact Risks and Opportunities in Inventec's Own Operations

Similar to the identification of nature dependencies, we have established corresponding indicators for each identified nature-related impact to thoroughly analyze the associated risks and opportunities. Concurrently, we evaluate the potential financial implications of these impacts and formulate effective response strategies.

Nature-related Impact Category	Time Horizon Note	Indicator or Early Warning Mechanism	Risks	Opportunities	Financial Impact	Response Strategy
Indirect Energy Use	Long-term	Electricity Consumption	Increased operating costs related to renewable energy procurement	1. Optimization of energy mix and development of renewable energy 2. Participation in renewable energy market trading and collaboration	1. Operating costs 2. Capital expenditure	1. Replace high-energy-consuming or outdated equipment with high-efficiency, low-energy alternatives to enhance energy efficiency 2. Develop decentralized energy systems and invest in alternative energy sources such as solar power 3. Actively participate in renewable energy trading markets, diversify green energy sources, and hedge against future electricity price increases 4. Establish smart energy management systems to monitor and analyze factory energy usage in real time, enabling precise control and effective management
Water Resource Use	Long-term	▪ Water Consumption Volume ▪ Recycled Water Volume ▪ Per Capita Water Use	1. Water shortage affects public facilities (such as chillers) 2. Financial losses due to insufficient water for firefighting	1. Enhancement in the company's drought resistance capabilities 2. Increased employee awareness on water conservation 3. Improvement in water resource management and utilization efficiency 4. Building a corporate image of water stewardship 5. Advancing technical capabilities and certifications related to water recycling, and promoting the dissemination of water-saving technologies	1. Operating costs 2. Revenue 3. Capital expenditure	1. Enhance wastewater treatment and water recycling systems to reduce reliance on natural water resources and establish an internal water recycling loop 2. Implement more efficient cooling water circulation systems and smart water monitoring and control technologies; develop a comprehensive water resource management plan to quickly identify and address anomalies in water usage and optimize water efficiency 3. Regularly conduct employee training and awareness campaigns on water conservation, and post water-saving signs
Fossil Fuel Use	Long-term	Fossil Fuel Consumption Volume	1. Increased capital expenditure for replacing or installing equipment that does not use fossil fuels (e.g., boilers) 2. Increased electricity expenditure 3. Fossil fuel supply is vulnerable to supply chain disruptions, such as geopolitical factors, leading to reduced power supply stability	1. Optimization of energy mix and development of renewable energy 2. Improvement of production technology with energy saving advancement, and reduction of energy consumption 3. Technology upgrades and waste heat recovery 4. Introduction of energy control systems 5. Participation in renewable energy market trading and collaboration	1. Operating costs 2. Capital expenditure	1. Transition certain equipment (e.g., boilers) to operate on electricity, reducing reliance on fossil fuels 2. Replace outdated, high-energy-consuming equipment to reduce energy costs per unit of product 3. Introduce waste heat recovery technologies for chillers and air compressors and minimize boiler use; address the air conditioning system's reliance on fossil fuel consumption
Waste	Long-term	▪ Waste Treatment Methods and Weight ▪ Weight of Recyclable Resources ▪ Recycling Rate	1. Introducing waste recycling or regeneration technologies and equipment 2. Waste treatment costs and related certification fees	Increased recycling rate to help reduce environmental impact caused by waste	1. Operating costs 2. Capital expenditure	1. Obtain waste reduction certifications such as UL 2799 to demonstrate and implement waste reduction commitments 2. Enhance resource circularity efficiency through incineration for energy generation, circular recycling and reuse, and industrial composting 3. Continuously improve equipment in the waste sorting area and educational signage to foster good sorting habits among colleagues 4. Continuously seek cooperation with recycling vendors for the disposal and recycling of special waste items

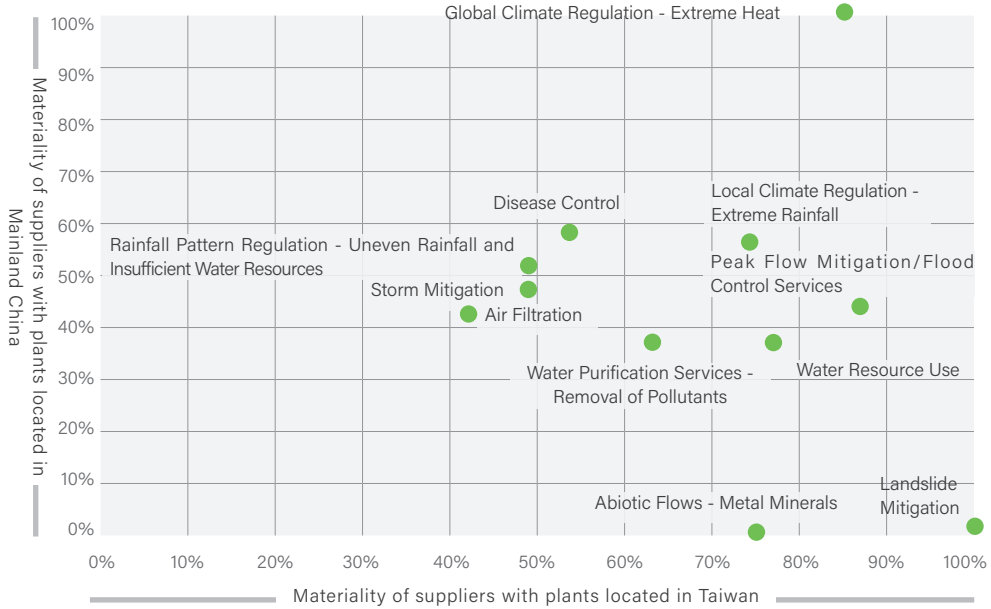
Nature-related Impact Category	Time Horizon Note	Indicator or Early Warning Mechanism	Risks	Opportunities	Financial Impact	Response Strategy
GHG Emissions	Long-term	Scope 1, 2, and 3 GHG Emissions	1. Capital expenditure required to install non-fossil fuel-based equipment (e.g., boilers) 2. Increased operating costs associated with renewable energy procurement 3. Higher costs for implementing energy-saving equipment or energy management systems 4. Lagging behind industry peers in carbon reduction performance, potentially harming corporate reputation (e.g., global rankings, customer orders) 5. Rising operating costs due to carbon fees or taxes	1. Enhanced corporate social responsibility image 2. Revenue from selling surplus carbon credits in the carbon trading market after emission reductions 3. Establishing a comprehensive talent pool for climate-related expertise 4. Developing energy-saving and more efficient products to meet market demand 5. Implementing a diversified green electricity policy to mitigate the risk associated with future increases in renewable energy costs 6. Proactively responding to regulations to avoid future compliance-related cost increases	1. Operating costs 2. Capital expenditure 3. Revenue	1. Establish and implement carbon reduction targets aligned with the Science Based Targets initiative (SBTi) 2. Improve process efficiency and reduce equipment energy consumption 3. Install rooftop solar power systems 4. Purchase renewable energy
Air Pollutants	Short-term	Legally Regulated Air Pollutant Emission Levels	1. Increased costs for air pollution control equipment 2. Increased procurement costs due to changes in raw material usage to reduce pollution	Strengthening the Company's green and environmentally responsible image	1. Operating costs 2. Capital expenditure	1. Upgrade product manufacturing processes to reduce exhaust emissions generated during production 2. Enhance the sealing and monitoring functions of exhaust-emitting equipment, improve the treatment efficiency of exhaust pollution control facilities, and reduce fugitive emissions 3. Formulate and implement exhaust testing and maintenance plans 4. Stay up to date with regulatory standards and adjust monitoring parameters in a timely manner 5. Increase the utilization of water-based cleaning agents and low-toxicity, harmless raw and auxiliary materials to reduce the dispersion of air pollutants
Mineral Resource Use (e.g., Metals, Non-metals)	Long-term	Proportion of Recycled Metal Utilization	1. Increased procurement costs for recycled metals 2. Increased investment in product R&D and higher design costs due to increased use of recycled metals	1. Improved resource utilization efficiency 2. Sustainable use of Earth's natural resources 3. Reduced impacts from supply chain interruption	Operating costs	1. Utilize standardized components to facilitate users in finding alternative parts for maintenance or upgrades, thereby improving resource utilization efficiency 2. Design products with modular structures to enable users to easily replace or upgrade specific modules, extending product lifespan 3. Apply Computer-Aided Engineering (CAE) simulation software to achieve structural designs with sufficient strength and lightweight features, and design products for easy disassembly to facilitate maintenance and recycling, thus extending product lifespan 4. Select durable and wear-resistant materials to prolong the product's service life 5. Increase the proportion of recycled materials used in products to reduce the demand for raw material extraction and enhance resource utilization efficiency

Note: Short-term: within 2 years; Medium-term: 2–5 years; Long-term: more than 5 years.

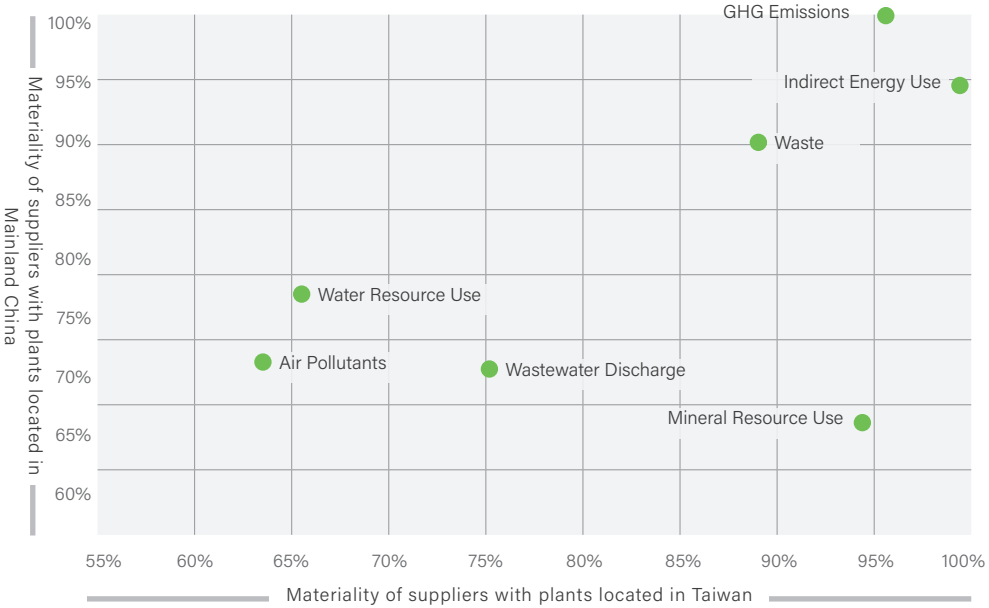
Results of Nature Dependency and Impact Identification for Suppliers

To effectively understand the nature-related risks and impacts across its supply chain, Inventec conducted a nature dependency and impact survey targeting suppliers with manufacturing sites in Taiwan or Mainland China. The identification results revealed that suppliers commonly face the following key nature dependencies: global climate regulation - extreme heat, local climate regulation - extreme rainfall, peak flow mitigation - flood control services, and water resource use. Suppliers with plants in Taiwan were particularly concerned about global climate regulation - extreme heat, water resource use, and peak flow mitigation - flood control services, while those in Mainland China, in addition to global climate regulation - extreme heat, also focused on local climate regulation - uneven rainfall and disease control. Among the categories of nature impacts, suppliers with manufacturing sites in Taiwan or Mainland China commonly identified indirect energy use (electricity), greenhouse gas emissions, and waste generation as key impacts on nature. Taiwan-based suppliers were more concerned about mineral resource use and wastewater discharge, whereas Mainland China-based suppliers placed greater emphasis on water resource use.

Results of Nature Dependency Identification for Suppliers



Results of Nature Impact Identification for Suppliers



Summary of Nature Dependency and Impact Identification

The assessment results of Inventec's own operating plants and suppliers' plants located in Taiwan and Mainland China indicate varying perceptions of the risk associated with nature dependency and impact across regions due to differences in climate, geography, and other related factors. However, there is a shared focus on issues such as global climate, diseases, and freshwater resource use. Consequently, Inventec will continue to develop relevant response measures for these dependencies and impacts, such as equipment replacement, establishment of contingency plans, procurement of renewable energy, and improvement of water and resource use efficiency. Furthermore, to comprehensively evaluate the Group's global impact on the natural environment, Inventec will continue to assess the nature dependencies and impacts of its overseas operating sites and suppliers. In parallel, the Company will maintain open communication and collaboration with stakeholders, considering not only the effectiveness of emission reduction but also the impact on biodiversity, to promote healthy global ecosystems and achieve harmonious coexistence between humans and nature.

LEAP Assessment Type II: Identification of Ecologically Sensitive Areas

Identifying Ecologically Sensitive Areas in the Value Chain

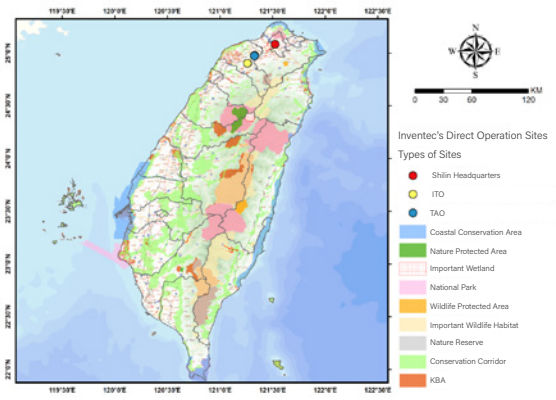
To identify and assess the interactive relationships between plants and surrounding ecosystems, and to determine whether its plants or suppliers pose a threat to local important ecology, Inventec utilized ecologically sensitive area maps provided by the Taiwanese government and the International Union for Conservation of Nature (IUCN), respectively. Inventec conducted regional analysis by overlaying the coordinates of its own operating sites, significant suppliers, and shipment locations with these biodiversity-sensitive layers. The analysis was conducted within a 2-kilometer radius of each site to evaluate potential impacts on the environment.

A mapping analysis was performed using Taiwan's nine high biodiversity sensitivity area map layers and IUCN map datasets[Note]. The results indicated that neither Inventec's own operating sites nor its suppliers are located within any high biodiversity sensitivity areas or legally regulated zones in Taiwan or Mainland China.

Note: Applied to Mainland China.

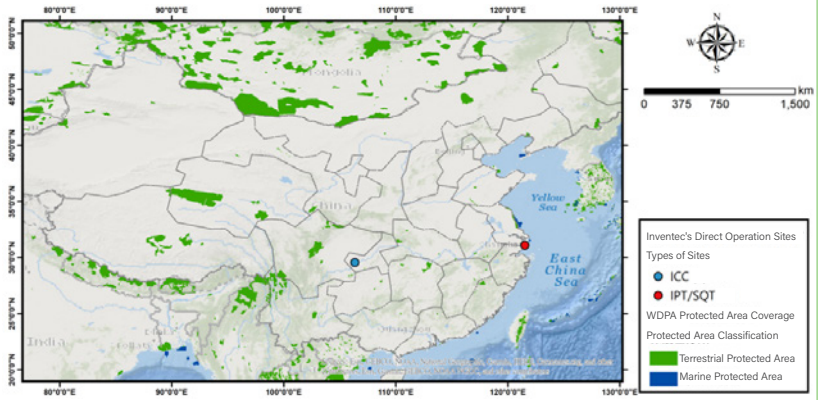
High Biodiversity Sensitivity Area Map Data

Taiwan Region



Note: KBA refers to Key Biodiversity Areas.

Mainland China Region



Note: WDPA refers to the World Database on Protected Areas.

Taiwan Mapping Layers	IUCN Mapping Categories
Coastal Conservation Zone	VI. Sustainable Use of Natural Resources
National Park	II. National Park
Important Wetland	V. Landscape/Seascape Conservation Area
Important Wildlife Habitat	IV. Habitat/Species Management Area
Wildlife Protected Area	Ib. Wilderness Area
Nature Reserve	Ia. Strict Nature Reserve
Nature Protected Area	Ia. Strict Nature Reserve
Conservation Corridor	None
Key Biodiversity Area	None
–	Other Natural Monument or Feature

Moving forward, Inventec will not only continue to identify whether its global plants and suppliers are located in ecologically sensitive areas to fully assess the Group's impact on the environment, but will also avoid establishing factories or conducting operations in international and national biodiversity hotspots. Inventec will also work collaboratively with its suppliers to ensure their adherence to our Biodiversity and No Deforestation Commitment and promote supplier awareness of forest conservation and biodiversity preservation through the Inventec Supplier Code of Conduct.

Xitou Cloud Forest Biodiversity Initiative

Globally, only about 1% of forests are classified as cloud forests. Taiwan, as a high-mountain island located at the intersection of subtropical and tropical zones, possesses extremely rich montane cloud forest resources. "Fog" is a crucial source of moisture for the ecosystem, providing non-rainfall water supplementation while reducing excessive solar radiation, thus offering a protective function for the forest ecosystem. This "fog umbrella" helps create an environment suitable for the survival of diverse species and is of critical significance to the biodiversity of cloud forests. However, long-term observations show that the Xitou cloud forest, situated in a typical subtropical cloud forest belt, exhibits a downward trend in the frequency of fog formation. In addition to global warming, the annual influx of nearly two million visitors and the growth of surrounding recreational industries may also lead to localized warming and reduce the frequency of fog formation, posing a potential threat to biodiversity.

To protect Taiwan's mountain forests and address the biodiversity crisis, the National Taiwan University Experimental Forest and Inventec Group have joined hands in a collaborative effort. Inventec sponsored research funding and provided software and hardware equipment such as edge computing devices and infrared sensing technology. AI-powered intelligent image algorithms are used for object detection and image analysis to help investigate the root causes of fog reduction. Through this cross-sector collaboration, both parties target to identify the environmental threats leading to fog reduction and develop effective solutions to safeguard Taiwan's cloud forest ecological resources, enabling the sustainable coexistence of rich and diverse mountain forests and natural resources with humanity.

Inventec believes that enterprises should not only aim for profit but also leverage their technological advantages to fulfill social responsibility, serve humanity, and protect the ecology and overall environment, thereby practicing sustainable values through concrete actions.

CHAPTER 4

Innovation

SDGs

4.1 Innovative Research and Development

4.1.1 Innovation Policy

- Establish R&D centers to integrate research pathways across various domains.
- Utilize the technical committee mechanism to drive horizontal and vertical project improvements, shared material integration, and training implementation.
- Develop and nurture R&D talent by enhancing their knowledge and skills, and establish mechanisms to externalize design knowledge.
- Encourage and reward R&D talent.

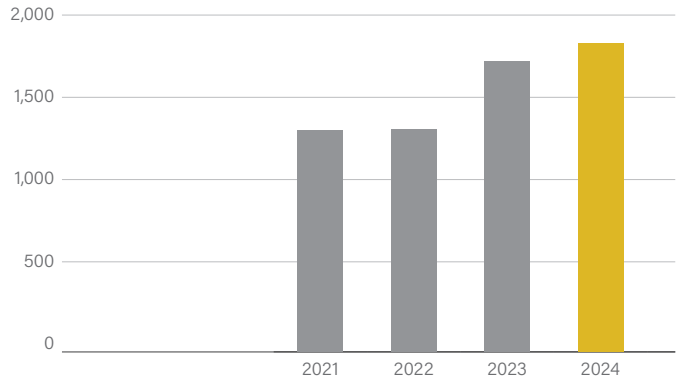
- Enhance R&D capabilities and services in areas such as notebook computers, servers and cloud computing, automotive electronics, smart devices, and smart healthcare.
- Integrate high-performance AI, 5G modules, video and audio technologies to deliver comprehensive and customized solutions with high added value.
- Enhance the competitiveness of sustainable products and focus on applications related to the low-carbon circular economy.
- Leverage strong hardware and software R&D and manufacturing capabilities to embody Industry 4.0 concepts through smart manufacturing.
- Proactively develop a global intellectual property and patent roadmap.
- Expand and deepen strategic alliances with customers and supply chain partners, launching integrated services to drive mutual growth.
- Extend core R&D competitiveness to incubate and expand new business models.

4.1.2 Innovation Performance and Investment

International Product Certifications

Unit:Item

	2021	2022	2023	2024
Number of International Product Certifications	1,310	1,315	1,719	1,825

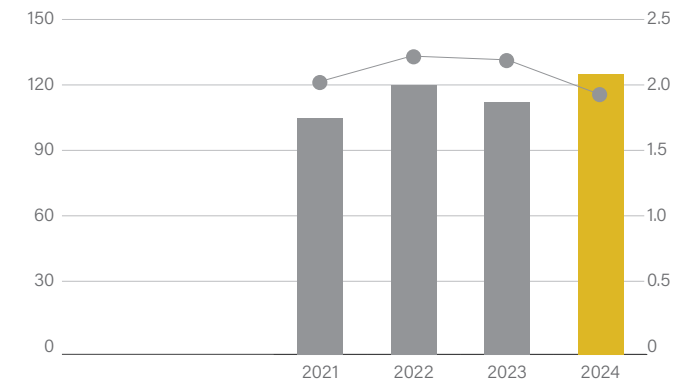


Note 1: Data for 2021–2023 is disclosed based on the reporting boundary for each respective year.

Note 2: The reporting boundary for 2024 includes the parent company and all consolidated subsidiaries, with a total of 50 companies.

R&D Expenditure

	2021	2022	2023	2024
R&D Investment (100 million)	105.93	120.95	113.21	126.01
R&D Expenditure as a Percentage of Revenue (%)	2.04	2.23	2.20	1.95



4.1.3 Technology Research and Development Goals

	Initiatives	2024 Goals	2024 Achievements	2025 Goals	2026-2030 Goals
Laptops	▪ Introduce more plastic-free and recyclable materials into product lines.	▪ Achieve a packaging material plastic-free ratio of over 60%.	▪ 20 product models reached a packaging material plastic-free ratio of 60%.	▪ Achieve a packaging material plastic-free ratio of over 70%.	▪ Continue to raise packaging material plastic-free targets.
	▪ Develop automated testing and calibration technologies.	1. Evaluate one AI/automation-based design technology. 2. Complete one automated design/ verification/calibration project.	▪ 3D structure automatic cross-section inspection tool was launched, significantly improving inspection efficiency. It reduced the structural stacking inspection time for a single model from 24 hours to 1.5 hours. ▪ Developed an interactive tolerance design system, increasing tolerance analysis efficiency by 67%. ▪ Achieved power test automation, boosting efficiency by over 80% compared to manual processing.	▪ Complete one automated design/ verification/calibration project.	▪ Continue the development of automated testing and calibration technologies.
	▪ Attainment of energy efficiency certifications.	▪ Achieve energy efficiency exceeding the typical configuration requirements of the Energy Star Computer Specification Version 8.0 by 25%.	▪ Laptops were designed with energy-saving features that reduced operational energy consumption. This resulted in energy efficiency that surpassed the typical configuration requirements of the latest Energy Star Computer Specification Version 8.0 by over 25%. A total of 52 models have obtained the energy efficiency labels.	▪ Ensure all new mass-produced models for the year obtain Energy Star Computer Specification Version 8.0 certification, with energy efficiency exceeding the typical configuration by more than 25%.	▪ Continuously employ energy-saving designs to reduce operational energy consumption of notebook computers with energy efficiency consistently exceeding the latest Energy Star Computer Specification Version 8.0 requirements.
Servers	▪ Continuously research and develop energy-efficient thermal management technologies to reduce cooling energy consumption.	▪ Develop a 100kW single-phase immersion cooling system using sustainable and environmentally friendly coolant, and maintain a partial Power Usage Effectiveness (pPUE) target of 1.03.	▪ Target was successfully achieved.	▪ Complete the development of a vertical single-node immersion cooling system.	▪ Continuously implement energy-saving designs to reduce the energy consumption of servers during operations.

