2024
AAEON Technology Inc.
Sustainability Report

Table of Contents	Page Number
About This Report	3
Letter from the Chairman	4
I. About AAEON	5
(I). Company Profile	5
(II). Economic Performance	14
(III). R&D Innovation	23
II. Corporate Governance	36
(I). Governance Structure and Responsibilities	36
(II). Board of Directors	37
III. Stakeholders	58
(I). Stakeholder Identification	58
(II). Disclosures on Material Topics	61
(III). Impact and Risk Analysis of Material Topics	64
(IV). Stakeholder Communication	65
IV. Promoting Sustainable Development	68
(I). Sustainable Development Organization	68
(II). Commitment to Sustainable Development	69
(III). Sustainable Development Policies	69
(IV). Sustainable Development Goals	70
(V). Sustainability Risk Management	73
V. Corporate Commitment	74
(I). Happy Workplace (Employees)	74
(II). Customer Relationship Management	106
VI. Supply Chain Management	108
(I). Procurement Management	108
(II). Localized Procurement	108
(III). Green Procurement	108
VII. Environmental Sustainability	113
(I). Environmental Protection Policy	113
(II). Green Production	113
(III). Environmental Management (Green Certification and Labeling)	116
(IV). Climate Action	118
(V). Public Welfare and Environmental Protection	130
VIII. Social Inclusion	137
(I). Assessment of Social Welfare Benefits	138
(II). AAEON Volunteer Group	140
(III). Social Welfare Participation	141
Appendix	
Appendix I. GRI Standards Index	156
Appendix II. Task Force on Climate-Related Financial Disclosures (TCFD)	162
Appendix III. SASB Index	166
Appendix IV. TWSE Sustainability Disclosure Indicators - Computer and Peripheral Equipment Industry	167
Appendix V. Climate-Related Information for Listed and OTC Companies	168
Appendix VI. Greenhouse Gas (GHG) Verification Report Opinion	169
Appendix VII. 2024 Independent Assurance Statement of the Sustainability Report	170

About This Report

Introduction

AAEON Technology publishes its "Sustainability Report" to showcase AAEON's efforts and achievements in corporate governance, management, corporate commitment, social participation, and environmental protection in various aspects of sustainable development. Annually publish this report to inform the public about our achievements in promoting sustainable development.

- **Organizational details**

Company	AAEON Technology Inc.
Nature	Co., Ltd.
Headquarter location	5F, No. 135, Lane 235, Baoqiao Road, Xindian District, New Taipei City
Country of Operation	Taiwan (R.O.C.)

- **Report Boundaries and Scope**

The scope of this report primarily focuses on the Taiwan Region, and the data and information disclosed align with the annual report (January 1, 2024, to December 31, 2024). For the sake of considering the completeness of the disclosed data, some content spans different regions and different year's operational activities, and it will be explained in the body of this report. There is no re-compilation of the report this year.

- **Report Quality**

✧ This report follows the requirements of the 2021 version of the GRI Standards by the Global Reporting Initiative, using the Sustainability Reporting Standards as the primary framework. It is compiled with reference to the United Nations Sustainable Development Goals (SDGs), Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB). To ensure the quality principles of accuracy, balance, clarity, comparability, reliability, and timeliness.

✧ The report content is composed in Traditional Chinese, with data verification focusing on the year 2024. Certain performance metrics trace back to previous years (2023 and 2022) for reference.

✧ The data disclosed in this report has been verified by GREAT Certification according to the AA1000 Assurance Standard V3 for Type 1 Moderate Assurance Level. This verification confirms compliance with the GRI Standards 2021, and the assurance statement is provided in the appendix.

✧ Please refer to Appendix VII - Independent Assurance Statement for the Sustainability Report 2024.

- **Issuance of the Report**

Last report: Issued in August 2024.
Current Edition Release Date: August 2025
Next report: Scheduled for August 2026.
To implement green environmental protection and promote the paperless movement, the report will be published electronically on AAEON's official website, and we welcome you to browse and read it.

- **Contact Information:**

Please feel free to contact us if you have any feedback or inquiries about this report.
AAEON Technology Inc.
Address: 6F, No. 28, Baogao Road, Xindian District, New Taipei City
Phone: +886-2-89191234
Contact Liaison: Mei Lan Li, Assistant Project Manager
Email: IrisLee@aaeon.com.tw
Website: https://www.aaeon.com/tw/article/list/corporate-responsibility-report

Letter from the Chairman

Since its establishment, AAEON has embraced the business philosophy and core values of "People-orientation, Honesty and Integrity, Excellence in Innovation, and Customer Respect." With the four major dimensions of corporate governance—"enhancing information transparency," "strengthening the structure and operation of the Board of Directors," "protecting shareholder rights and treating all shareholders equally," and "implementing sustainable corporate development"—as the objectives, we continuously promote sustainable policies—valuing corporate governance, fulfilling corporate commitments, expanding social engagement, and promoting environmental sustainability. By referencing the United Nations' 17 Sustainable Development Goals (SDGs) and focusing on sustainable ESG (Environment, Social & Governance) issues, we identify material topics and climate change-related issues (TCFD). Through the Sustainability Promotion Team under the Sustainable Development Committee, we advance various initiatives to recognize risks and opportunities related to our core business. The implementation results are reported to the Board of Directors, actively addressing social and environmental problems to expand social influence.

AAEON has always spared no effort in cultivating technology talents, creating employment opportunities, and promoting labor-management harmony. We also fulfill social responsibility, assisting rural schools in developing technological education, and addressing environmental protection issues. In the future, AAEON will continue to uphold the spirit of "Good is not enough, constantly challenging ourselves and innovating." The goal is to become a top performer in industrial computers and the best partner in the smart IoT industry.

In terms of sustainable promotion, AAEON Technology's ongoing active investments have led to Specific Outcomes, including winning the CommonWealth Corporate Citizenship Award and the Talent Sustainability Award for several consecutive years. In 2024, the company received multiple sustainability awards - the 17th TCSA Taiwan Corporate Sustainability Award "Sustainability Single Performance Award - Social Inclusion Leadership Award," the 2nd "New Taipei City Enterprise Classic Award" and "New Taipei City Enterprise Classic Excellence Award," the "ASSET Sustainability Award" - 1st Humanities Enterprise Award - Education Promotion Excellence Award, and was once again awarded the "Rising Star" award in the Taiwan International Brand Value Evaluation.

In terms of product innovation, we collaborate with customers to launch a variety of environmentally friendly innovative products in smart cities, smart healthcare, and smart transportation. These efforts were recognized with the 33rd Taiwan Excellence Awards in 2025. We have introduced the Intel GAR-A750E graphics card and products related to Intel's next-generation CPU, Meteor Lake, as well as smart parking meters, smart AMR, in-vehicle solutions, intelligent inspections for factories and construction sites, electric bus battery management, the introduction of in vitro diagnostic (IVD) systems, and real-time molecular diagnostic systems. We provide solutions through professional expertise, integrating social welfare with our core business.

In terms of industry-academia collaboration, AAEON Technology has actively invested in supporting the development of vocational and technical education and has collaborated with universities of technology to promote the integration of front-end education with industry. Since joining the GOLF Alliance in 2020 - a system for industry-academia co-creation and integration of learning and application, academia and industry have collaborated to help university students connect with industries early, cultivate essential workplace skills, and enhance their immediate readiness for the workforce. By sharing resources between schools and enterprises, it assists schools in extending their reach into businesses, and strengthens the advantage of Taiwan's industrial talent in advanced technologies.

Since 2009, through the AAEON Foundation, we have called for companies to jointly promote rural art and technology education projects, actively investing in the education of rural children. Annually, we continue to work with partner companies to promote and develop more projects, enriching educational resources for elementary schools in rural areas and actively practicing the spirit of social philanthropy! In recent years, we have actively promoted the Family-Friendly Workplace Enterprise Alliance led by AAEON Technology, and to date, 31 companies have been invited to join.

In the future, we will continue to uphold a diligent attitude, contributing our efforts to society, and realizing AAEON's vision for sustainable development and commitment to sustainable development.

(Provided by CommonWealth Magazine)

Chairman
Yung Sung Chuang

I. About AAEON

(I) Company Profile

AAEON Technology Inc. was founded in 1992. In 1999, its business performance was recognized, and it was approved to become the first OTC industrial computer company in Taiwan. In 2001, it merged with Astech Technology Inc. and transitioned to a listed stock company. Since its establishment, the company has focused on research and development, innovation, and manufacturing in the field of Industrial Computers. It continues to integrate upstream and downstream industries, becoming not only a professional SBC manufacturer but also an industrial computer system factory. After years of effort, AAEON Technology has gradually established production and sales locations worldwide, making it a global logistics and management specialist in Industrial Computers.

AAEON Technology continues to pursue innovation and excellence, and in 2011, it was incorporated under the ASUS Group. With the support of ASUS Group's advanced technology and abundant resources, it has enhanced its leadership position in the industry. Looking to the future, AAEON will deliver high-quality and more diverse embedded products and IoT intelligent solutions to customers with world-class design and manufacturing standards.

In recent years, AAEON Technology has focused on AI edge computing and the development and planning of smart cities. Its applications in the five major areas of smart manufacturing, smart retail, intelligent security, smart cities, and smart healthcare align well with the concept and goals of the Baogao Smart Park. In 2023, the company will relocate its headquarters to the Baogao Smart Park in New Taipei City, hoping to continuously contribute to AI-related innovation and R&D, jointly creating the next international-level smart city industrial cluster.

AAEON Technology Group is a leading Taiwanese manufacturer specializing in IoT intelligent solutions R&D and manufacturing. It develops, manufactures, and markets IoT and AI edge computing solutions worldwide. Additionally, AAEON offers embedded computer motherboards and systems, industrial LCDs, rugged tablet computers, industrial PCs, network security devices, and related accessories, providing comprehensive and professional software and hardware solutions for OEM/ODM customers and system integrators. At the same time, AAEON Technology has a dedicated team providing customization services, assisting you from the initial R&D concept to product creation, mass production, and after-sales service, offering consistent professional consultation and services to tailor high-quality products for customers. AAEON Technology currently offers a variety of AI edge computing products and system integration and solutions for smart cities, smart retail, and smart manufacturing. AAEON Technology is an Intel Titanium Member.

The New Taipei City Government plans to develop the Xindian Baogao Park into a major hub for smart city industries in 2022, targeting the introduction of production enterprises that comply with "Low and zero pollution" processes, with next-generation industries such as digital health, AI, information and communication technology, and cloud computing as key industries. AAEON has cultivated in Xindian for 30 years, and in 2023, the Company headquarters officially moved into the Xindian Baogao Smart Industrial Park.

The Baogao Smart Industrial Park is an ESG low-carbon park, primarily constructed with a focus on high tech, smart tech, and environmental protection. Its overall landscape centers on "natural landscapes," "renewable energy," and "public art," creating a technologically advanced industrial park that also takes ecology into account. As an ESG low-carbon park, it incorporates the BIM smart building management system and has obtained the Silver Smart Building and Gold Green Building certifications. The park boasts comprehensive architectural planning, environmental greenery, plantings, detention ponds, and various smart facilities, all featuring energy-saving and carbon reduction designs, with a habitat that supports biodiversity.

1. To be environmentally friendly, the wastewater emissions from the building, including sewage, miscellaneous wastewater, and rainwater, are handled by separate independent drainage systems.
2. Recycled rainwater volume reached 823 cubic meters, an increase of 30% in recycling volume, with water retention at 7,830 cubic meters, exceeding the required amount by 2.5 times.
3. Water resource management in the park involves collecting rainwater from building facades and ground surfaces, incorporating it into a recycling system for use in landscape irrigation.
4. In terms of water and energy conservation: the park uses water efficiency labeled sanitary fixtures to reduce water consumption by 30%. Adopted energy-saving lighting fixtures, reducing electricity consumption by 35%.
5. Creative energy saving: installation of 100kW solar panels, wind power equipment, and energy-regenerating elevators, annually saving approximately NT$400,000 in electricity costs.

All AAEON facilities are located within industrial zones, and we do not own, lease, or manage any facilities located in ecological protected areas or water resources protected areas; nor do we engage in any activities that negatively impact biodiversity. During the processes of product manufacturing and services, there is no negative impact on environmental ecology. (This information is provided by the Economic Development Department, New Taipei City Government)

Source: Economic Development Department, New Taipei City Government

1. Business Philosophy

(1) Corporate Mission

AAEON provides innovative industrial computing platforms that help customers improve efficiency, performance, and productivity, creating a sustainable smart Earth.

(2) AAEON Vision

With focus, agility, and competitiveness, become the best innovation partner in the IoT era.

(3) Business Philosophy

- **With a People-Centric Approach:** Treat others with respect and openness, and effectively utilize their diverse ideas, opinions, and insights.
- **Integrity and Sincerity:** Maintain Social, ethical, and organizational norms; adhere to the procedures and ethical principles in handling matters.
- **Excellence in Innovation:** Develop innovative and feasible solutions based on work conditions; try different or new methods to address work-related problems or opportunities.
- **Respect Customers as Teachers:** View meeting customer needs as the primary priority; establish and maintain a positive cooperative relationship with customers.

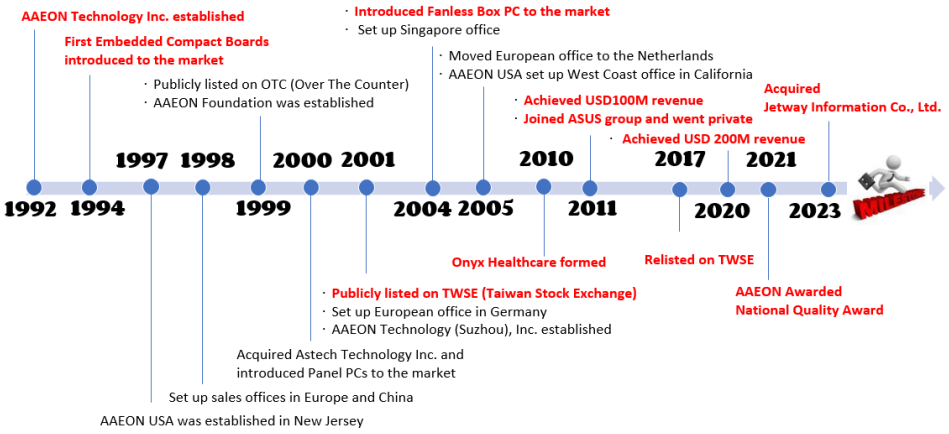
(4) Core Values

- **Focus -** Concentrating on areas where we excel
- **Agility -** Promptly Responding to Environmental Changes
- **Competitiveness -** Challenge oneself, Continuously Improve

(5) Core competitiveness

- **Product Innovation**
  AAEON Technology has excellent OEM/ODM capabilities, able to meet the special specifications and requirements proposed by customers. Continuously and actively invest in enhancing product innovation capabilities to maintain a leading advantage in the market.
- **R&D capabilities**
  AAEON Technology boasts a superb R&D team, with R&D personnel comprising over 20% of total employees, and dedicating 10% of its total revenue to R&D expenditures. Utilizing the latest technologies to meet stringent design requirements and continuously fostering innovative thinking, AAEON Technology has secured numerous R&D design patents globally.
- **Customization services**
  AAEON possesses exceptional customization capabilities to meet various customer needs. Its modular design shortens the development timeline and reduces the difficulties and costs of customization. The flexible production process ensures the excellent quality and delivery time of customized products. AAEON's software customization abilities allow customers to quickly respond to market demands, and its customization services have been highly praised by customers over the years.

2. Company History and Key Milestones



Year	Key Milestone
1986 | 1992	♦ Engaged in the processing and manufacturing of computer peripheral equipment, terminal devices, and auxiliary components. ♦ Fully committed to the Single Board Computer (SBC) OEM and ODM markets, successfully establishing the position and image of a professional SBC manufacturer.
1994	♦ Successfully obtained OEM orders from internationally renowned manufacturers. ♦ Pioneered the successful launch of Little Board, becoming the leader in the manufacturing of this product. ♦ Awarded the ISO 9001 Quality Assurance System international certification by the British Standards Institution (BSI).
1995	♦ AAEON expanded and relocated to the "Tongshuai Industrial Park" in Xindian. ♦ Purchased SMT equipment and implemented fully automated production.
1996	♦ Established a subsidiary (AEI) in New Jersey, USA, to fully expand business marketing. ♦ Several products were certified with the European Community CE Marking for safety. ♦ Launched the new generation of All-in-one PC/104 CPU Model single-board computer. ♦ AAEON's computer systems were adopted by Brazil's National Election Counting Center. ♦ AAEON further expanded with employees surpassing 100 people, and additionally rented the seventh floor of the original factory building as an office. ♦ Revised and established AAEON's corporate concept diagram formulated a five-year development plan. ♦ Promote the 5S project to establish a good working environment and work quality. ♦ Ranked among Taiwan's top 1000 enterprises according to surveys conducted by Common Wealth Magazine and Business Weekly.
1997	♦ Fully implemented and promoted ISO 14001, obtaining certification. ♦ In response to AAEON's growth and expansion, purchased an OA office building. ♦ Increased capital to NT$210 million and completed the public offering.
1998	♦ Completed overall CIS planning and trademark registration in various countries. ♦ Increased capital to NT$252 million.

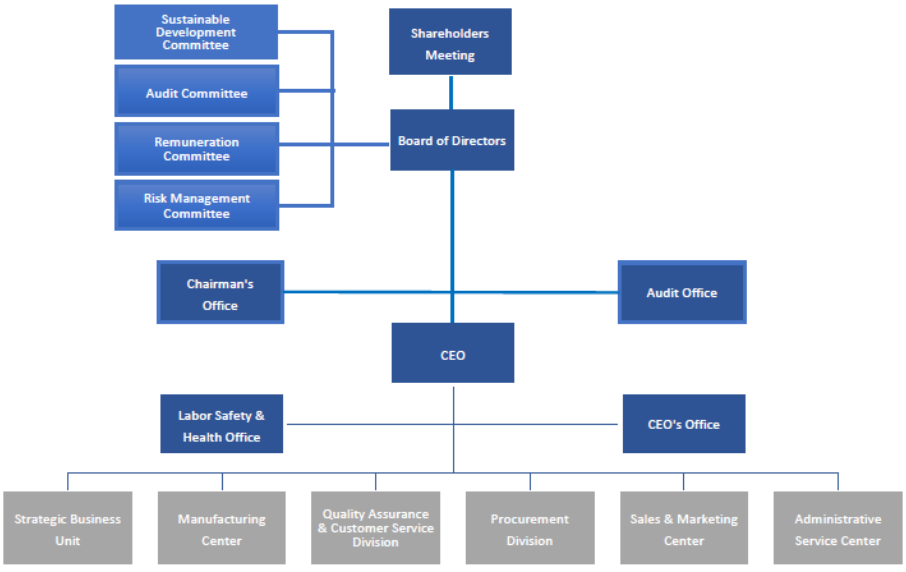
Year	Key Milestone
1999	♦ Fully implemented Oracle ERP. ♦ Successfully applied for over the counter (OTC) stock listing, becoming the first OTC industrial computer company in Taiwan. ♦ Purchased additional SMT equipment. ♦ Purchased and relocated to a new factory in the ABC Far East Industrial Park on Baoqiao Road, Xindian. ♦ Increased capital to NT$346 million. ♦ Won the 8th National Award of Outstanding SMEs in Taiwan. ♦ The embedded single-board computer won the National Quality Award. ♦ Established the AAEON Foundation.
2000	♦ Merged with Astech Technology Inc. with the base date set as January 1, 2001. ♦ Due to expansion, purchased an office space on the fourth floor of the Baoqiao Road location in Xindian. ♦ Increased capital to NT$421 million. ♦ Won the 7th Taiwan SMEs Innovation Award. ♦ The CPU short card series and ultra-compact single-board computer won the National Quality Award.
2001	♦ Increased capital to NT$556 million. ♦ Ranked the 43rd among the fastest-growing top 100 in the Common Wealth Magazine survey of medium and small enterprises. ♦ Transitioned from an OTC company to a listed stock company in Taiwan. ♦ Four products won the National Quality Award.
2002	♦ Established a subsidiary in Suzhou, China. ♦ Joined the Intel Application Computing Platform Supplier Program. ♦ Increased capital to NT$619.05 million. ♦ Became the first industrial computer manufacturer in the country to obtain TL9000 certification. ♦ Five products won the National Quality Award.
2003	♦ Obtained China Compulsory Certification (3C). ♦ Increased capital to NT$637.438 million. ♦ Seven products won the National Quality Award--SBC-860, Gene-6330/6320, PCM-6892, AEC-206/6100, Onyx-158.
2004	♦ Established a subsidiary in Singapore. ♦ The subsidiary in Suzhou, China obtained ISO 9001 certification. ♦ Increased capital to NT$664.2144 million.
2005	♦ Increased capital to NT$737.984 million. ♦ Established a subsidiary in Brea, California on the US west coast. ♦ The European branch relocated to the Netherlands. ♦ VDC 2004-2005 Gold Vendors Embedded Board award. ♦ The ONYX-173 Wi-Fi medical imaging processing system was selected at Computex Taipei 2005 for the honor of "Best Export Information Product of Taiwan" in the "Product Design" category at Computex Taipei. ♦ AAEON received the honor of its operational headquarters being recognized by the Industrial Development Bureau.

Year	Key Milestone
2006	♦ Increased capital to NT$770.97 million. ♦ Passed the GE Qualified Suppliers audit. ♦ Six products were honored with the 14th National Quality Award.
2007	♦ Increased capital to NT$823.48 million. ♦ Obtain ISO 13485 Medical devices certification. ♦ Awarded the Industrial Sustainable Excellence Award by the Industrial Development Bureau. ♦ ONYX-195 was recognized as the "Best Export Information Product of Taiwan" in the "Product Design" category at Computex Taipei 2007. ♦ Seven products were honored with the 15th National Quality Award--Onyx-195, Onyx-2515, AEC-6920, AEC-6860, AEC-6800, TKS-G20, GENE-9310. ♦ AEC-6920 was the sole Taiwanese industrial computer awarded the GOLD Reader Award at ECE Reader Award 2007. ♦ Honored with the INTEL ECA – Best Customer Award.
2008	♦ Increased capital to NT$875.4 million. ♦ Established a branch in Germany. ♦ Six products were honored with the 16th National Quality Award. ♦ Selected by Forbes Asia magazine as one of the "Best Under a Billion" small and medium listed enterprises. ♦ Ranked among the "2008 Taiwan Top 100 Technology Companies" according to a survey by Digital Times magazine.
2009	♦ Increased capital to NT$909 million. ♦ Four products were honored with the 17th National Quality Award. ♦ Won the 2009 (17th) Ministry of Economic Affairs Excellent Innovation Enterprise Award. ♦ Won the 2009 Taiwan Excellent Brand Award. ♦ Established the subsidiary Yanyou Investment Co., Ltd., in Taiwan.
2010	♦ AAEON was awarded the 18th Taiwan Symbol of Excellence Award. ♦ AAEON was awarded the Growth in Intel® Atom™ Co-selling Award.
2011	♦ AAEON was awarded the Taiwan Excellence Achievement Award. ♦ AAEON was awarded the 19th Taiwan Symbol of Excellence Award. ♦ AAEON was awarded Siemens Star Supplier 2011 Award. ♦ AAEON was awarded the Computex Taipei 2011 Best of Choice Award. ♦ AAEON joins ASUSTeK Computer Inc. (ASUS). On June 1, 2011, Shou Yang Digital Technology Co., Ltd. merged with AAEON Technology Inc. (referred to as the original AAEON), with Shou Yang Digital Technology Co., Ltd. as the surviving company, which was renamed AAEON Technology Inc. with ASUSTeK Computer Inc. as the parent company.
2012	♦ AAEON was awarded the Golden Award of the Computex Taipei. ♦ AAEON was awarded the Computex Taipei 2012 Best of Choice Award. ♦ AAEON was awarded the 20th Taiwan Symbol of Excellence Award Four products were awarded the Taiwan Excellence Award for their innovative energy-saving and carbon-reducing features, environmental protection, and balanced design aesthetics with product performance. ♦ AAEON was awarded Microsoft® Windows Embedded Partner of Year 2012.
2013	♦ AAEON was awarded the Computex Taipei 2013 Best of Choice Award. ♦ AAEON was awarded the 21st Taiwan Symbol of Excellence Award. All 8 products registered to participate in the Taiwan Excellence Award were favored by the judges and won Taiwan Excellence Awards.
2014	♦ AAEON was awarded the 22nd Taiwan Symbol of Excellence Award. All 4 products registered to participate in the Taiwan Excellence Award this year were favored by the judges and won the Taiwan Excellence Award. ♦ Received Intel® IoT Solutions Alliance Member Performance Award.

Year	Key Milestone
2015	♦ AAEON was awarded the 23rd Taiwan Symbol of Excellence Award. Six products won the Taiwan Excellence Award, ranging from rack-mounted network products to rugged tablets and single-board computers, highlighting the innovation and uniqueness of AAEON's products. ♦ Established a branch office in Japan to develop a distribution network and expand business in Japan.
2016	♦ The subsidiary, Onyx Healthcare Inc., was listed on the over-the-counter market for trading on December 21, 2016. ♦ Listed on the emerging stock market in the middle of the year. ♦ Selected as one of the top ten outstanding enterprises for the Golden Peak Award. ♦ Received the CommonWealth Magazine CSR Corporate Citizen Award. ♦ The PICO-BT01 series of products received the Info Month Top 100 Innovative Product Award.
2017	♦ AAEON's stock was officially listed on the Taiwan Stock Exchange on August 21, 2017. ♦ AAEON's ranking in the CommonWealth Magazine Top 1000 Manufacturers advanced from 537th place (2016) to 454th place. ♦ Received the 5th place in the Medium-sized Enterprise Group of the CommonWealth Magazine CSR Corporate Citizen Award. ♦ Honored with the Taiwan Excellence Award in 2017.
2018	♦ Conducted a share swap with IBASE Technology Inc. on September 29, 2018. ♦ Received the CommonWealth Magazine CSR Corporate Citizen Award. ♦ Received the TCSA Taiwan Corporate Sustainability Award. ♦ Received the Taiwan Excellence Award. ♦ Three products won the COMPUTEX Design & Innovation Award.The BOXER-6640M won the Vision Systems Design Award.
2019	♦ Received the CommonWealth Magazine CSR Corporate Citizen Award. ♦ Received the TCSA Taiwan Corporate Sustainability Award. ♦ Two products won the Taiwan Excellence Award. ♦ Two products won the COMPUTEX Design & Innovation Award. ♦ This year was honored with the "14th Arts & Business Awards - Permanent Award Bronze Award" by the Ministry of Culture.
2020	♦ Received the CommonWealth Magazine CSR Corporate Citizen Award. ♦ One product won the Taiwan Excellence Award.
2021	♦ Received the 26th National Quality Award. ♦ CEO, Howard Lin, received the Golden Merchant Award - Outstanding Businessman honor. ♦ Received the CSR CommonWealth Magazine Sustainable Citizen Award. ♦ Two products won the 30th Taiwan Excellence Award. ♦ One product won the Computex Taipei Design & Innovation Award. ♦ One product won the System Integration Output Award. ♦ Received the Ministry of Education's Social Education Contribution Award - Group Award "Social Welfare Organization Award". ♦ Received certification for ISO 27001.

Year	Key Milestone
2022	♦ Celebrated the 30th anniversary of AAEON Technology's founding. ♦ Moved into the Baogao Smart Industrial Park, joining the new international smart city industrial cluster. ♦ Received the CSR CommonWealth Magazine Sustainable Citizen Award. ♦ BOXER-8240AI won the COMPUTEX Best Choice Award Gold Award. ♦ Two products won the Taiwan Excellence Award. ♦ Received the Mainland China Taiwan Businesses Award. ♦ AAEON Technology and the AAEON Foundation were honored with the "15th Arts & Business Awards - Permanent Award Bronze Award" by the Ministry of Culture.
2023	♦ Awarded the First Prize in the "Education Promotion Category" of the Outstanding Solutions at the 2023 Global Views ESG Corporate Sustainability Awards. ♦ Received the 3rd place in the Medium-sized Enterprise Group of the CommonWealth Magazine CSR Corporate Citizen Award in 2023. ♦ Received the 5th place in the 2023 HR Asia Awards for Sustainable Talent Development. ♦ Awarded the "2023 Taiwan Best Brand Value Rising Star Award." ♦ Selected by MakeUseOf as one of the top five x86 single-board computers in 2023: UP Squared V2. ♦ Selected by MakeUseOf as one of the top five x86 single-board computers in 2023: UP Squared Pro 7000. ♦ The AAEON Foundation received the Ministry of Education 2023 Year Outstanding Group Award for Promoting Family Education.
2024	♦ Awarded the "2024 Taiwan International Brand Value Evaluation Rising Star" award. ♦ Awarded the 33rd Taiwan Excellence Award (2025) for one product. ♦ Awarded the "Sustainability Single Performance Award - Social Inclusion Leadership Award" at the 17th TCSA Taiwan Corporate Sustainability Award in 2024. ♦ Awarded the 2nd "New Taipei City Enterprise Classic Award" in 2024. ♦ Awarded the 2nd "New Taipei City Enterprise Classic Excellence Award" in 2024. ♦ Awarded 9th place in the Medium-sized Enterprise Category of the 2024 CommonWealth Magazine Corporate Citizenship Award. ♦ Awarded the 2024 CommonWealth Talent Sustainability Award (Medium-sized Enterprise). ♦ Awarded the “Health 99” Corporate Award in the 2024 CHR Healthy Corporate Citizen Awards. ♦ Awarded the Bronze Medal in the 2024 EcoVadis Global Supply Chain Sustainability Assessment. ♦ Awarded the "ASSET Sustainability Award" - 1st Humanities Enterprise Award - Education Promotion Excellence Award in 2024. ♦

3. Company Organizational Chart



4. Global Presence/Operational Sites

AAEON products are sold globally, with 17 sales offices in 12 countries. Marketed globally under the AAEON brand, with trademarks registered in over 32 countries, AAEON has established 6 subsidiaries and has over 200 distributors/agents worldwide.

https://www.aaeon.com/tw/article/list/worldwide_office

5. Participation in Public Associations and Organizations

Name external association		Role	Description of External Associaton
TCA 台北市電腦公會 TAIPEI COMPUTER ASSOCIATION	Taipei Computer Association	Member	The Taipei Computer Association organizes exhibitions to provide a matchmaking platform for industry suppliers, while regularly hosting events to offer industry information and promote industry exchange and cooperation.
NTCA 新北市電腦商業同業公會 New Taipei City Computer Association	New Taipei City Computer Association	Member	The New Taipei City Computer Association is an organization composed of information-related companies in New Taipei City, dedicated to promoting the development of Taiwan's information industry. Member companies cover multiple fields including hardware manufacturing, software development, telecommunications, and digital content, and actively participate in domestic and international exhibitions to expand business opportunities.
ICAA 智慧產業電腦物聯網協會 Intelligent Computer & AIoT Association	Intelligent Computer & AIoT Association (ICAA)	Director	The ICAA is dedicated to integrating resources from industry, government, and academia to create sustainable smart IoT platforms. The association is committed to promoting international business opportunities, facilitating technology exchange, supporting collaboration and training of Taiwan's industrial computer and IoT sectors, and implementing related government policies.
台灣雲端物聯網產業協會 Cloud Computing & IoT Association in Taiwan	Cloud Computing & IoT Association in Taiwan	Member	The Cloud Computing & IoT Association in Taiwan is dedicated to connecting the government with association members, assisting in securing government cloud business opportunities. Members can participate in government-related work groups and enjoy privileges such as seminars, exhibitions, and overseas visits to expand business opportunities and facilitate technology exchange. In addition, the association provides a member-exclusive information database to help them acquire relevant information and support.
VCCI 協會	Japan VCCI Council	Member	The fundamental policies of the Japan VCCI Association include coordination between member groups, acceptance of voluntary compliance measures reports, market reality investigations, research and formulation of technology standards, education for measurement technicians, investigation of international EMC regulations, implementation of measurement equipment registration systems, PR promotion for general users, and other related matters.

Name external association		Role	Description of External Associaton
PC/104	PC/104 Consortium	Member	The PC/104 Consortium is an industry trade organization that specializes in developing and setting standards for various PC/104 products to ensure mechanical and electronic compatibility. The carefully designed and tested specifications ensure compatibility among all PC/104 product suppliers.
PCI SIG	PCI-SIG	Member	PCI-SIG is an organization composed of over 900 industry companies, dedicated to advancing non-proprietary PCI Technology. They define specifications, adjust for future applications, and support product development within the industry. Member companies collaborate to define, test, and refine specifications, making PCI technology a primary interconnection method between today's CPUs and external devices.
PICMG	PICMG	Member	PICMG is dedicated to developing open standards for the professional computer market, and its established standards are described as "COTS" or "MOSA".
HDMI	HDMI	Member	The HDMI Licensing Administrator is responsible for managing and promoting the licensing of HDMI Technology, ensuring that the specifications of each version are effectively authorized and managed.
SGeT	Standardization Group for Embedded Technologies (SGET)	Member	The SGET is responsible for developing and promoting open industry standards, advancing the development and application of embedded technology, and collaboratively working with participating companies and organizations to establish independent specifications for embedded computer technology.
台灣人工智慧晶片聯盟 AI on Chip Taiwan Alliance	AI on Chip Taiwan Alliance (AITA)	Member	The AITA is composed of over 80 leading semiconductor and ICT companies, aiming to promote the development of AI chip technology to accelerate Taiwan's emergence as a global leader in AI chips and intelligent systems.

(II) Economic Performance

- **Activities, Value Chain and Other Business Relationships**

Industry	Computer and Peripheral Equipment Industry
Key products/services	Industrial system products, single-board computers and peripheral devices.
Product Output Unit: tons, pieces	The values of production in the recent two Years (see Appendix I) & The values of sales in the recent two Years (see Appendix II) -
2024 Revenue (Consolidated) Unit: NT$ thousand	7,186,031
Revenue Proportion by Region	Taiwan 39.86%, Europe 27.19%, United States 23.07%, China 8.02%, Others 1.86%

- **Value of production over the past two years *(See Appendix I)***

Unit: Quantity: thousand units/items; Value: NT$ thousand

Production Value / Year / Key products	2022			2023			2024		
	Capacity	Product Output	Production Value	Capacity	Product Output	Production Value	Capacity	Product Output	Production Value
Single-Board Computers and Peripheral Devices	338	332	1,597,679	803	734	1,213,080	660	655	1,088,667
Industrial System Products	326	354	2,132,519	200	204	1,933,653	148	152	1,480,446
Total	664	685	3,730,199	1,003	938	3,146,730	808	807	2,569,113

- **Value of Sales Over the Past Two Years *(See Appendix II)***

Unit: Quantity: thousand units; Value: NT$ thousand

Sales Value and Quantity / Year / Key products	2022				2023				2024			
	Domestic Sales		Export Sales		Domestic Sales		Export Sales		Domestic Sales		Export Sales	
	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value
Single-Board Computers and Peripheral Devices	83	373,045	672	3,710,957	61	382,663	823	3,552,835	58	300,901	613	3,705,748
Industrial System Products	13	127,024	392	3,576,418	28	254,640	368	3,358,483	17	205,286	223	2,505,654
Others	249	49,513	1,012	515,119	626	159,184	787	365,398	566	131,465	1,013	336,977
Total	363	549,582	2,077	7,802,494	715	796,487	1,978	7,276,716	641	637,652	1,849	6,548,379

1. Operational Results

2024 Highlights

- ✧ **The consolidated operating revenue in 2024 was NT$7,186,031 thousand, with gross profits down by 9.02% compared to 2023.**
- ✧ **The net profit for the current period in 2024 (post-tax consolidated comprehensive income) was NT$1,139,420,000, with earnings per share of NT$7.72.**

Unit: NT$ thousand

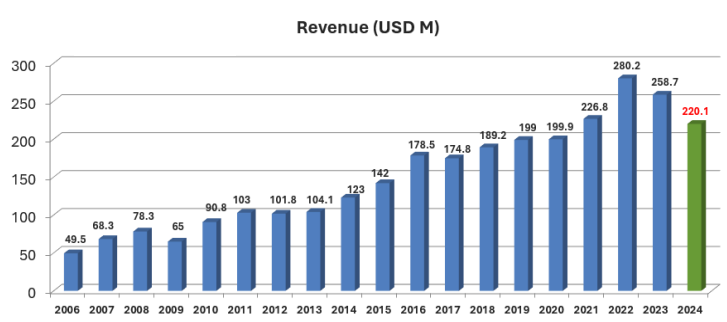
Item / Year	2023 (Consolidated)	2024 (Consolidated)	Increase (Decrease) Amount	Percentage Change %
Net Operating Revenue	8,073,203	7,186,031	(887,172)	(10.99)
Operating Cost	5,238,829	4,607,399	(631,430)	12.05
Operating Gross Profit	2,834,374	2,578,632	(255,742)	(9.02)
Operating Expenses	1,827,951	2,030,784	202,833	11.10
Net Operating Profit	1,006,423	547,848	(458,575)	(45.56)
Non-operating Income and Expenses	434,350	802,139	367,789	84.68
Profit Before Tax	1,440,773	1,349,987	(90,786)	(6.30)
Income Tax Expenses	273,523	210,567	(62,956)	(23.02)
Net Profit for the Current Period	1,167,250	1,139,420	(27,830)	(2.38)

1. The main reasons for significant changes in operating revenue, operating income, and net profit before tax in the most recent two years: (Analyze and explain for changes of more than 20% compared to the previous period, and for those with a change amount exceeding NT$10 million)
   (1) Decreased Net Operating Profit: Primarily due to a decline in Net Operating Revenue in 2024.
   (2) Increase in Non-operating Income and Expenses: This was primarily due to an increase in valuation gains on financial assets measured at fair value through profit or loss, exchange gains, and an increase in bank interest income.
   (3) The Income Tax Expenses decreased, primarily due to a reduction in Profit Before Tax.
2. Expected sales quantity and basis, potential impact on AAEON's future financial performance and business, and response plans. As AAEON has not prepared or announced financial forecasts, the expected sales quantity and basis are not applicable. Additionally, AAEON's overall performance has no significant abnormalities, thus no response plan is deemed necessary.

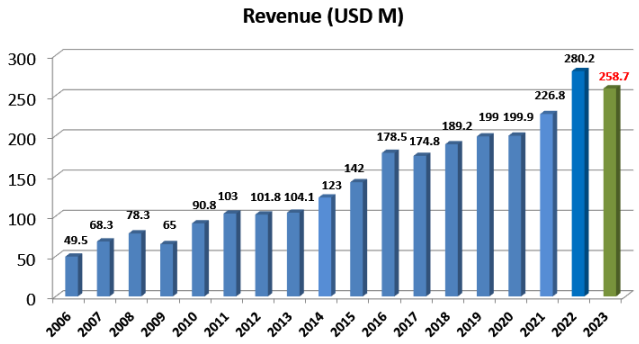
- **In 2024, AAEON Technology did not receive any financial assistance from the government.**

- **Comparison of Operating Status for the Most Recent Two Years (2024/2023 Year)**

2024 AAEON Group Performance



2023 AAEON Group Performance



2. R&D Expenses

The R&D Expenses Invested Annually up to the Latest Publication Date of the Year.

Unit: NT$ thousand; %

Item \ Year	2022	2023	2024
Consolidated R&D Expenses	599,554	624,360	709,691
Consolidated Net Revenue	8,352,076	8,073,203	7,186,031
Percentage of Consolidated Net Revenue	7.18%	7.73%	9.88%

Note: As of the publication date of the annual report, the financial report for the first quarter of 2025 has not yet been reviewed and completed by the CPA.

3. Operational Policies and Strategy

As the market gradually recovers, most customers have resumed placing orders normally, and business performance is once again on a growth trajectory. The trend of artificial intelligence remains strong, with increasing demand. However, as many involve new technologies or new applications, the process from development, pilot testing, small-scale validation to large-scale deployment is time-consuming. It is expected to make a significant contribution to future performance. However, internationally, due to the unpredictable nature of U.S. policies, the market is filled with uncertainties and unknown variables.

(1) Key Strategies and Plans

- Brand Revitalization: AAEON's brand recognition in the global market has been increasing year by year, and brand influence is becoming increasingly important. How to make the market and the public better understand AAEON and what values the AAEON brand represents is the main focus of this year's brand revitalization. Hoping to create another wave of growth for AAEON through brand revitalization.
- Artificial Intelligence Software Development: In recent years, AAEON has achieved significant progress in hardware development for the artificial intelligence edge computing platform, offering a comprehensive range of chip hardware platforms, including those from Nvidia, Intel, AMD, Qualcomm, MediaTek, and Rockchip. With the development of the industry, value-added software is becoming increasingly important. AAEON will dedicate itself to software development, offering customers a variety of software solutions with different functionalities.
- Digital Transformation: The development of information has evolved from digitization to intelligence, and the application of internal information within enterprises must also move towards artificial intelligence development. AAEON will continue to promote corporate AI projects across various departments, including factory operations, business, marketing, and AI-driven knowledge management.

(2) Long-Term Development Strategy/is influenced by the external competitive environment, regulatory environment, and overall business environment.

The development trend of artificial intelligence has gradually evolved from the cloud to the edge. AAEON possesses superior embedded design capabilities, centers its product development on continuous innovation, uses customization services as its core competitive strength, and commits to customers with superior quality. AAEON both a hardware manufacturer and a technology service provider, offering hardware design, software development, production manufacturing, logistics management, and after-sales service. This enables customers to possess high-quality industrial computing platforms, making AAEON a trusted partner for customers.

The Industrial Computers market is a niche market characterized by a low volume and high diversity, where service, product quality, price, and delivery accuracy are key competitive factors. Traditionally, companies have managed customer relationships in their focused vertical markets, resulting in relatively peaceful competition. However, in recent years, consumer electronics manufacturers have actively entered the industrial computers market. Additionally, manufacturers from China have also been entering the industrial computers market, leading to intensified competition in some price-sensitive markets. The Company continuously closely monitors changes in policies, regulations, the global economy, geopolitical developments, and currency trends, and adjusts its strategies to respond to challenges at any time.

4. Favorable Factors in Development Vision

(1) Rapid Development of Personal Computer Applications

Due to the rapid advancement of semiconductor and information hardware technology, the functionality of personal computers has become increasingly powerful. The current development of global information products, whether in software services or hardware products, is primarily centered around personal computer applications. This trend has given industrial computers developed with PC standard architecture a significant advantage in enhancing product functionality and reducing costs. Due to the rapid advancement of semiconductor and information hardware technology, the functionality of personal computers has become increasingly powerful. The current development of global information products, whether in software services or hardware products, is primarily centered around personal computer applications. This trend has given industrial computers developed with PC standard architecture a significant advantage in enhancing product functionality and reducing costs.

(2) Thriving Development of IoT and AI Driving Industrial Computer Industry Trends

With the continuous global development of information and communication technology, and the combined support of new technologies such as cloud computing, big data, artificial intelligence, and edge computing, AIoT (Artificial Intelligence of Things) applications which combine AI and IoT are thriving. In the past, the operational model of embedded IoT involved collecting data through sensors and embedded devices, transmitting data via the Internet of Things, using cloud AI to analyze big data, then sending the analyzed results back to the embedded devices for execution. With the integration of artificial intelligence, computing capabilities of devices are enhanced, and computing shifts from the cloud to the edge. The computing architecture consequently evolves to include a CPU along with a GPU, or a CPU paired with AI accelerator combinations such as VPU, TPU, or NPU. Multiple embedded computers conduct the analysis, ensuring uninterrupted operations even in the absence of network connectivity.

(3) Comprehensive Information Industry Framework

Taiwan's information technology industry has developed a comprehensive system with a well-established industrial structure.The advantages of both vertical integration and vertical specialization have already taken shape. In recent years, domestic companies have made significant progress in the development of upstream key components. This complete information industry architecture effectively supports the development of industrial computer businesses. For industry players, the supply of raw materials, an abundance of skilled technical personnel, and the ability for large-scale production and management all contribute to the industrial computer industry's competitiveness in product cost and quality, allowing it to compete with foreign manufacturers.

5. Unfavorable Factors Towards Development Vision and Countermeasures

(1) Rapid Changes in Market Product Specifications.

Due to the rapid generational change in CPU specifications, the accompanying components must be produced or discontinued in line with their development pace. However, industrial computer products have a long life cycle, and the CPUs and components used are inevitably at risk of discontinuation and shortages due to the rapid development of information products.

Countermeasures:

In addition to Last Buy (final procurement before discontinuation) inventory preparation, a more proactive approach has been adopted to address the aforementioned issues. This involves collaborating with the parent company, ASUS, to stay ahead of the competition in acquiring new technologies, accelerating the development of new products, and effectively reducing costs. This encourages customers to adopt new products for replacement and repair purposes. Maintain consistency between new and old product systems during the design process, reduce customer transition obstacles, increase parts interchangeability, and reduce AAEON's material inventory pressure.

(2) Surging Procurement Cost of Raw Materials

AAEON primarily engages in the R&D, manufacturing, and sales of industrial computer products, developing designs based on the specific needs of customers. These are customized products, with material procurement mainly dependent on the specifications and quantities provided by the customer. Once certified to meet the required specifications and quality standards, they are scheduled for mass production. Therefore, material procurement characteristics are of high-mix low-volume, making it difficult to achieve economic procurement volume, leading to relatively high procurement costs.

- **Countermeasures:**

  Reduce material costs and enhance product competitiveness via joint procurement with the parent company ASUS.

(3) Rising Operating Costs Including Labor and Rent

In recent years, the number of employees in the manufacturing industry has steadily declined, and recruiting basic labor has become increasingly difficult. At the same time, employee wages and benefits, along with operational costs such as electricity, telecommunications, and rent, have risen year by year, leading to an increasing proportion of manufacturing costs. As a result, the profit margins of AAEON and its subsidiaries have been compressed.

- **Countermeasures:**

- Strengthen process management for AAEON and its subsidiaries by developing automated equipment or adopting energy-saving devices and measures to increase production efficiency and yield. This approach reduces reliance on high-skilled labor to offset the negative effects of rising labor costs. Enhance employee education and training to improve employee quality and productivity, actively create economies of scale, and conduct more prudent evaluations on order pricing to reduce the impact of labor costs on economic performance.
- Strengthen R&D technology, develop new products, cultivate the vertical market for products, and proactively reach out to global retailers and system integrators to create and manage proprietary brand values, catering closely to customer needs. Provide rapid customer service while continuously working to achieve sustainable management goals.

The "AA" in AAEON represents Always Agile, Always Ahead. The Chinese slogan is "永遠敏捷，始終引領" which translates to "Always Agile, Always Leading." Implying that AAEON always stays at the forefront of technology, ensuring that customers remain ahead in the competition. The tightly interconnected AAs represent that AAEON is a trusted partner, always being the best ally that thinks one step ahead for customers. We will adhere to the core values of focus, agility, and competitiveness, ensuring sustainable growth and striving to become a leading manufacturer in AI edge computing.

6. Awards

2024 Highlights

- **Awarded the "Sustainability Single Performance Award - Social Inclusion Leadership Award" at the 17th TCSA Taiwan Corporate Sustainability Award in 2024.**
- **Awarded the 2nd "New Taipei City Enterprise Classic Award" in 2024.**
- **Awarded the 2nd "New Taipei City Enterprise Classic Excellence Award" in 2024.**
- **Awarded the "2024 Taiwan International Brand Value Evaluation Rising Star" award.**
- **Received the 9th place in the Medium-sized Enterprise Group of the CommonWealth Sustainable Citizen Award in 2024.**
- **Received the CommonWealth Sustainable Talent Development Award - Top 15 in the Medium-sized Enterprise Category in 2024.**
- **Received the "Health 99" Corporate Award in the CHR Healthy Corporate Citizen Award in 2024 (226 participants).**
- **Awarded the Bronze Medal in the 2024 EcoVadis Global Supply Chain Sustainability Assessment.**
- **Awarded the "ASSET Sustainability Award" - 1st Humanities Enterprise Award - Education Promotion Excellence Award in 2024.**
- **Awarded the 33rd 2025 Taiwan Excellence Award.**

(1) Awarded the "Sustainability Single Performance Award - Social Inclusion Leadership Award" at the 17th TCSA Taiwan Corporate Sustainability Award in 2024.

The TCSA awards consist of four major award categories: "Sustainability Comprehensive Performance," "Sustainability Single Performance Award," "Sustainability Report," and "Sustainability Outstanding Individual Award." This year, a total of 1,064 applications were submitted by 882 companies. The main focus is to advocate and recognize corporate social responsibility and promote corporate sustainability development, while highlighting new sustainable values, becoming a leader in ESG investment, implementing various sustainability issues, and enhancing social responsibility across different sectors in Taiwan.

AAEON Technology received the "Social Inclusion Leadership Award" for the "Sustainable Rural Campus Education Project." The "Sustainability Single Performance Award" in the Social Inclusion category, known as the "Social Inclusion Leadership Award," is based on whether a company has established a comprehensive social inclusion vision and goals, addresses the needs of disadvantaged groups, and incorporates the business model of employees, producers, and business owners as the supply side into the company's operating strategy. This ensures that social needs and company benefits are mutually beneficial, creating shared value, and achieving the company's core goals and values while assuming a benchmark and leadership role.

(2) Emphasizing corporate sustainability, awarded the 2nd "New Taipei City Enterprise Classic Award" and "New Taipei City Enterprise Classic Excellence Award" in 2024.

