

## Implementation of the promotion of sustainable development in 2024:

Evaluation Item	Implementation Status <sup>1</sup>			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation <sup>2</sup>	
1. Dose the company established a governance structure to promote sustainable development and set up a dedicated (or part-time) unit to promote sustainable development, those senior Management is authorized by the board of directors to handle and supervised by the board of directors? <b>(OTC companies should report the implementation status, not just compliance or explanation.)</b>	V		<p>1. Under the supervision of the Board of Directors, the Company set up the Corporate Governance and Sustainable Development Committee on 2018.5.2. The Company set up Corporate Governance Officer from 2018.12.1 and approved by Board of Directors and the officer shall oversee all relative amendment of Corporate Governance, Corporate Social Responsibility and Ethical corporate management. This committee is the highest-level sustainable development decision-making center in the company. The chairman serves as the chairman, the Corporate Governance Officer serves as the convener and a number of senior executives' team from different fields jointly review the company's core operational capabilities and formulate medium- and long-term sustainable development. plan.</p> <p>2. The "Corporate Governance and Sustainability Development Committee" serves as a cross-departmental communication platform that integrates vertically and horizontally connected. It has jurisdiction over the "Corporate Governance Team", "Corporate Social Responsibility Team" and "Ethical corporate management Team" for all aspects of environmental, society and corporate governance. Management function, identify sustainable issues related to company operations and stakeholders, formulate corresponding strategies and policies, compile budgets related to sustainable development of each organization, plan, implement and track implementation results to ensure sustainability. The development strategy is fully implemented in the company's daily operations.</p> <p>3. The "Corporate Governance and Sustainability Development Committee" reports to the Board of Directors on the implementation results on the implementation of the Company's 2024 corporate social responsibility in Dec. 2024. The content includes (1) identifying the concerns of stakeholders and formulating action plans to respond; (2) goals and policy revisions</p>	In accordance with Article 7 and 9 of “Corporate Social Responsibility Best Practice Principles” for TWSE/TPEX Listed Companies.”

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			on sustainability-related issues; (3) supervising the implementation of sustainable management issues and evaluating the implementation situation. The Board of Directors recognized and affirmed the operation and execution of the "Corporate Governance Sustainability Development Committee".	
2. Does the company conduct risk assessments of environmental, social and Corporate Governance issues related to the company's operations in accordance with the materiality principle and formulate relevant risk management policies or strategies? <b>(OTC companies should report the implementation status, not just compliance or explanation.)</b>	V		<p>The company formulated "risk management policies and procedures" on 2020.11.9 to conduct risk assessments on environmental, society and corporate governance issues related to company operations to ensure that the overall operation can be sustained and stable, good corporate governance and due diligence in corporate social responsibility.</p> <p>According to this procedure, the Corporate Governance and Sustainable Development Committee compiled a "Risk Management Assessment Questionnaire" for the company's risk management categories and risk projects and issued it to all teams in October 2024. All team analyzed and judged the possibility of risk events based on its actual situation. The company has made an analysis of its nature and degree of impact and has reported to the Audit Committee and the Board of Directors in November 2024 on the implementation of the company's 2024 risk management. ESG issues will be included in the risk assessment in the coming year according to the instructions of the Board of Directors.</p> <p>1. This disclosure covers the Company's sustainability performance in major locations between Nov 2023 and Oct 2024. The risk assessment boundary is based on the Company and is based on the relevance of the operation of the industry and the degree of impact on the major subject matter.</p> <p>2. The Corporate Governance Sustainability Committee conducts analysis and communicates with internal and external stakeholders based on the principle of materiality, so as to assess the ESG issues of great significance, formulate risk management policies for effective identification, measurement, supervision and control and</p>	In accordance with Article 1, 5, 6 and 9 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”

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			take specific action plans to reduce the impact of related risks. 3. Based on the assessed risks, formulate relevant risk management policies or countermeasures as follows: (Note 1)	
3. Environmental issues (1). Does the company establish an appropriate environmental management system based on its industrial characteristics?	V		The company has established and obtained international standard ISO14001 environmental management system certification according to the characteristics of the industry. It attaches great importance to the impact of climate change on the company's development. By identifying climate risks and opportunities, it conducts annual greenhouse gas verification and analyzes the trend and points of greenhouse gas emissions over the years for follow-up. It's to set greenhouse gas reduction targets. The environmental management system includes wasted water and waste management and includes aspects of climate change and greenhouse gas to meet the basic principle of compliance with environmental regulations, it will gradually implement and promote environmental sustainability and assigned the corporate governance and sustainable development committee to supervise and manage. The certificate is valid from 7 Nov. 2022 till 7 Nov. 2025.	In accordance with Article 13 and 14 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”
(2). Is the company committed to improving the utilization efficiency of various resources and using recycled materials with low impact on the environment?	V		The company will continue to replace old equipment with new ones. The equipment in the manufacturing process needs to improve the use efficiency standards, eliminate non-compliant low energy use efficiency equipment, pay attention to the use efficiency of main energy equipment, promote energy-saving technologies and carry out energy-saving and reduction measures. Carbon, policies, goals and achievement status refer to the summary description of this environmental issue (4). The company's products continue to develop in the direction of high efficiency, small size and light weight. At the same time, they are intelligent, modular, networked, energy-saving and carbon-reducing. Mark the recycling and waste electronic and electrical equipment instruction marks on the outer packaging materials or stickers in order	In accordance with Article 12 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”

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			<p>to reduce the generation of end-user product waste, so as to ensure that there will be no violations of health and safety regulations during the life cycle of each product.</p> <p>The company actively promotes a wide range of energy reduction measures. We carefully select equipment with high energy efficiency and energy-saving design, aiming to decrease both corporate and product energy consumption. Furthermore, we are committed to expanding the utilization of renewable energy sources to optimize overall energy efficiency.</p> <p>Concerning the materials used by our company, we strictly adhere to the European Union's RoHS and REACH standards in order to minimize the impact on the environment. In terms of green manufacturing, we prioritize reducing unnecessary resource waste and actively explore ways to develop technologies for waste reduction and reuse.</p>	
(3) Does the company assess the potential risks and opportunities of climate change for the company now and in the future and take measures to respond to climate-related issues?	V		<p>The sustainable development of the company has always been the commitment and obligation that the company has adhered to since its establishment. Through the identification of potential climate risks and opportunities, GHG carbon Footprint Verification operations are conducted to analyze the trends and hotspots of GHG emissions over the years, as a follow-up goal for GHG reduction. The company's environmental management system includes wastewater and waste management and incorporates climate change and greenhouse gas aspects. Based on the basic principle of compliance with environmental regulations, it is gradually implemented to promote environmental sustainability. "Energy resource utilization management procedures", "Waste management procedures", "Waste gas treatment and monitoring management procedures", "Environmental supervision and measurement management procedures" have been formulated for all colleagues to follow and the Corporate Governance Sustainable Development Committee has been instructed to carry out Supervision and management. In addition to recognizing the operational risks associated with climate change, our company also</p>	<p>In accordance with Article 17 of “Corporate Social Responsibility Best In accordance with Article 16 and 17 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”</p>