	Initiatives	2024 Goals	2024 Achievements	2025 Goals	2026-2030 Goals
Servers	▪ Attainment of energy efficiency certifications.	▪ Achieve energy efficiency exceeding the typical configuration requirements of the Energy Star Computer Server Specification Version 4.0 by 25%.	▪ Servers were designed with energy-saving features that reduced operational energy consumption. This resulted in energy efficiency that surpassed the typical configuration requirements of the latest Energy Star Computer Server Specification Version 4.0 by over 25%. A total of 38 models have obtained the energy efficiency labels.	▪ Ensure all new mass-produced models for the year obtain Energy Star Computer Server Specification Version 4.0 certification, with energy efficiency exceeding the typical configuration by more than 25%.	▪ Continuously employ energy-saving designs to reduce operational energy consumption of servers with energy efficiency consistently exceeding the latest Energy Star Computer Server Specification Version 4.0 requirements.
	▪ Packaging material research – Continuously reduce plastic usage and introduce recyclable and recycled materials.	▪ Achieve over 50% plastic reduction in packaging materials.	▪ An average plastic reduction of 50% was achieved for the packaging materials of 13 product models.	▪ Optimize packaging design for products with higher estimated shipment volumes during the year to achieve over 50% plastic reduction.	▪ Continuously conduct research on server packaging materials and replace plastics with corrugated cardboard to further reduce plastic usage.
	▪ Packaging material research – Incorporation of recycled content in packaging materials.	▪ Achieve 40% recycled content in packaging-related materials.	▪ Successfully incorporated EPE cushioning material with 50% recycled content in specific projects.	1. Work with customers to continue integrating EPE cushioning material containing recycled content into more product shipments, aiming for over 50% recycled content. 2. Collaborate with partners on research into biodegradable EPE foam.	1. Continue to work with customers to integrate EPE cushioning material containing recycled content into more product shipments. 2. Sustain research efforts with partners on biodegradable EPE foam.
	▪ Adopt low-carbon materials and evaluate the recycling and reuse of server plastic raw materials.	▪ Implement PCR (Post-Consumer Recycled) plastic into trial production and testing for one server project, specifically for PC/ABS plastic products.	▪ Successfully implemented two server projects (covering two components) using PCR plastic.	▪ Gradually adopt recycled materials in server and PC/ABS plastic products, aiming for at least 5% usage of re-grinding resin for components weighing less than 25 grams.	▪ Continue assessing the use of low-carbon materials for servers and implementing the recycling and reuse of plastic raw materials.
Wearable Devices	▪ Research and implementation of recycled packaging materials for wearable devices to reduce plastic usage.	▪ Achieve a packaging material plastic-free ratio of over 95% for 3 product models.	▪ 4 product models reached a packaging material plastic-free ratio of 99%.	▪ Achieve a packaging material plastic-free ratio of over 95% for 5 product models.	▪ Continue research on incorporating recycled materials in packaging for other wearable device products to further reduce plastic usage.

4.1.4 R&D Case Study

Case 1

Development of Automated Testing and Calibration Technologies

With the fully integrated technology combining automated design and intelligent interpretation, we successfully developed and launched the "3D Structure Automatic Cross-Section Inspection Tool" in 2024. This tool dramatically reduced the structural stacking inspection time for a single model from 24 hours to just 1.5 hours.

2021	2022	2023	2024	2025
Quick Reference Table for Structural Strength Assessment	Automatic Meshing Technology	Phase II Power Measurement Automation	3D Structure Automatic Cross-Section Inspection Tool	PCB Quick Automation Assembly Tool

Quick-access shortcuts for cross-sectional views tailored to specific needs

Select specific models for cross-sectioning (default: full model cross-section)

User-defined names for easy browse

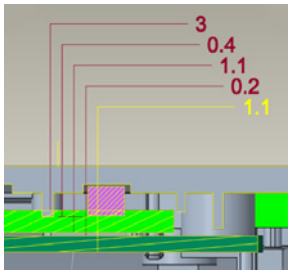
Adjustable size and mode of stacking results

Chinese user interface

Explanatory documentation

Automated calculation of stacking results for selected locations

Display cross-section stacking results (interference alerts triggered automatically by the system)



Case 2

Implementing energy-saving designs to effectively reduce server energy consumption during operations, with energy efficiency surpassing the requirements of latest Energy Star Computer Server Specification Version 4.0

In 2024, 38 key rack server models successfully completed Energy Star Computer Server Specification Version 4.0 certification. Their typical configuration achieved an energy efficiency 248.36% higher than the standard. This results in approximately 38% more energy saving compared to standard computer servers, leading to a carbon reduction of 1,612,746 tCO_2e.

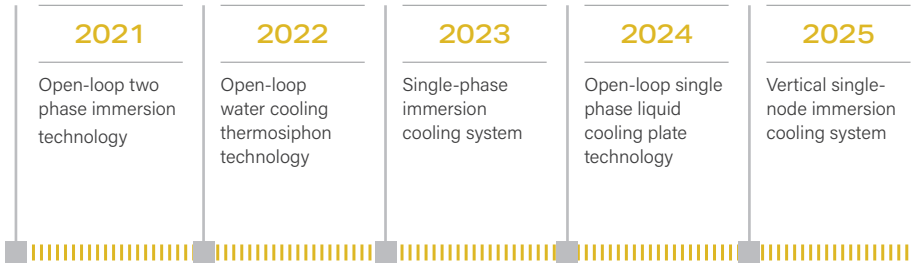
2009	2013	2016	2019	2024
Energy efficiency surpassed Energy Star Computer Server Specification Version 1.0	Energy efficiency surpassed Energy Star Computer Server Specification Version 2.0	Energy efficiency surpassed Energy Star Computer Server Specification Version 2.1	Energy efficiency surpassed Energy Star Computer Server Specification Version 3.0	Energy efficiency surpassed Energy Star Computer Server Specification Version 4.0

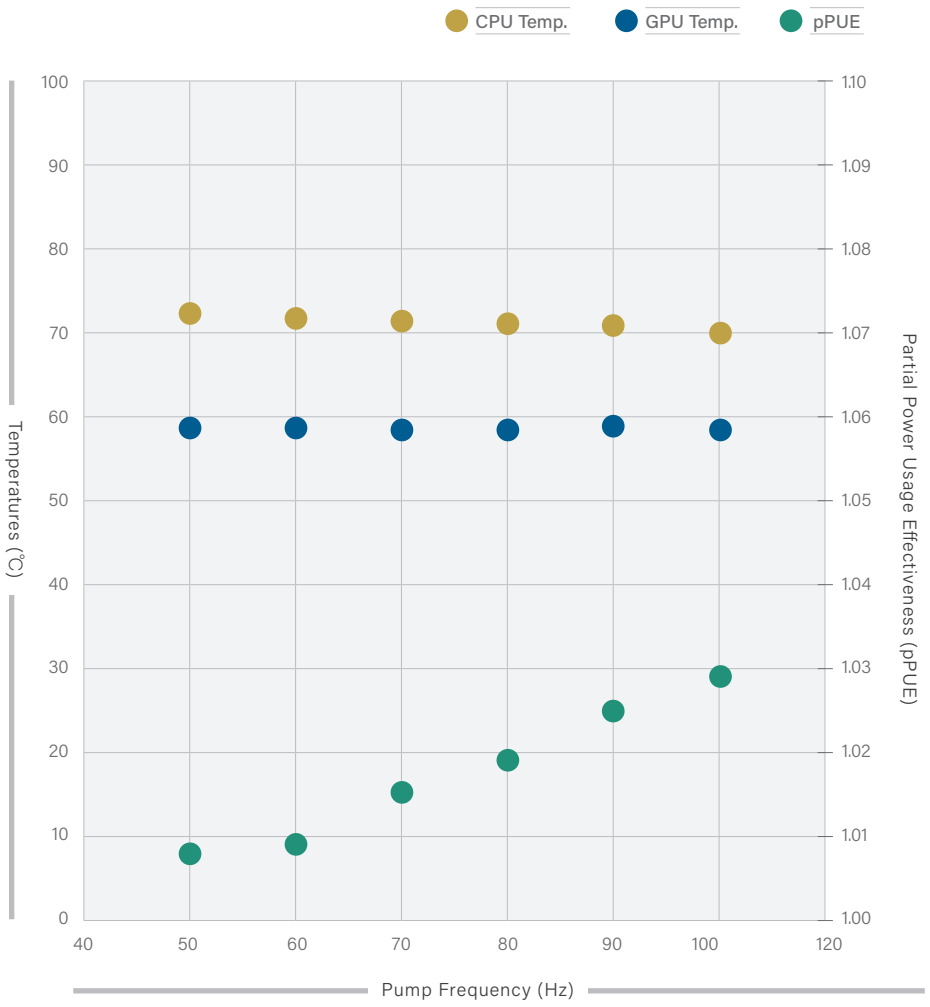
Case 3

Energy-efficient thermal management technology has been successfully developed to reduce cooling energy consumption

Traditional data centers rely on the air-cooling method that uses building-wide chilled water circulation systems to remove waste heat from server rooms. This lengthy heat transfer path limits overall cooling efficiency. In 2024, Inventec, in collaboration with its partners, continued research into immersion cooling. Recognizing that fluorinated fluids are becoming less aligned with environmental and sustainable development requirements, Inventec shifted its research focus towards the adoption of synthetic oil-based coolants.

To achieve equivalent cooling efficiency and support thermal loads up to 100KW, the Coolant Distribution Unit (CDU) was redesigned to address the high viscosity characteristics of oil-based coolants. Experimental results demonstrated that this new design can dissipate over 100KW of heat, and the partial Power Usage Effectiveness (pPUE) can be maintained at a level close to 1.03, similar to the results obtained with fluorinated fluids. Based on these R&D outcomes, Inventec is now positioned to offer diversified cooling solutions tailored to different customer needs.





Case 4

Increasing the proportion of recycled plastic added to server EPE cushioning materials

In collaboration with partners, Inventec successfully developed a packaging solution that integrates 50% recycled content into EPE cushioning materials used for server systems. After rigorous testing and validation, it is confirmed that the performance was not compromised and the solution was approved by our partners. As a result, in 2024, 186 existing part numbers were fully transitioned to include 50% recycled content. Furthermore, all new EPE part numbers for this project will also incorporate 50% recycled content, consistently promoting the application of environmentally friendly materials.

2023	2024	2025
46% Plastic Reduction	60% Plastic Reduction	Over 60% Plastic Reduction

Before improvement

After improvement

Case 5

Reducing the proportion of plastic used in packaging materials for wearable device products

Working in collaboration with our partners, we successfully optimized the packaging design for wireless earbuds. Key improvements included replacing laminated plastic bags with molded pulp inserts and substituting PET hanging tabs with paper-based alternatives. These enhancements were successfully implemented across 4 product models, resulting in a 99% elimination of plastic in their packaging materials.

After improvement

Digital Empowerment and Innovation Initiatives

Inventec Group is committed to AI-driven ESG (Environmental, Social, and Governance), leveraging technological innovation to advance human well-being. On September 9, 2024, Inventec hosted its inaugural AI Day at the Taipei Performing Arts Center to publicly showcase its AI application achievements for the first time. Hundreds of distinguished guests from industry, government, academia, and research, along with company colleagues, were invited to collectively witness Inventec's latest breakthroughs in AI technology.

Smart Healthcare

Inventec demonstrated the application of Large Language Model (LLM) technology for Alzheimer's disease diagnosis. The LLM is trained to become a professional psychologist, capable of identifying early neurodegenerative symptoms by analyzing patients' linguistic performance. Unlike traditional methods that analyze only fragmented sentences, the integration of LLM technology enables comprehensive reading and interpretation of patient narratives. This approach accurately identifies abnormal linguistic patterns and generates detailed reports, significantly enhancing diagnostic precision and delivering deeper analytical insights, ultimately improving medical quality and efficiency.

Furthermore, Inventec has developed proprietary AI technology that leverages deep learning algorithms to analyze skin wound images. This innovation led to the launch of I-SWAT, an AI-powered Software designed to assist physicians in interpreting a wide range of wound conditions. Delivered through a Software as a Service (SaaS) model, I-SWAT eliminates the need for purchasing and maintaining hardware equipment, providing a cost-effectiveness and high quality solution. In October 2023, the software obtained medical device certification (Medical Device Manufacturing License No. 008105 from the Ministry of Health and Welfare). Applicable for various purposes, including emergency room patient triage and initial wound symptom analysis, I-SWAT was successfully commercialized in 2024.

Environmental Protection

Inventec partnered with the Experimental Forest Management Office of National Taiwan University to showcase an automated cloud and mist detection system. This system employs camera imaging and atmospheric scattering models to record the formation and dissipation times of cloud and mist in the Xitou region. This innovation helps protect Taiwan's unique cloud forest ecosystem and reduce reliance on human observation, which in turn minimizes the potential for human error. Through this collaborative initiative, Inventec aims to apply AI more broadly in environmental protection. Future applications may include cloud and mist detection, landform preservation, wildlife conservation, and equipment maintenance, providing intelligent and cost-effective environmental solutions.

Smart Manufacturing

Inventec showcased an innovative reinforcement learning approach called "Expert Ensemble Strategy: Scalable Skill Library for Quadruped Robots". This method integrates technologies such as Generative AI and Deep Reinforcement Learning, enabling quadruped robots to switch more smoothly and stably between different skills, such as walking and jumping. This technology significantly enhances the robots' adaptability in complex environments, with future applications in smart manufacturing and other fields. For example, robots equipped with this technology will no longer be limited to performing single actions. Instead, they'll be able to flexibly switch between multiple skills based on task requirements, precisely executing grasping movements on production lines, and transporting goods of various shapes and sizes. This richer, more flexible skill set will effectively boost production efficiency and reduce high reliance on human labor, demonstrating substantial commercial potential.

Achievements Summary

Demonstrated Cases

We featured a total of 22 cases spanning various fields, including digital transformation services, robot control, smart factories, smart healthcare, and trustworthy AI.

Showcased Technologies

The technologies on display included Retrieval Augmented Generation (RAG), Large Language Models (LLM), Vision-Language Models (VLM), and Generative AI.

Participants

The event welcomed a total of 189 attendees.

2024 Digital Transformation Dingge Award

Inventec has been honored with the First Prize in the Manufacturing Pioneer category of the 2024 Digital Transformation Dingge Award, recognizing its outstanding achievements in digital transformation. This award highlights our success in smart manufacturing. Since initiating its digital transformation journey in 2017, the Group has progressively moved from lean production and automated production to digital manufacturing. We've actively leveraged cloud computing, big data, and 5G technologies to realize smart manufacturing ultimately. Our smart factories employ various advanced technologies and systems, such as smart control centers, intelligent defect diagnosis systems, and comprehensive production maintenance systems. These innovations enhance production capacity, quality, and efficiency, while simultaneously reducing costs and lead time, and optimizing overall production management. Looking ahead, we are incorporating AI and ESG into our core strategy to drive environmental sustainability and innovative development, leveraging AI technology to accelerate the realization of our ESG goals. We will continue to deepen digital transformation within Taiwan's industries, develop new businesses, and foster innovative business models to ensure Inventec's long-term growth and sustainable operation.

5G Private Network Innovative Application

Inventec actively participates in the Ministry of Digital Affairs' (MODA) "5G Private Network Innovative Application Expansion Project". As part of this initiative, we are focused on researching and developing 5G private network small cells and Operational Technology (OT) applications, which are being implemented in our own factory production lines. In parallel, Inventec collaborates with MODA to establish domestic 5G application service level specification (SLS) guidelines.

1. 5G Private Network Small Cells:

Specifically designed for domestic environments, we've developed a 5G all-in-one unit that integrates the Centralized Unit (CU), Distributed Unit (DU), and Radio Unit (RU). This design streamlines the deployment architecture of 5G private networks and reduces deployment costs.

2. 5G Management Platform:

This platform empowers IT personnel to manage 5G private network equipment. It also integrates heterogeneous network management platforms for IoT (Bluetooth) devices, optimizing intuitive management for IT personnel, streamlining management processes and reducing training costs.

3. Digital Twin Smart IoT System:

This system provides management personnel with a one-stop solution for integrating factory workflows. It enables equipment health monitoring, alarm mechanisms, AI-based operational recognition, and industrial safety inspection and control. It also enhances enterprise-level integration across systems and operations for more effective management.

4. 5G Smart Inspection System:

This system allows inspection personnel to conduct paperless checks, automatically plan inspection routes, and integrate meter readings with alarm mechanisms, amplifying the digital transformation benefits of smart factories.

5. 5G Technology Application Service Level Specification (SLS) Guidelines:

These guidelines define 5G private networks across four dimensions: "Operation, Information Security, Functionality, and Performance". They introduce benchmarks for various smart factory applications (such as Digital Twin and Smart Inspection), helping both service demand and supply sides measure and evaluate the effectiveness of 5G private network digital transformation.

Information Hyperautomation

Hyperautomation primarily aims to rapidly identify, review, and automate business and IT processes by coordinating multiple technologies. At Inventec, we're putting hyperautomation into practice with real-world applications across three key technologies: Robotic Process Automation (RPA), No-Code/Low-Code Development Platforms, and Generative AI.

RPA

RPA's main function is to mimic human actions to autonomously perform repetitive tasks. We've already completed 9 cases related to the greenhouse gas inventory project and dozens of automation projects are currently under development.

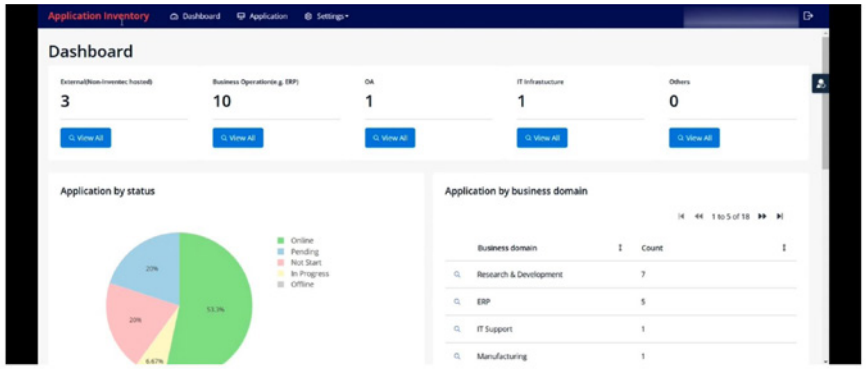
No Code/Low Code

No-Code/Low-Code development platforms lower technical barriers and accelerate application delivery. We primarily use Power Platform and Mendix as our core development tools, and we've already completed over five application systems, speeding up development by more than 40%.

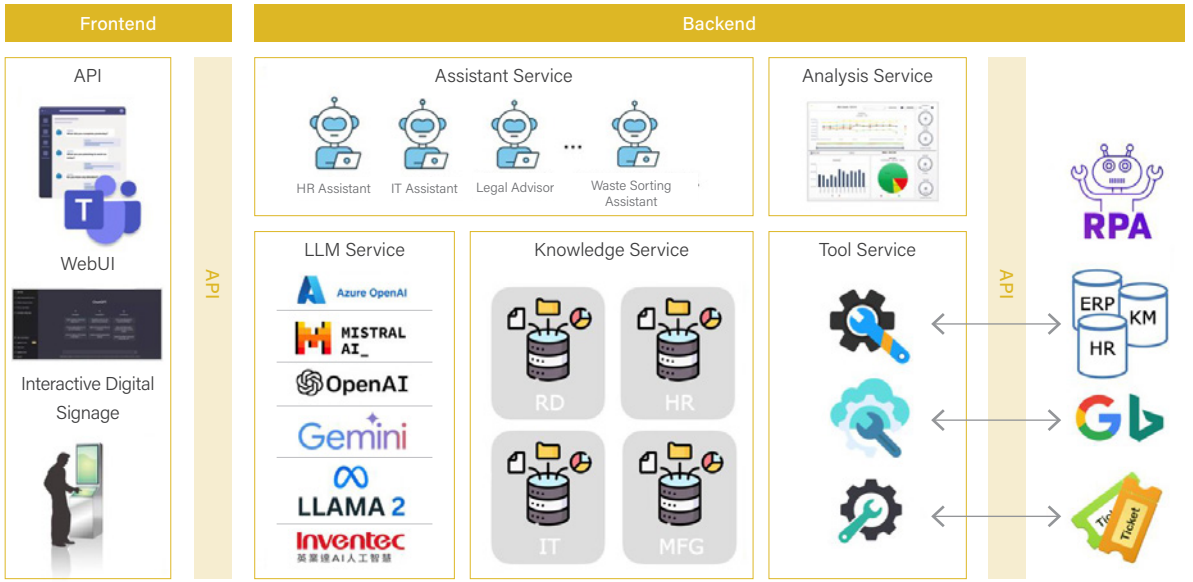
Inventec GenAI platform

Inventec GenAI platform is built on large language models and integrated with cloud services to function as an internal, compliant generative AI platform, offering assistance in translation, knowledge-based services, etc. It has been launched in January 2025.

Application Inventory



Inventec GenAI Platform



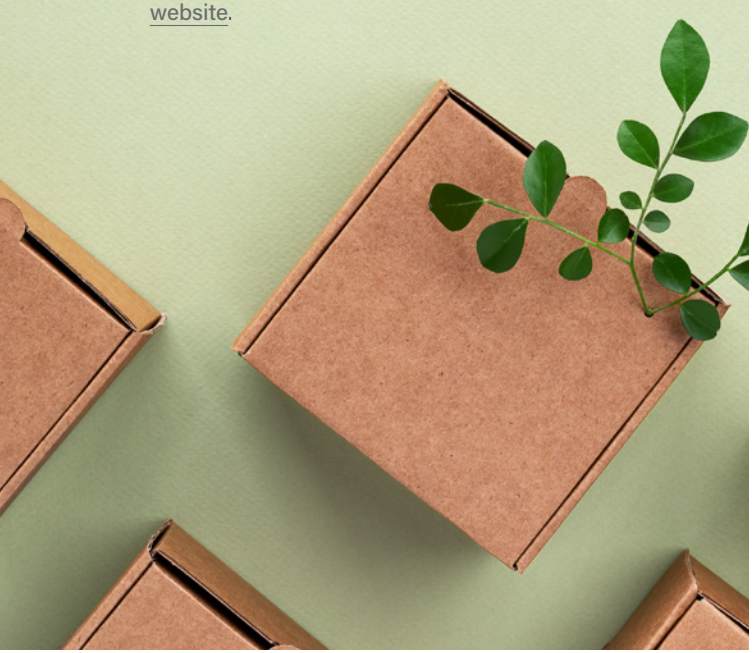
4.2 Sustainable Products

4.2.1 Circular and Innovative Green Products

Inventec integrates circular innovation thinking into its product design and service solutions, fostering systematic collaboration across the value chain. By venturing into areas such as 5G smart factories and AI-driven big data, Inventec unlocks opportunities for carbon reduction throughout every stage of the product life cycle.

Sustainable Raw Materials

Inventec actively promotes sustainable raw material management. We enhance energy and resource efficiency through technological innovation and team up with our supply chain partners to implement low-carbon procurement. Furthermore, we have increased the proportion of recycled materials used in our products and adopted internationally recognized standards and certifications to ensure our raw material management complies with environmental regulations. Simultaneously, by reducing the use of hazardous substances, we minimize our impact on the environment and society. Our comprehensive approach drives a green supply chain and fosters a circular economy, aiming to achieve our sustainable development goals. For more details on the sustainable raw materials management policy, please refer to the Inventec ESG website.



Green Product Goals and Achievements

Topic	Initiatives	2024 Goals	2024 Achievements	2025 Goals	2030 Goals
Use of Recycled Materials in Packaging	Adopting more plastic-free and recyclable packaging materials for notebook computers.	>60%	The plastic-free ratio for packaging materials reached 60% across 20 product models.	>70%	>85%
	Continuously reducing plastic usage and incorporating recyclable and recycled materials (%) in server product packaging.	>50%	An average plastic reduction of 50% in packaging was achieved across 13 server models.	>50%	>50%
	Increasing the ratio and number of plastic-free packaging for wearable products.	>95% >3 Products	The plastic-free ratio for packaging materials reached 99% across 4 wearable product models.	>95% >5 Products	>95% >10 Products

Note 1: Notebook computer packaging material plastic-free ratio (%) = Weight of non-plastic packaging materials / Total weight of packaging materials.
Note 2: Server packaging material plastic reduction ratio (%) = (Weight of plastic packaging materials before improvement — Weight of plastic packaging materials after improvement) / Weight of plastic packaging materials before improvement.
Note 3: Wearable device packaging material plastic-free ratio (%) = Weight of non-plastic packaging materials / Total weight of packaging materials.

Sustainable Product Achievements

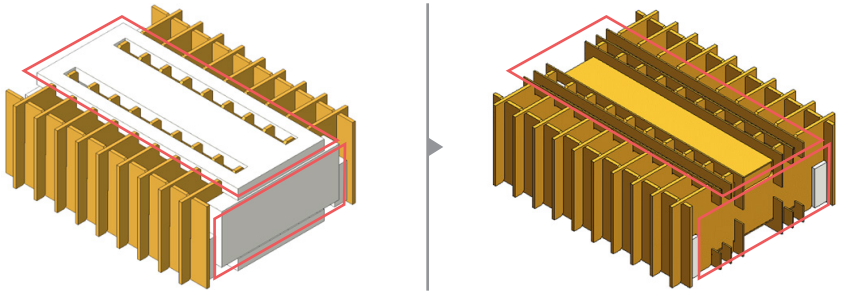
Item	2021	2022	2023	2024
Environmental and Energy Efficiency Certifications[Note]	267	432	397	653
Green Packaging (Laptops)	100% of EPE cushioning materials were replaced with pulp or corrugated paper.	100% of screen protective packaging materials were switched to matte paper, and 20% of plastic bags were replaced with paper bags.	Ongoing material testing and evaluation.	The plastic-free ratio for packaging materials reached 60% across 20 product models.
Green Packaging (Servers)	Corrugated paper materials with over 80% recycled content were used.	Corrugated paper materials with over 80% recycled content were used.	Corrugated paper materials with over 80% recycled content were used.	Corrugated paper materials with over 80% recycled content were used.

