Ubiqconn

# 2023 Ubiqconn Technology, Inc. Sustainability Report

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# About this Report

## Report Editorial Principles and Standards

This report is based on the disclosure principles of the Global Reporting Initiative (GRI) Sustainability Reporting Standards, GRI Standards: 2021, which provides a framework for disclosure under the Global Sustainability Standards Board (GSSB); the Financial Stability Board (FSB) Task Force on Climate-related Financial Disclosures (TCFD); the AccountAbility (AA) AA1000 Stakeholder Engagement Standards (SES); and the Taiwan Stock Exchange "Regulations on the Preparation and Filing of Sustainable Reports by TWSE Listed Companies", providing readers with reliable public information.

Ubiqconn Technology, Inc. issues a Sustainability Report (this "Report") with the primary objective of providing the general public with a transparent and open business policy, presenting the Company's approach to Corporate Social Responsibility (CSR) and Sustainability, as well as the related strategies and goals.

The financial statements in this report are denominated in New Taiwan Dollars, and the source of financial information is the publicly available financial statements audited by a certified accountant. The environmental protection, safety and health-related performance is expressed using internationally accepted indicators or in accordance with the laws and regulations of Taiwan.

In response to environmental protection and the promotion of paperless practices, this report is also published in electronic format on the company's website.

## Report Scope and Boundaries

The scope of this report primarily focuses on Ubiqconn Technology, Inc. and covers all divisions of the company. For simplicity, "Ubiqconn" and "The Company" in this report refer to the entity "Ubiqconn Technology, Inc.".

The scope of this report is primarily focuses on the Company's Neihu headquarters and ZhongHe Factory, including other subsidiaries or affiliated companies, as well as the disclosure of business projects and financial performance. If any disclosure scope differs from the above, it will be noted in the respective section.

## Restatements of Information

In 2023, Ubiqconn conducted an ISO 14064-1 organizational greenhouse gas inventory and established 2023 as the base year for greenhouse gas emissions data. See Section 4.2, "Greenhouse Gas Emissions", for more details.

## Reporting Period and Release Schedule

The disclosure period is from January 1 to December 31, 2023.

Report Release Schedule - The report is scheduled for annual release: Current release in September 2024, with the next release planned for August 2025.

## Sustainability Reporting Assurance and Third-Party Verification

The information disclosed in this report has been verified by a third-party international verification agency, AFNOR Asia Ltd., in accordance with the AA1000 V3 Assurance Standard, Type 1, moderate assurance level. The report has also been assured in accordance with the GRI Standards (2021) and the TCFD framework to ensure accuracy, reliability, and clarity. The independent assurance statement is appended to this report's appendix.

## Contact Information

For any suggestions or inquiries regarding this report, please feel free to contact us.


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- Phone: +886-2-8751-6008 ext. 6819

Sustainable Development Division
Ubiqconn Technology, Inc.

# Message from the Chairman

Since our establishment in 2011, Ubiqconn Technology, Inc. has operated with the vision of building "ubiquitous connectivity," leveraging technology to improve people's lives and enhance the quality of the environment. Along the way, we have overcome numerous challenges, step by step finding Ubiqconn's path in the market. In 2023, we marked 2023 as Ubiqconn's inaugural year of sustainability, and we successfully went public in 2024. As the Chairman of Ubiqconn, I deeply believe that sustainability is not just a slogan but the key to our future success. Our commitment to environmental, social, and corporate governance (ESG) sustainability is one of our core values.

To integrate sustainability into our corporate culture, in addition to establishing the Sustainable Development Department and the Sustainable Development Committee (SDC), we have further promoted Workplace Well-Being, Corporate Governance, Resource Management, Green Sustainability, and Partnerships. We aspire for all our colleagues to join the sustainability initiatives in the future and work together to build a sustainable enterprise.

Once again, we would like to thank everyone who has contributed to our business, including shareholders, partners and employees. Only by working together can we achieve greater success. Let us join hands to create a better future.

Ubiqconn Technology Chairman
Chien, Min-Tz

簡民智 Lo Chien

April 2024

# Message from the CEO

To embed sustainability into Ubiqconn's DNA, we focus on three primary dimensions: corporate governance, society, and the environment, are described below:

## 1. Corporate Governance

In 2023, Ubiqconn made a significant advancement in sustainability by establishing the Sustainable Development Committee (SDC) at the board level. The establishment of the SDC not only demonstrates our strong commitment to corporate sustainability but also plays a key role in integrating sustainability into the company's strategic planning. In addition to disclosing key CSR material issues in the annual report, we will enhance operational transparency by issuing regular sustainability reports.

## 2. Environment

Ubiqconn has completed a Task Force on Climate-related Financial Disclosures (TCFD) proposal and a financial impact assessment. The TCFD recommendations and Financial Impact Assessment (FIA) help characterize the company's climate change risks and opportunities from a financial perspective. Moving forward, Ubiqconn will conduct an ISO 14064-1:2018 Category 1-6 inventory and validation in 2024, depending on the company's requirements.

Other material topics, such as green products and recycled packaging materials, are expected to show progress by 2024.

## 3. Society

Ubiqconn places great importance on talent development and workplace well-being. Facing global challenges such as labor shortages and waves of resignations, Ubiqconn has been continuously promoting small but meaningful workplace well-being initiatives since 2023. The company has established an employee interaction platform, "Urfamily," to facilitate communication on employee activities, important announcements, occupational safety promotions, and more. By offering occasional small perks and introducing digital welfare vouchers, Ubiqconn aims to enhance employees' sense of belonging and security. The company also remains focused on the mental and physical health of its workforce by regularly organizing occupational safety seminars and providing medical consultations for comprehensive care. In the future, Ubiqconn plans to extend its focus beyond employees to include their families and the broader society, striving to create a more diverse and inclusive workplace environment.

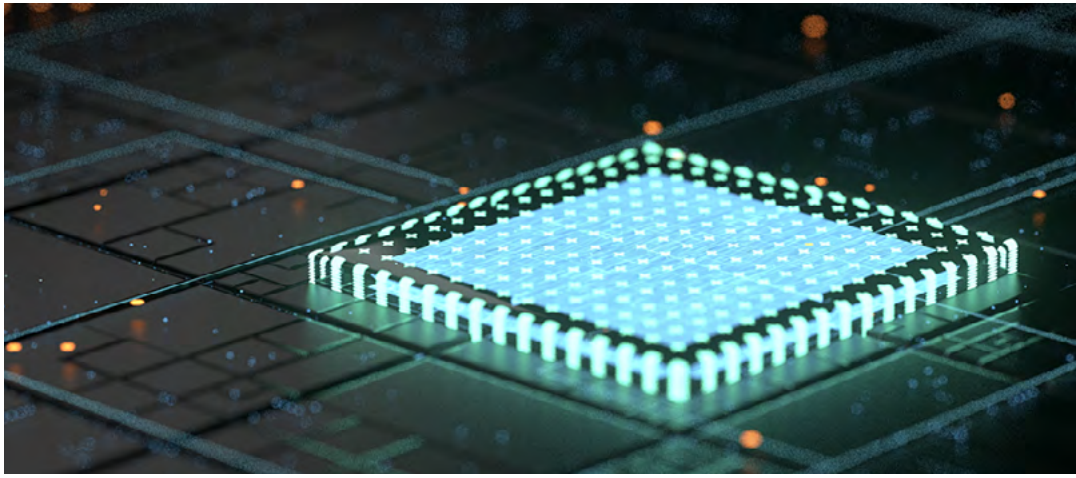
Ubiqconn Technology CEO
Hsu, Ching-Chen

April 2024

# Company Profile

Ubiqconn specializes in providing ruggedized mobile solutions, focusing on the design, development, production, and sales of rugged industrial computers and satellite application solutions. With a vision of "ubiquitous connectivity" as the foundation, Ubiqconn focuses on satellite application connectivity technology, establishing ecosystems for each vertical market, and creating an interconnected supply chain digital collaboration platform. We strive for sustainable business development through our core values: Curiosity, Empathy, Agility, Can-do attitude, and Discipline, ensuring all employees contribute to our sustainable business and ESG implementation. In particular, our subsidiaries, RuggON Corporation (hereinafter referred to as "RuggON Corporation") and Ubiqconn Technology (USA) Inc. (hereinafter referred to as "UNA") , promote products under RuggON brand, in both domestic and overseas markets.

Ubiqconn is expanding our business with value-added customized services ( hereinafter referred to as "Customized Services") and a branded business model in the challenging mobile applications market in the industrial computing and satellite applications sectors. For Customization Services, Ubiqconn offers customers comprehensive solutions from concept development, design, and development to production, utilizing a wide range of standardized modules and product families developed by Ubiqconn. These solutions cater to customer needs, ranging from basic



models to high-end customized options. Through in-depth market research and close collaboration with customers, Ubiqconn is able to accurately design products tailored to specific requirements. Ubiqconn's customized services are focused on markets such as maritime, government solutions, office automation, voting machines, and satellite communications.

Ubiqconn specializes in providing high-quality rugged mobile solutions under our own RuggON brand, focusing on four major application markets: agriculture, mass transportation, government solutions and logistics, with the U.S. and Europe as the primary sales bases. RuggON products are renowned for their high durability, performance and innovative technology, making them ideal for use in extreme environments. These products meet the stringent requirements of industry-specific workplaces, providing customers with high-efficiency, reliability, and flexibility solutions.

# 2023 ESG Sustainability Strategy

## 2023 Sustainability Achievements

### Establishment of the Sustainable Development Committee (SDC)

To strengthen the governance structure, Ubiqconn established a board-level Sustainable Development Committee (SDC) in 2023, comprising three independent directors. The SDC is responsible for formulating and supervising the implementation of policies related to the environment, society, and corporate governance. The committee reports at least twice a year to the Board of Directors on the implementation results and the status of policy fulfillment, which are then approved by the Board.

### Operational Performance

To meet the sustainability expectations of customers in Europe and the United States, Ubiqconn has integrated ESG and green product concepts into product development, spanning from conceptualization to design, development, production, and product recycling to address customer needs. Ultimately, we are working towards increasing production capacity, reducing production costs, enhancing sales competitiveness, and expanding market share.

### Achievements in Energy Saving and Carbon Reduction (For details, refer to the Green Environment Development Section)

In 2023, some areas of the Zhonghe and Neihu facilities replaced traditional lamps with approximately 285 LED lighting fixtures, with an investment cost of about NT$230,000. This resulted in electricity savings of 22,872.96 kWh, equivalent to 11.322 tons of $CO_2e$.

## Green Electricity Procurement

Ubiqconn actively planned for the use of renewable energy, purchasing green electricity, accounting for 5.6% of our total electricity consumption starting in 2023. The company aims to increase green electricity procurement to 20% by 2028.

## Professional Certification (Transparency in Business and Anti-Corruption Certification (T-certification))

In 2023, Ubiqconn received T-Certification (ID: TC3231-9904) for anti-corruption due diligence, demonstrating compliance with anti-bribery laws and due diligence requirements. This certification underscores Ubiqconn's commitment to business transparency, making the company a valuable business partner for multinational corporations.

T-certification is a rigorous benchmark process that includes due diligence review, analysis, and approval to confirm that individuals or organizations have passed comprehensive screening, training, and certification by Ethixbase360 according to international standards.

ETHIXBASE360

T certification

Due Diligence Report

Tcompliance
151 West Street
Annapolis, MD 21401

info@tcms.tcompliance.com
+1 410.834.1711

Tcertification Report

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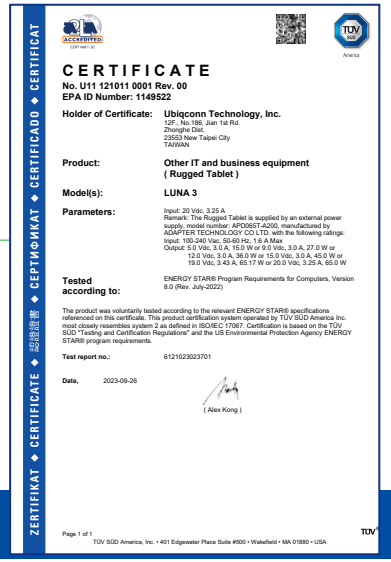
## Energy Star 8.0 Certification

Ubiqconn actively promotes energy efficiency and provides environmentally friendly products to our customers to facilitate product and consumable sustainability. RuggON Corporation's product models LUNA3 is Energy Star certified, demonstrating the company's commitment to environmental protection and energy conservation.


ZERTIFIKAT ◆ CERTIFICATE ◆ 認證證書 ◆ СЕРТИФИКАТ ◆ CERTIFICADO ◆ CERTIFICAT

ACCREDITED

TÜV SÜD America

CERTIFICATE

No. U11 121011 0001 Rev. 00
EPA ID Number: 1149522

Holder of Certificate: Ubiqconn Technology, Inc.
12F., No.186, Jian 1st Rd.
Zhonghe Dist.
23553 New Taipei City
TAIWAN

Product: Other IT and business equipment
( Rugged Tablet )

Model(s): LUNA 3

Parameters: Input: 20 Vdc, 3.25 A
Remark: The Rugged Tablet is supplied by an external power supply, model number: APD065T-A200, manufactured by ADAPTER TECHNOLOGY CO LTD. with the following ratings:
Input: 100-240 Vac, 50-60 Hz, 1.6 A Max
Output: 5.0 Vdc, 3.0 A, 15.0 W or 9.0 Vdc, 3.0 A, 27.0 W or 12.0 Vdc, 3.0 A, 36.0 W or 15.0 Vdc, 3.0 A, 45.0 W or 19.0 Vdc, 3.43 A, 65.17 W or 20.0 Vdc, 3.25 A, 65.0 W

Tested according to: ENERGY STAR® Program Requirements for Computers, Version 8.0 (Rev. July-2022)

The product was voluntarily tested according to the relevant ENERGY STAR® specifications referenced on this certificate. This product certification system operated by TÜV SÜD America Inc. most closely resembles system 2 as defined in ISO/IEC 17067. Certification is based on the TÜV SÜD "Testing and Certification Regulations" and the US Environmental Protection Agency ENERGY STAR® program requirements.

Test report no.: 612102302370 1

Date, 2023-09-26

( Alex Kong )

Page 1 of 1

TÜV SÜD America, Inc. • 401 Edgewater Place Suite #500 • Wakefield • MA 01880 • USA

TÜV

## Occupational Safety Certification (ISO 45001)

In 2023, the Company established the ISO 45001 Occupational Health and Safety Management System (OHSMS) and obtained third-party certification. Through various occupational health and safety management systems and the introduction of ISO 45001, all hazardous factors in operations are identified and managed. It is expected that after the establishment and implementation of ISO 45001, it will become an institutionalized standard for occupational health and safety management, promoting continuous improvement and workplace safety.

CERTIFICATE

The Governing Board of
ARES International Certification Co., Ltd.
Hereby Grants To:

Ubiqconn Technology, Inc.

4F., No.300, Yangguang St., Neihu Dist., Taipei City 114, Taiwan
4F., No.296, No.298, No.300, Yangguang St., Neihu Dist., Taipei City 114, Taiwan
6F., No.300, Yangguang St., Neihu Dist., Taipei City 114, Taiwan
5F., No.186, Jian 1st Rd., Zhonghe Dist., New Taipei City 235, Taiwan
12F., 12F-4., No.186, Jian 1st Rd., Zhonghe Dist., New Taipei City 235, Taiwan

Has been assessed and found to be in accordance with the requirements of standard detailed below

ISO 45001:2018

Scope

1. The sales and design of X86 and ARM based platforms, products including embedded solutions, mobile products, automation and control devices.
2. The sales, design, assembly and testing of stationary applied computing terminal including vehicle mount computer, panel computer, box computer and of portable applied computing terminal including rugged tablet and rugged pad.

Certificate No.: ARES/TW/J2312018S
Certificate Issue Date: 2023-12-07
Registration Expiration Date: 2026-12-06

The time interval between each surveillance audit and the last on-site audit shall not exceed 12 months, and the organization must obtain "surveillance audit approval notification" issued by ARES to ensure the validity of the certificate.

Authorised by :

ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL: 06-295 9696 (Rep. Line) FAX: 06-295 9667
www.ares-registration.com

## Information Security Certification (ISO 27001)

In 2023, Ubiqconn achieved ISO 27001 certification to enhance the identification and management of information security risks, and implemented robust information security policies and procedures to ensure the confidentiality, integrity, and availability of organizational information. This certification helps effectively mitigate potential information security threats and risks. It not only improves internal information security standards but also provides a more reliable and secure service environment for our customers.

Certificate TW23/00000911.01

SGS

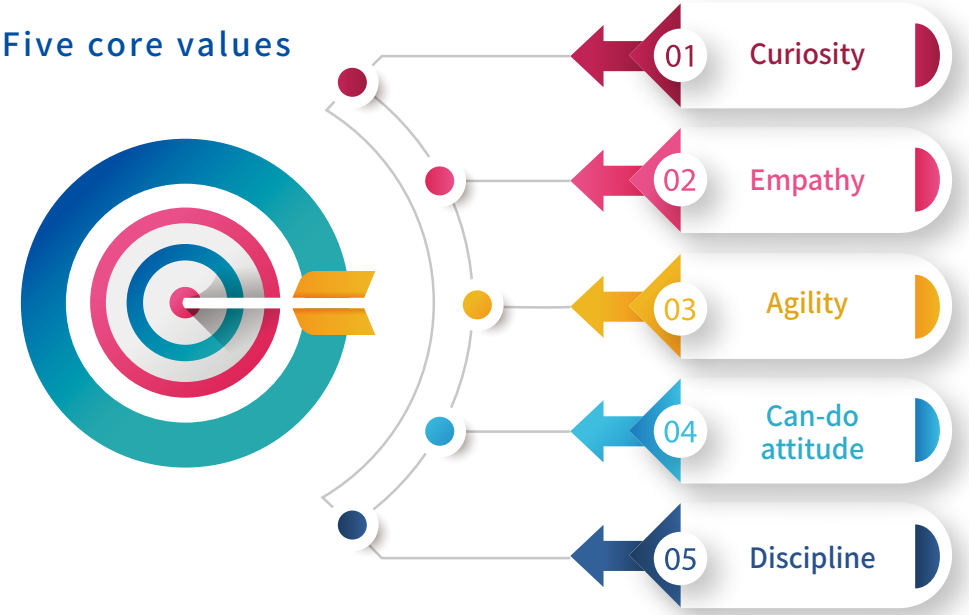
UBIQCONN TECHNOLOGY, INC.
RUGGON CORPORATION

ISO/IEC 27001:2013

## ESG Sustainability Development Strategy

The Company aligns all employees with the five core values of Curiosity, Empathy, Agility, Can-do attitude and Discipline to create a sustainable enterprise with the engagement of all employees and to implement the Company's sustainable development policy. These values are embedded into all operational activities to achieve the goals of our sustainable development strategy. To this end, we have established five working groups responsible for sustainability-related projects. Each group has defined and implemented various key sustainability promotion issues based on the five policy objectives of "Trustworthy Supplier"、"Employee Proud Company"、"Promoter of Environmental Sustainability"、"Innovative Practitioner" and "Guardian of Sustainability".

### Five core values




### Five policy objectives

1. Trustworthy Supplier
2. Employee Proud Company
3. Promoter of Environmental Sustainability
4. Innovative Practitioner
5. Guardian of Sustainability

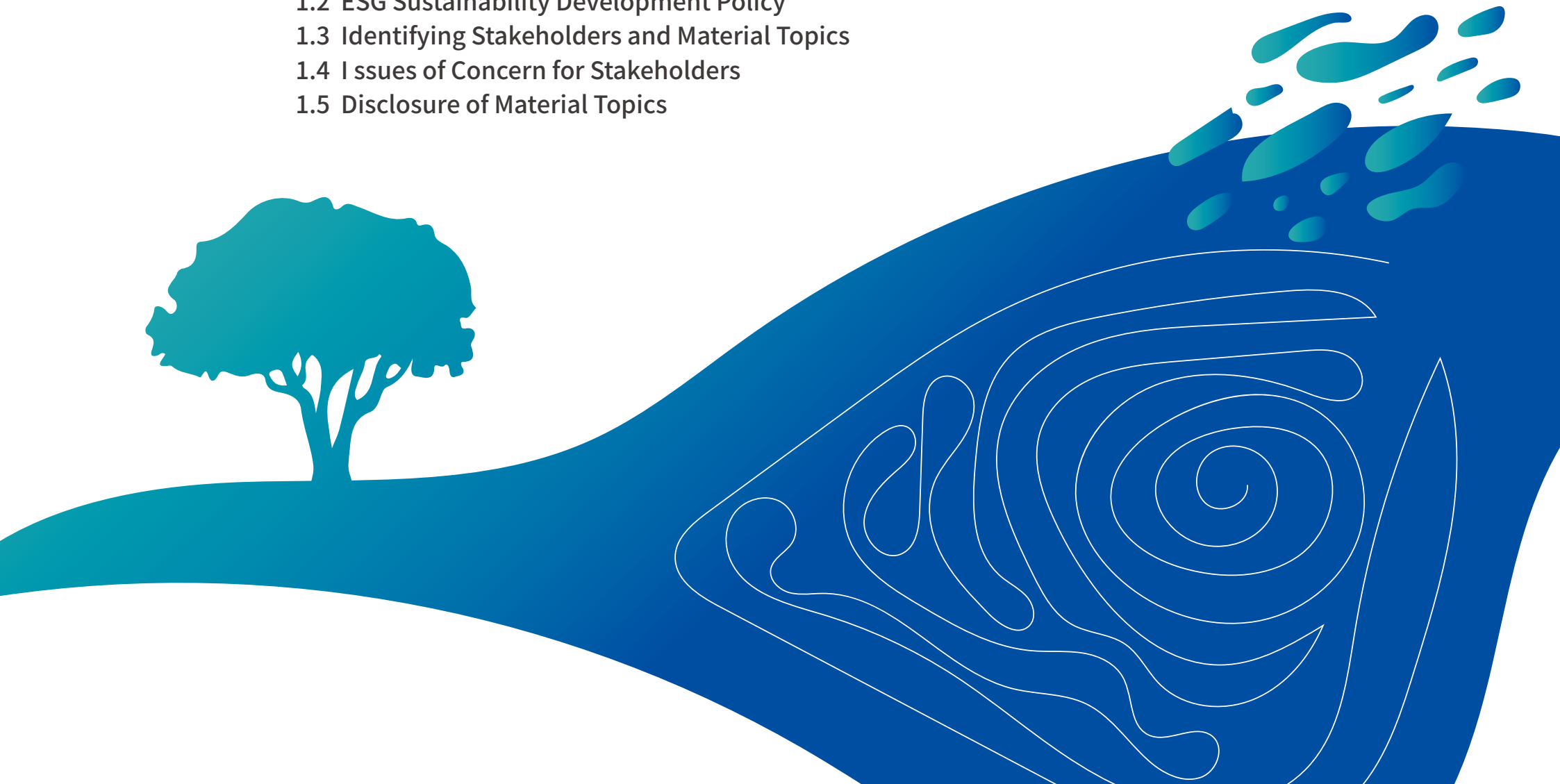
## United Nations Sustainable Development Goals