The New Taipei City Enterprise Classic Award is biennial, and this year is the 2nd edition. There are 5 categories of awards: "Innovation Investment," "Diverse Services," "Sustainable Development," "Generational Inheritance," and "Global International." Nearly 100 companies participated in the competition, with 51 companies receiving the "Classic Award"; from these Classic Award winners in each category, the most representative company is selected to be awarded the "Classic Excellence Award." AAEON Technology won under the "Sustainable Development" category, with the evaluation focusing on sustainable business strategies and overall carbon reduction effectiveness.

AAEON Technology received the "Sustainable Development" Classic Award from the New Taipei City Government. Not only did they cooperate with the carbon reduction collaboration plan of the supply chain and set carbon reduction goals, but they also actively promoted corporate ESG. Together with the New Taipei City Government, they established the "Pau Gao Smart Industrial Park Corporate Co-Prosperity Alliance" to create a collaborative model for businesses. Senior executives at AAEON Technology place great emphasis on ESG, leading by example to inspire all employees to engage in various carbon reduction and charity activities, achieving remarkable results. AAEON has a clear corporate vision for sustainable development and commitment, along with a lean sustainable development strategy. In terms of environmental sustainability, corporate governance, and social participation, AAEON Technology takes active measures. Particularly in expanding social engagement, the AAEON Foundation annually promotes technology education-related activities in rural schools in Taiwan, linking likeminded companies to pool collective efforts, expanding social engagement, and benefiting more rural elementary school children.

(3) Awarded the "2024 Taiwan Best Brand Value Rising Star Award."

AAEON Technology participated in the "2024 Taiwan Best International Brand" awards ceremony organized by the Industrial Development Bureau of the Ministry of Economic Affairs and the Taiwan Institute of Economic Research. It was shortlisted for the "Rising Star" category for two consecutive years and received recognition from the global brand value assessment organization, Interbrand. AAEON has received widespread acclaim for its economic performance, brand performance, and outstanding performance in ESG issues. In the future, Adlink will continue to strengthen brand values, focus on the research, development, and manufacturing of edge AI solutions, and realize its vision and targets for sustainable operations.

(4) Social Participation, Sustainable Guardianship: Received the 9th place in the Medium-sized Enterprise Group of the CommonWealth Sustainable Citizen Award.

The AAEON Foundation has long been devoted to the Sustainable Rural Campus Art and Technology Education Project. Through the "Sustainable Rural Campus Art and Technology Education Project" and the "Vocational Education Development and Deepening Project - China University of Technology," it provides art, music, and technology-related educational resources to rural children, offering them broader and deeper learning opportunities. In recent years, the AAEON Foundation has further collaborated with the "Chi-Po-lin Foundation" to jointly conduct environmental education promotion courses, striving to deeply instill environmental education in the hearts of the next generation of students.

(5) Talent Development, Long-Term Operation: Received the CommonWealth Sustainable Talent Development Award

AAEON Technology regards employees as family and partners, valuing their benefits and training. In addition to offering a wealth of training programs and various benefits as a happy workplace, AAEON is also actively engaged in talent cultivation, allowing employees to utilize their strengths and providing opportunities for self-improvement. In addition, a diverse remuneration incentive system is provided, designing bonus incentives for different job dimensions, allowing employees to receive immediate feedback and encouragement.

(6) Awarded the "ASSET Sustainability Award" - 1st Humanities Enterprise Award - Education Promotion Excellence Award in 2024.

The "ASSET Sustainability Model Award" is jointly organized by the Taiwan Association for Social Enterprises Sustainable Development (ASSET) and Lianjin Publishing. This year marks the first edition of the "Humanities Enterprise Award." The "Humanities Enterprise Award" focuses on corporate social care, equal treatment and progressive values. For the first time, awards are being selected and presented with the theme of corporate social contribution, and it is hoped that companies will engage in more substantial actions in the field of "humanistic sustainability" to create a better society and environment. The evaluation criteria for the "Education Promotion Award" are 30% educational support resources and plans, 30% educational innovation and outcomes, and 40% social impact and contribution. The focus is on participation and recognition in reading, education, and humanities and academic research and development, specifically commending unique enterprises or organizations with tangible results.

(7) AAEON's Commitment to Product Quality Has Earned the 26th National Quality Award.

AAEON was awarded the 26th National Quality Award for "Overall Excellence - Outstanding Management Award." This award evaluates eight major dimensions: leadership and business philosophy, strategic management, R&D and innovation, customer and market development, human resources and knowledge management, information strategy management, process management, and economic performance. AAEON's business management and product research and development both received the highest national quality recognition.

(8) Steady Management, Global Vision: AAEON Technology CEO Receives the Golden Merchant Awards - Outstanding Businessman Award

In 2021, AAEON Technology CEO Howard Lin was awarded the Golden Merchant Awards - Outstanding Businessman for his significant contributions to the prosperity of Taiwan's industry and commerce. President Ing Wen Tsai personally met with and thanked all the award recipients for their efforts in combating the challenges of the pandemic over the past year. She also acknowledged their continued dedication to achieving outstanding results in various fields, bringing positive energy to Taiwanese society.

(III) R&D Innovation

The Trusted Innovation Partner

Innovative Future **Trusted Peers**

Innovation

AAEON is always committed to innovation, whether in product design innovation, technology innovation, or marketing model innovation, we have unique approaches that lead the industry, ensuring that AAEON's products remain at the forefront.

Flexibility

AAEON's modular product design allows customer products to quickly upgrade to a new generation platform and provides rapid after-sales service, with specialists available to address any issues. Simultaneously, there are customization service centers worldwide, allowing customers' ideas to be quickly implemented.

Trusted Quality

AAEON places great emphasis on both design quality and service quality. During product development, strict validation methods and high-standard design evaluations are employed; after the product is launched, great emphasis is also placed on service quality. AAEON continuously improves processes and establishes global repair centers to ensure that services are immediate and fast. In addition to certifications from major companies such as Intel and NVIDIA, we stay up to date by introducing AI defect detection systems, which further enhance the production process and quality of products.

The "brand value" of AAEON has a significant impact on both AAEON and its customers. For AAEON, a strong brand value can enhance corporate image and trust, attract more customers and partners, thereby promoting business growth.

The brand value of AAEON lies in three cores values: First, excellent flexibility to meet customer needs at the best speed at any time. The second is product innovation to increase added value, always providing the best cost-effectiveness. The third is customized service, providing the fastest customized service according to customer needs.

For business operations, AAEON's brand value can enhance persuasiveness, work efficiency, and drive business growth.

For customers, AAEON's "brand value" represents quality, reliability, service, and innovation, giving customers confidence in choosing AAEON's products and services, ensuring an excellent user experience.

For employees, AAEON's brand value will be regarded as a lifelong belief and vision, enabling them to deliver service quality that exceeds customer expectations.

Vice Chairman
I.J. Lee

In recent years, AAEON's hardware capabilities have significantly improved, and product development has gradually expanded from industrial computers to vertical market applications for industrial computers. Recently, we have also ventured into the manufacturing and development of edge AI products for global marketing. This robust capability is widely recognized by all. However, AAEON also possesses a less well-known area of soft power that has been quietly cultivated for 15 years.

Since 2009, AAEON has been integrating technology with elementary school education in rural areas, incorporating technology into arts, humanities, music, and environmental education. AAEON has promoted these projects to elementary schools in remote areas, with over fifty thousand schoolchildren participating so far. At the same time, by promoting modular tutorials and collaborating with sponsored partner companies, AAEON swiftly and comprehensively advances project resources to more counties and cities in Taiwan, enriching educational resources for elementary schools in rural areas.

AAEON places great emphasis on altruism, which has become an important part of its brand value.

Chairman
Yung Sung Chuang

What comes to mind when mentioning AAEON's brand value? Innovation? Flexibility? Trusted quality? All the above are valued attributes, and they are the brand images AAEON wishes to continuously forge and uphold.

AAEON's "innovation" extends beyond the common perceptions of product and technology innovation; it also includes innovative business models. In addition to e-commerce sales through platforms like the eShop and UP shop, AAEON offers a tech support community where users can interact, solve challenges encountered in product development, and share experiences.

Regarding "trusted quality," AAEON products not only adhere to high-standard industrial-grade specifications, components, and verification processes, but their strict manufacturing quality is also well-known. Recently, AI technology has been introduced into the production process, allowing even the smallest defects to be detected in a timely manner, thereby improving quality.

AAEON's most important brand value is "flexibility." AAEON engages in high-mix, low-volume customized production and modular design to best meet customer needs. AAEON has established Customization Service Centers (CSCs) worldwide to be closer to the customer side, offering direct customization services, allowing customers' ideas to be quickly implemented.

CEO
Howard Lin

1. R&D Innovative Products

2024 Highlights

- ✧ **UP Xtreme 7100 Edge won the 33rd 2025 Taiwan Excellence Award.**
- ✧ **Launched the Intel GAR-A750E graphics card.**
- ✧ **Introduced products related to Intel's next-generation CPU, Meteor Lake.**
- ✧ **Collaborate with Korean System Integrator for unmanned vehicles at Incheon Airport in Korea.**
- ✧ **Port AI Container Tracker - NANOCOM-TGU**
- ✧ **Collaborated with LatticeWork Software Company from the United States on an application solution for large shopping malls in Thailand.**
- ✧ **Collaborated with Darun Precision and Qootech to complete the generative AI recognition smart customer service system.**
- ✧ **Venturing into AI healthcare, and collaborating with a leading supplier of Ruitai medical equipment to assist with 3D endoscopic inspection engineering.**
- ✧ **ACP-2076 assists in the smart upgrade of the medical uniform management system.**

(1) The UP Xtreme 7100 Edge creates an efficient AMR solution and was honored with the Taiwan Excellence Award.

The UP Xtreme 7100 Edge won the 33rd Taiwan Excellence Award through the selection process conducted by the Ministry of Economic Affairs Bureau of Foreign Trade and over a hundred experts from the public, private, and academic sectors, thanks to AAEON Technology's innovative products.

UP Xtreme 7100 Edge is an **integrated unmanned materials handling system solution** suitable for autonomous mobile robots, automated guided vehicles, and industrial automation applications. The UP Xtreme 7100 Edge was precisely created for the global smart manufacturing industry.

This product's excellent functionality is built on the low-power, cost-effective Intel Processor N series platform, providing robust power for advanced robotic solutions. The UP Xtreme 7100 Edge has dimensions of 152mm x 124mm x 40mm, and its height of only 40mm creates an ultra-flat design, allowing robots and transport vehicles to easily move under shelves. To adapt to the diversified power sources in unmanned factories, whether battery or rail power, the UP Xtreme 7100 Edge features a 9V~36V wide voltage input, allowing for stable operation under unstable power conditions.

In terms of software and hardware integration, AAEON has collaborated with software partners of CANOPEN, EtherCAT, and OPCUA to address communication protocol issues that customers previously needed a long time to resolve. Function verification has been completed on the UP Xtreme 7100 Edge. When customers need it, AAEON provides software and hardware integration solutions that not only shorten the development cycle and reduce costs but also make deployment easier.

(2) Smart Transportation - Green and Environmentally Friendly Energy-Saving Products

i. Collaborate with Korean System Integrator for unmanned vehicles at Incheon Airport in Korea.

Collaborate with Korean System Integrator to develop airport unmanned vehicles, making shuttle services easier and reducing costs. As long as there is a demand, a reservation can be made, and the autonomous vehicle will pick up passengers at the station and transport them to their destination. Korean System Integrator values AAEON BOXER-8645AI for supporting 10G network ports and GMSL cameras. Simultaneously, the GMSL2 camera enables fast and lossless transmission of image data.

ii. Port AI Container Tracker - NANOCOM-TGU

The customers' application, equipped with AAEON's NANOCOM-TGU, can operate in tight spaces and harsh port environments to assist customers in completing container code recognition and uploading it to the cloud, enabling operators to easily understand the time and storage location of container unloading. At the same time, it also reduces recording time by 60%, making port container clearance smoother and more efficient. Additionally, thanks to its modular nature, customers only need to replace the CPU Module for an upgrade, without having to replace the entire motherboard, thereby avoiding additional costs and environmental impact.

NANOCOM-TGU

iii. Smart Parking Meter BOXER-8221AI

According to statistics, there are over 100,000 roadside parking spaces in Taiwan. Enforcement officers need to patrol their designated area every 30 minutes to ensure correct fee collection. The repetitive patrol process generates a large number of environmental issues, including exhaust emissions from traditional motorcycles, wasted electricity from electric vehicles, and potential traffic accidents. The smart parking meter equipped with AAEON's BOXER-8221AI utilizes the NVIDIA® Jetson Nano™ module to perform multi-channel image AI analysis simultaneously. After a vehicle is parked, the embedded camera identifies the license plate, and combines cloud technology to send the license plate number/parking interval/parking fee to the driver for payment, achieving a completely paperless process, paving the way for a more sustainable future for the city.

BOXER-8221AI

iv. Smart AMR and In-Vehicle Solutions - BOXER-8645AI

The BOXER-8645AI provides eight GMSL2 interfaces through FAKRA connectors, used in conjunction with AAEON partner e-con Systems™ NileCAM25 high-definition global shutter GMSL2 color camera. This combination elevates high-speed image transmission over longer distances, reducing image transmission delay while improving inference accuracy within a maximum range of 15 meters.

The system is E-Mark certified and supports a 9-axis sensor and GNSS, ensuring stable application in in-vehicle and AMR scenarios. At the same time, the system provides precise analysis suitable for solutions that rely on accurate movement and orientation.

BOXER-8645AI

v. Green and Environmentally Friendly - Energy-Saving and Carbon-Reducing - Electric Bus Battery Management SRG-IMX8P

Through the customer's proprietary battery management system, rigorous validation and continuous battery monitoring and control are conducted to reduce transportation carbon dioxide emissions. Customers using AAEON Technology RCD RISC products benefit from low energy consumption and reduced heat generation. The system can directly support -20 to 70°C WiTAS I under outdoor temperatures, and its lightweight and highly stable operating system ensures smooth operation outdoors. The system also supports a wide voltage input of 9-36V, meeting basic vehicle specifications, and also supports WIFI/4G, 2x USB 3.0, and 2 mini card slots, providing customers flexible options for external connectivity. Additionally, the product also offers accompanying wall-mount accessories, allowing customers to choose directly and conveniently integrate them into application areas.

SRG-IMX8P

(3) Smart City - Innovative Products

i. Smart City–Collaborated with LatticeWork Software Company from the United States on an application solution for large shopping malls in Thailand.

Utilize the features of the UP Xtreme i12 Edge AI equipment to process the collected data at the edge first, and then send the useful data back to the cloud. This application area is in a large shopping mall in Thailand, where the monitoring and analysis of foot traffic at the mall entrance is conducted to adjust product placement at the entrance and marketing activities. Simultaneously, after customers enter the mall, this system can be paired with maps to provide coordinates and assign each person an ID (including both customers and mall employees) for tracking. It uses IDs to track behavior patterns and is less intrusive regarding personal privacy. Analyze and understand which booths the customers have visited, how long they stayed, and their movement paths; it can also ascertain the status of mall employees at their workstations and detect any abnormal situations. The software service provider offers backend data analysis to store managers as reference data for improving traffic flow and updating marketing models.

ii. Smart City - Collaborated with Darun Precision and Qootech to complete the generative AI recognition smart customer service system.

This is the debut application of AAEON's product in generative AI solutions, marking an important milestone for AAEON's AI solutions.

This generative AI recognition system not only automatically recognizes languages (including sign language) with AI, but also responds within 1 second, allowing users to receive immediate feedback and fully showcasing the advantages of generative AI. At the same time, this system is connected to the enterprise's private cloud, ensuring comprehensive data security. In addition, by incorporating the "Retrieval-Augmented Generation (RAG)" large language model, the system's response becomes faster. The system can work offline without relying on the internet, and a comprehensive VPN can protect privacy.

iii. Smart City - Factory and Construction Site Intelligent Inspection RTC-710

The RTC-710 is a rugged 7" tablet, specifically designed for the smart inspection needs of factories and construction sites. Features include: 2D BARCODE scanning functionality to help construction and factory personnel easily track and manage various equipment, materials, and resources, enhancing work efficiency; NFC, WIFI, and LTE modules allowing real-time data transmission to ensure instant synchronization with inspection systems, aiding in improving data accuracy and timeliness; a lightweight design making the device easy to carry and operate for construction and factory personnel, adapting to various inspection environments; compliance with military standards and passing multiple rigorous tests such as MIL-STD-810H and IP65, ensuring stable operation in harsh environments. This makes the RTC-710 suitable for smart inspections in industrial and construction sites, in addition to its powerful functionality and rugged design making it an ideal choice for internal inspections within factories. It can effectively enhance management efficiency, help reduce human errors, and improve work safety.

iv. Smart City - Green and Environmentally Friendly Energy-Saving Products - ARM Architecture Computers

The introduction of the Windows operating system on green energy-saving platforms - Microsoft's Windows operating system traditionally runs on more energy-consuming x86/x64 architecture computers. In 2023, AAEON is introducing it on ARM architecture computers, which are renowned for their energy efficiency, contributing to green initiatives in smart cities.

The number of ARM-based computers is approximately 20 times that of x86/x64 architecture computers. After integrating the Windows operating system, it is expected to achieve energy savings for the planet by a corresponding multiple.

(4) Smart Medical Series Innovative Products

i. Venturing into AI healthcare, and collaborating with a leading supplier of Ruitai medical equipment to assist with 3D endoscopic inspection engineering.

The launch of AI-assisted colonoscopy equipment not only reduces users' procurement costs but also assists in detecting and tracking polyps in the intestine via AI. For blind spot detection, it provides doctors with more information to determine the best treatment method. Not only does it accelerate the detection speed, but it also enables accurate interpretation by controlling various data during the endoscopy procedure. This advances the development of medical assistive devices for humans by a significant step, utilizing AI technology to assist in interpretation. Even the smallest lesions can be presented in great detail, which is truly a blessing for the public.

BOXER-8641AI

ii. ACP-2076 assists in the smart upgrade of the medical uniform management system.

To create a comprehensive uniform management solution, the customers selected our RMD's ACP-2076 series embedded control platform as the core equipment for the uniform management system. The system has been successfully implemented in medical institutions for the daily uniform distribution process of medical staff before starting their shifts, effectively enhancing on-site management efficiency and operational discipline.

The ACP-2076 is a standardized product that allows system developers to quickly interface with external devices such as RFID modules and access controllers, achieving a complete and stable operational experience. In addition, the ACP-2076 supports a wide voltage input design. After completing system installation, users only need to connect the reserved DC Power Sources for a plug-and-play experience, significantly reducing the implementation time and meeting the need for rapid deployment.

ACP 2076

As the COVID-19 pandemic continued to spread, having a huge impact on various industries, AAEON Technology upheld its specialization in industrial computers, actively pursuing R&D innovation and contributing its expertise in disease prevention and anti-pandemic efforts. Whether through independent research and development or collaboration with the industry, AAEON applies its professional technology to enhance medical efficiency and reduce the risk of cluster or contact infections, working together to combat the pandemic. With everyone's joint efforts, the pandemic was brought under control and lifted, allowing for a safe and healthy return to normal life. Although the pandemic is gradually receding, in recent years, various types of infectious viruses have shown a resurgence, so it is still necessary to take more precautions and preventive measures.

iii. GENE-ADP6 integration into in vitro diagnostic (IVD) systems, enhancing the accuracy of blood analysis results

GENE-ADP6

In the IVD market, AAEON has successfully mounted the latest platform with Intel processors on a 3.5-inch board. Customers expect to leverage a high computational power, low power consumption, fanless computing platform to handle the massive data volume in blood sample analysis processes. Therefore, the chosen solution must have superior computational performance to ensure that thousands of tests can be executed per hour, while maintaining accurate data output.

At the same time, high-speed DDR5 memory, compared to the previous generation DDR4, also exhibits excellent performance improvements. Multiple USB interfaces can support the CCD cameras required by the machine, facilitating the precise acquisition of blood analysis results and leading to a faster and more accurate analysis process.

iv. On the Medical Rescue and Epidemic Prevention Front Line, Ensuring Medication Safety for You and Me.

According to global research statistics, errors occurring during the dispensing process by pharmacists account for approximately 49% of all medication events. In order to reduce and avoid errors in the medication dispensing process by pharmacists, customers have utilized AAEON Technology's ACP-1074 system combined with products for development. This allows pharmacists to scan the barcode on the prescription using the integrated barcode scanner, verifying the required medication quantity and dosage during dispensing. This system enables a second confirmation and cross-check by the dispensing personnel, preventing errors in the medication item, dosage, or quantity, thus avoiding harm to patients.

v. Integrating the GENE-WHU6 Motherboard into Covid Testing Instrument to Assist with Virus Detection and Vaccine Development

The historically best-selling 3.5-inch embedded board from AAEON has been integrated into COVID testing instruments, assisting European pathology laboratories in the scanning and analysis of virus specimens, thereby accelerating the detection speed of COVID-19 cases. The product is equipped with a high-performance Intel processor, enhancing testing efficiency and precision. It also features 2 Ethernet ports, 6 USB ports, and 2 COM ports, allowing customers to simultaneously connect multiple detection modules for large-scale sample analysis. The advantages of industrial-grade, compact high-performance products enable seamless integration into large equipment while providing stable and high-speed computing capabilities, ensuring more reliable machine operation. At the same time, it has the capability to connect multiple monitors, allowing laboratory personnel to interpret virus sample analysis more quickly and clearly to obtain test results.

vi. Telepresence robot with TV and telephone functions - UP 7000

Telepresence robots can be used for remote medical care or home care. With this telepresence robot, healthcare personnel can easily operate the robot with a mobile phone to conduct daily observations and preliminary inquiries about the patient's condition, and can also share medical records with relevant departments in real-time. There is no need for direct contact with patients, reducing the chances of exposure to infection, and subsequent cleaning and disinfection are also relatively convenient and swift.

vii. Molecular Diagnostic System for Real-Time Analysis PICO-ADN4

With an aging population and declining workforce, the labor gap in the healthcare industry continues to widen, highlighting the importance of fully automated platforms for real-time molecular diagnostic testing.

The deployment of mobile, on-site sampling PICO-ADN4 molecular diagnostic system for real-time analysis delivers precise clinical diagnosis, enables unmanned remote intelligent interpretation, and achieves one-stop full automation.

Through a 2-port network, test results can be uploaded to the cloud in real-time for interpretation. Additionally, personal health data is protected with encryption through a physical trusted platform module.

The average testing time only requires 15 to 25 minutes to extract and analyze results. Combined with the PICO-ADN4 board-to-board BIO expansion slots, customers can further expand with motion control cards. Equipped with an independent reaction module, the molecular diagnostic system can simultaneously perform testing on 4 different items.

viii. BOXER-8240AI Won the 2022 Year Best Choice Award Gold.

BOXER-8240AI is a single-platform solution that integrates artificial intelligence, control, and communication. It features flexible I/O capabilities while ensuring no latency in real-time video processing streams.

The innovative fanless design allows the Jetson AGX Xavier SoC to operate in ambient temperatures ranging from -10°C to 55°C without performance degradation, while also blocking dust and other pollutants.

With the combination of AI, control, and communication, the BOXER-8240AI can be used in almost any application, whether it is navigating AGVs or helping smart factory robots avoid collisions—single, highly demanding tasks—or running multiple AI inferences in parallel to provide greater coverage for smart security and crowd monitoring, ensuring hygiene safety during the current pandemic.

ix. Home-Based Work WFH Equipment Vanguard - FWS Series Products

Many domestic and international enterprises have implemented remote or work-from-home measures, providing a comprehensive one-stop service for remote connections and online collaboration systems. This assists customers in selecting the most suitable package while maintaining high productivity. The FWS-2370 and FWS-7370 uCPE White Box network devices can place the FWS-2370 desktop network platform in branch offices, regional offices, or personal studio environments; while the FWS-7370, a standard 1U rack-mounted network platform, is integrated into the enterprise's server room for large-scale data transmission and extraction. These two products also support Intel technologies to enhance data center performance (Intel® QuickAssist) and the SR-IOV feature on Intel® Ethernet server adapters, allowing the host to securely manage thousands of virtual machines. They are the best products for service providers to assist enterprises in deploying SD-WAN and executing WFH "Work From Home" strategies.

FWS 7370 FWS 2370

(5) Innovative Products in the Education Application Series

i. AAEON Technology's "UP" Extends into Academia, Assisting in the Development of Educational Robots

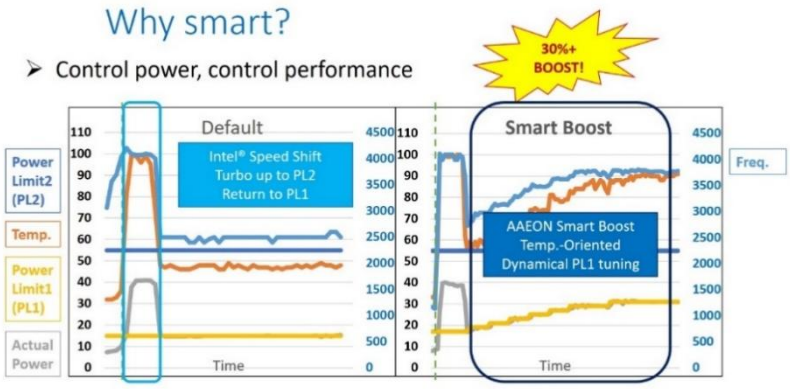
AAEON Technology teamed up with PlayRobot, the Robotics and Technology Education Application Team, to launch a development kit for educational robots. They presented and demonstrated it at national universities, garnering significant interest and collaboration intentions from academia. The UP product line of AAEON Technology has always focused on the needs of makers and ODM/OEMs, aiming to assist startups, aspiring engineers and students interested in robot development with the latest platform for various AI edge computing applications development.

PlayRobot, the Robotics and Technology Education Application Team, collaborated with AAEON Technology to integrate Intel's "UP 4000" solution into educational robots. This includes the latest AMR/ROS2 cutting-edge technology, edge AI, edge AIoT, and information security, covering various fields promoted by the government in advanced technology. The collaboration integrates the capabilities of Taiwan's academic and industry sectors to assist developers aspiring to AI applications in realizing their ideas more swiftly.

UP 4000

ii. R&D Innovation: The magic of Smart Boost firmware (SDD) that enhances performance over long periods.

A standard CPU can achieve overclocking effects by increasing power output for a short period; however, the downside is that the temperature of the computer or system may also increase with overclocking, and the performance boost is only temporary. The Smart Boost firmware function developed by AAEON Technology utilizes "Highest Privilege Interrupt" to monitor the system temperature. It optimizes power output continuously without exceeding the thermal threshold, allowing for long-term use without performance degradation, achieving a performance boost of up to 30%.



2. Marketing and Business Promotion

(1) Establishing a New Ecosystem for Industrial Makers: The UP Brand Promotes the Democratization of Technology

AAEON Technology breaks through the traditional industrial computers industry framework by operating the industrial-grade development board brand "UP" using an industry-first B2C model, successfully creating an innovative platform that combines high reliability and accessibility.

- Lowering the development threshold: The B2C model allows individual makers and SMEs to directly access industrial-grade development boards, accelerating IoT prototype product development.
- Knowledge sharing mechanism: Establish an application-oriented developer community (including interactive forums and technology Wiki), forming a spontaneous problem-solving ecosystem.
- Sustainable design thinking: Modular architecture design extends product lifespan, reducing e-waste generation.

  The UP brand has cultivated an active developer community and facilitated the implementation of various innovative applications, demonstrating AAEON Technology's empowering social value in the long-tail market.

(2) Cross-border E-commerce Service Innovation: AAEON eShop Reshapes the B2B Experience

AAEON Technology's cross-border e-commerce, AAEON eShop, is transforming the traditional business trade model into an "Agile Service System."

- Efficiency Innovation: Achieving industry-leading prompt shipping service through planned inventory and diversified cash flow integration.
- Inclusive Business: Breaking the minimum order quantity limitations to meet small-scale needs in the R&D testing phase, assisting startup teams in concept validation.
- Low Carbon Operations: Digital transaction processes significantly reduce the environmental impact of paper documents and business travel.

AAEON eShop has successfully helped numerous Customers shorten product development cycles, promoting effective Resource utilization by lowering trial-and-error costs.

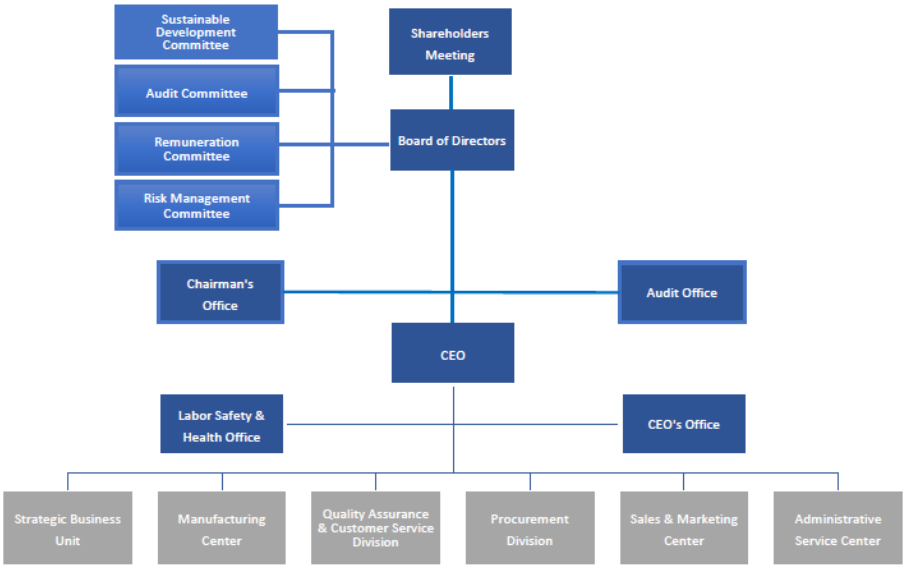
3. Core Technologies, Products, and Services

AAEON markets its products globally under the AAEON brand, with main products and services including industrial computer-related items such as embedded single-board computers, industrial-grade motherboards, embedded computer systems, in-vehicle computer systems, industrial-grade LCDs, rugged tablet systems, network security devices, IoT gateways, and DMS design and manufacturing services. AAEON's smart streetlight solutions and DMS design and manufacturing services, offer comprehensive and professional software and hardware solutions for OEM/ODM customers and system integrators. The team provides exclusive customization services, assisting customers from the initial R&D concept to product creation, mass production, and after-sales service, offering professional consultation and services throughout each stage to tailor high-quality products for customers.

AAEON undertakes functions such as operational decision planning, research and development design, production manufacturing, brand establishment, channel integration, and logistics support. In response to global trends, the focus is on strengthening global strategy, building a global information platform, establishing distribution channels, and embracing diverse cultures and talents. This ongoing effort aims to continuously enhance AAEON's overall competitiveness and is a key direction for long-term development.

II. Corporate Governance

(I) Governance Structure and Responsibilities



Company Department	Organizational Functions
Chairman's Office	Planning AAEON's business strategies, formulating operational targets, and supervising overall company operations, leading the ESG Office and the Sustainable Development Promotion Team, and coordinating stock affairs, Board of Directors, and shareholder meetings.
CEO's Office	Execution and management of the AAEON's operational strategy, promotion and execution of operational targets, communication and coordination, and directing the execution of tasks by various business units to achieve AAEON's operational targets.
Audit Office	Evaluate the operation of various internal control systems, audit, review, and provide recommendations for improvement.
Labor Safety & Health Office	Planning, supervision, and operation of AAEON's occupational health and safety management system.
Strategic Business Unit	Responsible for the research, development, design, and improvement of AAEON's products, as well as product planning.
Manufacturing Center	Responsible for the execution and progress control of overall production plans, product manufacturing quality management, enhancement and management of production efficiency.
Quality Assurance & Customer Service Division	Strategic planning, coordination, and operation of AAEON's quality and environmental management systems. It also manages and executes the functions of quality system management, product design quality assurance, production quality assurance, supplier quality management, and after-sales service departments.
Procurement Division	Responsible for the domestic and international procurement of materials and equipment related to production and research and development, ensuring the supply of materials needed for production operations and various procurement units in the right quality, quantity, timing, and pricing.
Sales Marketing Center	Responsible for markets outside of overseas branches, sales projects, and customer development, including product marketing, collections, establishment of customer relationships, and sales business development and promotion, as well as sales business development and promotion in the Taiwan region.
Administrative Service Center	Finance, accounting operations and planning tasks, and coordinating communication for important meetings such as board and shareholders' meetings. Human resource management, administrative affairs, general affairs procurement, fixed asset management, and the establishment and implementation of systems. Information system operations planning, hardware equipment maintenance, data processing, and network information security management.

(II) Board of Directors

2024 Highlights

- Rated in the Top 21%~35% in the 11th evaluation (Assessment Year: 2024) of Corporate Governance results.
- The operation of the Board of Directors and committees is good. The Board of Directors, Risk Management Committee, Audit Committee, and Remuneration Committee self-evaluation results: excellent.
- The composition of the Board of Directors is diversified, with 1 female director seat, accounting for 9.09% of the director seats and 33.3% of the independent director seats.
- The attendance rate of the directors at the Board of Directors meetings was 96.97%, and the training hours of directors and supervisors met the training guidelines at a rate of 100%.
- External performance evaluation of the Board of Directors: Evaluation results are excellent.

1. The Nomination and Selection Process of the Board of Directors and Various Committees.

Description of the Nomination and Selection Process, Diversity, and Independence of the Board of Directors

AAEON's Board of Directors serves as the highest decision-making team, responsible for overseeing AAEON's overall operational responsibilities and supervising the execution results of the management's policies.

To establish a sound and effective operation of the Board of Directors, AAEON adopts the candidate nomination system in accordance with the "Articles of Association" and the "Director Election Procedures". The election of AAEON's directors (including independent directors) adopts the candidate nomination system, where the shareholders elect directors from the list of candidates. If the number of independent directors falls below the number specified in the proviso of Article 14-2, Paragraph 1 of the Securities and Exchange Act, a supplementary election should be held at the next shareholders' meeting. If all independent directors are removed, an extraordinary shareholders' meeting must be convened within sixty days from the occurrence of the event to elect new independent directors.

AAEON currently elects 11 seats for the Board of Directors (including 3 independent directors, one of whom is a female independent director), with each term lasting 3 years.

2. Chair of the Highest Governance Body

AAEON's Board of Directors is the highest governance body, with Chairman Yung Shun Chuang serving as the Chair of the Board of Directors and concurrently serving as a company manager.

All of AAEON's independent directors possess professional knowledge, and their shareholding should be restricted. In addition to complying with relevant regulations, they also hold positions as independent directors of other publicly issued companies. Independent directors concurrently serving as independent directors of other publicly issued companies shall not exceed three companies, and within the scope of their duties, they must maintain independence and shall not have any direct or indirect conflicts of interest with AAEON.

3. Corporate Governance Execution Results

The members of the Board of Directors faithfully carry out their duties and fulfill their obligations with the care of a good administrator. They exercise their authority with a high degree of self-discipline and prudence. In executing AAEON's operations, they strictly follow the resolutions of the Board of Directors, except for matters that, according to law or AAEON's articles of incorporation, require approval by the shareholders' meeting. The proceedings of AAEON's regular Board of Directors meetings follow government and company-related regulations, conducting reports and discussions on financial matters, internal audit, or other important issues.

(1) AAEON has established the "Rules of Procedure for Board of Directors Meetings" and the "Audit Committee Charter". If the discussion topics involve interests related to a director personally, their spouse, blood relatives within the second degree, or a company that has a controlling or subordinate relationship with the director, they should voluntarily recuse themselves and are not allowed to exercise voting rights on behalf of other directors.

(2) Each director concurrently serves as a director of other companies.

(3) The Board of Directors, according to the "Rules of Procedure for Board of Directors Meetings," is legally required to convene at least once per quarter. In 2024, the Board of Directors convened 6 times with an average attendance rate reaching 96.97%.

(4) Functions and Performance of the Board of Directors in 2024 (Board Meeting Attendance)

1	Director Seats (Including Independent Directors)	11
2	independent directors	3
3	Female directors	1
4	Ratio of female directors	9.09%
5	Number of directors with spouses or relatives within the second degree of kinship	4
6	Number of Board of Directors meetings held	6
7	Attendance rate of Board of Directors meetings	96.97%
8	Compliance rate of directors and supervisors meeting the required training hours according to the continuing education guidelines	100%

(5) Investor Communication: The company held a total of 1 investor conference for the year.

4. Diversity, Independence, and Professionalism of Directors

According to Article 23 of the "Corporate Governance Best Practice Principles," the Board of Directors should consider diversity in its composition. It should formulate appropriate diversity policies based on its operations, business model, and development needs. These policies should ideally include, but are not limited to, standards in the following two major dimensions:

(1) Basic Criteria and Values: Gender, Age, Nationality, and Culture.

(2) Professional knowledge and skills: A professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

To achieve the ideal targets of corporate governance, the overall capabilities that the Board of Directors should possess include: operational judgment, accounting and financial analysis skills, management capabilities, crisis management skills, industry knowledge, international market perspective, leadership, and decision-making skills.

The members of AAEON's Board of Directors possess extensive experience, with 90% of directors being stable and outstanding professionals over the age of 41, having cultivated their expertise in various fields for many years. Currently, there are 11 directors, including 3 independent directors and 8 legal entity representative directors, all of whom are nationals of the Republic of China. Two directors also serve as AAEON employees.

(1) Diversity of the Governance Body (Directors)

AAEON implements a diversification policy for the composition of the Board of Directors, with diversity statistics categorized as follows.

Diversity Statistics/Annual			2023		2024	
			Number of Workers	Percentage	Number of Workers	Percentage
Directors	Gender	Male	10	90.91	10	90.91
		Female	1	9.09	1	9.09
	Age	Under 50	2	18.18	1	9.09
		50～60	3	27.27	3	27.27
		Above 60	6	54.55	7	63.64
	Educational Background	Graduate School	9	81.82	9	81.82
		Colleges and Universities	2	18.18	2	18.18
		Others	0	0	0	0

Note: Percentage of Female Directors = (Number of Female Directors at year-end / Number of Directors at year-end) * 100%.

(2) Collective Knowledge and Performance Evaluation of the Highest Governance Body

According to the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies," all newly appointed and reappointed directors in 2024 have met the required training hours. The circumstances of directors' training hours should be disclosed in the annual report, on the Market Observation Post System, and AAEON's website in accordance with relevant regulations.

Total Training Hours for the Entire Board of Directors	Proportion of ESG-Related Courses for Directors
78 hours	42.31%

(3) Self-Evaluation or Peer Evaluation of the Board Of Directors

To effectively implement risk management and increase the willingness of professionals to serve as directors, the "Guidelines for implementing board self-evaluation or peer evaluation" approved by the Board of Directors serves as a reference basis for future director selection or nomination. In addition, directors are provided with liability insurance to alleviate concerns when performing their duties. The individual performance evaluation results of directors may also be used as a reference basis for determining their individual compensation, thus reducing and dispersing the risks of significant damage to AAEON and shareholders caused by errors or negligent actions by directors.

- **Scope of Evaluation Implemented**

The results of the 2024 Board of Directors self-evaluation were reported to the Board of Directors on April 15, 2025.

Evaluation Period	Assessment Period	Scope of Evaluation	Evaluation Method	Evaluation Content
Annual	January 1 to December 31, 2024	Board of Directors	Board meeting unit Assessment Questionnaire	1. Degree of participation in company operations. 2. Improving the quality of the Board of Directors decision-making. 3. Composition and structure of the Board of Directors. 4. Election and continuing education of Directors. 5. Internal control.
		Board of Directors members	Self-assessment questionnaire for the Board of Directors	1. Understanding of company targets and tasks. 2. Director's awareness of responsibilities. 3. Degree of participation in company operations. 4. Internal relationship management and communication. 5. Professional expertise and continuing education. 6. Internal control.
		Audit Committee	Self-assessment questionnaire for Audit Committee members	1. Degree of participation in company operations. 2. Awareness of the responsibilities of the Audit Committee. 3. Improving the quality of the Audit Committees' decision-making. 4. Composition and selection of members of the Audit Committee. 5. Internal control.
		Remuneration Committee	Remuneration Committee self-assessment questionnaire	1. Degree of participation in company operations. 2. Awareness of the responsibilities of the Remuneration Committee. 3. Enhance the decision-making quality of the Remuneration Committee. 4. Composition and selection of members of the Remuneration Committee. 5. Internal control.
		Risk Management Committee	Self-assessment questionnaire for Risk Management Committee members	1. Degree of participation in company operations. 2. Awareness of the responsibilities of the Risk Management Committee. 3. Improving the quality of the Risk Management Committee' decision-making. 4. Composition and selection of members of the Risk Management Committee. 5. Internal control.

(4) Performance Evaluation of the Highest Governance Body (Board of Directors)

i. Internal Self-Assessment (Survey)

Internal Self-Assessment	2024	2023	2022
Board of Directors/Directors	Excellent	Excellent	Excellent
Audit Committee	Excellent	Excellent	Excellent
Risk Management Committee	Excellent	Excellent	Excellent
Remuneration Committee	Excellent	Excellent	Excellent

ii. External evaluation (Conduct an external evaluation of the Board of Directors every three years)

2024 external evaluation results: Compiling the results of each Director's self-assessment and AAEON Technology Inc.'s visits to the Company's Board of Directors and Audit Committee, as well as interviews with the Chairman and Audit Committee Convener, it is concluded that the Company's Board of Directors has established relevant policies and procedures for its operations in accordance with relevant laws and domestic corporate governance indicators. The Board of Directors is composed of Directors with relevant professional competencies, and work is allocated based on their different expertise and experience. The functions of the Board and each functional committee are effectively operational, and the evaluation results are excellent.

5. Tax Policy/Guidelines

(1) Key Points of the Tax Policy:

- Comply with the tax laws of each country and international tax standards, establish profit allocations that adhere to conventional transaction principles and avoid inappropriate tax planning, and honestly declare and fully pay taxes.
- Financial report information transparency and tax disclosures have been handled in accordance with relevant regulations and guidelines.
- Establish a relationship of mutual trust and honest communication with tax authorities, and communicate on tax issues in a timely manner.
- All significant decisions and transactions take tax risks and impacts into account.
- Enhance tax professionalism and talent training to quickly assess and adapt to impactful changes in tax regulations.

(2) Tax Governance, Control, and Risk Management

Tax accountants conduct tax audits and alert to regulatory changes, implementing relevant response measures to avoid tax risks.

(3) Stakeholder Communication and Management of Concerns Related to Tax

AAEON's routine tax declarations and payments, provisional tax filings, and annual tax filings are all completed in accordance with regulations and within the deadlines. The tax authorities of local governments are direct influences on AAEON's tax compliance. If there are any uncertainties regarding tax, AAEON proactively contacts personnel from the tax authorities for inquiries. Upon receiving a notice for a supplementary tax explanation, all relevant information is promptly prepared and responded to within the deadline.

(4) Country-by-Country Reporting

Unit: persons/NT$ thousand

Item/Year	2022	2023	2024
Tax Jurisdiction	Including the Republic of China, America, Europe, China, and Singapore	Including the Republic of China, America, Europe, China, and Singapore	Including the Republic of China, America, Europe, China, and Singapore
Entity Name (Business Location)	The information of each affiliated company is shown in Figure 1.	The information of each affiliated company is shown in Figure 1.	The information of each affiliated company is shown in Figure 1.
Organization's Primary Activities	1. Manufacturing and sales of industrial computers and computer peripheral products. 2. Design, manufacturing, and sales of medical computers.	1. Manufacturing and sales of industrial computers and computer peripheral products. 2. Design, manufacturing, and sales of medical computers.	1. Manufacturing and sales of industrial computers and computer peripheral products. 2. Design, manufacturing, and sales of medical computers.
Number of Workers (Note 1)	841	1,168	1,177
Revenue from Third-Party Sales (Note 2 and Note 3)	8,777,510	8,238,357	7,916,051
Intercompany Transaction Revenue in Other Tax Jurisdictions (Note 2 and Note 3)	4,706,640	4,341,567	3,813,202
Pre-Tax Earnings (Note 3)	1,607,247	1,667,670	1,357,827
Tangible Assets Excluding Cash and Cash Equivalents (Note 3 and Note 4)	3,327,655	3,225,942	3,118,599
Income Tax Payments	121,811	406,319	243,834
Current Income Tax Expense	285,196	273,523	210,567

Note 1: Number of employees in service as of the end of each year.

Note 2: The revenue is primarily composed of operating income and non-operating income; non-operating income includes interest income, dividend income, rental income, gains on disposal of assets, gains on disposal of investments, reversal of impairment gains, exchange gains, gains on valuation of financial assets, and other gains.

Note 3: The amounts of income, earnings before tax, and tangible assets are aggregated financial figures of each company after auditing, and intercompany transactions within the group have not yet been excluded.

Note 4: The total of tangible assets includes items such as inventory, real estate, plant and equipment, right-of-use assets, and investment property.

(5) Information of All Affiliated Companies

Country/ Region	Company	Primary Business Activities
Taiwan	AAEON Technology Inc.	Manufacturing and sales of industrial computers and computer peripheral products.
	AAEON Investment, Co., Ltd.	Investment in the industrial computers and computer peripheral business.
	Onyx Healthcare Inc.	Marketing support and maintenance of medical computers and peripheral devices.
	iHELPER Inc.	Research and sales of medical robots.
	Jetway Information Co., Ltd.	Manufacturing and sales of industrial motherboards and computer peripheral products.
United States	AAEON ELECTRONICS, INC.	Sales of industrial computers and computer peripheral products.
	ONYX HEALTHCARE USA, INC.	Sales of medical computers and peripheral devices.
	JET WAY COMPUTER CORP.	Sales and maintenance of computers and peripheral equipment.
Europe	AAEON TECHNOLOGY （EUROPE）B.V.	Sales of industrial computers and computer peripheral products.
	ONYX HEALTHCARE EUROPE B.V.	Marketing support and maintenance of medical computers and peripheral devices.
	JET WAY COMPUTER B.V.	Sales and maintenance of computers and peripheral equipment.
	AAEON TECHNOLOGY GMBH	Sales of industrial computers and computer peripheral products.
China	AAEON Technology (Suzhou) Inc.	The production and sales of industrial computers and interface cards.
	Onyx Healthcare (Shanghai) Inc.	Sales of medical computers and peripheral devices.
	Fujian Candid Enterprise Co., Ltd.	Manufacturing and sales of computers and peripheral equipment.
Singapore	AAEON TECHNOLOGY SINGAPORE PTE. LTD	Sales of industrial computers and computer peripheral products.
Others	AAEON TECHNOLOGY CO., LTD	Investment in the industrial computers and interface cards business.
	JET WAY (FAR EAST) INFORMATION COMPANY LIMITED	Investment in the computer and peripheral business.
	TOP NOVEL ENTERPRISE CORP.	Investment in the computer and peripheral business.
	SCORETIME INVESTMENT LIMITED	Investment in the computer and peripheral business.
	CANDID INTERNATIONAL CORP.	Investment in the computer and peripheral business.

6. Corporate Governance Officer

(1) Corporate Governance Officer

The Board of Directors resolved on November 5, 2021, that Legal Department Manager Hsieh Ming-Han will assume the position of Corporate Governance Officer, responsible for matters related to corporate governance.
A total of 12 hours of training were completed in 2024, in compliance with Article 24, Paragraph 2 of the "Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers": ...Listed companies should arrange professional training for their Corporate Governance Officer...with at least 12 hours of training each year.

Date	Organizer	Course Name	Hours	Whether It is Included in the Statutory Continuing Education Hours
2024/12/12	Securities and Futures Institute	Director, Supervisor, and Corporate Governance Officer Series Course - Shareholders' Meeting, Management Rights, and Equity Strategy	3 hours	Yes
2024/12/10	Securities and Futures Institute	Director, Supervisor, and Corporate Governance Officer Series Course - Advanced Corporate Governance Issue: ESG	3 hours	Yes
2024/12/06	Securities and Futures Institute	Director, Supervisor, and Corporate Governance Officer Series Course - Practical Case Studies on Insider Trading and Related Legal Liabilities	3 hours	Yes
2024/12/05	Securities and Futures Institute	Director, Supervisor, and Corporate Governance Officer Series Course - Discussion on Human Resource and Employee Placement Issues in Mergers and Acquisitions	3 hours	Yes

(2) Actions for Compliance with Relevant Laws and Regulations

- Participated in the 2024 Corporate Governance evaluation for publicly listed companies, with evaluation results in the 21%~35% range.
- In 2024, AAEON Technology (including its overseas branches) did not experience any of the following situations that would result in fines or administrative sanctions by government authorities due to violations of company, securities trading law, information disclosure, or domestic and foreign local regulatory laws.

7. Risk Management

(1) Risk Management Policy and Scope

- Policies

Formulate risk management policies that encompass management targets, organizational structure, allocation of responsibilities, and risk management procedures for various risks, and implement these policies to effectively identify, measure, and control AAEON's various risks. Keep risks arising from business activities within acceptable levels to minimize potential harm and consequences, consider opportunities brought by risk crises, and ensure the achievement of operational goals and performance, as well as sustainable corporate operations.

