

2024 艾訊股份有限公司

永續報告書

Sustainability Report



Catalogue

2024 Corporate Sustainable Development Performance List	3
Axiomtek Sustainability Policy	4
Axiomtek's core concept of sustainable development	5
Axiomtek Beliefs and Values	10
About This Report.....	10
Letter from the Chairman	13
Chapter 1 Company Introduction	15
Chapter 2 Stakeholder Communication and Response	52
Chapter 3 Operation Highlights.....	89
Chapter 4 Products & Services	97
Chapter 5 Friendly Workplace	113
Chapter 6 Environmental Protection	146
Chapter 7 Social Participation	159
GRI Content Index.....	162
SASB Sustainability Accounting Standards - Hardware	167

2024 Corporate Sustainable Development Performance List

			
Axiomtek headquarters and its subsidiaries in the United States and Germany passed the BSI verification for ISO 14064-1 in 2024, covering all verification items from categories 1 to 6.	In 2024, Axiomtek's domestic procurement amount accounts for as much as 87%.	In 2024, Axiomtek's Sustainability Report passed the BSI audit using GRI and SASB verification standards. Simultaneously, the TCFD report was also issued and verified by BSI.	Axiomtek's 11th Corporate Governance Evaluation (2024) results show that the company has ranked within the top 5% among OTC-listed companies for nine consecutive years.



Axiomtek Sustainability Policy

In 2015, all United Nations member states adopted the 2030 Agenda for Sustainable Development, providing a shared blueprint for peace and prosperity for all humanity and the planet, both now and in the future. Centered around 17 Sustainable Development Goals (SDGs), the agenda outlines 169 specific targets as directions for implementation, aiming to collectively achieve the vision of promoting human survival and sustainable development by 2030.

Since its establishment, Axiomtek has remained true to its original mission, focusing on technological cultivation and long-term corporate development. At the same time, it considers the interests of all stakeholders, including Axiomtek employees, customers, shareholders, suppliers, and society. Upholding the sustainable vision of "corporate governance and integrity management," "green products and environmental protection," and "employee care and support for the vulnerable," Advantech strives to become a benchmark enterprise in Taiwan and pursue sustainable business development.

The current ESG vision is determined through discussions between the Chairman (founder) and senior executives.

Our Vision

- Benchmark Enterprise, Sustainable Operation

Our Mission

- Adhere to Corporate Governance and Integrity in Business
- Care for Employees and Support the Vulnerable
- Green Product Design with Emphasis on Environmental Protection

Our Implementation Guidelines

- Adhere to Corporate Governance and Integrity in Business

Axiomtek emphasizes a corporate spirit of honesty and integrity, complying with laws and business ethics to maintain good corporate governance. We prohibit improper gains and unfair business competition, respect intellectual property rights, and are committed to protecting the privacy of every customer and business partner. We establish multiple communication channels, promote social responsibility, and strive to make life and society better.

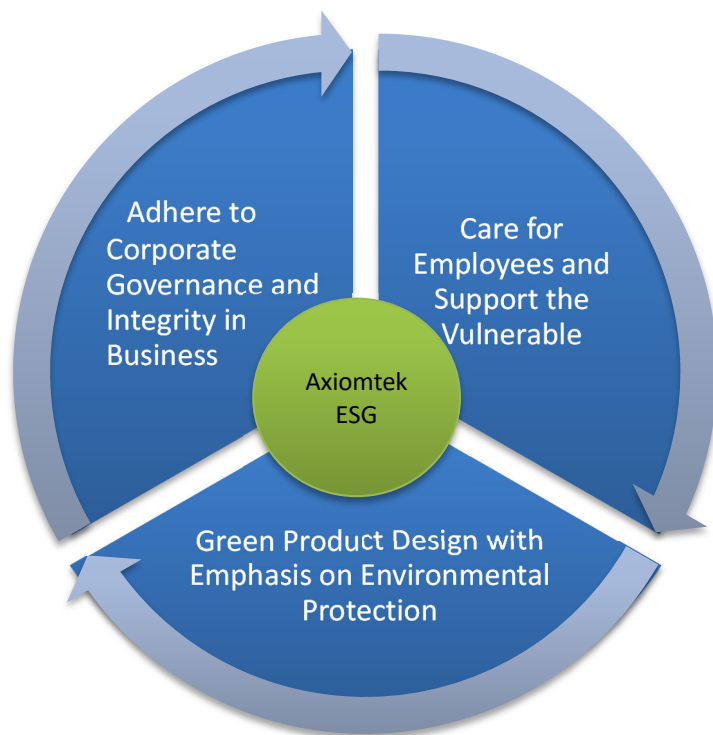
- Care for Employees and Support the Vulnerable