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			incorporates the climate-related financial information disclosure proposal, developed by the Task Force on Climate-Related Financial Disclosures (TCFD) under the International Financial Stability Board (FSB). We have integrated the four essential disclosure elements, namely "Governance," "Strategy," "Risk Management," and "Indicators and Targets," into our operational management. The results of our governance performance are disclosed in our sustainability report, aiming to provide stakeholders with insights into Ablerex's efforts towards climate change. Through this disclosure, stakeholders can better understand the impacts and opportunities associated with climate-related risks and the corresponding measures we have put in place. As per P.49-54 of the 2023 ESG report. <a href="https://www.ablerex.com.tw/esg/ESG2023.pdf">https://www.ablerex.com.tw/esg/ESG2023.pdf</a>	
(4) Does the company statistical analysis the greenhouse gas emissions, water consumption and total weight of waste in the past two years and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption or other waste management?	V		In order to cooperate with the promotion of energy-saving and carbon-reduction policies, the company has implemented a number of energy-saving and carbon-reduction measures. Also refer to the relevant regulations, according to the actual situation, to develop specific improvement goals. Please refer to our website <a href="https://www.ablerex.com.tw/esg/3.6.2.pdf">https://www.ablerex.com.tw/esg/3.6.2.pdf</a> As per Note 6	In accordance with Article 16 and 17 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”
4. Social issues (1). Does the company formulate relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?	V		The company attaches great importance to the promotion of labor and business ethics policies. In addition to adopting the principles and spirit of the "GRI Standards" global sustainability report issued by the Global Reporting Initiative (GRI) in 2021, formulate and implement In addition to human rights-related policies and in accordance with relevant laws and regulations such as the "Labor Standards Law", "Employment Service Law" and "Gender Work Equality Law" promulgated by the relevant authorities, the "work rules" are formulated to regulate the rights and obligations of the company and employees. Protect the basic human rights and related rights and interests of employees and believe that every employee should be treated fairly and humanely and formulate "sexual	In accordance with Article 18 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”

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			<p>harassment prevention measures, complaint and punishment measures" and provide channels for complaints to maintain gender equality at work and personal dignity. In addition, in order to fulfill social responsibilities, we work hand in hand with our partners and formulate a "Supplier Social Responsibility Best Practice" to expand our influence.</p> <p>The company's "human rights policy" respects the protection stipulated in the human rights convention and is published on the company's website. <a href="https://www.ablerex.com.tw/esg/3.3.1.pdf">https://www.ablerex.com.tw/esg/3.3.1.pdf</a> (Per as Note 4)</p> <p>The company regularly reviews its operations, supply chain and other related activities every year by paying attention to major social issues, questionnaires, etc. to identify and assess groups at risk and potential human rights risks and formulate a human rights issue control plan based on potential risks. And continue to monitor and improve plan implementation results.</p>	
(2). Does the company formulate and implement reasonable employee welfare measures (including compensation, vacation and other welfare, etc.) and appropriately reflect operating performance or results in employee compensation?	V		<p><u>Employee welfare measures:</u></p> <p>The company has established an employee welfare committee to ensure the well-being of our employees. Each year, we allocate funds for employee welfare programs aimed at providing high-quality benefits. These include employee travel subsidies, birthday gifts, wedding allowances, maternity allowances, funeral allowances, and more. Additionally, we offer a self-purchase computer subsidy program and other benefits. Our welfare measures go beyond legal requirements and encompass provisions such as group medical insurance, accident insurance, and health examinations for employees.</p> <p>Regarding the vacation system, employees are granted two days of weekly rest, as per the labor standards. After one year of employment, colleagues are entitled to ten days of special vacation per year, prorated for those employed for less than a year. In cases of childcare, serious injuries, or major accidents requiring extended leave, employees can apply for unpaid leave to balance personal and family needs.</p> <p>To ensure clarity and alignment, the company has formulated "Working Rules" in accordance with the Basic Labor Law. These rules cover</p>	In accordance with Article 21 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”

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			<p>various aspects such as salary, bonuses, working hours, vacations, attendance assessment, and welfare measures. The aim is to establish clear rights and obligations for both employers and employees, fostering cooperation and career development.</p> <p><u>Diversity and gender equality in the workplace:</u>  We place great importance on promoting labor and business ethics policies. The company strictly adheres to government regulations, international standards, and norms, and works to eliminate illegal discrimination and ensure equal job opportunities. We condemn forced labor and respect employees' freedom of assembly, association, and collective bargaining rights. Our commitment extends to providing a safe and healthy working environment, safeguarding employees' basic human rights, and upholding gender equality and personal dignity at work.</p> <p>Equal treatment is fundamental to our employment practices. We ensure fairness in employment, salary and benefits, training opportunities, promotion, dismissal, retirement, and other labor rights matters. We do not discriminate based on age, gender, physical or mental disability, race, ethnicity, nationality, religion, or any other status. We actively employ individuals with disabilities and aboriginal employees, respecting their cultural customs and providing appropriate holidays. In 2024, no violations of work rights or human rights were reported.</p> <p>To ensure transparency and fairness, we have a "Remuneration Committee" responsible for providing competitive and transparent remuneration policies. We take corporate operational performance into account when determining employee salaries. People in the same position are treated equally, while those with relevant professional and work experience receive compensation based on academic qualifications, expertise, certifications, etc., without any gender or ethnic-based differences(In 2023, the company has 77 female employees, accounting for 22.38%, and 2 female supervisors, accounting for 16.7%).</p>	

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			<p>We highlight our commitment to employee remuneration, workplace diversity, equality, and human rights policies on our company website at <a href="https://www.ablerex.com.tw/esg/3.3.2.PDF">https://www.ablerex.com.tw/esg/3.3.2.PDF</a></p> <p><u>Employee remuneration based on business performance:</u>  According to Article 25-1 of the Charter, the company allocates 6% to 10% of the annual performance as employee remuneration, with no more than 2% allocated to directors and supervisors. However, if the company has accumulated losses, we prioritize compensating for those losses.</p> <p>In addition to employees directly hired by the company, we may also include employees from affiliated companies who meet specific conditions as part of our remuneration policies. Salaries are adjusted based on market salary levels, economic trends, and individual performance to maintain competitiveness.</p> <p>Annually, the Salary and Remuneration Committee considers relevant company policies, the employee performance appraisal system, and corporate social responsibility policies when formulating the salary and remuneration policy. This holistic approach ensures fairness and alignment with our overall goals and values.</p>	
(3). Does the company provide safe and healthy work environments for its employees and organize training on safety and health for its employees on a regular basis?	V		<p>Employees constitute an integral component of our company, serving as a cornerstone for its sustainable development. We prioritize the creation of a positive working atmosphere to guarantee the safety, both physical and mental, of our workforce. Our commitment extends to fostering workplace well-being, actively attending to the lives and health of our employees and fostering unity among our team. This cohesive force acts as a catalyst, paving the way for the establishment of an efficient, amicable, and diverse environment. Aligned with the pertinent regulations outlined in the "Occupational Safety and Health Law," we have formulated the "Safety and Health Code." This code provides a foundation for employees to implement occupational safety and health management in their daily activities.</p>	In accordance with Article 20 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”