The UN SDGs (United Nations Sustainable Development Goals) are a set of sustainability goals launched by the United Nations in 2015, covering the period from 2016 to 2030, with the aim of guiding the world towards a more ideal future for all humanity. The UN SDGs consist of 17 goals. Ubiqconn has implemented the SDGs as follows:

| Building Sustainable Foundations | Implementing Corporate Governance | Creating Sustainability | Developing a Green Environment | Creating a Well-being Workplace |
|---|---|---|---|---|
| 1.1 Sustainability Management Framework<br>1.2 ESG Sustainability Development Policy<br>1.3 Identifying Stakeholders and Material Topics<br>1.4 Issues of Concern for Stakeholders<br>1.5 Disclosure of Material Topics | 2.1 Board of Directors<br>2.2 Integrity Management and Anti-Corruption<br>2.3 Internal audit and Internal Control Systems<br>2.4 Operational Risk Management<br>2.5 Professional certification (Transparency in Business and Anti-Corruption Certification (T-certification))<br>2.6 Information Security and Cybersecurity Certification<br>2.7 Taxes | 3.1 Operating performance<br>3.2 Product Quality and Satisfaction | 4.1 Energy Management<br>4.2 Greenhouse Gas Emissions<br>4.3 Water Management<br>4.4 Waste Management<br>4.5 Climate-Related Financial Disclosures | 5.1 Promoting Social Inclusion<br>5.2 Talent Development and Retention<br>5.3 Health Promotion<br>5.4 Safety, Health and Welfare<br>5.5 Compliance with the International Declaration of Human Rights<br>5.6 Partnerships<br>5.7 Social Participation<br>5.8 Social Welfare |
| | SDGs5<br>SDGs10<br>SDGs13<br>SDGs16 | SDGs8<br>SDGs12 | SDGs7<br>SDGs6<br>SDGs12<br>SDGs13<br>SDGs14<br>SDGs15<br>SDGs8 | SDGs4<br>SDGs3<br>SDGs5<br>SDGs10<br>SDGs12<br>SDGs16<br>SDGs17<br>SDGs1 |

# 01 Building Sustainable Foundations

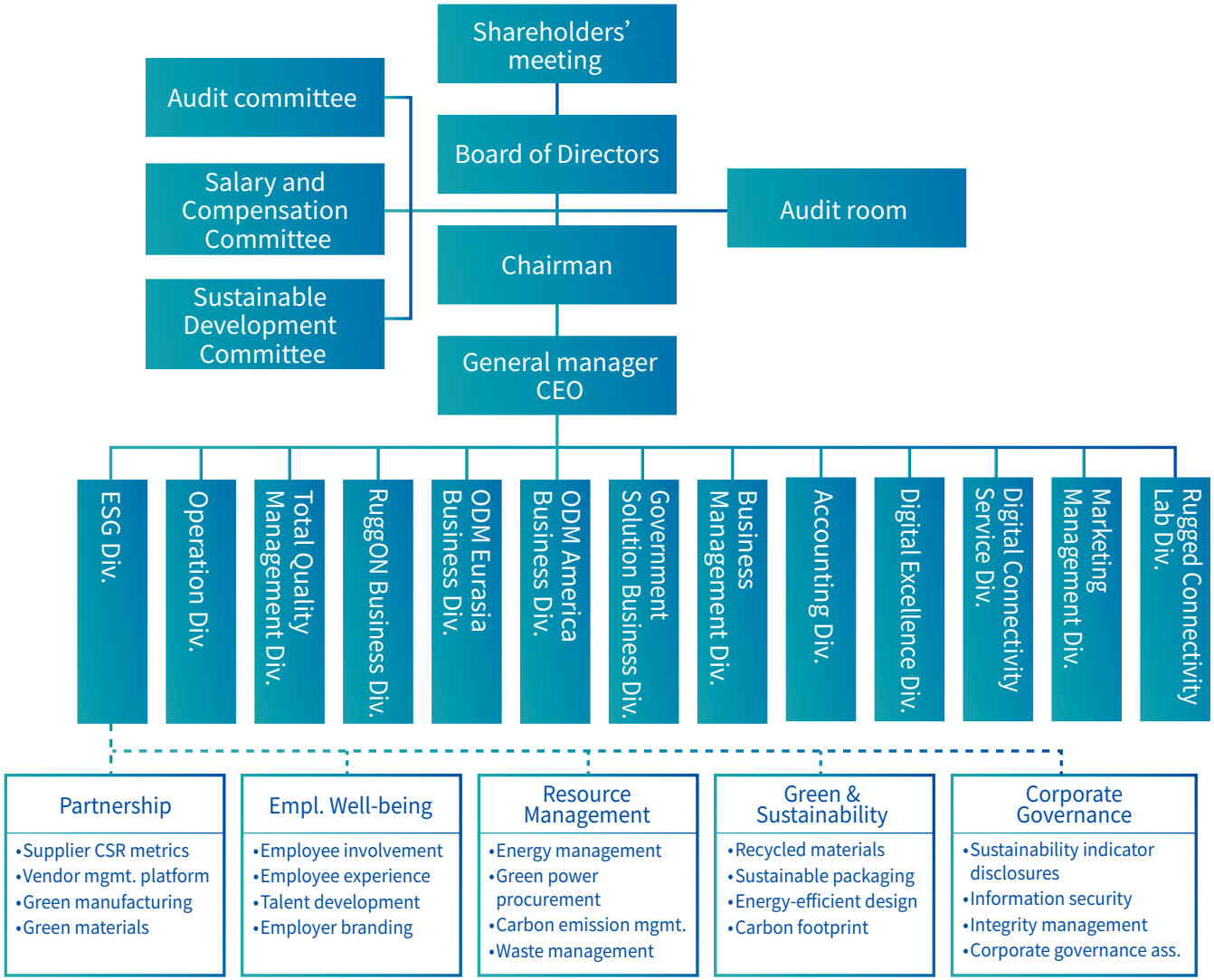

1.1 Sustainability Management Framework
1.2 ESG Sustainability Development Policy
1.3 Identifying Stakeholders and Material Topics
1.4 I ssues of Concern for Stakeholders
1.5 Disclosure of Material Topics

# 1.1 Sustainability Management Framework

At the end of 2023, the Company established the Sustainable Development Committee (SDC). The Sustainable Development Department (referred to as the "Sustainable Development Dedicated Unit") develops the annual plan and provides at least two annual reports to the SDC and the Board of Directors starting in 2024. The reports cover the annual plan, major sustainable development issues (including climate issues), and the progress of important projects. Once the annual plan is approved by the Board of Directors, the Sustainable Development Dedicated Unit, along with five working groups on Workplace Well-being, Resource Management, Corporate Governance, Green Sustainability, and Partnerships, will implement the projects. The Sustainable Development Dedicated Unit will regularly monitor the plan's effectiveness, propose improvement measures, The Sustainable Development Dedicated Unit operates according to the

## Organizational Chart of Sustainable Foundations (Corporate Organization + Sustainability Team)




*Note: The above figure shows the 2023 organizational chart. The latest version of the organizational chart is available on the official website.

"P-D-C-A" (Plan-Do-Check-Action) management model. It focuses on stakeholders, gathers and assesses stakeholder concerns, and targets important sustainable development projects and specific promotional plans. The Sustainable Development Dedicated Unit reports to the SDC and the Board of Directors at least twice a year. The Board of Directors reviews key promotion projects, implementation status, and future plans. Accordingly, they pass relevant resolutions, provide necessary resources, and offer feedback for the management team's reference and adjustment.

Consists of a shareholders' meeting composed of all shareholders as Ubiqconn's highest decision-making body, a board of directors composed of directors elected by the shareholders' meeting as the company's executive body, and an audit committee of independent directors overseeing business operations. The Chairman of the Board represents the Company externally as its highest responsible person, without holding any executive positions. The duties of the Board of Directors include: overseeing the implementation of ESG sustainability initiatives; ensuring the execution of ESG sustainability policies; and reviewing and approving the material topics and performance of the ESG report annually.

To effectively implement the Board of Directors' sustainability policies, the Company has established a dedicated unit for sustainable development and invited five working groups—Workplace Well-being, Resource Management, Corporate Governance, Green Sustainability, and Partnerships—to participate in project implementation. Depending on the nature of the project, the group invites unit heads to serve as functional convenors or team leaders, periodically reporting and reviewing sustainable development progress at senior management meetings. The group operates in accordance with the "P-D-C-A" (Plan-Do-Check-Action) management model, focusing on stakeholders, collecting and reviewing stakeholder concerns, and compiling comprehensive reports on key sustainable development issues and specific action plans.

The Sustainable Development Committee (SDC) is responsible for ensuring the Sustainable Development Dedicated Unit (SDDU) reports to the Board of Directors at least twice a year. The Board reviews key promotion issues, implementation status, and future plans, passing relevant resolutions, providing necessary resources, and offering guidance for the management team's reference and adjustments.

# 1.2 ESG Sustainability Development Policy

To fulfill our corporate social responsibility, foster economic, environmental and social progress, and achieve the goal of sustainable development, Ubiqconn has formulated the Company's Code of Practice for Sustainable Development. This code references the "Code of Practice for the Sustainable Development of Listed and OTC Companies" of the Republic of China (R.O.C.) and relevant laws and regulations, serving as the core guiding principle for formulating the Company's Sustainable Development Policy. The overall operating activities of the Company and its group companies are expected to actively pursue sustainable development alongside business operations.

- To promote sustainable development, the Company should prioritize the rights and interests of its stakeholders. While pursuing sustainable operation and profitability, the Company should prioritize environmental, social and corporate governance (ESG) factors and incorporate them into the Company's management policies and operational activities.

- The Company's approach to sustainability is based on the following principles:

  - Implement corporate governance
  - Develop a sustainable environment
  - Promote social welfare
  - Enhance the disclosure of information on enterprise sustainability.

- Formulating sustainable development policies, systems, or related management guidelines and specific implementation plans: After approval by the board of directors, these should be reported to the shareholders' meeting. When shareholders proposes related sustainable development issues, the Board of Directors shall consider including them in the meeting agenda.

- For sound sustainable development management, a corporate governance structure should be established to promote sustainability, with a dedicated (or part-time) unit responsible for proposing and executing sustainable development policies, systems, and related management guidelines and promotional programs, and reporting to the board of directors on a regular basis.

- The company shall comply with environmental regulations and relevant international standards to protect the natural environment properly. The company is committed to improving energy efficiency and using environmentally low-impact renewable materials to ensure the sustainable use of the planet's resources, with the aim of achieving environmental sustainability.

- Create a positive environment for employees' career development by establishing effective career capability development training programs. Implement reasonable employee welfare measures (including salaries, vacations, and other benefits) and appropriately reflect operational performance or outcomes in employee compensation. Establish regular communication channels for employees to access information and express their opinions.

- When required by laws and regulations in the place of operation to prepare a sustainability report, internationally recognized standards or guidelines should be adopted to disclose efforts toward sustainable development. It is also advisable to obtain third-party assurance to enhance the reliability of the information

# 1.3 Identifying Sta keholders and Material Topics

## 1.3.1 Identification of Stakeholders

This report is based on the AA1000 Stakeholder Engagement Standard, using the five dimensions of "Dependence", "Influence", "Concern", "Responsibility", and "Multiple Perspectives" as criteria. The Sustainable Development Dedicated Unit , along with five major working groups - Corporate Governance, Workplace Well-being, Resource Management, Green Sustainability, and Partnerships - jointly discussed and identified seven major categories of stakeholders, including employees, shareholders, customers, affiliates (including subsidiaries), suppliers, governmental agencies, and non-governmental organizations (NGOs). Through multiple channels, the company collects the major concerns and expectations of each stakeholder group and integrates them into the company's various operational strategies to make the company's operations more collaborative and inclusive.

## 1.3.2 Identification of Material Topics

### Identification Process

This material topic assessment is based on the new GRI:2021 material topic process. Stakeholders assessed the level of concern and likelihood of occurrence for each material topic, after which the Sustainability Dedicated Unit and the working groups identified the actual and potential positive and negative impacts. The process is illustrated as follows: ：

**1 Identify the process and scope**

Define the boundaries of materiality disclosure and report preparation, and plan the process for identifying material topics in accordance with the AA 1000 Stakeholder Engagement Standard and GRI reporting principles.

**2 Identify stakeholders**

After discussions among the Sustainable Development Dedicated Unit and various working groups, we identified seven categories of stakeholders that are highly relevant to the impact of our operations. These include: shareholders, employees, customers, suppliers, affiliates, government agencies, and non-governmental organizations (NGOs).

**3 Converge on Key Topics**

Based on the GRI criteria and with reference to the results of sustainability issues identified over the years, the value chain, domestic and international benchmarking industries, and international ESG trends and risks, we compiled a list of three major ESG sustainability dimensions and 30 key topics.

**4 Investigate the Level of Concern**

Through a material topic questionnaire analysis, we ranked the materiality of stakeholder and senior management concerns, including the seriousness, scale, and likelihood of occurrence.

**5 Recognize and Review**

By analyzing the extent of positive and negative impacts and the level of stakeholder concern for each issue, we identified 8 major topics and 11 general topics. These were reported to the Sustainable Development Committee (SDC) and the Board of Directors, and information on was disclosed in compliance with the reporting requirements for each topics.

## Identification of Results

The identification process started with Ubiqconn's core business activities, incorporating international industry norms, sustainability-related industry standards and regulations, and recommendations from external professional consultants. We also examined industry trends and competitive factors. Based on the three major ESG dimensions, we identified 30 key areas of concern. Stakeholders were invited to provide feedback on the issues they were concerned about. A total of 188 questionnaires were distributed, with 153 valid responses collected. The results of the identification of material topics emphasized by stakeholders are as follows.

# 1.4 Issues of Concern for Stakeholders

Each departmental team actively engages with stakeholders through various channels, ensuring that Ubiqconn's stakeholders can stay informed about the company's operations in a timely manner. This approach also allows the company to understand stakeholders' expectations and provide timely responses.

| Stakeholders | Issues of concern | Communication Channel | Communication Frequency | Responsible Unit | Appeal Channels | Response to Chapters or Public Information |
|---|---|---|---|---|---|---|
| Supplier | Taxation Integrity<br>Anti-Competitive Behavior<br>Compliance<br>Product Quality and Satisfaction | Supplier ESG Advocacy | Annual | Strategic Procurement Office | uti-supplier@ubiqconn.com | 2.7 Tax Policy<br>2.2 Integrity Management and Anti-Corruption<br>2.2.1 Anti-competitive behavior<br>3.2 Product Quality and Satisfaction |
| | | Supplier ESG Assessment | Annual | | | |
| | | Disclosure of Information in Annual Reports and Websites | Regular | | | |
| Affiliated Companies (Subsidiaries) | Economic Performance<br>Occupational Safety Management<br>Compensation and Benefits | Thematic Education and Training (Online/Physical) | As needed | Human Resources Department | uti-hr@ubiqconn.com | 3.1 Operating Performance<br>5.4 Safety, Health and Well-being<br>5.1.3 New Hires and Employee Turnover |
| | | Company Portal | As needed | | | |
| | | Labor-Management Conference | Quarterly | | | |
| Employees | Economic Performance,<br>Integrity<br>Compliance,<br>Compensation and Benefits,<br>Forced or Compulsory Labor | Employee Welfare Committee | Quarterly | Human Resources Department | uti-hr@ubiqconn.com | 3.1 Operating Performance<br>2.2 Integrity Management and Anti-Corruption<br>5.1.3 New Hires and Employee Turnover<br>5.5 Compliance of International Declaration of Human Rights |
| | | Company Portal | As needed | | | |
| | | Labor-Management Conference | Quarterly | | | |
| | | Thematic Education and Training (Online/Physical) | As needed | | | |

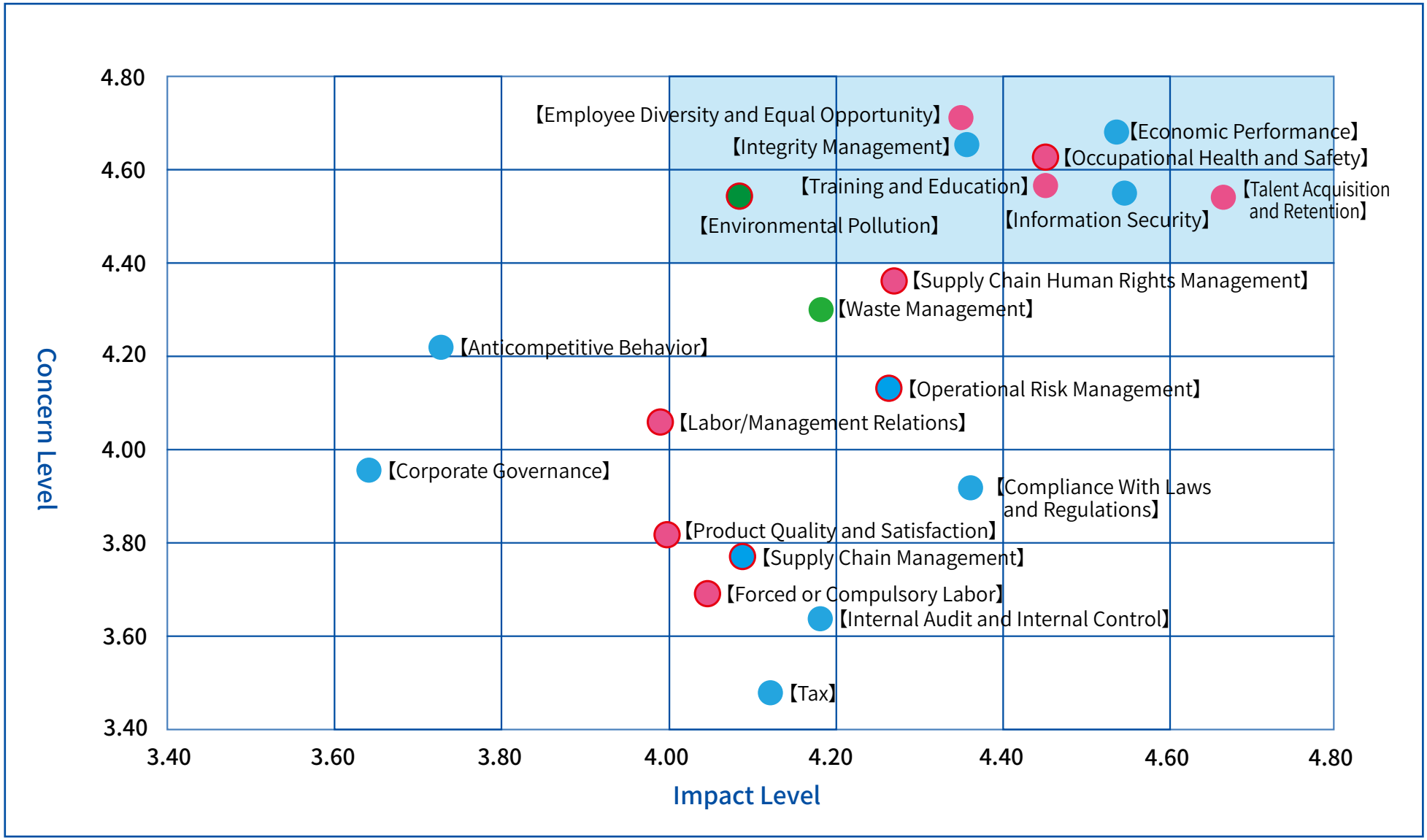
| Stakeholders | Issues of concern | Communication Channel | Communication Frequency | Responsible Unit | Appeal Channels | Response to Chapters or Public Information |
|---|---|---|---|---|---|---|
| Customers | Product Quality and Satisfaction<br>Occupational Safety, Management<br>Employee Health<br>Employee Diversity and Equality<br>Environmental Pollution | Annual Customer Satisfaction Survey | Annual | Strategic Marketing Department<br>Business Unit | mkt@ubiqconn.com | 3.2 Product Quality and Satisfaction<br>5.4 Safety, Health and Well-being<br>5.3 Health Promotion<br>5.1 Promoting Social Inclusion<br>Chap 4. Developing a Green Environment |
| | | Customer Business Meeting (weekly/monthly/quarterly/ annually) | Ad hoc | | | |
| | | Responses to Customer ESG Concerns | As needed | | | |
| Shareholders | Corporate Governance<br>Economic Performance<br>Product Quality and Satisfaction,<br>Operational Risk Management | Investor Service Mailbox | As needed | Corporate Governance and Investor Relations Division | uti-ir@ubiqconn.com | Chap 2. Implementation of Corporate Governance<br>3.1 Operating Performance<br>3.2 Product Quality and Satisfaction<br>2.4 Operational Risk Management |
| | | Public Information Observation Station | As needed | | | |
| | | Spokesperson Mailbox | As needed | | | |
| | | Shareholders Metting | Annual | | | |
| Government Agencies | Integrity<br>Compliance<br>Remuneration and benefits | Disclosure of Information in Annual Reports and Websites | Regular | Corporate Governance and Investor Relations Division | uti-ir@ubiqconn.com | 2.2 Integrity Management and Anti-Corruption<br>5.1.3 New Hires and Employee Turnover |
| | | Public Information Observation Station | As needed | | | |
| | | Dissemination of Decrees (official documents) | As needed | | | |
| | | Revenue Announcement | Per month | | | |
| | | ESG mailbox on company website | Ad hoc | | | |

| Stakeholders | Issues of concern | Communication Channel | Communication Frequency | Responsible Unit | Appeal Channels | Response to Chapters or Public Information |
|---|---|---|---|---|---|---|
| Non-Governmental Organizations | Integrity,<br>Compliance,<br>Energy and Carbon Emissions,<br>Occupational Safety Management | Disclosure Information in Annual Reports and Websites | Regular | Sustainable Development Division | uti-esg@ubiqconn.com | 2.2 Integrity Management and Anti-Corruption<br>Chap 4. Developing a Green Environment<br>5.4 Safety, Health and Well-being |
| | | ESG mailbox on company website | Regular | | | |
| | | Social Communication | As needed | | | |

## 1.5 Disclosure of Material Topics

The material topics for 2023 are based on the preliminary results of the stakeholders' responses on the level of concern and likelihood of occurrence. These results were further discussed in meetings of the Sustainable Development Dedicated Unit and the working groups. During these meetings, members evaluated and discussed stakeholder's concerns, positive and negative impacts, and actual and potential effects of the topics. The Sustainable Development Working Group assessed the impacts as low, medium, or high, considering the possible serious impacts or feasibility on business operations. Finally, the sustainability team identify the material topics relevant to the company's sustainable development for the year, as shown in the table below.