Axiomtek prioritizes employee safety and health in compliance with government regulations, provides fair compensation and benefits, ensures equality and equal rights, and retains and nurtures talent. We prohibit any form of discrimination, child labor, and forced labor. We actively promote work-life balance and physical and mental well-being, reasonably arrange employees' working hours and rest periods with appropriate flexibility, and create a safe, healthy, motivating, and comfortable work environment through an open communication management approach.

- Green Product Design with Emphasis on Environmental Protection

From the initial stage of product development, we adopt a design philosophy focused on long product life cycles. We consider how to reduce energy consumption, improve efficiency, simplify processes, and develop green design products through material selection, product design, supplier management, and manufacturing. In response to customer and stakeholder requirements regarding the prohibition or restriction of hazardous substances, we provide specifications and high quality that meet these demands. Through corporate efforts, we implement environmental protection and fulfill our responsibilities as global citizens.

Axiomtek's Core Concept of Sustainable Development



- Emphasize corporate governance, integrity, and honesty
- Operate with integrity, valuing the rights and interests of stakeholders
- Protect customer and transaction data
- Conduct business ethically, avoiding illegal transactions
- Respect and protect intellectual property rights
- Comply with laws and regulations, safeguarding employee rights
- Offer flexible working hours and provide a high-quality work environment
- Encourage community activities, focusing on physical and mental health, humanitarian care, and cultural and artistic promotion
- Manage the supply chain responsibly, prohibiting the use of harmful substances
- Continuously innovate products and develop green designs
- Promote energy conservation and encourage full participation from all employees

Axiomtek Corporate Sustainability Committee

Axiomtek aims to become an industry "hidden champion" and a "happy enterprise." Since 2016, the company has published Corporate Social Responsibility (CSR) reports, and starting in 2021, it transitioned to issuing Sustainability Reports. In 2021, Axiomtek established the Sustainability Development Committee to manage matters related to corporate sustainability from three perspectives: corporate governance, environment, and society. The committee's scope includes company risk management plans, talent cultivation and succession, greenhouse gas inventory planning, sustainability report preparation topics, and communication with stakeholders.