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			<p>Regular health examinations are conducted for all employees every three years, reflecting our genuine concern for their physical and mental well-being. In collaboration with reputable hospitals, we introduce medical and health services within our facilities, thereby championing employee health and safety education. This initiative aids in identifying potential risks in the work environment, allowing employees to adopt safer and more suitable practices, mitigating health hazards in the workplace.</p> <p>To further enhance the overall well-being of our workforce, we have established a fitness center within our premises. This facility enables employees to strengthen their bodies and rejuvenate during both work and leisure hours, ultimately elevating morale and contributing to improved health indicators. Additionally, we have incorporated friendly spaces, such as a nursery room, washrooms, and dedicated changing rooms for men and women.</p> <p>As part of our commitment to maintaining a safe and healthy workplace, we engage professional organizations to conduct environmental cleaning, elevator maintenance, water quality testing for drinking fountains, and other essential tasks. This is executed annually as per a meticulously planned schedule, ensuring the overall safety, health, and environmental quality of the workplace for all our employees. Our aim is to provide a high-quality, healthy, and safe working environment that reflects our dedication to the well-being of our valued team members. (Please also refer to pages 69~73 of the company's 2023 ESG report for details)</p> <p>(1). The company’s statistics on occupational injuries in recent years show that in 2023, a total of 1 incapacitating injury occurred to employees, which was caused by a short circuit of the copper bar when connecting the battery. There was no abnormality at the moment. In order to confirm the employee’s condition, he sought medical examination and found that there was no abnormality. IR (injury rate) = 0.3%, ODR (occupational disease rate) = 0, , absenteeism rate = 1.12%, please refer to the 2023 ESG report Page 72~73 of the company.</p>	

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			<p>(2). In accordance with the provisions of the Occupational Safety and Health Law, the company implements and promotes occupational safety and health management and regularly organizes on-the-job personnel education and training, disaster prevention drills and labor safety and health publicity every year to cultivate employees' correct concept of occupational safety; The site conducts labor safety assessments, operation inspections and plans for safe operation procedures, with the aim of eliminating sources of hazards, preventing work-related injuries and reducing the risk and occurrence of work-related injuries. In 2023, occupational safety and health education and training totaled 138 person-times and 510 hours. Please refer to page 70 of the company's 2023 ESG report.</p> <p>The company rigorously oversees factory safety to proactively prevent any potential hazardous incidents in the workplace. Adhering to the guidelines set forth by the Occupational Safety and Health Law, the company actively enforces and advances occupational safety and health management plans. Additionally, it conducts regular on-the-job personnel education and training, disaster prevention drills, and annual labor safety and health awareness campaigns.</p> <p>Throughout the year, the company has maintained a record of zero fire incidents within its premises. This achievement underscores our commitment to fostering a secure and healthy work environment for all employees.</p>	
(4). Does the company create an effective career development training program for employees?	V		<p>The company will arrange training for new recruits to understand the company's corporate culture, vision and working environment and put relevant measures on the company's website and internal employee system for all colleagues to follow. External professional training, the heads of various departments of the company can assign their colleagues to participate in external professional training according to work needs, to help employees enrich their knowledge and skills, improve work efficiency and quality, so that employees' learning and growth can be linked to the company's development goals. Employees</p>	In accordance with Article 21 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”

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			<p>can also request advanced training based on their own duties or professional needs.</p> <p>Regularly conduct performance appraisals for employees every year to encourage employees to continuously improve their work content, strengthen on-the-job training to enhance their learning skills and better combine personal career planning with company growth. Please refer to pages 67~68 of the company's 2023 ESG report for the 2023 talent cultivation education and training.</p>	
(5). Regarding the issues for health and safety of customers, privacy, marketing and labeling, does the company formulate relevant consumer protection policies and appeal procedures to comply with relevant laws and regulations and international standards?	V		<p>The laboratory established by the company's R&amp;D center cooperates with certification bodies to meet international energy efficiency standards, so as to ensure that products can be legally sold in various regions of the world and meet customer and market energy-saving product specifications. Because the laws and regulations of different countries are different, the access methods of various electronic products must submit test reports or certificates in accordance with relevant local regulations. And the company has a customer complaint handling procedure to provide a transparent and effective consumer complaint procedure for products and services. And set up a special area for interested parties on the company website to provide communication channels for interested parties to facilitate consumer complaints and the expression of opinions of various stakeholders. In addition, since 2016, an English corporate social responsibility web page has also been provided for foreign language stakeholders to further understand the company's operating conditions and provide a platform for complaints. The company regularly conducts customer satisfaction surveys every year to understand customer satisfaction with subjective and objective items such as service and product evaluation, as a reference for the company to continue to maintain or improve in the future.</p>	In accordance with Article 23 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”
(6). Does the company formulate a supplier management policy that requires suppliers to follow relevant regulations and issues regarding environmental protection, occupational safety and health, or labor	V		<p>The company formulates procedures such as "Procurement Management Procedures", "Supplier Evaluation Operation Procedures" and "Supplier Environmental Impact Operation Procedures", evaluates the quality and environmental impact of</p>	In accordance with Article 26 of “Corporate Social Responsibility Best Practice Principles for

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rights?			<p>suppliers before trading with suppliers and confirms the actual situation. Since the establishment of the "Supplier Social Responsibility Principles" in 2015, the company supports and encourages high-standard corporate social responsibility practices, informs suppliers about corporate, ethical, labor, environmental and health and safety standards and asks suppliers to cooperate with the company's policies , Respect the basic rights of employees such as freedom of association and collective negotiation.</p> <p>The company's General procurement department conducts supply chain management in accordance with the company's regulations, including new supplier evaluation, screening and signing of corporate social responsibility commitments; supplier evaluation; during the supplier audit and other projects, the results meet the expected goals and the implementation situation is announced on the company website : <a href="https://www.ablerex.com.tw/esg/3.1.3.PDF">https://www.ablerex.com.tw/esg/3.1.3.PDF</a></p>	TWSE/TPEX Listed Companies.”
5. Does the company refer to internationally used reporting standards or guidelines and compile reports such as sustainable development reports that disclose the company's non-financial information? Did the previous disclosure report obtain the assurance or assurance of a third-party verification unit?	V		<p>Corporate sustainable development have always been our commitments and obligations since the company was founded. Since 2015, the Company has proactively issued the annual publication "Corporate Responsibility Report of Ablere Electronics Co., Ltd.". To fully improve the quality of the report disclosure and be in line with international trends, the company's 2023 ESG report follows the guidelines of the Global Sustainability Reporting (GRI) Global Sustainability Report issued by the Global Reporting Initiative (GRI) in 2021 Compiled with rule. It is hoped that by adopting the "GRI Standards" (hereinafter referred to as the GRI Standards) program, the information disclosed in the report can better meet the expectations of stakeholders and fully demonstrate the company's efforts to achieve sustainable development.</p> <p>The ESG report of the company has been revised to the ESG report from 2023 and it has been verified by third-party in June. (Note 3)</p>	In accordance with Article 29 of “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies.”
<p>6. If the Company has established Sustainable Development Best-Practice Principles based on “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the principles and their implementation:</p> <p>In November 2015, the company's board of directors approved the formulation of the company's "Corporate Social Responsibility Best-Practice Principles" for</p>				