One of the topics identified had a negative impact, but no remediation measures are currently required, and therefore no mechanism for seeking suggestions or raising concerns has been established. These material topics were approved by the Chairman of the Board, and while there may be slight differences between this report and the annual report, the content of this sustainability report shall prevail.


Concern Level
Impact Level
4.80
4.60
4.40
4.20
4.00
3.80
3.60
3.40
3.40
3.60
3.80
4.00
4.20
4.40
4.60
4.80
【Employee Diversity and Equal Opportunity】
【Integrity Management】
【Economic Performance】
【Occupational Health and Safety】
【Training and Education】
【Talent Acquisition and Retention】
【Environmental Pollution】
【Information Security】
【Supply Chain Human Rights Management】
【Waste Management】
【Anticompetitive Behavior】
【Operational Risk Management】
【Labor/Management Relations】
【Corporate Governance】
【Compliance With Laws and Regulations】
【Product Quality and Satisfaction】
【Supply Chain Management】
【Forced or Compulsory Labor】
【Internal Audit and Internal Control】
【Tax】

| Major Topic | GRI | Impact Level | Sustainability Impact Type | Impact Aspect | Impact Management Strategy |
|---|---|---|---|---|---|
| Economic Performance | 201 | High 4.55 | G<br>Investment Value | Positive | "Governance/Economic" Continuous growth creates a positive cycle, enhancing the company's market reputation, product portfolio, and cost structure, which in turn increases investors' confidence in Ubiqconn's investment value. |
| Information Security | N/A | High 4.55 | G<br>Operational Risk, Economic Performance | Positive | "Governance/Economic" The company has implemented information security policies and achieved ISO 27001 certification, effectively controlling information risks and safeguarding business and client confidentiality. |
| Training and Education | 404 | Medium 4.45 | S<br>Professional Talent | Positive | "Social" Improved compensation and comprehensive employee benefits are key pillars for Ubiqconn's recruitment and retention of professional talent. |
| Occupational Health and Safety | 403 | Medium 4.45 | S<br>Health Promotion | Positive | Social" Ubiqconn received ISO 45001 certification in 2023, minimizing workplace hazards and promoting employee health, providing a safe working environment. |
| | | | S<br>Workforce Recruitment | Negative | Social" Poor environmental management could increase employee turnover and workplace injuries, making recruitment efforts more challenging for the company. |
| Employee Diversity and Equal Opportunity | 405 | Medium 4.36 | S<br>Fair and Diverse Opportunities | Positive | "Environmental/Social" Creating a diverse, equitable, and inclusive workplace, offering diverse employee backgrounds, fair compensation, and development opportunities, helps attract international talent. |
| Talent Acquisition and Retention | 401 | Medium 4.36 | S<br>Talent Development | Positive | "Social" To attract top talent, Ubiqconn is simultaneously enhancing retention efforts and developing corporate talent development programs. |
| Integrity Management | 205、206 | Medium 4.36 | G<br>Corporate Governance and Image | Positive | "Governance" Compliance with professional ethics and regulations, implementing anti-corruption, anti-bribery policies, and encouraging the reporting of violations enhances the company's image and meets the 2024 public listing requirements. |
| Environmental Pollution | 305 | Medium 4.09 | E<br>Environmental Pollution | Positive | "Environmental" The company actively reduces environmental impacts by conducting greenhouse gas inventories and purchasing renewable energy. |

Comparison of 2022 Material Topics: Evaluation of Impact and Continuity, with 2023 Material Topics Including 4 Removed, 3 Added, and 3 Renamed Topics, as Illustrated Below:

| | Annual Materail Topic | | GRI | Directions |
|---|---|---|---|---|
| | 2022 | 2023 | | |
| Economic Aspect | Economic Performance | Economic Performance | GRI 201 | |
| | | Integrity Management | GRI 205、206 | New |
| | | Information Security | | New |
| Environmental Aspect | Energy | | GRI 302 | For topics like "Energy" and "Water," they were removed because energy and water usage in office and plant areas are mostly shared with buildings or parks, making accurate calculation difficult. Additionally, energy emissions are minimal, and thus, their impact on the environment, community, or economy is negligible. |
| | Emissions | Environmental Pollution | GRI 305 | Renamed |
| | Water | | GRI 303 | Water resources in office and plant areas are mostly shared with buildings or parks, making accurate calculation difficult |
| | Waste | | GRI 306 | Waste disposal is coordinated with the park, and the volume is relatively small, so it has been adjusted to be disclosed as a general topic |
| | Compliance with Environmental Regulations | | GRI 307 | This major topic has been elevated to cover all regulatory compliance matters, hence it has been removed as a separate item |
| Social Aspect | Labor Relations | Talent Acquisition and Retention | GRI 401 | Renamed |
| | Occupational Health and Safety | Occupational Health and Safety | GRI 403 | |
| | Training and Education | Training and Education | GRI 404 | Renamed |
| | | Employee Diversity and Equal Opportunity | GRI 405 | New |

# 02 Implementation of Corporate Governance


2.1 Board of Directors
2.2 Integrity Management and Anti-Corruption
2.3 Internal Auditing and Internal Control Systems
2.4 Operational Risk Management
2.5 Professional Certification (Transparency in Business and Anti-Corruption Certification (T-certification))
2.6 Information Security and Cybersecurity Certification
2.7 Taxes Policy

In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies," and the "Sample Template for Codes of Ethical Conduct for TWSE/TPEx Listed Companies," the Company has formulated Ubiqconn's "Code of Sustainable Development Practices" to establish an effective corporate governance structure and related ethical standards. This framework aims to fulfill our corporate social responsibility and contribute to economic, environmental, and social progress, thereby achieving the goal of corporate governance for sustainable development.

## 2.1 Board of Directors

Ubiqconn's Board of Directors and management team have long adhered to the principles of transparency in operational and financial information, with a commitment to ethical corporate standards and sound corporate governance. Product development must be continuous in terms of manufacturing technology, rigorous in terms of quality, and timely and considerate in terms of after-sales service. Our employees are expected to maintain harmonious relationships with colleagues, demonstrate trust in the company, and exhibit strong ambition in every role. Ubiqconn proceeds with a steady pace and positive energy to gain the confidence of investors, fully complying with laws and regulations, and emphasizing openness and transparency of information to earn the recognition of stakeholders and the general public.

Furthermore, to strengthen Ubiqconn's commitment to sustainable development, a board-level Sustainable Development Committee (SDC) was established on November 7, 2023. The SDC comprises three independent directors responsible for formulating and overseeing the implementation of policies related to environmental, social, and corporate governance (ESG). The SDC reports to the Board of Directors at least twice a year on the outcomes of implementation and the progress in fulfilling these policies.

## 2.1.1 Nomination and Election of Directors

The nomination and election system for directors is based on the requirements of the Company's Articles of Incorporation, with consideration given to diversity and independence to ensure there is no conflict of interest. The nomination of directors is submitted to the Board of Directors, which then elects of the Chairman. The current term of Directors/Independent Directors consists of professionals with the required expertise or experience necessary for the Company's development. These individuals were introduced or recommended by the Chairman through friends or the management team, and were selected based on their independence and professionalism. The fifth term of the Company's directors was elected at the first extraordinary shareholders' meeting on December 2, 2022, with a term of office from December 2, 2022, to December 1, 2025. The list of directors and their relationship with the Company is outlined below:

| Title | Name | Substantial Relationship and Reasons |
|---|---|---|
| Chairman | FIC Global, Inc.<br>Representative: Chien, Min-Tz | The founder of the Company and its the Chairman of the Board. |
| Director | FIC Global, Inc.<br>Representative: Hsu, Ching-Chen | The founder of the Company and its the CEO. |
| Director | Lin, Sung-Hsi | Mr. Lin Sung Hsi is well-versed in the technology industry, including chips, servers, and ESG (Environmental, Social, and Governance).. His expertise supports the Company's business expansion and provides valuable operational advice. |
| Director | Tseng, Huai-Yi | Mr. Tsang Huai Yi has a professional background in finance and has served as a finance manager in several internet technology companies. This experience contributes to the financial Stability of the Company and provides valuable financial advice. |
| Independent Director | Yu, Yung-Kuei | Mr. YuYung Kuei, a partner of a renowned venture capital firm, has extensive experience in investment, technology trends, and operational management. He can provide the Company with industry insights and technical exchanges. Therefore, the Board of Directors has nominated him to serve as an independent director. |
| Independent Director | Hsiao, Tsu-Tse | Mr. Hsiao Tsu Tse, a former Vice President of an international system integration company, has extensive experience in the information and communications industry as well as system integration. He can offer the Company industry information and alternative perspectives. Therefore, the board of directors has nominated him to serve as an independent director. |
| Independent Director | Huang, Chung-Liang | Mr. Huang Chung Liang, a financial professional at a domestic semiconductor system company ,has many years of experience in auditing and finance. He can provide the Company with expert financial advice. Therefore, the board of directors has nominated him to sever as an independent director. |

## 2.1.2 Board Members (Gender, Age, Tenure, Professional Background)

| Title | | Chairman | Director | Director |
|---|---|---|---|---|
| Name | | FIC Global, Inc.<br>Representative: Chien, Min-Tz | FIC Global, Inc.<br>Representative: Hsu, Ching-Chen | Lin, Sung-Hsi |
| Gender | | Male | Female | Male |
| Age | | 41~50 | 61~70 | 41~50 |
| Employee Status | | | V | |
| Experience | | MS in Electrical Engineering, UCLA<br>President, FIC GLOBAL, INC.<br>Chief Operating Officer, FIC GLOBAL, INC. | EMBA in IT, National Chengchi University (Incomplete)<br>Bachelor of Electronics, Hwa Hsia College<br>Chief Executive Officer, RuggON Corporation<br>Vice President, FIC GLOBAL, INC.<br>Assistant Vice President, Advantech Co.<br>Vice President, LITE-ON Technology Co. | Bachelor's in Economics, UCLA<br>Senior Manager, Dell Inc.<br>Business Manager, BNP Paribas Securities (Taiwan) Co.<br>Business Manager, Yuanta Securities Co. |
| Corporate Governance Unit Membership Term | | 2022/12/2 ~ 2025/12/1 | 2022/12/2 ~ 2025/12/1 | 2022/12/2 ~ 2025/12/1 |
| Experience | Management | V | V | V |
| | Finance | | | |
| | Industry Experience | V | V | V |
| | Professional Knowledge | V | V | V |
| Expertise | Financial Accounting | | | |
| | Leadership and Decision-Making | V | V | V |
| | Management | V | V | V |

| Title | | Director | Independent Director |
|---|---|---|---|
| Name | | Tseng, Huai-Yi | Yu, Yung-Kuei |
| Gender | | Male | Male |
| Age | | 41~50 | 51~60 |
| Employee Status | | | |
| Experience | | Master's in International Business Management, Tsinghua University, Beijing<br>Bachelor's in Civil and Environmental Engineering, UCLA<br>Vice President of Group Affairs, Trip.com Group Ltd.<br>Chief Financial Officer, Anjuke Inc.<br>Investor Relations, International Finance, and M&A Director and CFO at Baidu Netcom<br>Vice President at Deutsche Bank AG, Hong Kong Branch | Master's in Mechanical Engineering, National Chiao Tung University<br>Bachelor's in Mechanical Engineering, National Cheng Kung University<br>Director and President, Hung Din Venture Capital Co.<br>Investment Manager, China Development Industrial Bank<br>Specialist, Asia Pacific Investment Corp.<br>Development Engineer, Chin Chun Motor Co. |
| Corporate Governance Unit Membership Term | | 2022/12/2 ~ 2025/12/1 | 2022/12/2 ~ 2025/12/1 |
| Experience | Management | V | V |
| | Finance | V | |
| | Industry Experience | V | V |
| | Professional Knowledge | V | V |
| Expertise | Financial Accounting | V | |
| | Leadership and Decision-Making | V | V |
| | Management | V | V |

| Title | | Independent Director | Independent Director |
|---|---|---|---|
| Name | | Hsiao, Tsu-Tse | Huang, Chung-Liang |
| Gender | | Male | Male |
| Age | | 61~70 | 41-60 |
| Employee Status | | | |
| Experience | | Bachelor's in Electronic Engineering, National Taiwan Ocean University<br>Vice President, ST Electronics (Taiwan) Limited<br>Product Manager, Kang Jin Universe Technology Co.<br>IT Manager, Ji Xiang Securities Co.<br>R&D Engineer, UTSI Computer Co. | Master's in Finance, Florida International University<br>Executive Office Chairman's Special Assistant, EVP TECHNOLOGY LLC. (U.S.A.) Taiwan Branch<br>Project Business Manager, Track Systems Division, Siemens AG<br>Finance Project Manager, Otis Elevator Company (Taiwan) Limited |
| Corporate Governance Unit Membership Term | | 2022/12/2 ~ 2025/12/1 | 2022/12/2 ~ 2025/12/1 |
| Experience | Management | V | V |
| | Finance | | V |
| | Industry Experience | V | V |
| | Professional Knowledge | V | V |
| Expertise | Financial Accounting | | V |
| | Leadership and Decision-Making | V | V |
| | Management | V | V |

Note: The Company's board diversity policy aims to increase the proportion of female directors and add directors with expertise in areas such as law and finance. The proportion of female directors or directors of any gender will not be less than one-third. This change is expected to be implemented during the next board election in June 2025.

## 2.1.3 Board Performance Evaluation Methods

Ubiqconn has established a "Board of Directors Performance Evaluation Methodology", which stipulates that the Boards performance evaluation must be conducted annually. The evaluation should be completed and the results reported to the Board of Directors by the first quarter of the following year. The procedure for evaluating the performance of the Board of Directors is as follows:

1. Determine the units, period and scope of evaluation for the current year (e.g., the entire Board of Directors, individual board members, functional committees, etc.).
2. Establish the evaluation method (e.g., internal self-assessment by the Board, self-assessment by individual board members, commissioning an external professional organization, expert evaluation, etc.).
3. Select the appropriate unit to conduct the evaluation.
4. Each responsible unit collects information related to the activities of the Board of Directors and distributes relevant self-assessment questionnaires, such as the "Board Performance Self-Assessment Questionnaire," the "Individual Board Member Self-Assessment Questionnaire," and the "Audit Committee Performance Self-Assessment Questionnaire." The coordinating unit then compiles the collected data and prepare a report based on the evaluation criteria. This report is submitted to the Board of Directors to review and guide improvements.

**Measures for evaluating the performance of the Board of Directors include the following five major areas:**

1. Degree of participation in the Company's operations.
2. Improvement in the quality of Board's decision making.
3. Composition and structure of the Board of Directors.
4. Election and Continuing Education of Directors.
5. Internal control.

## Measures for evaluating the performance of board members (self and peers) include the following six dimensions:

1. Mastery of the company's goals and tasks.
2. Recognition of Directors' duties.
3. Degree of participation in the Company's operations.
4. Internal relationship management and communication.
5. Directors' professional and continuing education.
6. Internal control.

## Functional Committee performance evaluation measures include the following five dimensions:

1. Degree of participation in the Company's operations.
2. Recognition of the Functional Committee's responsibilities.
3. Improvement in the quality of decision-making in the Functional Committee.
4. Composition and selection of members of the Functional Committee.
5. Internal control.

The results of the 2023 performance evaluation (self-assessment) for the Board of Directors, Audit Committee, and Compensation Committee were reported to the Board of Directors on March 13, 2024, and published in Ubiqconn's Annual Report to Shareholders and on the Company's website. Ubiqconn's directors rated the self-assessment results of the overall Board operations, individual directors, and functional committees as "excellent." For more information, please refer to Ubiqconn's 2023 Annual Report to Shareholders or the Company's website (https://reurl.cc/8Xom5o).

## 2.1.4 Board of Directors Remuneration policies

An analysis of the total remuneration paid by the Company and all consolidated entities to the Company's directors, supervisors, general managers, and deputy general managers as a percentage of after-tax net profit in the individual or consolidated financial statements:

| Item \ Fiscal Year | 2022 | | 2023 | |
|---|---|---|---|---|
| | The Company | All Companies in Consolidated Reports | The Company | All Companies in Consolidated Reports |
| Directors | 6.33% | 7.52% | 3.99% | 3.99% |
| Supervisors | — | — | — | — |
| President & Vice President | 10.87% | 10.87% | 9.17% | 9.17% |

The policy, standards, and structure of remuneration, the procedure for determining compensation, and their correlation with business performance and future risks:

### A. Directors and Supervisors

The remuneration of directors in the Company includes transportation allowances and attendance fees for attending board meetings and functional committee meetings, as well as fixed compensation for functional committees.

The Company's policy on remunerating directors and supervisors is stipulated in the Company's articles of corporation. In years of profitability, up to 1.5% may be allocated by the Board of Directors for director and supervisor remuneration. The evaluation of director remuneration allocated annually under the articles of corporation, as reported to the shareholders' meeting, is determined by the Board of Directors, taking into account key factors such as individual contributions to the Company's performance, future risks, and industry benchmarks, in addition to the overall operational performance of the Company.

## B. President and Vice Presidents

The remuneration of the Company's president and vice presidents includes salary, bonuses, and employee compensation. Key factors in evaluating remuneration include the position held, responsibilities undertaken, and contributions to the Company, as well as industry benchmarks. In addition, employee compensation may be allocated not less than 1% annually by the Board of Directors, as stipulated in the Company's articles of corporation, in profitable years.

## 2.1.5 Board Member's Training and Development

Ubiqconn's directors participate on an ad-hoc basis in corporate governance and ESG education and training organized by the Securities and Futures Institute (SFI) and the Taiwan Corporate Governance Association (CGA). In 2023, each director received more than the recommended 6 hours of training.

| Title | Name | Date of Appointment | Date of Training and Education | Education Organizer | Education Course | Education Hours | Total Training Hours for the Year |
|---|---|---|---|---|---|---|---|
| Independent Directors | Yu, Yung-Kuei | 2022/12/02 | 2023/09/26 | Corporate Operating and Sustainable Development Association | Digital Transformation: Innovating for the Future and New Thinking in Risk Management | 3 | 12 |
| | | | 2023/09/20 | Corporate Operating and Sustainable Development Association | Corporate Governance and Securities Regulations - Legal Framework and Practical Case Studies on Insider Trading | 3 | |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | |
| | | | 2023/07/26 | Corporate Operating and Sustainable Development Association | Due Diligence and Financial Evaluation in Mergers and Acquisitions | 3 | |

| Title | Name | Date of Appointment | Date of Training and Education | Education Organizer | Education Course | Education Hours | Total Training Hours for the Year |
|---|---|---|---|---|---|---|---|
| Independent Directors | Huang, Chung-Liang | 2023/02/06 | 2023/10/24 | Corporate Operating and Sustainable Development Association | Legal Framework and Practical Case Studies on Insider Trading | 3 | 12 |
| | | | 2023/09/20 | Corporate Operating and Sustainable Development Association | Corporate Governance and Securities Regulations - Legal Framework and Practical Case Studies on Insider Trading | 3 | |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | |
| | | | 2023/07/26 | Corporate Operating and Sustainable Development Association | Due Diligence and Financial Evaluation in Mergers and Acquisitions | 3 | |
| Independent Directors | Hsiao, Tsu-Tse | 2022/12/02 | 2023/09/20 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | 12 |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | |
| | | | 2023/08/07 | Taipei Exchange (TPEx) | Management of Ownership Risks and the Role of Independent Directors | 3 | |
| | | | 2023/07/26 | Corporate Operating and Sustainable Development Association | Due Diligence and Financial Evaluation in Mergers and Acquisitions | 3 | |

| Title | Name | Date of Appointment | Date of Training and Education | Education Organizer | Education Course | Education Hours | Total Training Hours for the Year |
|---|---|---|---|---|---|---|---|
| Representative of Corporate Directors | Chien, Min-Tz | 2022/12/02 | 2023/09/20 | Corporate Operating and Sustainable Development Association | Corporate Governance and Securities Regulations - Legal Framework and Practical Case Studies on Insider Trading | 3 | 9 |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | |
| | | | 2023/07/26 | Corporate Operating and Sustainable Development Association | Due Diligence and Financial Evaluation in Mergers and Acquisitions | 3 | |
| Representative of Corporate Directors | Hsu, Ching-Chen | 2022/12/02 | 2023/09/20 | Corporate Operating and Sustainable Development Association | Corporate Governance and Securities Regulations - Legal Framework and Practical Case Studies on Insider Trading | 3 | 12 |
| | | | 2023/09/04 | Financial Supervision Commission (FSC) | 14th Taipei Corporate Governance Forum | 3 | |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Exploration of Business Ownership Risk Management and Independent Director System | 3 | |
| | | | 2023/07/26 | Corporate Operating and Sustainable Development Association | Due Diligence and Financial Evaluation in Mergers and Acquisitions | 3 | |

| Title | Name | Date of Appointment | Date of Training and Education | Education Organizer | Education Course | Education Hours | Total Training Hours for the Year |
|---|---|---|---|---|---|---|---|
| Board Member | Lin, Sung-Hsi | 2022/12/02 | 2023/10/20 | Corporate Operating and Sustainable Development Association | Labor Incident Act Practices | 3 | 12 |
| | | | 2023/09/26 | Corporate Operating and Sustainable Development Association | Digital Transformation: Innovating for the Future and New Thinking in Risk Management | 3 | |
| | | | 2023/09/20 | Corporate Operating and Sustainable Development Association | Corporate Governance and Securities Regulations - Legal Framework and Case Analysis of Insider Trading | 3 | |
| | | | 2023/08/18 | Corporate Operating and Sustainable Development Association | Initiation of Succession Planning - Employee Compensation Plans and Equity Succession | 3 | |
| Board Member | Tseng, Huai-Yi | 2022/12/02 | 2023/09/20 | Corporate Operating and Sustainable Development Association | Big Data Analytics and Fraud Prevention | 3 | 9 |
| | | | 2023/09/08 | Taiwan Corporate Governance Association (TCGA) | Digital Transformation: Envisioning the Future, New Perspectives in Risk Management | 3 | |
| | | | 2023/08/18 | Taiwan Corporate Governance Association (TCGA) | Corporate Governance and Securities Regulations - Legal Framework and Case Analysis of Insider Trading | 3 | |

## 2.1.6 Conflict of Interest Recusal by Board Members

| Recused Director | Board Meeting Date | Session | Proposal | Recusal Reasons & Voting Participation |
|---|---|---|---|---|
| FICG Rep.: Hsu Ching-Chen | 2023/05/09 | 5th Term 5th Session | Distribution of Managerial Staff Compensation | Due to Director Hsu Ching-Chen holding a manager position, there was a conflict of interest, leading to her abstention from discussion and resolution. Following consultation by the Chair with all attending directors (total of 6), no objections were raised, and the decision was unanimously approved. |
| FICG Rep.: Hsu Ching-Chen | 2023/11/07 | 5th Term 8th Session | Special Bonus for Managers in 2023 | Due to Director Hsu Ching-Chen holding a manager position, there was a conflict of interest, leading to her abstention from discussion and resolution. Following consultation by the Chair with all attending directors (total of 6), no objections were raised, and the proposal was unanimously approved. |
| FICG Rep.: Chien Min-Tz, Hsu Ching-Chen | 2023/11/07 | 5th Term 8th Session | Retroactive Recognition of the Company's Acquisition (Lease) of Real Estate Usage Rights from Related Parties | As corporate directors FICG and FIC are related parties, represented by Chairman Chien Min-Tz and Director Hsu Ching-Chen, they opted to recuse themselves from discussion and resolution on this proposal. After consultation by the Chair with all attending directors (total of 5), no objections were raised, and the proposal was unanimously approved. |
| FICG Rep.: Chien Min-Tz, Hsu Ching-Chen | 2023/11/07 | 5th Term 8th Session | Retroactive Recognition of Contracts for Computer Software Licensing between the Company and Affiliates | Given that corporate director FICG is a related party, represented by Chairman Chien Min-Tz and Director Hsu Ching-Chen, they opted to recuse themselves from discussion and resolution on this proposal. Following consultation by the Chair with all attending directors (total of 5), no objections were raised, and the proposal was unanimously approved. |
| FICG Rep.: Hsu Ching-Chen | 2024/03/13 | 5th Term 10th Session | Employee Share Subscription Distribution Plan for Cash Capital Increase by Issuing New Shares | As the representative of corporate director FICG, Hsu Ching-Chen also served as a manager of the Company, leading to her recusal from discussion and resolution on this proposal. After consultation by the Chair with all attending directors (total of 6), no objections were raised, and the proposal was unanimously approved. |

# 2.2 Integrity Management and Anti-Corruption

## 2.2.1 Integrity Management and Anti-Corruption Prevention Measures

Based on an assessment, the Company has identified areas with higher risks of unethical or corrupt behavior and established the following preventive measures:

### A. Anti-Corruption and Fraud Risk Prevention Measures:

- Establish a comprehensive internal control system to prevent fraudulent activities.
- Implement education and training programs, requiring managers to sign an Integrity Management Declaration when assuming office.
- Strengthen corporate governance by appointing independent directors and setting up a whistleblower email account to enhance supervision of the management.