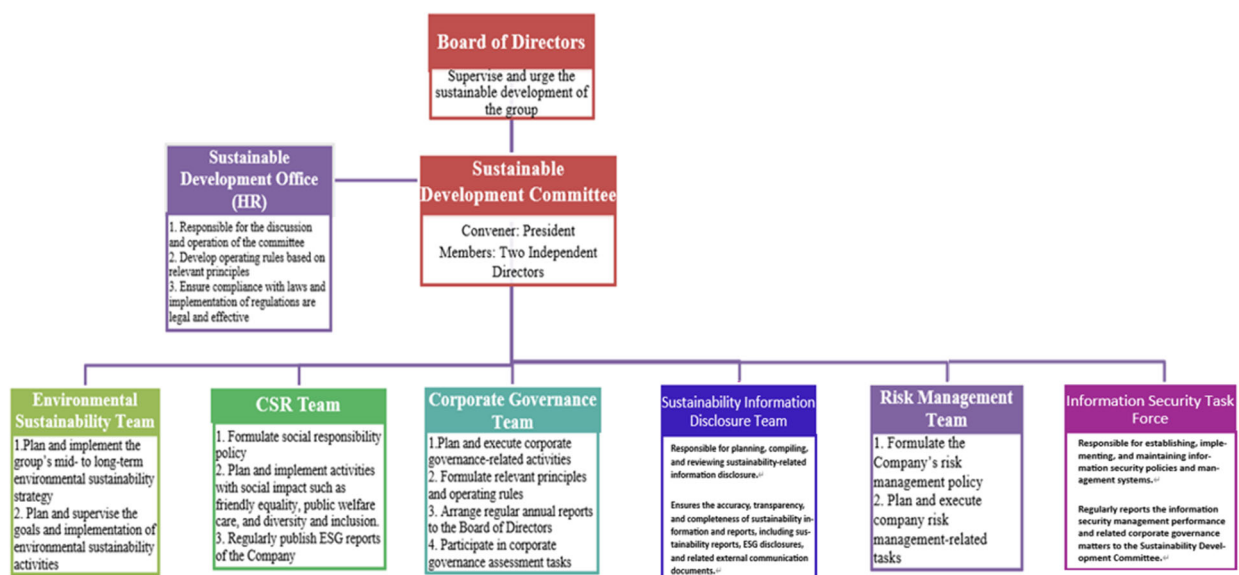
In October 2023, the organization of the Sustainability Development Committee was adjusted to become a functional committee under the Board of Directors, integrating various internal operational teams. It now oversees six working groups: the Corporate Governance Group, Sustainable Environment Group, Social Welfare Group, Sustainability Information Disclosure Group, Risk Management Group, and Information Security Group. Additionally, an ESG Promotion Office was established. The ESG Promotion Office reports annually to the Board of Directors on the issuance of that year's sustainability report and key ESG initiatives. The Board is responsible for reviewing and approving the annual sustainability report, while the General Manager approves important ESG-related projects. The committee's organizational structure is illustrated in the diagram below.

Axiomtek's Sustainability Committee consists of three members: the General Manager and two independent directors. The Promotion Office sets the annual plan and reports major ESG issues and project progress to the Sustainability Committee at least every six months. Climate change risk issues are included in the board meeting agenda at least once a year, with the Risk Management Team responsible for managing climate change-related duties. After new ESG projects are approved by the committee, the responsible teams initiate actions, and the ESG Office regularly tracks results and proposes improvement plans. The ESG Promotion Office also periodically reports related project plans and progress at senior management meetings, where the General Manager personally provides direction and strategic advice, and each first-level executive (Vice President) is assigned to participate in important meetings and decision-making.

Members of each working group, according to their respective areas including Legal Affairs, Supply Chain Management, Quality Assurance, Product Development, Customer Relations, Finance, Human Resources, and Investor Relations, manage various issues related to stakeholders such as customers, suppliers, government, employees, shareholders, and society. These efforts are systematically integrated into Axiomtek's daily operations to realize Axiomtek's vision and mission for sustainable development.

Different stakeholders may have different concerns. Axiomtek's duty and responsibility are to provide the best responses to the issues that stakeholders care about. Axiomtek has established effective communication channels and dedicated personnel responsible for listening to stakeholders' needs. Feedback collected through various communication channels is incorporated into reports for detailed explanations and responses.