- Scope

Includes "Strategic Risks", "Operational Risks", "Financial Risks", "Information Security", "Intellectual Property Patents", "Climate Change", "Environmental, Climate-related Regulations and Other International Regulatory Agreement Risks", "Public Health", as well as business activities related to AAEON Technology Inc. products, production, and services (covering six management aspects: production, marketing, human resources, R&D, finance, and strategic execution) as targets, formulate relevant appropriate procedures to implement risk management operations.

i. Risk Assessment Standards

Based on materiality principles, provide appropriate risk management for all stakeholders through enterprise risk management operations. Use a risk matrix to assess the frequency of risk events and the severity of their impact on company operations, define risk priorities and levels, and adopt corresponding risk management strategies according to the risk levels.

ii. Risk Management Procedures

① The disclosure covers the period from January to December 2024, focusing on the sustainability performance at major locations. The risk assessment boundary is primarily focused on AAEON's operations in Taiwan.

② The Sustainable Development Promotion Team conducts analyses based on the materiality principles of the sustainability report, engaging in communication with internal and external stakeholders and relevant assessment data. This forms the basis for evaluating material ESG issues, establishing effective identification, measurement, evaluation, monitoring, and control risk management policies, and undertaking concrete action plans to mitigate the impact of related risks.

③ Establish relevant risk management policies based on the assessed risks

The Risk Management Policy and Procedures include five key elements: risk identification, risk analysis, risk assessment, risk response, and monitoring and review mechanisms. It also details the procedures and methods for the practical implementation of each element.

- Risk Identification

  Each business unit should conduct risk identification based on AAEON's strategic targets and the Risk Management Policy and Procedures approved by the Board of Directors, with respect to the unit's short, medium, and long-term targets and business responsibilities. Risk identification should adopt various feasible analysis tools and methods, such as process analysis, scenario analysis, surveys, and PESTLE analysis. Based on past experience and information, and considering internal and external risk factors as well as stakeholder concerns, a comprehensive approach should be adopted. This includes both "bottom-up" and "top-down" analysis and discussion, integrating strategic and operational risks to identify potential risk events that could prevent the achievement of company goals, cause losses, or have negative impacts on AAEON.

- Risk Analysis
  Primarily involves understanding the nature and characteristics of identified risk events, analyzing their likelihood and potential impact, and calculating the risk value based on this assessment. Each operational unit should analyze the likelihood of occurrence and the impact degree of identified risk events by considering the completeness of existing control measures, past experiences, and industry cases to calculate the risk value.
- Risk Assessment
  The purpose is to provide a basis for decision-making by comparing the results of the risk analysis with AAEON's risk appetite. This process helps identify which risk events should be prioritized and serves as a reference for developing appropriate response measures. Each business unit should, based on the Risk Analysis results, compare the risk appetite approved by the Risk Management Committee, and plan and execute subsequent risk response plans according to the risk level. The relevant risk analysis and assessment results should be accurately documented and submitted to the Risk Management Committee for approval.
- Risk Response
  Relevant action plans should be established to ensure that personnel fully understand and execute them. Continuous monitoring of the implementation of the action plan is necessary. Enterprises should consider business strategic targets, the perspectives of internal and external stakeholders, risk appetite, and available resources to select a risk response method. This ensures a balance between achieving targets and cost-effectiveness in the risk response plan.
- Monitoring and Review
  The risk monitoring and review mechanism should be clearly defined within the Risk Management Procedures to ensure that the risk management processes and related risk strategies continue to operate effectively, and to incorporate the relevant review results into performance measurement and reporting matters. Risk Management should be linked with the key processes within the organization to effectively monitor and enhance the benefits of implementing and executing Risk Management.

④ Risk Management Review and Operations

Based on the Risk Management Procedure and Risk Management Committee Organizational Guidelines, AAEON evaluates themes such as "Information Security", "Intellectual Property Patents", "Climate Change", "Environmental, Climate-related Regulations and Other International Regulatory Agreement Risks", "Public Health", or new types of ad-hoc risks, with participation and execution by members of the Risk Management Committee. This includes reviewing risk management policies, procedures, and frameworks, and regularly assessing their applicability and implementation effectiveness. AAEON approves risk appetite (risk tolerance), guides resource allocation, ensures that the risk management mechanism adequately addresses risks faced by AAEON and integrates it into daily operational workflows, approves the priority and level of risk control, reviews the implementation of risk management, provides necessary improvement suggestions, and regularly reviews the operations of the Risk Management Task Force at least once a year.

(2) Risk Management Committee

To implement corporate governance and enhance the risk management system, the Risk Management Committee was established under the Board of Directors in August 2020, with the Board's approval. The approval included the adoption of the "AAEON Technology Inc. Risk Management Procedure" and the "AAEON Technology Inc. Risk Management Committee Organizational Guidelines." The purpose is to mitigate potential operational risks by integrating risk management and mitigation into daily operations and decision-making.

i. The Risk Management Committee reports to the Board of Directors at least once per year on business operations and executes the risk management decisions of the Board of Directors.

Organization Name	Basis	Description
Board of Directors	Article 19-2 of AAEON's Articles of Association	(1) AAEON has established functional committees under the Board of Directors, and the establishment and authority of these committees are governed according to the regulations set by the competent authorities. (2) The Risk Management Committee reports to the Board of Directors at least once per year on business operations.
Risk Management Committee	Risk Management Procedure, Risk Management Committee Organizational Guidelines	(1) Quarterly assessment. (2) Topics such as "Information Security", "Intellectual Property Patents", "Climate Change", "Environmental, Climate-related Regulations and Other International Regulatory Agreement Risks", "Public Health", or new types of ad-hoc risks are arranged upon proposal and agreement by the committee. (3) Review the operations of the Risk Management Task Force at least once a year.
Risk Management Task Force	QR2-002 Risk Management Operation Standards	(1) Review risk assessment items every June to July. (2) Risk assessment items include: "Strategic Risk", "Operational Risk", and "Financial Risk", as well as business activities related to company products, production, and services (covering six management dimensions: production, marketing, human resources, R&D, finance, and strategic execution).

ii. Risk Management Committee Organization Name Structure, Basis, and Description

Members: The Risk Management Committee consists of five members, including three independent directors (one of whom serves as the chair), the chairman, and the CEO.

Name	Da Ho Yan	Kun Chih Chen	Xiu Lian Lin	Yung Shun Chuang	Howard Lin
Job Title	Independent Director (Convener)	Independent Director	Independent Director	Chairman	CEO
Professional Competence	Law	Accounting	Law, Finance, and Management	Operational Risk Management	Operational Risk Management

iii. Risk Management Committee - Member Attendance

Job Title	Name	Required Attendance	Actual Attendance	Actual Attendance Rate
Independent Director (Convener)	Da Ho Yan	1	1	100%
Independent Director	Kun Chih Chen	1	1	100%
Independent Director	Xiu Lian Lin	1	1	100%
Chairman	Yung Shun Chuang	1	1	100%
CEO	Howard Lin	1	1	100 %

iv. Risk Management Committee - Meeting Date and Agenda

Meeting Date	Agenda
2025.1.17	ISO 27001:2022 Information Security Audit Execution Report and the Yearly Risk Execution Summary Report

Explanation:

The 2024 Risk Management Committee meeting was originally scheduled to be held simultaneously with the Board of Directors at the end of December of that year. However, the Board of Directors meeting was postponed to January 17, 2025, so the 2024 Risk Management Committee meeting was also postponed to that day. Following the meeting, the business execution status will be reported to the Board of Directors on the same day, based on the above-mentioned risk management details identified and managed by the Risk Management Committee.

- Meeting Date: The 2024 risk issues will be reported to the Board of Directors on January 17, 2025.
- Agenda: ISO 27001:2022 Information Security Audit Execution Report.

8. Audit Supervision

AAEON has established an Audit Committee, with 100% of its members being Independent Directors. The committee comprises of three members, including one serving as the convener, and at least one individual possessing expertise in accounting or finance. The term of office for Independent Directors on the committee is three years, and they may be re-elected. If the number of workers falls short according to the previous paragraph or the articles of association, a by-election should be held at the latest shareholders' meeting. When all Independent Directors are dismissed or vacancies occur, AAEON should convene a special shareholders' meeting for a by-election within 60 days from the occurrence. Independent Director members of the committee who have a conflict of interest with the meeting's matters that may harm AAEON's interests should recuse themselves. If the committee is unable to make a resolution due to the aforementioned regulations, it should report to the Board of Directors for a resolution.

The operation of the Audit Committee is primarily aimed at the fair presentation of the Company's financial statements, the selection (or dismissal), independence, and performance of certified public accountants, the effective implementation of the Company's internal controls, compliance with relevant laws and regulations, and the supervision of the management of existing or potential risks within the Company.

(1) Mechanisms for Seeking Advice and Raising Concerns

Grievance/Whistleblower Channels	Number of Cases Handled During the Year
Audit Mailbox (Corporate Governance Officer)	0
Independent Director Mailbox	0

- No related grievance incidents were received during the year 2024.
- AAEON Technology has set up a reporting mailbox on the Company website.
  - Grievance submissions related to general personnel internal grievance mailbox Aaeon.direct@aaeon.com.tw, are handled by the internal audit supervisor;
  - When the grievance involves Board of Directors members or senior executives Aaeon.AC@aaeon.com.tw, the grievance mailbox is handled by the Chairman of the Audit Committee.
- A grievance mailbox is provided for stakeholders to report issues. Relevant personnel involved in the report must issue a written statement to ensure the confidentiality of the whistleblower's identity and the content of the report. AAEON also commits to protecting the whistleblower from any unfair treatment as a result of the report. The matter will be handled according to the following procedures:
  i. If the complaint involves Directors or senior executives, it should be reported to the Audit Committee.
  ii. The reported personnel should immediately investigate the relevant facts, with assistance provided by the compliance with laws and regulations or other relevant departments as necessary.
  iii. If it is confirmed that the reported party has indeed violated relevant laws or AAEON's integrity management policies and regulations, they should be immediately required to cease the relevant behavior and be subject to appropriate disposal. If necessary, legal action should be taken to seek damages to protect AAEON's reputation and interests.
  iv. Written documentation of the acceptance of the report, the investigation process, and the investigation results should be retained and preserved for 5 years, and such preservation may be done electronically. Before the expiration of the retention period, if litigation related to the whistleblower's content occurs, the relevant information should continue to be preserved until the conclusion of the litigation.
  v. For verified reports of wrongdoing, the relevant units should be tasked with reviewing the related internal control systems and operational procedures and proposing improvement measures to prevent the recurrence of similar behaviors.
  vi. The personnel receiving the report should present the complaint, its response measures, and the subsequent review and improvement measures to the Board of Directors.

(2) Audit Committee Meeting Status

In the most recent year (2024), the Audit Committee held a total of five meetings. Attendance of Independent Directors:

Job Title	Name	Actual Attendance	Actual Attendance Rate (%)
Audit Committee Member	Da Ho Yan	5	100
Audit Committee Member	Kun Chih Chen	5	100
Audit Committee Member	Xiu Lian Lin	5	100

(3) Practical Communication between the Independent Directors and Accountants During the Year

i. Methods of Communication between Independent Directors and accountants:

- The accountants explained the audit (review) of the financial statements and key audit matters for the current year's financial report during the Audit Committee meeting. There was a productive discussion with the independent directors, and the communication was smooth.
- In addition to communication within the Audit Committee, accountants and Independent Directors engage in thorough communication via phone, video conferencing, and correspondence whenever there are queries.

ii. Summary of the Communication between Independent Directors and Accountants for the Year 2024:

Date	Attendees	Key Communication Items	Treatment Execution Results
2024/02/29	Independent Director Kun Chih Chen Independent Director Da Ho Yan Independent Director Xiu Lian Lin Accountant Shu Chiung Chang	1. The audit results of the consolidated and individual financial statements for the year 2023. 2. Explanation of Audit Quality Indicators Information (AQIs).	1. The accountants reported exclusively to the Independent Directors on the "Matters Communicated with the Governance Unit During the Audit Completion Stage." Communication topics included overall audit materiality, key audit matters, and discussions of other significant matters with management. The accountants answered the Independent Directors' questions related to the audit. 2. The accountants exclusively explained the Audit Quality Indicators Information (AQIs) to the Independent Directors and answered their questions related to the content of the indicators. 3. All participating Independent Directors were informed and agreed.

9. Internal Audit and Internal Controls

AAEON Technology has established an Audit Office that reports to the Board of Directors. Internal audit personnel hold the Certified Internal Auditor (CIA) certification, assisting the Board and management in overseeing various internal systems and processes. The Audit Department's mission involves checking and evaluating the effectiveness of internal control systems, the reliability of financial reporting, and compliance with relevant laws and regulations, providing timely recommendations for improvement to ensure the effective implementation of AAEON's internal systems.

In accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," annual self-assessments of internal controls are conducted, including "Control Environment," "Risk Assessment," "Control Activities," "Information and Communication," and "Monitoring Activities". An audit plan is also formulated based on the results of the risk assessment. Based on the evaluation results of the aforementioned plan execution, it is understood that the internal control systems related to the achievement degree of operational effectiveness and efficiency targets, reliability, timeliness, transparency of reporting, and compliance with relevant standards and laws are effectively designed and implemented, reasonably ensuring the achievement of targets.

Methods of Communication between Independent Directors and the Chief Internal Auditor

(1) Based on the annual audit plan execution status, audit reports for the previous month are submitted by the end of each month, and improvement tracking reports are prepared quarterly for review by each committee member. Whenever there are queries, thorough communication is conducted via phone and correspondence.

(2) At each quarterly meeting, the Chief Internal Auditor communicates with the independent directors, and the audit business report is presented to the Audit Committee and the Board of Directors. In the event of any significant irregularities, an immediate report will be made to inform the members.

(3) As needed, the Chief Internal Auditor communicates directly with independent directors via phone, email, or face-to-face meetings. The communication is smooth and effective.

(4) Summary of the Communication Between Independent Directors and the Chief Internal Auditor in 2024

Date	Attendees	Key Communication Items	Communication Results
February 29, 2024	Independent Director Xiu Lian Lin Independent Director Da Ho Yan Independent Director Kun Chih Chen Chief Internal Auditor Wan-Hui Chiu	1. Report on the implementation of internal audits from October 2023 to January 2024. 2. 2023 internal control system statement.	None.
May 9, 2024	Independent Director Xiu Lian Lin Independent Director Da Ho Yan Independent Director Kun Chih Chen Chief Internal Auditor Wan-Hui Chiu	Report on the Implementation of Internal Audit from January to March 2024.	1. After the meeting, a summary of the relevant procedures that should be reported to the Shareholders' Meeting as stipulated by law will be provided. 2. Subsequent amendments to relevant procedures that need to be submitted to the Audit Committee or Board of Directors must include any legal or regulatory Basis as attachments when reporting the modifications. 3. The Corporate Governance Officer should revise the "Procedures for Ethical Management and Guidelines for Conduct" and the "Code of Ethical Conduct" where the guidelines are incomplete, and submit the amendments at the next Board of Directors meeting. Other related regulations that require submission to the "Independent Directors (Supervisors)" should all be executed by reporting to the Audit Committee.
August 6, 2024	Independent Director Xiu Lian Lin Independent Director Da Ho Yan Independent Director Kun Chih Chen Chief Internal Auditor Wan-Hui Chiu Corporate Governance Officer Hsieh Ming-Han (in attendance for the report)	1. Report on the Implementation of Internal Audit from January to June 2024. 2. Implementation status of the meeting minutes from May 9, 2024.	None.
November 7, 2024	Independent Director Xiu Lian Lin Independent Director Da Ho Yan Independent Director Kun Chih Chen Chief Internal Auditor Wan-Hui Chiu	4. Internal Audit Implementation Report for January to September 2024. 5. 2024 revision proposal for internal control and internal audit systems. 6. 2025 internal audit plan.	None.

10. Remuneration Management

(1) Remuneration Policies

AAEON has established a Remuneration Committee, which is composed entirely of Independent Directors. The total number of committee members is three, with one member serving as the convener. The professional qualifications of its members, the exercise of their duties, the formulation of organizational rules, and related matters are handled in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange".

The Remuneration Committee, in fulfilling its duties with the care of a prudent manager, diligently reviews the organizational regulations on a regular basis and proposes amendments as needed. The committee is responsible for establishing and periodically reviewing the performance goals and remuneration policies, systems, standards, and structures for both directors and executives, covering both annual and long-term objectives. It regularly assesses the achievement of performance goals by AAEON's directors and executives, and determines their individual remuneration packages and amounts. These recommendations are then submitted to the Board of Directors for discussion.

- Directors

The compensation for AAEON's directors is determined in accordance with the articles of incorporation and the regulations for director and manager compensation. It is based on their degree of participation in AAEON's operations and the value of their contributions, while also considering domestic and international industry standards, AAEON's economic performance, future operations, and risk appetite, and is authorized by the Board of Directors. The distribution of directors' remuneration, according to AAEON's articles of association, is based on the profits of the current year (i.e., earnings before tax minus employee and director remuneration expenses). After deducting accumulated losses, if there is any remaining amount, not more than 1% should be allocated for directors' remuneration. Additionally, Independent Directors do not participate in the distribution of remuneration for other Directors.

- CEO and Deputy CEO

According to the regulations on remuneration for Directors and managerial officers, the compensation for the CEO and Deputy CEO includes salary, bonuses, and employee benefits. The salary level is determined based on the position held, responsibilities undertaken, performance achievements, attainment of company targets, and contributions to AAEON, while taking into consideration industry benchmarks. The distribution criteria for employee compensation follow AAEON's articles of association and are submitted to the Board of Directors and approved by a resolution at the shareholders' meeting before disbursement.

- Procedure for Setting Remuneration in Relation to Operational Performance and Future Risks

In addition to considering overall economic performance of the entire company, individual performance achievement rates and contributions are also taken into account to provide reasonable remuneration. In order to mitigate future operational risks, AAEON will continuously review the remuneration system in accordance with actual business conditions and relevant regulations, seeking a balance between sustainable operations and risk management. In summary, AAEON's policies for paying compensation to the Directors, CEO, and Deputy CEO, as well as the procedure for determining remuneration, have a positive correlation with economic performance.

(2) Process to Determine Remuneration

i. Operation of the Remuneration Committee

- AAEON's Remuneration Committee consists of 3 members.
- Term of Office for Committee Members: Fourth Term, May 27, 2022 to May 26, 2025.
- In the most recent year (2024), the Remuneration Committee held a total of four meetings. The qualifications and attendance of the members are as follows:

Job Title	Name	Actual Attendance	Number of Meetings Attended by Proxy	Actual Attendance Rate (%)	Committee Member Information
Member	Da Ho Yan	4	0	100	AAEON official website https://www.aaeon.com/tw/article/detail/payroll-committee
Member	Kun Chih Chen	4	0	100	
Member	Xiu Lian Lin (Female)	4	0	100	

Other Matters to be Recorded:

1. If the Board of Directors does not adopt or modify the recommendations of the Remuneration Committee, it should specify the date of the Board meeting, the session number, the agenda content, the resolution of the Board, and how the opinions of the Remuneration Committee were addressed (if the remuneration approved by the Board is more favorable than that recommended by the Remuneration Committee, the differences and reasons should be stated): None.
2. For decisions made by the Remuneration Committee, if any members have dissenting or reserved opinions recorded or in written statements, the report should specify the date, session, content of the proposals, all members' opinions, and how those opinions were addressed.: None.

ii. Annual total Compensation Percentage

Unit: NT$ thousand

Item/Year	2023	2024
AAEON's Highest Total Compensation Individual (A)	18,239	9,424
Median Total Compensation of Other Employees at Major Locations (B)	894	905
Ratio (A/B)	20	10
Percentage Increase in Total Compensation for the Highest-Paid Individual Compared to the Previous Year (C)	1.07	-0.48
Percentage Increase in Median Total Compensation of Other Employees Compared to the Previous Year (D)	0.93	0.012
Ratio % (C/D)	1.15	-40

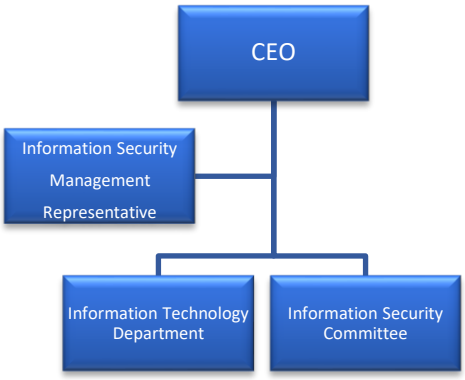
11. Information Security Management

(1) Information security policy:

Information security is everyone's responsibility.

(2) Information Security Management Framework

- AAEON Technology Inc. established the Information Security Committee in 2021 with the aim of creating a stable international standard Information Security Management System (ISMS) to provide a solid foundation for global deployment. Actively implement ISO 27001 principles to enhance its information security and protect customer data and transaction information. Ensure the establishment of information security policy and targets align with the strategic direction of the organization, and integrate regulatory requirements into the organization's operations.
- The CEO appointed Chin-Tang Peng, the head of the Information Technology Department, as the representative for the ISO 27001 Information Security Management System. The Information Security Committee is composed of upper management, including heads of various divisions/departments, with the Information Technology Department responsible for promoting, managing, coordinating, planning, and auditing related information security matters.

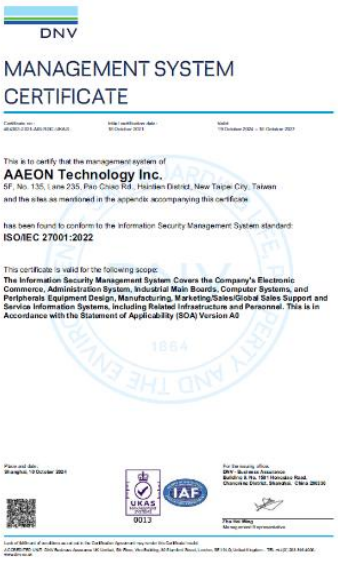


(3) Information Security Management Responsibility

- Deliberation, establishment, and evaluation of information security policies, plans, and technical specifications.
- Deliberation, management, and protection of data and information system security requirements.
- Confidentiality maintenance and security audits.
- Information security policies and targets, regular review and reporting.

(4) Information Security Management and Certification

i. Obtained DNV ISO27001 Information Security Certification in 2021, with renewal in 2024, valid from October 19, 2024, to October 18, 2027.


DNV

MANAGEMENT SYSTEM CERTIFICATE

This is to certify that the management system of

AAEON Technology Inc.

has been found to conform to the Information Security Management System standard:

ISO/IEC 27001:2022

This certificate is valid for the following scope:

The Information Security Management System Covers the Company's Electronic Commerce, Administration System, Industrial Main Boards, Computer Systems, and Peripherals Equipment Design, Manufacturing, Marketing/Sales/Global Sales Support and Service Information Systems, including Related Infrastructure and Personnel. This is in Accordance with the Statement of Applicability (SOA) Version A0

ii. By introducing certification processes, a framework standard for information security maintenance and risk management is established. This involves assessing the organization's information security management needs to reduce threats and conflicts arising from information security incidents. Understand opportunities and risks, set clear implementation objectives, and promote information security awareness and system implementation among all employees within the organization to ensure the system operates in an orderly and stable manner. The organization can effectively demonstrate its commitment to information security, the protection of critical information, and important assets, thereby enhancing customer trust in AAEON and its products.

iii. Prioritizing Customer Information Security: Cross-departmental information security assessments and internal auditor training are conducted, along with annual information security education (eLearning ISMS) for all employees. This approach is being integrated into the daily work of the entire workforce.

iv. Purpose and Guidelines of Information Security Policy: AAEON has established an information security policy to enhance information security management, ensuring the confidentiality, integrity, and availability of information. This includes the reliability of information equipment (such as computer hardware, software, peripherals) and network systems, as well as raising employee awareness of information security. The policy is designed to protect these resources from interference, damage, intrusion, or any harmful actions or attempts.

v. The implementation plan for information security management standards is as follows, with execution status regularly reported to the Information Security Committee.

(i). Status of past management review proposals.

(ii). Changes in internal and external issues related to the Information Security Management System.

(iii). Feedback on information security performance, including the following trends:
- Non-conformities and corrective actions
- Monitoring and measurement results
- Information security audit outcomes
- Achievement of information security objectives

(iv). Feedback from stakeholders.

(v). Risk Assessment Results and Status of Risk Treatment Plans

(vi). Opportunities for Continuous Improvement

(vii). Regular reviews and testing of information security mechanisms
- Hold the annual Information Security Management Review Meeting and Information Security Quarterly Meetings, conduct regular reviews of information security risks, and track and address information security issues.
- According to the Yearly Information Asset Risk Management Plan, the completion rate for risk treatment of high-risk items is 100%.
- Reduce the cybersecurity risks of social engineering attacks and phishing scams by conducting social engineering drills twice annually.
- Annual disaster recovery drills and verification operations are conducted twice a year, with one exercise in each half of the year. The drill outcomes are documented for review and improvement, with verifications completed in June and December.

(viii). Outcome review: No major information security incidents occurred in 2024.

vi. Information security education and training

AAEON has established an Information Security notification mechanism on the portal, allowing employees to promptly report to the Information Technology Department. This enables the Information Technology Department to implement corresponding disposal measures based on the incident level, reducing the harm and loss to critical operational service information systems and important information assets and operations.

To continuously enhance information security awareness among all employees, AAEON conducts irregular awareness campaigns and provides information security training. The training courses cover topics such as fundamental information security concepts, customer data protection, and the implementation of company-mandated information security protocols.

The total hours of information security training in 2024 amounted to 552 hours.
- New employees: ISO 27001 Information Security Management System Training (Introduction to Information Systems/Information Security Awareness): Total 52 participants/52 hours.
- General training for all employees: ISO 27001 ISMS: Total 500 participants/500 hours.

12. Customer Privacy Management

Information security and customer privacy are crucial management focuses in corporate operation governance. Customer privacy is the cornerstone of building mutual trust. AAEON complies with privacy regulations to protect customer personal data, establishes information security policies, and legally manages the collection, processing, and utilization of personal data.
The Information Technology Department operates through the Information Security Management System and network security management, and regularly conducts compliance with laws and regulations assessments to assist senior management in making favorable operational decisions. This prevents infringement of personal privacy, unauthorized access, use, disclosure, destruction, modification, loss, or other forms of improper handling or damage, and protects data security.

To protect confidential information, the "Procedures for Ethical Management and Guidelines for Conduct" as well as the "Code of Ethical Conduct" have been established. All personnel should properly protect confidential information known in the course of their duties. The use of confidential information should be authorized by AAEON and limited to what is necessary for business needs, and may only be disclosed to those with a need to know. Confidential information owned by third parties must comply with the terms of the confidentiality agreement signed between AAEON and the third party. Personnel are required to sign a confidentiality agreement, and even after the termination of their contract, they are obligated to continue protecting any confidential information they became aware of during the contract period.

(1) Management Strategy and Targets

- Information security is everyone's responsibility.
- Zero customer complaints.
- Invested resources: NT$1.96 million.

(2) Management Measures

- Ensure the encryption and access control of customer data.
- Use encryption technology to protect customer sensitive data.
- Implement access controls to restrict employees and external personnel's access to customer data.
- Train employees to understand the importance of customer privacy and information security, ensuring they know how to properly handle customer data.
- Emphasize the risks of social engineering attacks and phishing scams to prevent customer data breaches.
- Monitor systems, detect abnormal activities, and timely patch vulnerabilities to reduce the risk of customer data breaches.
- Comply with relevant regulations, such as the EU's General Data Protection Regulation (GDPR).

(3) Management Performance

- In the Year 2024, no substantiated complaints of customer privacy infringement or data loss or breaches of customer privacy occurred.
- In 2024, there were zero complaints regarding customer privacy and information security.
- The number of major information security incidents per month is less than or equal to one, with no major incidents occurring in 2024.
- In the information asset risk management plan, the completion rate for high-risk issues is 100%.
- ERP disaster recovery verification exercises: One in each half-year, were completed in June and December 2024.
- Windchill disaster recovery verification operation: Once a year, completed in July 2024.
- In 2024, the total number of ISO 27001 training attendances was 522, with total training hours amounting to 522.

13. Anti-Corruption and Anti-Competition Behavior

Anti-Corruption and Anti-Competition	
Policies/Commitments	Strengthen integrity and anti-corruption concepts among employees, customers, and suppliers, implement AAEON's anti-corruption policies, and thoroughly eradicate the occurrence of
Targets	No corruption or anti-competition behavior events
Measures	1. Incorporate anti-corruption and anti-competition education into new employee onboarding and ensure signing of relevant policy documents. 2. Conduct risk assessments and improvements.
Responsible Departments/Grievance Mechanism	♦ Grievance submissions related to general personnel internal grievance mailbox Aaeon.direct@aaeon.com.tw are handled by the internal audit supervisor; ♦ When the grievance involves Board of Directors members or senior executives, the grievance mailbox is handled by the
Resources Invested for the Year	Human resources 4 people
Management Results/Evaluation Mechanism	♦ Conducted anti-corruption and anti-competition training in 2024, with 533 participants and a total training duration of 533 hours. The participation percentage for all employees was 99.8%. ♦ In 2024, the signing rate of the "Employee Code of Conduct Agreement," which includes regulations related to anti-corruption, reached 100%. ♦ In 2024, AAEON provided the "Quality and Environmental Management System and Code of Conduct Survey" to suppliers and other partners, which includes an integrity transaction investigation, totaling 540 companies.

(1) AAEON places importance on anti-corruption management and has established internal control systems, including accounting systems, based on relevant laws and regulations. Each year, self-examinations and evaluations of the effectiveness of these systems and their implementation are conducted, and the audit unit performs reviews.

(2) To ensure that employees fully understand the anti-corruption and anti-competition regulations, AAEON implemented education and outreach programs.

- In 2024, the signing rate of the "Employee Code of Conduct Agreement," which includes regulations related to anti-corruption, reached 100%.
- In 2024, conducted integrity and ethics training for all employees to strengthen awareness of compliance with laws and regulations. The training had 533 participants, representing 99.8% of the total workforce.

(3) Before establishing business relations with external agents and suppliers, the "Quality and Environmental Management System and Code of Conduct Survey" is signed according to the supplier evaluation criteria, and 24 new suppliers were introduced in 2024.

- AAEON's management team implements transparency in various aspects of operations and financial information, using ethical business standards and commitments as their target for corporate governance. "Integrity and Sincerity" is one of the important principles of AAEON's sustainable management. We comply with laws and regulations and emphasize the openness and transparency of information both internally and externally to gain the trust of internal and external stakeholders as well as the general public.
- The Legal Affairs Unit serves as a dedicated unit, annually planning, executing, evaluating, and improving various affairs based on the provisions of various guidelines, codes, operating procedures, and codes of conduct according to its authority. These affairs include procedures for handling political contributions, charitable donations or sponsorships, reporting unethical behavior, anti-competitive monopolistic behavior, illegal activities, and ensuring the normal operation of mechanisms such as organizational integrity and corporate governance. The results are regularly communicated through multiple communication channels to provide reference and insights to internal and external stakeholders.
- AAEON has established a Code of Conduct for Ethical Business Operations, stipulating that business activities must comply with relevant competition regulations and prohibiting price fixing, bid rigging, limiting product output and quotas, or sharing or dividing markets by allocating customers, suppliers, operational areas, or types of commerce. AAEON fully recognizes that adhering to fair trade practices is a critical component of business activities.
- Based on the provisions of the various guidelines, codes, operating procedures, and codes of conduct such as the "Code of Ethical Conduct," "Code of Conduct for Ethical Business Operations," "Procedures for Ethical Management and Guidelines for Conduct," "Corporate Governance Best Practice Principles," and "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," AAEON has established the "Code of Conduct for Ethical Business Operations" and "Procedures for the Prevention of Insider Trading" to promote integrity management and prohibit internal personnel such as company directors or employees from using non-public information to gain profit.
- To establish a corporate culture of integrity and a reference framework for sound business operations, the Board of Directors has reviewed and approved the "Code of Ethical Conduct" and the "Code of Conduct for Ethical Business Operations."
- "Code of Conduct for Ethical Business Operations." In accordance with Article 6 of the "Code of Conduct for Ethical Business Operations," the "Code of Conduct and Operational Procedures for Integrity Management" was formulated to specifically describe practices of integrity management and measures to prevent dishonest behavior.
- AAEON fully recognizes that adhering to fair trade practices is a critical component of business activities. To address any unethical behavior or violations of business ethics, AAEON encourages all internal employees, external partners, and stakeholders to report such issues through designated channels. Reports can be submitted anonymously via the complaint email address provided on AAEON's official website (Aaeon.AC@aaeon.com.tw). AAEON is committed to protecting whistleblowers from retaliation to strengthen a transparent corporate culture, with the audit department and audit committee serving as the primary recipients of these reports.
- AAEON Technology conducts annual training courses on ethical business principles (including anti-corruption), insider trading prevention, and human rights policies. Relevant information is disclosed on AAEON's official website.
- AAEON Technology strictly complies with relevant laws and regulations in all aspects. In 2024, no significant abnormalities occurred. There were no violations of business ethics, competition, or monopoly measures, and no incidents of corruption, anti-competitive behavior, or anti-trust and monopoly regulations resulting in penalties from competent authorities.

(1) Operations Assessed for Risks Related to Corruption

Significant Corruption Risks Identified Through Risk Assessment in 2024 Year	Insider Trading
Total Number of Operational Sites That Have Undergone Corruption Risk Assessment	1
Percentage of Operational Sites That Have Undergone Corruption Risk Assessment	100

(2) Communication and Training on Anti-Corruption Policies and Procedures

Year	2024			
Item	Percentage of People Who Have Signed Anti-Corruption Commitments (%)		Received Anti-Corruption Training	
Type	Total Number of People	（%）	Total Number of People	（%）
	97	100	533	99.8

(3) Confirmed Incidents of Corruption and Action Taken

Item/Year	2022	2023	2024
Total Number and Nature of Confirmed Corruption Incidents	0	0	0
Total Number of Employees Dismissed or Disciplined Due to Corruption Incidents	0	0	0
Total Number of Contract Terminations or Non-Renewals with Business Partners Due to Corruption Violations	0	0	0
Public Legal Cases Involving Corruption by AAEON or Its Employees and Their Outcomes	0	0	0

(4) Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices

Item/Year	2022	2023	2024
Total Number of Ongoing Anticompetitive and Antitrust Litigation Cases	0	0	0
Total Number of Lawsuit Resolutions	0	0	0
Facts of the Cases and Outcomes of Resolved Legal Actions	NA	NA	NA

(5) 2024 Status of Anti-Corruption/Human Rights Training

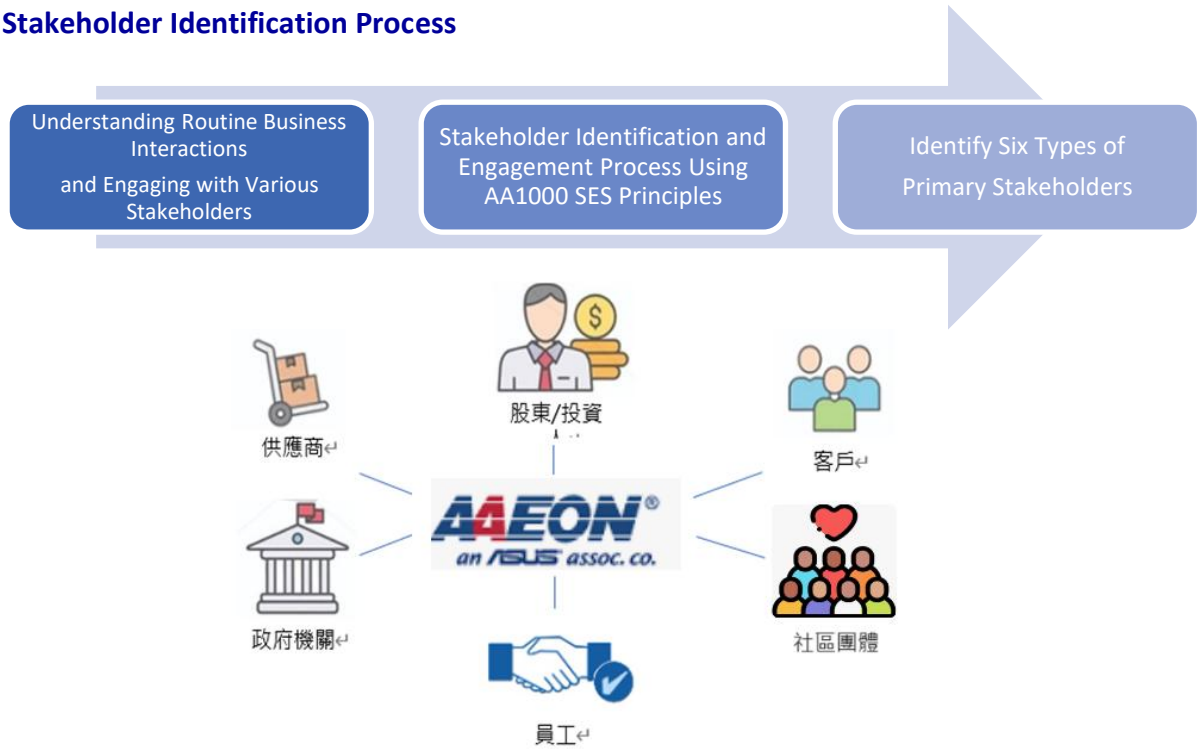
Type	Training Date	Number of Workers	Hours	Completion Rate %	Qualification Rate %
Code of Conduct for Ethical Business Operations (including anti-corruption)	2024.11.25 – 2024.12.31	533	533	99.8	100
Insider Trading Prevention	2024.11.25 – 2024.12.31	533	533	99.8	100
Human Rights Policies	2024.11.25 – 2024.12.31	533	533	99.8	100

III. Stakeholders

(I) Stakeholder Identification

In the pursuit of economic performance and profitability, companies also bear significant responsibilities towards stakeholders. AAEON Technology provides diverse communication platforms and smooth channels for interaction with stakeholders. Through these interactions, we understand the issues stakeholders are concerned about and their expectations of the enterprise. By internal management mechanisms and measures, we meet the reasonable needs of stakeholders, create mutual benefits, and fulfill AAEON's corporate social responsibility. In 2024, six primary stakeholder categories were identified: employees, shareholders, customers, suppliers, government agencies, and community groups.

1. Primary Stakeholder Identification Process



Five Attributes of AA1000 SES 2015
Dependency
Responsibility
Tension
Influence
Diverse perspectives

2. Stakeholder Concerns and Responses

In order to understand the concerns and responses of stakeholders, AAEON has established a Stakeholder Section on the official website, providing open and direct communication channels, with responses from a dedicated department.

Stakeholders' Communication Channels and Collection of Topics of Concern

Stakeholders	Issues	Communication Channels	Communication Frequency	Response Unit
Employees	• Labor/Management Relations • Talent Recruitment and Retention • Employee Benefits • Labor/Management Relations • Employee Rights and Human Rights • Occupational Health and Safety • Communication and Consultation Mechanism	Labor-management Meeting Occupational Safety Committee Employee Welfare Committee Performance review Employee Education and Training Employee Suggestion Box Quarterly Meeting Activities AAEON Listening to You Kickoff Meeting	Quarterly Quarterly Monthly Annual Annual planning Irregular Quarterly 24-hour service Annual	Human Resource Department Labor Safety & Health Office Supervisors of each unit
Investors	• Economic Performance • Corporate Governance • Ethical Business and Regulatory Compliance • Risk Management • Information Disclosure • Shareholder Rights	Shareholders' Meeting The Market Observation Post System Company website Stakeholder Section Spokesperson Contact Information	Annual Released as required by regulations irregularly Irregular At any time.	Finance & Accounting Department
Customers	• Sales Services and Support • Product Quality and Technology Development • Product Innovation • After-sales Services • Market Presence • Customer Privacy • Customer Satisfaction	Dedicated Sales Services Team Company website Customer service/technology consultation mailbox Overseas exhibitions Product Training and Education Information System Security Mechanisms Customer Satisfaction Survey	24-hour response Irregular 24-hour service During the exhibition period Irregular Irregular Annual	Sales Division Marketing Planning Division Quality Assurance & Customer Service Division Information Technology Department Each product department
Suppliers	• Supply Chain Management • Fair and Open Procurement • Occupational Health and Safety	Supplier Evaluation. Visit Suppliers/Contractors Phone/Email	Conducted when necessary Irregular 24-hour service	Procurement Division
Government Agencies	• Compliance with Laws and Regulations • Corporate Governance • Sustainable Development	Correspondence Major Information Attend policy advocacy workshops Publication of the Annual Report. Workshops/seminars/forums	Irregular Released as required by regulations Irregular Released as required by regulations Irregular	Corporate Governance Officer Finance & Accounting Department Human Resource Department Foundation
Community Groups	• Social Participation • Social Welfare • Environmental Protection	Volunteer Services and Philanthropic Activities Promote Environmental Protection Education Invite/participate in community activities	Annual Annual Irregular	Human Resource Department Foundation Volunteer Groups

3. Stakeholder Communication Channels

Issue	Stakeholders	Responsible Departments	Communication Channels	Response Methods	Communication Frequency
Remuneration and Benefits	Employees	Human Resource Department Welfare Committee	Phone: (02)8919-1234 ext. Human Resource Department, Welfare Committee	Survey Meetings Phone Email	Irregular
Economic Performance	Investors Shareholders	Stock Affairs Agent: KGI Securities Co., Ltd., Stock Affairs Agency Division	Phone: (02)2389-2999	Investor conference Shareholder meeting	Annual
Product Information	Customers	Sales Division Quality Assurance & Customer Service Division	https://www.aaeon.com/tw/contact/contact_form	Survey Meetings Phone Email	Irregular
Raw Material Components	Suppliers	Procurement Department Quality Assurance & Customer Service Division	Phone: (02)8919-1234 ext. Procurement Division	Survey Phone Email	Irregular
Charity Activities	Community Groups	Foundation	Phone: (02)8919-1234 ext. Foundation	Phone Email	Quarterly
Socioeconomic	Government agencies and others	Spokesperson	Name: Yun Chen Tu, Job Title: Senior Assistant V.P. Phone: (02)8919-1234 Email: speaker@aaeon.com.tw	Phone Email	Irregular
Grievance Channels	Various stakeholders	Audit Office Audit Committee	• The grievance mailbox for matters involving general personnel is Aaeon.direct@aaeon.com.tw, and it is handled by the audit supervisor. • Grievance submissions related to senior executives and directors grievance mailbox Aaeon.AC@aaeon.com.tw, are handled by the chairman of the audit committee	Email	Irregular

**For other relevant information, please refer to https://www.aaeon.com/tw/article/list/stakeholders-area

4. Process for Communicating Key Significant Incidents

(1) Each department within AAEON regularly interacts with stakeholders through routine communication channels. In the event that stakeholders or sustainability issues pose a potential significant negative impact, the responsible department will initiate communication with the relevant stakeholders. This could involve conducting due diligence on various aspects such as financial performance, compliance records, environmental concerns, and labor rights. The findings are then reported to the CEO and the Chairman. The Chairman will assess whether the specific situation poses a significant risk to operations and, if so, will report to the Board of Directors. The Board will review the department's report, make a resolution, and assign tasks to the appropriate departments for implementation.

(2) In 2024, the Company had no significant negative incidents. The nature and total number of significant incidents reported during the year were 0.

(II) Disclosures on Material Topics

1. Material Topics Identification Process

Item	Task Description	Description
1	Identifying Stakeholders	The identification of stakeholders is primarily conducted by AAEON's Sustainable Development Promotion Team. The five main principles for stakeholder identification and engagement include dependency, responsibility, influence, diverse perspectives, and tension of concern. The key identified stakeholder groups are: employees, customers, suppliers, investors, government agencies, and community organizations.
2	Summary of Sustainability Issues	The collection of topics considers the context of sustainability, referencing the GRI Standards as the foundational guideline for sustainability reporting. Additionally, the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" is taken into account. AAEON also considers its operational and industry-specific characteristics, identifying 18 key topics, including corporate governance, environmental, and social issues, which serve as the basis for designing the stakeholder questionnaire.
3	Survey of Topics of Concern	To understand the significant impact of stakeholders on AAEON's sustainable operations, an online survey was distributed to investigate the impact of stakeholder issues. The internal survey targeted mid- to senior-level managers, and the combined internal/external results will serve as a reference for ranking. 2024 stakeholder survey: 371 responses collected (51 internal/320 external)
4	Material Topics Identification Process	Through questionnaire analysis, the attention scores for each topic were analyzed alongside the management's impact scores on sustainable operations. After discussions and confirmation by the head of the Sustainable Development Promotion Team, 6 material topics were identified for 2024, with relevant management actions disclosed.
5	Review and Discussion	Following the identification of material topics, response sections, and boundary analysis, AAEON will continuously strengthen management and disclose relevant information in the sustainability report. Based on stakeholder questionnaires, material topics will be reviewed annually to determine if adjustments are necessary.

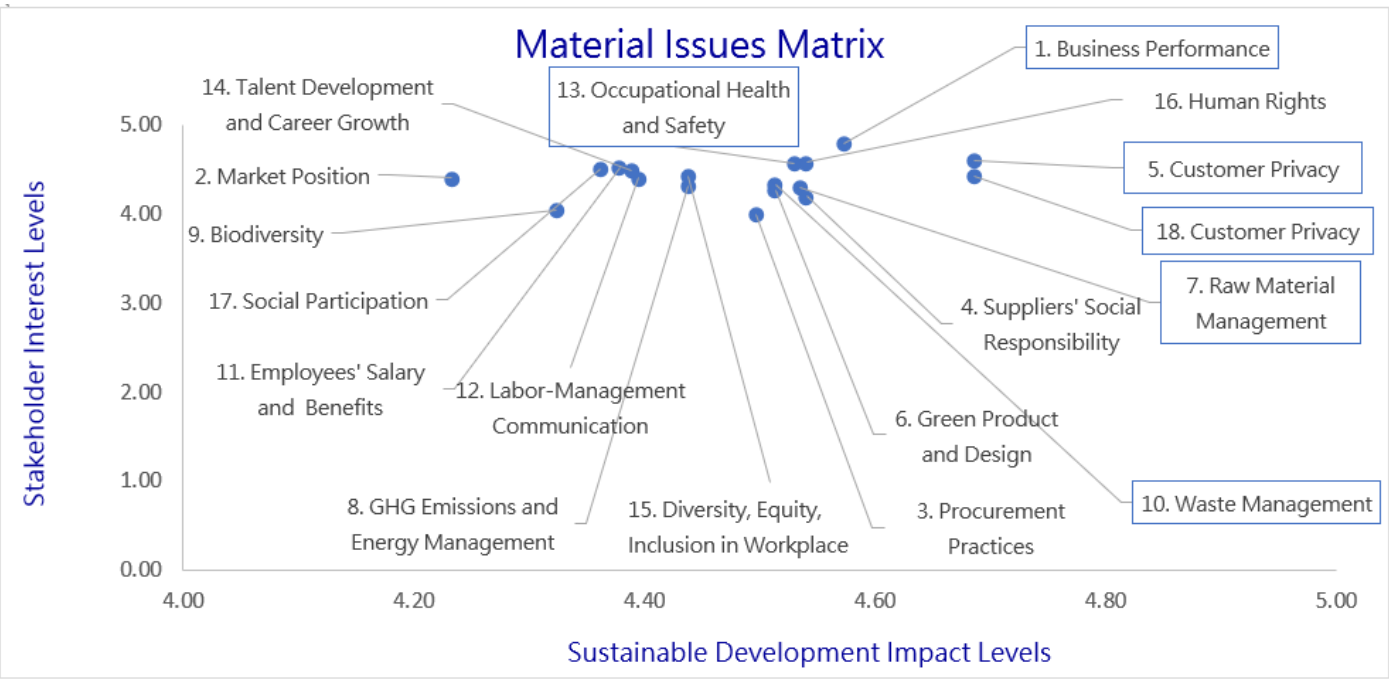
2. List of Material Topics

Through stakeholder communication and an internal management impact assessment questionnaire, a statistical analysis of 18 sustainability topics is conducted. The two highest-weighted topics from each sustainability dimension are selected as the key sustainability issues, which are then designated as the material topics.