### B. Commercial Bribery Risk Prevention Measures:

- Develop an anti-bribery policy and provide regular training to employees to raise awareness of legal responsibilities.
- Establish a reporting mechanism that encourages employees and customers to report bribery activities.
- Sign anti-bribery agreements with suppliers and partners to ensure all business transactions are lawful and compliant.

## 2.2.2 Integrity Management and Anti-Corruption Education and Training

The Company's "Code of Ethical Conduct" and "Integrity Management Operating Procedures and Behavioral Guidelines" mandate fair trade and anti-corruption clauses, ensuring that ESG principles permeate the Company's internal and external business activities. The Company also implements communication mechanisms to ensure that ESG-related grievance and feedback channels are available to all stakeholders, and these channels help confirm the effectiveness of remediation measures. The Company encourages employees to raise concerns related to business practices through labor-management meetings.

In 2023, the Company completed integrity management and anti-corruption policy promotion and training for the Board of Directors, senior managers, and employees, as detailed below:

1. All seven members of the Company's Board of Directors (100%) received a presentation on integrity and anti-corruption policies and procedures during the Board meeting on November 7, 2023.
2. A total of 376 employees (97%) completed an online training course on integrity and anti-corruption policies and procedures on September 14, 2023.

## 2023 Integrity Management Operating Procedures and Behavioral Guidelines Education and Training

| | New Employees (less than three months of service) | Existing Employees |
|---|---|---|
| Trained (persons) | 56 | 376 |
| Total | 149 | 389 |
| **Training ratio** | **37.6%** | **96.7%** |

3. The training was primarily conducted in the Company's subsidiaries in Taiwan, including three locations: Neihu, Zhonghe, and RuggON, covering 98.4% of employees. The U.S. subsidiary will be included in the training program starting in 2024.
4. Upon appointment, the Company's directors and senior managers are required to sign a declaration of adherence to the Integrity Management Policy. To date, all 7 directors (100%) and 14 senior managers (100%) have signed the declaration.
5. In 2023, the Company did not receive any reports of unethical behavior or corruption. For additional information on integrity management, please refer to page 41 of the 2023 Annual Report to Shareholders.

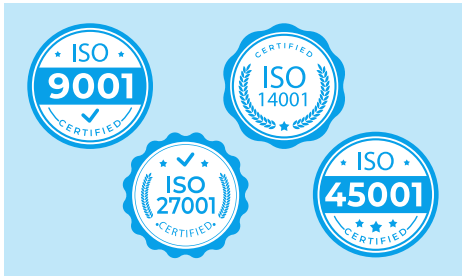
## 2.2.3 Anti-Competitive Behavior

The Company has established the "Integrity Management Code" and "Integrity Management Operating Procedures and Behavioral Guidelines," which clearly prohibit engaging in unfair competitive practices. The Company conducts its business activities in compliance with the Fair Trade Act and relevant competition laws in its operating regions. The Company is prohibited from engaging in practices such as price fixing, bid rigging, limiting output and quotas, or dividing markets by allocating customers, suppliers, operating regions, or business types.

**In 2023, the Company did not engage in any anti-competitive or antitrust behaviors.**

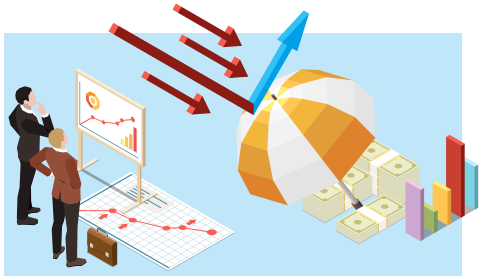
## 2.3 Internal Auditing and Internal Control Systems

In accordance with the "Guidelines for the Establishment of Internal Control System for Public Companies" issued by the Financial Supervisory Commission (FSC) of the Executive Yuan and related laws and regulations, the Company has formulated an internal control system, which has been approved by the Board of Directors. This system has been implemented and executed in the Company's various operating activities to promote the Company's sound operation and to ensure that the Company's policies and regulations achieve the three major objectives: enhancing operational effectiveness and efficiency, ensuring the reliability of financial reporting, and compliance with laws and regulations. The internal control system covers all day-to-day operational activities, including key operational cycles, information management, and other management controls. It has been certified to various international standards, such as ISO 9001, ISO 14001, ISO 27001 and ISO 45001.




## 2.4 Operational Risk Management

To cultivate a quality corporate culture and uphold corporate ethics and the 14 company's image, the Company has formulated the "Corporate Governance Code", "Integrity Management Code", and "Integrity Management Procedures and Behavioral Guidelines" in accordance with the "Company Law", "Securities and Exchange Act", and the "Code of Corporate Governance Practices for Listed Companies ” . The company is committed to conducting due diligence on irregularities, protecting the named reporting officer from using their position for improper personal or familial gain, and strictly prohibiting the disclosure of customer privacy. The Company ensures that procedures for reporting, disciplinary actions, and complaints are in place. The Company's "VMSG"( Vision, Mission, Strategy, Goal), and "Core Values"( Curiosity, Empathy, Agility, Can-do attitude, Discipline), and management functions are regularly reviewed and must be adhered to by the relevant personnel. These values are implemented in the half-yearly and annual performance appraisals. Any violation of the relevant regulations will be addressed according to the Company's management rules and regulations.



## 2.5 Professional Certification (Transparency in Business and Anti-Corruption Certification (T-certification))

In 2023, the Company was certified by T-certification (ID: TC3231-9904) for anti-corruption due diligence. This certification demonstrates the company's compliance with anti-bribery laws and our commitment to business transparency, making The Company a valued business partner for multinational corporations.

## 2.6 Information Security and Cybersecurity Certification

The Company has always prioritized the protection and security of customer information, maintaining a high level of vigilance regarding information security issues. In 2023, the Company experienced no leakage of customer information, demonstrating the Company's strong commitment to information security and effective management. To further strengthen these measures and prevent potential security issues, the Company achieved ISO 27001 certification in 2023, ensuring the confidentiality, integrity, and availability of organizational information. With ISO 27001 certification, the Company has strengthened the identification and management of information security risks and established comprehensive information security policies and processes to effectively guard against potential security threats. In 2024, the Company will also implement email backup and offline backup solutions. This certification has not only improved the Company's internal information security but also provided a more reliable and secure service environment for our customers. Moving forward, the Company will continue to invest resources to strengthen employees' information security awareness training and work closely with experts from relevant organizations to jointly address the ever-changing information security challenges, ensuring that customers' information is protected and secured to the greatest extent possible.

# 2.7 Taxes Policy

## 2.7.1 Tax policy

Ubiqconn's tax policy is to pay reasonable taxes in order to contribute to the local social and economic environment of the countries in which it operates. The company refrains from aggressive tax arrangements and complies with all relevant tax laws and regulations.

Ubiqconn and our subsidiaries shall be guided by the following principles:

- Comply with all tax regulations and the spirit of the legislation of the countries in which we operate.
- Conduct intercompany transactions on a regular basis and in accordance with internationally recognized transfer pricing standards issued by the Organization for Economic Cooperation and Development (OECD).
- Financial reporting information is transparent, and handle tax disclosures in accordance with relevant regulations and standards.
- No use of tax havens or tax planning for tax avoidance purposes.
- No transfer of profits generated by the Company to countries with low tax rates.
- Build a respectful relationship with the tax authorities based on mutual trust and transparency of information.
- Based the Company's key decisions on our operations, considering the impact of taxes and leases to find the most appropriate solution.
- Analyzing the operating environment and applying management mechanisms for tax risk assessment.

## 2.7.2 Tax Governance

Ubiqconn complies with the tax laws and regulations of the countries in which it operates. Any adverse changes in tax laws and regulations could increase the Company's effective tax rate and adversely affect results of operations. In order to effectively manage tax risk, Ubiqconn complies with tax laws and regulations, understands the current tax costs and filing status, addresses tax issues based on the level of tax risk and urgency of the project, and regularly reviews the results of our efforts.

The day-to-day tax administration and management of Ubiqconn is delegated to the Head of Accounting, who is assisted in the fulfillment of tax obligations by his financial colleagues. In addition, tax processing and reporting is assisted by professional services of an outside tax consulting firm with enhanced expertise and an accounting firm, and Ubiqconn's Board of Directors has delegated to the Audit Committee the responsibility of overseeing the quality and integrity of the Company's performance of our accounting, auditing and financial reporting processes and financial controls, and regularly reviews significant matters including accounting policies and procedures, internal control systems, legal compliance, and corporate risk management. We regularly review significant matters, including accounting policies and procedures, internal control systems, legal compliance, and corporate risk management, with tax compliance included in legal compliance.

## 2.7.3 Tax Payment Status

Ubiqconn and the subsidiaries will pay the following taxes for the year 2022:

Unit: NT$ Thousand

| Countries | Operating Income | Net Income Before Tax | Income Tax (Paid to Government Entities) | Current Income Tax Expense |
|---|---|---|---|---|
| Taiwan | 3,435,620 | 215,106 | 28,464 | 7,914 |
| United States of America | 44,211 | -11,985 | 0 | 19 |
| Total | **3,479,831** | **203,121** | **28,464** | **7,933** |

Note:
The revenue, net income before tax, and tax information in this table are derived from the sum of local audited financial data and do not exclude intra-group related party transactions.

## 2.7.4 Effective tax rate

The Company's effective tax rate and cash tax rate in 2022 were 18.10% and 13.21%, respectively. The statutory income tax rate of 20% in the ROC is mainly due to the company's application for investment tax credits for research and development expenditures in accordance with the "Regulations on Promoting Industrial Upgrading and Industrial Innovation".

# 03 Creating Sustainable Performance

3.1 Operating Performance
3.2 Product Quality and Satisfaction

# 3.1 Operating Performance

The Company and its subsidiary, RuggON, offer design, manufacturing, and sales services for rugged industrial computers and embedded boards. These products emphasize ubiquitous connectivity and are utilized in diverse applications such as maritime, government solutions, office automation, voting machines, satellite communications, agriculture, mass transportation, and logistics. Due to the harsh conditions in many of these fields, the products are required to exhibit high stability and reliability.

The Company focuses on the challenging mobile application market within the industrial computer sector. To meet the demands of these applications, the products are designed for versatile use across different environments, accommodating extreme temperatures, humidity, salt exposure, and vibration. Given the lengthy pre-development time for such products, they have longer life cycles, with a priority on stability over cutting-edge specifications. The Company employs semi-standardized and customized product specifications, collaborating closely with customers to develop a small but diverse product range. This flexibility in design, development, and production enables the Company to meet long-term customer supply needs while providing ongoing technical support, resulting in high barriers to entry and strong customer loyalty.

As a provider of rugged mobile solutions, the Company is committed to innovation and excellence in all areas of application. In addition to serving urban areas and regions with high network coverage, the growing demand for efficient and reliable communication solutions in remote areas and oceans, where traditional networks are lacking, has led the Company to integrate satellite communication technology into its rugged products. This integration enables the Company to deliver more efficient, broader, and reliable communication solutions. Additionally, leveraging its extensive experience in maritime custom solutions, the Company has expanded into other fields, such as precision agriculture and transportation, under the RuggON brand, offering specialized solutions for niche markets.

In alignment with global ESG initiatives, and to meet the sustainability demands of customers in Europe and the United States, the Company has incorporated ESG and green product concepts into its product development process. From conceptualization to design, development, production, and product recycling, ESG principles are embedded throughout. The Company's ultimate goals include increasing production capacity, reducing production costs, enhancing sales competitiveness, and expanding market share.

## ➤ Industry Value Chain

The relationships within the industry's upstream, midstream, and downstream segments are as follows:

Upstream: This includes components such as CPUs, thermal modules, LCD panels, printed circuit boards (PCBs), semiconductor chips, electronic components, power supplies, and connectors.

Midstream: This covers single-board computers, barebone systems, and system integration services.

Downstream: This segment comprises system integrators, value-added resellers, distributors, and OEM/ODM end customers.

The Internet of Things (IoT) ecosystem is built through collaborative efforts across the upstream, midstream, and downstream segments, involving different types of companies working together to provide effective services to customers, resulting in strong cooperative relationships.

## ➤ Revenue Statistics by Sales Region

According to the Bureau of Statistics of the Ministry of Economic Affairs of the ROC, the total sales value of industrial computers in the ROC during FY2023 was NT$58,936,633 thousand. Based on the Company's net income of NT$3,721,340 thousand in FY2023, the market share was approximately 6.31%, indicating that there is still room for significant growth in the future. Meanwhile, the market for the Company's products and services spans globally, covering Taiwan, the U.S., Australia, the Netherlands, and other countries. External sales accounted for 97% of revenue, while domestic sales accounted for 3%. The market size and significance of each region are summarized in the table below:

### Revenue statistics by sales region

| District | | 2020 | | 2021 | | 2022 | | 2023 | |
|---|---|---|---|---|---|---|---|---|---|
| | | Amount | % | Amount | % | Amount | % | Amount | % |
| Domestic Sales | | 16,611 | 1.03 | 12,291 | 0.38 | 68,770 | 2.07 | 122,161 | 3.28 |
| Export | United States of America | 700,356 | 43.31 | 1,654,368 | 51.49 | 1,787,322 | 53.92 | 1,473,914 | 39.61 |
| | Australia | 314,143 | 19.43 | 311,433 | 9.69 | 285,587 | 8.61 | 457,812 | 12.30 |
| | Netherlands | 283,543 | 17.53 | 587,305 | 18.28 | 483,418 | 14.58 | 503,128 | 13.52 |
| | Othes | 302,536 | 18.71 | 647,834 | 20.16 | 689,938 | 20.82 | 1,164,325 | 31.29 |
| | Subtotal | 1,600,578 | 98.97 | 3,200,940 | 99.62 | 3,246,265 | 97.93 | 3,599,179 | 96.72 |
| Total | | **1,617,189** | **100** | **3,213,231** | **100** | **3,315,035** | **100** | **3,721,340** | **100** |

## Statement of Comprehensive Income

Unit: NT$ Thousands

| Item | 2023 |
|---|---|
| Operating income | 3,721,340 |
| Operating Costs | 2,926,502 |
| Net operating margin | 794,838 |
| Operating Expenses (Payment to employees for salaries and benefits, etc.) | 481,191 |
| Operating profit and loss | 313,647 |
| Non-operating income and expenses | 5,820 |
| Community/welfare organizations/public welfare expenditure, etc. | 0 |
| Profit before income tax | 319,467 |
| Net profit for the period from continuing operations | 319,467 |
| Income tax (paid to government entities) | 61,599 |
| Net profit (loss) for the period | 257,868 |
| Other comprehensive income for the period (net of tax) | 165 |
| Total comprehensive income for the period | 258,033 |
| Net gain on reinvestment | 0 |
| Earnings per share | 3.44 |
| Distribution of 2023 Shareholder Cash Dividends (NT$1.00 per share) | 86,000 |

Note: For other directly reported economic values, please refer to page 107 of the 2023 Annual Shareholders' Report

## Yearly Comparison of Revenue Performance by Product

Unit: NT$ Thousands

| Product Category | 2020 | | 2021 | | 2022 | | 2023 | |
|---|---|---|---|---|---|---|---|---|
| | Sales Amount | % | Sales Amount | % | Sales Amount | % | Sales Amount | % |
| Industrial Computers | 1,404,575 | 86.85 | 2,446,922 | 76.15 | 2,697,069 | 81.36 | 2,682,469 | 72.08 |
| Embedded Boards | 166,291 | 10.28 | 599,780 | 18.67 | 441,407 | 13.32 | 508,930 | 13.68 |
| Others | 46,323 | 2.87 | 166,529 | 5.18 | 176,559 | 5.32 | 529,941 | 14.24 |
| Total | **1,617,189** | **100** | **3,213,231** | **100** | **3,315,035** | **100** | **3,721,340** | **100** |

# 3.2 Product Quality and Satisfaction

## 3.2.1 Product Quality

The Company adheres to the ISO9001 and QC080000 management frameworks, incorporating green design concepts into product design and development. During the design and development stage, we integrate the Life Cycle Assessment (LCA) concept into our products. 100% of products undergo safety compliance testing, ensuring that they meet customer requirements, environmental regulations, energy consumption labels, and safety standards across various regions.

The Company places great emphasis on the health and safety of product users. All products, during the design and development stage, undergo 100% safety testing for both the product and its batteries to ensure compliance and safety.

Regulatory Compliance:

- CB IEC 62368 (Product Safety): 100% compliance
- CB IEC 62133 (Battery Safety): 100% compliance
- EU RoHS Directive (Restriction of Hazardous Substances): 100% compliance
- WEEE (Waste Electrical and Electronic Equipment Directive): 100% compliance
- California CA65 (Safe Drinking Water and Toxic Enforcement Act): 100% compliance for products entering California

The Company had no product or service-related non-compliance incidents in 2023.

The Company actively promotes energy efficiency and continues to develop green products. The subsidiary, RuggON Corporation, has had its Luna 3 product certified under Energy Star 8.0 energy consumption standards, and another model, the PX501, is expected to receive certification in 2024.

## 3.2.2 Customer Satisfaction

The Company clearly identifies the main functions and performance of all products developed and sold, ensuring no misleading statements are made, while actively promoting environmentally friendly products and emphasizing their sustainability.

All of the Company's products are labeled with detailed safety and regulatory information, including energy consumption, power usage, and safety testing marks required by the relevant countries, such as FCC, CE, and CCC. Additionally, clear operating instructions and safety warnings are available on the official product website.

To manage customer complaints, the Company has established email channels and customer service contact points, ensuring prompt responses within 48 hours to customer complaints and suggestions. The Company also regularly collects market survey data and customer feedback. In 2023, there were no incidents of non-compliance or customer complaints related to product labeling.

Furthermore, Ubiqconn continues to conduct customer satisfaction surveys, issued by the Customer Service Department, to customers who have regularly received after-sales services after purchasing Ubiqconn products. The goal is to gauge customer satisfaction with the "Warranty Enforcement Status." In 2023, the overall satisfaction rate reached 99.5%.

# 04 Developing a Green Environment


4.1 Energy Resource Management
4.2 Greenhouse Gas Emissions
4.3 Water Resources Management
4.4 Waste Management
4.5 Climate-Related Financial Disclosures

Ubiqconn is committed to the developing a green environment and plans to promote the use of recycled materials in our products from the outset. This initiative aims to reduce reliance on virgin resources and minimize the impact of our production processes In 2023, Ubiqconn embarked on a series of production and testing phases to evaluate the effectiveness of recycled materials in our products. Aligned with the Company's commitment to sustainability, Ubiqconn will continue investing in research and development of recycling technologies to promote the widespread use of recycled materials. The company will also strengthen collaboration with supply chain partners to achieve more sustainable and environmentally friendly production processes.

In 2023, Ubiqconn did not face any situation where environmental pollution affected our surplus and competitive position. Ubiqconn is committed to environmental protection by proactively addressing environmental issues and making improvements in compliance with laws and regulations.

## 4.1 Energy Resource Management

Ubiqconn expanded its workforce from 315 to 389 employees in 2023, which affected total electricity consumption due to the increased number of people in the Neihu office space. Despite this growth, Ubiqconn remained committed to carbon reduction throughout 2023, successfully reducing electricity intensity and average electricity consumption per person by 8.8% and 17.1%, respectively.

| | 2022 | 2023 |
|---|---|---|
| Total Electricity Consumption (kWh) | 1,075,092 | 1,039,512 |
| Electricity energy Consumption (kWH*3.6 = MJ) | 3,870,332 | 3,963,769 |
| Annual Revenue (NTD million) | 3,315 | 3,721 |
| 12/31 Number of Full-time Employees | 315 | 389 |
| Annual Carbon Emission Coefficient | 0.495 | 0.494 |
| Power Intensity (Total Electricity Consumption MJ)/Million Revenue) | 1,168 | 1,065 |
| Energy intensity per capita (MJ/employee) | 12,287 | 10,190 |
| Average Electricity Consumption per person (kWh / Number of full-time employees) | 3,413 | 2,672 |

Notes:
1. In 2022, due to differences in the original calculation method, the data has been recalculated on a monthly basis, and the revised figures are provided above.
2. The personnel in this table primarily includes employees from the Neihu office and Zhonghe plant.