● Sustainability Committee Organization

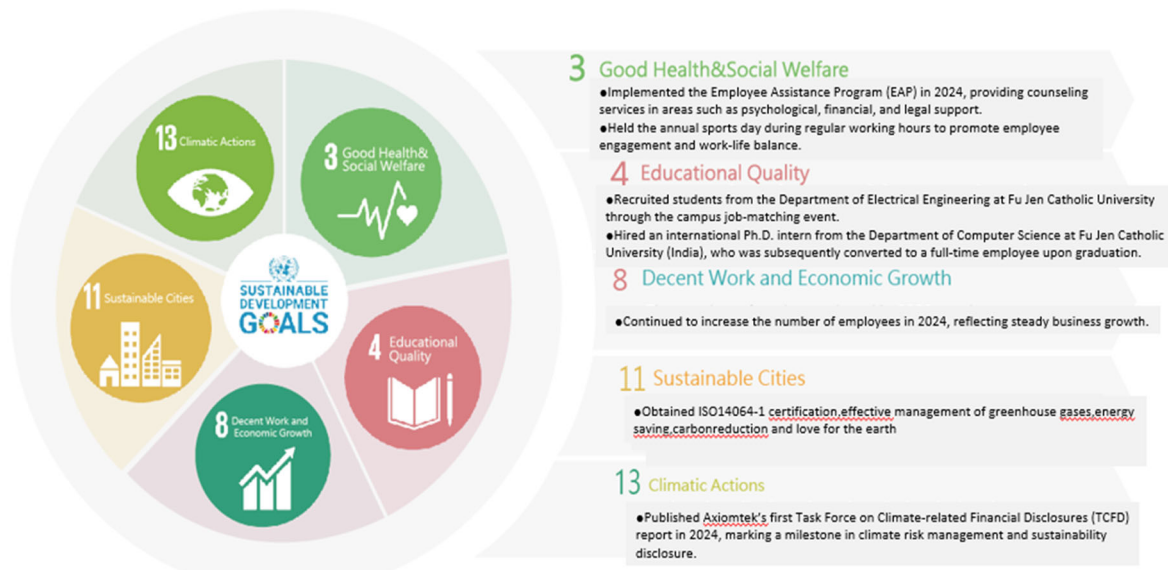


Members		Organizational Functions
Corporate Governance Team		Responsible for compliance with corporate governance laws and regulations, establishing reasonable compensation policies and employee performance evaluation systems, providing education and training, and managing stakeholder communication mechanisms to achieve the goal of sustainable corporate development.
Sustainable Environment Team		Responsible for environmental management systems, compliance with environmental laws, regulations, and international standards, assessing sustainable transformation, improving resource utilization, climate change response mechanisms, and establishing dedicated environmental management units or personnel to achieve environmental sustainability goals.
Social Welfare Team		Responsible for human rights management policies and procedures, compliance with human rights-related laws, regulations, and international standards, establishing internal and external communication among all organizational members (such as employees, subsidiaries, joint ventures, etc.) and key members of the value chain, assessing related risks and management mechanisms, and promoting community and cultural development to achieve sustainable business objectives.
Sustainability Information Disclosure Team		Responsible for sustainability information management policies, compliance with relevant laws, regulations, and international standards on sustainability information disclosure, fully disclosing relevant and reliable sustainability information to enhance transparency.
Risk Management Team		A cross-departmental team executes the tasks of the aforementioned groups, consolidates implementation plans or other sustainability-related matters, and reports execution results to the dedicated (full-time or part-time) sustainability unit or this committee.
Information and Communication Security		According to the environmental, social, and governance management framework, conducts various risk management and assessments, regularly reviews whether systems can achieve operational goals, ensures the integrity, effectiveness, and reasonableness of risk management for company operations, finance, environment, internal controls, and legal compliance, and regularly reports the company's risk management overview to the board of directors.

United Nations Sustainable Development Goals (SDGs)



The summary of Axiomtek's achievements is as follows



Operate with integrity

● Axiomtek Code of Ethical Conduct

Axiomtek has established the "Axiomtek Corporation Code of Ethical Conduct" in accordance with the "Model Guidelines for Ethical Conduct for Listed Companies" to guide the behavior of the company's directors, managers, and all employees in alignment with Axiomtek's organizational values and ethical standards. This also aims to help the company's stakeholders better understand its ethical standards. To ensure the effective implementation of the "Axiomtek Corporation Code of Ethical Conduct" and the "Company Integrity Management Guidelines," and to protect the legal rights of whistleblowers and related parties, the company has further established the "Guidelines for Reporting Illegal, Unethical, or Dishonest Conduct" for compliance.