Note 1: Data for 2021–2023 is disclosed based on the reporting boundary for each respective year.
Note 2: The reporting boundary for 2024 includes the parent company and all consolidated subsidiaries, with a total of 50 companies.

Case 1

Conducting research on server packaging materials to replace plastics with corrugated paper, aiming to reduce plastic usage

Research was conducted to optimize server packaging materials, aiming to reduce or replace the use of EPE with corrugated paper. By the end of 2024, this initiative has been implemented in 13 high-volume server models, resulting in an average reduction of approximately 60% in plastic usage compared to older designs and achieving a carbon reduction of 1,390 $kgCO_2e$.



Before improvement

After improvement

Case 2

Adoption of low-carbon materials: Evaluating the use of recycled plastics in server components

For PC/ABS components weighing more than 25 grams, Inventec evaluated and successfully introduced Post-Consumer Recycled (PCR) Plastic materials. This initiative has now been successfully applied to two projects. For two of our main server models, the annual usage of PCR plastic has reached 3.9 metric tons, resulting in a carbon reduction of 3,042 $kgCO_2e$ and achieving material circularity.

Project	Category	Usage (KG)	Percentage (%)
Model A	Air Shroud	2,352	35%
Model B	Air Shroud	1,554	30%

Use of Circular and Recycled Materials

At the design stage, Inventec prioritizes the use of eco-friendly packaging materials that are plastic-free or plastic-reduced. This approach aims to decrease plastic material usage while maintaining product functionality and quality, thereby further lowering carbon emissions.

20 notebook models incorporated recyclable and recycled materials in their packaging, increasing the plastic-free ratio for packaging to 60%.

13 server models have adopted corrugated paper to replace plastics in packaging, achieving an average plastic reduction of 60%. All corrugated paper used was made from recycled pulp.

4 wearable device models have achieved a 99% plastic-free packaging design, utilizing corrugated paper made from recycled pulp.

Raw Material Usage in 2024

Raw Material	Total Usage (Metric Tons)	Recycled Content (%)
Plastics	226.74	74.80
Aluminum	1,901.92	50.43
Copper	1.91	50.43
Iron	5.73	50.43
Titanium	0.96	50.43

Note 1: Recycled materials have been applied in the packaging for 20 notebook models across the Group.

Note 2: Due to current statistical limitations, only the usage and recycled content for the raw materials listed above are disclosed.

4.2.2 Product Energy-Saving Design

Energy-Saving Goals and Achievements

Topic	Initiatives
Energy-Saving Innovative Technologies	Ongoing development of energy-efficient thermal management technologies to reduce cooling energy consumption.

2024 Goals	2024 Achievements	2025 Goals	2030 Goals
Develop a 100kW single-phase immersion cooling system using sustainable and environmentally friendly coolant, and maintain a partial Power Usage Effectiveness (pPUE) target of 1.03.	Research on 100kW immersion cooling technology using Shell S3X engineering oil.	Complete the development of a vertical single-node immersion cooling system.	Continuously implement energy-saving designs to reduce the energy consumption of servers during operations.

Product Energy-Saving Goals and Achievements

Product	2024 Achievements	2025 Goals
Servers	Servers were designed with energy-saving features that reduced operational energy consumption. This resulted in energy efficiency that surpassed the typical configuration requirements of the latest Energy Star Computer Server Specification Version 4.0 by over 25%. A total of 38 models have obtained the energy efficiency labels.	Ensure all new mass-produced models for the year obtain Energy Star Computer Server Specification Version 4.0 certification, with energy efficiency exceeding the typical configuration by more than 25%.
Laptops	Laptops were designed with energy-saving features that reduced operational energy consumption. This resulted in energy efficiency that surpassed the typical configuration requirements of the latest Energy Star Computer Specification Version 8.0 by over 25%. A total of 52 models have obtained the energy efficiency labels.	Ensure all new mass-produced models for the year obtain Energy Star Computer Specification Version 8.0 certification, with energy efficiency exceeding the typical configuration by more than 25%.

2024 Energy-Saving Performance Summary

2024	Number of Energy Efficiency Labels Obtained	International Standards	Performance
Servers	38	Energy Star Computer Server Specification version 4.0	Achieved approximately 38% electricity savings. Reduced approximately 1,612,746 tCO_2e
Computers	52	Energy Star Computer Specification version 8.0	Reduced approximately 174,289 tCO_2e

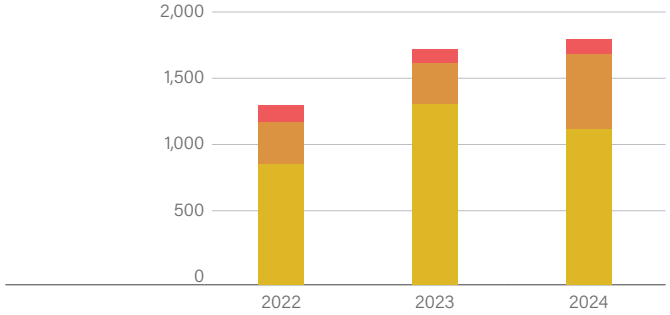
2024 Revenue Share of Energy-Saving Products

Note 1: Including support for clients in obtaining Type I, Type II, and Type III environmental labels and various national energy-saving labels.
Note 2: Figures represent percentages of hardware-related revenue.

Product Environmental Labels and Environmental Declarations

Unit: number of certifications

	2022	2023	2024
Environmental Certifications	120	98	103
Energy Efficiency Certifications	312	299	550
Safety Compliance Certifications	883	1,322	1,143

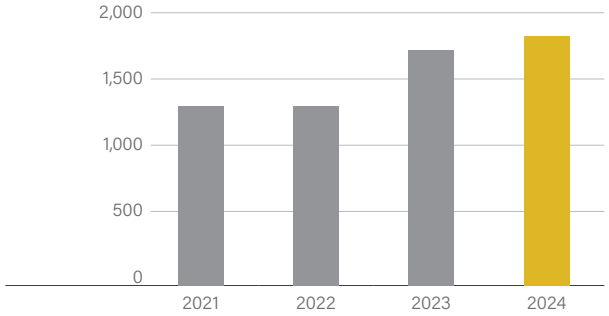


Note 1: Data for 2021–2023 is disclosed based on the reporting boundary for each respective year.
Note 2: The reporting boundary for 2024 includes the parent company and all consolidated subsidiaries, with a total of 50 companies.

Customer Product Certification

Unit: number of certifications

	2021	2022	2023	2024
Product International Certifications	1,310	1,315	1,719	1,825



Note 1: Data for 2021–2023 is disclosed based on the reporting boundary for each respective year.
Note 2: The reporting boundary for 2024 includes the parent company and all consolidated subsidiaries, with a total of 50 companies.

To better serve customers, Inventec is committed to delivering environmentally friendly, energy-efficient, and safe products. To achieve this, our product certification unit diligently manages product certification processes in accordance with internal control procedures.

A total of 29 medical device certifications were obtained

Including certifications from various regulatory bodies such as Taiwan TFDA, Thailand ThaiFDA, Vietnam MOH, Singapore HSA, Malaysia MDA, and MAS Software Cybersecurity Certification.

A total of 1,143 safety standard certifications

Including the North American UL mark, German TÜV mark, European CE (CB) mark, China CCC mark, Canadian CSA mark, Taiwan BSMI mark, and Mexico NOM mark.

A total of 103 environmental label certifications

Including Taiwan Green Mark (TGM), China Environmental Labeling (SEPA), U.S. Green Procurement Evaluation Guide (EPEAT), and TCO Certified from the Swedish Confederation of Professional Employees.

A total of 550 energy efficiency certifications

Including ENERGY STAR (U.S.), EU Energy Efficiency, Minimum Energy Performance Standards (MEPS) for Australia and New Zealand, China Energy Conservation Program (CECP), China Energy Label (CEL), and Japan's Energy Conservation Law (JEL).

4.2.3 Hazardous Substance Management

Hazardous substance management is a crucial part of Inventec's sustainable development strategy. As global environmental concerns intensify, Inventec actively complies with increasingly stringent international regulations, including the EU RoHS Directive (2011/65/EU), REACH Regulation (1907/2006), Packaging and Packaging Waste Directive (94/62/EC), and the Battery and Waste Battery Regulation (2023/1542). Inventec is committed to reducing hazardous substances in its products and supply chain to protect both the environment and consumer health. To address this challenge, we've implemented comprehensive strategies and established strict internal standards and procedures.

Since 2006, Inventec has adopted the IECQ QC080000 Hazardous Substance Process Management System (HSPM) and developed the "Inventec Hazardous Substance Free (HSF) Management Standard". These efforts ensure all products meet international environmental regulations and client environmental standards. Our approach begins at the design phase, where we consider material selection and alternative solutions to minimize hazardous substance use. Throughout the manufacturing process, we conduct regular testing and monitoring. We also work closely with our suppliers, requiring them to provide raw materials that comply with environmental standards and to sign environmental compliance declarations.

IET	Inventec Corporation (Shilin Headquarters)
TAO	Inventec Corporation (Taoyuan RD Factory)
ICC	Inventec (Chongqing) Corp.
IPT	Inventec (Pudong) Technology Corp.
SQT	SQ Technology (Shanghai) Corporation
ICZ	Inventec (Czech) S.R.O.
IMX/IMP	IEC Technologies, S . de R. L. de C. V.
IACT/IATY	Inventec Appliances Corp.
IACJ	Inventec Appliances (Jiangning) Corp.

A total of 9 Inventec manufacturing sites across the globe have completed the implementation of the IECQ QC080000 management system and obtained third-party certification.

Supplier Procurement

From the initial design to the development phase, suppliers must ensure that all components supplied comply with the "Inventec Hazardous Substance Free (HSF) Management Standard". To reinforce this compliance, suppliers must sign an "Environmental Commitment Letter". Furthermore, all raw materials related to assembled printed circuit boards or finished products must be accompanied by certified inspection reports issued by a chemical laboratory accredited under ISO 17025 or an equivalent standard.

R&D Design

The dedicated green product unit continuously gathers and consolidates international environmental regulations and customer green product standards. These are used to conduct impact assessments and update Inventec's HSF Management Standard accordingly, serving as the basis for material selection in the R&D process.

In addition, Inventec is committed to continuously optimizing its supplier management platform (iSupplier). By linking this platform with the internal Product Data Management (PDM) system, Inventec can establish a green part number list and accurately identify the HSF attributes of materials. This integration facilitates thorough material review and approval by the responsible units.

Production and Manufacturing

In the production of green products, the Incoming Material Inspection Unit is responsible for sampling and testing the hazardous substance content of incoming materials. If there are any doubts regarding the results of the incoming material inspection, the materials are sent to either the Pudong Chemical Laboratory or a third-party laboratory for re-evaluation. This crucial step ensures that all materials used in production consistently comply with the "Inventec Hazardous Substance Free (HSF) Management Standard".

2019

Implemented control measures for the ten substances regulated by the latest RoHS Directive

2021

Added newly controlled REACH Substances of Very High Concern (SVHCs): Tetraethylene glycol, dimethyl ether and medium-chain chlorinated paraffins

2023

Added newly controlled REACH Substances of Very High Concern (SVHCs): Tetrabromobisphenol A and Diphenyl (2,4,6-trimethylbenzoyl) phosphine oxide

2024

Added 7 newly controlled REACH Substances of Very High Concern (SVHC): 2,4,6-Tri-tert-butylphenol, 2-(2H-benzotriazol-2-yl)-4-(1,1,3,3-tetramethylbutyl)phenol, 2-(Dimethylamino)-2-[(4-methylphenyl)methyl]-1-[4-(morpholin-4-yl) phenyl]butan-1-one, Bumetrizole, Oligomeric and alkylated reaction products of 2-phenylpropene and phenol, Bis (α,α-dimethylbenzyl) peroxide, and Triphenyl phosphate

2025

Continue to closely monitor the updated list of REACH regulated substances to ensure full compliance with both regulatory requirements and customer demands

4.3 Intellectual Property

Intellectual Property and Innovation Management

Inventec is deeply committed to the protection of its intellectual property rights. This commitment involves the rigorous management of the Group's trademarks and the diligent protection of its product patents and copyrights. The primary objectives are safeguarding the intellectual property derived from its independent research and development (R&D) activities and enhancing the Company's competitiveness. To achieve these objectives, the Group places a strong emphasis on innovative R&D. Legal and intellectual property teams are established at major R&D and manufacturing sites with substantial operational scale, including plants in Taipei, Taoyuan, Shanghai, and Chongqing, to manage and support the Group's wide-ranging intellectual property initiatives.

Innovation Management Policy

Inventec encourages employees to propose innovative ideas and process improvement solutions. The Company actively cultivates an atmosphere conducive to innovation, aiming to foster creative thinking among employees for the development of diverse product applications.

Intellectual Property Management Mechanisms		Creative Competitions
▪ Promotion Mechanism ▪ Training Mechanism ▪ Review Mechanism	▪ Internal Control Mechanism ▪ Incentive Mechanism	▪ Hackathon Competitions ▪ Green Patent Innovation Competitions

Intellectual Property Risk Assessment and Mitigation Measures

- Continuously track changes in relevant laws, regulations, policies, and litigation practices, with in-depth analysis of issues related to confidentiality and intellectual property infringement.
- Implement awareness and training programs, and adjust operational guidelines and workflows accordingly.
- Enhance the protective measures for the Company's rights and interests within all forms of legal documentation and contractual agreements.

Innovative R&D and Intellectual Property Deployment

Inventec continuously develops stable, high-efficiency, robust, and energy-saving products that offer excellent cost-performance value and actively pursues global patent deployment.

Over 17,000 patents granted globally to the Group (as of December 2024)

2024 Achievements

- Ranked among the top 10 applicants for invention patent applications and grants in Taiwan, leading local industry peers.
- Ranked among the top 1000 companies for U.S. patent grants.
- Recognized as a China National Intellectual Property Demonstration Enterprise and Advantageous Enterprise.
- Ranked among the top 25 companies globally for "Liquid-Cooled Data Center" patent applications by GlobalData.[Note]

Note: Patent count covers the period 2010-2022. The data was published in 2024.

Historical Honors

- Ranked among the Global Top 10 for energy-saving patent families in data center facilities by the Japan Patent Office (JPO).
- Ranked among the top 100 global companies for Smart Manufacturing patents by PatSnap.
- Ranked among the top 100 global companies for IoV (Internet of Vehicles) Intelligent Roadside invention patents by IPR Daily.
- Recipient of the National Industrial Innovation Achievement Award.
- Recipient of the National Invention and Creation Contribution Award.
- Ranked among the top 100 global companies for patent family applications by the World Intellectual Property Organization (WIPO).
- Listed among the PwC Global Innovation 500 companies.

CHAPTER

5

Social Inclusion

SDGs

5.1 Human Resource Development

5.1.1 Talent Strategy

Talent Management Policy

> “Implement ethical corporate management; value human resources; execute talent-oriented employment without discrimination; have right person in the right place; shape an environment for the employees' sustainable development and contribution made with their excellence.”

Inventec Talent Sustainability Actions

Talent sustainability is a core value that Inventec focuses on. To strengthen talent competitiveness and echo ESG and DEI trends, Inventec upholds the core management philosophy of “Innovation, Quality, Open Mind, and Execution.” By shaping a learning organization that continuously innovates and improves, we provide our employees with a nurturing environment for development, knowledge transfer, and resource sharing. We consistently focus on ESG issues and advanced technological development, and maintain our competitive advantage through enhancing cutting-edge technologies amid a challenging global business environment, thereby delivering improved profitability to all shareholders and employees while pursuing the sustainable development of the Company.

Diversity and Inclusion

DEI Culture and Initiatives

"Diversity, Equity, and Inclusion" (DEI) are key to talent sustainability at Inventec. To this end, Inventec is committed to creating an equal, respectful, and open working environment. We treat each employee as an independent individual with equality and respect, and we are dedicated to providing diverse training and development opportunities that enable every employee to fully leverage their expertise and creativity. In talent recruitment, besides our explicit and public commitment to treating all applicants fairly, we gather candidates’ feedback on their interview experience and constantly improve our process to attract global talent to join the Inventec family. Furthermore, guided by the “talent-centric” belief, Inventec has established a global employee code of conduct, which stipulates that all global sites should treat every employee equally and fairly regardless of their race, social class, language, ideology, religion, political affiliation, gender, marital status, physical or mental disability, or sexual orientation, prohibiting any form of discrimination. Meanwhile, we also promote and reiterate our important policies against bullying and harassment on an ongoing basis.

Establishing Diverse Recruitment Channels

Inventec has been expanding its diversified recruitment mechanisms to build a robust talent acquisition ecosystem.

1. Digitalization of recruitment: Through digitalized recruitment processes, we reduce the time cost of repetitive tasks and improve recruitment efficiency. Candidates receive immediate feedback, and therefore their satisfaction is enhanced. At the same time, we build and manage a talent pool to ensure future hiring needs can be fulfilled.
2. Diversifying recruitment channels: Beyond job bank platforms, Inventec has launched an internal recommendation app to encourage employee’s referral of talent. Externally, we deepen partnerships with universities and utilize diverse channels such as social media to attract outstanding candidates, ensuring a stable and effective replenishment of talent across various fields.
3. Campus Cultivation Program: Inventec continues to collaborate with top academic departments to provide students participating in internship programs with opportunities to engage in actual work environment during their studies, with the aim of achieving industry-academia co-education. We team up with strategically partnered departments to design the corporate curriculum, supplemented by professional managers from the Company who serve as mentors to deliver lectures and conduct project evaluations. This process not only allows students to gain a better understanding of Inventec but also prepares them for their future careers. Additionally, it also helps establish a long-term pipeline of potential talent, realizing a triple-win outcome for students, schools, and the Company.

Industrial Technology Graduate Program

Inventec partners with the Institute of Electrical Engineering at National Cheng Kung University to cultivate top R&D talent and bolster the Company's technical reserves in the R&D field.

Industry-Academia Collaborative Program

Inventec collaborates with the Department of Electrical Engineering at Tamkang University to nurture potential R&D talent and achieve the goal of industry–academia cooperation.

Internship Collaboration

Inventec collaborates with over 10 public and private universities and nearly 20 departments nationwide to offer internship positions across various roles for periods ranging from one semester to two years annually. This allows students to gain early experience and training before entering the workplace. Through actual involvement in various departmental operations, guidance from dedicated mentors, and competency training programs, we cultivate the proper work attitude, foster awareness of the Company's culture, and help interns enhance their soft and hard skills.

In 2024, our internship collaboration program teamed up with Tamkang University, Yuan Ze University, National Taipei University of Technology, and Ming Chi University of Technology, recruiting a total of 34 interns.

Excellent Talent Scholarship

To reward outstanding students for their dedication to academic studies and professional skill development, Inventec has established the "Excellent Talent Scholarship Program," which aims to bridge academic learning with practical industry needs and cultivate potential R&D talent. We hope students can learn early how to transform their knowledge into job skills, thereby reducing the academic-to-employment gap and enabling immediate employment upon graduation. In 2024, the program was open to university students nationwide, and we awarded over NT$1 million in scholarships to encourage students to pursue careers in technology R&D.

In conjunction with our pre-employment program, we recruited 65 promising students in Taiwan and more than 100 potential talents globally.

Company Visits

In 2024, we arranged one company visit for National Taiwan University, attracting nearly 100 prospective R&D talents and enhancing our corporate visibility and recognition.

Campus Recruitment

We participated in 5 campus recruitment fairs at National Taiwan University, National Taipei University of Technology, National Taiwan University of Science and Technology, National Cheng Kung University, and National Central University, aiming to recruit potential R&D talent from campuses.

Research Academy

In collaboration with National Taiwan University of Science and Technology, we jointly plan academy courses to continuously cultivate talent in fields such as AI and automotive technology. It builds a strong connection with students and increases their intention to join Inventec after graduation.

Mentor-based Interdisciplinary Internship Program

To enable outstanding students from various fields to gain a deeper understanding of Inventec, we partnered with National Taiwan University on the Taiwan Mentor-based Interdisciplinary Internship Program. We recruited 9 students from different departments, and helped them experience workplace life during their studies and practically learn how to apply their knowledge in the technology industry.

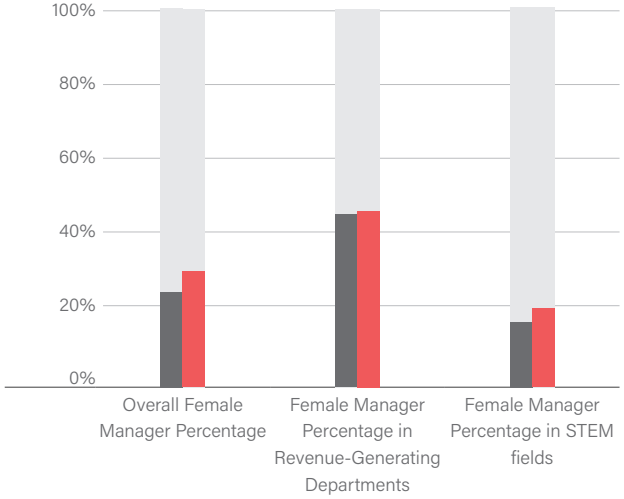
Employer Branding

- Manage diverse communities to enhance corporate brand influence.
- Optimize plant environments to increase the effectiveness of hardware and software promotion.
- Improve employee benefits system to strengthen employees' sense of belonging.

Women Empowerment

Inventec is dedicated to building a diverse and inclusive workplace culture. To promote equality and diversity, the Company actively incorporates gender equality into its sustainability policy. The proportion of women in various roles in 2023 and 2024 is as follows:

	Overall Female Manager Percentage	Female Manager Percentage in Revenue-Generating Departments	Female Manager Percentage in STEM fields
2023 Note	26.56%	46.90%	17.32%
2024	31.78%	47.43%	20.04%



Going forward, Inventec will continue to prioritize the needs of employees at all levels on the foundation of gender equality, bringing a positive impact to the organization. The Company is committed to actively upholding employees' human rights and fostering diversity in the workplace, as well as to supporting women in realizing their full potential in the technology sector.

Note：The statistical scope in 2023 covers 8 sites, including IET, TAO, ITO, IPT, SQT, ICC, ICZ, IMX.

5.1.2 Talent Cultivation

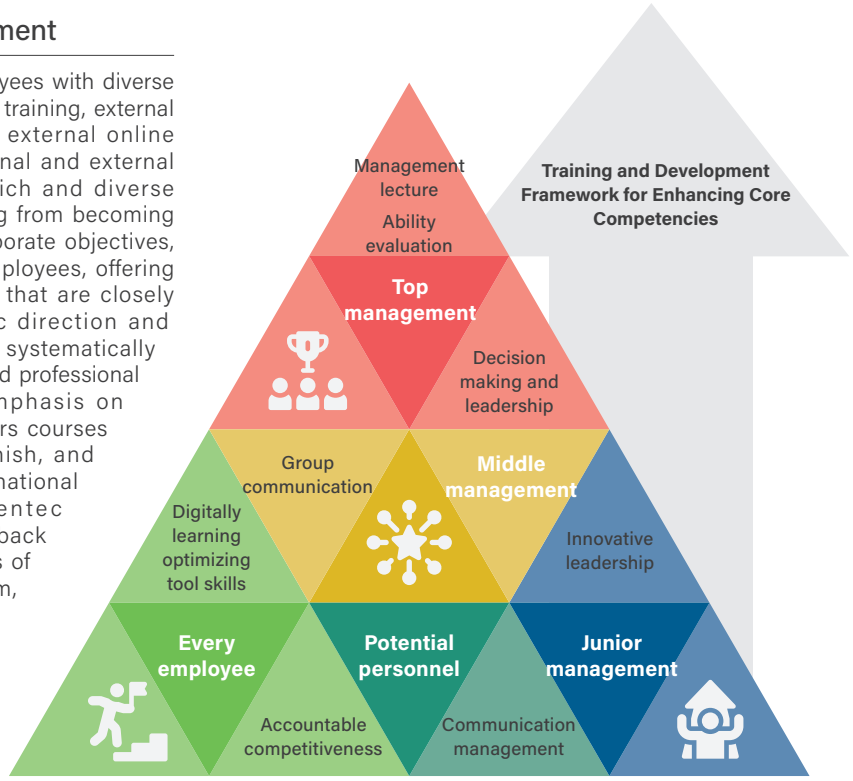
Talent Development Policy

Inventec believes that only when employees recognize the Company's core values can we truly achieve the cultivation, retention and absorption of talent, thereby further enhancing the Company's human capital competitiveness. With a robust talent management policy as its cornerstone, Inventec promotes talent cultivation and development, and strives to build a learning organization embedded with a spirit of innovation and continuous improvement. We provide specialized talent development consulting services, aligning with the Company's business goals and development strategies while addressing the actual needs of our employees. Concurrently, we actively promote and offer diverse resources for various training and talent development activities, creating a conducive growth environment that empowers both the Company and employees to advance together.