## 4.1.1 Carbon Reduction Actions

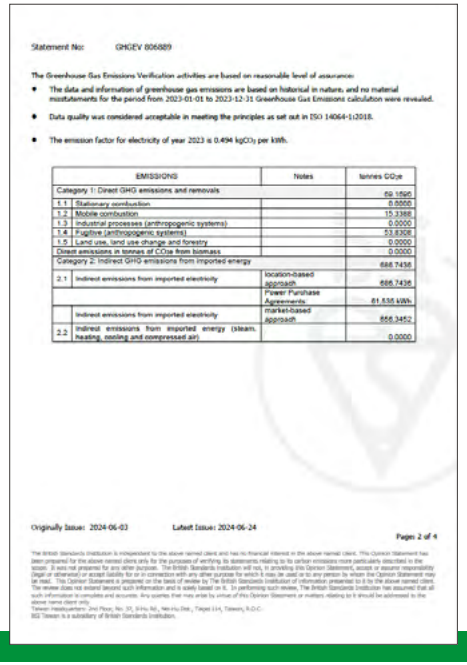
In 2023, Zhonghe and part of the Neihu facility replaced traditional lamps with LED lighting fixtures, totaling approximately 285 units. This investment, costing about NT$230,000, resulted in electricity savings of 22,872.96 kWh, equivalent to a reduction of 11.322 tons of $CO_2e$.

| | Region | Total (units) | Area Wattage (23*units) | Months of use | Hours of use (Months of use * 8H * 22 days) | Utilization in 2023 |
|---|---|---|---|---|---|---|
| Improved LED Flat Panel Light (Wattage=23/lamp) | Neihu 6F | 140 | 3,220 | 7 | 1,232 | - |
| | Zhonghe | 145 | 3,335 | 17 | 2,992 | - |
| | Subtotal | 285 | 6,555 | 24 | 4,224 | 27,688.32 |
| Before Improvement T5 lamps (Wattage=42/per lamp) | | 285 | 11,970 | 24 | 4,224 | 50,561.28 |
| Power saving (kWh) | | | | | | 22,872.96 |
| Megajoule (MJ) | | | | | | 82,342.656 |
| Carbon reduction per year (ton-$CO_2e$) | | | | | | 11.30 |

Notes:
1. The data in the 2022 Lighting Improvement Report is based on a comparison between T5 and LED flat panel lamps.
2. Replacement of LED flat panel lights: 140 units in Neihu, 130 units in Zhonghe I building, and 15 units in Zhonghe H building.
3. Carbon reduction per year (tons of CO2e) = Electricity savings * 0.494 / 1000.
4. Citing the 2022 Electricity Emission Factor announced by the Energy Bureau of the Ministry of Economic Affairs.
5. This energy-saving plan also received an energy-saving subsidy of NT$51,450 from the Taipei City Government.

## 4.2 Greenhouse Gas Emissions

bsi.
Opinion Statement
Greenhouse Gas Emissions
Verification Opinion Statement
This is to verify that: FIC Global, Inc.
8F,
No. 300, Yangguang St.
Neihu Dist.
Taipei City
114718
Taiwan
大眾全球投資股份有限公司
台灣
台北市
內湖區
陽光街 300 號
8 樓
114718
Holds Statement No: GHGEV 806889
Verification opinion statement
As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:
- The Greenhouse Gas Emissions with FIC Global, Inc. for the period from 2023-01-01 to 2023-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 69.1696 tonnes of $CO_2$ equivalent and indirect greenhouse gas emissions from imported energy 686.7436 tonnes of $CO_2$ equivalent.
- FIC Global, Inc. has defined and explained its own process and pre-determined criteria for significance of Indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.
For and on behalf of BSI:
Managing Director BSI Taiwan, Peter Pu
Originally Issue: 2024-06-03 Latest Issue: 2024-06-24
Page: 1 of 4
...making excellence a habit.


Statement No: GHGEV 806889
The Greenhouse Gas Emissions Verification activities are based on reasonable level of assurance:
- The data and information of greenhouse gas emissions are based on historical in nature, and no material misstatements for the period from 2023-01-01 to 2023-12-31 Greenhouse Gas Emissions calculation were revealed.
- Data quality was considered acceptable in meeting the principles as set out in ISO 14064-1:2018.
- The emission factor for electricity of year 2023 is 0.494 $kgCO_2$ per kWh.

| EMISSIONS | | Notes | tonnes CO2e |
|---|---|---|---|
| Category 1: Direct GHG emissions and removals | | | 69.1696 |
| 1.1 | Stationary combustion | | 0.0000 |
| 1.2 | Mobile combustion | | 15.3388 |
| 1.3 | Industrial processes (anthropogenic systems) | | 0.0000 |
| 1.4 | Fugitive (anthropogenic systems) | | 53.8308 |
| 1.5 | Land use, land use change and forestry | | 0.0000 |
| Direct emissions in tonnes of CO2e from biomass | | | 0.0000 |
| Category 2: Indirect GHG emissions from imported energy | | | 686.7436 |
| 2.1 | Indirect emissions from imported electricity | location-based approach | 686.7436 |
| | | Power Purchase Agreements | 81.535 kWh |
| | Indirect emissions from imported electricity | market-based approach | 866.3452 |
| 2.2 | Indirect emissions from imported energy (steam, heating, cooling and compressed air) | | 0.0000 |

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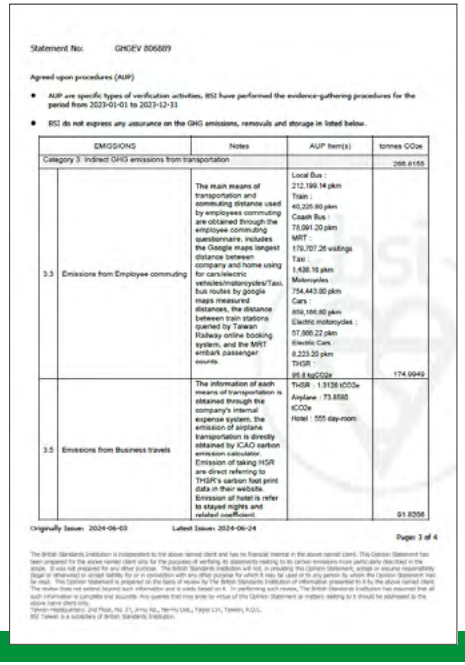
Statement No: GHGEV 806889
Agreed upon procedures (AUP)
- AUP are specific types of verification activities. BSI have performed the evidence-gathering procedures for the period from 2023-01-01 to 2023-12-31
- BSI do not express any assurance on the GHG emissions, removals and storage in listed below.

| EMISSIONS | | Notes | AUP Item(s) | tonnes CO2e |
|---|---|---|---|---|
| Category 3: Indirect GHG emissions from transportation | | | | 288.6155 |
| 3.3 | Emissions from Employee commuting | The main means of transportation and commuting distance used by employees commuting are obtained through the employee commuting questionnaire. Includes the Google maps longest distance between company and home using for cars/electric vehicles/motorcycles/Taxi, bus routes by google maps measured distances, the distance between train stations queried by Taiwan Railway online booking system, and the MRT embark passenger counts. | Local Bus : 212,199.14 pkm<br>Train : 40,205.90 pkm<br>Coach Bus : 78,091.20 pkm<br>MRT : 179,707.26 visitings<br>Taxi : 1,438.10 pkm<br>Motorcycles : 754,443.80 pkm<br>Cars : 850,168.80 pkm<br>Electric motorcycles : 57,800.22 pkm<br>Electric Cars : 8,233.20 pkm<br>THSR : 95.8 $kgCO_2e$ | 174.9949 |
| 3.5 | Emissions from Business travels | The information of each means of transportation is obtained through the company's internal expense system. the emission of airplane transportation is directly obtained by ICAO carbon emission calculator. Emission of taking HSR are direct referring to THSR's carbon foot print data in their website. Emission of hotel is refer to stayed nights and related coefficient. | THSR : 1.5138 $tCO_2e$<br>Airplane : 73.8565 $tCO_2e$<br>Hotel : 555 day-room | 91.8308 |

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Statement No: GHGEV 806889
The direct GHG emissions and removals(cat.1) and indirect GHG emissions from imported energy emissions(cat.2) were verified in selected branches and representative offices, including but not limited to the followings:

| Location | Verification Information |
|---|---|
| FIC Global, Inc.<br>8F, No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan<br>大眾全球投資股份有限公司<br>114718 臺灣台北市內湖區陽光街 300 號 8 樓 | The Greenhouse Gas Emissions with FIC Global, Inc. for the period from 2023-01-01 to 2023-12-31 was verified, including direct greenhouse gas emissions 69.1696 tonnes of $CO_2$ equivalent and indirect greenhouse gas emissions from imported energy 686.7436 tonnes of $CO_2$ equivalent. |
| First International Computer<br>8F, No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan<br>大眾電腦股份有限公司<br>114718 臺灣台北市內湖區陽光街 300 號 8 樓 | |
| ICEMS CORPORATION TAIWAN BRANCH CAYMAN ISLANDS<br>8F, No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan<br>英屬開曼群島商艾思系統股份有限公司台灣分公司<br>114718 臺灣台北市內湖區陽光街 300 號 8 樓 | |
| RUBICON CORPORATION<br>4F, No. 298, Yangguang St., Neihu Dist., Taipei City 114718 Taiwan<br>魯柏康股份有限公司<br>114718 臺灣台北市內湖區陽光街 298 號 4 樓 | |
| UBIQCONN TECHNOLOGY, INC.<br>4F, No. 296, 4F, No. 298, 4F, 6F, No. 300, Yangguang St., Neihu Dist., Taipei City 114718 Taiwan<br>5F, 5F-1, 5F-4, 7F-2, 11F-2, 11F-3, 12F, 12F-4, 18F-2, 18F-3, No. 186, Sun Ist Rd., Zhonghe Dist., New Taipei City 235603, Taiwan<br>14F-6, 14F-7, 14F-8, No. 258, Liancheng Rd., Zhonghe Dist., New Taipei City 235603, Taiwan<br>佑泰科技股份有限公司<br>114718 臺灣台北市內湖區陽光街 296 號 4 樓、296 號 4 樓、300 號 4 樓、8 樓<br>235603 臺灣新北市中和區連一路 186 號 5 樓、5 樓之 1、5 樓之 4、7 樓之 2、11 樓之 2、11 樓之 3、12 樓、12 樓之 4、18 樓之 2、18 樓之 3<br>235603 臺灣新北市中和區連城路 258 號 14 樓之 6、14 樓之 7、14 樓之 8 | |

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Since 2021, the Company has conducted greenhouse gas (GHG) inventories in accordance with the ISO 14064-1 standard, with the organizational boundary covering the Taiwan sites. The company has carried out independent GHG inventories based on the requirements of ISO 14064-1:2018. Starting in 2023, third-party verification has been introduced, and the Company plans to gradually expand the scope of the inventory to include more categories and incorporate UNA in the coming years.

## Summary Table

| | Scope I Direct Greenhouse Gas Emissions | Scope II Energy Indirect GHG Emissions | Scope III Other Indirect Emissions | Total ( ton $CO_2e$) |
|---|---|---|---|---|
| 2021 | 22.7000 | 513.7826 | Not Calculated | 536.483 |
| 2022 | 29.2089 | 502.6883 | Not Calculated | 531.897 |
| 2023 | 53.5813 | 405.0264 | 195.3222 | 653.930 |

## Greenhouse gas emission intensity in terms of business turnover

| Year | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| Turnover (NTD million) | 3,213 | 3,315 | 3,721 |
| Total GHG (ton $CO_2e$) | 536.483 | 531.897 | 653.930 |
| GHG Emission Intensity (ton $CO_2e$/NTD millions) | 0.1670 | 0.1605 | 0.1757 |

Notes:
1. Scope 1: In 2021 and 2022, the main source of emissions was biological emissions resulting from employee attendance; in 2023, after evaluating that biological emissions were minimal, the focus was adjusted to include emissions from company vehicles, equipment refrigerants, and fire extinguishers.
2. Scope 2: Calculations are based solely on electricity consumption.
3. Scope 3: In 2023, additional categories were included, specifically 3.3 employee commuting and 3.5 business travel.
4. The 2023 verification certificate provided is for FICG Group, with Ubiqconn's data reflected in the table above.

The Company does not use or produce ozone-depleting substances (ODS), such as chlorofluorocarbons (CFCs) or halons, during its manufacturing, assembly, or processing procedures, and therefore has no ODS emissions.

The Company's primary process is assembly, which is classified as a low air pollution process, resulting in no emissions of nitrogen oxides (NOx), sulfur oxides (SOx), or volatile organic compounds (VOCs). Additionally, the Company is not required by law to report stationary pollution sources, has no independent exhaust pipelines, and does not have any other significant gas emission sources.

## 4.3 Water Resources Management

In view of the rapid changes in the water environment caused by climate change in recent years and the increasing frequency of droughts and emergencies, external stakeholders have become increasingly concerned about water resources. To address complex water resource issues proactively, Ubiqconn effectively integrates the concepts of prevention and conservation management. Regarding water stress, we refer to the Aqueduct Water Risk Atlas created by the World Resources Institute (WRI) to understand the Water Stress by Country map of the world. According to this resource, Ubiqconn's Neihu headquarters and the Zhonghe factory are classified as low to medium risk areas in terms of Water Stress and Overall Water Risk. (https://www.wri.org/aqueduct/tools)

Ubiqconn is committed to water conservation, and the water source used at its operating sites is tap water, which is mainly used for office domestic purposes. The water is sourced from the Feitsui Reservoir, which is not located in a water-stressed area, ensuring that no water is drawn from such regions. Additionally, both the Neihu Headquarters and Zhonghe Factory generate no industrial wastewater related to production processes. All wastewater produced is domestic and is directed through the building/campus wastewater pipelines into the municipal wastewater collection network. Due to the lack of a physical office in the United States, it is difficult to account for water withdrawal and discharge there, so the statistics provided focus on the Taiwan-based operations.

## The Group's total water consumption is summarized in the table below.

| 水資源管理 | 2022 | | 2023 | |
|---|---|---|---|---|
| | Ubiqconn | RuggON | Ubiqconn | RuggON |
| Total water withdrawal (Tonne) | | 7,193 | | 7,522 |
| Total water discharge (Tonne) | | 7,193 | | 7,522 |
| Total Water Consumption (Tonne) | | 0 | | 0 |
| Revenue (NTD million) | | 3,315 | | 3,721 |
| Water Intensity: Water Consumption/Million NTD Revenue | | 2.2 | | 2.0 |
| Water Resource Management or Reduction Goal/ Qualitative description | N/A | | | |

Notes:
1. Converted tonnage according to water bill; water consumption of the whole area of the park; 1 degree = 1 tonne = 1000 kilograms = millions of liters.
2. Considering the fact that the factory and offices are located in an office building with a well-established water supply network, and that Ubiqconn's production is based on assembly, it is assumed that the amount of water withdrawn is equal to the amount of water discharged, and therefore the water consumption is close to zero.
3. Calculation of water withdrawal = number of pings used / total number of pings * total water withdrawal.
4. Both Ubiqconn and RuggON use water for building/campus purposes but building/campus management makes it difficult to calculate actual drainage and water usage.

# 4.4 Waste Management

Ubiqconn conducts waste management in accordance with ISO 14001 and relevant regulations (including the Waste Disposal Act), aiming to reduce the waste generated during operations and prevent environmental pollution from waste leakage. The company's waste is categorized into general waste and industrial waste. General waste includes regular garbage and recyclable waste, which is sorted by employees into designated areas, then processed by outsourced building contractors. Industrial waste is divided into general industrial waste and hazardous industrial waste. In the current production process, only general industrial waste is generated, such as waste wood pallets and foam. These wastes are handled by qualified contractors, and as the primary processes involve assembly, testing, and packaging, no hazardous industrial waste is produced.

In 2023, a total of 323 waste wood pallets and 172 foam boards were processed as general industrial waste.

## General Waste

| Treatment Method | Item | Final Disposal Method |
|---|---|---|
| Legally authorized building waste removal company | General waste | Landfill, Incineration |
| | Waste containers | Recycling and reuse |
| | Waste paper | Recycling and reuse |
| | Waste light tubes | Physical, chemical, or other treatment methods |

## General industrial waste

| Treatment Method | Item | Final Disposal Method | Unit | 2022 | 2023 |
|---|---|---|---|---|---|
| Legally authorized waste removal company | Waste foam | Recycling and reuse | Pieces | 439.0 | 323.0 |
| | Waste wooden pallets | Incineration | Pallets | 175.0 | 172.0 |
| | Industrial waste generated in the production process | Dry physical crushing treatment | Kilograms | No disposal | No disposal |

## 4.5 Climate-Related Financial Disclosures

In 2023, the identification of climate change risks was conducted with reference to the TCFD framework and indicators, identifying the potential financial impacts and corresponding policies under the risk and opportunity scenarios. 2023 also marked the first year of climate-related financial disclosure, and from 2024, the sustainability report will gradually shift from qualitative to quantitative content, with the aim of achieving fully quantified targets by 2027. In addition, a Risk Management Committee will be established by 2025 to oversee the implementation and outcomes of climate-related financial risks, ensuring that more complete and accurate disclosures are provided to stakeholders.

| Risk and Opportunities | Category | Issues | Financial (Potential) Impact | Corresponding Policies | Responsible Unit |
|---|---|---|---|---|---|
| Transformation Risks | Policies and Regulations | Increase in Greenhouse Gas Emission Pricing | 1. Increase in operating costs<br>2. Increase in transportation costs | • Reduce gas emissions<br>• Purchase green electricity to lower emissions<br>• Design and produce products with low carbon goals<br>• Increase green electricity procurement<br>• Promote local procurement | • Sustainability Department<br>• Sustainability Department<br>• RD, TQM<br>• Sustainability Department<br>• Procurement |
| | Technology | Investment in Low-Carbon Technology | 1. Costs of investing in low-carbon technologies<br>2. Increased production and R&D costs | • Expand the market for new technology products<br>• Coordinate with suppliers for shared material designs<br>• Invest in R&D to develop better products that meet market needs | • BU<br>• Procurement<br>• RD |

| Risk and Opportunities | Category | Issues | Financial (Potential) Impact | Corresponding Policies | Responsible Unit |
|---|---|---|---|---|---|
| Transformation Risks | Markets | Customer Behavior Changes | Reduced revenue, increased operating costs (e.g., recruitment costs rise) | • Recruit new talent for market demands<br>• Adapt to market transformation<br>• Monitor customer satisfaction and behavior<br>• Business, RD discuss solutions together<br>• Evaluate the feasibility of a circular economy for products | • HR, RD<br>• GM Office, Operations Management<br>• BU, RuggON, TQM<br>• BU, RD<br>• RuggON, TQM |
| | | Market Information Uncertainty | 1. Increase in raw material costs, leading to higher overall costs<br>2. Rising operating costs (e.g., inventory costs) | • Maintain agile and flexible corporate governance<br>• Disclose information through ESG reporting<br>• Implement inventory management, prepare materials in advance when necessary<br>• Stay vigilant to market information to maintain risk responsiveness | • Investor Relations<br>• Sustainability Department<br>• Procurement<br>• GM Office |
| | | Rising Raw Material Costs | 1. Sudden changes in costs<br>2. Changes in income mix and sources | • Switch to lower-cost compatible raw materials<br>• Implement inventory management, prepare materials in advance when necessary<br>• Evaluate the feasibility of raw material recycling | • Procurement<br>• Procurement<br>• Procurement |

| Risk and Opportunities | Category | Issues | Financial (Potential) Impact | Corresponding Policies | Responsible Unit |
|---|---|---|---|---|---|
| Transformation Risks | Reputation | Consumer preference shifts to low-carbon products | 1. Decrease in demand for existing products/services<br>2. Reduction in production capacity (temporary supply chain disruptions)<br>3. Increased costs for entering new markets | • Timely follow-up on customer feedback<br>• Use of reduced-plastic raw materials in the development process<br>• Procurement of recycled materials<br>• Minimize reputational damage | • TQM, BU<br>• Procurement, RD<br>• Procurement, RD<br>• PR, Legal |
| | | Stakeholder Concerns and Increasing Negative Feedback | 1. Increased recruitment costs<br>2. Increased labor management costs (e.g., recruitment and retention of employees)<br>3. Increased operational costs (e.g., R&D improvements) | • Actively promote the company's positive image<br>• Ensure strict quality control | • PR<br>• TQM |

| Risk and Opportunities | Category | Issues | Financial (Potential) Impact | Corresponding Policies | Responsible Unit |
|---|---|---|---|---|---|
| Opportunities | Resource Efficiency | Adoption of more efficient transportation methods | Reduced Operating Costs | • Local procurement strategy<br>• Designing lightweight products and packaging materials<br>• Local production.<br>• Optimize supply volume with centralized distribution and shared transportation | • Procurement<br>• RD<br>• Procurement, Production<br>• Procurement |
| | | Use of more efficient production and distribution processes | 1. Increased revenue<br>2. Reduced operating costs<br>3. Beneficial fo labor management | • Recruitment of new technical employee based on demand<br>• Centralized production and advance confirmation of delivery schedules with customers<br>• Increased employee satisfaction | • HR, RD<br>• Production<br>• HR |
| | Energy Source | Use of low-carbon energy sources | 1. Operating costs may rise (short term) or fall (long term)<br>2. Reduced high energy usage fees | • Purchase green electricity | • Sustainability Department |
| | | Use of new technologies | 1. Reducing carbon fees<br>2. Increased R&D costs<br>3. Increased cost of intellectualization | • Automation and intelligence to improve supply chain transparency<br>• R&D to reduce production material reliance on conventional fuels | • Procurement<br>• Production |
| | | Participation in Carbon Trading Market | 1. Offset carbon fee payments<br>2. Potential reduction in operating costs | • Reduce greenhouse gas emissions and lower costs associated with carbon trading<br>• Implement energy-saving and carbon-reduction strategies | • Sustainability Department<br>• Sustainability Department |

| Risk and Opportunities | Category | Issues | Financial (Potential) Impact | Corresponding Policies | Responsible Unit |
|---|---|---|---|---|---|
| Opportunities | energy source | Participation in Renewable Energy Projects and Adoption of Energy-Saving Measures | 1. Increased capital (e.g., investors favor low-carbon manufacturers)<br>2. Reduced operating costs | • Plan, evaluate, and layout diverse energy concepts<br>• Set energy-saving and carbon-reduction targets | • Sustainability Department<br>• Sustainability Department |
| | Products and Services | Development and/or Increase of Low-Carbon Products and Services | 1. Expansion of new business opportunities and increased revenue<br>2. Reduction of carbon fee payments | • Research and develop innovative green products<br>• Enhance green supply chain management | • RD<br>• Procurement, TQM |
| | | Increased Costs for Low-Carbon Transition Technologies | 1. Increased operating costs (recruitment and development expenses) | • Recruit low-carbon transition technology personnel<br>• Pre-allocate budget for low-carbon transition development | • HR, RD<br>• RD, Operations Management |
| | Markets | Diversification of Business Activities | 1. Increase revenue | • Develop new markets with vertical integration to add value | • RD |
| | | Changing Consumer Preferences | 1. Increase revenue<br>2. Increased R&D costs | • Adjust product specifications based on customer demand<br>• Collaboration between R&D and sales departments | • BU<br>• BU, RD |
| | | Entering New Markets | 1. Increased revenue | • Conduct market research and product design<br>• Integrate and utilize production resources to improve efficiency | • RD<br>• Production |
| | | Utilizing Public Sector Incentive Programs | 1. Reduced carbon fee payments<br>2. Increased revenue (lower production costs) | • Purchase green electricity<br>• Replace energy-consuming equipment<br>• Install solar panels for power generation | • Sustainability Department<br>• Sustainability Department<br>• General Affairs |

# 05 Creating a Well-being Workplace


5.1 Promoting Social Inclusion
5.2 Talent Development and Retention
5.3 Health Promotion
5.4 Safety, Health and Well-being
5.5 Compliance with the International Declaration of Human Rights
5.6 Partnerships
5.7 Social Participation
5.8 Social Welfare

# 5.1 Promoting Social Inclusion

Ubiqconn places great importance on talent development and workplace well-being. In response to global labor shortages and resignation waves, the company has been promoting workplace well-being since 2023. Ubiqconn has established an employee interaction platform, URfamily, to facilitate employee activities, disseminate important announcements, and promote occupational safety. The company also enhances employee recognition and security through periodic benefits and the introduction of electronic welfare vouchers.