(1) Material Topics for Sustainability in 2024

Sustainability Dimension	2024		2023	
	Material Topics for Sustainability	Corresponding Indicators of the GRI Standards	Material Topics for Sustainability	Corresponding Indicators of the GRI Standards
Economic Dimension	Economic Performance	GRI 201	Economic Performance	GRI 201
Economic Dimension	Anti-Corruption and Anti-Competition	GRI 205 /206	Anti-Corruption and Anti-Competition	GRI 205 /206
Social Dimension	Occupational Health and Safety	GRI 403	Human Rights	GRI 405/406/407/408/409/410
Social Dimension	Customer Privacy	GRI 418	Customer Privacy	GRI 418
Environmental Dimension	Raw Material Management	GRI 301	Waste Management	GRI 306
Environmental Dimension	Green Product and Design	Self-disclosure	Raw Material Management	GRI 301

(2) 2024 Material Issues Matrix



(3) Changes in the Ranking of Stakeholders' Issues of Concern in 2024 Year

2024 Ranking	GRI Dimension	Item (*As a Material Topic)	Ranking changes
1	Corporate Governance + Economic Dimension	***Economic Performance**	-
2	Corporate Governance + Economic Dimension	***Anti-Corruption and Anti-Competition**	-
3	Social Dimension	***Customer Privacy**	↑1
4	Social Dimension	***Occupational Health and Safety**	↑1
5	Social Dimension	Human Rights	↓2
6	Social Dimension	Employee remuneration and benefits	-
7	Social Dimension	Labor-Management Communication	↓1
8	Social Dimension	Supplier Social Responsibility	↑7
9	Environmental Dimension	***Raw Material Management**	↑2
10	Environmental Dimension	***Green Product and Design**	↓2
11	Social Dimension	Talent Development and Career Growth	↓4
12	Social Dimension	Social Participation and Care	↓4
13	Environmental Dimension	Waste Management	↓3
14	Corporate Governance + Economic Dimension	Market Presence	↑2
15	Social Dimension	Diversity, Equality, and Inclusion in the Workplace	↓6
16	Environmental Dimension	Greenhouse gas emissions and energy management	↓2
17	Corporate Governance + Economic Dimension	Procurement Practices	-
18	Environmental Dimension	Biodiversity	-

(4) Explanation of Newly Added Material Topics in 2024

Based on the stakeholder survey, the newly added material topics for 2024 are Green Product and Design and Occupational Health and Safety. The explanation is as follows:

With the growing global focus on climate change and sustainability issues, Green Product Design has become central to corporate responsibility and competitiveness. By incorporating carbon reduction, low energy consumption, and recyclable materials design through the Product Life-Cycle thinking, the environmental impact is effectively mitigated, meeting the increasing expectations of stakeholders for enhanced sustainable value. Therefore, "Green Product and Design" is included in the Material Topics to promote alignment between innovation and the Sustainable Development Goals.
On the other hand, workplace safety and employees' health are also fundamental elements of a company's sustainable operation. In recent years, the regulations related to occupational health and safety and social expectations have been continuously increasing. AAEON Technology Inc. places great importance on internal operational risk management, incorporating "Occupational Health and Safety Management" into Material Topics. The Company is continuously reinforcing workplace safety and creating a healthy environment to ensure employee well-being.

(III) Impact and Risk Analysis of Material Topics

Material Topics	Positive and Negative Impacts	Actual and Potential Impacts	Action Measures	Material Topics Value Chain Impact Boundary						Disclosure Section
				Employees	Customers	Government Agencies	Suppliers	Investors	Community Groups	
Economic Performance	Positive	Operational performance is strong, and shareholders/investors, employees, and suppliers are willing to cooperate long-term.	The Board of Directors effectively monitors market trends, practices governance with integrity, and conducts regular performance evaluations and reviews.	■	■	□	■	■	□	I. About AAEON (II). Economic Performance
	Negative	Operational performance is poor, leading to a lack of willingness to invest from shareholders/investors, reduced employee benefits, and decreased transaction amounts with suppliers.	Implement risk management operations to reduce potential risks.							
Anti-Corruption and Anti-Competition Behavior	Positive	Relevant personnel sign the integrity statement and conduct audits periodically.	♦ The anti-corruption and anti-competition policies are integrated into employee onboarding training and the signing of relevant regulatory documents. ♦ Conduct risk assessment and improvement. ♦ Regular internal audits.	■	■	□	■	■	□	II. Corporate Governance (II). Board of Directors
	Negative	Employees accepting hospitality or bribes from vendors or other stakeholders.								
Green Product and Design	Positive	Has a positive impact on both the environment and the economy, and can also enhance the overall sustainability competitiveness of the Company.	♦ The new product development phase includes verification of green and energy-saving design as well as environmentally friendly packaging design.	■	■	□	■	■	□	VII. Environmental Sustainability (II). Green Production and Design
	Negative	Environmental negative impacts and invest more R&D resources and expenses to break through design thresholds.	♦ The approval process for new raw materials in source management complies with 100% of regulations related to harmful substances and customer specifications.							
Raw Material Management	Positive	Materials meet green product requirements without causing negative environmental impact, fulfilling corporate social responsibility.	Establish green design guidelines to ensure that all materials meet green product requirements.	■	□	□	□	■	□	VII. Environmental Sustainability
	Negative	Raw materials that do not meet green product standards cause negative environmental impacts, damaging AAEON's image.	Conduct green product testing on incoming materials to ensure that the materials meet green product requirements.							
Occupational Health and Safety	Positive	Diligently ensuring the Occupational safety and health of employees in the workplace.	♦ Announcing/Proclaiming the Company's Occupational Health and Safety Policy: People-oriented, compliant with regulations, continuously promoted, and full participation. ♦ Ensure the safety of workers and the environment, comply with government regulations and company operating standards, and implement various Occupational Health and Safety management operations. ♦ Promote various health promotion measures, such as health lectures, EAP programs, employee health examinations, and the maternal health protection plan.	■	■	□	□	■	□	V. Corporate Commitment (V). Occupational Health and Safety
	Negative	The lack of effective preventive and safety measures during the work process causes tangible and intangible harm and impact to the Company and employees.	♦ Regular reviews and audits, implementing Occupational Health and Safety Management to prevent occupational hazards, ensuring the safety and health of employees. ♦ Promote the implementation of ISO 45001 Occupational Health and Safety System Certification.							
Customer Privacy	Positive	Relevant personnel sign confidentiality agreements and conduct regular information security confidentiality education.	♦ Relevant personnel sign confidentiality agreements ♦ Regular information security confidentiality education ♦ Regular information security education and training	■	■	□	□	■	□	II. Corporate Governance (II). Board of Directors
	Negative	Data transmissions were intercepted without encryption	Conduct regular information security education and training.							

(IV) Stakeholder Communication

1. Aaeon and Employees

Employees are AAEON's most important asset. Competent personnel contribute their efforts to AAEON, thereby enhancing economic performance and creating profits. Therefore, in the face of intense international competition and current challenges, the effective utilization and development of human resources is a crucial issue for AAEON Technology. In view of this, AAEON Technology continues to build a quality environment of "Technology, Art, and Beautiful Life" by fostering employees, planning benefits, and providing a healthy work environment to attract and retain talent.

(1) Internal/External Grievance Channels

The Company has established internal/external grievance channels such as suggestion boxes and complaint hotlines, allowing employees to express their opinions at any time.

- Grievance submissions related to general personnel internal grievance mailbox: Aaeon.direct@aaeon.com.tw, are handled by the internal audit supervisor.
- Grievance submissions related to senior executives and directors grievance mailbox Aaeon.AC@aaeon.com.tw, are handled by the chairman of the audit committee.
- Employee Grievance Process:

AAEON Technology has established the "Employee Grievance Handling Procedures." When employees experience unfair, illegal, or unreasonable treatment, they can file a grievance with the designated unit (Human Resource Department) based on these procedures. When the Human Resource Department handles grievance cases, it should, as necessary for the investigation process, request assistance from or transfer the case to other responsible units for joint handling. Upon the conclusion of the investigation, recommendations on the investigation process and discretionary results should be made; if necessary, opinions from Legal Affairs can be referenced and submitted to the President for decision-making.
"Employee grievance procedures" can be found in detail on the Company website: Section VI, Grievance Channels: https://www.aaeon.com/tw/article/list/stakeholders-area

(2) Collective Bargaining Agreements

AAEON Technology conducts collective bargaining in the form of labor-management meetings. Representatives for the labor-management meetings are elected by each unit, with the number of participants representing 100% of the total number of company employees.

(3) Labor-management Meeting

AAEON Technology does not have unions, so collective bargaining agreements are negotiated and decided through labor-management meetings. The method and process are described as follows:

i. Number of labor representative nominations: 8 for indirect personnel, 2 for direct personnel.
ii. Labor representatives at AAEON Technology are directly elected by all employees, with a term of four years for labor-management meeting representatives.
iii. According to the percentage of the number of workers, the list of candidates is nominated by the unit supervisor. Qualification requirements:
  - Employment tenure of 5 years or more.
  - Colleagues who actively engage in public affairs and demonstrate stable job performance.

iv. Election Results:
  - The top 1 to 4 vote-getters among indirect personnel will serve as regular representatives, while the 5 to 8 vote-getters will be alternate representatives.
  - The direct personnel candidate with the highest votes will serve as the regular representative, while the other will be an alternate representative.
  - When a regular representative is unable to serve for any reason, an alternate representative will fill in. By law, regular labor-management meetings are held, where labor representatives and company representatives communicate face-to-face.

v. Labor-Management Meeting Dates for 2024: March 29, June 26, September 24, December 24. A total of four meetings were held, with 24 participants from both sides. There was one proposal for the year, which was successfully resolved.

(4) Occupational Safety Committee Meeting

Labor representatives serve as occupational safety committee members in labor-management meetings, and regular Occupational Safety Committee Meetings were held on March 29, June 26, September 24, and December 24, 2024. Throughout the year, there was a total of 47 participants. There was 1 proposal for the year, which was successfully resolved.

(5) Friendly Workplace Satisfaction Survey

- Conduct regular "Friendly Workplace Satisfaction Surveys," and pay attention to the voices of internal customers—employees.
- The average score of the Friendly Workplace Satisfaction Survey in 2024 was 4.86 (indicating a level of satisfaction).
  - Survey Scope: Taiwan headquarters
  - Satisfaction Survey Response Rate: 24.07% (536 distributed, 129 returned)
  - The survey score range is 1 to 6, and the results are reported to the Chairman and the CEO, with proposals for continuous improvement.

(6) In 2024, there were no improper labor practices, no fines, administrative penalties, or issuance of administrative guidance letters.

2. AAEON and Shareholders (Investors)

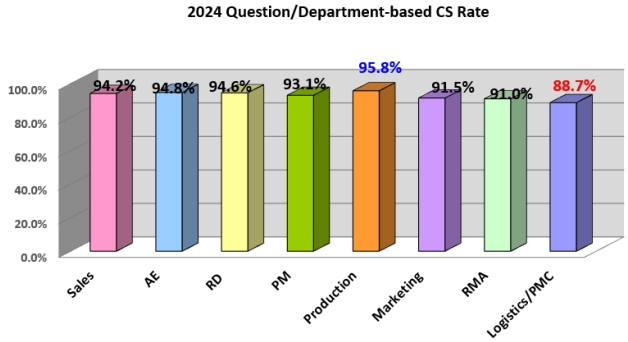
The actual operation of AAEON Technology's ownership structure and shareholder rights, the composition and responsibilities of the Board of Directors, the establishment of communication channels with stakeholders, and information disclosure are carried out in reference to the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" published by the Taiwan Stock Exchange and in compliance with the "AAEON Technology Corporate Governance Best Practice Principles." In addition to the annual publication of the annual report, AAEON's financials, business operations, equity changes, and other information are regularly disclosed to investors and the public on AAEON's company website and the Market Observation Post System. AAEON official website URL: Shareholders (Investors) Section: https://www.aaeon.com/tw/article/list/aaeon-shareholder-area
Annual Report Section: https://www.aaeon.com/tw/article/list/aaeon-annual-report

3. AAEON and Customers

AAEON Technology's primary target customers are system integrators, value-added resellers, direct sellers, and retailers, all of whom operate in various vertical markets for industrial computer applications. Forming partnerships with customers is one of AAEON's core values, and meeting customer needs is the top priority. The success of customers is also AAEON's success, creating a win-win situation. Continuously establish deep and lasting partnerships with customers, while also being a trusted and long-term partner for them. Customer partnership is one of AAEON Technology's competitive advantages for sustainable operations.

Conduct an annual global "customer satisfaction survey," focusing on the dimensions of marketing and business support, product management, logistics, quality, and service. At the annual key meeting, AAEON sets the target percentage for the customer satisfaction survey for the following year. The customer satisfaction survey is an important basis for AAEON's continuous improvement. AAEON regularly holds distributor seminars and participates in product exhibitions worldwide to directly communicate and respond to customer needs.

In 2024, the Customer Satisfaction Survey was distributed via email and systems, with a total of 661 sent out and 175 responses received, resulting in a response rate of 26.48%. The scoring standard ranges from a minimum of 10 points (represented as 10%) to a maximum of 100 points (represented as 100%) using a 10-point scale. Survey results indicate customer satisfaction with Production services at a high of 95.8%; customer satisfaction with the Logistics/PMC department services is lower at 88.7%. Responsible units will review and provide feedback within the deadline.



4. AAEON and Suppliers

AAEON, a leading manufacturer in the industrial IoT sector, is committed to sustainable development principles. AAEON has established a sustainable IoT supply chain ecosystem to meet international sustainability standards. The sustainable development of the supply chain is closely related to a company's ESG (Environmental, Social, and Governance). Ensure environmental sustainability by promoting recycling, reducing fossil fuel consumption, and minimizing waste; promote social progress by maintaining equality in recruitment and remuneration and benefits, narrowing the gender pay gap, paying living wages, and creating safer workplaces; and achieve effective corporate governance by adhering to regulations.

Guidance for Suppliers' Social and Environmental Management includes phases such as implementation, evaluation, confirmation, and continuous improvement. Through various stages of management measures, AAEON and Suppliers work together on social and environmental issues. By balancing quality and cost, they aim to establish stable and good relationships with supply chain partners, promote RBA management, effectively track the sources of raw materials, and improve supply chain execution efficiency, thereby promoting the sustainable development of the supply chain.

- In 2024, annual on-site audits were conducted for 24 suppliers, accounting for 3.22% of all suppliers (745).

Year	Management Process Content	Number of On-site Audits	Number of Qualified Suppliers	Audit compliance percentage
2024	Quality and Environmental Management System and Code of Conduct Survey	24	24	100%
	Quality and Environmental Concept Advocacy Letter	24	24	100%
2023	Quality and Environmental Management System and Code of Conduct Survey	21	21	100%
	Quality and Environmental Concept Advocacy Letter	21	21	100%
2022	Quality and Environmental Management System and Code of Conduct Survey	19	19	100%
	Quality and Environmental Concept Advocacy Letter	19	19	100%

5. AAEON and Community Groups

Through the AAEON Foundation's cultural promotion and public welfare activities, community businesses and organizations are periodically invited to participate in art and cultural seminars, blood donation drives, tree planting, beach cleanups, and other charitable activities. Proactively arrange photography and artwork displays in public areas, offering industry park vendors and employees opportunities to engage in cultural activities and cultivate cultural literacy and appreciation. This initiative aims to create a friendly, diverse living environment and foster a refreshing, comfortable space that enriches the spirit.

6. AAEON, the Government, and Others

- Actively attend workshops or forums organized by the government or competent authorities.
- Participate in external associations/institutions to gain access to education and training, as well as market or exhibition-related information through membership; or collaborate with related healthcare facilities to conduct health examinations or health lectures to promote employee health.
- Participate in community management committees, such as regularly attending industrial park management committee meetings to exchange and discuss matters related to the development of the park.

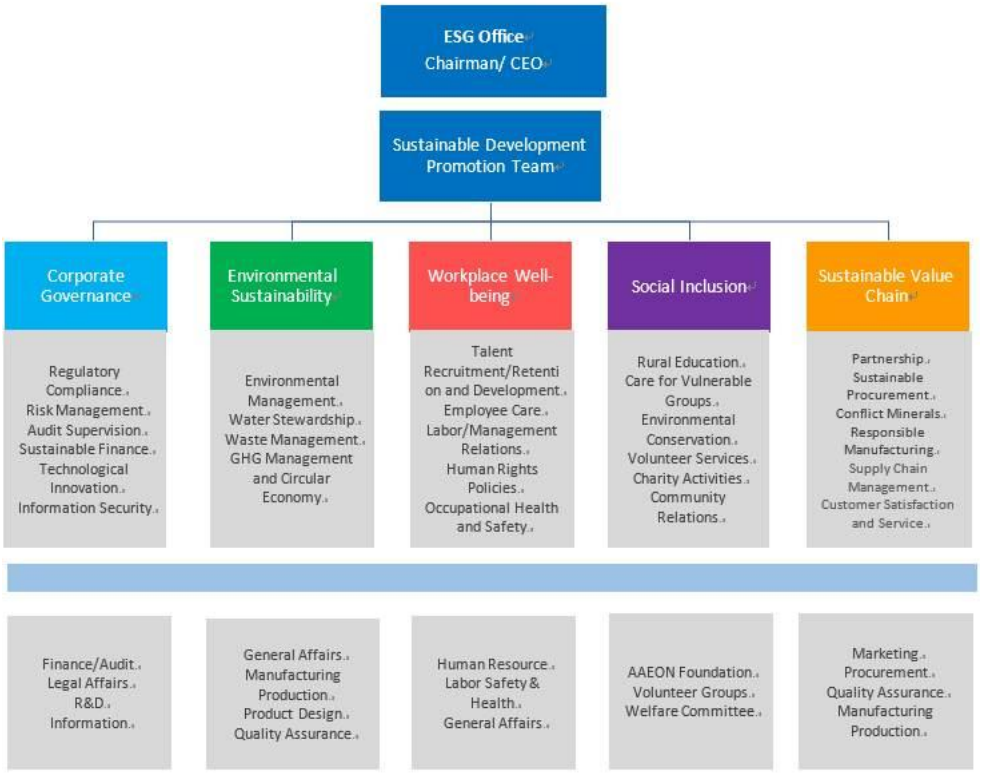
IV. Promoting Sustainable Development

(I) Sustainable Development Organization

In response to the global challenges of climate change, the company continues to promote and implement sustainable development action plans, deepening its corporate sustainability governance culture and enhancing sustainability information disclosure. In 2024, a Sustainable Development Committee will be established, under which a Sustainable Development Promotion Team will be set up, focusing on corporate governance, environmental sustainability, a happy workplace, social inclusion, and a sustainable value chain.

The Sustainable Development Committee convenes meetings at least once annually to be accountable to and report to the Board of Directors, fulfilling its commitment to management, stakeholders, environmental protection, and social welfare, thereby fulfilling its responsibilities as a corporate citizen.

1. Organization and responsibilities of the Sustainable Development Committee



2. Responsibilities of the Sustainable Development Committee

(1) Develop, promote, and strengthen AAEON's sustainable development policies, annual plans, and strategies.
(2) Review, track, and revise the implementation and effectiveness of sustainable development efforts.
(3) Supervise sustainability information disclosure matters and review the sustainability report.
(4) Supervise the operations of the AAEON's Sustainable Development Code or the execution of other sustainable development-related tasks as resolved by the Board of Directors.

3. Sustainable Development Committee Meeting Status for 2024

Item	Unit	Execution Status
2024 Committee Members	Number of Workers	3
Meetings held	Number of Times	1
Attendance rate	%	100

(II) Commitment to Sustainable Development

AAEON is committed to pursuing corporate growth and sustainable operations, with the continuous advancement of corporate sustainability development as its primary goal. This includes compliance with regulations, optimizing employee care, improving workplace health and safety, environmental protection, emphasizing shareholder rights, maintaining financial transparency, encouraging employees to develop physical well-being, organizing internal company sports competitions, actively promoting social welfare and charitable activities, sponsoring or participating in external sporting events, and fulfilling corporate citizenship responsibilities. We remain steadfast in implementing and demonstrating AAEON's commitment to the principles of sustainable operations and sustainable development:

- Adherence to local laws and regulations.
- Providing a healthy and safe workplace environment.
- Protecting labor rights and improving working conditions.
- Conserving energy and reducing environmental pollution.
- Ensuring financial transparency.
- Creating company value and enhancing shareholder equity.
- Establishing win-win partnerships with suppliers and customers.
- Participating in social welfare and philanthropic activities.
- Group-wide (Global) Greenhouse Gas (GHG) Reduction Goals:
  - By 2030: Group-wide reduces Scope 1 and Scope 2 carbon emissions by 50% from the 2021 baseline.
  - By 2030: Group-wide reduces Scope 3 carbon emissions from the procurement of goods and services and the use of sold products by 30% from the 2021 baseline.

(III) Sustainable Development Policies

The sustainable development policies of AAEON Technology include "valuing corporate governance," "fulfilling corporate commitments," "expanding social participation," and "promoting environmental protection."
While pursuing economic development, it is essential to balance social equity and environmental protection, aiming for the long-term equilibrium of human welfare and the ecological environment. Covering multiple aspects including environmental, social, economic, and governance, it aims to ensure that future generations can enjoy the same or even better quality of life as we do. By referencing the United Nations' 17 Sustainable Development Goals (SDGs), various promotion teams under the Sustainable Development Committee regularly organize lectures on topics related to sustainable development, actively participate in social welfare, and encourage colleagues to join volunteer groups, continually advancing various sustainable development plans.

1. Valuing Corporate Governance

We adhere to local government laws and policies, sharing profits with shareholders. Follow the 6 principles of Corporate Governance to ensure an effective Corporate Governance framework, enhance company transparency and accountability, and promote Sustainable Development. Establishing the foundation for an effective corporate governance framework, safeguarding shareholder rights, treating shareholders fairly, and enhancing its important functions for institutional investors, securities markets, and other intermediaries, implementing information disclosure and transparency, fulfilling the responsibilities of the board of directors, and addressing stakeholder issues.

2. Fulfilling Corporate Commitments

Comply with laws and business ethics standards while maintaining good corporate governance operations to ensure the legality and compliance of corporate conduct. Providing employees with a healthy, safe, and happy work environment, offering reasonable compensation and benefits, valuing employees' well-being, and working together with customers, suppliers, and employees to establish partnerships. Establish consistent goals with suppliers to progress and grow together, ensuring the sustainable development of the supply chain. Achieve sustainable operations through good corporate governance, caring for employees, environmental actions, and collaboration with suppliers.

3. Expanding Social Engagement

Committed to actively practicing corporate social responsibility, encouraging employees to participate together, and cultivating the spirit of public welfare and service. Through activities initiated by the company, employees are rallied, and their families are invited to volunteer in charity activities. This transforms employees from passive to active participants, cultivating their awareness of social responsibility, uniting them to contribute to society, and unleashing the company's energy. We also continue expanding the scope of social participation by engaging in charity activities with customers, suppliers, and vendors in the company's park, allowing more people to participate, spreading love, and amplifying positive social influence.

4. Promoting Environmental Sustainability

Ensure the health and balance of the environment, protect natural resources, reduce pollution, and address climate change as part of Promoting Environmental Sustainability through various policies, actions, and educational training, coupled with comprehensive environmental impact assessments. Advance the Circular Economy, implement Green Design and production, support the Green Supply Chain, and continuously promote the concept of Sustainable Development. Cultivate and enhance colleagues' environmental awareness, promote energy-saving and low-energy consumption production processes, implement energy conservation and carbon reduction, and mitigate environmental impact. Establish systems, set measurable environmental goals, and formulate and implement specific plans to work together for the future of the Earth.

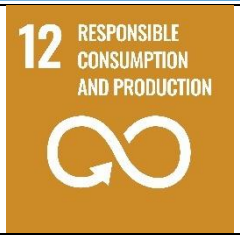
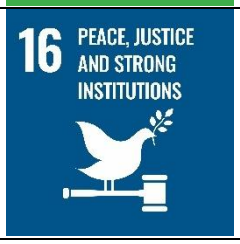
(IV) Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs), launched in 2015, outline 17 goals and 169 targets to guide member states and global corporations towards sustainable development by 2030.

AAEON Technology integrates the SDGs into its business strategy, expanding its focus from purely economic performance to include environmental protection and regulatory compliance. We aim to improve employee benefits, retain talented employees, eliminate workplace inequalities, reduce waste and lower GHG emissions, and engage suppliers to work together on green initiatives and human rights. We continue to make significant contributions to the Sustainable Development Goals and fulfill corporate social responsibility.

United Nations SDGs	Targets	AAEON's Response
	1.4 Ensure that all men and women, especially the poor and vulnerable groups, have equal rights and access to economic resources.	♦ We offer wages above legal requirements and competitive benefits, allowing employees to work with dignity and improve their personal and family economic standards. ♦ Employee salaries are adjusted based on company profitability to enhance team loyalty. ♦ 2024 Annual Salary Adjustment Percentage ranged from 3% to 5%.
	3.9 Significantly reduce the number of deaths and illnesses caused by hazardous chemicals, air pollution, water pollution, soil pollution, and other types of pollution.	♦ We strictly adhere to regulations regarding the use of specific chemicals, demanding that suppliers restrict or prohibit listed hazardous substances. ♦ We use environmentally friendly and non-toxic raw materials that comply with the standards of WEEE (Waste Electrical and Electronic Equipment Directive), RoHS (Restriction of Hazardous Substances Directive), and REACH (European Union's Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals), including SVHC (Substances of Very High Concern) and Annex 17 restricted substances.

	4.5 Eliminate education disparity and ensure that disadvantaged groups have access to education at all levels and vocational training, including persons with disabilities, indigenous peoples, and disadvantaged children. 4.7 Promote education on sustainable development, sustainable lifestyle models, human rights, gender equality, and peace and non-violence.	♦ Employees from different business sectors are provided with occupational training to ensure equal access to professional development opportunities. ♦ Courses on sustainable development, workplace equality, and labor rights are offered to encourage participation among colleagues.
	5.1 Eliminate all forms of discrimination against women. 5.4 Recognize and value women's family caregiving through social protection policy commitments	♦ Gender is not a factor in employee recruitment, evaluation, or promotion processes. ♦ All employees, regardless of gender, have the right to apply for parental leave.
	6.6 Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes.	♦ Our ten-year tree planting commitment aims to protect forests by planting 15,000 saplings. It is estimated to reduce carbon emissions by approximately 946,080 kg over ten years. ♦ A total of 7,260 saplings have been planted, cumulatively reducing the earth's carbon emissions by 276,480 kilograms, which can further assist in preserving local pollinator ecosystems and nurturing water sources.
	8.5 Achieve full and productive employment, ensuring that all men and women, including young people and persons with disabilities, have a good job, and achieve equal pay for equal work. 8.7 Prohibit child labor and eliminate oppressed labor 8.8 Protecting labor rights and promoting workplace safety, especially for women and workers engaged in hazardous jobs.	♦ Gender is not a factor in employee recruitment, evaluation, or promotion processes. ♦ Employee salaries are adjusted based on company profitability to enhance team loyalty. ♦ Labor rights are respected, including the prohibition of child labor and any form of workplace discrimination. ♦ Duties for maternity employees are adjusted according to the law to reduce workload and provide substantial protection. ♦ An occupational safety and health management system is implemented to effectively improve workplace safety.
	9.5 Encourage innovation and increase the number of R&D personnel, along with increasing R&D spending.	♦ The number of R&D team members increases annually, accounting for 37% of the total workforce. ♦ R&D accounted for 9.88% of the total revenue, an increase of 2.15% compared to 7.73% in 2023.
	10.2 Promote socio-economic and political inclusion, regardless of age, gender, disability, religion, economic status, or other identities. 10.3 Ensure equal opportunity, reduce inequality, and implement practices that eliminate discrimination.	♦ Recruitment, evaluation, and promotion mechanisms do not consider age, gender, disability, race, nationality, religion, economic status, or any other identity differences. ♦ An employee grievance/whistleblower channel is in place, along with a comprehensive process to protect whistleblowers. Company website: Section VI, Grievance Channels https://www.aaeon.com/tw/article/list/stakeholders-area

	12.5 Significantly reduce waste generation through prevention, reduction, recycling, and reuse.	♦ Continuously improve production processes to reduce the waste generated.
	13.3 Improve education, raise awareness, and enhance the capabilities of people and institutions on climate change risk reduction, adaptation, impact mitigation, and early warning.	♦ Adopt an energy-saving and carbon reduction strategy, incorporating related measures into organizational management systems, complete the Group's GHG Protocol greenhouse gas inventory operations by 2024, and obtain third-party verification. ♦ The medium-term plan will introduce the ISO14067 carbon footprint management system, while the long-term plan aims to drive social sustainable development.
	14.1 Prevent and significantly reduce all types of marine pollution, particularly from land-based activities, including marine debris and nutrient pollution.	♦ Beach cleaning activities focus on "plastic reduction" and "waste reduction" to care for the planet. ♦ Since 2020, AAEON Technology has adopted the Wanli coastline in New Taipei City to combat marine pollution and protect marine ecosystems. Over the years, beach cleaning activities have involved a total of 922 participants, collecting a cumulative total of 1,841.6 kg of beach waste.
	15.2 By 2020, further implement sustainable management of all types of forests, halt deforestation, restore degraded forests, and increase afforestation globally.	♦ In collaboration with the Yilan Branch of the Forestry Bureau, we have adopted mountain forests for five years, totaling 4.84 hectares of forest. Through the Company's tree adoption and protection project, we assisted the management office in reclaiming the illegally cultivated land and have planted 7,260 saplings.
	16.6 Develop effective, accountable, and transparent institutions at all levels. 16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels.	♦ Corporate governance is strengthened through internal controls to ensure compliance with company regulations, supported by independent reporting channels and a complete whistleblowing process. ♦ Through stakeholder communication, we understand their requirements and expectations of AAEON and report to the Board of Directors regularly.

(V) Sustainability Risk Management

Dimension	Risk Assessment Items	Description
Environmental	Environmental Impact and Management	1. AAEON effectively reduces pollution emissions and mitigates the adverse impact of operational activities on the environment through process optimization and institutionalized safety management cycles. 2. Since the United States and the European Union are our main markets, our products are required to meet environmental regulations. Therefore, AAEON obtained the ISO 14001 Environmental Management certification in 1997 and has continued to obtain certification regularly. 3. AAEON completed the ISO 14067 certification for the carbon footprint of a single product in 2021. 4. Since 2023, AAEON Technology Inc. has comprehensively inventoried the greenhouse gas emissions generated by operational activities in accordance with the GHG Protocol standards, to gain an in-depth understanding of the impact of various operational behaviors on the environment. In the future, based on the inventory results, we will continue to promote concrete carbon reduction actions to effectively reduce Scope 1 (direct emissions) and Scope 2 (indirect emissions from electricity usage) greenhouse gas emissions, in order to lower operational risks and enhance climate resilience. 5. Annual planning and execution of an internal audit plan are conducted based on regulatory requirements to ensure that all operational processes comply with legal regulations and environmental management standards.
Social	Occupational Health and Safety	1. Fire drills and occupational safety education and training are conducted regularly each year to cultivate employees' emergency response and self-safety management.
	Product Safety	1. Our company ensures all products comply with government regulations and adhere to the EU RoHS directive, containing None of the hazardous substances. At the same time, to ensure the quality of customer service, we have established a customer service hotline and communication website. Each year, we proactively conduct regular customer service satisfaction surveys to strengthen our cooperation with customers. 2. To transfer product liability risks, mitigate financial losses, and enhance product safety, AAEON Technology Inc. has secured product liability insurance in the amount of USD 15,000,000. The policy number is 0800-11PDW00100, and it is valid from 2024.4.24 to 2025.4.24. 3. DNV ISO27001 Information Security Certification, valid from October 19, 2024, to October 18, 2027.
Corporate Governance	Compliance with laws and regulations Socioeconomic	1. By establishing a governance team and implementing internal control mechanisms, AAEON ensures that all personnel and operations fully comply with relevant laws and regulations. 2. AAEON applies for patents for its R&D products to protect its rights.
	Enhancement of Directors' Functions	1. Plan relevant training topics for directors, annually providing them with updates on the latest regulatory systems and development policies. 2. Directors' liability insurance has been procured to protect them from lawsuits or claims.
	Stakeholder Communication	1. To avoid differing positions between stakeholders and AAEON and the risk of misunderstanding leading to operational or litigation risks, AAEON annually analyzes stakeholders' major topics of concern. 2. Establish various communication channels to actively engage, reduce confrontation and misunderstandings, and set up a mailbox for investors managed and responded to by the spokesperson.

V. Corporate Commitment

(I) Happy Workplace (Employees)

Creating a Friendly and Enjoyable Work Environment

2024 Highlights

- **Benefits Exceeding Legal Requirements**
  - The childbirth allowance provides NT$10,000 per child.
  - The monthly cap for the childbirth transportation allowance is NT$3,000.
  - Female employees who have been employed for less than six months and apply for 5 days, 1 week, or 4 weeks of maternity leave for any reason will receive full pay.
  - A new paid birthday leave has been added, with full-time employees receiving one day annually.
  - Female employees are entitled to apply for 1 day of menstrual leave per month, which is not included in the annual limit of sick leave days.
  - Employees may apply for 8 days of paternity leave for prenatal checkups or childbirth.
  - Family care leave, up to 7 days per year, is not included in the annual limit of personal leave days.
- Employee Assistance Program (EAP) care services.
- 459 People participated in employee health examination programs that exceed the benefits under the Labor Standards Act.
- Factory Medical Services employee health consultation services: 72 employees, a total of 12 times per year.
- Employee feedback and communication platform - "AAEON Listening to You" responded to a total of 69 inquiries.

Employees are AAEON's most important asset. Competent employees contribute their efforts to AAEON, thereby enhancing performance and creating company profits. Therefore, in the face of current intense international competition and challenges, how to effectively utilize human resources and development is an important issue for AAEON Technology. Create a friendly and joyful work environment by planning benefits exceeding legal requirements, empowering employees, and providing a healthy work environment to create a quality environment of "Technology, Art, and Beautiful Life," attracting and retaining talent. Create a friendly and joyful work environment by planning benefits exceeding legal requirements, providing on-the-job professional training and empowerment for employees, and offering a healthy work environment to create a quality environment of "Technology, Art, and Beautiful Life," attracting and retaining talent.

AAEON Technology does not discriminate against employees based on factors such as region, race, ethnicity or upbringing, social class, ancestry, religion, physical disability, gender, sexual orientation, gender identity, job performance, pregnancy, marital status, political stance, appearance, age, or union affiliation. And according to the United Nations Universal Declaration of Human Rights, reveal Human Rights Policies.

In accordance with local laws, hire employees in compliance with the Responsible Business Alliance (RBA) Code of Conduct, which is a set of standards established for the electronics industry and its supply chain to ensure a safe working environment for employees, dignified and respectful work, adherence to environmental regulations, and compliance with business integrity and ethics. Organizations involved in the design, sale, and manufacturing, or those providing goods and services for the production of electronic products, are considered applicable to the RBA Code of Conduct.

AAEON Technology protects the safety of its colleagues and implements the Act of Gender Equality in Employment, strictly prohibiting any form of sexual harassment. AAEON has established measures for the prevention of sexual harassment, grievance, and disciplinary procedures, and conducts regular training related to the prevention of sexual harassment.

1. Human Rights Policy & Declaration

AAEON does not discriminate against employees based on geography, race, ethnicity or background, social class, ancestry, religion, physical disability, gender, sexual orientation, gender identity and expression, pregnancy, marital status, political affiliation, appearance, age or union affiliation. We recruit the employees not only follows the government's minimum age regulations, local laws, RBA and other relevant regulations, but also discloses human rights policies in accordance with the United Nations Universal Declaration of Human Rights. AAEON Declaration on Human Rights policy is as following: AAEON Declaration on Human Rights policy is as follow:

Human Policy	Describtion
No child labor	Comply with local minimum age laws and requirements and do not employ child labor.
Minimum wages	Compensate our employees with wages and benefits that meet or even exceed the local legally required minimum
Working hours	Provide employees with periodic or more than local labor law holidays with pay. Do not force our employees to work more than the maximum hours of daily labor set by local laws. Comply with overtime pay requirements or compensations where required.
Non-discrimination	Prohibit discrimination based on geography, race, ethnicity or upbringing, social class, ancestry, religion, physical disability, gender, sexual orientation, gender identity and expression, pregnancy, marital status, political affiliation, appearance, age or union affiliation. Everyone is entitled in full equality to be protected without any discrimination.
No harsh or in human treatment	Prohibit physical abuse, harassment or the threat of either.
Freely-Chosen Employment	Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used. Ensure that the overall terms of employment are voluntary. As part of the hiring process, employees must be provided with a written labor contract in their native language. Employer may not hold employees' identity or immigration documents or Work Permits or Resident Certificate, unless such holdings are required by law.
Health and Safety	Provide all our employees with a healthy and safe working environment with mutual trust and respect.
Employee training and development	Provide facilities, training programs, time and subsidies to support our employee professional knowledge and self- development.
Freedom of Association	Employee has the right, with or without a union, to associate or work with fellow employees to the purpose of addressing common workplace issues. This association can result in the employees choosing to be represented by a labor organization (e.g., trade union, employee association, works council) and bargaining collectively with their employer, if they so choose. The supplier should not punish or prevent employees from choosing to exercise their right to associate for a common good. The organization and the way in which employees choose to associate must be compliance with local country law.

2. Human Rights Management

Item	Human Rights Management (Employees/Suppliers)
Policies/Commitments	1. AAEON acknowledges and supports the human rights protection spirit and fundamental principles as set forth in international human rights conventions such as the Universal Declaration of Human Rights, the United Nations Global Compact, and International Labor Conventions, and adheres to relevant labor regulations in its operating locations. 2. AAEON has established a "Human Rights Policy" applicable to the entire company. In addition to respecting and safeguarding internationally recognized fundamental human rights, the Human Rights Policy commitments oppose any acts of discrimination and human rights violations, such as gender discrimination or sexual harassment. AAEON strictly adheres to relevant labor laws to protect the legitimate rights of employees. 3. AAEON uses its human rights policy as the highest guiding principle for human rights protection, and establishes relevant regulations and systems in accordance with this policy and applicable laws. For example, it has implemented "Work Rules" to protect employee rights; promoted anti-sexual harassment measures, complaint and disciplinary procedures; conducted educational training; and set up dedicated physical and email reporting channels to provide a work environment free from discrimination and harassment. 4. Establish the "Employee Overtime Management Guidelines" and set up a time management system with reminder mechanisms to help employees maintain a balance between work and life. 5. New employees sign the "Employee Code of Conduct Agreement," and the "Work Rules" are announced on AAEON's internal website. 6. Respect all employees' rights to freely assemble and associate, and their right to join or not join legally recognized local unions. Employers must not interfere with or prohibit these rights. 7. Comply with local government regulations regarding the minimum legal working age and prohibit child labor. 8. Do not force or compel labor.
Targets	Number of human rights violations: 0
Measures	1. AAEON's human rights policies clearly prohibit actions that violate human rights, including the employment of child labor, discrimination, and sexual harassment. 2. Employees with disabilities were hired in excess, and in accordance with the law, indigenous employees are granted leave benefits during their respective tribal festivals and ceremonies. 3. AAEON implements equal pay for equal work, and for the remuneration of employees, there is no differential treatment based on gender or sexual orientation. AAEON also continues to focus on issues related to gender pay gap. 4. Human rights education and training is conducted annually, covering the prohibition of forced labor, prohibition of child labor, anti-discrimination, anti-harassment, implementation of working hours management, ensuring humane treatment, and providing a healthy and safe workplace environment. 5. Through advocacy statements to prevent workplace violence, conduct annual surveys on workplace friendliness and satisfaction, encouraging employees to understand their responsibility to help prevent unlawful incidents in the workplace while performing their duties. Provide grievance channels and hotlines to create a friendly work environment. 6. AAEON strictly adheres to the laws and regulations related to personal data protection to ensure that the collection, processing, and utilization of personal data comply with legal requirements, in order to maintain and protect personal data rights. 7. For suppliers, AAEON Technology Inc. provides the "Quality and Environmental Concept Advocacy Letter" and the "AAEON Supplier Code of Conduct," which include AAEON's quality policies, environmental policies, environmental protection philosophy, human rights policies (including labor hours, no employment of child labor, wages, freedom of association, and non-discrimination), safety and health, business ethics, corporate social responsibility, and an integrity transaction declaration (no bribery and no acceptance of bribes). Have suppliers sign and return, working together to focus on human rights issues and emphasize risk management.

Responsible Departments	Human Resource Department
Grievance Mechanism/Process	1. AAEON has established smooth grievance channels. When employees experience unfair, illegal, or unreasonable treatment, they can file a grievance based on the procedures provided. 2. "Employee grievance procedures" - Company website: Section VI, Grievance Channels https://www.aaeon.com/tw/article/list/stakeholders-area 3. To maintain gender equality in the workplace and provide job seekers and employees with an environment free from sexual harassment and unlawful harm, there are dedicated grievance mailboxes and channels for sexual harassment prevention and the prevention of unlawful harm. 4. During the grievance investigation, confidentiality is maintained, and the name of the complainant or any other information that could identify the complainant is not disclosed, in order to protect the complainant.
Resources Invested for the Year	The focus is mainly on internal training, with each new employee assigned internal education and training. In 2024, there were a total of 97 new employees.
Management Results/Evaluation Mechanism	• In 2024, human rights policies-related training was conducted for employees, with a total training duration of 533 hours and a total of 533 participants. The completion rate was 99.8%. • In the future, we will continue to focus on human rights protection issues and promote relevant educational training to raise awareness of human rights protection and reduce the likelihood of related risks occurring.
	• No incidents of discrimination or sexual harassment grievances occurred in 2024. • In 2024, there was no interference with or prohibition of all employees' rights to freedom of assembly and freedom of association. • There was no employment of child labor in 2024. • In 2024, there were no incidents involving withholding of identification documents, demanding compulsory deposits, or involuntary overtime work enforced through dismissal threats.

3. Human Capital Structure

(1) Legally Employed

AAEON Technology strictly abides by all labor laws in its hiring practices, ensuring employment is irrespective of age, gender, race, religion, color, nationality, and there is no illegal employment of child labor. By increasing stable social contributions, AAEON ensures that wages and working hours specified in employment contracts are agreed upon by both parties. Recruitment channels include traditional job listings as well as partnerships with educational institutions, summer internships, and other diversified programs, providing opportunities for young individuals in society to develop professional competence and for job seekers to gain employment.

i. Employee Diversity Statistics

In 2024, the company's total number of employees is 534: 518 nationals and 16 foreign nationals (1 from the United Kingdom, 15 from Vietnam).

<Table 1>

Employee Diversity Statistics/Annual				2024		2023	
				Number of Workers	Percentage %	Number of Workers	Percentage %
Employees	Direct	Gender	Male	35	6.55	45	8.52
			Female	96	17.98	103	19.51
		Age	Under 30	19	3.56	25	4.73
			30 and Above but Under 50	83	15.54	94	17.80
			Above 50	29	5.43	29	5.49
		Educational Background	Graduate School	0	0	0	0.00
			Colleges and Universities	39	7.3	48	9.09
			Others	92	17.23	100	18.94
	Indirect	Gender	Male	269	50.37	258	48.86
			Female	134	25.09	122	23.11
		Age	Under 30	53	9.93	44	8.33
			30 and Above but Under 50	253	47.38	249	47.16
			Above 50	97	18.16	87	16.48
		Educational Background	Graduate School	100	18.73	93	17.61
			Colleges and Universities	277	51.87	259	49.05
			Others	26	4.87	28	5.30%

- In 2024, the gender percentage of employees was 56.92% male and 43.08% female. Due to industry characteristics, the male employee percentage is higher than the female. Among all age groups, the largest number of workers falls within the 30–49 age range, accounting for 62.92% of the total. This indicates that AAEON is primarily composed of a productive and relatively experienced generation, reflecting a more stable demographic structure.
- Data is compiled up to December 31, 2024.

<Table 2>

Year	2024			2023			2022		
Item	Total Number of Workers	Male Percentage (%)	Female Percentage (%)	Total Number of Workers	Male Percentage (%)	Female Percentage (%)	Total Number of Workers	Male Percentage (%)	Female Percentage (%)
Full-time employees in Taiwan	534	56.93	43.07	522	57.28	42.72	512	56.4	43.6
29 and Under	72	7.12	6.37	63	49.21	50.79	83	50.6	49.4
30 to 49	336	36.52	26.4	343	58.89	41.11	344	59.3	40.7
50 and Above	126	13.3	10.3	116	56.9	43.1	85	51.76	48.24

Note: Data is compiled up to December 31, 2024.

(2) Status of Fixed and Non-Fixed Term Employees

Employee employment status over the past three years (Taiwan region, excluding overseas branches and subsidiaries).

- Permanent Employees (Fixed): The work positions of fixed-term employees are established to provide Long-Term services for the Company.
- Permanent Employees (Non-Fixed): Non-fixed term employees are usually established for specific short-term tasks or project items, such as contractual staff (including partial hours, part-time, etc.).
- Informal Employees (Non-Fixed): Such as Dispatched Staff.

i. Full-time worker

Statistics/Annual		2024		2023		2022	
Total number of employees (Note 1)		534		528		519	
Labor contracts (Note 2)		Fixed Term	Non-Fixed Term	Fixed Term	Non-Fixed Term	Fixed Term	Non-Fixed Term
Total number of employees		526	8	522	6	512	7
Gender	Male	301	3	299	4	290	4
	Female	225	5	223	2	222	1
Type of Personnel	Direct	131		148		149	
	Indirect	403		380		370	

The change in the number of workers in the same type over the past 3 years:

1. In 2024, the distribution of fixed and non-fixed employees was 526/8, with percentages of 98.5% and 1.5%, respectively. This shows that AAEON employs a small portion of its workforce for temporary, interim, and project-based positions. Temporary positions - such as substituting for employees on maternity or parental leave; Interim positions - which arise from an increased demand for labor due to emergencies like a pandemic requiring immediate response to production plans; Project-based positions - like hiring students or assistant personnel for collaborative public interest products or research projects with schools or non-profit organizations.
2. Among the total number of employees in 2024, which is 534, there are 518 nationals and 16 foreign nationals.
3. Data is compiled up to December 31, 2024.

ii. Informal Employees (Dispatched Staff)

Statistics/Annual		2024		2023		2022	
Total number of workers who are not employees (Note 1)		0		1		14	
Type of Contract		Dispatched	Other types	Dispatched	Other types	Dispatched	Other types
Gender	Male	0	0	0	0	6	0
	Female	0	0	18	0	8	0
Nationality	Taiwan	0	0	1	0	14	0
	Overseas	0	0	0	0	0	0
Type of Work		Technician/Operator	Technical Consultant	Technician/Operator	Technical Consultant	Technician/Operator	Technical Consultant
Gender	Male	0	0	0	0	6	0
	Female	0	0	1	0	8	0
Nationality	Taiwan	0	0	1	0	14	0
	Overseas	0	0	0	0	0	0

Note 1: The total number of workers is based on the end-of-year count (12/31) or the average obtained by summing the Number of Workers at the end of each month and dividing by 12.

(3) Employment

i. Statistics of New Employees

Item/Type \ Year		2024		2023		2022		2021	
		Number of Workers	Percentage %	Number of Workers	Percentage %	Number of Workers	Percentage %	Number of Workers	Percentage %
Age	Under 30	47	48	39	41	60	45	32	36
	30 and Above but Under 50	42	44	54	56	69	52	51	57
	Above 50	8	8	3	3	4	3	6	7
Gender	Male	60	62	62	65	67	50	52	58
	Female	37	38	34	35	66	50	37	42
Educational Background	Graduate School	24	25	21	22	23	17	12	13
	Colleges and Universities	66	68	52	54	70	53	63	71
	Others	7	7	23	24	40	30	14	16
Region	Operational Sites (Taiwan)	97	100	96	100	133	100	89	100

Explanation: Reasons for the change in the number of new hires over the past 4 years:

1. In 2022, AAEON's capacity increased and it opened up to hiring foreign labor, thereby employing more employees in direct production, with the majority being females under the age of 30.
2. In recent years, AAEON has continuously promoted industry-academia collaboration projects, resulting in a slight increase in the hiring percentage of those under 30.
3. In 2023/2024, the focus was primarily on filling vacancies due to resignations, so the number of workers hired remained stable, with no significant increase.
4. Data is compiled up to December 31, 2024.

ii. Employee Turnover Statistics (Table 1)

Item/Type \ Year		2024		2023		2022		2021	
		Number of Workers	Percentage %	Number of Workers	Percentage %	Number of Workers	Percentage %	Number of Workers	Percentage %
Age	Under 30	34	40	34	40	30	28	22	24
	30 and Above but Under 50	44	52	43	50	69	64	56	62
	Above 50	7	8	9	10	8	7	12	13
Gender	Male	54	64	54	63	63	59	51	57
	Female	31	36	32	37	44	41	39	43
Educational Background	Graduate School	18	21	21	24	20	19	21	23
	Colleges and Universities	51	60	44	51	58	54	58	64
	Others	16	19	21	25	29	27	11	12
Region	Operational Sites (Taiwan)	85	100	86	100	107	100	90	100

Note: Description of changes in the number of workers for employee turnover:

1. In 2022, as the pandemic subsided, the external job market became more active, leading to a slight increase in the turnover rate compared to the previous year (2021).
2. In 2023/2024, the job market stabilized, and the turnover percentage generally returned to a fair state.
3. Data is compiled up to December 31, 2024.

iii. Employee Turnover Statistics (Table 2)

Item/Year	2024	2023	2022	2021
Full-Time Employee Turnover Rate in Taiwan	10.8%	10.9%	17.2%	13.4%
Full-Time Employee Turnover Rate in Taiwan (Excluding Retirement)	10.4%	10.6%	16.6%	13.2%
Involuntary Turnover Rate	1.6%	1.3%	1.0%	0.8%
Turnover Rate of New Employee Hires within One Year	11.8%	29.3%	37%	21%

iv. In 2024, 6 employees with disabilities were hired, accounting for 1.11% of the total employees, surpassing the legal standard.

v. In 2024, four indigenous peoples were employed, and there were no incidents of violations involving rights of indigenous peoples.
Explanation: In accordance with Articles 37 and 39 of the Labor Standards Act, on commemorative days and holidays as designated by the Ministry of the Interior, the Company should provide leave and maintain wage payments. Laborers with indigenous status may choose one day to take leave during the tribal festival holidays corresponding to their ethnicity, and they must submit an application to the Company with proof of indigenous identity (e.g., household registration or transcript of domicile registration).

vi. In 2024, foreign personnel hired included 16 people (1 from the United Kingdom, 15 from Vietnam).

vii. Security Personnel: In 2024, AAEON Technology did not hire security personnel, they were employed by the industrial park/management center.