Training Blueprint and Annual Achievements

Balancing Training and Development

Inventec is committed to providing employees with diverse development channels, including internal training, external courses, an E-Learning platform, and external online resources. Working with excellent internal and external instructors, the Company creates a rich and diverse learning environment. To prevent training from becoming merely formalistic or deviating from corporate objectives, we prioritize the actual needs of our employees, offering professional talent cultivation services that are closely aligned with the Company's strategic direction and individual career growth. In addition to systematically enhancing management competencies and professional skills, Inventec places particular emphasis on language proficiency. The Company offers courses in languages such as Japanese, Spanish, and Thai to strengthen its employees' international competitive advantage. Also, Inventec implements rigorous tracking and feedback mechanisms to ensure that the outcomes of these training programs yield long-term, substantive benefits.



Key Talent Cultivation

Talent Pipeline Initiative

To establish a robust talent pipeline for middle and senior management and drive the Company's digital transformation, Inventec continues to carry out the Leadership Development Project for its core managers. This project utilizes scientific assessment tools to help managers gain a deep insight into the strengths, weaknesses, and maturity of their management capabilities. Based on these assessment results, Inventec conducts talent reviews, role matching, and benchmarking analysis to refine its overall talent selection processes. Concurrently, the Company has established a sound talent pool mechanism and continues to nurture core talent to ensure seamless alignment between organizational development and long-term strategic planning.

Manager Assessment

Enhance the key talent pool, which serves as a scientific basis for improving talent capabilities and provides objective decision-making information for talent selection and cultivation.

Assessment Report Analysis

Systematically understand the current status of talent pipeline management capabilities. This serves as an important reference for talent pipeline selection, adaptive management planning, and complementary division of labor based on team strengths and weaknesses.

Human Resources Development Planning

Based on the competencies required for strategic positions, we plan human resources development programs and execute Individual Development Plans (IDPs) to cultivate talent that matches organizational growth needs.

Course Introduction

Through leadership and management competency cluster courses, we enhance talent pipeline development management and team leadership capabilities, fostering a team interaction model and corporate culture characterized by two-way communication, openness, transparency, empowerment, and accountability.

Execution of Talent Pipeline Initiative

Talent Project: Mid-to-High-Level Talent Training Program

- Inventec regularly reviews implementation status and evaluates competency outcomes each year. In conjunction with digital transformation strategy, we promote the systematic cultivation of mid-to-high-level talent pipelines. This serves as a crucial basis for subsequent talent selection, adaptive management, and the formulation and execution of Individual Development Plans (IDPs). The outcomes also provide a reference for complementary division of labor based on team strengths and weaknesses.
- By establishing qualification standards for key positions, and designing organizational charts for talent pipelines across various business units, the Company finalizes the identification of talent pipelines. Additionally, we assist assessed personnel in formulating Individual Development Plans (IDPs) and arrange for potential candidates to participate in management capability development courses.

2024 Training Outcomes

- **Manager Assessment Results:** The management capability assessment of current managers showed an overall moderate proficiency in comprehensive management skills. Subsequent plans will focus on analyzing the overall strengths and weaknesses in comprehensive management skills and conducting key talent cultivation and development activities accordingly.
- **Key Position Review:** Through systematic talent review, core competencies required for key positions were identified and compiled via one-on-one interviews. Concurrently, high-potential talents within the organization were identified, and IDPs were formulated to address their competency gaps. We integrated these IDPs with On-the-Job Training (OJT) and Off-the-Job Training (Off-JT) development strategies, and incorporated relevant goals into their performance evaluations to facilitate effective progress tracking. This process ensures a robust alignment between organizational development and individual talent cultivation, aiming to achieve mutual growth.
- **Individual Development Plan (IDP) Task:** Managers and high-potential talents from each business unit jointly discussed and reached a consensus on IDP implementation. Key points include:
  1. **Continuous IDP Progress Tracking:** Regularly confirm the implementation status of IDP before project closure and provide timely management advice and feedback.
  2. **Establishment of a Performance Communication Platform:** Regularly review and update performance goals. Utilize the interactive platform for real-time recording to facilitate experience exchange and practical sharing.
  3. **Addressing Capability Gaps and Enhancing Overall Organizational Capabilities:** During annual evaluations, assess the management capabilities of the trainees, analyze their overall capability gaps, and progressively address these gaps through sustained support measures.

The Chairman, President, and senior HR executives jointly participate in the strategic succession pipeline meetings with management consultants. The management team gains a thorough understanding of the strengths and risks of talent pipelines across various business units, and based on this, conducts short-term, medium-term, and long-term strategic talent planning. Furthermore, a "Talent Development Strategy Meeting" is held semi-annually to comprehensively review talent cultivation progress. Through three key processes, including Identification, Development, and Talent Pipeline, the talent strategy is closely aligned with organizational development to promote talent cultivation and improve the overall deployment. This comprehensive planning and implementation approach not only addresses both individual and organizational growth requirements but also fully enhances organizational effectiveness, reflecting the Company's deep commitment to talent development.

Leadership Project for Learning and Development

IDP Training Content and Direction

Designed based on the results of management capability assessments.

In response to overall capability gaps identified from assessment results, Inventec has planned targeted training programs to reinforce these areas.

Mentoring Leadership Workshop

- Strengthening leadership skills to help subordinates improve performance and deliver outstanding results.
- Unlocking and developing subordinates' potential to enrich the organization's talent resources.

Supervisory Competency Cluster Courses

- Focusing on enhancing team performance and talent cultivation, with the aim of building a foundation for the organization's sustainable development.
- Guiding managers in nurturing high-potential (Hi-Po) talent and enhancing their identification and management abilities.

Communication Competency Cluster Courses

- Addressing core issues in cross-departmental conflicts to increase internal collaboration efficiency.
- Enhancing the logical coherence and objectivity in decision-making processes to improve overall team performance.

Strategy and Financial Management Courses

- Gaining an in-depth understanding of the essence of strategy and mastering methods for analyzing the internal and external business environment.
- Integrating new business models with technological developments to foster strategic thinking and planning.
- Analyzing enterprise value by delving into core financial statements.
- Combining strategy roadmaps, key performance indicators (KPIs), and financial analysis to implement comprehensive strategic planning.

In collaboration with National Taiwan University SEED, Inventec offers a specialized "Strategy and Financial Management" course for high-potential talent, aiming to enhance their comprehensive capabilities in strategy formulation, goal setting, and leadership, and strengthen the organization's talent pipeline.

In 2024, a total of **36** senior executives participated in the entire course, which received excellent evaluations and feedback from the participants.

Internal Instructor System

To assist managers in rapidly building team capabilities and accelerating the transfer of technical expertise, Inventec leverages the strength of internal instructors. This approach aims to achieve comprehensive benefits in team learning, striving for a synergy where "1+1 is greater than 2." The training primarily utilizes an E-Learning format, covering three main themes: "Instructor System," "Course Design," and "Presentation and Digital Course Production." Through 70 minutes of systematic digital courses, colleagues' professional teaching skills and experience required for serving as internal instructors are enhanced. Additionally, participants are required to conduct a 10-minute in-person trial teaching session, thereby building a team of instructors with practical hands-on experience. Throughout this process, unit managers provide professional technical guidance to internal instructors and offer encouragement and specific suggestions for their presentations, helping instructors continuously improve their teaching abilities and professional competence. This also enhances the instructors' personal professional capabilities, increases diverse career development opportunities and avenues, and uncovers and cultivates potential talent within the organization. The internal instructor mechanism assists managers in nurturing colleagues and ensuring that expertise is effectively passed down and sustained.

Personal Learning Passport

To encourage employees to continuously engage in learning and capability enhancement, thereby improving individual work performance and fostering overall organizational development, Inventec has specifically launched the "Learning Passport" incentive program. This program regularly offers opportunities to redeem prizes with accumulated points based on course types each year, which is expected to motivate employee participation. In 2024, nearly 3,800 employees actively participated in this program, accumulating over 73,000 total learning points. This program is closely aligned with the Company's long-term development strategy and core competency requirements, aiming to promote self-learning among employees, enable them to keep abreast of the latest knowledge, and enhance their professional skills and work efficiency. By participating in training courses, employees can not only accumulate learning points but also conveniently query their personal learning history through the internal iService system, fostering a learning organization and enabling colleagues and the Company to jointly achieve long-term development goals.

Training on Specific Issues

In addition to investing resources in professional skill training for employees across all global plant sites, Inventec also provides specialized training courses on human rights and anti-corruption for all new hires. Employees at the parent company achieved a completion rate of 85.7% for human rights/labor-related courses, 83.2% for environmental green energy-related courses, and 85.2% for diversity and equality-related courses.

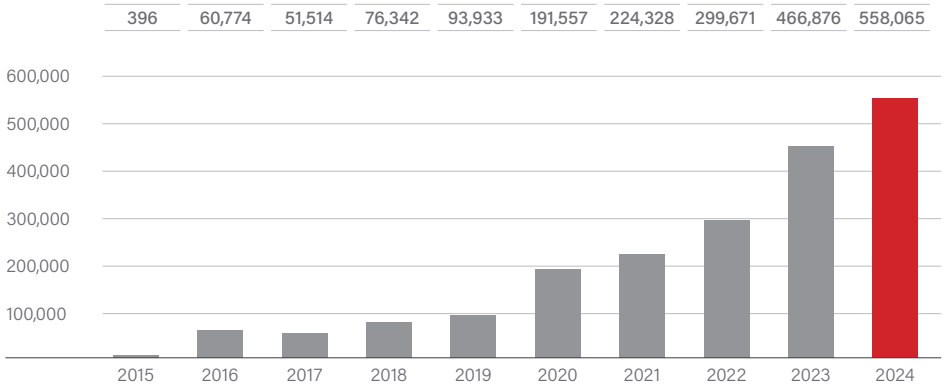
Digital Learning

To further foster a learning atmosphere within the organization and enhance group resource sharing, Inventec has implemented the upgrade of its E-Learning digital platform and a diversified course optimization project. This initiative aims to encourage employees to actively utilize the E-Learning platform to grasp the latest industry trends, technical knowledge, and soft skills, while also driving overall innovation development and digital transformation. In addition to comprehensively updating the existing E-Learning digital platform, Inventec has been enhancing the E-Learning APP features. These tools provide more complete and convenient access for training and learning across plant sites in Shilin Headquarters, Taoyuan, Shanghai, Chongqing, Tianjin, the Czech Republic, and Mexico.

The utilization rate of the digital learning platform continues to climb year by year. As of 2024, the total number of visits has surpassed 550,000, up from 460,000 last year. Through the diverse courses on the digital platform, geographical and time constraints are overcome. This not only allows restricted in-person course content to be transferred to online instruction, increasing the number of group plant sites that can participate in training, but also enables mandatory group courses to be launched simultaneously across all global plant sites. We will continue to develop more diverse course types each year based on colleagues' needs, including digital technology trends, language and cultural learning, and various tool skills, with the aim of multi-directionally stimulating colleagues' learning enthusiasm, enhancing learning enjoyment, and creating a higher quality learning experience.

E-Learning Platform Usage Records

In 2024, E-Learning usage reached 558,065 times.



5.1.3 Talent Attraction and Retention

Compensation Management

Inventec is committed to establishing a fair and competitive compensation system that ensures all employees, regardless of gender or ethnicity, receive remuneration superior to or in compliance with local regulatory requirements. The Company's compensation system and practices vary across global plants to best suit regional contexts. In Taiwan, employee profit-sharing and year-end bonuses are distributed each year based on the Company's overall business performance. In Mainland China, performance bonuses and festival bonuses are determined in accordance with employee performance and festive occasions. For ICZ, performance bonuses are tied to the operating results of the plant.

Salaries of Non-Managerial Full-Time Employees

The average and median salaries of non-managerial full-time employees in Taiwan across various periods are calculated in accordance with the regulations set by the Taiwan Stock Exchange. This data has been audited by KPMG Taiwan. The complete information, including year-over-year changes, is available on the Market Observation Post System (MOPS).

Commitment and Approach to Living Wages of Employees

Inventec references Article 9 of Taiwan's Minimum Wage Act as one of the key benchmarks for measuring the salary levels of Inventec employees, suppliers, and contractors. The adjustment is determined by referencing the annual growth rate of the Consumer Price Index, and by thoroughly considering the following key factors to ensure salary levels are market-competitive and reflect economic conditions.

1. Annual growth rate of labor productivity index
2. Annual growth rate of average labor wages
3. National economic development status
4. National income and average per capita income
5. Gross Domestic Product and cost composition percentages
6. Changes in daily necessities price index and producer price index
7. Industry development and employment status across various sectors
8. Labor wages across various sectors
9. Household income and expenditure status
10. Minimum living expenses

Performance Management

Inventec requires eligible employees to undergo annual performance evaluations, with the appraisal results serving as the basis for compensation, assignments, promotions, and various personnel management. To ensure a fair, impartial, and reasonable performance management approach, our Taiwan, Mainland China (Pudong, Tianjin, Beijing, Nanjing), and Europe/America (Czech Republic) plant sites conduct goal management (MBO), ongoing two-way communication, assessments, and performance review discussion through a performance management cycle every year. Inventec provides managers with professional guidance via specialized training to apply proper performance management approaches, all aimed at achieving our organizational goals.

In 2024, 100% of eligible employees at the parent company underwent performance evaluations. Furthermore, specific project personnel at the parent company received horizontal multi-source evaluations to enhance fairness. To improve the effectiveness of performance management, we continued to optimize our system in 2024. These efforts have strengthened communication and feedback mechanisms between managers and colleagues and facilitated goal adjustment and revision. We also provided targeted coaching to underperforming employees to help them improve their performance, which has enhanced the Company's overall efficiency and competitiveness.

Employee Satisfaction Survey

In order to gain deeper insight into the core concerns of our employees and to enhance the employee experience, Inventec actively listens to the voices of employees and establishes policies to attract, retain, and develop outstanding talent, while continuously identifying areas for improvement. Through engagement surveys, we analyze employees' work motivation and satisfaction, covering factors such as workplace benefits. In 2024, 83% of employees at the parent company participated in the survey, with 71% giving high satisfaction ratings. Inventec firmly believes that an increase in workplace satisfaction will drive talent recruitment and retention, boost productivity, and further improve overall business performance.

Welfare Policy

Flexible Working Hours and Leave (The Parent Company)

- **Flexible Working Hours Scheme:** Indirect employees can adjust their on-duty/off-duty times based on personal needs, provided they are on-site for at least 4 hours each day. With manager's approval, employees may leave the plant before completing 8 working hours per day.
- **Adjustments for Make-up Workdays:** For make-up workdays announced by the Directorate-General of Personnel Administration, Inventec designates these as holidays, with no requirement for make-up work.
- **Exclusive Long Weekends:** To promote diverse and flexible leave options, the Company grants each employee an additional personal leave day. This can be combined with existing public holidays to create an extended break of up to four consecutive days.
- **Flexible Work Location:** Upon application and with supervisor approval, employees may choose to work from home or other locations. All hours worked remotely are counted as regular working hours.
- **Employee-Exclusive Birthday Leave:** Employees can choose any day within their birthday month to celebrate their birthday.

Healthcare

To safeguard the health of our employees, Inventec's medical rooms are equipped with blood pressure monitors, scales, sickbeds, and other facilities. Professional nursing staff are on hand to provide emergency injury and illness treatment, as well as healthcare consultations. Furthermore, a resident physician offers health consultations weekly and provides personalized health guidance to employees identified as having higher health risks.

Also, we have introduced the Employee Assistance Program (EAP), offering professional consulting services in areas such as psychology, law, and finance. This program helps employees manage stress, improve interpersonal relationships, and resolve various issues.

Work-Life Balance

Inventec firmly believes that only healthy and happy employees can drive the Company's sustainable development. Therefore, we are not only committed to creating a safe and healthy working environment but also uphold "Living Our BRAND Every Day" as our core philosophy for our employees. Through diverse and enriching activities, we strengthen interaction with employees and promote cross-departmental exchange, enabling our employees to strike a balance between work and life and enjoy a joyful and fulfilling workplace experience. At the same time, we actively promote a healthy lifestyle concept by launching the "LOHAS Passport" program. By participating in club activities, seminars, blood donations, and other health promotion events, employees can redeem merchandise vouchers or coffee coupons, demonstrating our tangible support for their physical and mental well-being.

Employee Relations Management

Organizational Communication

Inventec is committed to establishing diverse and seamless communication channels to ensure that employees' voices are heard and responded to promptly. In addition to regularly conducting employee satisfaction surveys at our Taiwan plant sites, we facilitate two-way communication through various mechanisms, such as President town halls and management meetings, providing opportunities for immediate feedback and regular exchange.

Furthermore, we continuously optimize our iService APP by adding multiple practical new features to improve the efficiency of interactions. Regarding soft activities, we conduct an annual "Activity Needs" survey to gain an in-depth understanding of the demands from various departments and colleagues for topics like soft skills lectures and other activities, ensuring that the content aligns with employees' interests and expectations.

Labor Union Participation

Inventec respects employees' rights to freely associate, form unions, and join unions in accordance with the law. For instance, Pudong Production Campus has a union organization, with a participation rate of 94.27% among local employees, accounting for 8.59% of total employees. At the parent company, communication is conducted through quarterly labor-management meetings. For employees not participating in a union or not covered by a collective agreement, or at operating sites or subsidiaries where no union has been established, their working conditions and employment terms are determined in accordance with local labor laws and regulations, employment contracts, work rules, or through statutory labor-management negotiation channels.

Internal and External Grievance Mechanisms

The Group's various plant sites have established a "Grievance System" to ensure a fair arbitration mechanism for employees whose human rights have been infringed upon. Inventec's "Global Employee Code of Conduct Management Measures" and "Employee Grievance and External Whistleblowing Management Regulations" explicitly encourage reporting any illegal or unethical conduct and outline disciplinary measures. The "Global Employee Code of Conduct Management Measures" also includes audit mechanisms, stipulating those violations of relevant regulations shall be handled in accordance with the "Global Employee Code of Conduct Management Measures" and "Personnel Management Measures" regarding punishments. Inventec protects whistleblowers from discrimination, coercion, reassignment, or other adverse treatment.

Labor Law Compliance

- Employees at Taiwan sites are legally protected by the "Labor Standards Act" and the "Labor Pension Act."
- Every year, Inventec contributes the full required pension amounts into designated accounts within the regulatory timelines, ensuring compliance with legacy pension system obligations.
- The "Employee Welfare Committee" at our Taiwan sites allocates welfare funds in accordance with the law, which are used for holiday gifts, employee emergency relief, and various insurance benefits.
- At Mainland China sites, we provide employees with social insurance coverage in accordance with the "Labor Contract Law" and the "Social Insurance Law."
- Inventec has established the "Global Employee Code of Conduct Management Measures" and required every employee (excluding those on long-term sick leave) to sign and adhere to the "Employee Code of Conduct" upon onboarding. This document is accessible on the internal portal for all colleagues at any time, and regular signing and promotion are conducted.

5.2 Human Rights Protection

Human Rights Policy

Based on the core principles of international standards and guidelines, including the UN Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance Code of Conduct, as well as local laws and regulations applicable to its operating locations, Inventec has formulated its human rights policy and related internal regulations. This policy governs all aspects of Inventec's business activities and applies universally to all group companies and employees. Additionally, Inventec expects suppliers, partners, and customers throughout the value chain to be guided by the same high standards. For the details of Inventec's human rights policy, please refer to the Inventec ESG website.

Major Milestones in Human Rights Management

2004

- Established the "Code of Ethical Conduct" to strengthen internal promotion of ethical standards, encourage reporting of illegal activities, and protect the safety of whistleblowers.

2009

- Developed the "Occupational Safety and Health Handbook" to establish overall guidelines for managing safety and health at workplace, ensuring a safe and healthy working environment for employees, suppliers, and contractors.

2010

- Formulated the "Global Employee Code of Conduct Management Measures" to commit to providing employees with a healthy, safe, and efficient working environment.

2011

- Developed the "Customer Service Management Procedures" to implement product quality, environmental, and other regulations, becoming the best partner for customers.
- Required suppliers toconduct reasonable due diligence across the supply chain based on the Conflict Minerals Reporting Template (CMRT).

2012

- Established the "Contractor Operational Safety Management Guidelines" to ensure safety and health management for supplier/ contractor personnel.

2013

- Formulated the "Hazardous Substance Free (HSF) Management Handbook" to establish relevant improvement management mechanisms for green procurement, design, and manufacturing.
- Launched the "Conflict Minerals Survey" function on the iSupplier website to thoroughly collect and disclose survey reports.

2014

- Developed the "Workplace Sexual Harassment Prevention and Complaint Discipline Regulations" to implement appropriate preventive and responsive measures, safeguarding employee human rights and privacy.

2016

- Joined the Responsible Business Alliance (RBA) and established the "RBA Code of Conduct Management Handbook" to demonstrate the Company's commitment to treating employees with respect and upholding labor human rights.

2017

- Established the "Responsible Minerals Survey Operating Procedures" to guide due diligence on responsible minerals sourcing and protect human rights, health, and the environment in material production areas.

2021

- Established the "Hazardous Substance Free (HSF) Management Regulations" to collaborate with suppliers in implementing environmental standards and reducing harm to the environment and human health.

2023

- Revised the "Sustainable Development Best Practice Principles" to establish practical compliance items in economic, environmental, and social dimensions, aiming to achieve sustainable development goals.
- Formulated the "Human Rights Policy" and guided suppliers, partners, and customers across the value chain to adhere to the same standards.
- Conducted cross-department human rights due diligence for employees and suppliers, and implemented mitigation and remediation measures.

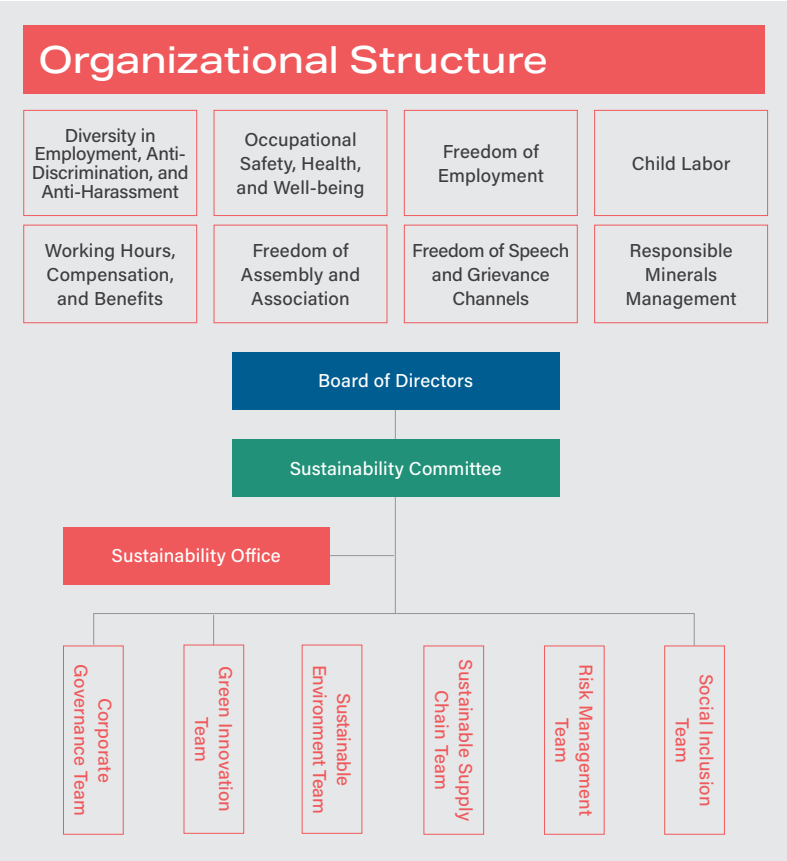
Human Rights Policy Management Framework

Inventec is committed to ensuring that all recruitment units across its global sites treat employees of different races, skin colors, social classes, nationalities, and individuals with physical or mental disabilities equally. It is prohibited to use any of these factors as evaluation criteria during the recruitment and employment processes. Inventec also strictly forbids child labor, forced labor, or any other human rights violations. To fulfill this commitment and jointly implement various human rights protections with all employees, suppliers, partners, and customers across the value chain, Inventec has established the following human rights-related policies.