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implementation and in response to legal updates, the board of directors approved the amendment to the "Sustainable Development Best-Practice Principles" on 2021.12.27 to strengthen the implementation of sustainable development. The company regularly reviews the implementation of the code and improves accordingly and there has been no difference in the implementation so far.				
7. Other important information to facilitate better understanding of the Company’s corporate social responsibility practices: (1). Ablerex payout dividends in consecutive 14 years from 2010-2023 in pursuing the maximum interest of shareholders. (2). Although the company's ninth session (2023) score improved slightly, it only won the top 6-20% of the "Corporate Governance Evaluation". In summary, in the 9 evaluations, a total of 5 top 5% and 5 top 6-20% results were obtained. We will make persistent efforts to improve corporate governance performance and strive for good results. (3). Ablerex has arranged external consultation and established a team in structuring the relevant system. The ESG report of Ablerex, as per website ( <a href="https://www.ablerex.com.tw/esg_3_4.php">https://www.ablerex.com.tw/esg_3_4.php</a> ), had been disclosed for 8 years from 2015. The 2023 ESG report can be found on website as per <a href="https://www.ablerex.com.tw/esg/ESG2023.pdf">https://www.ablerex.com.tw/esg/ESG2023.pdf</a> (4). Develop and reaffirm a 2024 human rights policy. (Note 4) (5). Social participation (5.1) industry-academia cooperation/collaboration project In addition to providing high-quality products and services and pursuing better green energy quality for the world, the company also actively participates in various social welfare activities. In recent years, through the concept of combining corporate core technology with social welfare, we have actively invested human and financial resources in environmental and energy education and in cultivating green energy leaders. From the end of 2019 to the end of 2024, a total amount of NTD2,904,500 has been invested to support a number of industry-university research projects, sponsoring and entrusting the National Kaohsiung University of Science and Technology (Nanzi Campus) on the multi-stage AC/DC power conversion interface and SiC applied to battery chargers Research on AC/DC converters and National Kaohsiung University of Science and Technology (Jiangong Campus) research on the application of frequency conversion switching technology to resonant converters and the project host will publish relevant papers on the project results, enabling the company's product development The development of mutual benefit and co-prosperity in the academic practice of universities and universities is also expected to further promote the upgrading of domestic and foreign industries through various research. The industry-university cooperation has lasted for more than 20 years. In 2023, three supervisors were invested in each and the number of beneficiaries was 5 at the school, with a total of 352 person-hours. (5.2) Indonesian Mulandali Tua District Health Care Support Program In line with the universal value of compassion inherent in the Sustainable Development Goals (SDGs), our company is committed to making a positive impact. We have allocated resources to Medan, Indonesia, where we focus on enhancing the capabilities of local school teachers and community health care providers in basic child healthcare. Additionally, we aim to improve the availability of essential health education equipment and enhance the health awareness of schoolchildren in the community. In 2023, it will start sponsoring the Taiwan Health Cooperation and Development Organization to promote the soy milk nutrition program in Sri Lanka. In 2024, it will promote the nutritional food supplement program at Shande School in Medan, Indonesia. Provide nutritional supplements of eggs + bananas or oranges + mung bean soup so that kindergarten children can have sufficient protein intake. Help it continue to promote its achievements in health care in recent years. (5.3) Literary and artistic activities				

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Since 2019, Sanxiuyuan in Dapi Township, Yunlin, has hosted outdoor concerts every autumn. Continuing our tradition of support, our company is sponsoring the 2024 Sanxiuyuan Elegant Collection Liuxia Outdoor Concert in October. This year, the Sanxiuyuan Elegant Collection Music Association is collaborating for the first time with the Taiwan International Cello Art Festival to present a cross-disciplinary musical feast in the Yunlin countryside. The concert, set against the picturesque garden landscape of Sanxiuyuan, carries a truly unique significance.				
(6) Set up the Corporate Governance Sustainable Development Committee, which has a Corporate Governance Team, a Corporate Social Responsibility Team and a Corporate Ethical corporate management Team. Note 5				
(7) The issues of concern, communication channels and communication between the company and stakeholders in 2023 are as Note 2.				
(8) The corporate responsibility reports of the past years are placed on the company's website: <a href="https://www.ablerex.com.tw/esg_3_4.php">https://www.ablerex.com.tw/esg_3_4.php</a> for download.				
8. If the corporate social responsibility reports have received assurance from external institutions, they should state as below: The ESG report is verified by Great International Certification Co., Ltd. and it has passed the AA 1000: AS (2018) responsibility principle to carry out Type 1 moderate assurance level assurance.				

Note 1: Risk assessment and correction action in 2024

Material topics	Risk assessment items	Risk level	Risk management policy or countermeasures	Risk management execution assessment
Corporate Governance	Ethical management and anti-corruption	Low	Formulate the Corporate Governance Best Practice Principles and the Procedures for Ethical Management and Code of Ethical Conduct and establish communication channels for external stakeholders. and other mechanisms to implement them. In recent years, there have been no violations of ethical management and anti-corruption or fines from the competent authorities.	Effective
	Shareholders' rights and interests	Low	Commission specialized shareholder services agents to handle shareholder matters, establish communication channels between the spokespersons and external stakeholders, and discloses information on finances, business, products, corporate governance, etc. on the Company's website. The company has paid dividends for 13 consecutive years since its listing on the OTC market.	Excellent
	Socioeconomic compliance	Low	Analyze changes in relevant regulations and other international regulations and take various countermeasures for continuous evaluation and control.  The Company has fulfilled corporate governance and CSR, formulated internal control measures and various management regulations for daily operations in accordance with the Company Act and the Securities and Exchange Act, and obtained the ISO 9001 Quality Management System and the ISO 14001 Environmental Management System certification to meet the requirements of risk management and regulatory compliance.	Effective
Operations	Operational and market risks	Low	Each business unit analyzes changes in the industries and adopt various countermeasures to control and handle potential market risk crises.	Effective
	Financial, liquidity, credit	Low	Establish internal control systems, and control and implement procedures related to acquisition or disposal of assets, endorsement and guarantees, and lending funds to others.	Effective
	Interest rate and exchange rate changes	Low	(1) Continue to strengthen the currency hedging concept of financial personnel and use the online real-time exchange rate system and strengthen interaction with financial institutions to analyze and judge the trend of exchange rate changes to respond to the negative impact of exchange rate fluctuations.	Effective