(4) Proportion of senior management hired from the local community at significant operational sites

Major Operational Sites	Total Number of Senior Executives	Number of Senior Executives Hired From the Local Community	Percentage
Taiwan Region	23	23	100%

1. AAEON defines the scope of "senior executive" as including senior manager level and above.
2. (Number of senior executives hired from the local community at each site / Total number of senior executives at each site) * 100%.
3. Data is compiled up to December 31, 2024.

(5) Gender Ratio of Mid-Level and Senior Executives

Item/Year	2024	2023	2022	2021
Percentage of Males (%)	91.3	91.3	90.24	92.5
Percentage of Females (%)	8.7	8.7	9.76	7.5

Note: Data is compiled up to December 31, 2024.

(6) The percentage of female managers: in 2024 was 19.63%, a slight decrease compared to 19.8% in 2023.

4. Employee Benefits Exceeding Legal Requirements

AAEON, in accordance with the Labor Standards Act, implements employee benefits, providing a legally compliant leave system and additional benefits that exceed legal requirements.

(1) The childbirth gift is NT$10,000 per child (increased to NT$20,000 per child in 2025).
(2) Pregnancy transportation allowance: Employees who are pregnant can apply once a month within three months before the due date, with a monthly limit of NT$3,000.
(3) Female employees who have been employed for less than six months and apply for 5 days, 1 week, or 4 weeks of maternity leave for any reason will receive full pay.
(4) Birthday Leave: Full-time employees are entitled to one day of paid birthday leave annually.
(5) Female employees are entitled to apply for 1 day of menstrual leave per month, which is not included in the annual limit of sick leave days.
(6) Paternity leave: Employees may apply for 8 days of paternity leave for prenatal checkups or childbirth.
(7) Family care leave: Employees must personally care for their family members. Family care leave, up to 7 days per year, is not included in the annual limit of personal leave days.
(8) Overall benefit

Benefits	Item
Group insurance	Life insurance, accident insurance, hospitalization medical insurance, cancer insurance
Subsidies for Weddings, Funerals, and Celebrations	Maternity Subsidies, Maternity Transportation Subsidies, Hospitalization Subsidies, Marriage Subsidies, Condolence and Funeral Subsidies
Wednesday festival bonuses	Mid-Autumn Festival bonus, Dragon Boat Festival bonus, year-end bonus
Employee health exams	Exceeding legal requirements, conducted annually
Employee stock ownership	Employee stock warrants

5. Overview of the Implementation of Parental Leave

Item/Year	Gender	2024	2023	2022	2021
Number of Employees Eligible for Parental Leave	Male	22	22	26	36
	Female	9	10	9	10
Number of Employees Applying for Parental Leave	Male	2	0	0	0
	Female	5	2	1	3
Number of Employees Scheduled to Return to Work After the End of Parental Leave (A)	Male	1	0	0	0
	Female	1	2	3	1
Actual Number of Employees Who Returned to Work After the End of Parental Leave (B) (Including Early Returns)	Male	1	0	0	0
	Female	1	1	2	1
Reinstatement Ratio (B/A)	Male	100%	0	0	0
	Female	100%	50%	67%	100%
Number of Employees (C) Who Were Still Employed Twelve Months After Returning From Parental Leave the Previous Year	Male	0	0	0	0
	Female	1	2	1	1
Retention Rate (C/Previous Year B)	Male	0	0	0	0
	Female	100%	100%	100%	50%

Note 1: Number of employees eligible for parental leave is based on those who applied for maternity or paternity leave in the past three years.

Note 2: Return-to-Work Rate: (Actual number of returning employees / Expected number of returning employees) * 100%.

Note 3: Retention Rate: (Number of employees still employed twelve months after returning / Actual number of returning employees) * 100%.

Note 4: In 2024, the number of employees eligible for parental leave: employees whose children are under 3 years old as of 2024/12/31.

Note 5: Data is compiled up to December 31, 2024.

6. Smooth Communication Channels

AAEON Technology has always upheld the philosophy of "People-oriented and Social Care," and we value the opportunity to communicate with our employees, establishing a communication mechanism for interaction with employees.

(1) Labor-management Meeting

To establish smooth communication channels, labor-management meetings are held quarterly, with the CEO and senior executives (including the financial and manufacturing managers) in attendance. AAEON also sends a senior executive from each unit to participate in the meeting and communicate with labor representatives on business management and labor-management-related matters. Meetings held regularly according to the law in 2024: A total of 4 times (March 29, June 26, September 24, December 24), attended by a total of 24 representatives from both labor and management, with one proposal made during the year, which was successfully concluded.

(2) Occupational Health and Safety Committee

According to the law, the Occupational Health and Safety Committee is established with 100% of the labor representatives being from the labor-management meeting. Meetings are held at least once every three months, chaired by the chief committee member, with the possibility of convening extraordinary meetings if necessary. The committee reviews, coordinates, and advises on safety and health-related matters, and meeting records are kept for three years. Meetings held in 2024: A total of 4 times (March 29, June 26, September 26, December 24), with a total of 47 participants throughout the year. There was 1 proposal for the year, which was successfully concluded.

(3) "AAEON Listening to You" - Employee Feedback and Communication Platform

In order to enhance opportunities for communication and two-way interaction with colleagues, a special online employee feedback and communication platform, "AAEON Listening to You," has been established. Before each quarterly meeting, supervisors are requested to prepare their responses in advance. After the CEO reviews them, the supervisors will provide their responses on-site during the meeting and enter all the responses into the system, making it available for employees to access at any time. In 2024, a total of 69 colleague inquiries were answered on the "AAEON Listening to You" platform.

(4) Quarterly Meeting Activities

Quarterly meetings activities are held each season, inviting supervisors from various units to lead their colleagues in participating. The meeting agenda includes quarterly reports to employees on company operations and financial status, announcements of important company information, reports and previews of Welfare Committee activities, award ceremonies, club activity reports and recruitment, etc. After the meeting, a buffet is provided for employees to enjoy freely, fostering opportunities for cross-departmental communication!

(5) Other Communication Channels

Aside from various meetings with management, employees can express their opinions or suggestions to the management via phone or email. A physical employee mailbox is also set up for employees to provide feedback or suggestions at any time.

(6) Employee Grievance Process

The employee grievance system aims to protect the rights of employees by providing a fair and impartial channel for employees to voice issues and seek resolutions. The Employee Grievance Process usually includes the following steps: filing a grievance, accepting the grievance, investigation, handling, and notification of the results. The complainant can file a grievance with the designated department (such as the Human Resource Department) in writing, via email, or in person verbally.

AAEON Company website: Section VI, Grievance Channels:
https://www.aaeon.com/tw/article/list/stakeholders-area

i. The grievance handling unit is the Human Resource Department.

ii. When necessary for the investigation process, the grievance handling unit may notify the complainant and related parties to arrive at a designated location to present their opinions. The complainant may also request to present their opinions proactively.

iii. Upon the conclusion of the grievance investigation, the Human Resource Department will make recommendations on the investigation process and discretionary results. If necessary, opinions from Legal Affairs can be referenced and submitted to the President for decision-making.

(7) No complaints related to human rights issues (e.g., sexual harassment, workplace illegal harm, etc.) and various labor issues were received in 2024.

7. Remuneration Policies

Talent is the most valued asset at AAEON Technology. Through a competitive remuneration system, AAEON strives to recruit outstanding elites from various fields and attract employees to remain. The standards for determining remuneration are based on individual professional abilities, performance, and degree of contribution while also referencing market trends. There are no differences or unfair treatment based on race, gender, religion, skin color, politics, or marital status. In addition to providing all colleagues with a monthly salary, AAEON Technology distributes various bonuses after the regular economic performance settlement, based on the degree of company profitability and individual performance. An annual bonus is distributed before the Lunar New Year. In addition, AAEON Technology also implements an employee profit-sharing system, allocating surplus to employees to thank them for their hard work and dedication.

Annual salary for full-time employees: Monthly fixed salary, festival bonuses (Dragon Boat Festival and Mid-Autumn Festival), and various bonuses (distribution of year-end bonus, profit-sharing bonus, quarterly bonus, business bonus, quality bonus, Employee stock warrants, and global Top Sales incentive plan based on the company's profitability, employee individual performance, and organizational Goal Achievement Rate).

(1) The overall employee compensation: Providing a salary with external competitiveness to effectively attract and retain talent.

(2) Ratio of basic salary and remuneration of women to men

Basic Salary and Remuneration Ratio			2023		2024	
Major Operational Sites	Employee Category	Item	Male	Female	Male	Female
Taiwan (R.O.C.)	Direct	Basic Salary (Note 1)	1	1.01	1	1
		Remuneration (Note 2)	1	1.03	1	1.02
	Indirect	Basic Salary	1	0.8	1	0.8
		Remuneration	1	0.76	1	0.79

Note 1: Basic salary refers to the minimum fixed amount paid to employees for their duties, excluding any additional compensation such as overtime pay, bonuses, or various allowances.
The average basic salary for each specific gender/employee category should be disclosed separately.

Note 2: Remuneration refers to the basic salary plus additional payments made to workers, including seniority allowances, bonuses (cash and equity), benefits, overtime pay, compensatory leave, and any other subsidies (such as transportation, living expenses, and childcare allowances). The average remuneration for each specific gender/employee category should be disclosed separately.

(3) Remuneration is linked to the achievement of AAEON's targets, the position held, and overall job performance through the performance management system, which connects employee compensation. It provides employee stock option plans to achieve the goal of motivation, enhance employee development motivation, and drive positive company growth.

(4) A Remuneration Committee is established to regularly report to the Board of Directors, effectively assessing the overall compensation for AAEON’s directors and managers. The total remuneration paid to directors, the CEO, and deputy CEO in the recent two years as a percentage of the net profit after tax according to individual or separate financial reports (as shown in the table below). The remuneration of AAEON's directors, as stipulated in the Articles of Association, is determined by the Board of Directors based on the degree of the directors' participation in AAEON's operations and the value of their contributions, while also taking into consideration the standards of both domestic and international industries. The distribution of director remuneration, as stipulated in the Articles of Association, is based on the profit of the year (i.e., the pre-tax profit before deducting employee and director remuneration expenses). After subtracting accumulated losses, if there is a remaining balance, the allocated amount for director remuneration should not exceed 1%.

Unit: NT$ thousand;%

Item/Year	2024		2023	
	AAEON Technology Inc.	Consolidated Financial Statements	AAEON Technology Inc.	Consolidated Financial Statements
The total remuneration paid to AAEON's directors, the CEO, and deputy CEO as a percentage of the net profit after tax	4.83%	6.05%	5.68%	6.82%

(5) The average salary adjustment for regular employees in 2024 was 3% to 5%. Compared to the statutory minimum wage in 2024 (NT$27,470), the average starting monthly salary for the Company's university graduates last year was 30% to 50% higher.

(6) The annual salary for full-time employees of AAEON not holding supervisory positions (total salary, stock options, profit-sharing, and bonuses)

Item	Unit	2024	2023	2022	2021
Average Annual Salary	NT$	1,036,000	1,035,000	1,150,000	946,000
Median Annual Salary	NT$	905,000	891,000	959,000	817,000

(7) The 2024 individual financial report includes disclosures on employee benefits and salary expenses.

- The average employee benefit expenses in 2024 and 2023 were $1,220 and $1,291, respectively.
- The average employee salary expenses in 2024 and 2023 were $1,080 and $1,152, respectively.
- The adjustment change in average employee salary expenses was -6.25%.

(8) Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

Employee Category	Gender	Ratio of Standard Salaries Compared to Local Minimum Wage	
		2024	2023
Major Operational Sites (Republic of China - Taiwan) Entry-Level Employees (Note)	Male	1.12	1.12
	Female	1.13	1.13
Significant Percentage of Workers	Male	2.88	2.93
	Female	2.32	2.34

Note 1: The definition of entry-level employees is based on AAEON's internal human resource system, including roles such as direct employees, production line workers, technicians, and operators; entry-level employees are limited to full-time positions and do not include interns or temporary staff.

Note 2: The standard wage is the monthly salary provided to regular entry-level employees (as defined by the Labor Standards Act's regular wages).

(9) Defined Benefit Plan Obligations and Other Retirement Plans

Explanation of AAEON's Retirement System: AAEON's retirement system follows the regulations of the Labor Standards Act and the Labor Pension Act. For each employee, AAEON allocates 6% of their salary to the pension fund. In addition to AAEON's fixed contribution, employees have the option to voluntarily contribute between 1% and 6% of their salary to their personal pension accounts, depending on their preference.

(10) Retirement and Termination of Employment Relationship, Employment Promotion Measures

Employees who retire terminate their employment relationship. If there is a continued professional need for the role and the position is vacant, the unit supervisor may apply through the recruitment and hiring process to employ retired employees on a fixed-term contract basis.

In summary, AAEON Technology complies with relevant legal regulations. Provide each employee with labor insurance, national health insurance, and labor pension contributions. At the same time, a comprehensive group insurance plan is arranged for each employee, including life insurance, accident insurance, hospitalization medical insurance, cancer insurance, etc., allowing them to focus on work without worrying about life, enabling the company and employees to jointly achieve operational targets.

8. Talent Development and Career Growth

(1) Training Development Policies and System

Talent is the most important asset at AAEON Technology, and education and training are essential tools to ensure that human capital continues to increase in value. AAEON Technology provides a diverse range of learning opportunities to promote internal knowledge flow within the organization to improve the efficiency of employees' knowledge acquisition.

i. Training Policies

Follow AAEON's strategy and Targets.
Construct a Comprehensive Training Framework

Benchmark Learning
Continuously Improving AAEON's Training System

Encourage Employees to Pursue Lifelong Learning
Create a Learning Organization

ii. Training Blueprint

iii. Training System

Complete training system Type - by type, management functions, common general knowledge, company culture

- **"Onboarding Training - Orientation Training for Newcomers"**
  AAEON provides comprehensive onboarding training for new employees to help them quickly integrate into AAEON family, apply their strengths, and lay the foundation for future learning and growth. This includes - New Employee Learning Courses (Online): Company organization introduction, corporate culture, business philosophy, human resource policies, code of conduct, ethical guidelines, and company products introduction. On the first day of onboarding, new employees receive an orientation covering the work environment, work processes, relevant systems and benefits, as well as professional competency training. During the probationary period, new employees receive three months of functional training and evaluation.
- **"Management Course Study"**
  AAEON Technology focuses on developing the management skills required for entry-level, mid-level, and senior executives.
- **"Professional Course Study"**
  Based on different professional skill enhancement needs, AAEON Technology conducts comprehensive job skills training and continually improves colleagues' professional abilities through internal training, external training, and job rotation, encouraging colleagues to participate in various external professional courses.
- "General Education Course Studies"
  Provide general courses on ISO quality awareness, environmental protection, safety and hygiene, ethical behavior guidelines, and electrostatic protection, ensuring all colleagues have a foundational understanding of product quality, corporate governance, and environmental protection. These courses are routinely updated with business and regulatory adjustments and followed by timely retraining. Additionally, to build and enhance employees' emergency response capabilities for disasters through continuous training and drills, employees are assigned to various emergency response teams. Regular team training sessions are organized to ensure that employees remain composed during disasters and avoid accidental injuries.
- **"Self-growth Learning Workshop"**
  Through periodic self-growth seminars, book clubs, and activities organized by the AAEON Foundation, such as the "AAEON Literature Hall" and "Good Books on a Journey," employees are encouraged to broaden their horizons and expand their thinking through reading and sharing.

(2) Talent Development

i. Individual Development Plan (IDP)

Conduct planning and development on an annual basis. With the assistance of supervisors, roles and positions within the organization are regularly reviewed and evaluated. These are integrated based on the current capabilities, potential abilities and characteristics, and personal intentions of employees, aligning with the needs of the organization to plan suitable training and development paths and career development plans for employees. Description of the operational method is as follows:

- Annual performance evaluations are conducted, during which supervisors assist subordinates in formulating their development plans. They listen to the subordinates' self-development expectations, and after focused discussions between both parties, a consensus on training and development is reached.
- Subordinates, due to insufficient or immature thinking and contemplation, may be unable to clearly identify or plan their career development directions. With the guidance and assistance of supervisors, they can produce an annual personal development plan. Supervisors assist subordinates in planning and setting growth plans at different stages: short, medium, and long-term.
- The short-term training plan begins with the Year Targets. The annual targets jointly set by supervisors and subordinates involve assessing current capability gaps and determining the training items needed to enhance skills, thereby achieving the set targets.
- The Human Resource Department collects and compiles the information provided by the supervisors of each unit, consolidating it into the annual training needs. Based on individual medium to long-term development plans, employee development courses are planned.

ii. Internal transfer or rotation

- Reason:
  1) Organizational Changes/Demands
  2) Employees' Competence and Suitability
  3) Employees' Personal Career Planning
- Type:
  1) Non-Scheduled Rotations

  Due to the immediate needs of projects/tasks or a manpower shortage in a certain department, internal manpower is temporarily allocated to meet short-term demand.
  2) Scheduled Rotations
     - 2-1 Personnel rotations are arranged based on the expansion of new business areas.
     - 2-2 Based on the characteristics of the product line and the region, AAEON reviews and readjusts annually. The personnel responsible for the project are transferred to new units following the adjustments of the production line.
     - 2-3 In a unit's organization, division-level supervisors plan the transfer and adjustment of personnel within the organization according to changes such as additions or eliminations in personnel organizational development.
     - 2-4 While conducting the annual promotion activities, job rotations are arranged to assist in employee development.
     - 2-5 For project needs in new business areas or new product development, personnel rotations are conducted.

iii. Overseas Assignment Mechanism

- Development of the overseas assignment mechanism:
  1) In response to business needs, employees with relevant skills who are willing to accept assignments abroad are selected for overseas work.
  2) Utilize expatriate opportunities to develop outstanding employees' international management experience.
  3) Overseas work experience helps employees quickly gain work experience and enhance their management skills.

- Expatriate Process Management:
  1) Coordinate and communicate with representatives stationed at overseas offices for execution of tasks.
  2) Confirm the expatriate employment terms (job title, remuneration, benefits, work location, etc.) with the senior executives assigned overseas.
  3) Communicate with expatriate employees to confirm employment terms and content, including salary and benefits.
  4) Initiate the expatriate reporting process, and notify the headquarters and the liaison at the stationed location.
  5) Duration of Assignment:
     - Short-term: Three to twelve months.
     - Long-term: One to three years.
     - Permanent: After completing short-term training at the parent company, the employee is transferred to the appointed location as a new employee.
- Salary and Benefits for Expatriate Staff
  1) According to the items in the employment contract, relevant salaries and allowances are paid.
  2) Determine salary and benefits based on the length of the assignment, task positioning, and the individual employee's family situation.
  3) Consideration items: expatriation allowance, medical insurance, housing allowance, cost of living allowance, and assistance for new employees to integrate into the new environmental setting.
- Regularly gather feedback from expatriates and offer improvement plans, showing understanding and concern for whether their expatriate experiences are smooth, demonstrating AAEON's commitment to taking care of overseas personnel.

iv. Elite Talent Development and Growth (Talent program)

To cultivate potential elite talent within the organization and ensure the continuity of management levels, AAEON Technology designs a training program for elite talent through a systematic process. This involves examining the current and future core competencies required as a direction for training and development.

In order to promote the sharing and inheritance of knowledge internally, AAEON Technology actively cultivates internal instructors. AAEON establishes explicit knowledge in standardized internal guidelines and also preserves tacit knowledge on the corporate shared website. Through the sharing and teaching by internal instructors, employees gradually develop a habit and enthusiasm for sharing, making the training results more sustainable.

Plan a talent program in conjunction with Individual Development Plans (IDP), where divisional supervisors, based on employees' roles and positions within the organization, conduct regular reviews and assessments. By analyzing and integrating employees' current abilities, potential capabilities and traits, and personal preferences, and in collaboration with the Human Resource Department, the most suitable training and development pathways and career development plans are planned in alignment with organizational needs. Training and developing a reserve of professional and managerial talent for AAEON.

- Talent Assessment Methods and Steps
  1) The list of talents is submitted by division/department supervisors.
  2) Fill in the talent nine-grid by the department supervisor, conduct talent inventory, collect data, consolidate analysis, and review the item:
     Current talent status/Plan for next stage/Is ready/Management functionality gap
  3) Identify High Performance/High Potential Talent (Ready / Not Ready)
  4) Formulate competency management training courses
  5) Regularly (annually) review/update list.
     - Establish a talent pool database and regularly update the list.
     - Conduct talent competency training courses

(3) Assessment of Training Effectiveness

AAEON Technology utilizes a variety of evaluation tools and objective criteria to assess the effectiveness of training and establishes a feedback mechanism as the basis for decision-making. The application of evaluation tools is as follows:

Level 1_Reaction Level: Understand the learners' satisfaction with the training course through questionnaires.

Level 2_Learning Level: Measure training effectiveness through methods such as written tests, oral exams, practical exercises, certification acquisition, interviews, and experience sharing. After training, examine whether learning targets are achieved through changes in learners' knowledge, skills, and attitudes.

Level 3_Behavior Level: This level of evaluation is conducted within 3 to 6 months after the training ends. The evaluation method involves observation or interviews carried out by the trainees' supervisors to understand whether the expected targets of the training are achieved through the colleagues' behavioral performance.

(4) Training Performance

Through regular performance management evaluations, understand the educational and training skills at AAEON Technology that employees need to develop, serving as the basis for training and development. Incorporating traditional classroom lectures, hands-on exercises, online learning, and blended learning models. In 2024, the total number of internal training attendances was 7,220, with total training hours amounting to 12,774.5. Each full-time employee received an average of 24.29 hours of training.

- **Type of Training and Average Hours**

<Table 1>

Item/Year		2024	2023	2022	2021
Average Training Hours per Employee		24.29	23.07	22.14	19.77
Gender	Male	23.72	25.28	25.78	22.43
	Female	23.30	20.10	16.41	13.94
Type	Direct	25.61	24.59	25.03	23.34
	Indirect	22.83	22.11	19.97	16.79

<Table 2>

Item	Unit	2024	2023	2022	2021
Total Number of Regular Employees	Number of Workers	526	522	512	482
**Total Expenses for Employee Training	NT$	3,884,722	3,834,793	2,293,223	2,140,000
Total Training Hours	Hours	12,774.5	12,040	11,337	9,527
Total Number of Training Participants	People	7,220	6,566	6,365	5,282
Operating Revenue (Consolidated)	NT$ thousand	7,186,031	8,073,203	8,352,076	6,347,704
Total Expenses for Employee Training as a Percentage of Operating Revenue	%	0.0541	0.0475	0.0275	0.0337
Average Expenses for Employee Training	NT$	7,385	7,346	4,479	4,440
Average Training Hours per Employee	Hours	24.29	23.07	22.14	19.77
Total Online Learning Hours for Employees	Hours	7,855.5	6,694.5	6,662.5	5,040
Average Online Learning Hours per Employee	Hours	14.93	12.82	13.01	10.46

**Total Expenses for Employee Training include external training costs, internal training costs, and employee training cost expenses.

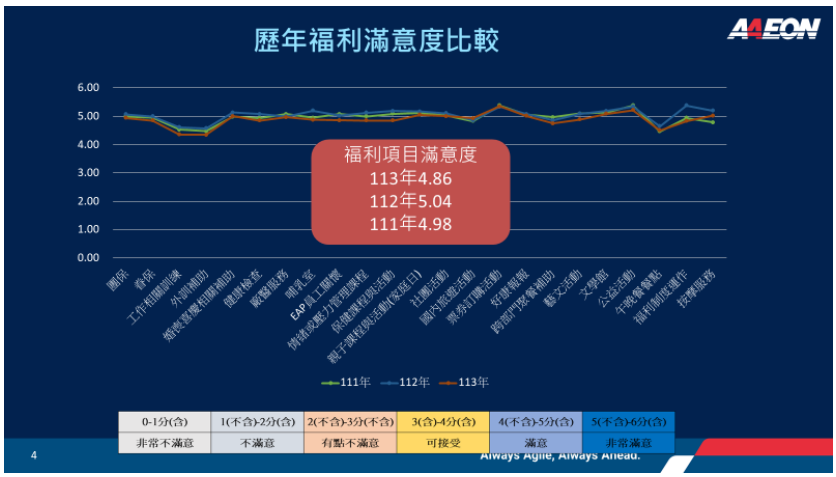
(5) Regular Performance Review

Year		2024			2023		
Item		Number of Employees Reviewed	Total number of employees	Percentage	Number of Employees Reviewed	Total number of employees	Percentage
Gender	Male	304	304	100%	303	303	100%
	Female	230	230	100%	225	225	100%
Employee Category	Direct	131	131	100%	148	148	100%
	Indirect	403	403	100%	380	380	100%

Note: A probationary evaluation is conducted for new employees three months after onboarding.

9. Friendly Workplace Employee Satisfaction Survey

The 2024 Year employee benefits policies and rights protection measures were disclosed, with employee workplace friendliness satisfaction at a score of 4.86 (1 being very dissatisfied, 6 being very satisfied).



10. Occupational Health and Safety Management System

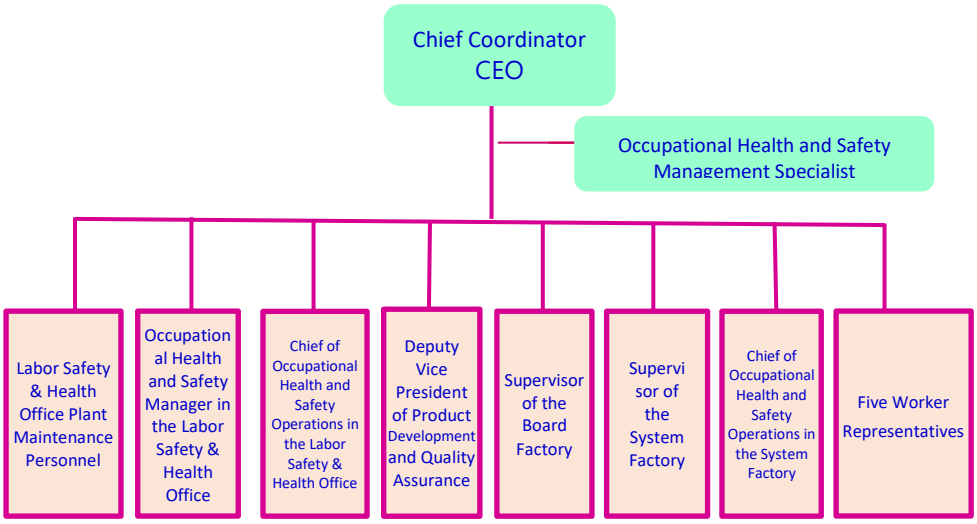
Occupational Health and Safety Management	
Covered workers	Including full-time or informal employees, it also includes all personnel who are directed or supervised by the person in charge at the workplace to engage in labor.
Policies/Commitments	1. Occupational Health and Safety Policy: People-oriented, compliant with regulations, continuously promoted, and full participation. 2. Implement various Occupational Health and Safety management operations, adhere to safety and health regulations and other requirements, with the concept of hazard prevention and full participation, committed to continuous improvement, and strive to establish a good workplace safety and health environment. 3. The consistent overall direction of the Company's Occupational Health and Safety management is AAEON Technology Inc.'s commitment to safety and health management. It serves as the basis for promoting various company activity procedures, implementing the basis for the Company's inherent safety and health responsibilities, to prevent occupational hazards and ensure the safety and health of workers.
Description of Impact	To ensure the safety of workers and the facility, comply with government regulations and company operating standards, employee workplace health and safety form the foundation of Sustainable Development. Having a safe work environment and improving employees' knowledge of occupational safety, safety awareness, and work operation skills, as well as preventing safety and health risks during work processes, is essential to safeguarding employees' health and safety in the workplace, thereby securing the future.
Targets	The Company ensures a healthy, hazard-free, and safe workplace. In addition to Occupational Safety and Health Training and policy advocacy, the performance Goal applicable to the Company's occupational health and safety Policies is to achieve zero major occupational incidents. 1. Zero incidents of disabling occupational injuries throughout the year, with the number of minor injuries controlled within 5 cases. 2. The completion rate of occupational health and safety training is 100%. 3. Inspection rate of key hazardous areas is 100%. 4. Conduct health promotion activities at least three times annually.
Key Actions/Measures	1. Emergency Response: Implement fire drill courses, earthquake education training courses, and arrange first aid personnel training. 2. Implementing Statistical Analysis of Occupational Hazards: In 2024, the main incidents of employee work injuries occurred during commuting transportation accidents. The Labor Safety & Health Office reminds about transportation safety on the bulletin board. 3. Occupational Health and Safety Committee: Meetings held once every three months. Meeting items: Reviewing, coordinating, advising on occupational health and safety-related matters, resolving occupational accident investigation results, discussing work environment monitoring results, and proposing health management and health promotion initiatives, as well as assessing on-site safety and health management performance to prevent occupational hazards and ensure a safe and healthy work environment for employees. 4. Education and Training: Implement safety and health training courses for new personnel, arrange Health Lectures with expert speakers to address colleagues' health and wellness issues, organize on-the-job training courses, schedule retraining for occupational safety professional certification, and conduct educational training for Occupational Safety Committee members. 5. Risk Assessment and Hazard Identification: Are the procedures for regular workplace environmental hazard risk assessments stipulated? 6. Accident Investigation: When employees or contractors experience an industrial safety incident, the Company will conduct accident investigations and follow-up according to the "Accident and Occupational Accident (Injury) Handling Operation Method," assessing the damage status and work injury based on the accident content. Complete the accident investigation, present for approval, and plan the implementation of improvement measures. The Labor Safety & Health Unit oversees and follows up to reduce losses and prevent the recurrence of similar incidents. 7. Health Management: Conduct semi-annual operational environmental testing, arrange annual Health Examinations, establish a medical room and employ dedicated Plant Maintenance Personnel, schedule regular on-site physicians, and provide EAP Employee Assistance and psychological consultation services. 8. Set up AAEON Listening to You, physical mailboxes, and other employee grievance channels to encourage employees to provide suggestions on the company's occupational health and safety policies, such as work environment, health concerns, safety hazards, etc., to be assisted by the labor safety and health unit.
2024 Specific Outcomes of Resources Invested (Effectiveness Evaluation)	1. Implement standardized Occupational Health and Safety Management operations with quarterly regular inspections, conducting a total of 7 inspections of key hazardous areas throughout the year. 2. Conducted 6 Health Lectures, with a total of 297 people, at a cost of TWD15,910. 3. Professional Occupational Health and Safety certification retraining course, with a total of 9 participants, 51 class hours, and a cost of TWD12,000. 4. Occupational Health and Safety Internal Training: 754 participants/1,563 hours, External Training 9 people/51 hours, Emergency Response 511 participants/2,024 hours, Total 1,274 participants/3,658 hours. 5. In 2024, regarding compliance with occupational health and safety regulations, AAEON Technology had no violations of occupational safety regulations. Occupational safety violations/fines (annual): 0 cases, workplace safety incidents (annual): 0 cases.

(1) Occupational Health and Safety Management System

AAEON places great importance on employee health and safety. To provide a safe and healthy work environment, prevent diseases, and reduce the risks faced by personnel while performing tasks in the workplace, AAEON has independently established an occupational health and safety management system in accordance with the "Regulations on Occupational Health and Safety Management." The occupational health and safety management regulations cover all workers, including regular and contract employees.
2025 plan execution - Occupational Health and Safety Management System (ISO 45001), obtain certification in 2026.

(2) Organizational Structure of the Occupational Health and Safety Committee

The "Occupational Health and Safety Management Committee" (hereinafter referred to as the Occupational Health and Safety Committee) is established, consisting of 14 members. The chief committee member is the representative of Occupational Health and Safety Management, and one executive secretary is appointed. The committee members consist of department heads, occupational health and safety personnel, engineering technicians, plant maintenance personnel, and labor representatives. Among them, five labor representatives are selected from various units, making the labor representatives' ratio 36%, which exceeds the legal requirement of one-third.



(3) Occupational Safety Committee operation execution

Held once every three months in 2024, convening four committee meetings to review, coordinate, and advise on occupational health and safety-related matters, resolve occupational accident investigation results, discuss work environment monitoring results, and propose health management and health promotion initiatives, as well as assess on-site safety and health management performance to prevent occupational hazards and ensure a safe and healthy work environment for employees. Set up AAEON Listening to You, physical mailboxes, and other employee grievance channels to encourage employees to provide suggestions on the company's occupational health and safety policies, such as work environment, health concerns, safety hazards, etc., to be assisted by the labor safety and health unit.

(4) Occupational Health and Safety Targets and Achievements

No major occupational accidents occurred this year, and no complaints related to occupational health and safety were received.

(5) Occupational Safety and Health Training

i. An annual plan for general occupational health and safety training and relevant professional training for all employees is established, based on which work safety training and assessments are conducted. This ensures that employees operate in accordance with work safety rules, reducing the occurrence of work injuries. An internal training session explains the causes of accidents, and regular risk safety advocacy and educational training are conducted at the facility.

ii. In the 2024 Year, four fire drills (Emergency Response) were completed with a total of 511 participants and total hours amounting to 2,044.

The Number of Participants/Hours for Occupational Health and Safety Training.

Training Item	Total Number of Participants	Total Training Hours
Internal Training	754	1,563
External Training	9	51
Emergency Response	511	2,044
Total	1,274	3,658

Note: Data is compiled up to December 31, 2024.

(6) Number of Workers Covered by an Occupational Health and Safety Management System Statistics

Management System/Regulation	Type of Inspection	Number of Workers	Percentage
Occupational Safety and Health Act	Internal Audit	543	100%
	Occupational Inspection	543	100%

Note: Data is compiled up to December 31, 2024.

(7) Statistical Analysis of Occupational Hazards

- Based on the statistical analysis of employees' work-related injuries and work-related ill health, the data is shown in the table below.
- From 2022 to 2024, there were no fatalities due to work-related injuries or cases of work-related ill health (including recordable work-related ill health) for all employees, achieving the goal of zero occupational incidents.
- In 2024, all work-related injuries were transportation accidents, and the Company did not experience any occupational incidents.

Statistics Year		2024	2023	2022	2021
Total Work Hours		1,066,771	1,059,919.5	1,033,956.5	988,074.5
Fatal Accidents due to Occupational Injuries	Number of Workers	0	0	0	0
	Percentage	0	0	0	0
High-Consequence Work-Related Injuries (Excluding Fatalities)	Number of Workers	0	0	0	0
	Percentage	0	0	0	0
Recordable Work-Related Injury(Note)	Number of Workers	5	1	4	4
	Percentage	46.87%	9.43%	38.69%	40.48%
Work-Related Ill Health	Number of Workers	0	0	0	0
	Percentage	0	0	0	0
Recordable Work-Related Ill Health	Number of Workers	0	0	0	0
	Percentage	0	0	0	0

Note 1: The company chooses to calculate the ratio based on every 100,000 working hours.

Note 2: High-Consequence Work-Related Injuries: Work-Related Injury that leads to death, or results in a worker being unable or unlikely to return to the pre-injury health condition within 6 months. However, the data statistics should exclude the Number of Participants resulting in fatalities.

Note 3: Recordable Work-Related Injury or Ill Health: Work-related injury or ill health caused by any of the following situations, such as death, absence from work, restricted work or job transfer, medical treatment beyond first aid, loss of consciousness, or a significant injury or illness diagnosed by a doctor or other licensed healthcare professional (even if it does not result in death, absence from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness), but data statistics should include the Number of Participants resulting in fatalities; explain whether minor injuries (work injuries resolved with on-site first aid) are excluded or included.

Note 4: Recordable work-related injuries are all individual transportation accident injuries.

Note 5: Data is compiled up to December 31, 2024.

(8) Hazard Identification, Risk Assessment, and Incident Management

i. Establish a risk hierarchy of controls team.

Establish a risk hierarchy of controls team responsible for formulating a safety production risk grading management system. This system addresses risk points that could potentially lead to incidents, including safety foundation management, hazardous chemical management, storage and transportation systems, and fire protection systems. It clarifies the relevant responsible departments, personnel, and control measures.

ii. Establish a "Risk Assessment Management Procedure"

To ensure the effective operation of hazard identification and risk assessment. The management scope covers controllable operational locations, the handling of internal and external activities, hardware infrastructure, employees' work in production processes and storage, as well as non-employee operations providing services or workplaces within AAEON (such as on-site suppliers, contractors, subcontractors, co-op students, contract workers, and dispatched laborers).

iii. Occupational Hazard Identification Process and Risk Assessment

(i). Hazard Identification:
- Systematically inspect all areas, activities, processes, equipment, and materials in the workplace to identify all potential sources of hazards.
- Separate routine and non-routine operations, potential emergency situations, and factors such as the behavior and abilities of all personnel on site.

(ii). Hazard Characterization/Hazard Analysis:
- Collect relevant information on identified hazards to identify their causes, potential consequences, and the extent of harm they may cause to personnel.
- Assess the severity of injuries, such as death, disability, first aid treatment, Number of Participants injured, location of injury, etc.

(iii). Exposure Assessment:
- Assess the frequency, duration, and quantity of exposure to hazards encountered by personnel at work.
- Evaluate whether the existing protective measures are effective, as well as their monitoring and sampling results.

(iv). Risk Characterization:
- Combine the results of the hazard characterization and exposure assessment to evaluate the risk level.
- Establish criteria for risk determination, categorizing risk levels into critical, high, moderate, and low. Decide on the priority control measures based on these standards.

iv. Risk Assessment Measures

According to the risk assessment results, follow the priority order of "elimination, substitution, engineering controls, administrative controls, personal protective equipment" to implement control measures.

(i). Elimination/Substitution: Prioritize the removal or replacement of harmful materials or operation methods.

(ii). Engineering controls: Reduce hazards by changing designs or installing equipment.

(iii). Management controls: Conduct risk control through documented procedures, educational training, monitoring, and other management methods.

(iv). Personal Protective Equipment: Providing personal protective equipment to protect employees.

v. Follow-up and Continuous Improvement

- After implementing control measures, evaluate the residual risk to confirm whether the risk has been reduced to an acceptable level.
- Document the results of all hazard identification, risk assessment, and control measures, and regularly review and revise them to ensure the continuous improvement of the Occupational Health and Safety Management System.

vi. Occupational accident handling and emergency response

Handle occupational accident incidents by establishing the "Emergency Response Operation Method and Accident and Occupational Accident (Injury) Handling Operation Method," following the process of first aid → notification → investigation → recovery. Allow employees to seek medical attention promptly and retain medical records; major occupational accidents require immediate rescue and must be reported to the occupational inspection structure within 8 hours. At the same time, conduct an incident investigation and analysis, and provide necessary occupational accident compensation and assistance to ensure employees' rights.

vii. No medium to high Risk occupational hazards and incidents occurred in 2024.
There were only employee commuting transportation accidents.

11. Employee Health Management (Occupational Health Services)

(1) Management Plan

i. Health Examination Management

(i). There is no age limit, and every year, health examinations are provided with offerings that exceed legal requirements.
(ii). For assistant manager-level supervisors and above, the health examination budget is increased every two years, along with an expansion of examination items.
(iii). Analyze and track abnormalities in health examination reports, and provide care and improvement suggestions.
(iv). Monthly 3 hours of consultation services with a physician.
(v). Employee Mental and Physical Health Risk Assessment.
(vi). Emergency treatment for injuries and illnesses, follow-up, and care.
(vii). Epidemic Prevention Measures Response and Advocacy.

ii. Health Promotion

(i). Promotion of diverse sports clubs (aerobic boxing, table tennis, badminton, yoga).
(ii). Organize health activities (e.g., autonomic nerve testing, weight loss activities, etc.).
(iii). Organize physical, mental, and spiritual health lectures.
(iv). Periodically provide health education information based on the needs of prevalent diseases.

iii. Employee Assistance Program (EAP)

(i). Free consultations with professional advisors (psychological, legal, management, health, etc.).
(ii). A monthly wellness column is available for colleagues to access, featuring enriching articles on mental well-being at AAEON.
[Occupational Health and Safety Information Station] https://aaeon365.sharepoint.com/sites/Laborsafety
(iii). Periodically organize stress-relief seminars and activities.

(2) Management Results

Employees are a valuable asset to AAEON. AAEON creates a high-quality work environment, offering annual health examinations with packages that exceed legal requirements. Family members can also enjoy the same health examination benefits at their own expense.
Health Examination Planning: Annual health examinations are arranged for all employees, and for assistant manager-level supervisors and above, an in-clinic health examination is provided every two years, offering a budget and high-specification examination items such as endoscopy, CT scans, and ultrasounds. Abnormal health examination reports are followed up by dedicated nurses who provide ongoing care and concern, and on-site consultations with occupational doctors are arranged for advice and recommendations.
On a mental wellness level, the Company provides articles on mental well-being irregularly, organizes stress-relief courses and activities, and offers a consultation hotline for emotional support. This approach aims to achieve both physical health and mental balance.

i. Health Promotion Management Results

Health Promotion Item	2024 (People)	2023 (People)
Health Examination	459	444
Health and Stress Relief Lectures	297	349
Factory Medical Services	72	85
Employee Assistance Program (EAP) - Good News	12 Articles	12 Articles
Employee Assistance Program (EAP) - 080 Consultation	0	1
Maternal Health	9	6
Special Situation Handling (Emergency)	5	2
Total	**854**	**899**

ii. Health Examinations Exceeding Those Required by the Labor Standards Act

- "Prevention is better than cure" is the guiding principle for health examination planning. In addition to providing health examination items that exceed legal requirements and meet employees' needs, the professionalism of medical staff and the planning of discreet examination facilities are also crucial aspects of the check-up activities. AAEON meticulously plans the check-up process and details to enhance employees' sense of safety and trust.
- AAEON provides preliminary recommendations from physicians to help employees with their choice of follow-up medical departments. After the health examination, physicians patiently explain the reports and provided suggestions, which received positive feedback from employees.
- Each year, health examinations are arranged that exceed the requirements of the Labor Standards Act. The following details the number of participants, participation rate, and expenses incurred for health examinations over the years.

Year	2022	2023	2024
Health Examination Method	1. General employee fixed quota health examination 2. Managers on-site health examination	Fixed quota health examination (the entire Company)	1. General employee fixed quota health examination 2. Managers on-site health examination
Number of Participants	431	444	459
Percentage of Subjects Examined %	97	90	97%
Total Expenditure	$885,000	$444,000	$946,000

iii. Employee Mental and Physical Health Risk Assessment

- On-site Medical Staff: In accordance with legal requirements, AAEON employs on-site medical personnel and contracts regular factory physicians on a scheduled basis.
- Each year, Company plans health examination items that exceed legal requirements. Through analysis of abnormal check-up reports, occupational health staff invite employees with irregular results to consult with on-site doctors. They provide guidance on diet and healthy lifestyle habits, and if necessary, refer employees to specialist doctors for medical treatment.
- Before the health examination, employees are provided with a musculoskeletal and abnormal workload assessment questionnaire to understand issues related to musculoskeletal pain and work-related stress.
- Through abnormal analysis, employee needs are understood and health promotion activities are planned accordingly.

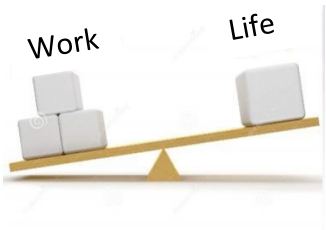
iv. Health Care

- Planning for maternal protection, preventing overwork, human factors engineering, and preventing workplace illegal harm
- To address maternal needs, AAEON has established two dedicated breastfeeding rooms, providing female employees with private spaces for breastfeeding and rest.
- Dedicated storage cabinets for female hygiene products have been installed in the women's restrooms for the convenience of female employees.
- Two massage rooms have been established, staffed by one male and one female therapist who are visually impaired. They offer massage services four days a week to help employees relieve work-related fatigue and ease shoulder and neck pain.
- AAEON continues to promote a smoke-free workplace policy.

v. Employee Assistance Program (EAP)

Work and life are like the two ends of a balance scale; excessive pressure on one side can lead to imbalance. To promote employees' mental and physical well-being, AAEON has developed an Employee Assistance Program (EAP). AAEON Technology collaborates with the Taoyuan Lifeline Association to offer a range of services, including: Initial consultation services, free counseling hotline (all communication is protected by privacy policies), periodic mental health seminars, monthly articles on mental well-being. These services provide multifaceted support for employees, addressing their needs related to work, family, and mental health.

- Stress-relief courses and activities are organized periodically, and employees can use the Teacher Chang Foundation consultation hotline for emotional support. This approach aims to achieve a balance between work, physical health, and mental well-being.
- Regular Employee Assistance Program (EAP) Article Sharing.



Month	Featured Article Topics in 2024
1	Regaining an Autonomous Life
2	Enjoy your vacation and feel secure returning to work.
3	Say goodbye to procrastination
4	How much do you know about Me Too?
5	A turbulent surface, an uneasy heart — how to find peace within.
6	Pause for yourself.
7	Recently, I've been feeling a bit down. What should I do?
8	Time management secrets revealed
9	Work-Life Balance
10	Finding a moment of tranquility in a busy life
11	Workplace Ghostbuster
12	Positive Workplace Interaction – Dissolving Bullying into None?

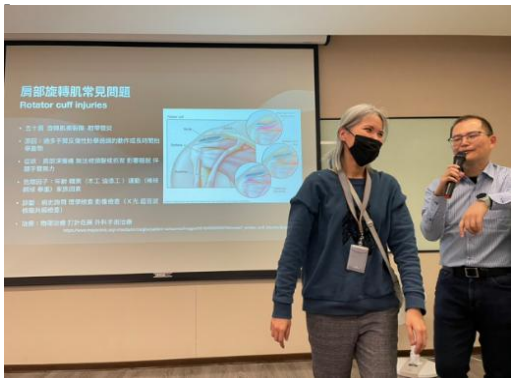
- Consultation with External Professional Advisors (EAP)

- Taoyuan Lifeline Employee Assistance Hotline: 0800-800-590 (Free Consultation)
- E-mail: eapcenter.service@gmail.com
- Psychological Counseling: Career planning, work stress, prevention of overwork, interpersonal interactions, communication in relationships and with children, emotional adjustment.
- Health Counseling: Smoking addiction and alcohol abuse, menopause, exercise and wellness, nutritional health, etc.
- Legal Counseling: Real estate or vehicle accident disputes, marriage rights, civil and criminal law interpretation, civil litigation.
- Management Counseling: Personnel management, organizational management, communication effectiveness, team leadership skills, etc.
- Taoyuan Lifeline Website: http://www.1995line.org.tw/
- Taoyuan Lifeline Facebook: https://www.facebook.com/taoyuanlifeline/?ref=bookmarks

vi. Health Lectures

Through the analysis of abnormal health examination results and musculoskeletal questionnaires, professional health seminars are organized. These seminars remind employees to change bad habits through course explanations, thereby enhancing health promotion.

Number	Health Lectures Topics	Number of Workers
1	Understand common musculoskeletal issues.	72
2	Travel Medicine	60
3	Tuberculosis Health Education	8
4	Exercise Courses	36
5	Explanation and prevention of autonomic nerve testing report.	61



vii. Epidemic Prevention Measures Response and Advocacy

In the area of occupational safety and health risk prevention, AAEON continues to align with government guidelines on infectious disease prevention. This involves implementing rolling management and responsive measures, regularly providing the latest epidemic prevention information and company management policies, and reminding employees to strictly adhere to preventive measures.

- Establish epidemic prevention response notification and handling management procedures.
- Rolling management, continually adjusting epidemic prevention policies
- Continuously promote AAEON's epidemic prevention policies - reminders about the escalation of epidemic alert levels.
- Promote adherence to and implementation of AAEON's epidemic prevention policies to safeguard the health and safety of all employees and external visitors.

viii. Labor Health Protection Four Major Plans

Item	Applicable Subjects	Management practices and promotion measures	Summary of 2024 Effectiveness
Human Factors Hazards Prevention Program	All employees	1. Establish a Prevention Program and promote it internally through new employee education and training. 2. During the health examination, conduct an assessment questionnaire.	1. A survey of 59 new colleagues will be followed up due to high risk. 2. Among the 375 in-service colleagues, the health examination survey analysis found that 16 individuals reported a score of 3 (severe pain) or higher in a single area. Factory Medical Services consultations were arranged, and health guidance was provided.
Abnormal Workload-Induced Disease Prevention Program	All employees	1. Establish a Prevention Program and promote it internally through new employee education and training. 2. During the health examination, conduct an assessment questionnaire.	1. A survey of 59 new colleagues will be followed up due to high risk employees. 2. Among the 375 in-service colleagues, the health examination survey analysis identified 31 individuals as moderate risk (recommendation for consultation with Factory Medical Services). 3. Arrange Factory Medical Services consultations and provide health guidance.
Maternal Health Protection Prevention Program	Employees who are pregnant and those within 1 year after childbirth	When employees with pregnancy request maternity check-up leave, the system notifies occupational safety and health personnel to initiate the care mechanism, arranging for the factory doctor to conduct assessments of the workplace, operational hazards, and work suitability arrangements.	There are 7 employees who are pregnant and those within 1 year after childbirth under care.
Prevention Plan for Illegal Harm During Duty Execution	All employees	1. Establish a Prevention Program and promote it internally through new employee education and training. 2. Establish employee grievance procedures. 3. AAEON official website grievance mailbox: https://www.aaeon.com/tw/article/list/stakeholders-area 4. Other Grievance Channels: *Complaint target: general employees, website: Aaeon.direct@aaeon.com.tw *Grievance Target: When the grievance involves senior executives or Board of Directors members, the website is Aaeon.AC@aaeon.com.tw	In 2024, there was one internal grievance case, and the Human Resource unit intervened to investigate, and the case was successfully concluded.

ix. Diverse Sports Clubs

Promotion of aerobic boxing, table tennis, badminton, yoga, and ball sports.