Policy	Description
Human Rights Policy	Outlines the Company's human rights policy, including its scope of application, commitments and principles, policy compliance, and management actions for key human rights issues.
Sustainable Development Best Practice Principles	Establishes practical compliance items across economic, environmental, and social dimensions. For example, under the "social dimension", the Company is obligated to follow international human rights conventions covering gender equality, labor rights, and prohibition of discrimination, thereby fulfilling its responsibility to safeguard human rights.
Code of Ethical Conduct	Establishes ethical conduct standards, including prevention of conflicts of interest, confidentiality responsibilities, and fair trade, for the Company's directors and managers to follow.
Global Employee Code of Conduct Management Measures	Outlines employees' ethical behavior and fundamental work attitudes, such as anti-discrimination, anti-harassment, personal privacy, and data protection, in order to uphold ethical principles and create corporate value for shareholders.
RBA Code of Conduct Management Handbook	Based on the five major standards of the RBA Code of Conduct, including labor, health and safety, environment, business ethics, and management systems, the handbook establishes corresponding management measures to fulfill the Company's obligations as an RBA member.
Supplier Code of Conduct	Requires the supply chain to comply with standards across five dimensions: labor, health and safety, environment, business ethics, and management systems. Suppliers must also comply with all applicable laws and regulations in their operating countries and regions. The Company encourages the supply chain to require their upstream suppliers, contractors, and service providers to recognize and adopt this code.
Responsible Minerals Statement	Outlines the management of conflict minerals and extended minerals, and commits to conducting reasonable due diligence to avoid sourcing materials or products that contain minerals extracted under conditions of armed conflict or human rights violations within the supply chain.
Environmental Policy	Commits to evaluating the environmental impacts throughout the product life cycle—from R&D, procurement, production, sales, and logistics to disposal—according to various principles, with the goal of improving the efficiency of resource utilization, continuously enhancing environmental performance, and reducing environmental impact.
Hazardous Substance Free (HSF) Management Handbook	Establishes guidelines for managing raw materials and products containing hazardous substances that impact the environment, providing a basis for compliance with the IECQ QC080000 Hazardous Substance Process Management System.
Biodiversity and No Deforestation Commitment	Through leading by example in its own operations, Inventec works with suppliers and encourages partners across the value chain to support biodiversity and forest conservation, such as conducting biodiversity risk assessments, setting biodiversity-related goals, and taking measures including avoidance, reduction, restoration, and compensation in sequence, to promote healthy global ecosystems and achieve harmonious coexistence between humans and nature.

Human Rights Governance Organization

Under Inventec's Sustainability Committee, the Social Inclusion Team and the Sustainable Supply Chain Team are responsible for discussing and managing key issues such as labor human rights issues, talent development and recruitment, and occupational safety and health, based on project requirements. These teams review and establish related performance indicators, monitor progress, and adjust strategic directions and management guidelines as needed according to actual circumstances. The Sustainability Office assists with resource allocation, cross-department integration, and initiating human rights due diligence projects. In accordance with the annual plan, the Sustainability Office reports the achievement of indicators and project progress for various issues to the Sustainability Committee.



Human Rights Due Diligence

Inventec conducts human rights due diligence every two years. The common industry-specific issues for this due diligence are identified by referencing and consolidating relevant international human rights standards, the Company's internal regulations and guidelines, and human rights issues of concern to peers and benchmark enterprises. In 2023, the due diligence targeted employees and suppliers, identifying and categorizing eight significant human rights issues. For each issue, potential adverse scenarios were developed, and the potential impact on the Company was assessed and prioritized to formulate relevant measures for high-priority issues. These human rights considerations have been integrated into the Company's routine management practices.

Inventec also plans to expand the scope of its human rights due diligence to include additional groups such as migrant workers, women, contractors, and local communities. It will also cover new business relationships, such as mergers, acquisitions, and joint ventures, where human rights due diligence will be conducted as part of the evaluation process.

Inventec Human Rights Due Diligence Process

Identify human rights issues → Create human rights self-assessment questionnaires → Produce a human rights due diligence matrix based on the questionnaire responses → Evaluate the potential impact and identify issues of medium to high concern → Determine respective mitigation and remedial measures

Highly Concerned Human Rights Issues

Through conducting human rights due diligence, Inventec has identified the human rights issues that are of the highest concern to its employees and suppliers. Furthermore, Inventec has developed corresponding mitigation measures and has followed up on the outcomes of these measures, as outlined below (for detailed information, please refer to Inventec's Human Rights Due Diligence Report).

After evaluation, the highly concerned human rights issues for employees are "Diversity in Employment, Anti-Discrimination, and Anti-Harassment" and "Working Hours Management". For suppliers, the primary issues include "Diversity in Employment, Anti-Discrimination, and Anti-Harassment", "Working Hours Management", and "Occupational Safety, Health, and Well-being". In response to these issues, Inventec has established relevant mitigation strategies. For employees, the Company has established a group human rights policy applicable to all employees of the parent company and subsidiaries, covering all operational activities. Inventec is committed to treating all employees fairly, providing a workplace free from harassment and discrimination, and adopting a zero-tolerance approach to any form of discrimination. In addition, a diverse talent recruitment system has been developed to support the Company's workforce development needs. For suppliers, Inventec has published the Supplier Code of Conduct on both its official website and iSupplier (supplier management platform). Furthermore, a cross-department Sustainable Supply Chain Team has been established to evaluate and support new suppliers. This team conducts assessments and provides guidance to new suppliers and requires suppliers to sign a Responsible Business Alliance Code of Conduct compliance statement to actively enhance the human rights awareness of supplier partners. (For specific results, please refer to Section 2.4.2 Supply Chain Risk Management.)

Mitigation Measures and Results of Highly Concerned Human Rights Issues

Human Rights Issues		Mitigation Measures	2024 Results
Employees	Diversity in Employment, Anti-Discrimination, and Anti-Harassment	▪ All employees are required to sign the Employee Code of Conduct Acknowledgement every year. ▪ Establish the "Sexual Harassment Preventive Measures and Grievance and Discipline Procedures" and conduct the training for new employees. ▪ Organize the training for managers to raise their awareness about unlawful infringement prevention at workplace and track the completion rate. ▪ Continuously promote related regulations on the manager recruitment management platform and provide equal employment opportunities. ▪ Hold gender equality lectures to raise awareness about gender equity issues.	• 100% signing rate for existing employees of the parent company (including sexual harassment prevention measures and regulations). • 86.3% completion rate for workplace unlawful infringement prevention training among managers (including anti-discrimination and anti-harassment content).[Note]
	Working Hours Management	▪ Offer flexible working hours system that allows employees to adjust their daily work schedules. ▪ Establish a manager portal where managers can monitor employee attendance and working hours, achieving efficient management of working time. ▪ Promote a culture of reasonable working hours and work-life balance. ▪ In accordance with local government regulations and internal HR management guidelines, provide basic labor conditions, including working hours mechanisms.	**Policies:** ▪ All adjustments regarding basic labor conditions were promptly updated on the Company's internal website for employees' reference. **Systems:** ▪ Supervisors have monitored employees' attendance through the system. ▪ Automated email alerts were sent to managers as reminders. **Measures:** ▪ Production line balance was regularly checked, and work reports were reviewed weekly to ensure proper working hours management. ▪ Production demand forecasts were conducted regularly to enable proactive workforce planning.
Suppliers	Diversity in Employment, Anti-Discrimination, and Anti-Harassment	▪ Conduct SER checking on suppliers every year and select suppliers to undergo the RBA VAP audit. ▪ Recognize and award suppliers who demonstrate outstanding performance in corporate sustainability and the implementation of RBA standards during the annual supplier conference. ▪ Provide grievance channels for suppliers. ▪ Consider the extent to which suppliers comply with the Supplier Code of Conduct when making procurement decisions. ▪ Regularly review suppliers' RBA compliance and continuously follow up on areas requiring improvement.	
	Working Hours Management		
	Occupational Safety, Health, and Well-being	▪ Inventec's supplier auditors conduct on-site audits at suppliers' factories according to the latest supplier audit guidelines. ▪ Implement the "Contractor Operational Safety Management Guidelines" to ensure the safety of contractors during operations. ▪ Implement the contractor injury reporting mechanism. Contractors working within Inventec's factories can use the Company's services as needed, such as the medical office and lactation room, similar to Inventec's employees.	

Note: Statistics cover the parent company.

Communication and Grievance

Inventec has established comprehensive grievance mechanisms and reporting channels for employees, suppliers, and other stakeholders to report illegal activities, human rights violations, breaches of the Code of Conduct, or violations of the Ethical Corporate Management Best Practice Principles. In accordance with the grievance procedures of each region, any reported violations are promptly investigated, and concrete actions are taken to mitigate negative human rights impacts. Inventec also ensures the protection of whistleblowers from discrimination, coercion, reassignment, or any other unfavorable treatment. In 2024, there were no reported human rights disputes at Inventec related to indigenous rights, forced labor, child labor, or obstruction of freedom of association (union organization).

Grievance and Whistleblowing Process

Complainant/ Whistleblower
(Internal employees or external parties)

- Hotline: +886-228810721 #21999
- Email: 21999@inventec.com

▶

Handling Unit
(HR Department)

- Case Filing
- Conducting Investigation

▶

Investigation and Adjudication Unit
(Grievance and Whistleblower Handling Committee)

- Review and verification of submitted evidence
- Collection of evidence and investigation
- Submission of investigation report
- Convening meetings and reporting adjudication results

▶

HR Department

Administering disciplinary actions per Inventec's personnel management regulations

Human Rights Awareness Enhancement and Advocacy

Inventec continues to enhance human rights awareness across its global sites by investing resources and organizing training programs to strengthen employees' professional competencies. In addition, all new employees receive education on human rights and anti-corruption during their onboarding process. Inventec also actively promotes the grievance system to ensure that both internal and external parties clearly understand the available reporting channels.

All Employees

Grievance Channel Promotion

Approach	Frequency
Company website, internal portal, and posters displayed on office floors	Year-round ongoing promotion
Employee Code of Conduct signing and grievance channel announcement	Once a year
New employee training	During onboarding

Grievance Process Introduction

Approach	Frequency
Internal portal	Year-round ongoing promotion

Suppliers

Grievance Channel Promotion

Approach	Frequency
Company website and iSupplier (supplier management platform)	Year-round ongoing promotion

Grievance Process Introduction

Approach	Frequency
Sustainable Supply Chain Forums	Once a year

5.3 Occupational Safety and Health

Guided by the principle of "Leading with Safety, Everyone Involved," Inventec is committed to building a robust safety culture, with the vision of becoming a benchmark enterprise for national occupational safety and health. Based on a people-centric core value, complemented by the systematic enhancement of safety and health performance, the Company strives to create a healthy workforce and a safe, health-conscious, and friendly workplace for all colleagues and workers. This commitment leads the companies within the Group towards the goals of minimizing occupational hazards, achieving corporate sustainable development, and realizing long-term prosperity.

5.3.1 Safe and Healthy Workplace

Occupational Safety and Health Management

Each Inventec plant has established an Occupational Safety and Health Committee (hereafter referred to as the OSH Committee), which convenes quarterly to jointly deliberate on various occupational safety and health issues.

The statistical scope covers 16 operating sites, including IET, TAO, ITO, ICC, IPT, SQT, ICZ, IMX, IMP, ITH, IACT, IATY, IACP, IACJ, IACM, and IACV.

Safety and Health Committee Responsibilities

The Company has implemented an employee suggestion mechanism through which employees can provide feedback or raise concerns via a grievance mailbox or by directly reporting to the OSH Committee. In 2024, a total of 186 submissions were made concerning the development of occupational safety and health policies, proposals, and grievances. All of these cases have been addressed and resolved. Notably, IET has accumulated over 72 million accident-free work hours from 2006 to 2024.

	OSH Committee [Note 1]	Labor Representative
Attendance Rate	99.9%	46.97% Exceeds regulatory requirements [Note 2]

Note 1: Includes occupational safety and health management personnel, heads of various departments, engineering and technical personnel related to occupational safety and health, medical personnel engaged in labor health services, and labor representatives.

Note 2: Exceeds the stipulation of the Occupational Safety and Health Act, which requires labor representatives to constitute at least one-third of the committee members.

Occupational Safety and Health Management System

IET has obtained certification for the Taiwan Occupational Safety and Healthy Management System (TOSHMS, CNS 45001). Since 2022, Inventec has served as the Deputy Leader of the Northern Region Promotion Association for TOSHMS, actively driving various occupational safety and health initiatives.

ISO 45001 Occupational Health and Safety Management System Certification

Operating Sites Certified	Scope of Management
IET、ITO、TAO、IPT、SQT、ICC、ICZ、IMX、IMP、ITH、IACP、IACJ、IACV	The number of employees is 27,031, representing a percentage of 96%. The number of non-employees is 2,154, representing a percentage of 91%.

Note: Includes dispatched personnel, outsourced vendors, and contractors.

Occupational Safety Measures

Inventec places great emphasis on global safety and health issues. In alignment with international standards, the Company has formulated an Occupational Safety and Health Policy, which is approved by the President and implemented across all group subsidiaries. This policy applies to all workers involved in operational activities, contracted personnel and anyone working under the Company's supervision. To effectively implement occupational safety and health management, Inventec has established internal control documentation based on the ISO 45001 system, ensuring that safety and health-related procedures are enforced. Inventec regularly monitor the daily safety and health performance at each plant site, aiming to achieve the objectives of seven key areas outlined in the Occupational Safety and Health Policy.

Key Area	Key Initiatives	2024 Achievements
Legal Compliance	Regularly identify changes in safety and health regulations and monitor compliance across all sites.	Tracked and addressed 1,083 amendments to safety and health-related regulations.
Employee Engagement	▪ Conduct regular occupational safety and health training every year. ▪ Implement the Business Continuity Plan (BCP) and ensure operational continuity. Establish emergency response teams at all plant sites and conduct regular drills twice a year to enhance emergency response capabilities.	▪ 100% of relevant workers obtained legally mandated qualifications for handling tasks associated with occupational hazards. ▪ A total of 86,988 participants attended occupational safety and health training[Note 1]. ▪ 100% of new employees completed hazard awareness and safety training. ▪ An average of 2.4 training hours per employee at Taiwan plant sites. ▪ Conducted 121 global emergency response drill sessions[Note 2], with 34,719 participants.
Enhanced Communication	Establish the EHS Cloud Management System for real-time monitoring and cross-site communication and collaboration. This system effectively strengthens overall safety management and reduces operational risks.	Through quarterly cross-platform technical exchange meetings attended by safety management units from each plant site, Inventec has optimized safety management practices across all facilities by sharing experiences.

Note 1: Including on-the-job safety training, firefighting training, and first aid training (CPR and AED).
Note 2: The courses covered firefighting, emergency first aid, typhoon and flood prevention, and emerging infectious disease prevention.

Key Area	Key Initiatives	2024 Achievements
Risk Management	▪ Conduct hazard identification, safety and health management planning, and analysis of operational site conditions and construction safety for employees and contractors' working environments. Reinforce safety management through work observations. All identified risks[Note 3] are managed using a tiered approach to ensure effective tracking and control. Take preventive measures for relevant hazards and control risks within acceptable levels. ▪ Implement ISO 45003 Occupational Health and Safety Management System - Psychological Health and Safety at Work and establish procedures for controlling risks associated with mental health hazards.	▪ Conducted 7,612 risk identification and assessment, including: Physical hazards: 5,035, chemical hazards: 498, ergonomic hazards: 937, biological hazards: 489, and intolerable risks: 237. ▪ Identified 653 psychological health hazards, for which control measures have been implemented.
Continuous Improvement	Systematically verify and evaluate the management systems and operational processes at each site through internal and external audit procedures; Conduct daily safety inspections across all facilities to proactively identify issues and potential risks. Findings are promptly addressed and incorporated into the management system for corrective action and follow-up, ensuring alignment with international management standards.	▪ 749 internal findings. ▪ 138 external audit findings[Note 4]. All findings were rectified within specified timelines.
Zero Hazard	Ensure the compliance and safety of operational processes and empower employees with the right to withdraw from suspicious or hazardous situations. Employees are encouraged to promptly report risks and suspend operations when facing potential danger, thereby preventing accidents before they occur.	▪ 34 cases of change safety management. ▪ 3,013 cases of procurement safety management. ▪ 35,163 contractor entries managed. ▪ 4,222 high-risk work permits approved for contractors undertaking hazardous operations.
Value Chain Collaboration	▪ Share occupational safety promotion experiences with industry peers to foster a culture of health and safety across enterprises. ▪ Actively promote occupational safety and health management within the supply chain to ensure that our industry partners jointly build safe workplaces. ▪ Participate in the development of government policies by contributing practical corporate insights and recommendations to give back to society.	▪ Served as a guest lecturer at the "International Conference on Occupational Health and Occupational Medicine," the "Corporate Sustainability and Healthy Workforce Practice Forum," and the "Workshop on Practical Prevention and Screening of Physical and Mental Health Hazards for Workers." ▪ Developed the Supply Chain Occupational Safety and Health Guidelines. ▪ Participated in the revision of the Ministry of Labor's Occupational Health and Safety Indicator Guidelines and the TOSHMS Promotion Association's Practical Case Handbook for Workplace Safety Observation.

Note 3: Risk assessments are re-conducted when adopting new machinery and equipment in the operating environment, or there are changes in operating procedures or conditions.
Note 4: External audits include management system audits and audits conducted by government agencies.

Industrial Safety Strategic Alliance

To effectively prevent fire incidents, Inventec has established an Industrial Safety Strategic Alliance. This initiative aims to enhance the Group's safety management performance by investigating the root causes of any incidents through systematic audits and follow-up actions. The audit scope includes high-risk plant sites and new construction projects across the Group. Tailored audit plans are formulated based on the specific risk characteristics of each site to ensure the rigorous implementation of all safety measures. Through regular reviews and continuous improvement efforts, the Company enhances the safety of its equipment and work environments while comprehensively strengthening its risk control mechanism. Inventec is committed to fostering a safety culture grounded in proactive prevention and active improvement, ensuring the effective integration of safety management across all relevant systems. As a result of these efforts, the Group recorded zero fire incidents in 2024.

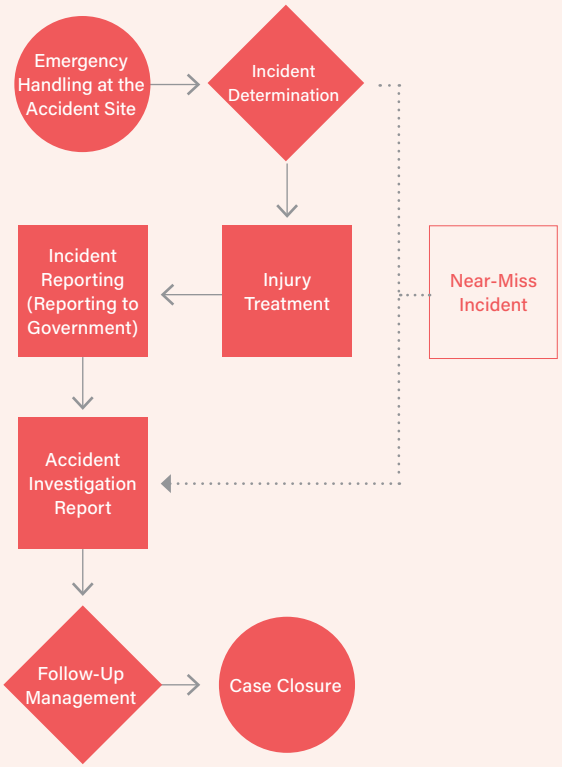
Contractor Identification Mechanism

Inventec mandates that all contracted projects appoint legally required safety and health management personnel. Furthermore, contractors must ensure their workers are covered by labor insurance. Relevant qualifications and documentation must be presented before contractors are allowed to enter the facility and commence operations. Prior to the start of any construction, contractors are required to provide a project-specific risk assessment along with corresponding mitigation measures. Daily environment, safety, and health audits are performed throughout the duration of construction, and any identified deficiencies must be rectified immediately. For regularly engaged contractors, Inventec conducts annual performance evaluations focused on their safety and health records. These evaluations serve as a critical reference for construction project-initiating departments in their contractor selection process.

Reporting of Occupational Incidents

Inventec has established a structured procedure for the reporting and investigation of occupational incidents. The process categorizes events by severity—near-misses, minor injuries, disabling injuries, and fatalities—under a tiered management system. Relevant responsible departments must verify the occurrence of the incident, conduct investigations, follow up on the event, and carry out safety and health awareness campaigns. All incidents are documented, reported, and filed for future reference. Furthermore, these incidents are presented and reviewed at the quarterly Occupational Safety and Health Committee meetings. Each case undergoes root cause analysis, and corresponding corrective and preventive measures are developed to avoid recurrence.

Occupational Incident Reporting Chart



Occupational Incident Analysis

Employee Occupational Injury Statistics	Taiwan	Mainland China	Southeast Asia	Europe and America	total
Number of Recordable Occupational Injury Cases	5	9	8	2	24
Actual Working Hours (Hours)	13,804,000	23,981,544	5,514,128	13,400,688	56,700,360
Lost Workdays	26	580	177	37	820
FR	0.36	0.38	1.45	0.15	0.42
SR	1.88	24.19	32.10	2.76	14.46
FSI	0.03	0.10	0.22	0.02	0.08

Note 1: A total of 155 recordable occupational injury cases were reported, of which 154 cases involved employees, primarily due to falls, improper movements, and cuts, with total actual working hours of 56,700,360 hours. 1 case involved a non-employee, mainly due to burns, with total actual working hours of 4,728,861 hours.

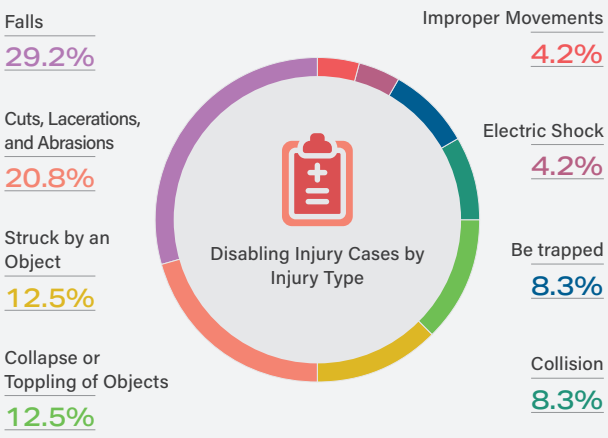
Note 2: FR (Disabling Injury Frequency Rate) = (Total number of disabling injuries × 1,000,000) ÷ Total hours worked. The FR for employees was 0.42 while non-employees had an FR of 0.

Note 3: SR (Disabling Injury Severity Rate) = (Total lost workdays due to disabling injuries × 1,000,000) ÷ Total hours worked. The SR for employees was 14.46 while non-employees had an SR of 0.

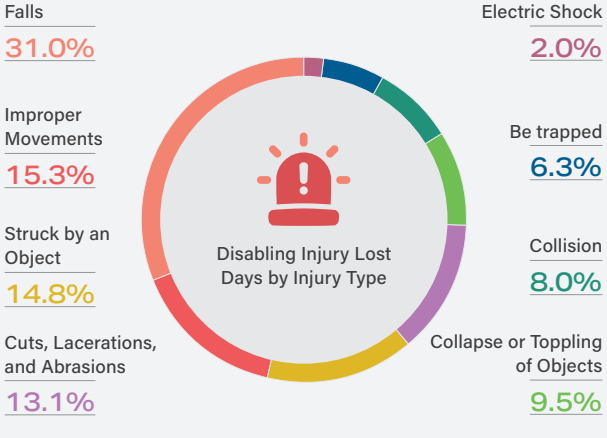
Note 4: FSI (Frequency Severity Index) = $\sqrt{}$ ((FR × SR) ÷ 1000). The FSI for employees was 0.08 while non-employees had an FSI of 0.

In 2024, there were no fatalities or severe occupational incidents among employees and non-employees.

Disabling Injury Cases by Injury Type



Disabling Injury Lost Days by Injury Type



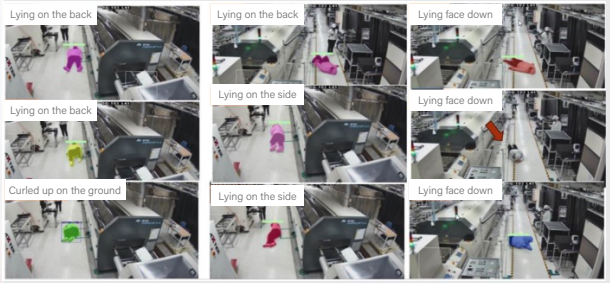
From the analysis of the occupational incidents of Inventec in 2024, fall incidents had the most significant impact on overall occupational injuries. Regarding total number of disabling injury cases, fall incidents accounted for the highest proportion at 29.2% (7 incidents). Similarly, in terms of disabling injury lost days, fall incidents were also the highest at 31% (261 days), demonstrating their most significant impact on workplace safety and highlighting the priority for strengthening preventive measures.