Material topics	Risk assessment items	Risk level	Risk management policy or countermeasures	Risk management execution assessment
			<p>(2) Before quoting to customers, comprehensively consider and evaluate future exchange rate trends and factors affecting the exchange rate to determine an appropriate and reasonable quote to minimize the impact of exchange rate changes.</p> <p>(3) A certain degree of natural hedging effect can be achieved through the control of mutual offsets of recurring foreign currency receivables.</p> <p>(4) Evaluate and purchase various derivative financial products that can effectively reduce exchange rate risks in accordance with the company's "Operational Procedures for Acquiring and Disposing of Assets" and have the responsible person in charge strictly control hedging positions to avoid inappropriate transactions to reduce exchange rate risks. exchange losses caused.</p>	
	Information security management measures	Low	The policy objectives of information security risk management are met in three aspects, information security governance, regulatory compliance, and technology application. From system to application and individual to overall, we fully implement the information security management and control measures to ensure the correctness, integrity and security of information and communication, to achieve information security risk management and protect the results of the Company's operations. The company adopted the ISO-27001 information security management system in 2023 and complete verification by the third-party agency in October.	Effective
	Intellectual property management measures	Low	We are one of the leading companies specializing in UPS and power quality disturbance (PQD) equipment in the technical fields of power conversion and clean energy technologies. We value intellectual property rights and have formulated the IP Acquisition, Maintenance and Operation Procedures, the Computer Operation Procedures and others to enforce the protection of the Company's intellectual property rights. The annual summary reports present its operations to the Audit Committee and Board of Directors.	Effective
Environment	Climate change and management	Low	By identifying potential climate risks and opportunities and incorporating the GHG inventory operations, we analyze trends and hotspots of GHG emissions	Effective



Material topics	Risk assessment items	Risk level	Risk management policy or countermeasures	Risk management execution assessment
			<p>over the years and make them the follow-up objectives for GHG reduction.</p> <p>We integrate the concept of reducing environmental impact into all stages of product life cycles and work together with the supply chain to continue developing energy-saving products. The company adopted ISO 14064-1 greenhouse gas inventory and verified by the third-party verification in 2024.</p>	
	Wastewater and waste management	Low	<p>Formulate the Energy and Resources Management Procedures to properly manage water, electricity and other energy resources.</p> <p>The Company specializes in assembly and manufacturing, and only domestic wastewater is discharged to the sewer system. We have requirements for domestic water use in order to conserve water and reduce wastewater.</p> <p>According to our Waste Management Procedures, general wastes are sorted and delivered to qualified recycling operators, and industrial wastes are entrusted to qualified resource processors for disposal.</p>	Effective
Society	Occupational safety	Low	<p>Establishment of various strategies according to laws and execution thereof</p> <p>Employee health examinations are held regularly.</p> <p>The production workshops are regularly inspected for their noise intensity.</p> <p>Promote labor safety education, lectures on fire protection and fire drills. The company is planning to adopt ISO45001 Occupational Health and Safety Management Systems in 2025.</p>	Effective
	Product safety	Low	<p>The laboratory established by the R&amp;D center collaborates with certification agencies to comply with international energy efficiency standards, ensuring that products can be legally sold in various regions around the world and meet customer and product requirements.</p>	Effective

Material topics	Risk assessment items	Risk level	Risk management policy or countermeasures	Risk management execution assessment
			Since the laws of various countries are different, the approval of electronic products shall be made based on the test reports or certificates submitted according to the relevant local regulations.	
	Supplier management	Low	We have formulated the Procurement Management Procedures, the Supplier Assessment Procedures and the Supplier Environmental Impact Assessment Procedures, and we assess their quality and the status of environmental impact and verify the actual situation before transactions with suppliers.	Effective

Note: The Corporate Governance and Sustainability Committee conducts risk assessment and analysis based on stakeholders’ concerns with material environmental, social and corporate governance topics and the operational risks of the nature of the industry. The risk management policy or countermeasures have been reported to the board meeting on November 4, 2024, together with the Risk Management Policy and Procedures for review.

Note 2 Concerns, communication channels and communication with stakeholders:

Stakeholder	Issues concerned		Communication channels, response methods and frequency of communication	Status of communication in 2023
Employees	Customer relationship management Economic performance Talent Cultivation Innovation and R&D	Supplier management Regulatory compliance Occupational safety and health Greenhouse gas management	Set up internal communication channels and hold regular labor-employer meetings for two-way communication. Established the employee welfare committee to coordinate and announce various employee welfare matters. Hold employee education and training sessions for new hires and current employees.	Information being disseminated through internal announcements and email notifications. Positive communication in the four times labor-employer meetings held during the year. Employee Welfare Committee operates properly and announces welfare matters. Four sessions were held during 2023, totaling 228 hours for employee training and education.
Government agencies	Regulatory compliance Talent Cultivation Customer relationship management Economic performance	Occupational safety and health Innovation and R&D Supplier management Greenhouse gas management	The official website provides information on the spokesperson and the communication channels available for stakeholders. Corporate website discloses information related to corporate governance, finances and sales performance in a timely manner. The interactions between the liaison of official document exchange and the competent authority adopt proper corporate governance and regulatory compliance procedures.	The Company's website discloses information related to operations, finances and corporate governance. Starting 2023.9.1, the Company voluntarily discloses the 2022 sustainability report on the Market Observation Post System and the Company's website. Good communication with the competent authority, and there are no violations.
Customers	Customer relationship management Innovation and	Occupational safety and health Supplier	The official website provides information on the communication channels available for stakeholders. There are customer service personnel who provide consultation and handle suggestions and grievances	Properly conduct customer relationship management and implement customer satisfaction survey according to schedule as the basis for management