Exercise not only strengthens the body but also reduces the incidence of abnormalities in health examinations. To promote a culture of fitness, AAEON Technology organizes annual team sports competitions (table tennis, badminton) and establishes diverse sports clubs (aerobic boxing, table tennis, badminton, and yoga). The Welfare Committee and club funds subsidize employees' sports expenses, and the company provides dedicated sports facilities for clubs to enhance participation and promote an active sports culture. To diversify exercise forms, the 1919 Charity Reading Companion Run and the Jingmei Riverside Night Sky Run will be held in 2024.

12. Company Activities and Benefits

(1) AAEON Family Day

Starting in 2024, AAEON Technology holds a group Family Day every year, inviting employees and their families to participate and enjoy the event together. In addition to appreciating employees, it allows their families to understand AAEON's philosophy and care for employees, enhances the opportunity for family interaction during holidays, and expresses AAEON's gratitude to all employees and their families.

A total of 539 people participated in 2024. There were 206 employees and 333 family members. Additionally, children from the charity organization "Love and Hope Association" were invited to perform on-site, and a donation of 5,000 was made. There were theatrical performances and food trucks offering both food and fun. The Company also prepared a variety of abundant gifts, allowing AAEON employees and their families to not only have fun but also return home with gifts, enjoying a wonderful day!

(2) Year-End Party

At the beginning of each year, AAEON hosts a year-end party for company employees, suppliers, and key customers throughout the event. The primary purpose is to thank employees for their hard work and dedication over the past year. At the same time, it is also an opportunity to express gratitude to upstream and downstream suppliers and customers for their support and assistance to AAEON. In the coming year, AAEON will continue to make its utmost efforts and commitment to reward employees for their dedication, hard work, and contributions. This is to express gratitude for their efforts! In 2023, the year-end party was attended by 561 employees and 62 guests; in 2024, the event had 547 employees and 71 guests. AAEON's operational scale continues to grow, and the Number of Participants of suppliers and important guests continues to increase, taking the time to attend and join AAEON employees in celebrating the fruitful achievements of the past year's hard work!

(3) Special Benefit: Employee Benefits Points

Each year, employees receive 10,000 points in welfare benefits: 8,000 points for activities and 2,000 points for cultural and artistic events. (1 point = 1 dollar), the usage of benefit points is described as follows:

- Voucher purchases (once every 6 months): May use up to 3,000 points in total.
- Magazine Subscription/Literature Hall Monthly Book Purchase (once every 6 months), may use up to 4,000 points in total (5,000 points for employees in the Taichung Office).
- Arts and cultural appreciation: Points limit is 2,000 points.
- Club fees: Paid with benefit points, with a limit of 1,500 points per quarter, and 6,000 points per person per year for club activities.
- Inter-departmental dining/travel points: Inter-departmental dining limit of 1,000 points; mutual willingness activities domestic travel: one-day tour limit of 1,000 points, two-day tour limit of 2,000 points.
- Overseas travel: Limit of 6,000 points per person.

(4) Achievements of Activities organized by the Welfare Committee

In 2024, the Welfare Committee, upholding the highest principle of seeking benefits for employees, organized a variety of activities including fun competitions, sports contests, New Year's markets, Spring Festival couplet calligraphy, overseas trips, holiday gift boxes, and 1- and 2-day domestic tours. From the beginning to the end of the year, these activities brought employees joy and numerous benefits. The Welfare Committee cares for employees' health and well-being across all dimensions—physical, mental, and emotional.

(5) Supporting arts and cultural promotion/Family Education activities

- **Invest resources to support domestic cultural development - Promote participation in arts and cultural activities (The total investment in 2024 exceeded NT$3.94 million, with over 5,500 participants in total).**
  The company actively invests resources to support domestic cultural development and promote participation in arts and cultural activities, with the outcomes disclosed on the Company website. AAEON has long supported artistic and cultural groups and encourages employees to participate in various types of arts activities, including musicals, concerts, stage plays, dance performances, family-friendly shows, and exhibitions. In 2024, AAEON sponsored arts and cultural activities through arts ticket purchases, corporate-sponsored tickets, and private events, with total participants and beneficiaries exceeding 5,500 people, and a total investment exceeding NT$3.94 million.
- **Organized art and cultural lectures, and concerts (In 2024, 3 arts and cultural activities were held, with 189 participating employees)**
  Form a collaborative alliance with park businesses and periodically hold lunchtime arts and cultural lecture activities, providing boxed lunches to allow employees face-to-face interaction opportunities with the speakers. This encourages employees to use their leisure time to participate in arts and cultural activities and informal art learning, achieving the goals of lifelong learning.
- **Organized family education lectures (In 2024, 95 lectures were held, with 3,651 participants)**
  Promoting the Family Friendly Workplace Enterprise Alliance, bringing together colleagues from 31 member companies. The lectures cover six major themes: emotional relationships and management, marital relationships, parent-child relationships, family resource management, emotional education, and intergenerational relationships. These engaging and diverse courses are offered. Employees use lunchtime to learn new family-related knowledge, encouraging the company to provide more diverse resources and work together to promote family harmony among employees.
- **Drama Volunteer Groups Touring Performances (In 2024, 2 performances were held, serving 120 disadvantaged children)**
  The "AAEON Technology Drama Volunteer Group," jointly initiated with the AAEON Foundation, gathered numerous volunteers from both AAEON Technology and the Foundation to organize two touring performances. These events invited the XinDian, SanChong, and Yingge service centers of the Child Welfare League Foundation, as well as the Wulai Zhongzhi Church, to bring educational performances to disadvantaged children.
- **Continuous Promotion of Good Book Reading – AAEON Literature Hall (In 2024, the total expenditure was nearly NT$440,000, with a cumulative purchase of 594 books)**
  In conjunction with the AAEON Literature Hall activities and through collaboration with the books.com.tw online bookstore, 14 new books are recommended each month and placed in the open shelf reading area for colleagues to freely browse and choose. Encourage colleagues to develop the habit of reading books. Artistic learning integrated into daily life helps achieve the goal of lifelong learning.

(II) Customer Relationship Management

1. Customer Partnership

The main customers of AAEON Technology are system integrators, value-added resellers, direct sellers, and retailers long dedicated to industrial computer products. We view our clients' competitiveness as a reflection of our own. By helping them solve problems and enhance service value, we aim for mutual success and establish long-term, stable partnerships, thereby enhancing our competitive advantage.

2. Marketing Promotion and Customer Communication

AAEON Technology quickly understands product demands and services in different regions, introducing new products and technologies to distributors through various channels. Through hosting retailer conventions, regular communication, enhancing online marketing, participating in physical exhibitions, and attending international trade shows, we maintain close communication with customers, meet customer needs, create market opportunities, and enhance competitiveness.

(1) Prompt Service

Strengthen AAEON's internal and external e-systems to provide customers with comprehensive product information and prompt services.

(2) Regular Communication

Regularly release new product announcements so that customers can grasp the latest product information from AAEON Technology promptly.

(3) Online Marketing

Enhance AAEON's official website ranking on major portal search engines through Search Engine Optimization (SEO), and implement new marketing techniques such as keyword advertising and remarketing to increase opportunities for AAEON to engage with existing and potential customers.

(4) In-Person Events

Regularly participate in major industrial computer-related vertical application exhibitions, staying close to customers and listening to customer needs.

(5) Attending International Trade Shows

Regularly hold international distributor meetings, engaging in face-to-face communication with distributors from around the world.

3. Customer Service

Remedial measures for defective products and services

AAEON Technology provides customers with RMA (Return Merchandise Authorization) services. Through the RMA service system, AAEON assists customers in identifying issues and repairing products to ensure problems are properly resolved.

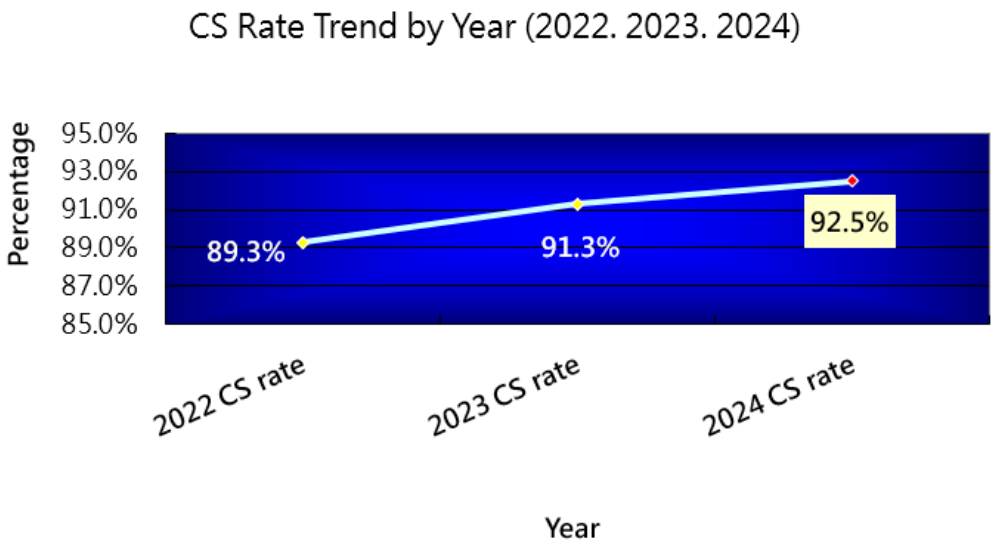
When receiving customer repair requests, through communication between front-line customer service personnel and repair staff, customer needs are understood to prepare necessary repair supplies in advance, enhancing repair efficiency, and promptly returning the product to the customer. AAEON also provides an online maintenance information system to ensure transparency in the maintenance process to satisfy customer demand, allowing customers to understand product maintenance progress and status, to quickly respond to their service needs.

4. Customer Satisfaction Survey

AAEON Technology regularly visits clients, holds distributor seminars, and participates in regional exhibitions to gather feedback on AAEON products. Additionally, an annual customer satisfaction survey is conducted to understand clients' responses in areas such as marketing operations, product management and design, logistics management, technical services, and repair services. Customers are also invited to provide suggestions to ensure their needs are understood and properly addressed. Through this survey, AAEON continuously improves its operational processes and adjusts its annual strategies to address customer pain points, aiming to enhance customer experience, strengthen trust, and increase customer value.

At the same time, the annual customer satisfaction survey serves as a basis for AAEON to assess whether its improvements effectively address customer needs. Through the continuous cycle of identifying issues, refining processes, and evaluating improvement effectiveness, AAEON gains deeper insights into customer requirements, provides appropriate and comprehensive services, develops the most marketable products, and creates a win-win situation for both AAEON and its customers.

In 2024, AAEON's customer satisfaction survey distributed a total of 661 surveys via email and system. Of these, 175 customer responses were received, achieving a response rate of 26.48%. Customer satisfaction was 92.5, which represents an increase of 1.2% compared to 2023.



VI. Supply Chain Management

(I) Procurement Management

AAEON Technology has implemented ISO 9001, ISO 13485 Quality Management Systems, and ISO 14001 Environmental Management Systems. Annually, they conduct workplace-friendly surveys with suppliers, communicate and explain, and evaluate the survey results. For areas where current resources need improvement, gradual adjustments and improvements are recommended. Starting in 2024, major suppliers must sign the "Supplier Code of Conduct" and the "Quality and Environmental Management System and Code of Conduct Survey," which includes an "Integrity Transaction Statement." Suppliers, partners, and subcontractors are also required to adhere to business conduct standards in areas such as human rights and labor protection, environmental protection, and business ethics. They must follow relevant government environmental regulations, advocate for energy conservation, and work collaboratively to build a sustainable supply chain aimed at achieving environmental protection.

Global trends are gradually placing more emphasis on issues such as GHG emissions, water resources, and waste, and future plans include integrating these important topics into supply chain management. Regularly check if suppliers have significant violations of related regulations.

Upholding the business philosophy of corporate sustainability development, we have established a sustainable supply chain ecosystem for IoT to achieve international sustainability procurement standards. This involves building stable and friendly relationships with supply chain partners while balancing quality and cost, collectively fulfilling corporate social responsibilities.

(II) Localized Procurement

Suppliers are AAEON's partners in business coexistence and prosperity. AAEON prioritizes collaborating with local suppliers to reduce carbon emissions produced during manufacturing and transportation processes, gradually forming a green supply chain through communication, guidance, and collaboration. AAEON's target is to cooperate with local suppliers above 90%, and gradually increase the localized procurement percentage annually.

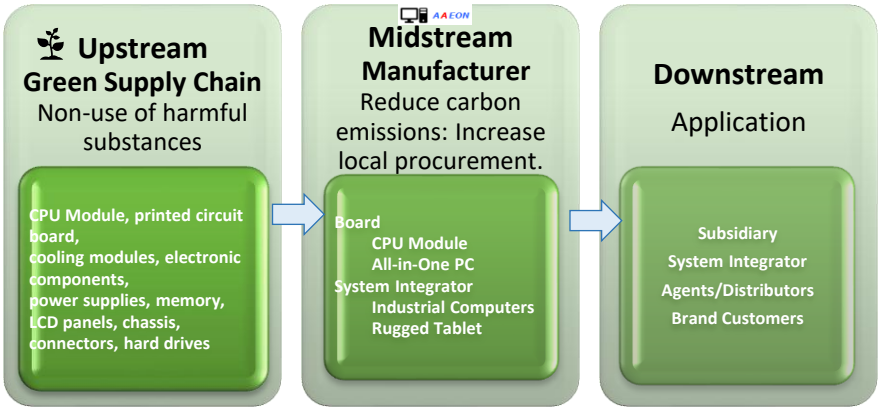
Percentage of Local Procurement Expenditure (%)	2024	2023	2022
	91%	91%	92%

(III) Green Procurement

AAEON understands the necessity to take precautionary measures against substances and materials currently used that are known, possible, or suspected to have an impact on people and the environment. We are committed to taking preventive measures in advance in the selection and use of substances and materials. To minimize the negative impact of the production environment and achieve the goals of resource conservation, improved energy efficiency, and reduced carbon emissions in the green supply chain, while ensuring product quality and sustainability, AAEON provides suppliers with the latest international environmental regulations to follow as legal guidelines. Together with its suppliers, AAEON is working towards net-zero carbon emissions, fostering a sustainable and mutually beneficial cycle.

Material suppliers are required to comply with AAEON Technology's raw material approval standards by providing test reports from third-party certified laboratories or certificates proving the non-use of hazardous regulated substances. Relevant controls are incorporated into the procurement process to ensure that purchased parts meet specification requirements. Through the green procurement platform, AAEON provides partner suppliers with the necessary documentation workflows for part approval, including RoHS, REACH, and others.

Supply Chain Sustainability Management	
Policies or Commitments	♦ Key suppliers should follow the "Quality and Environmental Management System and Code of Conduct" to be aware of the standards that must be adhered to.
	♦ Set short to medium-term targets and formulate specific approaches to effectively promote and implement them.
	♦ Require major suppliers to regard the "Quality and Environmental Management System and Code of Conduct" policy as the highest target, complying with and enhancing labor human rights, safety and health, environmental protection, business ethics, and management system performance.
	♦ Encourage suppliers to follow ESG social and environmental standards, complying with conduct standards in labor, environmental protection, and business ethics.
Short-Term Targets	100% of key raw materials sourced from non-conflict mineral areas
	100% of key raw materials comply with RoHS/REACH international restrictions requirements.
Medium to Long-Term Targets	Screen new key raw material suppliers via ESG environmental and social standards
	Screen existing key raw material suppliers via ESG environmental and social standards
Specific Outcomes of Resources Invested for The Year	Monthly manpower input: 2 people
	55 key raw material suppliers: 100% of key raw materials are not sourced from conflict mineral areas.
	55 key raw material suppliers: 100% of key raw materials comply with RoHS/REACH international restrictions requirements.
Responsible Departments	Procurement Department



1. Selection of New Suppliers

Assess potential suppliers to determine their capability, reliability, and suitability. This includes the assessment of suppliers' financial stability, production capacity, quality control systems, and delivery capability. Based on the assessment results, select suitable suppliers to meet AAEON's needs.

(1) Searching and reviewing new suppliers

- Purchasing identifies key suppliers and general suppliers capable of providing materials based on production or company operational needs, or suppliers may reach out proactively
- After procurement and quality assurance personnel jointly review the basic information form filled out by the supplier, the evaluation method is determined based on the importance of the material.

(2) Supplier Assessment Criteria

- Environmental Management Survey
  ISO 14001 or signing a declaration of compliance for components and packaging materials with RoHS (Restriction of Hazardous Substances), or signing a declaration of compliance for components and packaging materials with the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) mechanism.

- Supplier Environmental Guidance

Incorporate environmental standards into the selection and management process of suppliers. Perform related Environmental Protection reviews for non-compliant suppliers, requiring the submission of specific improvement plans within a set timeframe, and providing guidance when necessary. Effectiveness is verified through regular tracking and re-evaluation mechanisms. Classified management or alternative assessment is conducted according to Supplier management methods, and a reward mechanism is established to encourage suppliers to continue optimizing.

- Social Responsibility Survey

The supplier self-assessment form includes items such as Occupational Health and Safety, business ethics guidelines (e.g., no bribery, no accepting bribes, data confidentiality, etc.), and related corporate social responsibility activities and measures.

- Supply Chain Social Dimension Management

For non-compliant suppliers, continuously strengthen supply chain Human Rights Management by establishing regular evaluation and audit mechanisms. Ensure that suppliers adhere to labor rights, health and safety, and business ethics standards through self-assessment surveys, document reviews, and on-site audits. For high-risk suppliers, more stringent reviews and tracking will be conducted to establish a more flexible and resilient supply chain.

- The total number of suppliers in 2024 amounted to 745.

Item	2024		2023	
	Number of Qualified Suppliers	Achievement Rate	Number of Qualified Suppliers	Achievement Rate
Environmental Management	711	95%	669	99%
Social Responsibility Management	698	93%	669	99%

2. Supplier Conflict Minerals

(1) Suppliers are required to ensure that the parts provided to AAEON comply with international human rights management regulations. For the supplied parts, a commitment must be signed to adhere to the CMRT (Conflict Minerals Reporting Template), confirming that tin, tantalum, tungsten, and gold are not sourced from the Democratic Republic of the Congo and surrounding countries, including the Congo, Uganda, Sudan, Tanzania, Rwanda, Angola, Zambia, and Burundi.

(2) In 2024, a total of 55 key suppliers completed the signing of CMRT/EMRT (Conflict Minerals Reporting Template).

3. Supplier Audit Performance

(1) To ensure the stability of delivery quality from suppliers, the quality control department compiles and analyzes supplier lists and delivery performance at the end of each year. After discussions with the Purchasing Division, an audit schedule for suppliers is established.

(2) For qualified suppliers based on transaction performance, the quality control unit takes the lead to conduct evaluations every six months, and the evaluation results are recorded in the "Supplier Annual Evaluation Statistics Table."

Audit Items	Percentage
Incoming Material Quality	15%
Process Quality	15%
Customer-Side Quality	20%
Service Evaluation	20%
Delivery Schedule Evaluation (On-time Delivery Rate)	10%
Cost Evaluation	10%
Environmental and Quality Evaluation	10%

(3) Feedback on Supplier Performance Data

The Purchasing Division provides feedback on the results of the annual supplier evaluations to suppliers that fall below grade B from the previous year. Additionally, continuous feedback on quality improvement data is provided to important raw material suppliers, such as those for PCBs and METEL.
The quality control unit conducts a semi-annual assessment based on the "Data Analysis Application Control Procedure (QQ2-025)" to serve as the basis for supplier monitoring and re-evaluation.

(4) Supplier Quality Performance Evaluation

2024			
Item	**Number of Suppliers Evaluated**	**Excellent Suppliers**	**Suppliers Needing Improvement**
First Half Year	227	223	5
Second Half Year	271	262	8
Evaluation Results	498	Increased procurement ratio, to maintain qualified suppliers	Meetings held for guidance and assessment

2023				
Item	**Number of Suppliers Evaluated**	**Excellent Suppliers**	**Suppliers Needing Improvement**	**Notes**
First Half Year	258	251	7	3 suppliers discontinued after evaluation
Second Half Year	278	272	6	2 suppliers discontinued after evaluation
Evaluation Results	536	Increased procurement ratio, to maintain qualified suppliers	Meetings held for guidance and assessment	

4. Key material suppliers and general material suppliers (including key suppliers)

Definition of key suppliers: Suppliers with high annual procurement amounts, key raw materials, and those that cannot be substituted. The materials provided by key suppliers are typically difficult to find substitutes for in the market and are crucial to AAEON Technology's production and operational outcomes. Within the scope of Primary Materials and General Materials, there may be key suppliers; the material classification explanation is as follows.

Primary Materials	General Materials
PU, Chipset, PCB, Memory, HDD LCD, Touch Screen, Power Supply Molded components that require tooling Large plastic housings that require tooling	General electronic components, connectors, cables, fans, screws, packaging materials, etc.

5. Definition of key materials (raw materials)

Refers to raw materials that have a significant impact on product performance, reliability, environmental compliance, and supply stability during the manufacturing process. These materials, once in short supply, subject to severe price fluctuations, or facing supply chain interruptions, can cause production delays, quality risk, or customer loss, and are considered Critical Materials.

6. Critical Raw Material Risk Management

Critical Raw Material Type	Raw Materials	Description	Risk Management
Printed Circuit Board	Copper Clad Laminate (CCL) / Glass Fabric / Resin (Epoxy/BT)	Such as TU-862, TU-872, S1000-2, affect signal integrity and thermal management. As a reinforcing material for PCB, it provides mechanical strength and dimensional stability. As the main adhesive for the substrate, it determines the heat resistance and dielectric constant.	1. Establishing a dual item number/dual supplier certification system. 2. Conduct regular risk inventory of raw material stock. 3. Conduct environmental regulatory compliance reviews (REACH, RoHS) for suppliers.
Metals and IC Conductive Materials	Copper foil, copper balls, copper pillars	Used for signal layers, conductive layers, BGA solder balls, etc., affecting electrical performance and thermal conductivity.	1. Establish a supply chain traceability management system. 2. Regularly review suppliers' compliance reports (CMRT) 3. Control component changes affect welding quality. 4. Establish a minimum inventory quantity mechanism (Safety Stock) 5. Dual Brand Certification introduced in the initial phase of the project.
Connectors and Interfaces	CPU Socket, DIMM Slot	Belonging to structural components but requiring high precision, they are usually supplied by specific major manufacturers with low applicability.	1. Consider universality and spare parts policies during the design phase. 2. Establish a technology synchronization platform with frontline suppliers (estimate annual demand). 3. Arrange a mechanism for early ordering of long lead-time key materials in the production scheduling (L/T Buffer)

7. Explanation of Raw Material Supply from Key Suppliers

(1) Supply Status of Key Raw Materials

The raw materials used in production are mainly categorized into electronic materials, structural materials, and packaging materials. Apart from some IC semiconductors and LCDs sourced from abroad, the majority of electronic materials are procured domestically. Most structural and packaging materials are self-designed and molded, with procurement primarily from domestic suppliers, ensuring a normal and reasonable supply status. The supply status of key raw materials - ICs, CPUs, operating systems, and DRAMs is good.

(2) Supplier Names and Their Purchase Amounts and Ratios for the Last Two Years (Suppliers that Accounted for More than 10% of Total Purchases in Any Given Year)

Unit: NT$ thousand

Item	2023				2024			
	Name	Amount	Percentage of Total Annual Net Purchase Amount (%)	Relationship with the Issuer	Name	Amount	Percentage of Total Annual Net Purchase Amount (%)	Relationship with the Issuer
1	A	661,080	15.91	Parent Company	A	766,883	16.64	Parent Company
2	B	428,370	10.31	None	B	631,013	13.70	None
3	Others	3,066,257	73.78	–	Others	3,209,503	69.66	–
4	Net Purchase Amount	4,155,707	100.00	–	Net Purchase Amount	4,607,399	100.00	–

Note: There were no significant changes in key suppliers in 2024 and 2023.

VII. Environmental Sustainability

2024 Highlights

- ✧ **GHG Inventory - Establish SBTi Group-wide (Global) Reduction Goals - Short- and Medium-Term Targets:**
  - ♦ **Advanced Deployment: Complete the inventory by 2024 and obtain the GHG Protocol Verification Certificate for 2021-2023.**
  - ♦ **2030: Group-wide reduces Scope 1 and Scope 2 carbon emissions by 50% from the 2021 baseline.**
  - ♦ **By 2030: Group-wide reduces Scope 3 carbon emissions from the procurement of goods and services and the use of sold products by 30% from the 2021 baseline.**
- ✧ **Net Zero Policy: Self-declared public commitment in 2023, with a baseline year of 2021 and a target year of 2050.**
- ✧ **Received the achievement of the "1.5°C Forum - Keeping the Earth's Warming Line" by CommonWealth Magazine.**

(I) Environmental Protection Policy

AAEON Technology is dedicated to the R&D, production, and sales of single-board computer technology products for life automation. With the mindset of being a global citizen and the aim of Beautiful Life, AAEON expects to make the greatest effort in improving the environment. In addition to adhering to relevant environmental laws and regulations, AAEON promotes and advocates for environmental improvement activities based on the principles of continuous improvement and pollution prevention, from the inside out. AAEON Technology's environmental declaration is "Customer Satisfaction, Environment First." In its design and production activities, AAEON commits to implementing the 3Rs (Reduce, Reuse, Recycle) to minimize and prevent pollution wherever possible.

- **AAEON Technology Environmental Philosophy:**
  - ♦ A People-Centric Heart: Promote activities that care for and improve the planet.
  - ♦ A Heart of Integrity and Sincerity: Implement environmental regulations and management with purpose.
  - ♦ A Heart of Excellence and Innovation: Provide technology that meets environmental and quality standards.
  - ♦ A Global Perspective: Fulfill social responsibilities in environmental protection and public welfare.
  - ♦ A Commitment to Sustainability: Pledge to environmental improvement with ongoing determination.

(II) Green Production

- In the new product development process, environmentally friendly and non-toxic raw materials are used in product design and manufacturing processes to ensure compliance with ISO 9001, ISO 13485, ISO 14001, 3C China Compulsory Certification, CE, and FCC standards. Plans are in place to implement the GHG Protocol, with a cross-functional team composed of product development, product planning, engineering center, design verification and testing, procurement, and marketing personnel working collaboratively.
- Green design is promoted during the product design phase, requiring that the raw materials used comply with environmental principles. The potential environmental impacts of the product are considered from the initial design stage, as environmentally friendly design can reduce the possible future impacts of the product on the environment. Emphasis is also placed on green and energy-saving design, ensuring that product functionality is maintained under fanless and low-power conditions, without compromising high performance.
- On the other hand, AAEON Technology incorporates considerations for WEEE (2012/19/EU Waste Electrical and Electronic Equipment) disposal at the end of the product's lifecycle into the design and production processes. To enhance recycling efficiency and reduce the environmental pollution caused by discarded electronic products, AAEON Technology has established product disassembly diagrams in accordance with the EU Waste Electrical and Electronic Equipment (WEEE) requirements. These diagrams include information on components that should be removed and separately processed, as well as procedures for disassembling the product. This information serves as an important reference for recycling and processing companies in the disassembly of products.

Green Production and Design	
Policies or Commitments	• Policy: Collaborate with employees, suppliers, and customers to address the impact of climate change on the world, committing to minimize the environmental impact of our product life cycle and actively respond to the net-zero emissions movement. • Commitment: Based on the Product Life-Cycle, monitor product design, supply chain, green products, manufacturing packaging, and transportation using green channels as much as possible to reduce the environmental impact of sales trajectories. Disclose the product carbon footprint to meet customer demand for information on product carbon emissions.
Description of Impact	• Possible impacts include the attention from customers in various countries on carbon reduction and resource recycling regulations (such as product energy consumption design, use of recycled materials, and packaging materials). In the short term, more R&D resources and expenses need to be invested, and there will be design thresholds that need to be overcome. In the long term, investing in product Green Design and fulfilling corporate responsibility for Environmental Sustainability has a positive impact on both the environment and the economy, and can also enhance AAEON's overall sustainability competitiveness. • Potential negative impacts include the inability to meet customers' low-carbon product requirements, which may lead to reduced competitiveness in the market and result in the company and the supply chain being unable to maintain long-term sustainable development.
Targets	• Develop and design green products with low power consumption, accounting for over 70% of new products. • Green product R&D and design achieve 100% compliance with international environmental regulations and standards for controlled substances.
Key Actions/Measures	• The new product development phase includes verification of green and energy-saving design as well as environmentally friendly packaging design. • The approval process for new raw materials in source management complies with 100% of regulations related to harmful substances and customer specifications.
Resources Invested for the Year (Effectiveness Evaluation)	• In the new product development project process, standards are formulated, executed, managed, and checked by the Company's management, and AAEON's Green Design guidelines are revised based on international trends. • Regular internal meetings review the annual goal achievement status and action effectiveness of Green Product Design.

1. Green Product Design

(1) Requirements for Product and Service Information and Labeling

Year	Number of New Products	CE	FCC	Recycling Label (WEEE)
2023	50	100%	100%	100%
2024	73	100%	100%	100%

Note: The number of new products for the Year completed by AAEON refers to the number developed, with the number of products with CE/FCC certification and Recycling Label WEEE indicating those that have passed certification.

(2) Principles

- Incorporate power management features and low energy consumption in energy-saving product design.
- Through the selection of raw materials, avoid or reduce the use of harmful substances.
- In design, prioritize the use of materials that are easy to reuse, recycle, and disassemble.

2. Management Performance

(1) R&D Expenses: NT$709.69 million

(2) Management Results

- Green products with low power consumption account for 60% of new product designs.
- Achieved 100% compliance with RoHS in research and design.
- The statistics for 2024 show the achievement ratios for low power consumption and RoHS compliance in new green products, as detailed in the table below.

Green Design Items	2022	2023	2024
Low Power Consumption Quantity	37	50	44
RoHS Compliance	53	60	73
New Product Completion	53	60	73
Low Power Consumption Ratio (%)	70	83	60
RoHS Compliance Ratio (%)	100	100	100

(3) Data of recycled materials and non-recycled materials

Year		2023	2024
Procurement Material Weight (tons)		420.075	301.467
Non-recycled materials	Structure (Enclosure-Plastics)	16.28	10.143
	Packaging Materials (Packaging Boxes (Outer Boxes Or Color Boxes), Manuals)	53.708	46.084
	Production Materials (Lead-Free Solder Bar, Lead-Free Solder Paste)	2.225	1.345
	Total Weight (Tons of)	72.231	57.572
Total Weight of Recycled Materials (Tons of)		0	0
Recycled materials ratio		0%	0%
Non-recycled materials ratio		100%	100%

(4) Disclosure of product life-cycle management

i. Internal scrapping information: AAEON Technology's operations and product transaction mode are business-to-business (B to B). This section's calculation is based on the in-factory scrapped products and electronic waste statistics as shown in the table below.

2024		Scrapped Products (Tons of)	Electronic Waste (Tons of)	Total	Ratio
Recyclable	Plastics Type	0.3071	16.5390	16.8461	66.96%
	Metal: iron/aluminum	6.0938	0.6120	6.7058	
	Paper	1.1792	-	1.1792	
	Waste Boards	2.6702	0.2630	2.9332	
Non-recyclable	Others	2.7958	10.8560	13.6518	33.04%
Total		**13.0461**	**28.2700**	**41.3161**	**100%**

ii. The product transaction model for customers is business-to-consumer (B to C): Customers have never sent back the final products (that need to be scrapped) to AAEON, making the data impossible to collect and obtain.

- The weight of scrapped products and electronic waste is 0.
- The percentage of recycling of scrapped products and electronic waste is 0.

(5) Incidents of Non-Compliance with Regulations Concerning the Health and Safety of Products and Services

- In 2024 Year, AAEON Technology Inc. Did Not Experience the Following Incidents:
  - Violations of health and safety regulations related to products and services.
  - Incidents of non-compliance with information and labeling regulations for products and services.
  - Incidents of non-compliance with marketing communication regulations.

(6) Product Safety

The Company establishes laboratories or commissions third-party impartial laboratories to sample product quality, formulate continuous product process plans to ensure uninterrupted production plans, and obtain quality-related certifications, such as ISO 13485 certification.
Annual planning for various company-wide quality training courses, with a total of 1,812.5 hours of employee quality-related educational training in 2024.

3. Eco-friendly Packaging Design

In product packaging, AAEON aims to achieve resource conservation and reuse, starting from the consideration of "resource conservation" to the recycling process of used products. By adopting a green packaging design strategy rooted in "environmental protection," we comprehensively integrate considerations, from packaging materials, production methods, and design and operation, to the handling of packaging waste, minimizing the negative environmental impact.

In establishing internal packaging design guidelines, emphasis is placed not only on the basic labeling functions and protective specifications of the product, but also on environmental and recycled resource considerations. This includes packaging material specifications, requirements for packaging materials and even printing ink, the use of recycled materials, and recycling symbols for packaging materials. Material requirements are executed by suppliers through the Procurement Division. For recycling symbols, all packaging materials have fully adopted international recycling symbols to raise customer awareness of environmental protection.

(III) Environmental Management (Green Certification and Labeling)

1. Obtaining Environmental-related Management Marks/Certifications (International Environmental/Quality Management Systems)

AAEON Technology has consistently pursued excellence and stability in quality, obtaining ISO 9001 Quality Management System and ISO 14001 Environmental Management System certifications. In its commitment to the medical industry, it has also achieved ISO 13485 certification for quality management systems in the medical field, truly embodying the requirement to regulate product quality from the customer's perspective. In 2021, AAEON obtained ISO 14067 certification for the carbon footprint of a single product, reinforcing its quality policy of "Customer Satisfaction, Quality First." This commitment extends to implementing "Total Quality Management" across all operational phases, continually seeking opportunities for improvement to achieve sustained customer satisfaction and recognition.

- ISO 14067: 2018
- ISO 13485: QMS Standards, 2016
- ISO 9001：QMS Standards, 2015
- ISO 14001: EMS Standards, 2015
- 3C: China Compulsory Certification
- CE and FCC:
  All AAEON products undergo and meet CE and FCC test standards which prove their design quality and integrity

ISO 14001 Certification

ISO 9001 Certification

ISO 13485 Certification

ISO 14067 Certification

2. Management of Restricted Hazardous Substances (EU RoHS)

In response to the trends and market demands for green product design in the international community, AAEON Technology is actively managing the project implementation of green materials and components. The environmental requirements for AAEON products not only necessitate green design before production to achieve the goal of reducing environmental impact, but also extend these environmental requirements upstream through green procurement to components and raw materials. This approach encompasses the entire product lifecycle, including usage and disposal after the product's end of life. AAEON strictly adheres to relevant regulations regarding specific chemicals and imposes stringent requirements on suppliers to limit or prohibit the use of regulated hazardous substances. AAEON Technology defines hazardous chemicals as those with characteristics such as persistence, bioaccumulation, toxicity, carcinogenicity, mutagenicity, reproductive toxicity, and endocrine disruption.

In managing hazardous chemicals, AAEON Technology prioritizes compliance with the EU RoHS (2011/65/EU Directive on the Restriction of Hazardous Substances) requirements, and all new products fully comply with the EU RoHS directive. In addition to the hazardous chemicals regulated by the RoHS directive, such as lead (Pb), cadmium (Cd), mercury (Hg), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), and polybrominated diphenyl ethers (PBDEs), AAEON Technology is also committed to complying with the EU 2015/863 amendment directive. This includes requiring suppliers to meet the non-hazardous substance requirements for phthalates—DEHP, BBP, DBP, and DIBP—as well as adhering to relevant regulations concerning batteries and packaging materials.

3. China RoHS (as shown in Figure 1)

AAEON Technology complies with the requirements of the Measures for the Prevention and Control of Pollution from Electronic Information Products in China. According to the "Marking Requirements for the Restriction of Hazardous Substances in Electrical and Electronic Products" (SJ/T11364-2014), products must not only display the markings shown in Figure 1, but also provide explanations in the user manual regarding whether each part of the product exceeds the limits specified in GB/T26572-2011 "Limits for Pollution Control of Electronic Information Products." All packaging materials for electronic information products marketed in China by AAEON Technology are labeled according to GB/T18455-2010 "Recyclable Packaging Marking."

AAEON Technology has designed a dedicated online information platform within the employee portal for the RoHS management system. This platform transparently compiles hazardous substance data, enabling quicker responses to customer inquiries and related issues. The system's main features include the regulatory status of each product, frequently asked questions, the latest updates on RoHS information, and the maximum allowable concentration values of hazardous substances in material declarations.

Figure 1

(IV) Climate Action

In response to climate change and global warming, AAEON is committed to energy-saving and environmental protection goals. In product design, it focuses on lightweight and low-energy consumption design, while in manufacturing, it emphasizes green recycling and the classification, recycling, and reuse of waste materials. The manufacturing of products prohibits the use of hazardous substances, and their design and development comply with EU RoHS, REACH, and WEEE standards. Additionally, there are specific measures and initiatives in place to promote energy and water conservation.

1. Climate Risk Management

In recent years, extreme weather events have become increasingly frequent. In addition to identifying operational risks, AAEON references the TCFD (Task Force on Climate-Related Financial Disclosures) for climate-related financial information disclosure. It establishes a risk framework based on four core disclosure areas: governance, strategy, risk management, and metrics and targets, to understand the impacts of climate change risks on AAEON Technology and propose corresponding response measures.

Recognizing the impact of climate change on industry and company development, AAEON Technology identified potential climate risks and opportunities. In 2022, following the lead of its parent company, ASUS, it began implementing a greenhouse gas reduction policy and initiated greenhouse gas inventory operations, using 2021 as the baseline year. This analysis allows for the assessment of greenhouse gas emission trends and hotspots, serving as the basis for setting future greenhouse gas reduction targets. (Refer to Appendix II, Climate-related Financial Disclosure Report)

- **Establish Reduction Targets to Continuously Expand Areas of Improvement**

  AAEON's environmental management system includes water resource and waste management, as well as considerations for climate change and greenhouse gases. It adheres to environmental regulations as a fundamental principle and gradually implements initiatives to promote environmental sustainability.

Governance	Regarding climate change issues, AAEON conducts discussions and management through meetings of the Sustainable Development Promotion Team. Meetings are held annually to discuss potential climate change risks to AAEON's operations, efficiency in resource usage, and various environmental impacts. Additionally, the status of greenhouse gas inventory operations is reported to the Board of Directors quarterly.
Strategy	The risks and opportunities related to policies, regulations, and climate are as follows: Regarding greenhouse gas inventory regulations, after evaluation, AAEON follows the short-, medium, and long-term goals and policies of its parent company's greenhouse gas inventory,establishing relevant environmental policies and objectives.
	Operational Risks 1. Changes in local regulations where operations are conducted may lead to increased operational costs. 2. Changes in customer demand may result in reduced orders or rework. 3. Increased expenditures in research and development.
	Physical Risks 1. Rising Temperatures: Changes in raw material sources increase costs, cooling equipment raises energy consumption, and electricity shortages become a crisis. 2. Typhoons Disasters: Supply chain disruptions lead to raw material shortages, damage to public infrastructure, and work stoppages due to flooding. 3. Rising Sea Levels: Road interruptions cause raw material shortages, damage to public infrastructure, and work stoppages due to flooding.
	Opportunities Supply Chain Management: Develop new local suppliers for key raw materials, continuously develop green energy products, manage the upgrade and replacement of equipment systems, and promote energy-saving and carbon reduction initiatives in the workplace environment.
Risk Management	Through meetings, members discuss climate change risks and opportunities, identifying the following risks and proposing action plans 1. Monitor the latest regulatory developments, assess AAEON's current status against compliance requirements, and formulate measures to ensure adherence to regulations. 2. Integrate the concept of reducing environmental impact into all stages of the product life cycle, working collaboratively with the supply chain to continuously develop energy-efficient products. AAEON will continue to implement the ISO 14001 environmental management system, conduct annual audits for effective execution, review results, and pursue continuous improvement to mitigate risks to manageable levels.
Metrics and targets	Group-wide (Global) Greenhouse Gas (GHG) Reduction Goals: • By 2030: Group-wide reduces Scope 1 and Scope 2 carbon emissions by 50% from the 2021 baseline. • By 2030: Group-wide reduces Scope 3 carbon emissions from the procurement of goods and services and the use of sold products by 30% from the 2021 baseline.

2. Environmental Management

(1) GHG management

- **Set Group-Wide (Global) Reduction - Short, Medium, and Long-Term Targets**
  - ✧ 2024: Based on the greenhouse gas inventory standards (GHG Protocol), obtain third-party structure verification to ensure the accuracy and credibility of the inventory results.
  - ✧ By 2030: Reduce Scope 1 and Scope 2 carbon emissions by 50% from the 2021 baseline.
    By 2030: Group-wide reduces Scope 3 carbon emissions from the procurement of goods and services and the use of sold products by 30% from the 2021 baseline.
  - ✧ By 2050: Achieve net zero targets

Item	Public Commitment Year (Self-Declared Year)	Base Year	Target Year
Net Zero Targets	2023	2021	2050

- **Operation Method:**

AAEON established a GHG inventory task force to report relevant progress and implementation status to the Board of Directors quarterly. The task force conducts an inventory of greenhouse gases generated from AAEON's internal operations. Using 2021 as the baseline year, the inventory results categorize the largest carbon emissions under C1 (procurement of products and services) and C11 (sales products used).

Regarding future carbon reduction planning, detailed strategies will be developed based on the categories with the highest carbon emissions. The short-term goal is to obtain GHG Protocol assurance by 2024. The mid-term goal is to achieve a 50% reduction in Scope 1 and Scope 2 emissions by 2030. For Scope 3, using 2021 as the baseline year, the goal is to achieve a 30% reduction. External consultants will assist in greenhouse gas inventory guidance, and relevant internal operations and information systems will be modified based on the inventory items to streamline processes, facilitate data aggregation, and management, thereby achieving short-, medium-, and long-term carbon reduction targets.

i. **Scope 1: Direct GHG Emissions** (emissions that come directly from sources owned or controlled by the organization)

Item	Unit	2024	2023	2022	2021
Emissions	Tons of CO_2e	141.0544	135.9340	131.2779	103.5175

ii. **Scope 2: Indirect GHG Emissions from Energy** (indirect GHG emissions resulting from the generation of purchased electricity, heat, or steam)

Item	Unit	2024	2023	2022	2021
Electricity	KWh	2,663,367	2,816,175	2,831,708	2,786,360
Carbon Emission Factor (Taipower)		0.474	0.494	0.495	0.509
Emissions	Tons of CO_2e	1,262.4361	1,391.1907	1,401.6956	1,418.2547

iii. Scope 3: Other Indirect GHG Emissions (GHG emissions from the value chain, both upstream and downstream)

Item	Unit	2024	2023	2022	2021
Emissions	Tons of CO_2e	68,305.6527	74,520. 7570	118,612.0584	95,369.2958

- **2024 Scope 3 - Inventory Item/Carbon Emission Quantity**

Scope 3 - GHG Emissions from the Value Chain, both Upstream and Downstream		Carbon Emissions (tons of CO_2e)
C1	Emissions from procurement of upstream raw materials, products, or service categories	43,111.6002
C2	Emissions from the procurement of capital goods	139.7463
C3	Emissions from fuel or energy activities	259.1456
C4	Emissions from upstream transportation and distribution of goods	6.7276
C5	Emissions from the waste generated by operations	68.5052
C6	Business travel	71.6575
C7	Employee commuting	238.5541
C8	Emissions from the use of upstream leased assets	-
C9	Emissions from downstream transportation and distribution of goods	2,611.3622
C10	Emissions from the processing of sold products	44.0098
C11	Emissions from the use of sold products	21,680.8484
C12	Final disposal stage of sold products	3.4630
C13	Indirect emissions from downstream leased assets	70.0327
C14	Franchise rights	-
Total		**68,305.6527**

iv. Carbon Emissions Status over the Past Five Years

Item	Unit	2024	2023	2022	2021
Scope 1 Emission Quantity	Tons of CO_2e	141.0544	135.934	131.2779	103.5175
Scope 2 Emission Quantity	Tons of CO_2e	1,262.4361	1391.1907	1401.6956	1418.2547
Scope 1 + 2 Carbon Emissions Growth Rate	%	-8.10%	-0.38	0.74	9.27
Proportion of the Scope 1 Emission Data to the Operational Scope (Note 1)	%	100%	100%	100%	100%
Proportion of the Scope 2 Emission Data to the Operational Scope (Note 2)	%	100%	100%	100%	100%

Notes 1 & 2: The scope of emissions data is the same as the reporting scope of this Sustainability Report.

v. Greenhouse Gas Verification Report Opinion for 2021 to 2024:

https://www.aaeon.com/tw/article/list/environmental-friendly

vi. GHG emissions intensity

Item	Unit	2024	2023	2022	2021
Total GHG Emissions Quantity	Tons of CO_2e	69,709.1431	76,047.8817	120,145.0589	96,891.0707
Revenue (Individual)	NT$ Million	3,919	4,665	5,941	4,430

Greenhouse gas emissions items	2024	2023	2022	2021
Scope 1	0.0360	0.0291	0.0221	0.0234
Scope 2	0.3221	0.2982	0.2359	0.3201
Scope 3	17.4294	15.9760	19.9656	21.5256
Scope 1 + 2	0.3581	0.3274	0.2580	0.3435
Scope 1 + 2 + 3	17.7875	16.3034	20.2236	21.8691

Note: GHG emissions intensity = Greenhouse gas emissions (Tons of CO2e) / Revenue per NT$ Million (Individual)

vii. Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

- Plan to set "absolute reduction" targets in 2025 and gradually implement reduction measures, setting short, medium, and long-term carbon reduction targets.

Item / Unit	Target Year	Method for Setting Absolute Reduction Targets: Absolute Value or Percentage	Absolute Reduction Targets%
Base Year for Carbon Reduction	2021	96,891.0707 (tons of CO_2e)	
Short-Term Carbon Reduction Targets	2026	Percentage	10
Medium-Term Carbon Reduction Targets	2030	Percentage	50(Scope 1 + Scope 2)
Long-Term Carbon Reduction Targets	2050	Percentage	90

- Replace outdated machinery and equipment to improve energy efficiency.
- Gradually phase out and replace lighting installations with high-efficiency energy-saving fixtures.
- Promote low-carbon operation measures in office areas and implement daily carbon reduction actions.
- Implement Public Welfare and Environmental Protection activities to promote awareness of Sustainable Development.

viii. The reduction results of greenhouse gas emissions in 2024 compared to 2021.

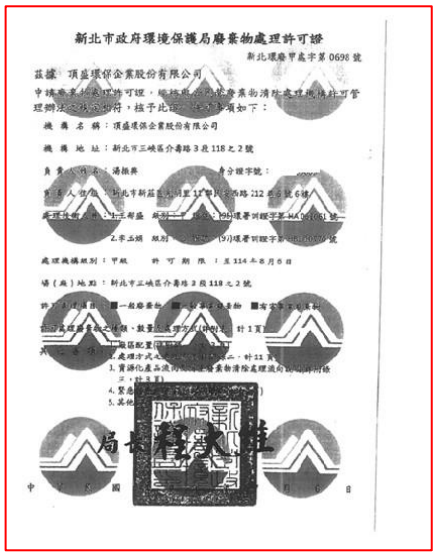
- Scope 1 and Scope 2 emissions total decreased by 7.77% compared to 2021.
- Scope 1, Scope 2, and Scope 3 emissions total decreased by 28.05% compared to 2021.

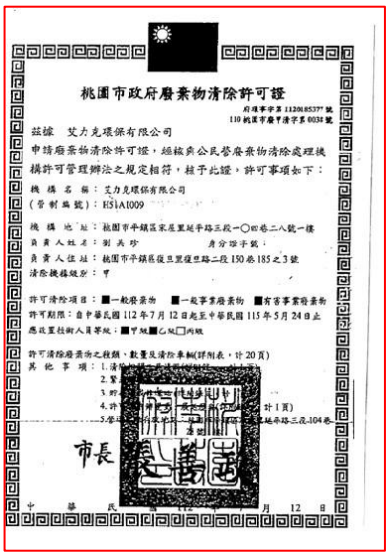
ix. AAEON has no ozone-depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or any other significant air emissions.

(2) Waste Management

In order to achieve sustainable resource utilization and ensure proper waste management, AAEON adopts a proactive approach to waste management, promoting energy-saving and waste-reduction initiatives. Source management is actively implemented by sorting and recycling resources, with regular records of waste quantities maintained.