Furthermore, Ubiqconn emphasizes employees' mental and physical health by continuously planning comprehensive health promotion programs, such as occupational safety seminars and physician consultations. In the future, the company aims to extend our care to employees' families and the socially disadvantaged, striving to create a more diverse and inclusive workplace environment.

## 5.1.1 Employee Diversity (by Gender, Age)

| Company/Item | Ubiqconn | | RuggON | | UNA | | Total |
|---|---|---|---|---|---|---|---|
| Gender | Male | Female | | Male | Female | Male | |
| Under 20 years old | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21-30 years old (inclusive) | 22 | 40 | 0 | 1 | 0 | 0 | 63 |
| 31-40 years old (inclusive) | 59 | 57 | 1 | 1 | 0 | 0 | 118 |
| 41-50 years old (inclusive) | 92 | 45 | 5 | 5 | 3 | 1 | 151 |
| 51-60 years old (inclusive) | 38 | 17 | 0 | 1 | 2 | 0 | 58 |
| 61-65 years old (inclusive) | 3 | 2 | 0 | 0 | 0 | 0 | 5 |
| Over 66 years old | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Median Average Age | | 41.08 | | 43.95 | | 45.00 | 395 |

Note: The 51-60 age group includes one part-time employee, while the rest are all full-time employees.

## Employee Distribution (By Nationality)

| Number of nationalities | | | | | |
|---|---|---|---|---|---|
| Region | Ubiqconn | RuggON | UNA | Total | Percentage of each |
| Taiwan | 346 | 13 | 1 | 360 | 91.0% |
| Vietnam | 22 | 0 | 0 | 22 | 5.6% |
| United States | 0 | 0 | 5 | 5 | 1.3% |
| Hong Kong | 2 | 0 | 0 | 2 | 0.5% |
| Myanmar | 2 | 0 | 0 | 2 | 0.5% |
| South Africa | 1 | 1 | 0 | 2 | 0.5% |
| Philippines | 1 | 0 | 0 | 1 | 0.3% |
| Malaysia | 1 | 0 | 0 | 1 | 0.3% |
| Total | 375 | 14 | 6 | 395 | 100.0% |

## Employee Distribution (by Education Level)

| 各學歷人數 | | | | | |
|---|---|---|---|---|---|
| Education Level | Ubiqconn | RuggON | UNA | Total | Percentage |
| High School | 73 | 0 | 0 | 73 | 18.5% |
| Associate Degree | 42 | 0 | 0 | 42 | 10.6% |
| Bachelor's Degree | 181 | 7 | 5 | 193 | 48.8% |
| Master's Degree | 78 | 7 | 1 | 86 | 21.8% |
| Doctorate (PhD) | 1 | 0 | 0 | 1 | 0.3% |
| Total | 375 | 14 | 6 | 395 | 100.0% |

## Non-Employee Personnel

| By company/Category | Ubiqconn | RuggON | UNA | Total |
|---|---|---|---|---|
| Cleaning staff | 1 | 0 | 0 | 1 |
| Dispatched staff | 0 | 0 | 0 | 0 |
| Consultants | 0 | 0 | 0 | 0 |
| Total | 1 | 0 | 0 | 1 |

Note: Non-employees work at Ubiqconn's premises but are not employees of Ubiqconn.

## 5.1.2 Non-discrimination

In terms of talent recruitment, Ubiqconn upholds the principle of suitability, ensuring no discrimination in employment based on race, color, age, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, association membership, or marital status. Likewise, there is no differential treatment in the protection of employee rights based on these factors. In 2023, the company received no reports of discrimination-related incidents.

| Company / Item | Ubiqconn | RuggON | UNA | Total |
|---|---|---|---|---|
| Number of incidents investigated by the organization | 0 | 0 | 0 | **0** |
| Improvement plans implemented | 0 | 0 | 0 | **0** |
| Improvement plans executed and reviewed through internal routine management review process | 0 | 0 | 0 | **0** |
| Incidents not requiring action | 0 | 0 | 0 | **0** |

## 5.1.3 New Hires and Employee Turnover

Each year, the Company formulates an annual recruitment plan based on its operational scale and market demand. Recruitment is carried out externally to meet the employee needs, ensuring that each department is adequately equipped with the right talent to maintain a sound organizational structure. Below are the statistics of new hires and employee turnover:

### New Employee Turnover Rate

| Company/ Item | Ubiqconn | RuggON | UNA | Total |
|---|---|---|---|---|
| 2023 New Hires | 146 | 3 | 1 | **150** |
| 2023 New Employee Departures | 34 | 1 | 0 | **35** |
| **2023 New Hire Turnover Rate** | **23.29%** | **33.33%** | **0.00%** | **23.33%** |

## Overall Employee Turnover Rate

| Company/ Item | Ubiqconn | RuggON | UNA | Total |
|---|---|---|---|---|
| 2023 Number of Departures | 88 | 2 | 1 | 91 |
| Number of Employees at the Beginning of the Year (2022/12/31) | 319 | 13 | 6 | 338 |
| Number of Employees at the End of the Year (2023/12/31) | 375 | 14 | 6 | 395 |
| Turnover Rate | 23.47% | 14.29% | 16.67% | 23.04% |

Note: The turnover rate is calculated as follows: Number of annual departures / Number of employees at the end of the period

## 5.1.4 Employees Remuneration policy

To attract and retain excellent talents, Ubiqconn offers competitive salaries and establishes annual salary adjustments based on the company's performance, overall industry salary trends, and employee performance evaluations. In accordance with Article 21 of Taiwan's Labor Standards Act, wages are negotiated between employers and employees but must not be lower than the statutory minimum wage. Both Ubiqconn and RuggON ensure that employee wages meet or exceed the legal minimum wage requirements. The company also conducts regular performance appraisals and promotions through its internal salary cycle system, ensuring employees receive appropriate compensation based on their roles.

Furthermore, to enhance employee engagement and motivate emplyee to surpass annual business objectives, the Company allocates employee compensation based on profitability, sharing the success with its workforce. Annual promotions are also determined through performance and contribution assessments. In 2023, the total employee compensation expenses, including salaries and various bonuses, amounted to NT$341,700,000.

## Statistics of Employee Compensation in 2023

| Average Annual Salary by Gender (Basic Salary + Bonuses/Allowances) | | | | | | |
|---|---|---|---|---|---|---|
| Region | Taiwan (incl. Ubiqconn and RuggON) | | USA (UNA) | | OAverage | |
| Employee Category | Female | Male | Females | Male | Females | Male |
| Mid-to-Senior management | 0.96 | 1 | 0.39 | 1 | 0.68 | 1 |
| General Employee | 0.60 | 1 | Not applicable | 1 | 0.60 | 1 |
| Direct Employee | 0.98 | 1 | Not applicable | 1 | 0.98 | 1 |
| Indirect Employee | 0.66 | 1 | 0.75 | 1 | 0.71 | 1 |

Notes:
1. Mid-to-senior management is defined as positions at the manager level (management roles) and above.
2. Direct employees refer to those engaged in production-related work, such as production line workers.
3. Indirect employees refer to those engaged in supporting production-related work, excluding direct employees, with all others classified as indirect.
4. Gender pay gap explanation: The difference in pay is due to a higher proportion of women in administrative roles (approximately 87% of all female employees) and a higher proportion of men in research and development positions (approximately 54% of all male employees). This discrepancy in pay reflects the nature of different roles rather than gender discrimination.

# 5.2 Talent Development and Retention

The Company has a well-structured talent training program and promotion system. New employees are entitled to the company's training courses, and upon completing the foundational training, the Company nurtures professional talents based on their functional development and the Company's needs for expanding market competitiveness. Through its reward and promotion mechanisms, the Company aims to enhance employee retention rates year by year, thereby achieving its talent development goals.

## 5.2.1 Employee Education and Training

The number of Ubiqconn employees who participated in education and training, along with the total hours, is as follows: Ubiqconn had 375 employees with a total of 5,422.5 hours of training; RuggON had 14 employees with a total of 141 hours of training; UNA had 6 employees who did not participate in any training. Total training hours amounted to 5,563.5, with an average of 14.1 training hours per employee. The detailed statistics are presented below:

| Company | Average Training ours | Total Number of Employees | Total Training Hours (Hours) |
|---|---|---|---|
| Ubiqconn | 14.5 | 375 | 5,422.5 |
| RuggON | 10.1 | 14 | 141 |
| UNA | 0.0 | 6 | 0 |
| Total | 24.5 | 395 | 5,563.5 |
| on average | 14.1 | 131.7 | 1,854.5 |

Note: Since the number of UNA members is relatively small, the supervisors and colleagues engage in sharing meetings, where they discuss books they have read, issues encountered at work, and share customer experience. As these are more in the form of meetings, it is difficult to calculate the training hours.

## 5.2.2 New Employee Retention Rate and Overall Employee Retention Rate

Through policies such as increasing communication channels and strengthening training mechanisms, the retention rate of new employees and overall employees in 2023 both increased by nearly 8% compared to 2022.

| Year | New Employee Retention Rate | Overall Employee Retention Rate |
|---|---|---|
| 2022 | 68.75% | 68.97% |
| 2023 | 76.67% | 76.96% |

## 5.2.3 Job Transfers

In accordance with the Company's internal salary and workforce cycle policies, when there are organizational adjustments or employee-initiated requests, the Company will first confirm the employee's willingness for the transfer and then assess whether their capabilities align with the new position before proceeding with the transfer. During the transfer process, the Company will assist the original department in recruiting a suitable replacement and ensure a thorough handover of responsibilities before finalizing the transfer to the new department. When transitioning to the new department, the employee will also follow the training plan to help enhance the necessary skills required for the new role.

## 5.2.4 Performance Evaluation

### Number and Percentage of Employees Receiving Regular Performance Evaluations (by Gender)

| Gender | Male | Female | Total |
|---|---|---|---|
| Ubiqconn | 194 | 141 | 335 |
| RuggON | 5 | 6 | 11 |
| UNA | 5 | 1 | 6 |
| Total number of employees receiving regular performance evaluations | 204 | 148 | 352 |
| Total number of employees | 225 | 170 | 395 |
| **Percentage** | **90.67%** | **87.06%** | **89.11%** |

### Number and Percentage of Employees Receiving Regular Performance Evaluations (by Employee Category)

| Category | Management | General Employee | Total |
|---|---|---|---|
| Ubiqconn | 43 | 292 | **335** |
| RuggON | 1 | 10 | **11** |
| UNA | 2 | 4 | **6** |
| Total number of employees receiving regular performance evaluations | 46 | 306 | **352** |
| Total number of employees | 46 | 349 | **395** |
| **Percentage** | **100.00%** | **87.68%** | **89.11%** |

Note:
1. The calculation is based on the execution rate for FY2023, with the total number of employees as of December 31, 2023.
2. Employees within a probationary period of less than three months are not included; separate evaluations are conducted upon completion of the probationary period.
3. Employees on leave without pay during the year are not included.
4. "Management" refers to managerial-level employees (including and above the position of Manager).
5. The number of employees receiving regular performance evaluations is calculated based on the number of employees in service as of December 31, 2023.

# 5.3 Health Promotion

To enhance employee health, Ubiqconn has implemented various employee health promotion programs in addition to those required by the Labor Standards Act. These programs include organizing health seminars, conducting employee health checkups, monitoring work environments, promoting health education, and hosting weight loss competitions.

Employees are the Company's most valuable asset. The Company encourages employees to form clubs that benefit both their physical and mental well-being. This not only fosters interaction among employees but also helps them manage stress, promote health, and create a positive impact on their lives beyond work.

The following table outlines the number of health promotion activities held, the topics covered, and the number of participants:

## 2023 Health Promotion Execution Table

| 2023 Activities | Description | Sessions | Participants |
|---|---|---|---|
| Annual Health Checkup | Conducted the annual employee health checkups, including on-site health screenings and hospital-based health checkups | 3 | 290 |
| On-site Health Counseling | On-site doctors and nurses provided individual health consultations, prioritizing high-risk groups for follow-up and ongoing care based on the analysis of health checkup reports | 12 | 100 |
| Work Environment Monitoring | Conducted twice a year (in the first and second half), including monitoring of organic solvents and carbon dioxide levels | 4 | 8 |
| Health Talks / Health Promotion Activities | Held 5 health seminars and 1 health promotion event | 6 | 252 |
| Health Promotion | Conducted 21 health and occupational safety education sessions | 21 | 389 |

## Occupational Safety and Health Seminar Review

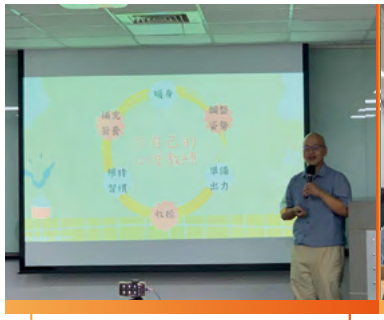
### 2023 Occupational Safety and Health Seminar Recap

Living Toxin-Free (Cancer Prevention)

January

Traditional Chinese Medicine Meridian Therapy for Relaxation and Better Sleep

May



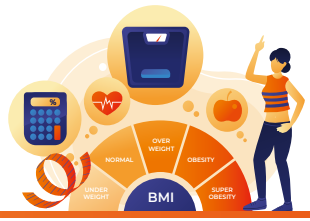
Be Your Own Mental Coach

Smart Eating: Easy and Healthy Weight Management

October

Say Goodbye to Back and Waist Pain Office Posture Examination

December



## Occupational Safety and Health Promotion Statistics

| Category | Year/ Month | Promotion Content |
|---|---|---|
| Occupational Safety and Health Promotion | 2023/05 | [Occupational Safety and Health Promotion] Invisible Killers-Organic Solvents_0517 |
| Occupational Safety and Health Promotion | 2023/06 | [Occupational Safety and Health Promotion] Watch Your Step - Fall Hazards_0614 |
| Occupational Safety and Health Promotion | 2023/07 | [Occupational Safety and Health Promotion] Be Careful of Electric Shock-Electrocution Hazards_0712 |
| Occupational Safety and Health Promotion | 2023/08 | [Occupational Safety and Health] Machines Can Bite - Crushing Hazards_0816 |
| Occupational Safety and Health Promotion | 2023/09 | [Occupational Safety and Health Promotion] GHS-Globally Harmonized System_0913 |
| Occupational Safety and Health Promotion | 2023/10 | [Occupational Safety and Health Promotion] Are You Sitting Properly?_1012 |
| Occupational Safety and Health Promotion | 2023/11 | [Occupational Safety and Health Promotion] Watch Out for Falling Objects_1115 |
| Occupational Safety and Health Promotion | 2023/12 | [Occupational Safety and Health Promotion] Understanding Occupational Hygiene (Health) Risk Factors_1213 |
| Health Promotion | 2023/01 | 20230110_Be Careful While Playing Mahjong During the New Year, These Dangers Are Watching You! |
| Health Promotion | 2023/02 | 20230207_Understanding Prediabetes |
| Health Promotion | 2023/03 | 20230308_Understanding Menopause in Women |
| Health Promotion | 2023/03 | 20230323_Beware of Weight Loss! A Brief Discussion on Relative Energy Deficiency in Sport |
| Health Promotion | 2023/04 | 20230412_A Brief Discussion on Sarcopenia |
| Health Promotion | 2023/05 | 20230518_Understanding Hepatitis A |
| Health Promotion | 2023/06 | 20230608_Understanding Seasonal Flu |
| Health Promotion | 2023/06 | 20230621_Understanding the Heimlich Maneuver |
| Health Promotion | 2023/07 | 20230713_Mosquito Prevention Campaign, Let's All Join |
| Health Promotion | 2023/08 | 20230825_Why Is My Blood Pressure Always High During Health Checkups? |
| Health Promotion | 2023/09 | 20230926_Join the International Dementia Month: Building a Dementia-Friendly Society. |
| Health Promotion | 2023/11 | 20231108_Five Ways to Control Blood Sugar and Reduce Diabetes Complications! |
| Health Promotion | 2023/12 | 20231218_A Brief Discussion on Lupus |

| Health Promotion Weight Loss Competition | |
|---|---|
| Event Schedule | October 2, 2023 - February 2, 2024 (4 months) |
| Participating Units | biqconn Technology Inc. and RuggON Corporation |
| Number of Participants | 67 |
| Total Weight Loss | 101.46 |

# 5.4 Safety, Health and Well-being

## 5.4.1 Occupational Safety and Health

### 5.4.1.1 Occupational Safety and Health Management System

Ubiqconn is committed to providing a safe and healthy environment for employees. In 2023, the Company implemented the ISO 45001 Occupational Safety and Health Management System and obtained third-party certification in the same year. Through the integration of various occupational safety and health management systems, along with the ISO 45001 standards already in place, Ubiqconn aims to institutionalize its occupational safety and health management. This approach seeks to identify all potential hazards in operations and establish a set of safety and health management standards for continuous improvement.

### 5.4.1.2 Risk Assessment and Management

To identify potential hazards in the workplace, each unit's safety and health personnel are required to conduct hazard risk identification annually. If there are changes to occupational safety regulations or the production process, hazard identification must be conducted to assess whether the risk level has changed and to implement necessary preventive measures. In 2023, a total of 166 items were identified and classified based on severity and likelihood of occurrence. If a hazard is classified as high risk or above, immediate corrective action must be taken. The identification results are shown in the table below.

Additionally, Ubiqconn established an Occupational Safety and Health Committee to facilitate thorough discussions and effective communication on safety matters. The committee consists of 20 members, including 8 labor representatives, and is chaired by the CEO. It meets quarterly, with a total of 4 meetings held in 2023. The agenda covers, but is not limited to, the items outlined in Article 12 of the Occupational Safety and Health Management Regulations. The Company has also developed an Occupational Safety and Health Objective Management Plan (Project Name: Occupational Safety and Health Sustainable Action Plan 1.0), which aligns with GRI 403 guidelines to set performance indicators. The plan involves ongoing two-way communication with employees, aiming to strategically improve safety and health objectives and adjust optimization strategies based on feedback.

### 2023 Hazard Risk Identification Results

| Hazard Risk Level | Definition | 2023 Identified Cases (Number of Cases) |
|---|---|---|
| Minor | Acceptable Risk | 94 |
| Low | | 61 |
| Medium | | 11 |
| High | Unacceptable Risk | 0 |
| Critical | | 0 |
| Total | | 166 |

### 5.4.1.3 Occupational Accident Management

To ensure that relevant departments can respond and make improvements promptly when occupational accidents occur, Ubiqconn is required to take measures such as first aid, reporting, investigation, and corrective actions when an accident happens. Based on the severity and urgency of the incident, corresponding remedial measures are implemented to prevent further deterioration. After the incident is resolved, a comprehensive review is conducted with the involved departments to examine the root cause and propose improvement measures to prevent similar accidents from recurring.

In 2023, Ubiqconn recorded only three occupational accidents (detailed in the table below), two of which were traffic accidents during commuting, and one was a fall incident. As a preventive measure for commuting-related traffic accidents, the Occupational Safety Office posted traffic safety guidelines and illustrations on the company's public channel to remind employees to stay focused while commuting. Additionally, the office advised against hanging raincoats on stair railings on rainy days, which could lead to slippery floors. For the fall incident, the improvement measure involved purchasing warning signs to place on the ground, reminding employees to stay alert when passing through certain areas.

## Occupational Health and Safety Statistics

| Item | Employees | | | Non-employees | | |
|---|---|---|---|---|---|---|
| | Ubiqconn | RuggON | UNA | Ubiqconn | RuggON | UNA |
| Total working hours | 697,849 | 27,888 | 12,608 | 6,216 | 0 | 0 |
| Main types of injuries | Traffic accidents, falls | None | None | None | None | None |
| Number of injury cases | 3 | 0 | 0 | 0 | 0 | 0 |
| Injury rate | 0.86 | 0.00 | 0.00 | 0 | 0 | 0 |
| Workplace disabling injury frequency | 1.43 | 0 | 0 | 0 | 0 | 0 |
| Workplace disabling injury severity rate | 5.73 | 0 | 0 | 0 | 0 | 0 |
| Occupational disease rate | 0 | 0 | 0 | 0 | 0 | 0 |

Notes:
1. Non-employee work data only includes information for cleaning and dispatched personnel.
2. Total working hours = Monthly occupational injury statistics report.
3. Injury rate = (Number of injury cases / Total working hours) * 200,000.
4. Workplace disabling injury frequency = (Total number of workplace injury cases * 1,000,000) / Total working hours.
5. Workplace disabling injury severity rate = (Total number of lost workdays due to injury * 1,000,000) / Total working hours.
6. Occupational disease rate = (Number of occupational disease cases / Total working hours) * 200,000.