Stakeholder	Issues concerned		Communication channels, response methods and frequency of communication	Status of communication in 2023
	R&D Regulatory compliance	management Talent Cultivation	filing to protect the rights and interests of customers. Annual customer satisfaction survey as the focus of the Company's internal management.	improvement. Two customer satisfaction surveys were conducted during the year, and the total average score of 92.6 achieved the target.
Suppliers or contractors	Supplier management Economic performance Occupational safety and health	Customer relationship management Regulatory compliance Talent Cultivation	The official website provides information on the communication channels available for stakeholders. Actively invite suppliers to sign the Supplier Social Responsibility Commitment to jointly promote governance, environment and social responsibilities for sustainability. Supplier evaluation and management	Worked with suppliers to fulfill their corporate social responsibilities, and new suppliers affirmed the actions and signed the Commitment in response. Continued to evaluate suppliers with whom the Company has consistent transactions during the year, and the total average score of 93.2 achieved the target.
Shareholders or investors	Economic performance Occupational safety and health Customer relationship management Supplier management	Innovation and R&D Greenhouse gas management Regulatory compliance	The official website provides information on the communication channels available for stakeholders. Corporate website discloses information related to corporate governance, finances and sales performance in a timely manner. Hold annual general meetings and disclose the annual reports in both Chinese and English versions.	The Company's website discloses information related to operations, finances and corporate governance. Investor relations platform complies with laws and sincerely provides answers to shareholder and investor inquiries. The shareholder meeting held on 2023.6.27 had positive results.
Banks	Regulatory compliance Greenhouse gas management Customer relationship	Economic performance Occupational safety and health Innovation	Corporate website discloses information related to corporate governance, finances and sales performance in a timely manner. Establish communication and information channels, maintain contact with banks and properly handle finances and operations.	The Company's website discloses information related to operations, finances and corporate governance. Maintain good communication with banks, comply with laws and regulations and sincerely respond to banks' inquiries.

Stakeholder	Issues concerned	Communication channels, response methods and frequency of communication	Status of communication in 2023
	management and R&D		

Note 3: Set up the operation and implementation.

Year	Stage	Work projects	period	Scheduled completion date	Execution progress
2024	Planning Phase	1. ESG questionnaire collection and Identify major topics	Jan to Feb	2/E	as planned
		2. ESG Workshop	Mar	3/M	as planned
	Implementation phase	3. Update the outline structure	Mar	3/E	as planned
		4. Collect and expose project information and drafting	Mar to Apr	4/E	as planned
		5. Discussion on the management policy and disclosure project explanatory documents	Apr to May	5/E	5/6
	Confirmation phase	6. Confirmation and finalization of ESG report content	May to June	6/E	6/3
	Verification phase	7. Third-party verification company review	July to Aug	7/E	6/12
		8. Graphic Design of the report (Chinese and English versions)	Aug to Sept	9/E	7/15
	Disclosing phase	9. Release the 2022 ESG report in Chinese	Sept	9/E	8/1
		10. Publish the 2022 ESG report in English	Dec	12/M	9/3

**Independent Assurance Statement Based on  
2023 Sustainability Report of Ablerex Electronics Co., Ltd.**

Statement No.: 2406006

Ablerex Electronics Co., Ltd. (hereinafter referred to as Ablerex) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2023 sustainability report, GREAT has no financial relationship with Ablerex.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant Ablerex's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by Ablerex to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by Ablerex.

**The Scope of Assurance**

The verification scope of Ablerex and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Ablerex from January 1, 2023 to December 31, 2023;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Ablerex's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report
- This Statement is made in Chinese and translated into English for reference.

**Verification Opinion**

We summarize the content of Ablerex's sustainability report, and provide a fair standpoint of Ablerex's related operations and performance. We believe that the specific performance indicators of Ablerex in 2023, such as economy, society, environment and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Ablerex's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by Ablerex is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

**Verification method**

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to Ablerex's corporate policies to confirm the appropriateness of the Statement in this report;
- To discuss with the managers of Ablerex about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of Ablerex on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

**Conclusion**

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

**- Inclusivity**

Ablerex has established a process of cooperation with major stakeholders, including employees, government agencies, customers, suppliers/contractors, shareholders/investors and banks, etc., and will launch a series of stakeholder activities in 2023, involving economy, society, environment, corporate governance and a series of major themes. In terms of our

professional opinion, this report covers the inclusivity issues of Ablerex.

**- Materiality**

The report has stated that Ablerex focuses on environment, society and corporate governance topics, and identified 10 major topics including risk management, integrity management, talent education, information security, regulations compliance, economic performance, corporate governance, innovative research and development, supplier sustainability management and greenhouse gas management, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Ablerex.

**- Responsiveness**

Ablerex responds to requests and opinions from stakeholders. Implementation methods include set up internal communication channels, labor-management meeting, shareholders meeting, the official website has a spokesperson mechanism and communication channels for stakeholders, public information observatory, customer opinion complaint channel, customer satisfaction survey and supplier evaluation, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Ablerex.

**- Impact**

Ablerex has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. Ablerex has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of Ablerex.

**- GRI Guidelines**

Ablerex provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers Ablerex's social responsibility and sustainability themes.

**Assurance level**

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

**Responsibility**

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of Ablerex. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide an independent assurance statement for the stakeholders.

**Ability and Independence**

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

**On behalf of the assurance team JUNE 26th, 2024**

**GREAT International Certification Co., Ltd.**

**Taiwan, Republic of China**



Signed by General Manager W. J. Chen

 **AA1000**  
Licensed Report  
000-250/V3-X6DE3

## Human rights policy

Updated on 2024

In order to uphold the principles of labor and business ethics, the company embraced the tenets and ethos of the Global Reporting Initiative's (GRI Standards) in 2021. Beyond the implementation of human rights-related policies, the company, in accordance with the government's "Labor Standards Act" and other pertinent laws, has established "work rules" delineating the rights and obligations concerning employees' human rights. This proactive approach aims to safeguard the fundamental human rights and related interests of employees, fostering an environment where each employee is treated with fair and humane consideration. Notably, the company has instituted "control measures and punitive measures against sexual harassment" and implemented a grievance channel, fostering gender equality and preserving personal dignity.

### Human Rights Assessment

Committed to sustainable development, the company places a premium on people and the environment, assuming and promoting social responsibility for employees, consumers, and the overall environment. In a demonstration of dedication to a safe and healthy workplace, an environmental engineering and health management unit has been established. This unit deploys occupational safety and health personnel to manage the well-being of employees, conducting regular health inspections for in-service employees. Collaborating with partners, the company has formulated a "Supplier Social Responsibility Code" and signed a corporate social responsibility commitment, expanding its positive impact.

### Human Rights Concerns and Practices

- **Compliance with Relevant Regulations and Guidelines**

The company has a detached ethical standard and must comply with relevant local government regulations and international standards and regulations. When implementing business activities, it should adopt standards that can provide employees with the greatest guarantees.

Ablerex follows the laws and regulations of the governments in various regions, when there are major changes in the company's operations that may affect the rights and interests of employees, or when there are major changes in employees' positions, they will be notified and discussed in advance.

If the labor contract is to be terminated, a notice period will be given in accordance with the Labor Standards Act as follows:

- Those who continue to work for more than three months but less than one year shall be notified ten days ago.
- Those who continue to work for more than one year but less than three years will be notified 20 days in advance.
- Those who continue to work for more than three years shall be notified 30 days in advance.



- **Elimination of Discrimination and Ensuring Equal Opportunities**

Ensuring equal treatment across employment, salary, welfare, training, promotion, and other labor aspects, the company commits to non-discrimination based on age, gender, physical and mental disabilities, race, ethnicity, nationality, religion, or other factors.