Solution[Note]: AI-Powered Smart Safety Management System

To reduce occupational incidents and enhance workplace safety, Inventec has independently developed a Smart Safety Management System. This system integrates technologies such as AI electronic fences, wearable safety identification, 5G private network deployment, and remote real-time monitoring to provide a comprehensive safety management solution, ensuring the operational safety of construction personnel.

⊕ Electronic Fence Safety Control

- Intrusion Detection: The system can count the number of personnel and their dwell time within designated zones. Each restricted area is independently defined, and any unauthorized access or abnormal headcount will trigger an immediate alert notification.
- Collision Detection: The system includes a configurable continuous alert mechanism to enhance emergency response efficiency.



⊕ Wearable Safety Identification

- AI PPE Detection: At entry and exit points, the system automatically detects the wearing status of personal protective equipment such as safety helmets, reflective vests, and work gloves. If personnel do not meet the required standards, the system will issue immediate notification and restrict entry to ensure personnel safety and prevent impact on project progress.

Note: This system is currently scheduled for prioritized implementation at TAO, serving as a demonstration site for smart occupational safety management.

5.3.2 Health and LOHAS

Employee Health Care

Providing Comprehensive Health Benefits

Inventec's commitment to its employees is underscored by its provision of extensive health benefits that exceed regulatory requirements. In 2024, the Company has spent NT$10.37 million [Note] on health services toward comprehensive employee safety and physical and mental healthcare. Health Centers have been established at each production site and are staffed with multiple professional nurses who provide one-on-one health services to safeguard employees' privacy. Furthermore, employees are offered group insurance that includes accidental injury and cancer medical treatment coverage every year. In Taiwan, Inventec provides health examinations with items exceeding statutory requirements. Medical care services are also extended to employees' family members and on-site contractors. Additionally, contracted occupational health physicians are stationed weekly at facilities to provide further support.

Inventec regularly organizes diverse and enriching health and wellness seminars, tailoring various health promotion activities to different employee groups. External instructors, including physicians, nutritionists, psychologists, and fitness coaches, are invited to conduct relevant courses and physical training activities such as aerobic exercise and fitness training.

The Employee Welfare Committee actively encourages staff to establish various clubs, such as jogging club, mountaineering club, and yoga club. Each plant is equipped with an "Employee Recreation Center," offering amenities such as fitness room, massage and relaxation area, table tennis area, and reading lounge—providing employees with spaces to unwind and rejuvenate.

Note: The scope of statistics includes Inventec Corporation.

Case: IET effectively manages key health indicators through diverse and proactive health promotion programs.

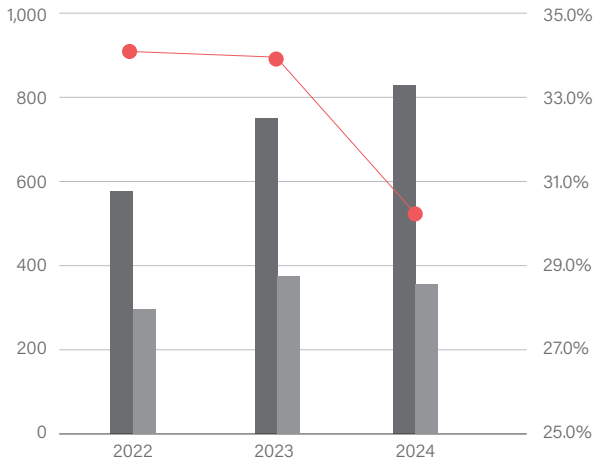
Over the past three years, IET Health Center has actively assisted employees in managing the risks associated with hypertension, hyperglycemia, hyperlipidemia (the "three highs"), and cardiovascular diseases, achieving remarkable results. Notably, the abnormal rate of total cholesterol (TC) decreased by 3.8%, and the abnormal rate of low-density lipoprotein (LDL) also decreased by 3.8%.

Key Initiatives

- IET goes beyond regulatory requirements by employing on-site cardiologists to provide specialized health consultation services.
- In-house nutritionists meticulously design meals, offering balanced diets and calorie-controlled menus to employees.
- Health promotion materials are published weekly to raise employee health awareness and encourage the adoption of healthy lifestyles.
- Fitness coaches are invited to conduct professional training programs, covering aerobic exercises and fitness training to enhance employees' physical and mental well-being.

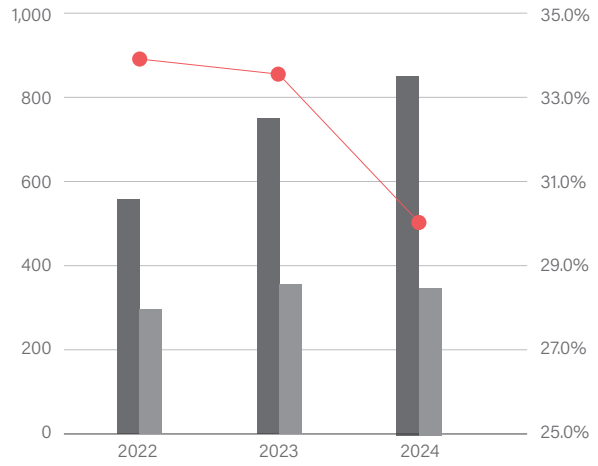
Historical Analysis - Total Cholesterol

	2022	2023	2024
Normal Cases	578	745	835
Abnormal Cases	300	381	365
Abnormal Rate	34.2%	33.8%	30.4%



Historical Analysis - Low-density Lipoprotein

	2022	2023	2024
Normal Cases	581	750	840
Abnormal Cases	297	376	360
Abnormal Rate	33.8%	33.4%	30.0%



Pregnancy-Friendly and Happy Workplace

There are dedicated lactation rooms in each plant. IET has been honored with the "Excellent Lactation Room Award" by the Taipei City Government. To further support parenting employees, Inventec regularly hosts seminars on breastfeeding, parenting, and childcare education.

Inventec also offers a range of maternity-friendly benefits, including a childbirth congratulatory bonus of NT$60,000 and a NT$6,000 subsidy per child from the Employee Welfare Committee. The "Happiness 66" initiative provides enhanced support for new parents.

Comprehensive Health Care

2024 Health Examination Overview

- New employee health examination: 37,543 employees took the examination with an abnormality rate of 1.51%. Note 2
- Active employee health examination: 11,869 employees took the examination with an abnormality rate of 6.61%. Note 2
- Special hazard occupational health examination: 2,086 employees took the examination with an abnormality rate of 7.38%. Note 2
- Advanced project health examination: 2,048 employees took the examination. Note 1
- Four major cancer screening: 431 employees took the screening. Note 1

Health Promotion Initiatives Note 1

- Health promotion activities: 205 sessions held, with 4,586 participants.
- Blood donation events: 14 events organized, with 1,033 participants donating a total of 1,551 bags of blood.

Care and Support Services Note 1

- Physician consultation services: Provided to 7,338 participants.
- Medical care and support for illness and injury: Provided to 3,619 participants.
- Workplace redesign and return-to-work assessments: Proactively identified middle-aged, senior, or mobility-impaired employees and completed one workplace redesign/return-to-work assessment Note 3 to optimize their working environment.

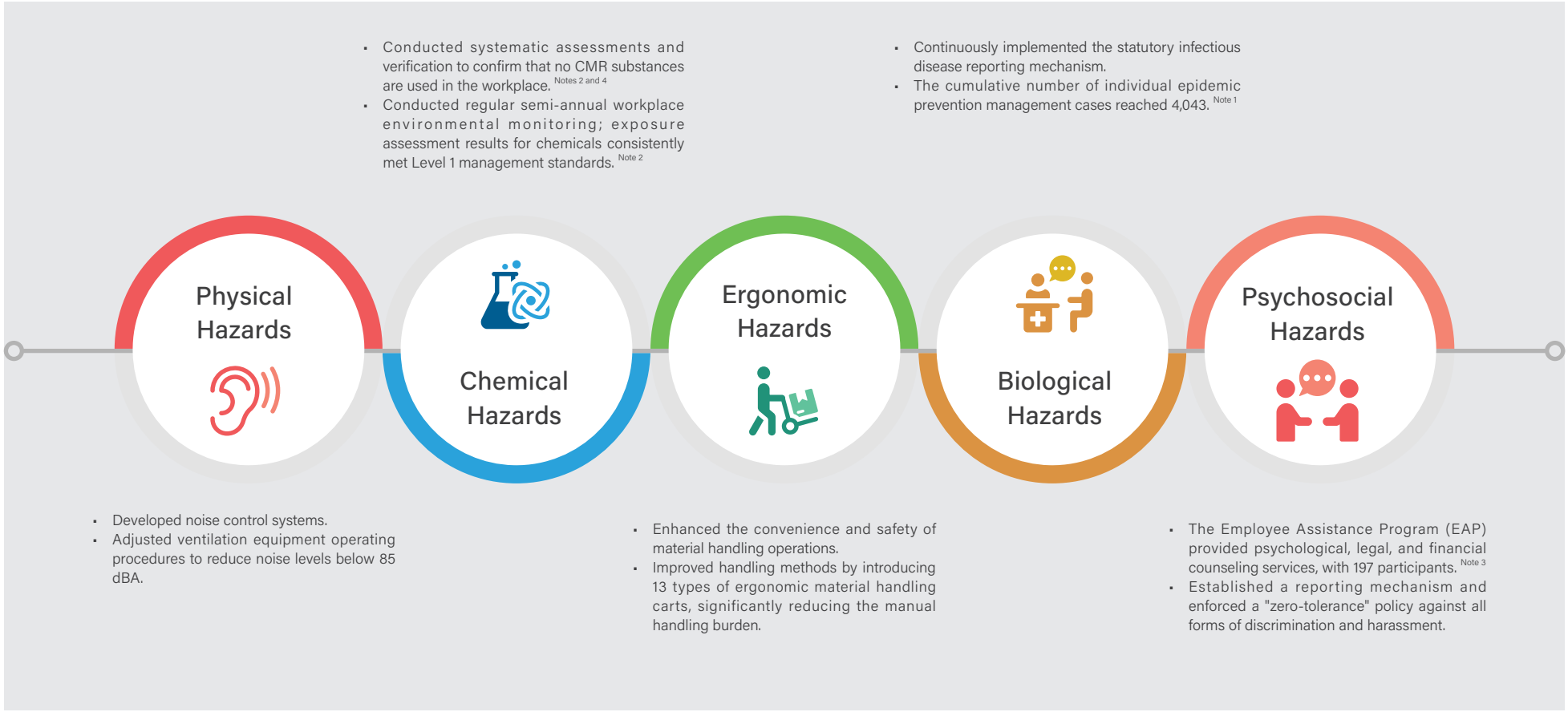
Health Risk Management

- Maternal health protection: 110 employees were covered under the program, with 5 employees under follow-up monitoring.
- Abnormal workload management: 1,928 employees assessed, with 314 employees under follow-up monitoring. 97 employees were identified as medium-to-high risk cases.
- Ergonomic hazard prevention management: 857 employees assessed, with 65 employees under follow-up monitoring. 59 employees were identified with suspected ergonomic-related hazards.
- Prevention of workplace violence and unlawful acts: 21 employees assessed, with 1 employee under follow-up monitoring. 2 cases were identified at moderate or higher risk.

Note 1: The scope of statistics includes Inventec Corporation and Inventec Appliances Corp.
Note 2: The scope of statistics includes IET/TAO/ITO/ICC/IPT/SQT/ICZ/IMX/IMP/ITH/IACT/IATY /IACP/IACJ/IACM/IACV/IBC/IXC/AIM/ITC, a total of 20 sites.
Note 3: The 2024 assessment was conducted for an employee with mobility challenges due to a non-occupational injury.

Occupational Disease Prevention Measures and Outcomes

In 2024, there were no occupational diseases reported among all employees within the Group.



Note 1: The scope of statistics includes Inventec Corporation.
Note 2: The scope of statistics includes Inventec Corporation and Inventec Appliances Corp.
Note 3: The scope of statistics includes IET/TAO/ITO/ICC/IPT/SQT/ICZ/IMX/IMP/ITH/IACT/IATY /IACP/IACJ/IACM/IACV/IBC/IXC/AIM/ITC, a total of 20 sites.
Note 4: CMR substances refer to three types of substances: Carcinogenic substances, Mutagenic substances and Reprotoxic substances.

5.4 Social Inclusion

5.4.1 Inventec Group Charity Foundation

To embody the spirit of "Love", Inventec shoulder the responsibility for addressing social needs. In January 2010, the Inventec Group established the Inventec Group Charity Foundation. The Foundation integrates resources from both within the Inventec Group and external partner organizations, and encourages active participation from employees. Its primary focus is to support social welfare initiatives for disadvantaged groups including children, adolescents, women, the elderly, and individuals with physical or mental disabilities. In addition, the Foundation contributes to causes related to arts and culture, education, environmental conservation, and other public welfare initiatives. It also provides support for major disaster relief and post-disaster reconstruction plans.

Social Welfare Engagement

The Inventec Group Charity Foundation demonstrates its care for society through concrete action. The Foundation actively engages in social welfare and charitable activities and collaborates with other public interest organizations to help vulnerable populations access better social resources, thereby enabling them to improve their living conditions and enjoy stronger protection of their rights. The missions of the Inventec Group Charity Foundation include the following scope of social welfare affairs:

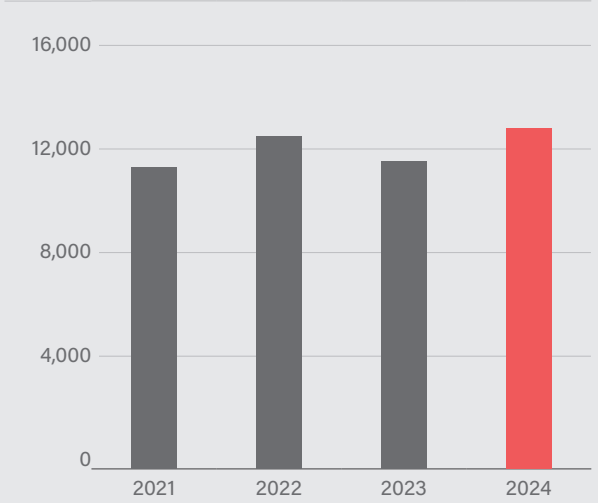
1. Welfare for children, adolescents, women, the elderly, and individuals with physical or mental disabilities.
2. Emergency assistance and disaster relief.
3. Medical philanthropy and public health initiatives.
4. Educational and cultural initiatives.
5. Environmental protection initiatives.
6. Handling social welfare or public interest matters under the guidance and instruction of competent authorities.
7. Other matters related to social welfare or public interest.

Inventec's Annual Volunteer Hours and Social Donations

Inventec is committed to promoting a wide range of social engagement and extends its care through partnerships with social group partners to support various community engagement initiatives.

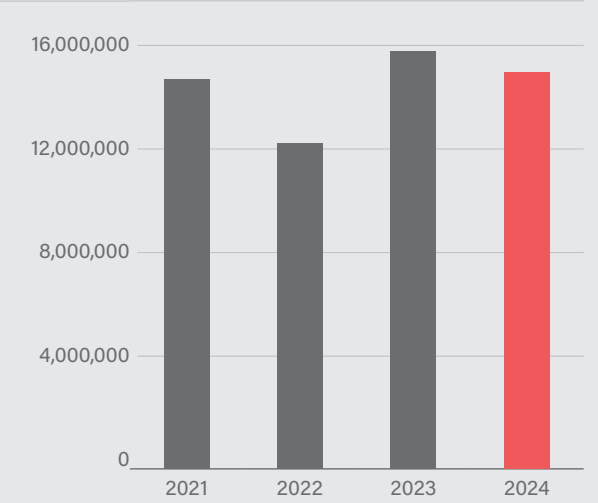
Unit: hours

Volunteer Hours	2021	2022	2023	2024
	11,547	12,532	11,820	12,754.50



Unit: NT$

Social Donation Amount	2021	2022	2023	2024
	15,225,400	12,294,877	15,928,000	15,510,000



Long-standing Commitment to Blood Donation

Inventec has actively supported blood donation initiatives for 31 years. Recognized as a valued partner by blood donation centers, the Company holds quarterly blood drives with enthusiastic participation from employees. In 2024, 1,033 employees participated, donating a total of 387,700 ml of blood. Cumulatively over the years, 16,203 employees have participated, with a total of 6,275,300 ml of blood donated.

30-Hour Famine Humanitarian Aid

Since 2013, Inventec has been a long-term supporter of the "30-Hour Famine" events organized by World Vision Taiwan. In 2024, the "Hunger Warriors, Love Never Stops" campaign rallied compassion, encouraging employees to empathize with the plight of vulnerable children. Concurrently, a charity market was held, with all proceeds from the sales directly donated to beneficiary families, demonstrating tangible support for the 30-Hour Famine humanitarian aid initiative.

Holding the "Hunger Warriors, Love Never Stops" campaign to support the 30-Hour Famine initiative

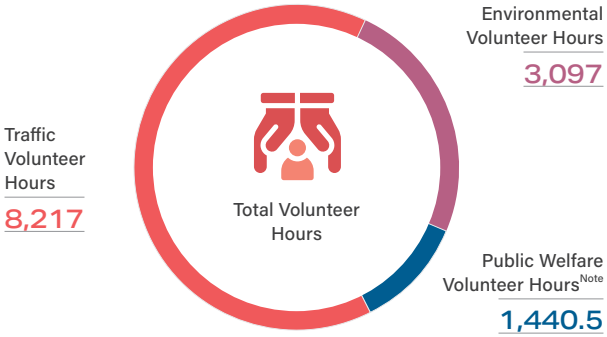
Shoebox of Love – Supporting Underprivileged Children

Through the "Christmas Footprints – Shoebox of Love" campaign, Inventec rallied employees to fill gift boxes with new toys, stationery, and daily necessities, along with handwritten blessing cards for elementary school children from disadvantaged families. In 2024, a total of 124 gifts were delivered. From 2017 to 2024, the initiative has distributed 995 gifts as a heartfelt expression of care.

Volunteer Service

Inventec actively encourages colleagues to participate in beneficial social and community service activities. In 2024, total volunteer hours reached 12,754.50. These efforts included practical actions integrated into community life, such as the long-term adoption of a community park, where professionals are hired to maintain cleanliness, providing local residents with a comfortable and tidy public space.

Inventec 2024 Volunteer Hours Breakdown



Note: Volunteer hours include 50 employees participating in the 30-Hour Famine campaign, each contributing 10 experiential hours.

Support for Arts and Cultural Sponsorship

While excelling in the technology sector, Inventec also actively engages in arts and cultural activities to spread meaningful cultural care and foster an artistic atmosphere that encourages employee to participate in and deeply experience these cultural offerings.

Taipei International Choral Festival (TICF)

The Inventec Group Charity Foundation sponsored the 2024 Taipei International Choral Festival (TICF). This sponsorship included the festival's Opening Concert on July 28, 2024, held at the National Concert Hall, which was designated as the Inventec Charity Night. The concert featured collaborative performances by distinguished musical groups, including the Taipei Philharmonic Chorus, the Taipei Philharmonic Youth Orchestra, and the Taitung Kakacawan Juvenile Choir.
Furthermore, Inventec invited the acclaimed Batavia Madrigal Singers from Indonesia to perform a noon concert at TAO on July 29. The Batavia Madrigal Singers presented their diverse repertoire, spanning classical to popular music, baroque to contemporary pieces, secular and sacred works, alongside traditional Indonesian folk songs, providing employees with an enriching arts and cultural experience.

Batavia Madrigal Singers (Indonesia) were invited to perform a noon concert at TAO

5.4.2 Sustainable Ecology

Wetland Project

In the area of ecological conservation, Inventec has collaborated with the Wild Bird Society of Taipei for years to promote the Guandu Nature Park Ecological Education Program. Employees have also actively participated as conservation volunteers at Guandu wetlands, and Inventec has sponsored various ecological conservation initiatives targeting the park's pond ecosystems.

To promote the vision of harmonious coexistence between humans and nature, the Inventec Group Charity Foundation has continuously adopted and supported the nationally significant Guandu Nature Park wetland for 13 consecutive years since 2012. In 2024, a total of 98,734 visitors explored and experienced the beauty of the Guandu wetlands, marking a significant milestone in ecological conservation efforts.

Furthermore, to advocate for the protection of these precious wetland environments and to root the concept of biodiversity in young minds, Inventec sponsored five sessions of the wetland environmental education program in 2024, benefiting 139 teachers and students from remote area schools. This initiative highlights the significance of the Guandu Nature Park as a representative ecological conservation site in the Greater Taipei area. From 2013 to 2024, Inventec has cumulatively supported 89 sessions, enhancing the ecological experience for 2,378 participants.

Environmental Education

On October 9, 2024, Inventec held the "2024 Relay of Love Volunteer Day", with 39 passionate Inventec volunteers participating in public service activities at the nationally significant Guandu wetlands. These volunteers handcrafted wooden coasters, which were gifted to students from remote areas. Meanwhile, Inventec expanded the impact of inclusive care by sharing “Angel Lunch Boxes” from the Children Are Us Bakery & Restaurant.

Volunteer activities included wearing wading gear or using gardening tools to maintain the ecological ponds adopted by the Foundation. In addition, volunteers personally crafted 40 wooden coasters as eco-friendly gifts for students in remote areas who participated in the wetland environmental education program sponsored by the Foundation—allowing these students to experience environmental education while receiving meaningful ecological tokens. On the same day, 14 Angel Lunch Boxes from the Children Are Us Bakery & Restaurant were presented to the partners who participated in the Volunteer Day event, jointly taking practical actions to support and care for sheltered workplaces.

Inventec volunteers handcrafted wooden coasters as eco-friendly gifts for children in remote areas.

After the event, 31 volunteers completed a feedback survey. The survey result reflected that the average satisfaction score for the event was **9.32** out of 10, and **100%** of participants expressed their willingness to join again or recommend it to colleagues.

“I have been with Inventec for 25 years, and this was my first time participating in the Volunteer Day event. I felt truly fulfilled and touched. The Company has been consistently contributing to public welfare. Seeing colleagues working together to complete the tasks was truly wonderful. Inventec is the best company!!”

“It was meaningful to blend in with the activity for children from remote areas at Guandu Nature Park, and it also fulfilled the objective of community service.”

“Thank you to the volunteer instructors at Guandu Nature Park, and thank you to the company staff for their thoughtful arrangements for the event. It was wonderful to have comfortable weather, which allowed the event to be completed successfully.”

Appendix

ESG Data Summary

Governance

Chapter 1.1 About Inventec

Capital Structure

	2024 (NT$ Thousand)
Total Capital	35,874,751
Debt Ratio (%)	79%
Shareholder Equity Ratio (%) Note	21%
Total Liabilities (before distribution)	265,457,532
Total Equity (before distribution)	70,486,783

Note: Total Equity ÷ Total Assets

Net Sales Proportion

Business Unit	2024 Net Sales Proportion (%)
Notebook PC	51%
Server	45%
Smart Devices	4%
Total	100%

Direct Economic Value Generated and Distributed by the Organization

Unit: NT$ Thousand

Item		2021	2022	2023	2024
Direct Economic Value Generated	Total Annual Revenue (Net Sales)	519,732,048	541,750,850	514,746,200	646,261,954
	Other Income Note 1	3,674,658	3,553,275	4,384,343	3,436,116
Economic Value Distributed	Operating Expenses	487,372,591	505,504,318	478,536,232	601,308,292
	Employee Salary and Benefit Expenses	20,593,859	21,525,231	21,911,205	25,572,585
	Payments to Investors	7,376,882	7,597,123	9,957,691	11,485,130
	Community Investments	21,945	22,389	147,898	27,655
	Payments to Government	851,177	1,053,028	2,135,677	1,889,502
Total Economic Value Distributed		516,216,454	535,702,089	512,688,703	640,283,164
Retained Economic Value		7,190,252	9,602,036	6,441,840	9,414,906

Note 1: Other income includes interest, rental, dividends, financial assistance, net gain from disposal and scrapping of fixed assets, and net gain from disposal of investments and financial assets.
Note 2: Consistent with the disclosure boundary of the consolidated financial statements.

Chapter 1.4.1 Operation of the Board of Directors

Board Composition and Diversity

⊕ Composition Structure

Total Members	Non-employee Members	Employee Members	Executive Directors	Non-executive Directors	Independent Directors	Average Tenure (years)
9	5	4	4	2	3	18

⊕ Age and Gender

	Ages 51-55	Ages 66-70	Ages 76-80	Ages 81-85
Female	0	0	0	0
Male	1	3	4	1
Total	1	3	4	1

Note: The Board of Directors comprises 100% male members, all of whom are aged 50 or above.