## Occupational Safety and Health Statistics

| Item | Remarks | Ubiqconn | RuggON | UNA | Total |
|---|---|---|---|---|---|
| Total number of workdays (days) | Cumulative for the year | 93,248 | 3,472 | 1,488 | 98,208 |
| Total working hours (hours) | Cumulative for the year | 745,984 | 27,776 | 11,904 | 785,664 |
| Total number of employees | Number of employees at Neihu and Zhonghe in December, including full-time and non-full-time (cleaning/contract) | 376 | 14 | 6 | 396 |
| Number of occupational injuries | Excluding road traffic accidents during commuting | 1 | 0 | 0 | 1 |
| Days lost due to occupational injury | Excluding road traffic accidents during commuting | 4 | 0 | 0 | 4 |
| Disabling Injury Frequency Rate (FR) | (Total number of injuries × 10^6) ÷ Total hours worked | 0.13 | 0.00 | 0.00 | 0 |
| Disabling Injury Severity Rate (SR) | (Total days lost due to injury × 10^6) ÷ Total hours worked | 0.54 | 0.00 | 0.00 | 0 |
| Occupational injury fatality rate | Number of occupational injury fatalities ÷ Total number of occupational injuries | 0 | 0 | 0 | - |
| Occupational disease fatality rate | Number of occupational disease fatalities ÷ Total number of occupational disease cases | 0 | 0 | 0 | - |

Notes:
1. The total number of workdays in 2023 is 248 days. Total person-days = Total number of people * 248 days.
2. Total work hours = Total person-days * 8 hours.
3. The total number of workdays and work hours for the year are calculated based on the headcount as of 12/31/2023. Data for non-regular employees only includes information on cleaning and dispatched personnel.

## 5.4.2 Employee Benefits

To foster harmonious employee relations, Ubiqconn has designed employee benefit measures around three core goals: employment, dedication, and enjoyment at work. In addition to complying with national labor laws regarding minimum wages for both male and female employees, the company offers long-term commitments to ensure the stable livelihood of employees. Beyond protecting the employment rights of local workers and actively hiring domestic labor, Ubiqconn also embraces a diverse workforce, welcoming employees of different nationalities to promote a diverse and inclusive workplace culture.

### Above-standard Welfare Plans and Retirement Schemes:

Ubiqconn provides benefits that exceed legal requirements for both full-time and temporary employees, such as group insurance, family group insurance, and overseas business travel insurance, ensuring the safety of employees both at work and in life. Additional benefits include meal subsidies for overtime work, year-end dinners, various options for annual health checkups, annual trips, club activities and subsidies, special deals with partner stores, long-service awards, engagement leave, and cash gifts for weddings, childbirth, illness, or bereavement. The company also provides discretionary assistance to employees facing financial difficulties during major holidays. For details on the company's employee pension contributions, please refer to page 31 and page 35 of the 2023 consolidated financial statements or page 129 of the 2023 Annual Shareholders Report.

While continually striving to improve production efficiency, Ubiqconn also focuses on promoting employment in the labor market, creating a quality working environment, and providing long-term, stable labor relations. As a result of these efforts, the company has seen success, with the average employee tenure being 4.5 years, and more than 27% of employees having been with the company for over five years.

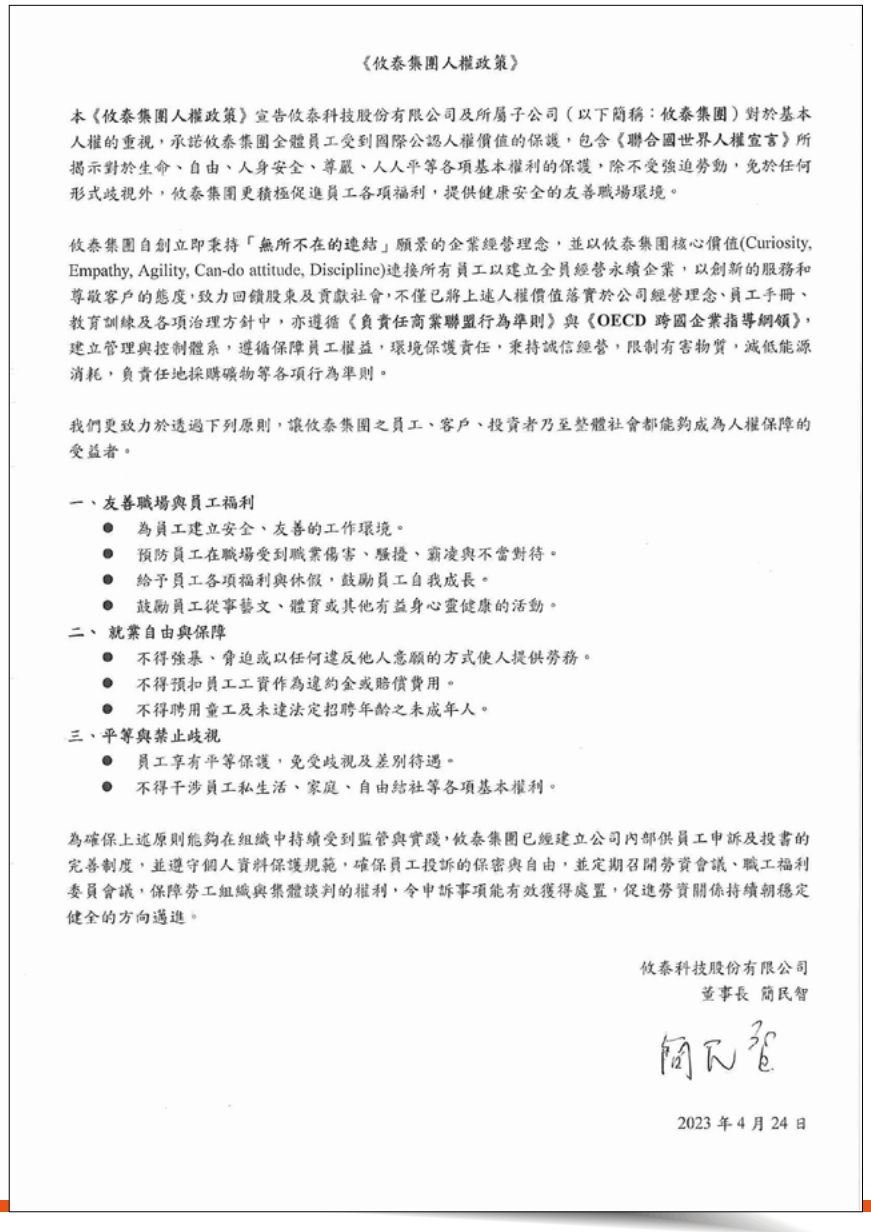
## 5.4.3 Parental Leave Application and Retention Statistics

| Parental Leave Status | Ubiqconn | | RuggON | | UNA | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| Number of employees eligible for parental leave in 2023 | 5 | 3 | 0 | 0 | 0 | 0 |
| Number of parental leave applicants in 2023 | 1 | 1 | 0 | 0 | 0 | 0 |
| Expected number of employees returning from leave in 2023 (a) | 0 | 1 | 0 | 0 | 0 | 0 |
| Actual number of employees returning from leave in 2023 (b) | 0 | 1 | 0 | 0 | 0 | 0 |
| Return rate in 2023: (b) / (a) | 0% | 100% | 0% | 0% | 0% | 0% |
| Actual number of employees returning from parental leave in 2022 (c) | 0 | 1 | 0 | 0 | 0 | 0 |
| Number of employees who continued working for one year after returning from leave in 2022 (d) | 0 | 0 | 0 | 0 | 0 | 0 |
| Retention rate in 2023: (d) / (c) | 0% | 0% | 0% | 0% | 0% | 0% |

# 5.5 Compliance with the International Declaration of Human Rights

Ubiqconn Group's Human Rights Policy explicitly commits to protecting all employees' internationally recognized human rights, including the fundamental rights of life, liberty, personal security, dignity, and equality as outlined in the United Nations Universal Declaration of Human Rights. In addition to protection from forced labor and all forms of discrimination, Ubiqconn actively promotes employee welfare and provides a healthy, safe, and friendly workplace environment.

The Company's human rights policy focuses on three key principles: a friendly workplace and employee welfare, freedom of employment and protection, and equality and non-discrimination. These principles ensure that Ubiqconn Group employees, customers, investors, and society at large can benefit from human rights protections. Ubiqconn values labor rights, complies with labor laws, and promotes international human rights policies to its employees. The company prohibits the employment of child labor and implements child protection measures, respects employees' freedom of occupational choice, and ensures there is no discrimination, bullying, or violence against individuals of different religions or beliefs. Ubiqconn does not engage in forced or compulsory labor and holds annual labor-management meetings and migrant worker forums to address the needs of employees and migrant workers, fostering ethnic diversity and protecting stakeholders' privacy.



《攸泰集團人權政策》

本《攸泰集團人權政策》宣告攸泰科技股份有限公司及所屬子公司（以下簡稱：攸泰集團）對於基本人權的重視，承諾攸泰集團全體員工受到國際公認人權價值的保護，包含《聯合國世界人權宣言》所揭示對於生命、自由、人身安全、尊嚴、人人平等各項基本權利的保護，除不受強迫勞動，免於任何形式歧視外，攸泰集團更積極促進員工各項福利，提供健康安全的友善職場環境。

攸泰集團自創立即秉持「無所不在的連結」願景的企業經營理念，並以攸泰集團核心價值(Curiosity, Empathy, Agility, Can-do attitude, Discipline)連接所有員工以建立全員經營永續企業，以創新的服務和尊敬客戶的態度，致力回饋股東及貢獻社會，不僅已將上述人權價值落實於公司經營理念、員工手冊、教育訓練及各項治理方針中，亦遵循《負責任商業聯盟行為準則》與《OECD 跨國企業指導綱領》，建立管理與控制體系，遵循保障員工權益，環境保護責任，秉持誠信經營，限制有害物質，減低能源消耗，負責任地採購礦物等各項行為準則。

我們更致力於透過下列原則，讓攸泰集團之員工、客戶、投資者乃至整體社會都能夠成為人權保障的受益者。

一、友善職場與員工福利
- 為員工建立安全、友善的工作環境。
- 預防員工在職場受到職業傷害、騷擾、霸凌與不當對待。
- 給予員工各項福利與休假，鼓勵員工自我成長。
- 鼓勵員工從事藝文、體育或其他有益身心靈健康的活動。

二、 就業自由與保障
- 不得強暴、脅迫或以任何違反他人意願的方式使人提供勞務。
- 不得預扣員工工資作為違約金或賠償費用。
- 不得聘用童工及未達法定招聘年齡之未成年人。

三、平等與禁止歧視
- 員工享有平等保護，免受歧視及差別待遇。
- 不得干涉員工私生活、家庭、自由結社等各項基本權利。

為確保上述原則能夠在組織中持續受到監管與實踐，攸泰集團已經建立公司內部供員工申訴及投書的完善制度，並遵守個人資料保護規範，確保員工投訴的保密與自由，並定期召開勞資會議、職工福利委員會議，保障勞工組織與集體談判的權利，令申訴事項能有效獲得處置，促進勞資關係持續朝穩定健全的方向邁進。

攸泰科技股份有限公司
董事長 簡民智

2023 年 4 月 24 日

# 5.6 Partnerships

To implement a sustainable supply chain, in 2023, Ubiqconn conducted environmental questionnaires and conflict minerals due diligence surveys for key suppliers. Suppliers were also required to sign the Integrity, Ethics, and Corporate Social Responsibility Commitment Letter. The questionnaire and commitment letter covered major areas such as prohibiting child labor and forced labor, occupational safety and health, environmental management, rejection of corruption, extortion, coercion, and bribery, as well as management systems. Supplier risk evaluations were carried out through the supplier environmental survey assessment, continuously monitoring and assessing the supply chain's performance to identify potential risks and opportunities.

The strategic goal for 2024 is to establish Ubiqconn's Supplier Code of Conduct, promoting the Supplier Code of Conduct as a key guideline for suppliers, encouraging them to comply. This will enhance labor rights, occupational health and safety, environmental protection, business ethics, and management system performance. Additionally, Ubiqconn will actively assist suppliers in strengthening their core competencies to reduce the risk of operational disruptions.

## 5.6.1 Assisting in Building a Sustainable Supply Chain

To realize a sustainable supply chain, Ubiqconn establishes close relationships with local partners, creating local employment opportunities and reducing CO2 emissions generated during the manufacturing and transportation processes. The company continues to enhance its localization procurement strategy, with local suppliers accounting for 86.4% and local procurement amounting to 81.2% in 2023.

Note: The definition of local procurement refers to transactions and financial flows occurring within Taiwan.

## 5.6.2 Building Diverse Communication Channels and Implementing a Transparent Disclosure Mechanism

In 2023, Ubiqconn conducted environmental surveys and ESG questionnaires for suppliers. New suppliers will be included in the survey list in 2024, allowing for supplier risk evaluation through these surveys. Continuous monitoring and evaluation of the supply chain's performance will help identify potential risks and opportunities.

## 5.7 Social Participation

To expand its social impact, Ubiqconn actively engages with non-profit organizations, supports various advocacy efforts, and collaborates with these organizations by sharing management techniques and practical experience, leveraging its professional strengths in the industry. In 2023, Ubiqconn joined the following industry associations:

| Serial Number | Participating Organizations |
|---|---|
| 1 | Taipei Computer Association (TCA) |
| 2 | European Chamber of Commerce Taiwan (ECCT) |
| 3 | Taiwan LEO Satellite Industry Alliance (TLEOSIA) |
| 4 | Taiwan Space Industry Development Association (TSIDA) |
| 5 | Asia Pacific Satellite Communications Council (APSCC) |

Ubiqconn's Support for and Advocacy of Low-Carbon Initiatives:

| Serial Number | Supported Initiative |
|---|---|
| 1 | Greenpeace RE10x10 Corporate Green Energy Initiative |
| 2 | European Chamber of Commerce Taiwan Low Carbon Initiative (ECCT-LCI) |

# 5.8 Social Welfare

## 5.8.1 Ubiqconn's Second-hand Books (SDGs 4)

Ubiqconn has always been committed to promoting a reading culture and fostering a spirit of sharing within the community. To further this mission, we launched the "Ubiqconn Second-hand Book Sharing Zone" initiative in 2023. This event aims to cultivate reading habits among employees and encourage interaction through the exchange of Second-hand books.

The "Ubiqconn Second-hand Book Sharing Zone" officially began in 2023 and has been ongoing since then. The initiative invites all employees to voluntarily donate books, which are then exchanged via designated bookshelves. Participation has steadily increased, with approximately 10 participants and a collection of around 40 secondhand books shared to date. By promoting the sharing of secondhand books, the initiative effectively utilizes existing book resources and reduces unnecessary waste.

## 5.8.2 Sustainability Seminars (SDGs 4)

To further integrate sustainability into employees' lives, Ubiqconn, in alignment with its parent company, FIC Global (referred to as "FICG"), has deepened its commitment to sustainable development. Beyond advancing sustainability at the corporate level, Ubiqconn is actively embedding these principles into employees' daily lives. As part of this effort, three sustainability-related seminars were held to explore topics such as zero food waste, elderly care, and enhancing self-healing abilities—issues directly linked to personal quality of life and broader societal sustainability.

These seminars not only provided a platform for learning and exchange but also demonstrated FICG's care and support for its employees. Through these events, employees gained a deeper understanding of the importance of sustainability and learned how to apply sustainable practices in their daily lives, influencing their lifestyles and values.

A total of 38 Ubiqconn employees actively participated in the three seminars, reflecting their commitment to sustainability and personal growth. This also highlights Ubiqconn's and FICG's focus on sustainability education and training within the organization.

This translation retains the professional tone expected in a formal sustainability report, aligning with the report's intent to emphasize corporate responsibility and employee engagement.

## 5.8.3 Giving Tree (SDGs3)

Ubiqconn has long been committed to community development and social welfare issues. In 2023, the company partnered with FIC Global (FICG) to jointly host the Giving Tree initiative, a cross-boundary corporate social responsibility activity. This event involved collaboration with four educational units, including schools and after-school programs in rural church communities, representing children from various backgrounds and needs, who benefit from both academic support and emotional growth.

Through the Giving Tree initiative, Ubiqconn conveyed a positive message to society, emphasizing that corporations should care about the needs of local communities and disadvantaged groups, while actively participating in social welfare endeavors. Ubiqconn employees contributed a total of 88 gifts, covering a delivery distance of approximately 300 kilometers. This initiative not only united the employees of Ubiqconn and FICG under a common goal of love and compassion but also brought warmth and joy to children in need. It further highlighted the company's commitment to social responsibility and its corporate mission.

## 5.8.4 Blood Donation (SDGs 3)

Since 2022, Ubiqconn has held an annual blood donation event, and in 2023, two blood drives were organized. With the enthusiastic support of the Company and the active participation of its employees, the two events attracted 81 participants, including four first-time donors, resulting in a total donation of 119 bags of blood.

This event not only represents a selfless contribution to society but also reflects Ubiqconn's core values. Through blood donation, employees demonstrated their sense of social responsibility and philanthropic spirit, offering invaluable help and support to those in need. Their actions embody a deep respect for life and a warm expression of human compassion and care.

The blood donation drive is also part of Ubiqconn's corporate culture and core value of "empathy," fostering unity and a strong sense of belonging within the company. During this special event, employees transcended departmental and positional boundaries, working together to send a collective message to society: Ubiqconn cares, Ubiqconn gives.

Ubiqconn will continue to support and promote such charitable activities, encouraging employees to actively participate and make further contributions to society. This spirit of generosity and dedication will remain an integral part of Ubiqconn's corporate culture, deepening its core values and inspiring every employee to continue striving for a better future.

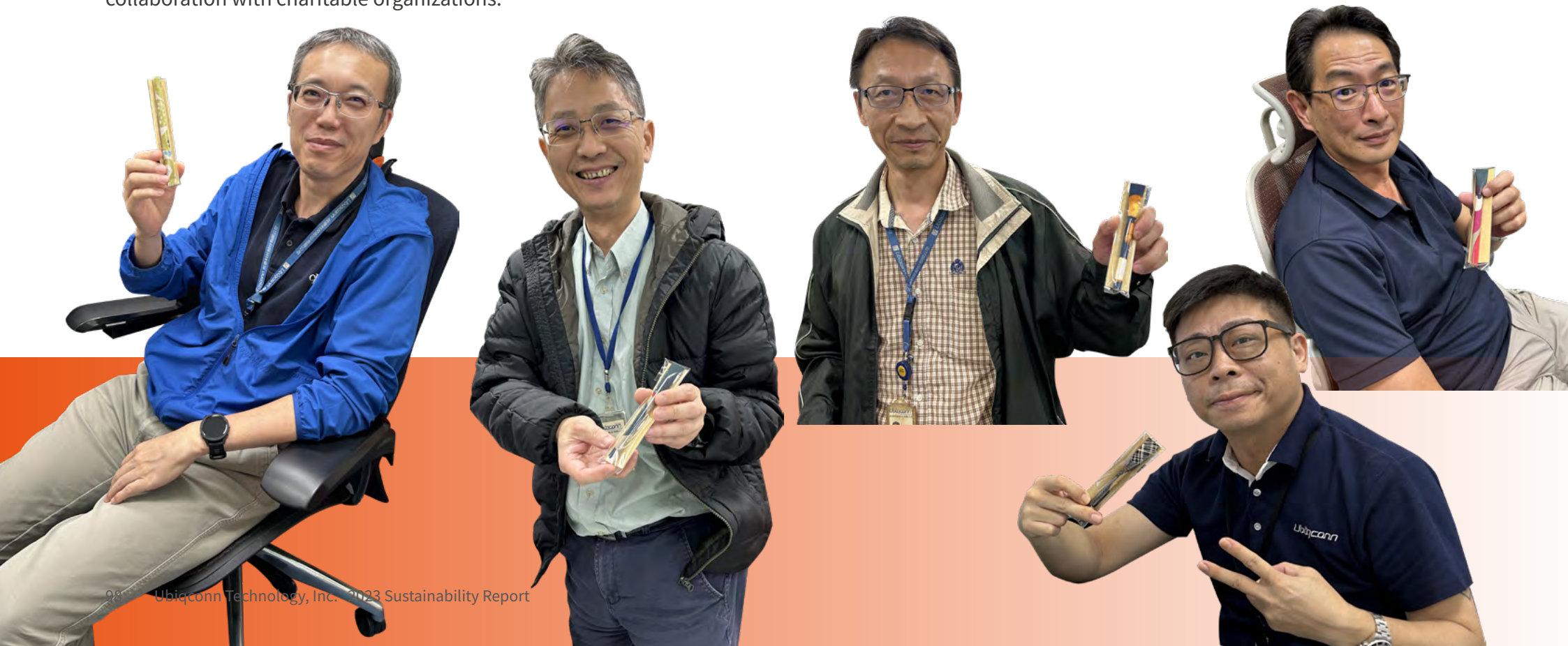
This translation is adapted to fit the professional tone expected in a sustainability report while emphasizing Ubiqconn's values and commitment to social responsibility.

## 5.8.5 Ubiqconn Celebrates Mid-Autumn Festival with Heart and Care (SDGs 2)

During the Mid-Autumn Festival in 2023, Ubiqconn demonstrated heartfelt compassion through its collaboration with the Syin-Lu Social Welfare Foundation by ordering special charity fabric scroll pens. These pens were more than just a holiday gift—they symbolized warmth and care.

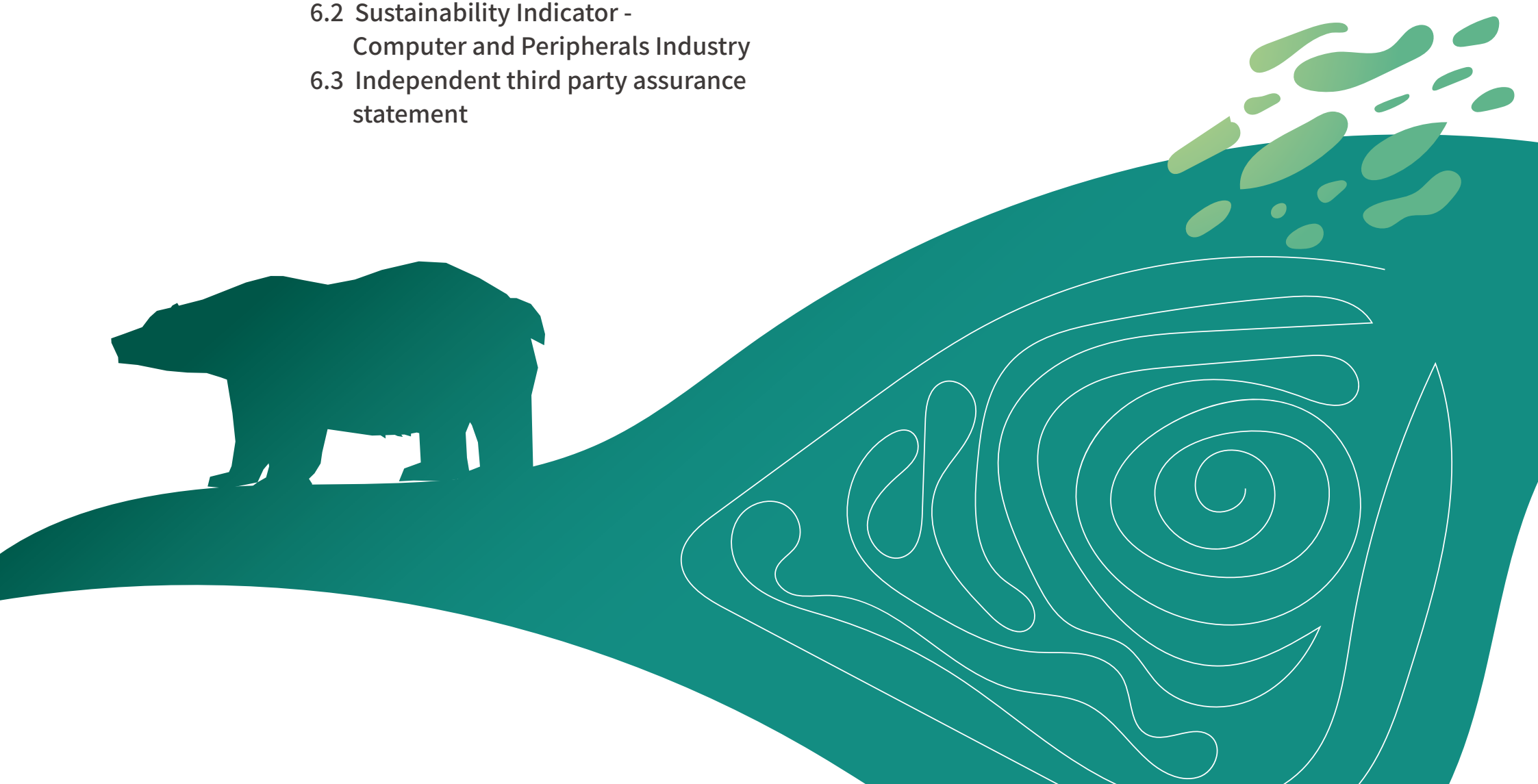
By stepping forward together during the Mid-Autumn Festival, Ubiqconn aimed to make a small yet meaningful impact, helping those in need and spreading kindness to every corner. This embodies the spirit of Ubiqconn's "Path of Love," a commitment to working alongside the foundation to create a brighter future.