- **Prohibition of Child Labor**

Conforming to the norms of the ILO Convention No. 138 and the UN Convention on the Rights of the Child, the company strictly prohibits the illegal employment of child labor, adhering to specified working hours and conditions. The company maintains a clean record of not employing any child labor in 2024.

- **Prohibition of Inhumane Treatment**

The company expressly prohibits personal injury, improper physical punishment, threats of physical and sexual harassment, verbal violence, or any form of intimidation.

- **Prohibition of Forced Labor**

In adherence to local laws and regulations, the company ensures that working hours, including overtime, adhere to stipulated limits. An attendance system is in place to monitor abnormal attendance, and designated personnel review such cases, notifying relevant supervisors for appropriate work arrangements, prioritizing the health and quality of family life for colleagues.

- **Respect for Employees' Freedom of Association and Right to Collective Bargaining**

Respecting employees' freedom of assembly and association, the company acknowledges the right to collective bargaining in accordance with China's trade union law.

- **Providing a Safe and Healthy Working Environment**

Prioritizing employee health as the greatest wealth, the company offers a comprehensive health and safety plan. In accordance with the Occupational Safety and Health Law, the company implements and promotes occupational safety and health management plans, conducting periodic labor safety assessments and operation inspections. The goal is to eliminate hazards, prevent work injuries, and reduce the risk of occupational injuries.

- **Physical and Mental Health and Work-Life Balance**

The company supports colleagues in strengthening their bodies during leisure time by providing a gymnasium and washrooms. Furthermore, all employees receive a general health check every three years, with the company covering the associated costs. To enhance safety, the company organizes labor safety and health and fire safety training biannually. Upholding quality office environments, the company implements regular cleaning and maintenance, environmental disinfection operations, and drinking water quality checks for drinking fountains, ensuring a healthy, safe, and hygienic workplace.

## Human rights risk mitigation measures

### ● Human rights protection training practices

- Provide relevant laws and regulations for newcomer training  
The company will arrange new recruit training for new recruits, summarizing company profile, business philosophy, quality policy, work rules, employee code of ethics and conduct, management of personal data protection, employee environmental safety and hygiene introduction, Ethical corporate management code, corporate social responsibility Codes, supplier social responsibility codes, human rights policies, major internal information processing and insider transaction management measures, product introductions, Cyber security risk management, respect for intellectual property rights, welfare courses, etc., to understand the company's corporate culture, vision and working environment, And put the relevant measures on the company website and internal staff system for all colleagues to follow.
- Provide employee opinions or appeal channels
- The company prohibits personal injury, improper corporal punishment, threats of physical, sexual and other harassment, verbal violence or any other forms of intimidation. Set up internal and external feedback or appeal channels.
- Occupational Safety Training
  - The company organizes labor safety and health and fire safety training every year to enhance the awareness of environmental sanitation. Occupational safety and health personnel may return to training in accordance with the regulations of the competent authority to ensure continuous improvement. And participate in external professional training according to work needs, enrich knowledge and skills, improve work efficiency and quality, and learn and grow to connect with the company's development goals.
- **Number of Participants in Training Related to Human Rights Protection**
- In 2024, the company conducted 58.5 hours of internal staff education and training, involving 49 participants.

The company regularly reviews its operations, supply chain and other related activities every year by paying attention to major social issues, questionnaires, etc. to identify and assess groups at risk and potential human rights risks, and formulate a human rights issue control plan based on potential risks. , and continue to monitor and improve plan implementation results.

The company's human rights management policies and specific plans are summarized as follows:

Human Rights Management Policy	Specific Plan
<p>Provide a safe and healthy working environment to help employees maintain physical and mental health and work-life balance</p>	<p>The company conducts comprehensive health examinations for all employees every three years, aligning with the overload questionnaire to prioritize the physical and mental well-being of our workforce while gaining insights into their health metrics. To support this initiative, a state-of-the-art fitness center has been established within the factory premises, providing employees with an opportunity to fortify their bodies and unwind both physically and mentally during leisure hours at work. This endeavor aims to enhance work morale, boost employee health metrics, and align with the Occupational Safety and Health Law guidelines.</p> <p>In adherence to regulatory frameworks, we actively implement and champion the occupational safety and health management plan. Regular activities, including on-the-job personnel education and training, disaster prevention drills, and annual labor safety and health awareness campaigns, are conducted to instill the correct concepts of occupational safety among our staff. Furthermore, the company collaborates with hospitals to integrate health services for medical staff within the factory. This involves promoting education and training programs on employees' personal health and environmental safety. We also systematically assess employees' health risks, particularly identifying high-risk cases, and arrange specialized health consultations as part of our proactive health management strategy.</p>
<p>Prohibit forced labor and comply with local government labor laws</p>	<p>The company mandates that working hours, including overtime, must adhere to local laws and regulations. Additionally, employees are entitled to one day of rest within a seven-day workweek. To enforce these regulations, the company has implemented an attendance system designed to document instances of abnormal attendance. Designated personnel reviews these records and promptly notifies relevant unit supervisors. This proactive approach ensures an understanding of colleagues' work statuses, enabling the implementation of appropriate work arrangements. The ultimate goal is to prioritize the health and well-being of colleagues while</p>

	maintaining the quality of family life.
Establish human rights clauses in contracts with suppliers and implement on-site audits	Each supplier is invited to fill in the sustainable development self-evaluation form. As of 2024, the company's suppliers with ongoing transactions have signed a total of 614 social responsibility commitment letters.

In addition, the company conducted 58.5 hours of internal staff education and training, involving 49 participants in 2024. We will continue to pay attention to human rights protection issues and promote relevant education and training to increase awareness of human rights protection and reduce the possibility of related risks.

Note 5: To improve and implement the management functions of the company in all aspects of environment, society and corporate governance, the "Corporate Governance and Sustainability Development Committee" is specially set up, under the jurisdiction of the "Corporate Governance Team", "Corporate Social Responsibility Team", "Ethical corporate management Team". The description and organizational structure are as follows:

committee	member	requirements	Functional team	Primary authority	Implementation Plan in 2024
Corporate Governance and Sustainable Development Committee	Chairman: Chairman  Convener: Corporate Governance Officer  Members: Each department head of the company is an ex officio member	The Corporate Governance and Sustainable Development Committee is supervised by the board of directors and the chairman of the board of directors. The internal audit periodically reviews the implementation of each business year and issues a report to the board of directors. The Corporate Governance and Sustainable Development Committee plans, coordinates and tracks the execution status of each task according to the government decrees, the announcement of the competent authority and the relevant internal management rules of the company.	Corporate Governance team	<ul style="list-style-type: none"> <li>➤ Ensure the enhancement of shareholders' rights, assistant directors and supervisors' functions and protect the interests of stakeholders and timely and fully improve information transparency.</li> <li>➤ Strengthen colleagues' compliance with laws and regulations, continue to improve corporate governance and internal control systems and conduct regular and irregular self-inspections.</li> <li>➤ The contents of corporate governance evaluation indicators for the year are the key points for implementation. Based on the implementation schedule of each indicator, continuous progress tracking and management are conducted.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Executive board performance evaluation operations.</li> <li>➤ Gradually improve the establishment of the English version of the corporate governance rules.</li> <li>➤ Strive for the top 5% of OTC companies in the 10th Corporate Governance Evaluation Ranking.</li> </ul>
			Corporate Social Responsibility team	<ul style="list-style-type: none"> <li>➤ According to the relevant indicators of corporate social responsibility in corporate governance evaluation, related operations and activities are executed and the implementation status is continuously improved and tracked.</li> <li>➤ We will do our best to fulfill corporate social responsibilities and promote the balance between economic, social and environmental ecology and sustainable development and effectively manage environmental social risks and impacts.</li> <li>➤ Identification, statistics and compilation of corporate social responsibility report.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Assist the relevant departments of renowned domestic universities in understanding the company's operating industry and promote the cooperation between industry and education.</li> <li>➤ Prepare and upload the 2023 ESG Sustainability Report to public information observatories or company websites. Pass third-party verification and produce an English version of the ESG sustainability report.</li> <li>➤ Enhance the linkage between the company's core business activities and the United Nations Sustainable Development Goals (SDGs).</li> <li>➤ Enhance the synergy of socially</li> </ul>

committee	member	requirements	Functional team	Primary authority	Implementation Plan in 2024
		According to the nature of the function, each task of the relevant department is assigned. The Corporate Governance and Sustainable Development Committee regularly report the implementation results of the annual plan to the board of directors before the end of the year and sets the implementation plan for the next year.			weak care or active development activities
			Ethical Corporate Management team	<ul style="list-style-type: none"> <li>➤ According to the relevant indicators of the ethical corporate management in the corporate governance evaluation, relevant operations and activities are executed and the implementation status is continuously improved and tracked.</li> <li>➤ Ethical corporate management policy and prevention plan formulation and supervision.</li> <li>➤ Assist the board of directors and management to check and evaluate the effective operation of the preventive measures established by the implementation of the ethical corporate management and to evaluate the relevant business processes and follow the conditions to create a report</li> </ul>	<ul style="list-style-type: none"> <li>➤ Continuously or irregularly conduct advocacy and education training with colleagues.</li> <li>➤ Statistics and analysis of dishonest conduct, number of reported cases and case status and improvement of internal control related operations.</li> <li>➤ Fixed at the end of the year to check and evaluate the implementation of the integrity of the business and report to the board of directors on the relevant content.</li> <li>➤ Encourage colleagues to use the annual leave of the year and implement the agent system.</li> </ul>

It has been reported to the company's board of directors on 2023.12.25 about the company's "implementation of promoting sustainable development".

Note 6.

Item \ Year	Green House Emission		
	2021	2022	2023
Scope1 (Tons CO2e/Year)	107.5500	112.6000	57.6034
Scope2 (Tons CO2e/Year)	569.2800	427.7000	365.9762
Total annual emissions (Tons CO2e/Year) (Scope1+Scope2)	676.8300	540.3000	423.5796
Standalone revenue (NTD Thousand)	2,550	2,715	2,384
Greenhouse gas emission intensity (Tons/NTD Million)	0.2650	0.1990	0.1777
Scope3 (Tons CO2e/Year)	-	-	92.1153

Note: The company adopted 2023 GHG inventory with guidance at the organization level for quantification and reporting of greenhouse gas emissions and verified by 3<sup>rd</sup> party.

In order to follow the promotion of energy conservation and carbon reduction policies, the company has implemented a number of energy conservation and carbon reduction measures. We also refer to relevant regulations and develop specific improvement goals based on actual conditions. Please refer to our company's website <https://www.ablerex.com.tw/esg/3.6.2.pdf>

- (1). Since 2016, the company has carried out the greenhouse gas carbon Footprint Verification of the Taipei office and the Pingtung plant II with reference to the ISO 14064-1 methodology. The main sources of greenhouse gas emissions identified are electricity, transport vehicles (diesel), refrigeration equipment (refrigerant), etc.  
The greenhouse gas emission intensity in 2023 is 0.1777 tons per million NTD, which is decreased by 10.7% than 0.1990 tons/million in 2022. It's because the company's energy-saving and carbon-reduction management measures have been implemented and implemented effectively and will continue to be maintained.

Electricity/Oil consumption of the HQs (New Taipei) and Pingtung plant in 2022: :

Year	Electricity consumption (GJ)	Diesel consumption (GJ)
2021	4,082.46(99.53%)	19.150/(0.47%)
2022	3,958.47(99.67%)	13.070/(0.33%)
2023	3,684.52(99.66%)	12.728/(0.34%)

Note: 1. Unit GJ; 1KWH=0.0036GJ

2. No renewable energy used in 2023

- (2) Water consumption in the last 3 years: <2021-2023>

water type	Standards/methodologies/assumptions	Consumption		
		2021	2022	2023
Municipal water supply (tap water)	water bill (Thousand liters)	5,884	5,868	5,676
Total water consumption (thousand liters)		5,884	5,868	5,676
Total number of employees (person)		333	332	344
water intensity (thousand liters/person)		17.670	17.675	16.500

Statistical scope: covering Taipei HQs and Pingtung factory.

The company's product manufacturing is mainly assembly. The waste and sewage discharged in each operation site and factory area is mainly domestic sewage. All wastewater is discharged to the sewage sewer system in accordance with regulations. The water intensity in 2023 is 16.500 thousand liters per person, which is a 6.65% increase than 17.675 thousand liters per person in 2021. The water consumption management have been implemented and implemented effectively and will continue to be maintained.

(3) Waste management

<List of Waste Types and Treatment Status from 2021 to 2023>

waste code	Item	Unit	2021	2022	2023	type
D-1801	General industrial waste	Ton	5.510	5.170	5.24	Household trash
E-0217	Hazardous business waste	Ton	0.062	0.090	0.147	Note 1
E-0221	Hazardous business waste	Ton	0.088	0.110	0.063	Note 2
Total business waste		Ton	5.66	5.37	5.45	
Standalone Revenue		million	2,550	2,715	2,384	
Waste intensity		mt/ million	0.0022	0.0019	0.0023	

The company's product manufacturing is mainly assembly and the waste areas in each operation site and factory area are divided into two categories: general waste and industrial waste. Among them, general industrial waste is entrusted to local qualified clearing and transport operators to transport to the government-designated incineration plant or landfill field. The waste intensity in 2023 is about 0.0023 metric tons of waste per million NTD in revenue, which is about 21.0% higher than the 0.0019 metric ton of waste per million NTD in revenue in 2022. This is due to the increased number of customer visits and conferences held after the epidemic, resulting in an increase in domestic waste. Although the management objectives have not been achieved, the company's management measures will continue to be implemented.