In response to customer requirements, Axiomtek implemented a CSR management system audit similar to RBA in 2021, and in 2023, it once again passed the evaluation conducted by a third-party certification body commissioned by the customer. The company mandates at least one hour of ESG/integrity management courses (including anti-corruption) as a required training for new employees. Every year, Axiomtek conducts a one-hour online integrity management course (including anti-corruption) and ESG training for all employees in Taiwan and its major suppliers. In 2024, the course completion rate among employees in Taiwan was 88%, while 121 out of 496 major suppliers completed the course, representing 24.4% participation in anti-corruption communication and training. Among board members in 2024, three received anti-corruption-related training, with 42.9% participation in anti-corruption communication and training. Internal control audits of the headquarters and factories in 2024 found no incidents of corruption or suspected corruption. There were no confirmed cases of corruption or bribery in 2024, and currently, there are no ongoing cases involving corruption or bribery.

- **New Employee Training**

In Axiomtek's general education courses for new hires, the General Manager or senior executives personally open the sessions to explain Axiomtek's core philosophy. This ensures that every new Axiomtek employee understands the company's beliefs and values from the very beginning and feels the company's emphasis and dedication to these principles.

- **On-the-Job Reminders**

At Axiomtek's headquarters in Xizhi, the product display area features promotional boards displaying Axiomtek's beliefs and values. These boards continuously promote and remind every Axiomtek employee to regularly self-reflect and consistently uphold the company's beliefs and values. They also serve to declare to important external guests Axiomtek's commitment and persistence in these principles.

- **Supplier Commitment**

To establish a pure and honest long-term business relationship with suppliers and jointly pursue sustainable growth for both parties, all suppliers doing business with Axiomtek are required to sign the "Axiomtek Integrity Commitment." This further publicly affirms Axiomtek's dedication and persistence in upholding its beliefs and values to its suppliers.

Material Topic Management Policy: Anti-Corruption (Operate with integrity)	
Item	Summary Description
Issue Impact Scope	Internal organization, suppliers
Management System	Complaint mailbox and hotline with no actual cases or promotion
2024 Goals	1.Promote awareness to domestic employees and suppliers through online courses. 2.Complete English course materials.
2024 Implementation Results	Domestic course promotion completed, and English course materials finalized.
2025 Promotion Goals	1.Promote awareness to domestic employees and key suppliers through online courses. 2.Complete English course recordings and promote to overseas group employees and suppliers.
Related Policies	Axiomtek Code of Ethical Conduct , Company Integrity Management Code, "Whistleblowing Guidelines for Illegal, Unethical, or Dishonest Conduct"

Axiomtek's Beliefs and Values

- **Passion and Proactivity**

We embrace our vision and goals with passion, while staying committed to our promises to employees and customers.

- **Integrity and Honesty**

We adhere to integrity, pragmatism, and sound business ethics, earning the trust of our customers.

- **Innovative Value**

We adopt advanced technologies and draw from customer experiences, focusing on the development of new products.

- **Collaborative Relationships**

We are committed to long-term success together with our customers, employees, and partners.

- **Leadership**

Our vision is to remain a leader in our targeted fields.

- **Diversified Services**

We strive for diversification in products and services to meet the needs of our target industries.

About This Report

Axiomtek Co., Ltd. (hereinafter referred to as “Axiomtek” or “the Company”) has published its Corporate Social Responsibility Report (CSR Report) annually since 2015, and starting from 2020, the report has been renamed as the Corporate Sustainability Report (CSR). Through this report, the Company discloses its strategies, policies, goals, measures, and performance related to sustainable development, responding to the expectations and needs of stakeholders. Our aim is to build long-term partnerships with customers and communities, promote social inclusion, and advance towards sustainable growth, demonstrating our commitment and determination to corporate sustainability.