This translation maintains the professional tone required for a sustainability report, while emphasizing Ubiqconn's social responsibility and collaboration with charitable organizations.



# 06 Appendix


6.1 GRI Content Indicators
6.2 Sustainability Indicator - Computer and Peripherals Industry
6.3 Independent third party assurance statement

# 6.1 GRI Content Indicators

| | |
|---|---|
| Statement of use | The Company has reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023. |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | N/A |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| General Disclosures | | | | |
| GRI 2：General Disclosures 2021 | 2-1 Organization details | About this report | 2 | |
| | 2-2 Entities included in the organization's sustainability reporting | About this report | 2 | |
| | 2-3 Reporting period, frequency, and contact point | About this report | 2 | |
| | 2-4 Restatements of information | Restatements of information | 2 | |
| | 2-5 External assurance | Sustainability Reporting Assurance and Third-Party Verification | 3 | |
| | 2-6 Events, value chains, and other business relationships | Company profile<br>3 Creating Sustainable Performance | 7<br>50 | |
| | 2-7 Employee | 5.1 Promoting Social Inclusion | 72 | |
| | 2-8 Workers who are not employees | 5.1 Promoting Social Inclusion | 72 | |
| | 2-9 Governance structure and composition | 1.1 Sustainability Management Framework<br>2.1 Board of Directors | 15<br>29 | |
| | 2-10 Nomination and selection of the highest governance body | 2.1 Board of Directors | 29 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| GRI 2：General Disclosures 2021 | 2-11 Chair of the highest governance body | 1.1 Sustainability Management Framework<br>2.1 Board of Directors | 15<br>29 | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 1.1 Sustainability Management Framework<br>2.1 Board of Directors | 15<br>29 | |
| | 2-13 Delegation of responsibility for managing impacts | 1.1 Sustainability Management Framework<br>2.1 Board of Directors | 15<br>29 | |
| | 2-14 Role of the highest governance body in sustainability reporting | 1.1 Sustainability Management Framework<br>2.1 Board of Directors | 15<br>29 | |
| | 2-15 Conflicts of interest | 2.1.1 Nomination and Election of Directors<br>2.2 Integrity Management and Anti-Corruption<br>2.4 Operational Risk Management | 30<br>42<br>45 | |
| | 2-16 Communication of critical concerns | 1.1 Sustainability Management Framework<br>1.4 Issues of Concern to Various Stakeholders | 15<br>22 | |
| | 2-17 Collective knowledge of the highest governance body | 2.1.5 Board Member's Training and Development<br>2.2 Integrity Management and Anti-Corruption | 37<br>42 | |
| | 2-18 Evaluation of the performance of the highest governance body | 2.1.3 Board Performance Evaluation Methods | 34 | |
| | 2-19 Remuneration policies | 1.1 Sustainability Management Framework<br>1.2 ESG Sustainability Development Policy<br>2.1.4 Board of Directors Remuneration policies<br>5.1.4 Employees Remuneration policy | 15<br>17<br>36<br>76 | |
| | 2-20 Process to determine remuneration | 1.2 ESG Sustainability Development Policy<br>2.1.4 Board of Directors Remuneration policies<br>5.1.4 Employees Remuneration policy | 17<br>36<br>76 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
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| GRI 2：General Disclosures 2021 | 2-21 Annual total compensation ratio | 2.1.4 Board of Directors Remuneration policies<br>5.1.4 Employees Remuneration policy | 36<br>76 | |
| | 2-22 Statement on sustainable development strategy | Message from the CEO<br>2023 Sustainability Achievements | 5<br>9 | |
| | 2-23 Policy commitments | Message from the CEO<br>2023 Sustainability Achievements<br>1.2 ESG Sustainability Development Policy<br>2.1.2 Board Members<br>2.2 Integrity Management and Anti-Corruption<br>2.4 Operational Risk Management<br>2.6Information Security & Cybersecurity Certification<br>3 Creating Sustainable Performance<br>4 Development of a Green Environment<br>5 Creating a Well-being Workplace | 5<br>9<br>17<br>31<br>42<br>45<br>46<br>50<br>58<br>71 | |
| | 2-24 Embedding policy commitments | Message from the CEO<br>2023 Sustainability Achievements<br>United Nations Sustainable Development Goals<br>1.2 ESG Sustainability Development Policy<br>2.5 Professional certification (Transparency in Business and Anti-Corruption Certification (T-certification))<br>2.6 Information Security & Cybersecurity Certification<br>3.2 Product Quality and Satisfaction<br>4 Development of a Green Environment<br>5 Creating a Well-being Workplace | 5<br>9<br>17<br>31<br>42<br>45<br>46<br>50<br>58<br>71 | |
| | 2-25 Processes to remediate negative impacts | 1.5 Disclosure of Material Topics | 24 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | 1.5 Disclosure of Material Topics | 24 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| GRI 2：General Disclosures 2021 | 2-27 Compliance with laws and regulations | 1.2 ESG Sustainability Development Policy<br>2.1 Board of Directors<br>2.2 Integrity Management and Anti-Corruption<br>5.1.4 Employees Remuneration policy<br>5.4 Safety, Health and Well-being<br>5.5 Compliance with the International Declaration of Human Rights | 17<br>29<br>42<br>76<br>84<br>91 | |
| | 2-28 Membership associations | 5.7 Social Participation | 93 | |
| | 2-29 Approach to stakeholder engagement | 1.4 Issues of Concern to Various Stakeholders | 22 | |
| | 2-30 Collective bargaining agreements | 1.4 Issues of Concern to Various Stakeholders<br>2.2.2 Integrity Management and Anti-Corruption Education and Training | 22<br>43 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
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| Material Topics | | | | |
| GRI 3：Material Topics 2021 | 3-1 Process to determine material topics | 1.5 Disclosure of Material Topics | 24 | |
| | 3-2 List of material topics | 1.5 Disclosure of Major Topics | 24 | |
| | 3-3 Management of material topics | 1.5 Disclosure of Major Topics<br>2 Implementation of Corporate Governance<br>3 Creating Sustainable Performance<br>4 Development of a Green Environment<br>5 Creating a Well-being Workplace | 24<br>28<br>50<br>58<br>71 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| Economic Performance 2016 | | | | |
| 201-1 | Direct economic value generated and distributed | 3.1 Operating Performance | 51 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 4.5 Climate-Related Financial Disclosures (Risks and Opportunities) | 66 | |
| 201-3 | Defined benefit plan obligations and other retirement plans | 5.4.2 Employee Benefits | 89 | |
| 201-4 | Financial assistance received from government | 4.1.1 Carbon Reduction Actions | 60 | |
| Anti-corruption 2016 | | | | |
| 205-1 | Operations assessed for risks related to corruption | 2.2.2 Integrity Management and Anti-Corruption Education and Training | 43 | |
| 205-2 | Communication and training about anti-corruption policies and procedures | 2.2.2 Integrity Management and Anti-Corruption Education and Training | 43 | |
| 205-3 | Confirmed incidents of corruption and actions taken | 2.2.2 Integrity Management and Anti-Corruption Education and Training | 43 | |
| GRI 206：Anti-competitive Behavior 2016 | | | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 2.2.3 Anti-Competitive Behavior | 44 | |
| GRI 305：Emissions 2016 | | | | |
| 305-1 | Direct (Scope 1) GHG emissions | 4.2 Greenhouse Gas Emissions | 61 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 4.2 Greenhouse Gas Emissions | 61 | |
| 305-3 | Other indirect (Scope 3) GHG emissions | 4.2 Greenhouse Gas Emissions | 61 | |
| 305-4 | GHG emissions intensity | 4.2 Greenhouse Gas Emissions | 61 | |
| 305-5 | Reduction of GHG emissions | 4.1.1 Carbon Reduction Actions | 60 | |
| 305-6 | Emissions of ozone-depleting substances (ODS) | 4.2 Greenhouse Gas Emissions | 61 | |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 4.2 Greenhouse Gas Emissions | 61 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| GRI 401：Employment 2016 | | | | |
| 401-1 | New employee hires and employee turnover | 5.1.3New Hires and Employee Turnover | 75 | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or parttime employees | 5.3 Health Promotion<br>5.4 Safety, Health and Well-being | 81<br>84 | |
| 401-3 | Parental leave | 5.4 Safety, Health and Well-being | 84 | |
| GRI 403：Occupational Health and Safety 2018 | | | | |
| 403-1 | Occupational health and safety management system | 2023 Sustainability Achievements<br>5.4 Safety, Health and Well-being | 9<br>84 | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 5.3 Health Promotion<br>5.4 Safety, Health and Well-being | 81<br>84 | |
| 403-3 | Occupational health services | 5.3 Health Promotion | 81 | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | 5.2.1 Employee Education and Training<br>5.3 Health Promotion | 78<br>81 | |
| 403-5 | Worker training on occupational health and safety | 5.2.1 Employee Education and Training<br>5.3 Health Promotion<br>5.4 Safety, Health and Well-being | 78<br>81<br>84 | |
| 403-6 | Promotion of worker health | 5.3 Health Promotion | 81 | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.3 Health Promotion<br>5.4 Safety, Health and Well-being | 81<br>84 | |
| 403-8 | Workers covered by an occupational health and safety management system | 5.4 Safety, Health and Well-being | 84 | |
| 403-9 | Work-related injuries | 5.4 Safety, Health and Well-being | 84 | |
| 403-10 | Work-related ill health | 5.4 Safety, Health and Well-being | 84 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
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| GRI 404：Training and Education 2016 | | | | |
| 404-1 | Average hours of training per year per employee | 5.2.1Employee Education and Training | 78 | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 5.2 Talent Development and Retention | 78 | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 5.2.4 Performance Evaluation | 80 | |
| GRI 405：Diversity and Equal Opportunity 2016 | | | | |
| 405-1 | Diversity of governance bodies and employees | 2.1.2 Board Members (Gender, Age, Tenure, Professional Background)<br>5.1.1 Employee Diversity (by Gender, Age) | 31<br>72 | |
| 405-2 | Ratio of basic salary and remuneration of women to men | 5.1.4 Employees Remuneration policy | 78 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
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| General Topics | | | | |
| GRI 204：Procurement Practices 2016 | | | | |
| 204-1 | Proportion of spending on local suppliers | 5.6 Partnerships | 84 | |
| GRI 207：Tax 2019 | | | | |
| 207-1 | Approach to tax | 2.7 Tax Policy | 47 | |
| 207-2 | Tax governance, control, and risk management | 2.7 Tax Policy | 47 | |
| 207-3 | Stakeholder engagement and management of concerns related to tax | 1.4 Issues of Concern for Stakeholders | 22 | |
| 207-4 | Country-by-country reporting | 2.7 Tax Policy | 47 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
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| GRI 302：Energy 2016 | | | | |
| 302-1 | Energy consumption within the organization | 4.1 Energy Management | 59 | |
| 302-2 | Energy consumption outside of the organization | 4.1 Energy Management | 59 | |
| 302-3 | Energy intensity | 4.1 Energy Management | 59 | |
| GRI 303：Water and Effluents 2018 | | | | |
| 303-2 | Management of water dischargerelated impacts | 4.3 Water Resources Management | 63 | |
| 303-3 | Water withdrawal | 4.3 Water Resources Management | 63 | |
| 303-4 | Water discharge | 4.3 Water Resources Management | 63 | |
| 303-5 | Water consumption | 4.3 Water Resources Management | 63 | |
| GRI 306：Waste 2020 | | | | |
| 306-1 | Waste generation and significant waste-related impacts | 4.4 Waste Management | 65 | |
| 306-2 | Management of significant waste-related impacts | 4.4 Waste Management | 65 | |
| 306-3 | Significant spills | 4.4 Waste Management | 65 | |
| 306-4 | Waste diverted from disposal | 4.4 Waste Management | 65 | |
| 306-5 | Waste directed to disposal | 4.4 Waste Management | 65 | |
| GRI 406：Non-discrimination 2016 | | | | |
| 406-1 | Incidents of discrimination and corrective actions taken | 5.5 Compliance with the International Declaration of Human Rights | 91 | |
| GRI 408：Child Labor 2016 | | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | 5.5 Compliance with the International Declaration of Human Rights | 91 | |
| GRI 409：Forced or Compulsory Labor 2016 | | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | 5.5 Compliance with the International Declaration of Human Rights | 91 | |

| GRI standard code | Disclosure item | Disclosure chapter | Page number | Explanation of GRI Omissions |
|---|---|---|---|---|
| GRI 416：Customer Health and Safety 2016 | | | | |
| 416 -1 | Assessment of the health and safety impacts of product and service categories | 3.2 Product Quality and Satisfaction | 56 | |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 3.2 Product Quality and Satisfaction | 56 | |
| GRI 417：Marketing and Labeling 2016 | | | | |
| 417-1 | Requirements for product and service information and labeling | 3.2 Product Quality and Satisfaction | 56 | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | 3.2 Product Quality and Satisfaction | 56 | |
| Supplier Environmental Assessment | | | | |
| 308-1 | New suppliers that were screened using environmental criteria | 5.6 Partnerships | 92 | |
| 414-1 | New suppliers that were screened using social criteria | 5.6 Partnerships | 92 | |

# 6.2 Sustainability Indicator - Computer and Peripherals Industry

| Indicator | Type | Annual Disclosure Status | Unit |
|---|---|---|---|
| 1. Total energy consumption, percentage of purchased electricity, and renewable energy usage rate | Quantitative | Total energy consumption in 2023 was 3,963.769 GJ, and renewable energy usage was 5.6% | Gigajoules (GJ), Percentage (%) |
| 2. Total water withdrawal and consumption | Quantitative | Total water withdrawal in 2023 was 7,522 tons. Since the office is located in buildings with fully established water supply networks and the company mainly operates in assembly production, the estimated water consumption is nearly zero | Thousand cubic meters ($m^3$) |
| 3. Weight and recycling percentage of hazardous waste generated | Quantitative | In 2023, the types of occupational injuries included traffic accidents and falls, with a total of 3 cases, and the injury rate was 0.86% | Tons (t), Percentage (%) |
| 4. Occupational injury types, number of cases, and injury rate | Quantitative | In 2023, the types of occupational injuries included traffic accidents and falls, with a total of 3 cases, and the injury rate was 0.86% | Number of cases, Rate (%) |
| 5. Product lifecycle management disclosure: weight of end-of-life products and e-waste, and recycling percentage | Quantitative | N/A | Tons (t), Percentage (%) |
| 6. Risk management description related to the use of critical materials | Qualitative | To ensure a sustainable supply chain, a supplier environmental survey was conducted in 2023. 100% of suppliers committed to a "no conflict minerals" policy | Not applicable |
| 7. Total monetary losses due to legal actions related to anti-competitive behavior | Quantitative | No legal actions related to anti-competitive behavior occurred in 2023, so total losses were 0 | Reporting currency |
| 8. Major product output by category | Quantitative | Refer to Section 3.1 "Operational Performance" (Pages 51-55) | Varies by product type |

Note: Includes the sale of scrap materials or other recycling processes, with relevant explanations to be provided.

# 6.3 Independent Third Party Assurance Statement

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## Independent Assurance Statement

**UBIQCONN TECHNOLOGY, INC. 2023 SUSTAINABILITY REPORT**

AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This verification work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR GROUP and UBIQCONN TECHNOLOGY, INC. (hereinafter referred to as "UTI") are independent entities. AFNOR GROUP hereby provides a summary of UBIQCONN TECHNOLOGY, INC.'s Sustainability Report of 2023 (hereinafter referred to as "the Report") but was not involved in any way in its preparation.

**SCOPE**

UBIQCONN TECHNOLOGY, INC. is responsible for reporting fairly on the economic, environmental and social aspects of operating activities and performance of various operating sites in Taiwan in sustainability reports in accordance with the declared sustainability reporting standards.

AFNOR ASIA LTD. is responsible for:

1. Evaluating the accordance of the Report with the Type 1 of AA1000 Assurance Standard (v3) based on the AA1000 Accountability Principles (2018). The reliability verification of the revealed sustainability performance information and data was not included. The verification scopes include sustainability issues, response mechanism, performance information, management systems of information, and the processes of materiality evaluation and stakeholder participation.
2. In accordance with the GRI Standards, we verified the statement options and material topics disclosed in the report compiled by UTI.
3. In accordance with the Task Force on Climate-related Financial Disclosures, we verified the content compiled and disclosed by UTI in the report.

**REFERENCES**

The scope of the assurance includes an assessment of the source adequacy of specific performance information and an assessment of adherence to the following reporting criteria :

- AA1000 Accountability Principles (2018)
- GRI Standards
- Task Force on Climate-related Financial Disclosures

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**METHODOLOGY**

- The inclusivity, materiality, responsiveness, and impact in the Report were assessed according to the principles of management process against AA1000 Assurance Standard (v3).
- The report is reported in accordance with the GRI Standards, and the content of the report is reviewed for general disclosures and specific topic disclosures that comply with the GRI Standards.
- The mechanism of communication and response to the interest of stakeholders was verified through discussion and interview with the management team, however, the assessment team did not make any direct contact with external stakeholders.
- The qualitative and quantitative information produced, collected, and disclosed by the Report was reviewed through a validated sampling plan.
- The documents, materials and information related to the report were examined and reviewed by interviewing the responsible persons of each group of UTI.
- Interviews with members of the organization related to sustainable development management and report writing, including representatives of all levels and departments.
- All documents, data and information related to the preparation of this report were checked by the verification team through interviews with relevant personnel.
- Check the sufficiency and completeness of supporting materials and evidence for the content of the report.

**CONCLUSION**

◆ **AA1000 Accountability Principles**

**Inclusivity**

UTI has continued to seek the participation of stakeholders to develop and achieve a responsible and strategic response to the organization's sustainable development by establishing major sustainability topics. Environmental, social and governance information has been fairly reported and disclosed in the report and is sufficient to support appropriate planning and goal setting.

**Materiality**

UTI has established an effective process to identify stakeholder issues that are critical to operational performance. Through a formal review to identify stakeholders and focus on issues of concern in various fields, the report has demonstrated the organization's decision-making process on

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major topics, reflecting the importance of stakeholders to the organization and the priority of responses.

**Responsiveness**

UTI has developed and implemented a stakeholder response mechanism through communication channels, clearly announcing various policies, norms and codes, etc., and being able to respond promptly to issues of concern to stakeholders. In the future, the organization can continue to engagement with stakeholders to develop management policies and performance goals that meet the needs of stakeholders and itself.

**Impact**

UTI has adopted the monitoring and measurement of risks and opportunities for the impact of its operations on the overall environment; identified various risks and opportunities to formulate action plans, and responsibly demonstrated its management, communication and improvement of its sustainable performance. In the future, the organization can continue to provide resources to support the identification, measurement, evaluation and management of impacts, and continue to communicate with stakeholders about sustainable performance.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, we confirmed that the general disclosure and specific disclosure content of the report and the necessary management policy disclosure of major topics have complied with the requirements of GRI Standards. In the future, the organization can continue to comply with the requirements of the reporting standards, summarize the management content of major topics and the operational performance of each site, and provide sufficient and comparative reporting content.

◆ **Task Force on Climate-related Financial Disclosures**

Based on the results of the review, UTI has disclosed the impact of climate change on the company's operations, as well as measures to deal with risks and opportunities. In the future, the organization can consider different climate scenario settings to assess the financial performance impact of actions taken given the risks and opportunities of the corresponding scenarios.

**ASSURANCE OPINION**

AFNOR GROUP has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by UTI and the facts seen during on-site verification, we

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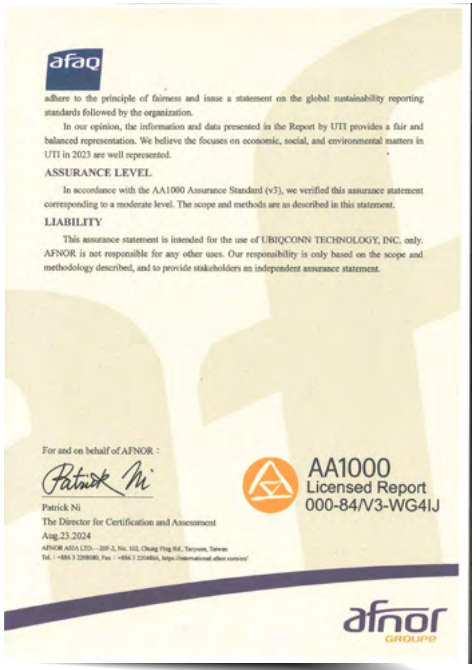

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adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization.

In our opinion, the information and data presented in the Report by UTI provides a fair and balanced representation. We believe the focuses on economic, social, and environmental matters in UTI in 2023 are well represented.

**ASSURANCE LEVEL**

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

**LIABILITY**

This assurance statement is intended for the use of UBIQCONN TECHNOLOGY, INC. only. AFNOR is not responsible for any other uses. Our responsibility is only based on the scope and methodology described, and to provide stakeholders an independent assurance statement.

For and on behalf of AFNOR :

Patrick Ni

The Director for Certification and Assessment

Aug.23.2024

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