- All business waste management partners comply with the Environmental Protection Administration (EPA) regulations. Information is obtained through the EPA's Business Waste Management Control Information System via the "Permit Information Inquiry." Waste management companies handling waste categories such as C-0301 waste liquids, D-0299 mixed waste plastics, and E-0221 metal-containing printed circuit board scraps and powders possess valid waste disposal or treatment permits issued by the EPA.
  The permit codes for waste disposal or treatment items are all covered by waste disposal contracts signed with the Company.
- Management Results: In 2024, outsourced waste disposal occurred 68 times and one on-site audit was conducted, with all results confirmed as compliant.
- Waste disposal contractor permit documents


新北市政府環境保護局廢棄物處理許可證


桃園市政府廢棄物清除許可證

i. Business Waste Management

- In 2024, the total waste weight amounted to 29.7816 metric tons (hazardous substances: 0.2600 metric tons, non-hazardous substances: 29.5216 metric tons).
- **Waste Intensity**

Item/Year	2024	2023	2022	2021
Waste (Metric tons)	29.7816	32.7150	29.6520	11.9230
Individual Revenue (NT$ Million)	3,919	4,665	5,941	4,430
Waste Intensity Waste/Individual Revenue	0.0076	0.0070	0.0050	0.0027
Percentage of operational coverage for the data collection on usage (%) (Note 1)	100	100	100	100

Note 1: The scope of emissions data is the same as the reporting scope of this Sustainability Report.

ii. 2024 Waste Recycling and Disposal

Type	Waste Item	Weight (Metric Tons)	%	Treatment Method	On-Site/Off-Site Processing
Hazardous Business Waste	C-0301 Waste Liquid	0.2600	0.87	Physical	Off-Site
General Industrial Waste	D-0299 Mixed Waste Plastics	8.7800	29.48	Physical	Off-Site
	R-0201 Waste Plastics	16.5390	55.53	Recycling	Off-Site
	Waste Iron	0.3880	1.30	Recycling	Off-Site
	Waste Miscellaneous Aluminum	0.2240	0.75	Recycling	Off-Site
	Waste Tin	1.5116	5.08	Recycling	Off-Site
	Waste Boards	0.2630	0.88	Recycling	Off-Site
	Board Edges	1.8160	6.10	Physical	Off-Site
Total Weight		**29.7816**	**100**		

iii. Waste Recycling Management

The recycling and reuse rate of waste in 2024 was 63.55%.

Item/Year	2024	2023
Total Recycling Weight (Metric Tons)	17.414	18.9256
Total Waste Weight (Metric Tons)	28.270	29.7816
Recycling Rate %	**61. 60**	**63.55**

iv. Recycling Benefits - Circular Economy

Recycling Gains in 2024: A total of 1,511.6 kilograms of tin slag was recycled, resulting in the recovery of 636 kilograms of lead-free tin bars. Additionally, other industrial waste recycling generated a revenue of NT$21,132.

v. Continuously reduce waste

In 2024, to continuously reduce waste, plans are set to replace the DIP soldering furnace (including nitrogen generator measures). This initiative aims to reduce waste, particularly by decreasing incineration or disposal volumes, thereby directly minimizing environmental impact.

vi. Compliance with Laws and Regulations

In 2024, AAEON Technology had no violations of environmental protection regulations. Environmental violations/fines (annual): 0 cases, environmental pollution (annual): 0 cases.

(3) Energy Management

i. Energy consumption within the organization (Electricity Usage)

In 2024, 2,663,367 kWh of electricity was used, estimating direct GHG emissions at 1,262.4361 tons of CO_2e. In 2023, the electricity usage was 2,816,175 kWh, with estimated emissions of 1,391.1907 tons of CO_2e. This represents a 9.25% decrease in GHG emissions compared to the previous year.

- **Table 1**

Item	2024		2023		2022		2021	
Purchased Electricity	kWh	Gigajoules (GJ)	kWh	Gigajoules (GJ)	kWh	Gigajoules (GJ)	kWh	Gigajoules (GJ)
	2,663,367	9,588.12	2,816,175	10,138.23	2,831,708	10,194.15	2,786,360	10,030.90

Note 1: The formula for converting electricity kWh to joules: 1 kWh x 3.6/1000 Gigajoules (GJ)
Note 2: Data is compiled up to December 31, 2024.

- **Table 2:**

Item	Unit	2024	2023	2022	2021
Electricity Usage	MWh	2,663.367	2,816.175	2,831.708	2,786.360
Carbon Emissions	Tons of CO2e	1,262.4361	1,391.1907	1,401.6956	1,418.2547
Percentage of operational coverage for the data collection on usage (%) (Note 1)	%	100	100	100	100

Note 1: The scope of emissions data is the same as the reporting scope of this Sustainability Report.

ii. Energy Consumption Outside of the Organization

AAEON has no official vehicles; there is no energy consumption outside of the organization.

iii. Energy Intensity (Unit: GJ)

Unit / Year	Energy Consumption (GJ)	Total Revenue (Individual Revenue/NT$ Million)	Energy Intensity
2024	**9,588.12**	**3,919**	**2.4466**
2023	10,138.23	4,665	2.1733
2022	10,194.15	5,941	1.7159
2021	10,030.90	4,430	2.2643

**Adopts absolute reduction targets

iv. Energy Intensity (Unit: kWh)

Item	2024	2023	2022	2021
Electricity Usage Amount (kWh)	2,663,367	2,816,175	2,831,708	2,786,360
Individual Revenue (NT$ Million)	3,919	4,665	5,941	4,430
Energy-Electricity Intensity Electricity Usage/Individual Revenue	679.6037	603.6817	476.6382	628.9752

v. Renewable Energy Usage Ratio

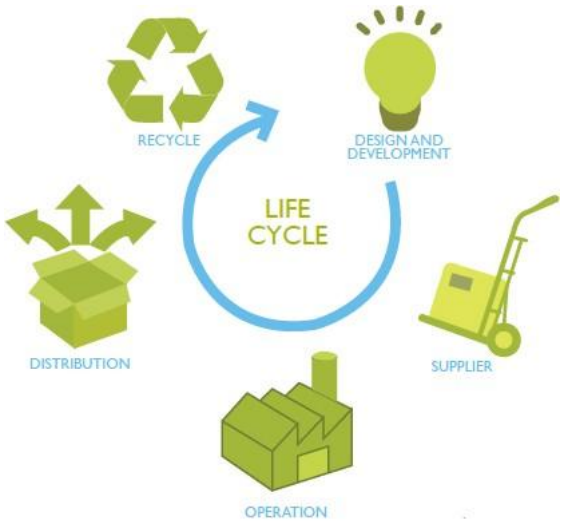
There has been no use of renewable energy in the past 2 years, and there are no plans to use renewable energy in the next 2 years.

vi. Policies for Enhancing Energy Efficiency

- A new DIP soldering furnace with nitrogen is installed: Indirect material statistics for 2024 show a reduction compared to 2023 with a 28% savings in solder bars, 25% savings in solder wire, 50% savings in antioxidants, 35% savings in flux, and 40% savings in cleaning agents.
- Replace 1 air compressor: Electricity savings estimated at 30%.
- In 2025, gradually replace lighting equipment with more energy-efficient fixtures.

(4) Fossil Fuel Management

AAEON's operations and production processes do not use any fossil fuels, nor does the Company have official vehicles, so there is no data on fossil fuel usage.



(5) Water Stewardship

AAEON Technology operates in New Taipei City, with the primary water usage for air conditioning and circulation in office areas, as well as for employee domestic use. The main water source is the Feicui Reservoir, which is not located in a water-scarce area, and water is not sourced from seawater, surface water, groundwater, or any other organizational water sources. All wastewater from employee use is discharged through the building's sewage pipeline into the local sewage system.

AAEON is located in the Baoqiao Industrial Park, where individual water meters for each user are not installed. The monthly management fee includes water charges, and in 2024, the water usage (measured in degrees) was apportioned based on the percentage of users.

i. Management of Drainage-Related Impacts

The Company's production processes do not use water resources; only domestic wastewater is discharged, and this item is managed collectively by the building management committee.

- Water Withdrawal: The industrial area where the company is located does not have independent water meters for each facility; water withdrawal is calculated proportionally according to the number of units in the building.
- Water Discharge: The Company's production processes do not use water resources; only domestic wastewater is discharged, and this item is managed collectively by the building management committee.
- Water Consumption: The industrial area where the company is located does not have independent water meters for each facility; water consumption is calculated proportionally according to the number of units in the building.

ii. Estimated Calculation Method for Water Usage

Industrial Park Area		Total Number of Unitsin the Building	AAEON Number of Units	Percentage %	Building Water Usage (Year)	AAEON Water Usage	Total Water Usage (Metric Tons)	Total Water Usage (Thousand Cubic Meters 1,000m³)
Baoqiao Industrial Park (Note 1)	Building A	135	29	21.48	31,332	6,730	9,282	9.282
	Building B	128	18	14.06	17,076	2,401		
Baogao Smart Industrial Park (Independent Water Meter Data)	Building B	-	4	-	-	150		

Note 1: Calculation Method for Water Usage in Baoqiao Industrial Park: The industrial park does not have individual water meters for each user. The monthly management fee includes water charges, therefore, the water usage (measured in degrees) is calculated using the "percentage of the number of units."

Note 2: Data is compiled up to December 31, 2024.

iii. Water Intensity

Year	2024	2023	2022	2021
Water Usage(Metric Tons)	9,282	9,571	4,678	4,635
Individual Revenue (NT$ Million)	3,919	4,665	5,941	4,430
Water Intensity Water Usage/Individual Revenue	2.3691	2.0517	0.7874	1.0463
Percentage of operational coverage for the data collection on usage (%)	100	100	100	100

Note 1: The scope of emissions data is the same as the reporting scope of this Sustainability Report.

Note 2: The Baoqiao Industrial Park, where AAEON is located, does not have individual water meters for each user. The monthly management fee includes water charges, and in 2023, the water usage (measured in degrees) was apportioned based on the percentage of the number of units.

Note 3: Before 2022, water usage was estimated based on the number of workers. In 2023, due to the change in the estimated calculation method for water usage, the water usage (measured in degrees) was apportioned based on the percentage of the number of units. Compared to previous years, there was a greater difference in water usage.

iv. Drinking Water Management

In accordance with the Occupational Safety and Health Act, AAEON establishes a safe working environment. AAEON Technology has outsourced equipment maintenance operations to a professional contractor that conducts maintenance in accordance with the contract. The details of periodic maintenance are recorded in the "Drinking Water Quality Inspection and Equipment Maintenance Record Form", which is placed in a conspicuous location on the equipment for inspection purposes. Regular testing of water dispenser quality and carbon dioxide levels is conducted, and the results are publicly displayed on AAEON's bulletin board. Each quarter (January, April, July, and October), water dispensers in the office are randomly tested for water quality, including tests for E. coli and total bacterial count. In compliance with regulations, the results of these periodic water quality tests are made public near the water dispensers to ensure the safety of drinking water for employees.

v. Regular Testing of Carbon Dioxide Levels: Every six months (January and July), carbon dioxide levels are tested, and the results are publicly disclosed.

(6) Energy Conservation and Management

i. Equipment Improvement Measures

Lighting equipment uses T5 electronic high-efficiency energy-saving lamps, and halogen lamps are gradually being replaced with LED tubes or energy-saving bulbs, all while adhering to national standards for illumination levels in various office areas. Energy-saving lights and dual switches are installed in all corridors, allowing the lights to be turned on and off from both ends of the corridor. Lights are turned on only in the specific areas where overtime work is being conducted on holidays, which helps save electricity and reduce air conditioning usage. The lighting equipment that remains constantly on, such as emergency exit signs, floor indicator lights, emergency escape indicators, and fire warning lights, has been replaced with energy-efficient products. Evaluate the energy consumption, illumination levels, and color rendering properties of various lighting fixtures to select suitable energy-efficient products.

ii. Use Air Conditioning that Meets Energy-Saving Standards and Design Ventilation Equipment.

Electric fans are added to areas of the warehouse where air conditioning cannot be installed. The facility is equipped with a total of four water-cooled chillers, each with a capacity of 60 tons, for a total of 240 tons. These chillers operate efficiently, allowing for adjustments in the number of compressors based on overall environmental needs to achieve cooling and energy-saving goals. Adjust the air conditioning systems and the airflow areas to maximize efficiency.

iii. Water Usage Equipment

In daily management, AAEON continues to implement water management measures and promotes water conservation among employees. The Company internally adopts various measures including inspecting water usage switches and conducting water usage inspections, strengthening the management of water-saving facilities in each plant area, installing water-saving valve devices on faucets in pantries and restrooms, posting slogans for water-saving measures, and educating employees to change their water usage habits. Externally, during meetings held in the industrial park, AAEON proposes that the management committee implement measures for managing domestic water usage, such as posting water-saving slogans in public restrooms and pantries, to encourage compliance among all facilities in the park.

iv. Business Waste

In compliance with government regulations, entrust qualified processing vendors to properly handle the business waste and waste liquids generated during the production process. Regularly record and submit the relevant data to the government website in accordance with the law. For outsourced processing vendors, irregular inspections are conducted to verify their disposal processes and conditions. In the plant area, regularly inspect the waste storage and temporary storage areas.

v. Domestic Waste: actively promote the implementation of garbage classification, recycling, kitchen waste recycling, and other related tasks.

vi. Promoting Environmental Beautification: Conduct planting and beautification in the office, and regularly perform greenery management.

vii. Installation of Digital Meters on The Distribution Board for Energy Usage

Installing digital meters allows monitoring of equipment such as air conditioning, lighting, and nitrogen machines. In terms of process improvement, In terms of process improvement, installing a power factor meter on the distribution panel has enhanced electricity efficiency, resulting in cost savings on electricity bills. AAEON's power meter effectively controls the power factor, allowing it to receive a maximum monthly discount of 28.5 per thousand on electricity bills, in accordance with Article 69 of the Electricity Act. After installing exhaust equipment in the compressor room, the temperature in the room has significantly decreased. After the machinery in the production and manufacturing plant was replaced, it further improved energy efficiency.

(7) Energy Conservation and Carbon Reduction Measures

Office Promotion - Energy Saving and Carbon Reduction, Love the Earth, Sustainable Improvement Measures and Daily Management

Item	Energy Conservation Measures
Lights	"Remember to Turn Off the Lights" Sign on Switches.
	Reduce the number of lights or light tubes in areas like corridors, passageways, and warehouses where illumination needs are lower.
	Turn on only the necessary lighting during meetings (for example, if recessed lights are not needed, they should remain off).
	During the lunch break, turn off or reduce lighting in some areas. Turn off personal desk lamps when leaving the seat.
	Employees working overtime after 7:00 PM and on weekends should only turn on the necessary lights and avoid illuminating the entire area.
	Before leaving the office after work, employees should check if all the lights in the department's area are turned off.
Air Conditioning	Summertime air conditioning is set to 26°C.
	Labels indicating temperature settings should be placed on switches. (Labels are provided by the General Affairs Section)
	Doors/windows that isolate outside air should be kept closed to prevent the escape of cool air or the intrusion of hot air, which can increase the load on the air conditioning system.
	Windows equipped with curtains should be opened according to the direction of sunlight to block solar radiation heat from entering the indoor space.
	After using the meeting room and restaurant, the air conditioning and the meeting room doors should be closed immediately.
	Requests to use air conditioning after 19:00 and during consecutive holidays must be submitted, and a minimum of 10 people is required to justify operation, in order to avoid low load, inefficiency, and high operating costs for the main unit.
Power Sources	Promote the disconnection of computers and electrical equipment during long holiday periods to reduce standby power losses.
	Choose equipment with energy-saving labels that can automatically enter energy-saving mode based on daily routines.
	Test two to three identical boards simultaneously in the chamber.
	Schedule high electricity usage to avoid peak hours. (Monday to Friday from 10:00 to 12:00 and 13:00 to 17:00 during summer)

Item	Carbon Reduction Measures
Computers	Set personal computers to turn off the monitor and hard drive after 5 minutes of inactivity, and enter standby mode after 30 minutes.
	Shut down computers and turn off the power source every day after work.
	Turn off the monitor power source for the unmanned burn-in test station.
Elevators	Encourage employees to take the stairs instead of the elevator for better physical and mental health.
Paper	A paper recycling box is set up in the office machine area.
	For non-essential documents, use "double-sided copying" to save paper and reduce the waste of paper and toner.
	Before photocopying documents, properly set the output color, paper size, and quantity to avoid increasing ineffective copies.
	Documents that can be viewed or operated on a computer should not be printed out.
	Communicate as much as possible via email, rather than sending by fax.
	Opt for storing files through scanning instead of making photocopies for archiving.
	For training and education sessions and various meetings, it is advisable to display the material content on a computer as much as possible to avoid printing.
	Make use of the blank side of paper for notes and drafts.
	During the meeting, written materials should ideally be shared by 2 people per copy.
Water Usage	Installing flow control valves on faucets to conserve water and prevent waste.
	Any leaks or damage in the faucets or toilets should be immediately reported to the General Affairs Section.
Office Greening	Place small potted plants on personal desks to beautify the environment and absorb carbon dioxide.
	Assist in caring for potted plants in the public area.
Stationery	Use binder clips or paper clips instead of staples as reusable stationery.
Paper Towels	Encourage everyone to carry a handkerchief to reduce the use of hand dryers and paper towels.
Paper Cups	Use ceramic cups for visitors to reduce the use of paper cups.
Tableware	Encourage employees to bring their own reusable utensils and avoid disposable tableware, reducing the use of bamboo chopsticks and plastic spoons.
Recycling	A simple resource sorting and recycling bin is set up at individual workstations.
	AAEON has designated specific locations for recycling bins. Please place recyclable items at these designated spots. The recycling bins are divided into categories: "Paper Recycling Bin," "PET Bottle and Aluminum/Steel Can Recycling Bin," and "Battery Recycling Bin."
	Electronic component waste is collected in AAEON's waste recycling area, with waste identification labels attached for proper sorting and management.
Transportation	Please use public transportation as much as possible for commuting.
	Carpool with colleagues to reduce fuel consumption.
	Make use of teleconferencing and video conferencing equipment to hold meetings simultaneously, avoiding unnecessary travel and improving meeting efficiency.
Attire	Wear light and appropriate clothing in the office.

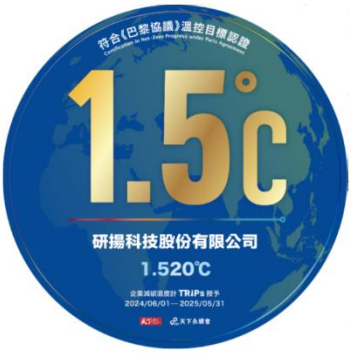
(V) Public Welfare and Environmental Protection

2024 Highlights

- ✧ **Ten-year Public Welfare Afforestation Plan: Set a goal to plant 15,000 trees over ten years. Since 2020, a total of 7,260 tree saplings have been planted, resulting in an accumulated reduction of 276,480 kilograms of carbon emissions.**
- ✧ **In collaboration with customers and suppliers, AAEON Technology has been involved in marine waste cleanup efforts. From 2017 to 2024, a total of 1,841.6 kilograms of waste has been collected from the sea, with cumulative participation by 922 volunteers.**
- ✧ **In 2023 and 2024, continuing to designate Changhua and Hualien as the target areas, a total of 80 hectares of land have been pledged, with donations amounting to NT$200,000, resulting in an accumulated reduction of approximately 720 metric tons of carbon dioxide emissions.**
- ✧ **Circular Economy Initiative: AAEON Technology has participated in ASUS' Recycle Computers to Save the Earth project to reduce the digital divide and promote environmental protection and energy saving. Since 2022, the cumulative reduction is 3.958 metric tons of carbon emissions, equivalent to preventing the felling of 329.842 trees.**
- ✧ **Second-Hand Goods Charity Donation Event, Total Collection of 123 Boxes.**

The Intergovernmental Panel on Climate Change (IPCC) convened the world's leading climate scientists and released the latest Sixth Assessment Synthesis Report (AR6 Synthesis Report) on March 30, 2023. The report provides a clear analysis of the current state of global climate change and warming, the impacts of extreme weather, and proposes immediate action plans. It strongly urges international efforts to actively achieve the goals of the Paris Climate Agreement, specifically to limit warming to within 1.5 degrees Celsius. Saving the Earth through Energy Saving and Carbon Reduction has become a nationwide movement. AAEON Technology is concerned about the impact of climate warming on global ecological issues. AAEON leverages its corporate energy and fulfills its social responsibility by starting with initiatives in "reducing plastic," "minimizing waste," and "saving electricity" to protect the Earth.

In order to amplify the impact and voice of enterprises achieving the 1.5°C Goal and to understand the distance between Taiwanese enterprises and the 1.5°C target, CommonWealth Magazine hosts the annual "1.5°C Forum." The forum broadly invites all achieving enterprises to participate, certifying those that meet the 1.5°C target set by the Paris Agreement. AAEON Technology consecutively received the 1.5℃ certification in 2023 and 2024.



1. Invite Suppliers/Customers to Participate in Joint Beach Clean-ups and Tree Planting.

- **Joint Beach Clean-Ups - Clearing Ocean Waste**

Since 2017, AAEON Technology has adopted a beach and has organized annual beach cleanup activities in collaboration with suppliers, customers, and affiliated companies (Onyx Healthcare and EverFocus). For eight consecutive years, AAEON Technology has not interrupted its efforts, accumulating a total of 1,841.6 kilograms of trash collected, with 922 volunteer participants.

AAEON Technology has been focused on the impact of climate change on global ecological issues since 2017. The chairman and his wife lead the AAEON Volunteer Group members and their families each year, inviting clients to join in cleaning up marine waste, promoting reduction of plastic, beach cleanups, and caring for the ocean. According to the beach cleanup waste registration form, the top three types of waste collected are bottle caps, PET bottles, and straws, which represent the largest portion of our daily waste. Through these cleanup activities, educating colleagues and their families to reduce the use of disposable utensils or containers is fundamental to restoring our oceans. Start with the source: "Reduce Plastic" and "Reduce Waste" to show love for the Earth, make a personal effort for the marine environment!

Statistics of Beach Cleanup Activities over the Years

Year	Clean-up Location	Number of Volunteers	Marine Waste (kg)	Notes
2017	Riverbank adjacent to AAEON	18	20.44	
2017	Shimen Kite Park	32	80	
2018	Riverbank adjacent to AAEON	21	450.26	
2018	Jinshan Zhongjiao Bay	120	108.5	
2019	Shimen Kite Park	120		Typhoon, changed to a marine ecosystem education itinerary
2020	Datianliao Beach	48	100	
2021	Xialiao Beach	102	403.2	
2022	Xialiao Beach	130	324.5	
2023	Xialiao Beach	160	144.3	
2024	Datianliao Beach	171	210.4	
	Total	922	1841.6	(Approximately 3,793.7 kilograms of carbon dioxide could be reduced)

Note: Taiwan Environmental Protection Administration's Carbon Footprint Information Network: Reducing the production of 1 kilogram of waste (recycling 1 kilogram of resource waste) approximately reduces 2.06 kilograms of carbon dioxide.

2. Community Tree Planting for Carbon Reduction - Inviting Suppliers and Customers to Participate in Tree Planting for Carbon Reduction

(Set a goal to plant 15,000 trees over ten years, and it is estimated to reduce carbon emissions by approximately 946,080 kg over ten years.)

AAEON Technology prioritizes environmental sustainability goals and has collaborated with the Luodong Forest District Office for five consecutive years, alongside affiliated companies, to promote public-private partnerships in tree planting initiatives through donations. Under the leadership of the chairman, senior executives and employees are educated on the benefits of forest conservation, aiming to achieve the United Nations Sustainable Development Goals (SDGs) by establishing diverse partnerships. This promotes a sustainable vision and fulfills the corporate social responsibility of the tech industry, advancing toward environmental sustainability milestones!

AAEON Technology, in collaboration with Onyx Healthcare, has set a goal to plant 15,000 trees over ten years, and it is estimated to reduce carbon emissions by approximately 946,080 kg over ten years. This effort is dedicated to mitigating the greenhouse effect and creating diverse ecosystem service values, contributing its part.

Since 2020, AAEON, Onyx Healthcare, and EverFocus have jointly donated and collaborated with the Forestry Bureau to continuously conduct annual reforestation and tree protection activities. To date, they have collectively donated NT$1,202,200, planted nearly 8,670 tree saplings, reduced carbon emissions by 276,480 kilograms, and achieved a reforested area of 5.78 hectares. They have planted tree species such as Elaeocarpus, Red Cedar, Red Nanmu, and Cinnamomum camphora as nectar sources to facilitate long-term soil and water conservation efforts and reduce carbon emissions.

Year	(AAEON/Onyx Healthcare) Donation Funds (NT$)	Number of Volunteers	Adopted Areas	Area (hectares) adopted	Quantity of Seedlings (Plants)	Average Carbon Emissions Reduced (1 tree/1 year/12 kilograms) (calculated annually in kilograms)
2020	200,000	24	Pinglin	1.27	1,905	114,300
2021	165,200	28	Shiding, Shuangxi	0.85	1,275	61,200
2022	200,000	40	Shiding. Pinglin	1.00	1,500	54,000
2023	200,000	50	Ruifang	0.89	1,335	32,040
2024	200,000	45	Dacuokeng Section, Dashehu Section, Pinglin District	0.83	1,245	14,940
Total	**1,202,200**	**257**		**5.78**	**8,670**	**276,480**

Explanation: The annual cycle carbon reduction calculation formula: Number of Seedlings * 12 kilograms (Year) * years elapsed

The chairman and volunteer colleagues joined together to plant trees and promote afforestation.

3. Continuing support for the "Good Air Cultivates Blessed Fields" Project

Starting from 2023, AAEON Technology invited ONYX Healthcare to jointly participate in the "Engage in air quality improvement and community farming initiatives." project, supporting and actively participating by sponsoring land, and assisting in providing rice straw decomposition bacteria to farmers to replace the burning of rice straw. In 2023 and 2024, continuing to designate Changhua and Hualien as the target areas, a total of 80 hectares of land and donations amounting to NT$200,000 have been pledged, resulting in an accumulated reduction of approximately 720 metric tons of carbon dioxide emissions, achieving environmental sustainability. To ensure the establishment of a sustainable food production system, the project will implement productivity-enhancing and resilient agricultural practices that help maintain ecosystems and strengthen adaptability to climate change, extreme weather, droughts, floods, and other disasters. There are plans to continue supporting this initiative in 2025, with a focus on gradually improving land and soil quality.

花蓮縣政府

感謝狀

府農政字第1130175961號

感謝

研揚科技股份有限公司

熱心捐贈本縣農民「含稻草分解菌有機質肥料」400包。

功在農業

特贈此狀 謹致謝忱

縣長徐榛蔚

中華民國 113 年 9 月 9 日

Hualien County Government presented a certificate of appreciation and Changhua presents "good fortune" rice grown after ending rice straw burning.

4. Continue Supporting "Earth Hour"

AAEON Technology continues its annual support for the "Earth Hour" initiative, emphasizing that turning off lights for one hour is not just a one-time event. The company consistently encourages staff to turn off unnecessary power sources, such as switching off meeting room lights and air conditioning after meetings. During lunch breaks, the chairman serves as an announcer, reminding colleagues to turn off lights, which fosters a considerate environment and helps them develop the habit of conserving energy. In daily life, focus on effective energy management by choosing smart, energy-efficient lighting and products. The goal is to harness the power of unity to protect the Earth—our one and only home! Make the Earth cleaner and better.

5. Responding to Earth Day on April 22: Advocating for the River!

In 2022, AAEON Technology joined the "CSR@CommonWealth" initiative organized by CommonWealth Magazine, enterprises, and citizens, launching the "Tamsui River Convention" April 22 World Earth Day "Advocating for the River!" action initiative. The Tamsui River quietly nurtures over 8 million people in northern Taiwan, like a tirelessly dedicated mother. Since 2020, AAEON Technology has signed the Tamsui River Convention. During this period, we have implemented the following "Do One Thing for the Tamsui River" Plan:

(1) Factories in the river basin do not discharge untreated wastewater.

(2) Enterprises in the river basin monitor waste disposal contractors to prevent improper dumping.

(3) Support the "CSR@CommonWealth" initiative to raise awareness for the rivers.

(4) Leverage influence to encourage customers and the supply chain to reduce waste.

(5) Minimize the use of single-use packaging and avoid excessive product packaging.

(6) Encourage employees to actively participate in the public governance of the Tamsui River system, becoming responsible corporate citizens.

To ensure that this mother river remains healthy, AAEON Technology will continue to take action and calls for more people to pay attention to river pollution issues. You're invited to join the 2022 "Do One Thing for the Tamsui River" action area. Share your river protection initiatives, learn about our great river, and raise your voice for our mother river together!

2022為淡水河做一件事，響應【世界地球日 _ 為大河發聲】

6. Circular Economy

(1) Participated in the "Renewed Computers Hope Project" to reduce the digital divide and promote environmental protection and energy conservation.

Since 2022, environmental benefits include a cumulative reduction of 3.958 metric tons of carbon emissions, equivalent to preventing the felling of 329.842 trees.

Since 2021, AAEON Technology has joined the ASUS Foundation's "Reverse Logistics Recycled Computer Donation for Earth" project, dedicated to reducing the digital divide. This initiative implements the "Renewed Computers Hope Project," which combines environmental protection with Social Welfare, establishing a "Circular Society" for Resource Recycling and reuse. The recycled obsolete information products are refurbished into renewed computers and donated to disadvantaged groups to bridge the digital divide, while also caring for our planet.

AAEON Technology donates obsolete information equipment to the ASUS Foundation. Since 2022, the accumulated recycling totals are: 79 LCDs, 81 notebooks, 68 PCs, and 155 other items, totaling 382 pieces. This initiative has resulted in environmental benefits by reducing carbon dioxide emissions by 3.958 metric tons, which is equivalent to saving approximately 329.842 trees from being cut down.

Donated obsolete computers are refurbished, with hard drive data cleared, and software and operating systems reinstalled. Annually, over a thousand units are donated to non-profit organizations and schools both domestically and internationally, establishing computer classrooms, digital learning centers, and after-school tutoring programs. These efforts assist disadvantaged children, youth, women, seniors, and individuals with disabilities in learning computer courses, providing digital learning opportunities and enhancing digital skills, thereby improving their lives. The annual number of participants benefiting from the integrated software and hardware resources of this project platform is approximately 20,000 people, promoting Social Welfare and bridging the digital divide.

		Company	Recycled Item	Recent Recycling Volume	Cumulative Recycling Volume	Estimated Environmental Benefits
452	2024/11/28	研揚科技股份有限公司	LCD	6	79	減少 3.958 公噸二氧化碳排放換算約少砍伐 329.842顆樹木
			NB	5	80	
			PC	3	68	
			其他	2	155	
			總計	16	382	

(Excerpt from the ASUS Foundation official website)

(2) Second-Hand Goods Charity Donation Event (Total Collection of 123 Boxes).

The "2024 AAEON With Love - Second-Hand Goods Donation Event," jointly organized by AAEON Technology and the AAEON Foundation, collected a total of 123 boxes of goods. AAEON Technology holds an annual second-hand item collection and donation event. By reusing these items, they assist rural schools, providing children in the community with different learning experiences. Collected items include daily necessities, books, stationery, clothes, shoes, bags, toys, and more. These were transported by logistic services to the "Hualien Woodpecker Life Association", "Taitung A Kernal of Wheat Foundation", and "New Taipei Good Day Charity Platform", serving as supplies for disadvantaged families or items for charity sales. The funds raised from these sales support community development projects like training youth in community participation, community care, and resource reuse, ensuring these efforts reach the next generation. Each box is expected to sell for about NT$500, contributing to community funding.

VIII. Social Inclusion

2024 Highlights

- Social Welfare Investment Amount: A total of NT$28,325,619 was invested.
- Chairman Chuang participated in the "1919 Love in Motion" Cycling Around Taiwan Fundraiser, with the team's fundraising amount being NT$20,625,030.
- Second-Hand Goods & Old Shoes Charity Collection/Donation Activities: 160 boxes of goods collected/donated.
- Let There Be Love in Life - Joint Blood Donation Campaign: 896 brave donors contributed 250cc each, totaling 1,257 bags.
- Enrichment of Educational Resources for Children in Rural Areas: An investment of NT$20,282,718 will be made in 2024, organizing a total of 3,334 sessions at 60 schools, with 115,454 participants.
- Promoting the Family-Friendly Enterprise Alliance:
  - Course: Happiness Boost: In 2024, 95 sessions with 3,651 participants, reaching a high satisfaction rate of 98%.
  - Parent-Child Education Project – AAEON Weekend School: In 2024, 108 families and 357 participants joined.
- In 2017, AAEON donated NT$100 million to the China University of Technology. By 2024, we have accumulated: 64 interns, 105 participants in industry-academic courses, and new residents/international students obtaining certifications through counseling programs 15 people, and scholarships attracted 135 enrollees.
- Continuously supporting the GOLF Alliance to create an innovative collaborative platform for integrated learning and industry-academia collaboration.

Harnessing the Power of Public Welfare to Create a Good Society

In June 1999, AAEON Technology's Chairman, Yung Shun Chuang, donated to establish the "AAEON Foundation," guided by the principle of "people-oriented and social care." The foundation aims to "promote technological education and cultural development," focusing on supporting disadvantaged groups, encouraging appreciation of arts and culture, participating in social welfare, and advancing technology education. The foundation places particular emphasis on promoting arts education in rural areas, continuously investing in support for disadvantaged groups and promoting appreciation for the arts, music, and technology education. The AAEON Foundation serves as a key unit for AAEON Technology in implementing sustainable development initiatives.

The AAEON Technology Sustainable Development Promotion Team collaborates with the AAEON Foundation on community and social welfare initiatives, supporting the underprivileged, promoting rural education, and giving back to society. They are dedicated to long-term involvement in specific social issues, exerting a positive influence.

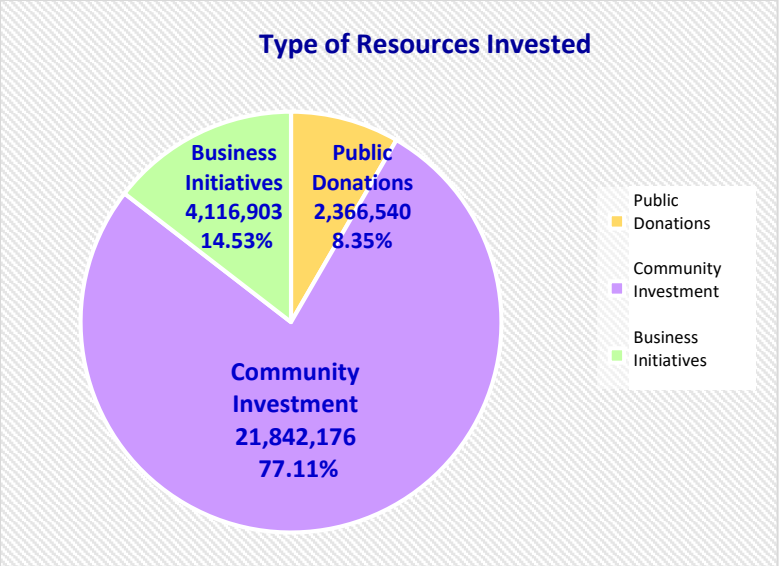
(I) Assessment of Social Welfare Benefits (B4SI) (Total investment amount of NT$28,325,619)

AAEON Technology has long been committed to social welfare, adhering to the attitude of "taking from society, using for society." AAEON transforms its abundant love and warmth into concrete actions, dedicating itself to the land where its business is rooted, and fulfilling its corporate civic responsibility and effort to create shared benefits for society.
To effectively assess overall benefits, all expenditures related to social welfare, including time invested, costs, material donations, and management expenses, will be meticulously recorded. The positive impact of these social contributions will also be evaluated. In the realm of social welfare, outputs include not only actual financial expenditures and benefits but also intangible impacts. These encompass initiatives like tree planting, beach cleanups, support for vocational education, and efforts to bridge the educational resource gap between urban and rural students. Such initiatives aim to address the deficiencies faced by children in remote areas, instilling values in students, building a positive corporate image, and exemplifying sustainable development in business practices.

The total amount invested in public welfare participation and activity sponsorship in 2024 was NT$28,325,619, categorized by "Type of Resources Invested" and "Form of Resources Invested." Data is compiled up to December 31, 2024.

1. Categorized by "Type of Resources Invested"

Public Donations: NT$2,366,540 (8.35%), Community Investment: NT$21,842,176 (78.6%), Business Initiatives: NT$4,116,903 (13.57%)

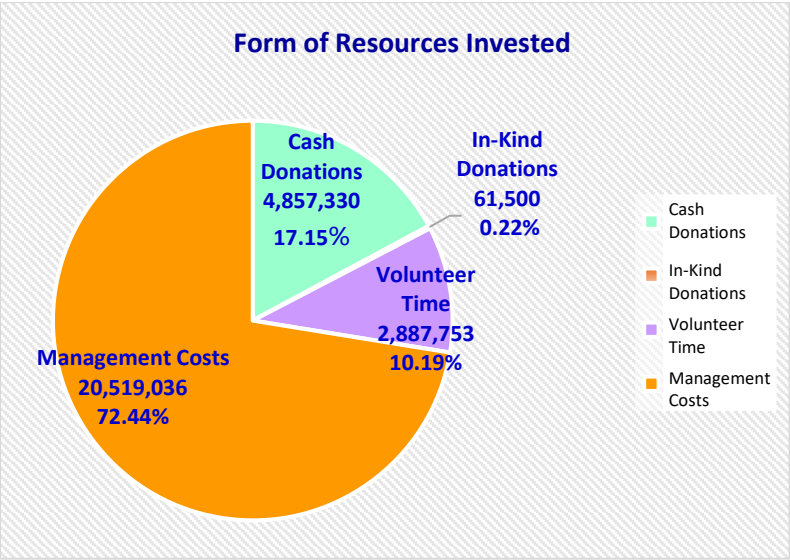


Unit: NT$

Public Donations	2,366,540	8.35%
Community Investment	21,842,176	77.11%
Business Initiatives	4,116,903	14.53%
Total	$28,325,619	100%

2. Categorized by "Form of Resources Invested"

Cash Donations: 17.15%, In-kind Donations: 0.22%, Volunteer Time: 10.19%, Management Costs: 72.44%



Unit: NT$

Cash Donations	4,857,330	17.15%
In-Kind Donations	61,500	0.22%
Volunteer Time	2,887,753	10.19%
Management Costs	20,519,036	72.44%
Total	$ 28,325,619	100%

(II) AAEON Volunteer Group

In 2024, the total volunteer participation was 338 people, with total volunteer service hours amounting to 1,864.

In 2009, AAEON Technology established the "AAEON Volunteer Group," bringing together 50 founding members who share the same enthusiasm and vision, pledging to actively participate in promoting various charitable activities. Through the formation of this volunteer group, we hope to inspire others to extend their goodwill from individual actions to families and groups. Our goal is to spread love from groups to communities and ultimately influence society as a whole. We recruit new members annually and provide an introduction to social welfare activities during new employee orientation courses. Regular volunteer service training courses and events are held to encourage colleagues to join and participate in volunteer activities actively. Each year, we organize public welfare activities such as "Artpoint - Educational Tours," public welfare tree planting, beach cleanups, blood donation drives, and the collection/donation of second-hand goods.

To express gratitude for the volunteers' compassion and dedication, the volunteer incentives are as follows:

- Provide each volunteer with one day of paid volunteer leave annually.
- For each event, AAEON covers the full cost of transportation, meals, tickets, and insurance for the volunteers.
- Annual gift-giving with exquisite items for volunteers.
- At the annual Year-End Party, the Chairman and his wife publicly acknowledge the efforts.
- In public, appreciation certificates are presented to volunteers.

Volunteer Activity Data (Number of Participants/Hours)

Item	Unit	2024	2023	2022	2021
Total Number of Employees	Number of Workers	526	522	518	490
Number of Volunteer Participants	People	338	206	226	132
Total Hours of Volunteer Services	Hours	1,864	964	1,208	752
Granted Volunteer Leave (Including Paid and Unpaid)	Hours	440	432	296	260

*Data is compiled up to December 31, 2024.

(III) Social Welfare Participation

1. "Cycling Around Taiwan - 1919 Love in Action" Charity Fundraising <Team fundraising amount NT$20,625,030>

Chairman Yung Shun Chuang of AAEON Technology participated for the third time in the "**2024 Cycling Warriors - 1919 Love in Action"** charity activities initiated by the "Chinese Christian Relief Association" from December 21, 2024, to January 4, 2025. Over the course of 15 cold winter days, starting from Taipei, they cycled clockwise around Taiwan in a fundraising marathon for the **"Emergency Family Assistance Plan."**
The Chairman will lead 3 senior executives and 57 cycling warriors to personally pedal 1,400 kilometers, visiting 1919 service centers and cases located in rural areas. They will distribute food packages from the 1919 Rescue Association's food bank to disadvantaged families as part of their outreach activities, and through the "I Ride, You Donate" initiative, they will raise funds for families in urgent need, riding for impoverished families.
Sincerely invite colleagues at AAEON to join together in helping "families in urgent need," giving them the courage to move forward to embrace a hopeful tomorrow, **"Because of you, love can make a difference."** Let us all become charity angels, leaving unforgettable footprints of charity through support and sponsorship!

A letter from the Chairman to colleagues - "2024 Cycling Warriors - 1919 Love in Action".

2. Second-Hand Goods & Old Shoes Charity Collection/Donation Activities: 160 boxes of goods collected/donated.

This year, AAEON Technology held 3 second-hand item collection and donation events. By gathering and reusing these items, we supported rural communities, giving children the chance to learn from diverse experiences. Enriching the Beautiful Life of AAEON employees through charitable services, fulfilling the responsibility of a corporate citizen. Collected 123 boxes of items were transported by logistic services to the "Hualien Woodpecker Life Association", "Taitung A Kernal of Wheat Foundation", and "New Taipei Good Day Charity Platform", serving as supplies for disadvantaged families or items for charity sales. The funds raised from these sales support community development projects like training youth in community participation, community care, and resource reuse, ensuring these efforts reach the next generation. Each box of second-hand goods is estimated to sell for NT$500, contributing funds to community development work. Another 37 boxes of old shoes collected for the charity were donated to the "International Christian Care Association for Old Shoes".

3. Let There Be Love in Life - Joint Blood Donation Campaign (896 brave donors contributed 250cc each, totaling 1,257 bags)

To encourage colleagues to develop a habit of blood donation and support the belief that "one bag of blood can save a life," the AAEON Foundation and AAEON Technology have, since 2001, rallied companies in the park to participate in the "Let There Be Love in Life" joint blood donation events held in March, June, September, and December annually. AAEON Technology and the AAEON Foundation, in partnership with the New Taipei City Economic Development Bureau, have united their efforts with industrial park companies such as Onyx Healthcare, EverFocus, Good Way Technology, Litemax, Argox, BestGene Biotech, Huijia Health Life, Intex, AVerMedia, and Big Tech to collectively amplify their social impact.

Blood donation data from previous years in the Industrial Park Area

Blood Donation Period	Number of Participants/Bags			
	2024	2023	2022	2021
First Quarter	125 people/177 bags	157 people/235 bags	154 people/231 bags	220 people/293 bags
Second Quarter	273 people/380 bags	139 people/204 bags	109 people/164 bags	77 people/125 bags
Third Quarter	245 people/345 bags	136 people/182 bags	119 people/179 bags	155 people/240 bags
Fourth Quarter	253 people/355 bags	120 people/163 bags	138 people/197 bags	165 people/223 bags
Total	**896 people/1257 bags**	**552 people/784 bags**	**520 people/771 bags**	**617 people/881 bags**

4. Enrichment of Educational Resources for Children in Rural Areas

In response to Goal 4 of the United Nations SDGs: Quality Education, ensure inclusive and equitable quality education, and provide lifelong educational opportunities for all.

In 2024, an investment of NT$20,282,718 was made, combining the efforts of companies such as Onyx Healthcare, Good Way Technology, Chenbro, ChenFull International, Yonghe Investment, and Lee and Li Attorneys-at-Law to organize a total of 3,334 sessions with 115,454 participants across 60 schools in the five counties and cities of Chiayi, Yunlin, Changhua, Taichung, and Nantou!

(1) Artpoint Cultural Promotion Plan & Cultural Collaboration Plan, Classical Music Magic House Project

In 2009, Typhoon Morakot severely affected southern Taiwan. AAEON Technology's Chairman, Mr. Yung Shun Chuang, initiated a one-day donation campaign among colleagues, along with donations from directors, supervisors, and AAEON Technology, raising a total of NT$15 million for the reconstruction of affected schools in the south. We chose to implement the **"AAEON Artpoint - Rural Campus Arts and Culture Promotion Plan"** in Chiayi County over the long term. By providing modular arts and cultural resources, we enrich the arts and cultural perspectives of students in rural areas. In 2013, with the response and support from other enterprises, the project was replicated and promoted to elementary schools in the counties and cities of Yunlin, Taitung, Yilan, Changhua, Taoyuan, and Taichung. The AAEON Foundation has planned projects in rural basic education, covering areas ranging from arts, technology, and music to marine and environmental education, enriching the educational resources of elementary schools in rural areas. In response to the United Nations SDG's 4th goal: Quality Education, ensuring inclusive and equitable quality education, and promoting lifelong learning opportunities for all.

i. Artpoint - Cultural Promotion Plan

Planned the following four sub-projects: the "World Picture Book and Illustration Touring Exhibition," the "e-School Picture Book Creative Digital Teaching Materials," the "Taipei Art Exploration and Study Tour," and the "Art is Fun School Drama Tour." These initiatives will be implemented over the course of one year across various schools.

In 2024, a total of nine elementary schools in Nantou County (Guanghua, Zhongxiao, Xinmin, Wucheng, Ita Thao, Guoxi, Ruizhu, Liyu, Zhushan) organized 259 extended teaching activities, with a total of 14,101 participants.

ii. Artpoint - Cultural Collaboration Plan

Planned the following four sub-projects: the "Art of Taiwan Themed Touring Exhibition," the "Digital Teaching Materials for Art Appreciation," the "Taipei Art Exploration and Study Tour," and the "My Beautiful Hometown Map Competition." These initiatives were implemented over the course of one year across various schools.

In 2024, a total of five elementary schools in Taichung City (Shalu, Waipu, Tuniou, Guoguang, Zhongzheng) organized 677 extended teaching activities, with a total of 28,903 participants.

iii. Artpoint Campus Music Education Promotion - Classical Music Magic House

With "Classical Music" as the main topic, the extended teaching through exhibitions of five major categories: woodwind instruments, brass instruments, string instruments, keyboard instruments, and percussion instruments, is integrated with music guidance, music flash mobs, music tours, and music exploration study tours. This initiative aims to leverage the integration of professional music resources to promote within campuses, and it will be implemented over the course of one year in various schools. **In 2024, a total of five elementary schools in Changhua County (Ludong, Luocuo, Yongjing, Jingxiu, Yongfeng) organized 1,181 extended teaching activities, with a total of 39,321 participants.**

(2) AI Dreamer - Campus Technology Education Promotion Plan

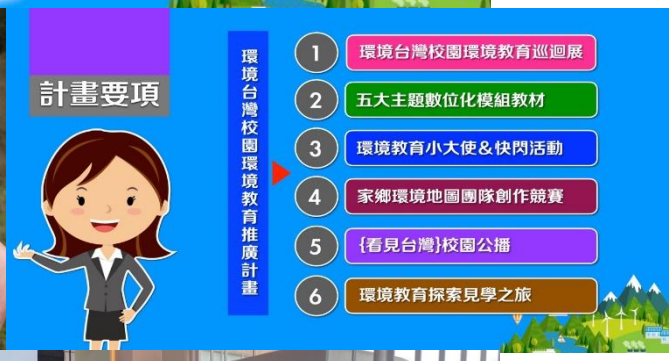
By integrating resources from domestic industries and NPOs in the five areas of communication, lifestyle, healthcare, transportation, and entertainment, the initiative aims to broaden the perspectives of teachers and students on technological development and life application, while enhancing their literacy in technology education.

In 2024, a total of five elementary schools in Chiayi County (Bu Sin, Dong Rong, Nan Jing, Mei Lin, Fu Le) organized 145 extended teaching activities, with a total of 3,420 participants.

(3) School Environmental Education Promotion Project - Environment Taiwan

With the growing severity of global warming, environmental issues have become a major focus of international attention and discussion. In 2021, the AAEON Foundation collaborated with Chenbro, Chen-Source, and the Chi-Po-lin Foundation to plan and promote the "Environment Taiwan: School Environmental Education Promotion Project," to jointly advance environmental education in the country!

In 2024, a total of five elementary schools in Yunlin County (Liouhe, Heping, Dongshi, Yunlin, Xizhou), five elementary schools in Chiayi County (Danan, Taibao, Guanghua, Jingpu, Yiren), and five elementary schools in Changhua County (Xishi, Yuh Shin, Hedong, Nanhsing, Huxi) organized 907 extended teaching activities, with a total of 23,505 participants.



(4) Transformative Education Project - Learn-Think Program / <Campus Learn-Think Teaching Application Promotion Project>

With the implementation of the 2019 Curriculum Guidelines, core competencies have become a primary educational goal of the 12-year national education program. Core competencies refer to the knowledge, skills, and attitudes necessary for individuals to adapt to contemporary life and meet future challenges. The AAEON Foundation has long been committed to promoting education in rural areas, combining resources with the Sharestart Educational Foundation since 2021. It uses primary schools in Chiayi City as demonstration sites for the implementation of the Learn-Think Program at various grade levels. The aim is to serve as a model for promoting educational innovation and learning in rural areas, thereby accelerating the speed and breadth of educational development and innovation in those regions!
The Foundation has invited Chiayi City primary schools to serve as seed schools for the project since 2021, using grades implementing the new 12-year national education curriculum as promotion targets. The Sharestart Educational Foundation provides training courses and teaching materials for the Learn-Think teaching method. The AAEON Foundation focuses on enhancing the visual design of teaching materials for Chinese language Learn-Think booklets and invites participating school teachers to engage in Learn-Think Program training, integrating the booklets into classroom instruction.