- **Reporting Period and Scope**

This report covers the period from January 1, 2024 to December 31, 2024, and discloses Axiomtek's practices and performance in corporate governance, corporate commitment, environmental protection, and social engagement, addressing stakeholders' key concerns. The boundary of the Axiomtek Sustainability Report includes the Company's key operating sites in Taiwan (Xizhi Headquarters and Plant I), with additional disclosure of selected performance data, such as HR data, from the Taichung office. Other subsidiaries and offices, primarily engaged in marketing and sales activities, are not included in this report. For details on the Company's materiality assessment and boundary setting, please refer to the chapter Stakeholder Engagement and

Response. All data and information disclosed in this report are derived from the Company's internal statistics, following internationally recognized calculation methods. Financial data are based on audited financial statements verified by certified public accountants, and unless otherwise specified, are expressed in NT\$ thousands. Some events or data may be restated from prior years for reference purposes.

- Reporting Principles

This report was jointly prepared by the Company's Sustainability Development Committee, following the Global Reporting Initiative (GRI) Standards, the Regulations Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, and with reference to SASB Standards and TCFD Recommendations. Consideration was also given to stakeholder engagement results and issues potentially impacting the Company's value chain. Based on material topics identified, management approaches were developed, boundaries defined, and a GRI Standards Content Index provided for reference.

This report also serves as a transparent channel for communication and feedback with stakeholders, allowing us to align efforts and expectations toward a better future.

- Report Restatement

There were no major organizational changes or alterations to reporting boundaries in this edition. Any data or content adjustments will be explained where relevant.

- Report Assurance

To enhance disclosure quality, the report was verified by the British Standards Institution (BSI) in accordance with AA1000AS v3 Type 1, Moderate Level of Assurance, confirming compliance with the 2021 GRI Standards. An assurance statement is included in the Appendix. This report has been approved by the Board of Directors and published on the Company's official website and the Market Observation Post System.

- Publication Information

This is Axiomtek's 4th Sustainability Report (prior to 2020, five CSR Reports were published). The Company is committed to publishing this report annually. In line with our paperless policy, the report is released electronically and is available in the "Sustainability" section of the Company's website.

Previous publication: August 2024

Current publication: July 2025

Next publication: July 2026

Website: <https://www.axiomtek.com.tw/Default.aspx?MenuId=AboutUs&ItemId=194&C=永續發展專區>

- Contact Information

Axiomtek Co., Ltd.

Address: 8F, No. 55, Nanxing Rd., Xizhi Dist., New Taipei City, Taiwan

Tel: +886-2-8646-2111

Fax: +886-2-8646-2555

Contact: Sonny Hsu

E-mail: sonny.hsu@axiomtek.com.tw

Website: <https://www.axiomtek.com.tw>

Letter from the Chairman

Axiomtek is a Taiwanese brand enterprise dedicated to the Smart Industrial IoT industry. We have consistently demonstrated our commitment to environmental protection, employee well-being, customer satisfaction, and shareholder returns. We also place great importance on sustainable development and issues relevant to stakeholders, including the advancement of suppliers and partners. At the same time, the Company actively engages in social care, reflecting our strong commitment to corporate social responsibility.



Key Milestones

In 2024, Axiomtek achieved several significant milestones in sustainable development:

- **ISO 14064-1 Verification**

Axiomtek's headquarters in Taiwan, along with our subsidiaries in the United States and Germany, successfully obtained verification from the British Standards Institution (BSI) under the ISO 14064-1 standard. The verification covered Categories 1 through 6, demonstrating the Company's comprehensive and professional approach to greenhouse gas management.

- **Domestic Procurement Ratio**

Axiomtek continues to support local suppliers, fostering domestic economic development and sustainable growth. In 2024, our domestic procurement ratio reached 87%, reflecting our strong commitment to supporting the local supply chain.

- **Sustainability and TCFD Reports**

The 2024 Sustainability Report was verified by BSI against the GRI Standards and SASB Standards. In parallel, the Company also issued a TCFD Report (Task Force on Climate-related Financial Disclosures), which likewise received assurance from BSI. These achievements further reinforce Axiomtek's leadership in sustainability disclosures and transparency.