Chapter 1.5.1 Anti-Corruption and Ethical Management

2024 Grievance & Whistleblower Channels and Case Statistics

Plant Site	Grievance & Whistleblower Hotline	Grievance Email	Others Note 2
Taiwan	0	2	2
Mainland China	0	0	0
Asia Pacific Note 1	0	0	0

Note 1: "Asia-Pacific" refers to manufacturing sites located in Asian countries excluding Taiwan and Mainland China.
Note 2: "Others" refers to grievances reported through the Company's established management mechanisms or internal communication channels.

Number of Existing Employees Participating in the Ethical Management Training in 2024

Plant Site	Number of Employees	DL	IDL	Senior Executives	Managers	Non-managers
Taiwan	Number of people required to attend the training	1,188	5,718	212	2,238	4,456
	Number of people who completed the training	1,186	5,701	204	2,236	4,447
	Completion rate	99.8%	99.7%	96.2%	99.9%	99.8%
Mainland China	Number of people required to attend the training	6,801	5,439	31	2,418	9,791
	Number of people who completed the training	6,000	5,236	23	2,249	8,964
	Completion rate	88.2%	96.3%	74.2%	93.0%	91.6%
Asia Pacific	Number of people required to attend the training	2,010	846	7	417	2,432
	Number of people who completed the training	1,632	593	7	300	1,918
	Completion rate	81.2%	70.1%	100.0%	71.9%	78.9%
Europe	Number of people required to attend the training	326	220	1	67	478
	Number of people who completed the training	321	220	1	67	473
	Completion rate	98.5%	100.0%	100.0%	100.0%	99.0%

Note 1: Number of employees required to participate in the training include those who were employed as of December 31, 2024 and have completed at least one training session.
Note 2: Employees who joined the Company in December 2024 will complete their training in 2025.

GRI 2-27 Compliance with Laws and Regulations

Number of Non-compliance Cases

In 2024, the Company recorded 12 incidents of non-compliance with laws and regulations, resulting in total fines of NT$1,869,862. None of these non-compliance incidents were classified as significant regulatory violations[Note].

Note: A "significant regulatory violation" is defined as a single environmental violation resulting in a fine exceeding US$10,000 (approximately NT$320,500), or a single labor-related violation resulting in cumulative fines of NT$1 million or more.

Society

Definitions

- Management Positions
  - Top management: Director (inclusive) and above
  - Middle and Junior management: Section manager (inclusive) and above, but below manager(inclusive)
  - Non-management Level: Job Position other than Top, Middle and Junior Management Level
- Total employees in 2024 is calculated based on the number of employees in position as of December 31, 2024.

Chapter 5.1.1 Talent Strategy

Global Workforce Distribution

Factory	Number of Employees	Proportion (%)
Asia	22,006	76.5%
Americas	6,211	21.6%
Europe	546	1.9%
Total	28,763	100%

Employment Type

Employment Contract		Employment Type	Number of persons		
			Male	Female	Total
Indefinite Contract	Permanent	Full-time	11,778	10,188	21,966
Term Contract	Permanent	Full-time	3,513	2,363	5,876
	Foreign Migrant Workers	Full-time	0	921	921
Other Workers	Dispatched Personnel Note	Full-time	256	270	526
Total			15,547	13,742	29,289

Note: Dispatched personnel are primarily short-term supplemental labor for production lines.

Management Position

Employment Type	Number of persons			Proportion of females in total (%)	Proportion of female managers among all managers (%)
	Male	Female	Total		
Top management	231	37	268	13.81%	31.78%
Middle and Junior management	2,864	1,405	4,269	32.91%	
Non-managers/ Regular Employees (IDL)	5,527	3,581	9,108	49.66%	
Non-managers/ Regular Employees (DL)	6,669	8,449	15,118		
Total	15,291	13,472	28,763	46.84%	

Statistics of Profit-driven Departments and STEM Talent

Category	Employment Type	Number of persons			Percentage of female (%)
		Male	Female	Total	
Profit-driven Departments	Top management	58	17	75	47.43%
	Middle and Junior management	535	518	1,053	
	Non-management level	5,481	6,231	11,712	53.20%
	Total	6,074	6,766	12,840	52.69%
In STEM positions Note	Top management	113	9	122	20.04%
	Middle and Junior management	1,882	491	2,373	
	Non-management level	5,264	2,685	7,949	33.78%
	Total	7,259	3,185	10,444	30.50%

Note: STEM refers to talent in Science, Technology, Engineering, and Mathematics disciplines.

Nationality Distribution

Nationality	Number of Employees	Number of Managers (Senior Executives + Managers)
R.O.C.	5,977	2,470
Mainland China	12,309	1,800
Mongolia	1	-
Hong Kong	1	-
Macao	2	-
Indonesia	588	-
Thailand	832	5
Malaysia	248	69
Philippines	953	7
United States	16	11
Brazil	1	-
Spain	1	-
Federation of St. Christopher and Nevis	1	-
Japan	1	-
ICZ Note	546	34
Mexico	6,104	35
India	1	-
Nepal	2	-
Vietnam	1,122	89
Inventec Configuration (North America) Corp. and Inventec Distribution (North America) Corp. Note	57	17
Total	28,763	4,537

Note: No distinction is made among the nationalities of employees in accordance with the laws and regulations.

Age and Gender Statistics

Age	Number of persons			Percentage of Total Employees (%)
	Male	Female	Total	
<30	5,495	5,248	10,743	37.35%
30~49	8,590	7,629	16,219	56.39%
≧ 50	1,206	595	1,801	6.26%
Total	15,291	13,472	28,763	100.00%
Percentage	53%	47%	100%	

Education Statistics

Education	Number of persons			Percentage of Total Employees (%)
	Male	Female	Total	
Masters and above	1,508	586	2,094	7.28%
Bachelors	4,309	2,751	7,060	24.55%
Others	9,474	10,135	19,609	68.17%
Total	15,291	13,472	28,763	100.00%

Physical and Mental Disability

Age	Number of persons			Percentage of Total Employees (%)
	Male	Female	Total	
<30	40	9	49	0.17%
30~49	58	33	91	0.32%
≧ 50	28	8	36	0.13%
Total	126	50	176	0.61%

Proportion of Local Hire in Management Positions

Total Number of Senior Executives	Number of Senior Executives with Local Nationality	Local Hire Percentage
263	251	95%

New Employee

The total number of new employees in 2024 was 23,825

Category		Number of Persons	Percentage of Total Persons (%) Note 1	New Hire Rate (%) Note 2
Gender	Male	14,056	59.00%	48.87%
	Female	9,769	41.00%	33.96%
Age	Under 29 years old	16,683	70.02%	58.00%
	30~49 years old	6,834	28.68%	23.76%
	Over 50 years old	308	1.29%	1.07%
Job Position	Top management	8	0.03%	0.03%
	Middle and Junior management	231	0.97%	0.80%
	Non-management level	23,586	99.00%	82.00%
Nationality	R.O.C.	890	3.74%	3.09%
	Mainland China	12,350	51.84%	42.94%
	Indonesia	2	0.01%	0.01%
	Thailand	666	2.80%	2.32%
	Malaysia	950	3.99%	3.30%
	Philippines	27	0.11%	0.09%
	Myanmar	57	0.24%	0.20%
	Mexico	5,990	25.14%	20.83%
	United States	1	0.00%	0.00%
	Vietnam	2,637	11.07%	9.17%
	ICZ Note 3	245	1.03%	0.85%
	Inventec Configuration (North America) Corp. and Inventec Distribution (North America) Corp. Note 3	10	0.04%	0.03%

Note 1: Percentage of total persons = Number of new hires in this category / Total new hires.
Note 2: New Hire Rate = Number of new hires in this category / Total global active employees as of December 31, 2024.
Note 3: No distinction is made among the nationalities of employees in accordance with the laws and regulations.

Internal Employee Replacement Rate

A. Total number of vacancies filled by internal candidates (Number of internal transfers)	B. Total number of company vacancies (Total number of new recruits for the year)	C. Internal employee replacement rate C=A/B
648	23,825	2.72%

Average Hiring Cost

A. Total hiring cost for new recruits for the year (NT$)	B. Total number of company vacancies (total number of new recruits for the year)	C. Average hiring cost C=A/B (NT$)
66,209,769	23,825	2,779

Annual Employee Turnover

Total number of employees who left in 2023 was 20,418

Category		Number of Persons	Percentage of Total Persons (%) Note 1	Turnover Rate (%) Note 2
Gender	Male	11,952	58.54%	41.55%
	Female	8,466	41.46%	29.43%
Age	Under 29 years old	13,224	64.77%	45.98%
	30~49 years old	6,862	33.61%	23.86%
	Over 50 years old	332	1.63%	1.15%
Job Position	Top management	33	0.16%	0.11%
	Middle and Junior management	550	2.69%	1.91%
	Non-management level	19,835	97.14%	68.96%
Nationality	R.O.C.	814	3.99%	2.83%
	Philippines	76	0.37%	0.26%
	Mainland China	11,597	56.80%	40.32%
	United States	7	0.03%	0.02%
	Malaysia	1,660	8.13%	5.77%
	Thailand	977	4.78%	3.40%
	Myanmar	2	0.01%	0.01%
	Vietnam	1,795	8.79%	6.24%
	Mexico	3,305	16.19%	11.49%
	ICZ Note 3	181	0.89%	0.63%
	Inventec Configuration (North America) Corp. and Inventec Distribution (North America) Corp. Note 3	4	0.02%	0.01%

Note 1: Percentage of total persons = Number of employees who left in this category / Total number of employees who left.

Note 2: Turnover rate = Number of employees who left in this category / Total global active employees as of December 31, 2024

Note 3: No distinction is made among the nationalities of employees in accordance with the laws and regulations.

Voluntary Turnover Rate

Category		Number of Voluntary Resignations	Voluntary Turnover Rate (%) Note 1
Gender	Male	10,450	36.33%
	Female	7,203	25.04%
Age	Under 29 years old	12,001	41.72%
	30~49 years old	5,374	18.68%
	Over 50 years old	278	0.97%
Job Position	Top management	28	0.10%
	Middle and Junior management	300	1.04%
	Non-management level	17,325	60.23%
Nationality	R.O.C.	764	2.66%
	Philippines	76	0.26%
	Mainland China	10,229	35.56%
	United States	3	0.01%
	Malaysia	1,470	5.11%
	Thailand	873	3.04%
	Myanmar	2	0.01%
	Vietnam	1,795	6.24%
	Mexico	2,377	8.26%
	ICZ Note 2	64	0.22%

Note 1: Voluntary Turnover Rate=Number of voluntary resignations in this category / total global workforce as of December 31, 2024.

Note 2: No distinction is made among the nationalities of employees in accordance with the laws and regulations.

Parental Leave

Breakdown by Gender

Item	Male	Female	Total
(1) Number of eligible employees for parental leave in the reporting year (excluding resigned employees)	261	164	425
(2) Number of employees who applied for parental leave in the reporting year (including resigned employees)	55	99	154
(3) Number of employees scheduled to return to work in the reporting year (including resigned employees)	50	78	128
(4) Number of employees who actually returned to work in the reporting year (including resigned employees)	50	70	120
(5) Number of employees who returned to work in the year prior to the reporting year (including resigned employees)	40	48	88
(6) Number of employees who returned to work in the year prior to the reporting year and remained employed for 12 months thereafter (including resigned employees)	28	39	67
Return Rate: (4)/(3)	100.00%	89.74%	93.75%
Retention Rate: (6)/(5)	70.00%	81.25%	76.14%

Breakdown by Region and Gender

Item	Location								
	Taiwan			Europe			Americas		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
(1) Number of eligible employees for parental leave in the reporting year (excluding resigned employees)	225	128	353	0	18	18	36	18	54
(2) Number of employees who applied for parental leave in the reporting year (including resigned employees)	8	43	51	0	24	24	47	32	79
(3) Number of employees scheduled to return to work in the reporting year (including resigned employees)	3	43	46	0	3	3	47	32	79
(4) Number of employees who actually returned to work in the reporting year (including resigned employees)	3	36	39	0	2	2	47	32	79
(5) Number of employees who returned to work in the year prior to the reporting year (including resigned employees)	5	25	30	0	4	4	35	19	54
(6) Number of employees who returned to work in the year prior to the reporting year and remained employed for 12 months thereafter (including resigned employees)	4	21	25	0	4	4	24	14	38
Return Rate: (4)/(3)	100.00%	83.72%	84.78%	-	66.67%	66.67%	100.00%	100.00%	100.00%
Retention Rate: (6)/(5)	80.00%	84.00%	83.33%	-	100.00%	100.00%	68.57%	73.68%	70.37%

Chapter 5.1.2 Talent Cultivation

Training Hours and Costs

Total Hours	3,857,557.67
Average Hours per Employee	134.12
Total Costs (NT$)	31,788,887
Average Costs per Employee (NT$)	1,105

Note: This does not exclude employees who have left the Company.

Training Hours

⊕ Breakdown by Technical and Production Roles

	Technical Roles (IDL)	Production Roles (DL)
A. Total Training Hours	1,310,801.58	2,019,274.75
B. Total Number of Persons as of December 31	13,810	14,950
C. Average Training Hours C=A/B	94.92	135.07

Note: Excluding employees who have left the Company.

⊕ Breakdown by Management and Non-Management Roles

	Top management	Middle and Junior management	Non-management Level
A. Total Training Hours	7,685.43	131,332.52	3,191,058.38
B. Total Number of Persons as of December 31	303	4,202	24,255
C. Average Training Hours C=A/B	25.36	31.25	131.56

Note: Excluding employees who have left the Company.

⊕ Breakdown by Gender

	Male	Female
A. Total Training Hours	1,426,145.23	1,903,931.10
B. Total Number of Persons as of December 31	15,292	13,468
C. Average Training Hours C=A/B	93.26	141.37

Note: Excluding employees who have left the Company.

⊕ Breakdown by Age

	< 30 years old	30~49 years old	≧ 50 years old
A. Total Training Hours	1,756,325.73	1,473,601.99	100,148.61
B. Total Number of Persons as of December 31	10,717	16,324	1,719
C. Average Training Hours C=A/B	163.88	90.27	58.26

Note: Excluding employees who have left the Company.

Training on Specific Topics

Item	A. Number of people who completed the training	B. Total Number of Persons as of December 31	C. Completion Rate (≦100%) C=A/B	D. Total Training Hours
Environmental Protection	25,010	28,763	87.0%	85,687.99
Diversity, Equity and Inclusion (DEI)	16,982	28,763	59.0%	40,773.17

Note: Excluding employees who have left the Company.

Chapter 5.1.3 Talent Attraction and Retention

Diverse Benefits

Item	Number of Recipients	Amount (NT$)
Maternity Benefits	297	1,044,409
Childcare Benefits	152	7,086,264
Funeral Condolence	245	1,295,013
Marriage Allowance	295	678,780
Hospitalization Benefits	34	163,277
Group Insurance	6,868	14,890,056
Major Illness	9	270,000
Children's Education Subsidy	79	101,000
Labor Day Bonus	528	422,400
Injury and Illness Consolation Support	10	83,000
Dragon Boat Festival Bonus	522	417,600
Mid-Autumn Festival Bonus	499	383,824
Disability Subsidy	3	6,000
Birthday Gift	518	414,400
Pension Insurance	215	148,995

Note 1: Benefits of Taiwan plants include maternity benefits, funeral condolence, marriage allowance, emergency relief funds, and group insurance.
Note 2: Benefits of Mainland China plants include maternity benefits, funeral condolence, marriage allowance, emergency relief funds, and group insurance (specifically for colleagues on overseas business trips only).
Note 3: Benefits of Thailand plants include marriage allowance.
Note 4: Benefits of Europe and Americas plants include maternity benefits and marriage allowance.
Note 5: Benefits of ICZ include pension insurance.
Note 6: Benefits of Inventec Appliances Corp. include maternity benefits, children's education subsidy, funeral condolence, and marriage allowance.

Employee Absenteeism Rate

Absenteeism Rate	2.58%
Data Coverage	100% of Employees

Note 1: Definition of Absenteeism Rate: The total number of days lost due to absenteeism for any reason, not limited to work-related injuries or illnesses. This includes sick leave due to common illnesses (e.g., colds, fever, and flu) and leave days due to personal reasons not disclosed publicly, but excludes pre-scheduled or authorized absences such as holidays, study leave, maternity leave, or paternity leave.
Note 2: Absenteeism Rate= (Number of Absence Days / Total Number of Work Days) x 100

Standard Salary to Local Minimum Wage Ratio

Location		Ratio of Standard Salary for Male Basic Direct Employees to Statutory Minimum Wage	Ratio of Standard Salary for Female Basic Direct Employees to Statutory Minimum Wage
Taiwan		1.09	1.16
Mainland China	Shanghai	1.00	1.00
	Chongqing	1.00	1.00
	Tianjin	1.00	1.00
	Beijing	-	-
	Jiangxi	1.00	1.00
	Jiangsu	1.00	1.00
	Shaanxi	-	-
Thailand		1.01	1.01
Vietnam		1.31	1.31
Malaysia		1.00	1.00
Japan		-	-
Czech Republic		1.31	1.31
Mexico		1.09	1.09
United States	California	-	-
	Texas	2.34	1.79

Note 1：Grass-root Level Employees standard salary refers to the minimum approved salary for direct employees in the respective region. (Statistics for the Taiwan region do not include foreign migrant workers, who are employed in accordance with the statutory minimum wage.)
Note 2: Local minimum wages are based on the regulations in effect for each region in 2024.
Note 3: A "-" indicates that no basic direct personnel were employed in that particular region.

Gender Base Salary and Compensation Ratio

Ratio of Male to Female Basic Salary	Taiwan	Mainland China	Mexico	Czech	North America	Others	Global
Top management	115.23	119.76	133.86	0	146.24	0	114.77
Middle and Junior management	110.43	117.20	101.80	112.98	144.95	148.06	118.74
Non-management Level / Indirect Labor (IDL)	105.37	118.18	111.22	110.77	144.90	103.63	118.65
Non-management Level / Direct Labor(DL)	117.28	104.30	113.08	108.52	135.37	108.89	99.31
Male to female basic salary plus compensation ratio	**Taiwan**	**Mainland China**	**Mexico**	**Czech**	**North America**	**Others**	**Global**
Top management	112.61	115.82	136.12	0	151.29	0	112.64
Middle and Junior management	109.58	120.18	100.15	108.85	140.47	148.84	118.92
Non-management Level / Indirect Labor (IDL)	107.75	123.70	115.61	110.34	145.21	109.63	122.38
Non-management Level / Direct Labor(DL)	120.87	104.69	116.65	104.19	133.28	112.01	106.11

Note 1: Ratios are based on female employees as the reference group. Slight differences in salary ratios are due to variations in gender representation across job functions, fields, and years of service.
Note 2: A value of 0 indicates that there were no female employees or managers in that region.
Note 3: The compensation data excludes employees who had worked for less than six months during the reporting year and those in part-time roles.

Global Retirement System Overview

Item		Retirement Fund Contribution as a Percentage of Salary	
		Company Contribution	Self Contribution
Taiwan	Old System: Company retirement account	2%~15%	0%
	New System: Individual retirement account	6%	0%~6%
Mainland China		16%~24%	8%
Czech		21.5%	6.5%
Mexico		2%	0%
Thailand		-	-
Vietnam		17.5%	8.0%
Malaysia		14.45%	11.07%
Japan		18.3%	18.3%
United States		0%~7.65%	0%~7.65%

Note 1: Taiwan factories follow the "Labor Standards Act" and the "Labor Pension Act".
Note 2: Overseas subsidiaries contribute to retirement pension or old-age insurance on a monthly basis in accordance with local legal requirements.
Note 3: For the 2024 defined benefit plan amounts included in the consolidated balance sheet, please refer to page 42 of the 2024 Q4 consolidated financial statements.

Chapter 5.2 Human Rights Protection

Human Right-related Training

A. Number of people who completed the training	B. Total Number of Persons as of December 31	C. Completion Rate (≦100%) C=A/B	D. Total Training Hours
26,293	28,763	91.4%	136,548.56

Inventec Appliances Group ESG Data

Corresponding to GRI 204-1 / GRI 401-1 / GRI 403-9 / GRI 306-4 / GRI 306-5

Category	Item	Reporting Content		
Governance	Proportion of spending on local suppliers Note 1	72%		
Society	New employees and resigned employees	Total number of new employees in 2024: 7,740 Total number of resigned employees in 2024: 9,135		
	Occupational Injuries Note 2	Item	Employees	Non-employees
		Number of Recordable Occupational Injuries Note 3	21	0
		Actual Working Hours (Hours)	9,384,224	3,275,228.59
		Lost Workdays	367	0
		FR	1.17	0
		SR	39.11	0
		FSI	0.21	0

Category	Item	Reporting Content		
Environment	Waste Diverted from Disposal Note 4	Category	General Waste (Metric Tons)	Hazardous Waste (Metric Tons)
		Recycling	2,095.896	14.898
		Preparation for Reuse	18.480	0.000
		Subtotal of Waste Diverted from Disposal	2,114.376	14.898
	Waste Directed to Disposal Note 4	Category	General Waste (Metric Tons)	Hazardous Waste (Metric Tons)
		Landfilling	268.970	0.000
		Incineration (with energy recovery)	888.981	12.450
		Incineration (without energy recovery)	0.000	0.257
		Other Disposal Methods	0.000	0.352
		Temporary Storage	0.000	0.000
		Disposal Method Unknown	31.629	0.000
		Subtotal of Waste Directed to Disposal	1,189.580	13.059

Note 1: Major operating sites refer to the primary manufacturing and shipping plants in 2024. "Local" is defined as the Greater China region (including Taiwan, Hong Kong, Macau, and Mainland China). Calculations exclude customer-designated suppliers/materials, suppliers under the Buy & Sell model, and one-time spot purchases.

Note 2: No fatalities or serious occupational incidents occurred in 2024.

Note 3: The primary types of injuries recorded included falls and being struck by objects.

Note 4: All waste was disposed of off-site.

Table of Organizational Boundary

No.	Operating Site		Abbreviation
1	Inventec Corporation	Shilin Headquarter	IET
		Taoyuan RD Factory	TAO
		Computer Factory	ITO
		Taipei Office	TPE
		Tainan Buildings	TNN
2	Inventec Japan Corporation		IJC
3	Inventec (Chongqing) Corp.		ICC
4	Inventec (Pudong) Technology Corp.		IPT
5	SQ Technology (Shanghai) Corporation		SQT
6	Inventec (Czech) S.R.O.		ICZ
7	IEC Technologies, S . de R. L. de C. V.		IMP
			IMX (IME)
8	Inventec Appliances Corp.		IACT/IATY
9	Inventec Appliances (Pudong) Corp.		IACP
10	Inventec Appliances (Jiangning) Corp.		IACJ
11	Inventec Appliances (Malaysia) SDN. BHD.		IACM
12	Inventec Appliances (Vietnam) Company Limited		IACV
13	Inventec (Beijing) Electronics Technology Co., Ltd.		IBC
14	Inventec (Tianjin) Electronics Co., Ltd.		ITC
15	Inventec Manufacturing (North America) Corp.		ISV
			IHS
16	Inventec (USA) Corporation		IHS
17	Inventec Configuration (North America) Corp.		IHS
18	Inventec Distribution (North America) Corp.		IHS
			IEP
19	Inventec Appliances (Shanghai) Co.Ltd.		IACS
20	Inventec Appliances (USA) Distribution Corp.		IDC
21	Inventec Appliances Corporation USA Inc.		IACUSA
22	Inventec Appliances (XI'AN) Corporation		IACX
23	Inventec Appliances (Nanchang) Corporation		IANC
24	Inventec Asset-Management (Shanghai) Corporation		IXC
25	Inventec Appliances (Shanghai) Enterprise Co.Ltd.		IACE
26	AIMobile Co., Ltd.		AIM
27	Apex Business Management & Consulting (Shanghai) Co., Ltd.		IASD

No.	Operating Site	Abbreviation
28	Inventec Appliances (Nanchang) Intelligent Manufacturing Co., Ltd.	IANB
29	Inventec Easy Doctor Corp.	IEDC
30	Inventec QD (Shanghai) Corporation	-
31	Inventec Electronics (Thailand) Co.,Ltd.	ITH
		ITE
32	Inventec Technology (Singapore) PTE.LTD.	ITS
33	Inventec Corporation (Hong Kong) Ltd.	IHK
34	Inventec Holding (North America) Corp.	IHC
35	Inventec (Shanghai) Corp	ISC
36	Inventec (Pudong) Corp.	IPC
37	Inventec (Shanghai) Service Co., Ltd	ISS
38	Inventec Hi-Tech Corp.	IPE
39	Inventec (Cayman) Corp.	-
40	Inventec Development Japan Corporation	IDJ
41	Invnetec Investments Co., Ltd.	IIC
42	Inventec (Chongqing) Service Co., Ltd.	ICS
43	Inventec Solar Energy Corporation	ISEC
44	Inventec Appliances (Cayman) Holding Corp.	IACCAYMAN
45	Inventec Appliances (Nanjing) Corp.	IACN
46	IEC (Cayman) Corporation	-
47	Saint Investment Consulting Corporation	SIC
48	InveneXt System Co., Ltd.	IVX
49	Inphicomm Ltd.	Inphicomm
50	Inventec Technology (Vietnam) Company Limited	ITCV

GRI Index

Except for GRI 305-1 to 305-3, which were verified by the Metal Industries Research & Development Centre, all other indicators below have obtained limited assurance from KPMG Taiwan.