In 2024, a total of four elementary schools in Yunlin County (Ming-De, Dong Rong, Yung Ming, Singnan) and six elementary schools in Chiayi County and City (Sing-An, Min-Tzu, Giao Ping, Da Lun, Taibao, An Dong) participated, with a total Number of Participants of 1,918.

(5) Board Game Exploration Paradise - Campus Promotion Project

Research shows that board games are not just a pastime but can help children express unpleasant emotions, reduce aggression, and alleviate resentment. Playing board games provides families with opportunities for relaxation and high-quality interaction, enhancing relationships while offering children rich learning experiences that benefit their emotional development. This project uses board games as a medium, aligning with the 2019 Curriculum's "core competencies", focusing on elementary school subject learning. It initially plans five learning themes, aiming to provide teachers with diverse resources and support to inspire students to engage in more autonomous learning opportunities.

In 2024, a total of six elementary schools in Chiayi County (Tai Sing, He Shun, Da Shiang, Sin Bi, Minhe, Antong) organized 123 extended teaching activities, with a total of 2,684 participants; and a total of five elementary schools in Yunlin County (Liren, Chongxing, Wen'an, Shiliu, Neihu, Zhen Nan) currently conducted three rounds, organizing a total of 42 extended teaching activities, with a total of 1,602 participants.

(6) Promoting the Family Friendly Enterprise Alliance (since 2022, involving 31 companies)

Since 2022, AAEON Technology, in collaboration with the AAEON Foundation, has responded to the Ministry of Education's policy of promoting family education in the workplace through the "Family Friendly Enterprise Alliance Promotion Program." In 2024, in collaboration with 31 companies in New Taipei City, the "Family-Friendly Workplace Enterprise Alliance" will be promoted, providing workplace family education activities to help employees balance work and family life. The Ministry of Education expresses gratitude to all allied enterprises for promoting collaboration between industry, government, and academia, with the hope of continuously bringing family education to the workplace and creating a winning atmosphere for both the workplace and employees.

i. Happiness Booster: Family Education Lectures (In 2024, 95 sessions were held, with 3,651 participants, and a satisfaction rate of 98%)

In 2024, AAEON Technology, together with the AAEON Foundation, organized 31 technology companies (including AAEON Technology, Onyx Healthcare, GIGABYTE Technology, EverFocus, Good Way Technology, Litemax, BYTE International, IBASE Technology, Chenbro, GIGAIPC, and AtechOEM) to join the alliance to jointly promote the parenting education course "Happiness Booster" developed in collaboration with National Taiwan Normal University. In 2024, a total of 95 "Happiness Booster" lunchtime lectures were conducted with 3,651 participants, and the satisfaction survey reached 98%, indicating effective promotion.

ii. Parent-Child Education Project – AAEON Weekend School (In 2024, 108 families, 357 participants)

In response to the Ministry of Education's family friendly workplace policy, AAEON Technology has collaborated with relevant family education promotion units since 2020, utilizing corporate office space on weekends to organize a series of parent-child education courses. These courses enhance the parenting education skills of company employees, encourage family participation in activities, deepen learning effectiveness, promote gender diversity in parenting roles by encouraging male (father) involvement, and reward families for participating together.

(7) Supporting and Promoting the Development of Vocational and Technical Education

In 2017, AAEON donated NT$100 million to the China University of Technology. By 2024, we have accumulated: 238 admissions in the Department of Computer Science, 72 interns, 105 participants in industry-academic courses, 175 international students obtaining certifications, and 15 new residents obtaining certifications.

Chairman Chuang of AAEON has long-term focused on vocational and technical education and has cultivated collaboration with China University of Technology to jointly promote talent cultivation in artificial intelligence and related industries. With a spirit of giving back to society and nurturing talent, NT$100 million was donated to China University of Technology on June 11, 2017.

Chairman Chuang stated that having personally benefited from the solid training in vocational education, which allowed him to fully express himself on the professional stage, he has always contemplated how to apply an innovative spirit to implement social corporate responsibility and assist the continuous transformation of education. At the same time, he remains committed to giving back to society and contributing to public welfare, calling on like-minded individuals to join in addressing the funding shortages in vocational education and enhancing its value by cultivating outstanding talent for the nation and society. At the same time, this responds to the implementation of SDGs 4: Quality Education. AAEON is committed to strengthening educational system reforms, enhancing the quality of education and teaching standards, and boosting the innovation and technological literacy of vocational schools.

The donation is primarily used for the development and transformation of school affairs, allocated to the school's "Industry-Academic Cooperation Development Scholarship," "Digital Teaching Development and Chinese Language Center Establishment," "Teaching Enhancement Plan for Smart Industry Development," and "Outstanding Faculty and Staff Welfare Fund." This aims to cultivate more outstanding vocational talents and assist China University of Technology in innovating and transforming into a unique science and technology university, serving as a model for vocational colleges and universities.

(8) Joining the GOLF Alliance to Create an Innovative Platform for Integrated Learning and Industry-Academia Collaboration

The GOLF (Gap of Learning & Field) Alliance aims to unite the strengths of businesses and educational institutions to create an innovative platform for "integrated learning and industry-academia collaboration". This initiative provides high-quality internship and training opportunities, promotes industry knowledge dissemination, and shortens the time students need to adapt to the workplace. It also allows companies to secure talent early, implementing the spirit of corporate social responsibility through resource sharing. By leveraging the rich training resources of the GOLF cloud-based digital learning platform, students can clarify their career aspirations while still in school. They gain early exposure to companies, learning the skills and knowledge required by the industry, thereby enhancing their readiness for the workforce. This approach enables companies to secure talent early and provides comprehensive talent development. The platform equips students with the foundational skills needed to thrive and realize their personal goals before entering the workforce after graduation. It offers diverse learning fields and internship opportunities, addressing the shortage of skilled professionals in the industry.

The GOLF Alliance has established an effective model for connecting businesses and campuses, completing the creation of the "GOLF Learning Map", "Industry Digital Academy", and "School-Enterprise Course Collaboration". It offers nearly 300 free online resources for students to learn without cost. To ensure smooth platform operations, a non-profit organization was founded in 2020 to promote the sustainable development of GOLF. With structured operations, we hope to see more businesses and schools join in fulfilling social responsibility and creating a shared benefit for society, exerting a profound influence on both CSR and USR.

AAEON will continue to invest resources, support, and participate in GOLF to further expand its social impact, striving to nurture young talent and secure future professionals. We aim to achieve three major goals: deeply embedding workplace readiness in students, securing top talent for companies, and sharing resources for a win-win scenario in industry-academia collaboration. AAEON GOLF Collaboration - Course Provision and Experience Sharing:

Through online courses, students can gain an early understanding of AAEON's corporate philosophy and core values. When providing and creating courses, we consider the content that will most benefit students. Challenges and Solutions Faced by AAEON:

i. Identifying Suitable Course Topics and Instructor Selection: AAEON first evaluates existing in-person courses and seeks appropriate courses and instructors for digitization. It is also essential to define the target audience, learning objectives, and plan course duration for the GOLF project.

ii. Assisting Instructors with Digital Course Creation: HR independently researches methods and steps for creating digital courses, seeks practical advice and considerations from other companies, and finally provides relevant information to instructors. Simultaneously, AAEON is promoting the digitization of training courses internally, hoping to share more industry knowledge with GOLF students.

iii. Additional Course Creation Tips:

1) Offer examples of GOLF courses from other companies to give instructors clear guidance.

2) Provide resources for course recording to instructors, such as screen recording software, video software, or other free resources.

3) Identify suitable teaching spaces that are not too spacious and can minimize noise. Ensure consistent distance between the instructor and the microphone.

4) Consider recording in segments based on knowledge nodes, with each unit lasting ten minutes, to maintain audience focus. A course can be composed of several smaller topics.

《Appendix I》

GRI Standard Indicator Index

Declaration of Use	The AAEON Technology 2024 Sustainability Report follows the GRI Standards, with the reporting period from January 1 to December 31, 2024.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standards	Not Applicable			
Topic	**Disclosure Item**	**Item Description**	**Corresponding Report Sections**	**Page Number**
The Organization and Its Reporting Practices	2-1	Organization Details	About This Report	3
	2-2	Entities Included in the Organization's Sustainability Reporting	About This Report	3
	2-3	Reporting Period, Frequency and Contact Point	About This Report	3
	2-4	Restatements of Information	About This Report	3
	2-5	External Assurance	About This Report	3
Activities and Workers	2-6	Activities, Value Chain and Other Business Relationships	I. About AAEON (II) Economic Performance	14
	2-7	Employees	V. Corporate Commitment (I) Happy Workplace (Employees)	74
	2-8	Workers Who are Not Employees	V. Corporate Commitment (I) Happy Workplace (Employees)	74
Governance	2-9	Governance Structure and Composition	II. Corporate Governance (I) Governance Structure and Responsibilities	36
	2-10	Nomination and Selection of the Highest Governance Body	II. Corporate Governance (II) Board of Directors	37
	2-11	Chair of the Highest Governance Body	II. Corporate Governance (II) Board of Directors	37
	2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	II. Corporate Governance (I) Governance Structure and Responsibilities	4, 36, 59
	2-13	Delegation of Responsibility for Managing Impacts	II. Corporate Governance 6. Corporate Governance Officer	44-49, 69
	2-14	Role of the Highest Governance Body in Sustainability Reporting	IV. Sustainable Development (I) Sustainable Development Organization	68
	2-15	Conflicts of Interest	II. Corporate Governance (II) Board of Directors	37
	2-16	Communication of Critical Concerns	III. Stakeholders (I) Stakeholder Identification	58
	2-17	Collective Knowledge of the Highest Governance Body	II. Corporate Governance (II) Board of Directors	40
	2-18	Evaluation of the Performance of the Highest Governance Body	II. Corporate Governance (II) Board of Directors	40-41
	2-19	Remuneration Policies	II. Corporate Governance (II) Board of Directors	51
	2-20	Process to Determine Remuneration	II. Corporate Governance (II) Board of Directors	52
	2-21	Annual total Compensation Percentage	II. Corporate Governance (II) Board of Directors	52
3. Strategy, Policies and Practices	2-22	Statement on Sustainable Development Strategy	Message from the Management	4
	2-23	Policy Commitments	IV. Sustainable Development (III) Sustainable Development Policies	69
	2-24	Embedding Policy Commitments	IV. Sustainable Development (I) Sustainable Development Organization	68
	2-25	Processes to Remediate Negative Impacts	II. Corporate Governance (II) Board of Directors	45-47
	2-26	Mechanisms for Seeking Advice and Raising Concerns	II. Corporate Governance (II) Board of Directors	45-47
	2-27	Compliance with Laws and Regulations	II. Corporate Governance (II) Board of Directors	37,44
	2-28	Membership Associations	II. Corporate Governance 3. R&D Innovation	24

Stakeholder Engagement		2-29	Approach to stakeholder engagement	III. Stakeholders (I) Stakeholder Identification	58
		2-30	Collective bargaining agreements	AAEON Technology conducts collective bargaining in the form of labor-management meetings.	66
GRI 3: Material Topics					
GRI 3: Material Topics		3-1	Process to determine material topics	III. Stakeholders (I) Stakeholder Identification	61
		3-2	List of material topics	III. Stakeholders 2. Disclosures on Material Topics	61-62
Economic Dimension					
GRI 201	**GRI 3: Material Topics**	3-3	Management of material topics		
	Business performance	201-1	Direct Economic Value Generated and Distributed	I. About AAEON (II) Economic Performance	15
		201-2	Financial Implications and Other Risks Due to Climate Change	<Appendix II> Climate-Related Financial Disclosure Report	162-163
		201-3	Defined Benefit Plan Obligations and Other Retirement Plans	V. Corporate Commitment (I) Happy Workplace (Employees)	86
		201-4	Financial Assistance Received from the Government	No financial assistance was received from the government in 2024.	16
GRI 202	Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	V. Corporate Commitment (I) Happy Workplace (Employees)	82
		202-2	Proportion of Senior Management Hired from the Local Community	V. Corporate Commitment (I) Happy Workplace (Employees)	85
GRI 203	Indirect Economic Impacts	203-1	Infrastructure Investments and Services Supported	VIII. Social Inclusion	16, 142-154
		203-2	Significant Indirect Economic Impacts	II. Corporate Governance (II) Board of Directors 3. Operational Policies	17-19
GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers	VI. Supplier Management (II). Localized Procurement	109
GRI 205: Anti-corruption	**GRI 3: Material Topics**	3-3	Management of material topics		
	Anti-Corruption	205-1	Operations Assessed for Risks Related to Corruption	II. Corporate Governance (II) Board of Directors	56-58
		205-2	Communication and Training on Anti-Corruption Policies and Procedures	II. Corporate Governance (II) Board of Directors	56-58
		205-3	Confirmed Incidents of Corruption and Action Taken	II. Corporate Governance (II) Board of Directors	56-58
GRI 206	Anti-Corruption and Anti-Competition Behavior	206-1	Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	II. Corporate Governance (II) Board of Directors	56-58
GRI 207	Tax	207-1	Approach to Tax	II. Corporate Governance (II) Board of Directors	42
		207-2	Tax Governance, Control, and Risk Management	II. Corporate Governance (II) Board of Directors	42
		207-3	Stakeholder Engagement and Management of Concerns Related to Tax	II. Corporate Governance (II) Board of Directors	42
		207-4	Country-by-Country Reporting	II. Corporate Governance (II) Board of Directors	42

Environmental Dimension					
GRI 301	**GRI 3: Material Topics**	3-3	Management of Material Topics		
	Materials	301-1	Materials Used by Weight or Volume	VII. Environmental Sustainability (II) Green Production 1. Green Product Design	115-116
		301-2	Recycled Input Materials Used	VII. Environmental Sustainability (II) Green Production 1. Green Product Design	115-116
		301-3	Reclaimed Products and Their Packaging Materials	VII. Environmental Sustainability (II) Green Production 1. Green Product Design	115-116
GRI 302	Energy	302-1	Energy Consumption Within the Organization	VII. Environmental Sustainability (IV) Climate Action 3. Energy Management	125
		302-2	Energy Consumption Outside of the Organization	VII. Environmental Sustainability (IV) Climate Action 3. Energy Management	125
		302-3	Energy Intensity	VII. Environmental Sustainability (IV) Climate Action 3. Energy Management	125
		302-4	Reduction of Energy Consumption	VII. Environmental Sustainability (IV) Climate Action 6. Energy Conservation and Management	128-130
		302-5	Reductions in Energy Requirements of Products and Services	VII. Environmental Sustainability (II) Green Production 6. Energy Conservation and Management	128-130
GRI 303	Water and Effluents	303-1	Interactions with Water as a Shared Resource	VII. Environmental Sustainability (IV) Climate Action 5. Water resource management	127
		303-2	Management of Water Discharge-Related Impacts	VII. Environmental Sustainability (IV) Climate Action 5. Water resource management	127
		303-3	Water Withdrawal	VII. Environmental Sustainability (IV) Climate Action 5. Water resource management	127
		303-4	Water Discharge	VII. Environmental Sustainability (IV) Climate Action 5. Water resource management	127
		303-5	Water Consumption	VII. Environmental Sustainability (IV) Climate Action 5. Water resource management	127
GRI 304	Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	AAEON's operational sites are not located in protected areas and have minimal ecological impacts, therefore no reporting is conducted.	NA
		304-2	Significant impacts of activities, products and services on biodiversity		NA
		304-3	Habitats protected or restored		NA
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		NA
GRI 305	Emissions	305-1	Direct (Scope 1) GHG Emissions	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	120
		305-2	Energy Indirect (Scope 2) GHG Emissions	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	120
		305-3	Other Indirect (Scope 3) GHG Emissions	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	121
		305-4	GHG Emissions Intensity	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	122
		305-5	Reduction of GHG Emissions	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	122
		305-6	Emissions of Ozone-Depleting Substances (ODS)	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	122
		305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	VII. Environmental Sustainability (IV) Climate Action 1. GHG management	122

Environmental Dimension					
GRI 305	Waste	306-1	Waste Generation and Significant Waste-Related Impacts	VII. Environmental Sustainability (IV) Climate Action 2. Waste Management	123-125
		306-2	Management of Significant Waste-Related Impacts	VII. Environmental Sustainability (IV) Climate Action 2. Waste Management	123-125
		306-3	Waste Generated	VII. Environmental Sustainability (IV) Climate Action 2. Waste Management	123-125
		306-4	Waste Diverted from Disposal	VII. Environmental Sustainability (IV) Climate Action 2. Waste Management	123-125
		306-5	Waste Directed to Disposal	VII. Environmental Sustainability (IV) Climate Action 2. Waste Management	123-125
GRI 308	Supplier Environmental Assessment	308-1	New Suppliers that were Screened Using Environmental Criteria	VI. Supplier Management (III) Green Procurement Selection of New Suppliers	110
		308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	VI. Supplier Management (III). Green Supply Chain	110-113

Social (Including Human Rights) Dimension					
Employment	**Employment**				
GRI 401: Employment 2016	Employment	401-1	New employee hires and employee turnover	V. Corporate Commitment (I) Happy Workplace (Employees) 3. Employment	81
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	V. Corporate Commitment (I) Happy Workplace (Employees) (4) Employee Benefits Exceeding Legal Requirements	82-83
		401-3	Parental Leave	V. Corporate Commitment (I) Happy Workplace (Employees) (5) Overview of the Implementation of Parental Leave	83
GRI 402	Employment	402-1	Minimum Notice Periods Regarding Operational Changes	V. Corporate Commitment (I) Happy Workplace (Employees) (6) Smooth Communication Channels	84
	GRI 3: Material Topics	3-3	Management of material topics		
GRI 403	**Occupational Health and Safety**	403-1	Occupational Health and Safety Management System	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	93-95
		403-2	Hazard Identification, Risk Assessment, and Incident Investigation	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	96-97
		403-3	Occupational health services	V. Corporate Commitment (I) Happy Workplace (Employees) 11. Employee Health Management	98-99
		403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	V. Corporate Commitment (I) Happy Workplace (Employees) 11. Employee Health Management	100
		403-5	Worker Training on Occupational Health and Safety	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	95
		403-6	Promotion of worker health	V. Corporate Commitment (I) Happy Workplace (Employees) 11. Employee Health Management	98-99
		403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	93-97
		403-8	Workers Covered by an Occupational Health and Safety Management System	V. Corporate Commitment (I) Happy Workplace (Employees)	93

				10. Occupational Health and Safety Management System	
		403-9	Work-Related Injury	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	96
		403-10	Work-Related Ill Health	V. Corporate Commitment (I) Happy Workplace (Employees) 10. Occupational Health and Safety Management System	96
GRI 404: Training and Education 2016	Training and Education	404-1	Average hours of training per year per employee	V. Corporate Commitment (I) Happy Workplace (Employees) 5. Training Performance	91
		404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	V. Corporate Commitment (I) Happy Workplace (Employees) 8. Talent Cultivation and Development	88
		404-3	Percentage of employees receiving regular performance and career development reviews	V. Corporate Commitment (I) Happy Workplace (Employees) Regular Performance Review	92
GRI 405: Diversity and Equal Opportunity 2016	Diversity and Equal Opportunities	405-1	Diversity of the Governance Body and Employee Diversity	II. Corporate Governance (II) Board of Directors Diversity of the Governance Body V. Corporate Commitment (I) Happy Workplace (Employees) Employee Diversity	40, 79
		405-2	Ratio of Basic Salary and Remuneration of Women to Men	V. Corporate Commitment (I) Happy Workplace (Employees) 7. Remuneration Policies	85
GRI 406	**GRI 3: Material Topics**	3-3	Management of material topics GRI 406-409		
	Non-Discrimination	406-1	Incidents of Discrimination and Corrective Actions Taken	V. Corporate Commitment (I) Happy Workplace (Employees) 6. Employee Grievance Process	84
GRI 407	Freedom of Association and Collective Bargaining	407-1	Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at risk	V. Corporate Commitment (I) Happy Workplace (Employees) 2. Collective bargaining agreements	66
GRI 408	Child labor	408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	V. Corporate Commitment (I) Happy Workplace (Employees) 1. Human Rights Policies	76-77
GRI 409	Forced or compulsory labor	409-1	Operations and Suppliers at Significant Risk for Incidents of forced or Compulsory Labor	V. Corporate Commitment (I) Happy Workplace (Employees) 1. Human Rights Policies	76-77
GRI 410	Security Practices	410-1	Security Personnel Trained in Human Rights Policies or Procedures	V. Corporate Commitment I. Happy Workplace 3. Employment	82
GRI 411	Rights of Indigenous People	411-1	Incidents of Violations Involving Rights of Indigenous Peoples	V. Corporate Commitment I. Happy Workplace 3. Employment	82
GRI 413	Local Communities	413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	VIII. Social Inclusion 3. Social Welfare Participation (1) Invite Suppliers/Customers to Participate in Joint Beach Clean-ups and Tree Planting.	132-136
		413-2	Operation with Significant Actual or Potential Negative Impacts on Local Communities	I. About AAEON 1. Company Profile	6
GRI 414	Supplier Social Assessment	414-1	New Suppliers that were Screened Using Social Criteria	VI. Supply Chain Management (III). Green Supply Chain 1. Selection of New Suppliers	110
		414-2	Negative Social Impacts in the Supply Chain and Actions Taken	VI. Supply Chain Management (III). Green Supply Chain Supplier management	110-113
GRI 415	Public Policy	415-1	Political Contributions	The political contribution for the 2024 year was $0.	NA
GRI 416	Customer Health and Safety	416-1	Assess the Impact of Product or Service Categories on Health And Safety	VII. Environmental Sustainability (II) Green Production (3) Eco-friendly Packaging Design	117

		416-2	Incidents of Non-Compliance with Regulations Concerning the Health and Safety of Products and Services	VII. Environmental Sustainability (II) Green Production (3) Eco-friendly Packaging Design	117-118
GRI 417	Marketing and Labeling 2016	417-1	Requirements for Product and Service Information and Labeling	VII. Environmental Sustainability (II) Green Production (3) Eco-friendly Packaging Design	117-118
		417-2	Incidents with Non-Compliance Concerning Product and Service Information and Labeling	VII. Environmental Sustainability (II) Green Production (3) Eco-friendly Packaging Design	117-118
		417-3	Incidents with Non-Compliance Concerning Marketing Communications	VII. Environmental Sustainability (II) Green Production (3) Eco-friendly Packaging Design	117-118
GRI 418	**GRI 3: Material Topics**	3-3	Management of Material Topics		
	Customer Privacy	418-1	Verified Complaints of Customer Privacy Infringement or Data Loss	II. Corporate Governance (II) Board of Directors (11) Customer Privacy Management	55
Self-disclosure	**GRI 3: Material Topics**	3-3	Management of Material Topics		
	Green Product and Design		Develop and design green products with low power consumption. Green product R&D and design achieve compliance with international environmental regulations.	VII. Environmental Sustainability (II) Green Production (1) Green Product Design	115

《Appendix II》

Task Force on Climate-Related Financial Disclosures (TCFD)

(I) Climate Governance

AAEON's Board of Directors is the highest climate governance body for climate-related issues, responsible for approving climate-related policies, strategies, and targets. It considers and oversees climate-related risks and opportunities, as well as the management and disclosure of these risks. In addition to incorporating the aforementioned climate-related issues into AAEON's operational strategy, the Board of Directors also supervises the implementation and effectiveness of various management mechanisms to ensure stable operations. This includes regularly discussing climate-related issues and continuously reviewing risk assessment results. AAEON irregularly organizes educational training to enhance all employees' understanding of climate-related risk management topics.

To strengthen sustainable governance, the Chairman serves as the convener. The Sustainable Development Unit, Sustainable Environmental Group, and Sustainable Supply Chain Group regularly review climate-related issues and implementation status. The review results are presented to the Board of Directors to demonstrate AAEON's commitment to climate governance. The "Environmental Sustainability Task Force" identifies potential climate change risks, opportunities, and financial impacts within AAEON's operations based on the climate change-related financial disclosure project. It discloses relevant information in four major areas: "Governance", "Policy", "Risk Management", and "Metrics and Targets", identifies risk and opportunity issues, and formulates risk management strategies as measures to address climate change.

(II) Climate Risk Management

To understand the impacts of climate change, AAEON conducts an annual inventory of risks and opportunities brought about by climate change according to the nature of its business. Furthermore, it identifies and evaluates these risks and opportunities based on the climate risk and opportunity classification, impact pathway, impact timing and geographical scope, value chain position affected, and financial impact as recommended by the TCFD.

Conduct climate risk and opportunity identification based on the TCFD framework by assessing likelihood, frequency, and potential impact on AAEON, evaluating the risk and opportunity values, and prioritizing focus on "physical risks", "transition risks", and "climate change opportunities".

■ **Physical Risks**

Risk Nature	Sources of Risk	Impact on AAEON	Risk Response Measures
Immediate (Short-Term)	Extreme weather, including typhoons, heavy rain, and extreme temperatures (low and high)	• Threatens employee safety, potentially causing workplace accidents, disrupting work schedules, resulting in financial losses, and damaging AAEON's image.	• Develop emergency response plans for extreme weather and conduct regular drills to prepare in advance, minimizing injuries or financial losses caused by risks.
Long-Term	Effects of greenhouse gases causing a global rise in average temperatures.	• Continued rise in global average temperatures. • The intensification of carbon reduction issues continues rapidly.	• Implement educational training on climate change risk management topics (such as office energy conservation and carbon reduction) to instill carbon reduction concepts in employees. • Beach cleaning activities focus on waste collection. • Participate in reforestation activities. • Clean air, clear mind Action • Support the global Earth Hour activity.

Transition Risks

Risk Nature	Sources of Risk	Impact on AAEON	Risk Response Measures
Policies and Regulations	International conventions or advocacy regulations	• International conventions or advocacy regulations, such as TCFD information disclosure requirements, necessitate AAEON to formulate related climate change risk and response measures. • Increased operating costs due to carbon taxes.	Address climate change issues by adhering to TCFD guidelines, responding to relevant risk information and measures, tracking implementation performance, and regularly reviewing and improving.
	National regulatory updates	• Domestic environmental regulations and policies, such as mandatory disclosure of GHG emissions and the implementation of energy management, are required.	Continue conducting annual GHG Protocol greenhouse gas inventory and verification operations.
Technology	Renewable energy	• Insufficient renewable energy or increased electricity costs	Evaluate and plan for the purchase and use of renewable energy
Customer Demand and Corporate Image	Changes in customer demand for low-energy, low-carbon products	Reduced market demand for non-green products.	• Enhance software and hardware energy use efficiency to continuously reduce carbon emissions during the usage phase. • Integrate circular economy thinking into product design and production, such as using environmentally friendly materials, improving product energy efficiency, and extending product life cycles to develop low-carbon products.

Climate Change Opportunities

Opportunity Nature	Source of Opportunity	Description of Opportunity
Continued development of lower energy consumption products/technologies to meet customer demand	Use of renewable energy	Procurement of renewable energy sources, such as wind, hydropower, solar, and geothermal energy, that enhance environmental sustainability and contribute to carbon reduction.
	Use of low-carbon materials	Establish a low-carbon materials database and develop low-carbon products.
	Increase willingness of the supply chain to reduce carbon emissions	Gradually implement carbon reduction measures within the supply chain to lower the carbon emissions of products.

(III) Metrics and Targets (Strategy)

AAEON adheres to environmental laws and related international guidelines, appropriately protecting the natural environment and is committed to achieving environmental sustainability targets.
In the course of operational activities, evaluate the improvement of resource utilization efficiency and prevent pollution of water, air, and land; make every effort to minimize adverse effects on human health and the environment, estimate AAEON's GHG inventories, and adopt the best feasible measures for pollution prevention and control technologies. Using recycled materials with low environmental impact, enabling the sustainable use of Earth's resources.

Short-TermTargets (1 to 3 years)	Medium-Term Targets (3 to 5 years)	Long-Term Targets (More than 5 years)
• Complete the Group's GHG inventory and third-party verification by 2024. • Energy-saving action plans and paper reduction measures enhance employees' sustainable awareness of energy conservation, carbon reduction, and environmental protection.	• 2030 Scope 1 and 2: Reduce carbon emissions by 50% • Scope 3: A scientifically grounded reduction target to reduce carbon emissions from the procurement of goods and services and the use of sold products by 30%.	• The 2050 SBT Net-Zero Commitment and Long-Term Vision of Limiting Temperature Rise to No More than 1.5°C

(IV) GHG Inventory (Measures)

1. Using 2021 as the base year, AAEON conducts GHG inventory according to the GHG Protocol framework, employing the "Operational Control" approach. We inventory the GHG emissions from Scopes 1 to 3 within AAEON's operational boundaries, with third-party data verification, driving carbon management and reduction.

- Greenhouse Gas (GHG) Reduction Goals:
  - ✧ 2030: Reduce Scope 1 and Scope 2 carbon emissions by 50% from the 2021 baseline.
  - ✧ Reduce Scope 3 carbon emissions from the procurement of goods and services and the use of sold products by 30% from the 2021 baseline.

Item	Unit	2024	2023	2022	2021
Scope 1: Direct GHG Emissions	Tons/CO_2e	141.0544	135.9340	131.2779	103.5175
Scope 2: Energy Indirect GHG Emissions	Tons/CO_2e	1,262.4361	1,391.1907	1,401.6956	1,418.2547
Scope 3: Other Indirect GHG Emissions	Tons/CO_2e	68,305.6527	74,520. 7570	118,612.0584	95,369.2958
Total GHG Emissions Quantity	Tons/CO_2e	69,709.1431	76,047.8817	120,145.0589	96,891.0707
Revenue (Individual Revenue)	NT$ Million	3,919	4,665	5,941	4,430
GHG Emissions Intensity		17.7875	16.3034	20.2236	21.8691

Note 1: Data coverage: AAEON Taiwan
Note 2: The data for 2024 was audited and verified in May 2025.

(V) Greenhouse Gas Reduction Goals and Actions

- Plan to set "absolute reduction" targets in 2025 and gradually implement reduction measures, achieving short, medium, and long-term carbon reduction goals.

Item / Unit	Target Year	Method for Setting Absolute Reduction Targets Absolute Value or Percentage	Absolute Reduction Targets%
Base Year for Carbon Reduction	2021	**96,891.0707**(tons of CO_2e)	
Short-Term Carbon Reduction Targets	2026	Percentage	10
Medium-Term Carbon Reduction Targets	2030	Percentage	50 (Scope 1 + Scope 2)
Long-Term Carbon Reduction Targets	2050	Percentage	90

- Replace outdated machinery and equipment to improve energy efficiency.
- Gradually phase out and replace lighting installations with high-efficiency energy-saving fixtures.
- Promote low-carbon operation measures in office areas and advocate the implementation of daily carbon reduction actions.
- Continue to implement Public Welfare and Environmental Protection activities, driving awareness of Sustainable Development.

(VI) Reduction results

The reduction results of greenhouse gas emissions in 2024 compared to 2021.

- Scope 1 and Scope 2 emissions total decreased by 7.77% compared to 2021.
- Scope 1, Scope 2, and Scope 3 emissions total decreased by 28.05% compared to 2021.

《Appendix III》

SASB Index

Indicators	Serial Number	Indicator Description	Disclosed Content
Product Safety	TC-HW-230a.1	Describe methods for identifying and addressing data security risks in products.	(10) Information Security Management
Employee Diversity and Inclusion	TC-HW-330a.1	The gender and racial/ethnic group ratio of management and all other employees.	V. Corporate Commitment (I) Happy Workplace (Employees)
Product Life-Cycle	TC-HW-410a.1	The percentage of revenue from products containing declarable substances according to IEC 62474.	0
	TC-HW-410a.2	The percentage of revenue from products meeting EPEAT registration requirements or equivalent conditions.	0
	TC-HW-410a.3	The percentage of revenue from products meeting ENERGY STAR criteria.	0
	TC-HW-410a.4	The weight and percentage of recycled discarded products and electronic waste.	VII. Environmental Sustainability (II) Green Production (1) Green Product Design
Material Procurement	TC-HW-440a.1	Describe the Risk Management for managing the use of critical materials.	VI. Supply Chain Management (III). Green Supply Chain
Industry Activities	TC-HW-000.A	Production volume of each product type	Number of board sales: 313,618 (pieces) Number of system sales: 103,140 (units)
	TC-HW-000.B	Plant area	12,059(m^2) square meter
	TC-HW-000.C	Percentage of production from owned facilities	Board production from owned facilities: 86%, System production from owned facilities: 100%

《Appendix IV》

Annex 1-8 to Annex 1-14 Sustainability Disclosure Indicators - Semiconductor Industry, Computer and Peripheral Equipment Industry, Optoelectronics Industry, Communication Network Industry, Electronic Components Industry, Electronic Distribution Industry, Other Electronics Industry

Serial No.	Indicators	Indicators Type	Year disclosure status	Unit
1	Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy	Quantified	VII. Environmental Sustainability (2) Environmental Management	Gigajoules (GJ); Percentage (%)
2	Total water withdrawal and total water withdrawal	Quantified	VII. Environmental Sustainability (2) Environmental Management	Thousand Cubic Meters (1,000 m^3)
3	Weight of hazardous waste generated and percentage recovered	Quantified	VII. Environmental Sustainability (2) Environmental Management 2. Waste Management	Metric Tons (t); Percentage (%)
4	Describe the type, number and rate of occupational hazards	Quantified	V. Corporate Commitment I. Happy Workplace 10. Occupational Health and Safety Management System	Quantity, Ratio (%)
5	Disclosure of product life-cycle management: Disclosure of product life-cycle management: weight of end-of-life products and e-waste and percentage of recycling (Note 1)	Quantified	1. 41.3161 2. 66.96	Metric Tons (t); Percentage (%)
6	Description of risk management related to the use of critical materials	Qualitative Description	VI. Supply Chain Management (III). Green Supply Chain	Not Applicable
7	Total pecuniary losses arising from legal proceedings relating to the anti-competition behaviors ordinance	Quantified	0	Reporting Currency
8	Production volume of each product type	Quantified	Number of board sales: 313,618 (pieces) Number of system sales: 103,140 (units)	Depends on product type.

[Correction Explanation] Correct the English symbols for the Unit of Indicator 2, and the order of the Unit for Indicator 4.

《Appendix V》

Climate-Related Information for Listed and OTC Companies

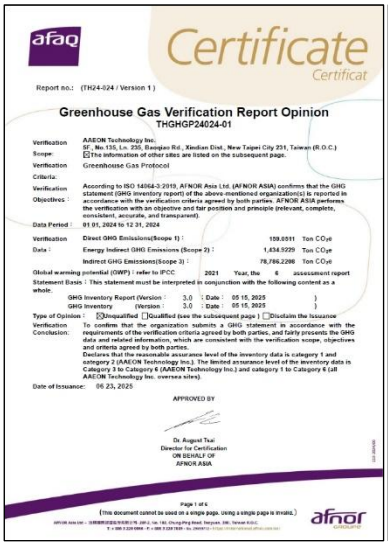
Item	Disclosure Section
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
3. Describe the financial impact of extreme weather events and transformative actions.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.	Internal carbon pricing has not yet implemented.
8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be stated; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits or the amount of renewable energy certificates (RECs) should be stated.	Appendix II, Climate-related Financial Disclosure Report (TCFD), P162-165
9. Greenhouse gas inventory and confirmation status.	GHG Inventory for Year 2024, the inventory will be completed in 2025 and the verification report opinion will be obtained, please see Appendix VI P169 for details.

《Appendix VI》

Greenhouse Gas (GHG) Verification Report Opinion

THGHGP24024-01

AAEON Website: https://www.aaeon.com/tw/article/list/environmental-friendly



Certificate

Report no.: (TH24-024 / Version 1)

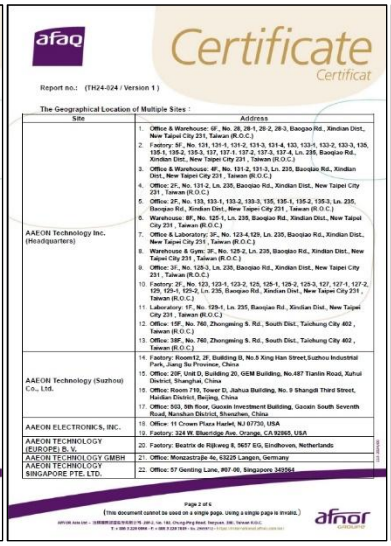
Greenhouse Gas Verification Report Opinion
THGHGP24024-01

Verification Scope:	AAEON Technology Inc. 8F., No.135, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.) ☑The information of other sites are listed on the subsequent page.
Verification Criteria:	Greenhouse Gas Protocol
Verification Objectives:	According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).
Data Period:	01 01, 2024 to 12 31, 2024
Verification Data:	Direct GHG Emissions(Scope 1): 159.0511 Ton CO_2e Energy Indirect GHG Emissions (Scope 2): 1,434.9229 Ton CO_2e Indirect GHG Emissions(Scope 3): 78,786.2298 Ton CO_2e
Global warming potential (GWP): refer to IPCC	2021 Year, the 6 assessment report
Statement Basis:	This statement must be interpreted in conjunction with the following content as a whole: GHG Inventory Report (Version: 3.0 ; Date: 05 15, 2025) GHG Inventory (Version: 3.0 ; Date: 05 15, 2025)
Type of Opinion:	☒Unqualified ☐Qualified (see the subsequent page) ☐Disclaim the Issuance
Verification Conclusion:	To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties. Declares that the reasonable assurance level of the inventory data is category 1 and category 2 (AAEON Technology Inc.). The limited assurance level of the inventory data in Category 3 to Category 6 (AAEON Technology Inc.) and category 1 to Category 6 (all AAEON Technology Inc. oversea sites).
Date of Issuance:	06 23, 2025

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

Page 1 of 6
(This document cannot be used on a single page. Using a single page is invalid.)



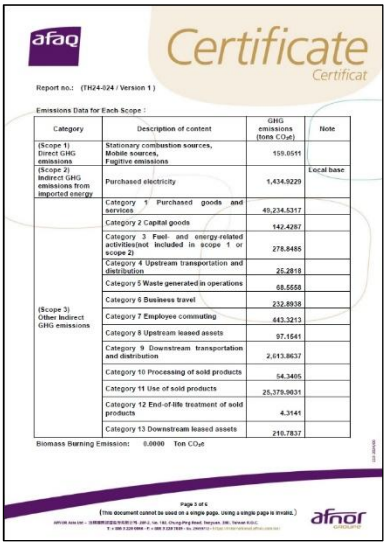
Certificate

Report no.: (TH24-024 / Version 1)

The Geographical Location of Multiple Sites :

Site	Address
AAEON Technology Inc. (Headquarters)	1. Office & Warehouse: 6F, No. 26, 28-1, 28-2, 28-3, Baoqiao Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.) 2. Factory: 5F., No. 131, 131-1, 131-2, 131-3, 131-4, 133, 133-1, 133-2, 133-3, 135, 135-1, 135-2, 135-3, 137, 137-1, 137-2, 137-3, 137-4, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 3. Office & Warehouse: 4F., No. 131-2, 131-3, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 4. Office: 2F., No. 131-2, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 5. Office: 2F, No. 133, 133-1, 133-2, 133-3, 135, 135-1, 135-2, 135-3, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 6. Warehouse: 8F., No. 125-1, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 7. Office & Laboratory: 3F., No. 123-4,129, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 8. Warehouse & Gym: 2F., No. 129-2, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 9. Office: 3F., No. 128-3, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 10. Factory: 2F., No. 123, 123-1, 123-2, 125, 125-1, 129-2, 129-3, 127, 127-1, 127-2, 129, 129-1, 125-2, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 11. Laboratory: 1F., No. 129-1, Ln. 235, Baoqiao Rd., Xindian Dist., New Taipei City 231 , Taiwan (R.O.C.) 12. Office: 15F., No. 760, Zhongming S. Rd., South Dist., Taichung City 402 , Taiwan (R.O.C.) 13. Office: 38F., No. 760, Zhongming S. Rd., South Dist., Taichung City 402 , Taiwan (R.O.C.)
AAEON Technology (Suzhou) Co., Ltd.	14. Factory: Room12, 2F, Building B, No.9 Xing Han Street,Suzhou Industrial Park, Jiang Su Province, China 15. Office: 20F, Unit D, Building 20, GEM Building, No.187 Tianlin Road, Xuhui District, Shanghai, China 15. Office: Room 719, Tower D, Jiahua Building, No. 9 Shangdi Third Street, Haidian District, Beijing, China 17. Office: 503, 5th floor, Guoxin Investment Building, Gaoxin South Seventh Road, Nanshan District, Shenzhen, China
AAEON ELECTRONICS, INC.	18. Office: 11 Crown Plaza Hartel, NJ 07730, USA
AAEON TECHNOLOGY (EUROPE) B. V.	19. Factory: 324 W. Bluestige Ave, Orange, CA 92865, USA 20. Factory: Beatrix de Rijhweg 8, 5657 EG, Eindhoven, Netherlands
AAEON TECHNOLOGY GMBH	21. Office: Monzastraße 4e, 63225 Langen, Germany
AAEON TECHNOLOGY SINGAPORE PTE. LTD.	22. Office: 57 Genting Lane, #07-00, Singapore 349564

Page 2 of 6
(This document cannot be used on a single page. Using a single page is invalid.)



Certificate

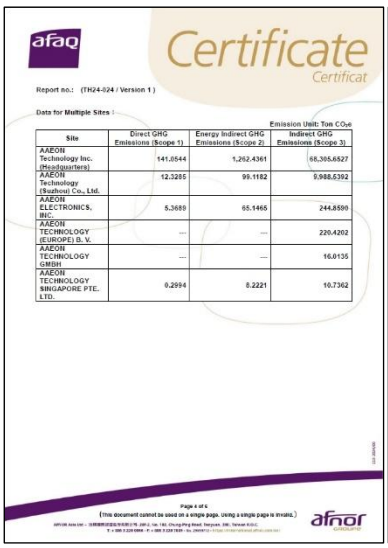
Report no.: (TH24-024 / Version 1)

Emissions Data for Each Scope :

Category	Description of content	GHG emissions (tons CO_2e)	Note
(Scope 1) Direct GHG emissions	Stationary combustion sources, Mobile sources, Fugitive emissions	159.0511	
(Scope 2) Indirect GHG emissions from imported energy	Purchased electricity	1,434.9229	Local base
(Scope 3) Other Indirect GHG emissions	Category 1 Purchased goods and services	49,234.5317	
	Category 2 Capital goods	142.4287	
	Category 3 Fuel- and energy related activities(not included in scope 1 or scope 2)	278.8485	
	Category 4 Upstream transportation and distribution	25.2818	
	Category 5 Waste generated in operations	68.5568	
	Category 6 Business travel	232.8938	
	Category 7 Employee commuting	443.3213	
	Category 8 Upstream leased assets	97.1541	
	Category 9 Downstream transportation and distribution	2,613.8637	
	Category 10 Processing of sold products	54.3405	
	Category 11 Use of sold products	25,379.9031	
	Category 12 End-of-life treatment of sold products	4.3141	
	Category 13 Downstream leased assets	216.7837	

Biomass Burning Emission: 0.0000 Ton CO_2e

Page 3 of 6
(This document cannot be used on a single page. Using a single page is invalid.)



Certificate

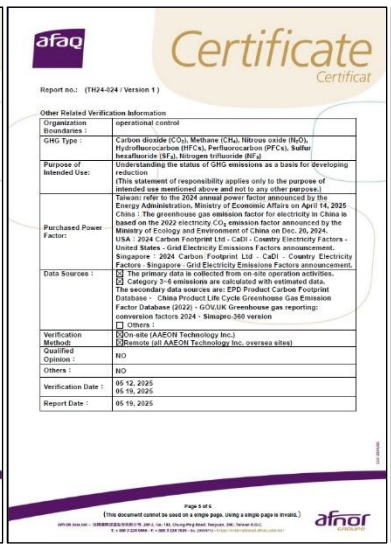
Report no.: (TH24-024 / Version 1)

Data for Multiple Sites :

Emission Unit: Ton CO_2e

Site	Direct GHG Emissions (Scope 1)	Energy Indirect GHG Emissions (Scope 2)	Indirect GHG Emissions (Scope 3)
AAEON Technology Inc. (Headquarters)	141.0544	1,262.4361	68,305.6527
AAEON Technology (Suzhou) Co., Ltd.	12.3285	99.1182	9,988.5392
AAEON ELECTRONICS, INC.	5.3689	65.1465	244.8890
AAEON TECHNOLOGY (EUROPE) B. V.	---	---	220.4202
AAEON TECHNOLOGY GMBH	---	---	16.0135
AAEON TECHNOLOGY SINGAPORE PTE. LTD.	0.2994	8.2221	10.7362

Page 4 of 6
(This document cannot be used on a single page. Using a single page is invalid.)



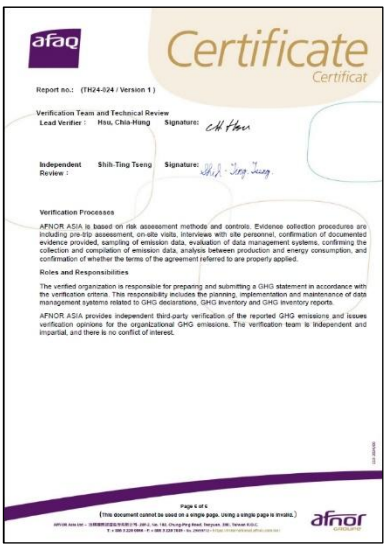
Certificate

Report no.: (TH24-024 / Version 1)

Other Related Verification Information

Organization Boundaries :	operational control
GHG Type :	Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF_6), Nitrogen trifluoride (NF_3)
Purpose of Intended Use:	Understanding the status of GHG emissions as a basis for developing reduction (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Purchased Power Factor:	Taiwan: refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on April 14, 2025 China : The greenhouse gas emission factor for electricity in China is based on the 2022 electricity CO_2 emission factor announced by the Ministry of Ecology and Environment of China on Dec. 20, 2024. USA : 2024 Carbon Footprint Ltd - CaDI - Country Electricity Factors - United States - Grid Electricity Emissions Factors announcement. Singapore : 2024 Carbon Footprint Ltd - CaDI - Country Electricity Factors - Singapore - Grid Electricity Emissions Factors announcement.
Data Sources :	☒ The primary data is collected from on-site operation activities. ☒ Category 3~6 emissions are calculated with estimated data. The secondary data sources are: EPD Product Carbon Footprint Database - China Product Life Cycle Greenhouse Gas Emission Factor Database (2022) - GOV.UK Greenhouse gas reporting: conversion factors 2024 - Simapro-360 version ☐ Others :
Verification Method:	☒On-site (AAEON Technology Inc.) ☒Remote (all AAEON Technology Inc. oversea sites)
Qualified Opinion :	NO
Others :	NO
Verification Date :	05 12, 2025 05 19, 2025
Report Date :	05 19, 2025

Page 5 of 6
(This document cannot be used on a single page. Using a single page is invalid.)



Certificate

Report no.: (TH24-024 / Version 1)

Verification Team and Technical Review

Lead Verifier : Hsu, Chia-Hung Signature:

Independent Review : Shih-Ting Tseng Signature:

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

Page 6 of 6
(This document cannot be used on a single page. Using a single page is invalid.)

《Appendix VII》

2024 Independent Assurance Statement of the Sustainability Report

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2024 Sustainability Report of AAEON Technology Inc.

Statement No.: 2506018

AAEON Technology Inc. (hereinafter referred to as AAEON) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with AAEON.

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

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

The Scope of Assurance

The verification scope of AAEON and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of AAEON from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of AAEON's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of AAEON's sustainability report, and provide a fair standpoint of AAEON 's related operations and performance. We believe that the specific performance indicators of AAEON in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate AAEON's expectations and efforts to identify and satisfy stakeholders.

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

Verification method

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

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

Conclusion

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

- **Inclusivity**
  AAEON has established a process of cooperation with major stakeholders, including employees, shareholders, customers, suppliers, government agency and community group, etc., and will launch a series of stakeholder activities in 2024,

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

involving economy, environment and society, a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of AAEON.

- **Materiality**
  The report has stated that AAEON focuses on economy, environment and society topics, and identified 6 major topics including economic performance, anti-corruption and anti-competition, raw material management, green product and design, occupational safety and health and customer privacy, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of AAEON.
- **Responsiveness**
  AAEON responds to requests and opinions from stakeholders. Implementation methods include labor-management meetings, welfare committee meetings, employee performance interview/education and training/mailbox, AAEON listen to you, shareholders' meeting, public information observatory, official website stakeholders area, spokesperson, customer service/technical consultation mailbox/satisfaction survey/product education and training, supplier evaluation /visits, government agency correspondence/legislative information sessions/seminars/symposiums, volunteer services and charity activities, phone calls and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of AAEON.

-Impact

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

-GRI Guidelines

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

Assurance level

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

Responsibility

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

Ability and Independence

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

On behalf of the assurance team JULY 04, 2025
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

Signed by General Manager W. L. Chen

AA1000
Licensed Report
000-250/V3-3A1EA