GRI 2: General Disclosures 2021

Number	Disclosure	Report Content or Explanation	Page
The organization and its reporting practices			
2-1	Organizational details	About the Report	002
		1.1.1 Company Profile	007
2-2	Entities included in the organization's sustainability reporting	About the Report	002
		Table of Organizational Boundary	156
2-3	Reporting period, frequency and contact point	About the Report	002
2-4	Restatements of information	About the report (statistics and calculation methods, as well as the reasons and results for any restatement of information provided in previous reports, have all been specified in each chapter respectively).	002
2-5	External assurance	About the Report	002
		ISAE 3000 Assurance Report	164
Activities and workers			
2-6	Activities, value chain and other business relationships	1.1.1 Company Profile	007
		1.1.2 Market Overview	009
		2.4.1 Development Strategy and Goals	048
2-7	Employees	ESG Data - Employment Type	147
2-8	Workers who are not employees	ESG Data - Employment Type	147
Governance			
2-9	Governance structure and composition	1.4.1 Operation of the Board of Directors	014
		1.4.2 Functional Committees	016
		ESG Data - Board Composition and Diversity	146
2-10	Nomination and selection of the highest governance body	1.4.1 Operation of the Board of Directors	014
2-11	Chair of the highest governance body	1.4.1 Operation of the Board of Directors	014

Number	Disclosure	Report Content or Explanation	Page
2-12	Role of the highest governance body in overseeing the management of impacts	1.4.2 Functional Committees	016
		2.1.2 Sustainability Governance Organization	033
		2.2.2 Material Topic Analysis	037
2-13	Delegation of responsibility for managing impacts	1.4.2 Functional Committees	016
		1.6 Risk Management	019
2-14	Role of the highest governance body in sustainability reporting	1.4.2 Functional Committees	016
		2.1.2 Sustainability Governance Organization	033
		2.2.2 Material Topic Analysis	037
2-15	Conflicts of interest	1.4.1 Operation of the Board of Directors	014
2-16	Communication of critical concerns	2.1.2 Sustainability Governance Organization	033
2-17	Collective knowledge of the highest governance body	1.4.1 Operation of the Board of Directors	014
2-18	Evaluation of the performance of the highest governance body	1.4.1 Operation of the Board of Directors	014
2-19	Remuneration policies	1.4.1 Operation of the Board of Directors	014
2-20	Process to determine remuneration	1.4.1 Operation of the Board of Directors	014
2-21	Annual total compensation ratio	Due to confidentiality requirements and the proprietary nature of the information, disclosure has been withheld.	-
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Message from the Top Management	005
2-23	Policy commitments	1.5.1 Anti-Corruption and Ethical Management	017
		2.1.1 Inventec's Sustainability Vision and Strategy	032
		2.4 Sustainable Supply Chain Management	048
		5.2 Human Rights Protection	128

Number	Disclosure	Report Content or Explanation	Page
2-24	Embedding policy commitments	2.1.1 Inventec's Sustainability Vision and Strategy	032
		2.4 Sustainable Supply Chain Management	048
		5.2 Human Rights Protection	128
2-25	Processes to remediate negative impacts	1.5.1 Anti-Corruption and Ethical Management	017
		2.3 Customer Service	043
		2.4 Sustainable Supply Chain Management	048
		5.1.3 Talent Attraction and Retention	125
2-26	Mechanisms for seeking advice and raising concerns	1.5.1 Anti-Corruption and Ethical Management	017
2-27	Compliance with laws and regulations	ESG Data - Number of Non-compliance Cases	146
2-28	Membership associations	1.1.3 Association Participation and Initiatives	011
Stakeholder engagement			
2-29	Approach to stakeholder engagement	2.2.1 Stakeholder Engagement Results	035
		2.3 Customer Service	043
2-30	Collective bargaining agreements	5.1.3 Talent Attraction and Retention	125

GRI 3: Material Topics 2021

Number	Disclosure	Report Content or Explanation	Page
3-1	Process to determine material topics	2.2.2 Material Topic Analysis	037
3-2	List of material topics	2.2.2 Material Topic Analysis	037
3-3	Management of material topics	2.2.2 Material Topic Analysis	037

Topic Standards

Number	Disclosure	Report Content or Explanation	Page
201-1	Direct economic value generated and distributed	1.2.1 Financial Performance	012
		ESD Data - Capital Structure	145
		ESD Data - Direct Economic Value Generated and Distributed by the Organization	145
201-2	Financial implications and other risks and opportunities due to climate change	3.1.1 Climate Change Management	063
201-3	Defined benefit plan obligations and other retirement plans	5.1.3 Talent Attraction and Retention	125
		ESD Data - Global Retirement System	154
201-4	Financial assistance received from government	1.2.1 Financial Performance	012
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	ESD Data - Standard Salary to Local Minimum Wage Ratio	153
202-2	Proportion of senior management hired from the local community	ESD Data - Proportion of Local Hire in Management Positions	148
203-1	Infrastructure investments and services supported	5.4.1 Inventec Group Charity Foundation	141
203-2	Significant indirect economic impacts	1.6.1 Operational Risks	019
		1.6.3 Information Security Management	027
204-1	Proportion of spending on local suppliers	2.4.1 Development Strategy and Goals	048
205-1	Operations assessed for risks related to corruption	1.5.1 Anti-Corruption and Ethical Management	017

Number	Disclosure	Report Content or Explanation	Page
205-2	Communication and training about anticorruption policies and procedures	1.5.1 Anti-Corruption and Ethical Management	014
		1.4.1 Operation of the Board of Directors	017
		2.4.1 Development Strategy and Goals	048
		ESD Data - Number of existing employees participating in the ethical management training in 2024	146
205-3	Confirmed incidents of corruption and actions taken	1.5.1 Anti-Corruption and Ethical Management	017
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.5.2 Anti-Competition, Anti-Trust, and Monopoly Practices	018
207-1	Approach to tax	1.3 Tax Policy	013
207-2	Tax governance, control, and risk management	1.3 Tax Policy	013
207-3	Stakeholder engagement and management of concerns related to tax	1.3 Tax Policy	013
207-4	Country-by-country reporting	The Company submits country-by-country reports every year in accordance with the country-by-country reporting requirements.	-
302-1	Energy consumption within the organization	3.1.3 Energy Management	074
302-2	Energy consumption outside of the organization	Information is not yet fully available and is therefore not disclosed in this report.	-
302-3	Energy intensity	3.1.3 Energy Management	074
302-4	Reduction of energy consumption	3.1.3 Energy Management	074
302-5	Reductions in energy requirements of products and services	3.1.3 Energy Management	074
303-1	Interactions with water as a shared resource	3.2.2 Water Resource Management	080
303-2	Management of water discharge-related impacts	3.2.2 Water Resource Management	080
303-3	Water withdrawal	3.2.2 Water Resource Management	080
303-4	Water discharge	3.2.2 Water Resource Management	080
303-5	Water consumption	3.2.2 Water Resource Management	080
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.4 Biodiversity	090
304-3	Habitats protected or restored	5.4.2 Sustainable Ecology	143
305-1	Direct (Scope 1) GHG emissions	3.1.2 Climate Commitments and Actions	071
305-2	Energy indirect (Scope 2) GHG emissions	3.1.2 Climate Commitments and Actions	071
305-3	Other indirect (Scope 3) GHG emissions	3.1.2 Climate Commitments and Actions	071
305-4	GHG emissions intensity	3.1.2 Climate Commitments and Actions	071
305-5	Reduction of GHG emissions	3.1.2 Climate Commitments and Actions	071
305-6	Emissions of ozone-depleting substances (ODS)	3.3.1 Air Pollution Prevention	083
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.3.1 Air Pollution Prevention	083
306-1	Waste generation and significant waste-related impacts	3.3.2 Waste Management	084
306-2	Management of significant waste-related impacts	3.3.2 Waste Management	084
306-3	Waste generated	3.3.2 Waste Management	084
306-4	Waste diverted from disposal	3.3.2 Waste Management	084
306-5	Waste directed to disposal	3.3.2 Waste Management	084
308-1	New suppliers that were screened using environmental criteria	2.4.1 Development Strategy and Goals	048
		2.4.2 Supply Chain Risk Management	051
308-2	Negative environmental impacts in the supply chain and actions	2.4.2 Supply Chain Risk Management	051
401-1	New employee hires and employee turnover	ESG Data - New Employee	149
		ESG Data - Annual Employee Turnover	150

Number	Disclosure	Report Content or Explanation	Page
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	5.1.3 Talent Attraction and Retention	125
		ESG Data - Global Retirement System Overview	154
		ESG Data - Diverse Benefits	153
401-3	Parental leave	ESG Data - Parental Leave	151
402-1	Minimum notice periods regarding operational changes	In the event of significant operational changes that severely impact employee rights, we will provide advance notice in accordance with the laws and regulations of each operating location.	-
403-1	Occupational health and safety management system	5.3.1 Safe and Healthy Workplace	133
403-2	Hazard identification, risk assessment, and incident investigation	5.3.1 Safe and Healthy Workplace	133
403-3	Occupational health services	5.3.1 Safe and Healthy Workplace	133
		5.3.2 Health and LOHAS	138
403-4	Worker participation, consultation, and communication on occupational health and safety	5.3.1 Safe and Healthy Workplace	133
403-5	Worker training on occupational health and safety	5.3.1 Safe and Healthy Workplace	133
403-6	Promotion of worker health	5.3.2 Health and LOHAS	138
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.4.3 Sustainable Supply Chain Engagement	058
		4.2.3 Management of Hazardous Substances	114
		5.3.1 Safe and Healthy Workplace	133
403-8	Workers covered by an occupational health and safety management system	5.3.1 Safe and Healthy Workplace	133
403-9	Work-related injuries	5.3.1 Safe and Healthy Workplace	133
403-10	Work-related ill health	5.3.2 Health and LOHAS	138
404-1	Average hours of training per year per employee	ESG data - Training Hours	152
404-2	Programs for upgrading employee skills and transition assistance programs	5.1.2 Talent Cultivation	120
404-3	Percentage of employees receiving regular performance and career development reviews	5.1.3 Talent Attraction and Retention	125

Number	Disclosure	Report Content or Explanation	Page
405-1	Diversity of governance bodies and employees	1.4.1 Operation of the Board of Directors	014
		5.1.1 Talent Strategy	118
		ESG Data - Board Composition and Diversity	146
		ESG Data - Age and Gender Statistics	148
405-2	Ratio of basic salary and remuneration of women to men	ESG data - Gender Base Salary and Compensation Ratio	154
406-1	Incidents of discrimination and corrective actions taken	1.5.1 Anti-Corruption and Ethical Management	017
		5.3.1 Safe and Healthy Workplace	133
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.2 Human Rights Protection	128
408-1	Operations and suppliers at significant risk for incidents of child labor	5.2 Human Rights Protection	128
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1.3 Talent Attraction and Retention	125
		5.2 Human Rights Protection	128
411-1	Incidents of violations involving rights of indigenous peoples	5.2 Human Rights Protection	128
414-1	New suppliers that were screened using social criteria	2.4.1 Development Strategy and Goals	048
		2.4.2 Supply Chain Risk Management	051
414-2	Negative social impacts in the supply chain and actions taken	2.4.2 Supply Chain Risk Management	051
415-1	Political contributions	1.1.3 Association Participation and Initiatives	011
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3 Customer Service	043

SASB Index

The following indicators have been verified by KPMG Taiwan with limited assurance.

SASB Sustainability Disclosure Topics & Accounting Metrics Index

SASB Code & Metric	Content			
SASB TC-ES-000.A-Number of manufacturing facilities	16 sites, including TAO, ITO, IPT, SQT, ICC, ICZ, IMP, IMX, ITH, ITE, IACT, IATY, IACP, IACJ, IACM, IACV.			
SASB TC-ES-000.B-Area of manufacturing facilities	765263.753 m^2			
SASB TC-ES-000.C-Number of employees	28,763 people [Note]			
	Note: Excluding ITS, which is scheduled to be included in the 2025 Sustainability Report.			
SASB TC-ES-140a.1-(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress		2022[Note]	2023[Note]	2024
	Total water withdrawn (1000 m^3)	1,053	974	1,165
	Total water consumed (1000 m^3)	314	276	358
	High water stress factories of 2022 & 2023：IPT 、SQT High water stress factories of 2024：IMX、IACS、IACP、IASD、IBC、IXC、IMP、ITH、IPT、SQT、ITE、IEP			
		2022[Note]	2023[Note]	2024
	Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress	20%	17%	32%
	Total water consumed, percentage in regions with High or Extremely High Baseline Water Stress	7%	6%	13%
	Note: The statistical scope covers 8 operating sites in 2022 & 2023, including IET, TAO, ITO, IPT, SQT, ICC, ICZ and IMX.			
SASB TC-ES-150a.1-(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	3.3.2 Waste Management			

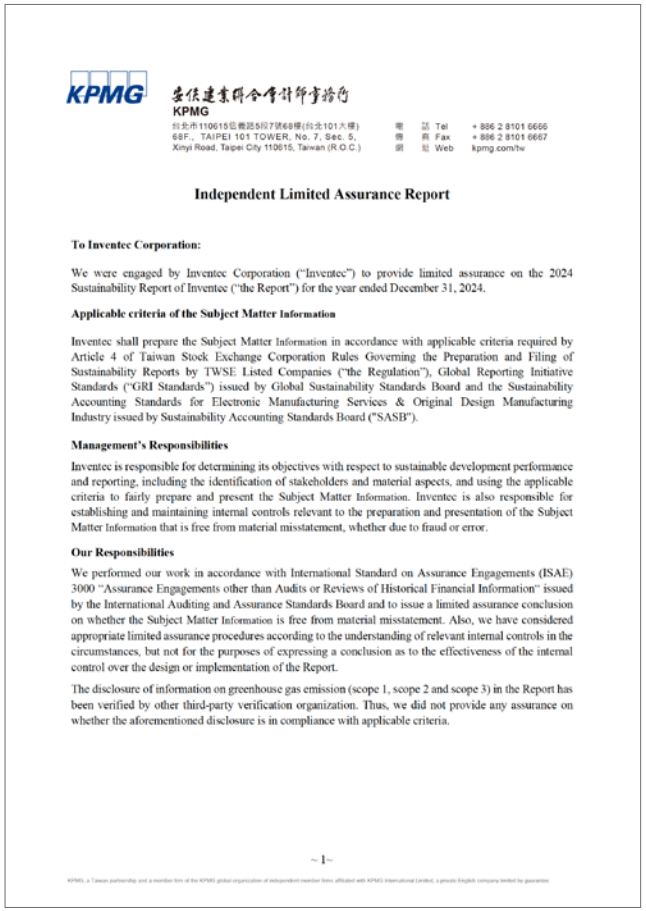
SASB Code & Metric	Content			
SASB TC-ES-310a.1-(1) Number of work stoppages and (2) total days idle	In 2024, number of work stoppages and total days idle are 0.			
SASB TC-ES-320a.1-(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees[Note]		employees	non-employees	
	Total Recordable Incident Rate (TRIR) (Number of recordable occupational injuries / Total working hours) *200,000	0.543	0.042	
	Near Miss Frequency Rate (NMFR) (Number of near miss incidents*200,000) / Total hours worked	0.039	1.565	
	Note: The statistical scope covers 16 operating sites, including IET, TAO, ITO, ICC, IPT, SQT, ICZ, IMX, IMP, ITH, IACT, IATY, IACP, IACJ, IACM, and IACV.			
SASB TC-ES-320a.2-Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) highrisk facilities		Facility	2024 RBA VAP Audit Rate	
	Inventec Group	All sites, excluding IET. Since there is no production line, it is not included in the audit scope.	25%	
		High-risk facilities	No high-risk facility in 2024	
	Tier 1 supplier	2.4.2 Supply Chain Risk Management		
SASB TC-ES-320a.3- (1) Nonconformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities		RBA VAP findings categories	Average number of findings in RBA VAP	Completion rate of corrective action plan (CAP)
	Inventec Group	Priority non-conformances	0	No priority non-conformances
		Other non-conformances	1.75	100%
	Tier 1 supplier	2.4.2 Supply Chain Risk Management		
SASB TC-ES-410a.1-Weight of end-of-life products and e-waste recovered; percentage recycled	No, Inventec is an ODM manufacturer, and the ownership of the final products belongs to the customers. Therefore, it is not possible to conduct product recycling.			
SASB TC-ES-440a.1-Description of the management of risks associated with the use of critical materials	2.4.2 Supply Chain Risk Management 2.4.3 Sustainable Supply Chain Engagement			

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

The following indicators have been verified by KPMG Taiwan with limited assurance.

Indicator	Content	Chapter
No.1 - Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Please refer to 3.1.3 Energy Management	3.1.3 Energy Management
No.2 - Total water withdrawn, total water consumption	Please refer to 3.2.2 Water Resource Management	3.2.2 Water Resource Management
No.3 - Total hazardous waste generated and percentage recycled	Please refer to 3.3.2 Waste Management	3.3.2 Waste Management
No.4 - Types of, number of employees in and rate of occupational accidents[Note]	In 2024, Inventec recorded a total of 24 disabling injury incidents, with the primary causes including falls, cuts, collapsing objects, and being struck by objects. There were 130 non-disabling injury incidents, mainly involving improper movements, cuts, and falls.	5.3.1 Safe and Healthy Workplace
	Number of employees injured in occupational incidents 154	
	Occupational Incident Rate (Number of employees injured in occupational incidents in the year / Total employees at year-end)*100 (Unit: %) 0.54%	
	Note: The statistical scope covers 16 operating sites, including IET, TAO, ITO, ICC, IPT, SQT, ICZ, IMX, IMP, ITH, IACT, IATY, IACP, IACJ, IACM, and IACV.	
No.5 - Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	No, Inventec is an ODM manufacturer, and the ownership of the final products belongs to the customers. Therefore, it is not possible to conduct product recycling.	-
No.6 - Description of the management of risks associated with the use of critical materials	Please refer to 2.4.2 Supply Chain Risk Management and 2.4.3 Sustainable Supply Chain Engagement	2.4.2 Supply Chain Risk Management 2.4.3 Sustainable Supply Chain Engagement
No.7 - Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Inventec had no monetary loss resulting from legal proceedings related to anti-competitive conduct regulations in 2024.	1.5.1 Anti-Corruption and Ethical Management
No.8 - Production by product category	2024 Total output of computer-related products is 82,242 thousand units. (This data includes the output of triangular trade).	NA

ISAE3000 Assurance Report



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Independent Limited Assurance Report

To Inventec Corporation:

We were engaged by Inventec Corporation ("Inventec") to provide limited assurance on the 2024 Sustainability Report of Inventec ("the Report") for the year ended December 31, 2024.

Applicable criteria of the Subject Matter Information

Inventec shall prepare the Subject Matter Information in accordance with applicable criteria required by Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies ("the Regulation"), Global Reporting Initiative Standards ("GRI Standards") issued by Global Sustainability Standards Board and the Sustainability Accounting Standards for Electronic Manufacturing Services & Original Design Manufacturing Industry issued by Sustainability Accounting Standards Board ("SASB").

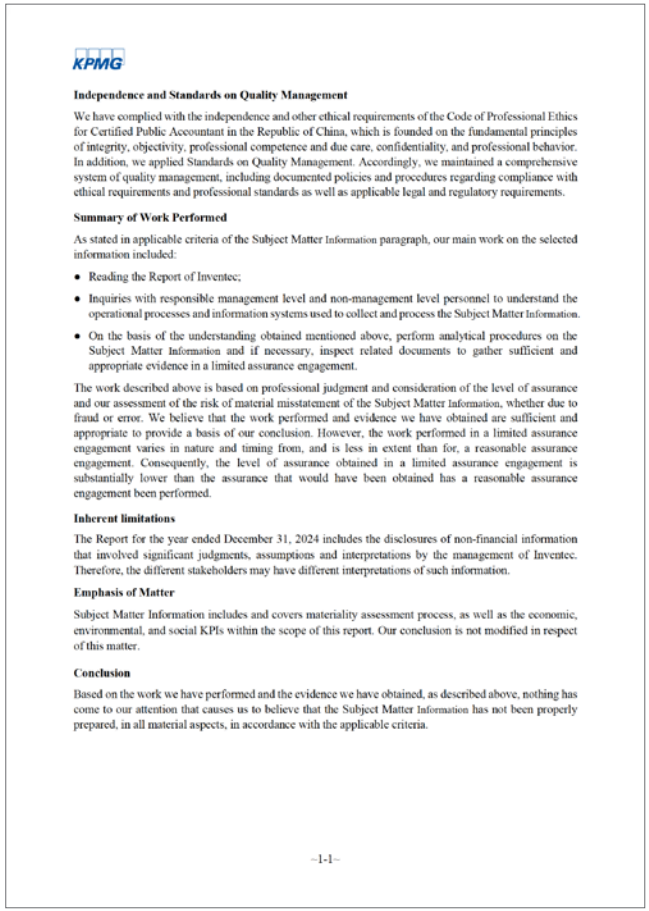
Management's Responsibilities

Inventec is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the applicable criteria to fairly prepare and present the Subject Matter Information. Inventec is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information" issued by the International Auditing and Assurance Standards Board and to issue a limited assurance conclusion on whether the Subject Matter Information 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 not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

The disclosure of information on greenhouse gas emission (scope 1, scope 2 and scope 3) in the Report has been verified by other third-party verification organization. Thus, we did not provide any assurance on whether the aforementioned disclosure is in compliance with applicable criteria.



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Independence and Standards on Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

Summary of Work Performed

As stated in applicable criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- Reading the Report of Inventec;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Subject Matter Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above is based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained has a reasonable assurance engagement been performed.

Inherent limitations

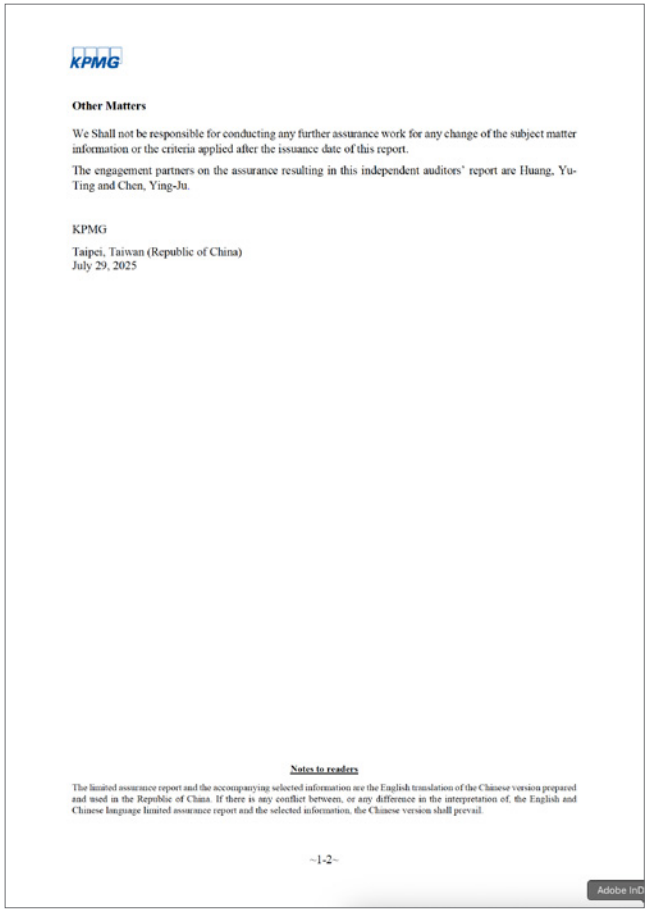
The Report for the year ended December 31, 2024 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of Inventec. Therefore, the different stakeholders may have different interpretations of such information.

Emphasis of Matter

Subject Matter Information includes and covers materiality assessment process, as well as the economic, environmental, and social KPIs within the scope of this report. Our conclusion is not modified in respect of this matter.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the applicable criteria.



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Other Matters

We Shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

The engagement partners on the assurance resulting in this independent auditors' report are Huang, Yu-Ting and Chen, Ying-Ju.

KPMG

Taipei, Taiwan (Republic of China)
July 29, 2025

Notes to readers

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.

Inventec