- **Green Products and Environmental Protection**

Green products and environmental protection form one of the key pillars of Axiomtek's sustainability strategy. Looking ahead, the Company will continue to increase R&D investment, promote green technologies, and minimize the environmental impact of our products and operations.

- **Excellence in Corporate Governance**

Axiomtek upholds fairness and integrity to ensure the efficient functioning of corporate governance mechanisms, with a strong commitment to transparency and social responsibility. These efforts have been highly recognized. In the 11th Corporate Governance Evaluation (2024), Axiomtek

was ranked in the Top 5% of TPEX-listed companies for the ninth consecutive year. This achievement not only affirms our pursuit of excellence but also reflects our continuous commitment to enhancing governance standards.

● **Alignment with International Standards**

This Sustainability Report was prepared by the Company's Sustainability Development Committee in line with the GRI Standards, following the "Regulations Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies," and with reference to SASB Standards and TCFD Recommendations. Based on the results of our materiality assessment, management approaches were formulated and integrated into our business strategies, with regular reviews to ensure their effectiveness and alignment with dynamic market demands and challenges.

Axiomtek firmly believes that sustainability policies are not merely documents but a tangible demonstration of our long-term commitment to responsible business operations. We will continue to collaborate with stakeholders to pursue shared sustainability goals and create a better future together.

YT Yang
Founder and Chairman

Chapter 1 Company Introduction

About Axiomtek

Company Name: Axiomtek Co., Ltd.

Date of Establishment: May 1990

Chairman: YANG,YU-TE

Total Capital: NT\$10.71 million

Stock Code: 3088

Number of Employees: 937 (Group)

2024 Consolidated Revenue: NT\$6.893 billion



1.1 Company Background



Axiomtek Co., Ltd. (hereinafter referred to as "Axiomtek" or "the Company") was established in 1990. It is engaged in R&D, manufacturing, and global marketing under the Axiomtek brand in Taiwan, driving the domestic job market and promoting Taiwanese brands to the world. Axiomtek has subsidiaries, offices or exclusive distribution locations in the United States, Germany, the United Kingdom, mainland China, Italy, Malaysia, Thailand and Taiwan, actively expanding our overseas territory, providing real-time business and technical services to global customers, understanding customer needs closely to the market, deepening customer relationships, and establishing Franchise Partner global distribution partners, expanding sales scale and collaborating with customers to explore new markets, while promoting brand localization globally.

Axiomtek is a leading designer and manufacturer in the field of industrial computers. With the trend of AI artificial intelligence, AR/VR technology, big data, and the Internet of Things, industries such as smart factories, smart transportation, mobile devices, efficient computing, smart cities, and remote healthcare are gradually starting to develop. Axiomtek takes innovative design services and digital transformation as its development core, integrates software and hardware to enhance product added value, provides customers with deep solutions for the Domain application industry, and pursues long-term development and sustainable operation of the enterprise, and creates a win-win situation for partners and shareholders.

Associations and organizations that Axiomtek participates in

No.	Associations	General Membership
1	New Taipei City Computer Association	●
2	Intelligence Computer & AIoT Association	●

Main Products

Axiomtek's products are mainly divided into IOT products, intelligent design-in service products and gaming products. Axiomtek has excellent capabilities of research and development technology and has the history of product marketing more than 35 years in the world. The Company has excellent hardware and software engineers as well. According to applications and customer needs, the Company develops products that meet the needs of various industries, including smart factories, rail transit, medical, smart retailing and gaming markets.

IOT Products

•Artificial intelligence IoT and edge computing take automation and smart manufacturing to a higher level, enabling more devices to collaborate, gain insights, and achieve greater efficiency. Our AI edge computing systems, industrial computers, touch panel PCs, and IoT-related devices offer rich functionalities to meet the demanding operational requirements of the automation industry while providing flexibility and customized services.

Intelligent Design-in Service Products

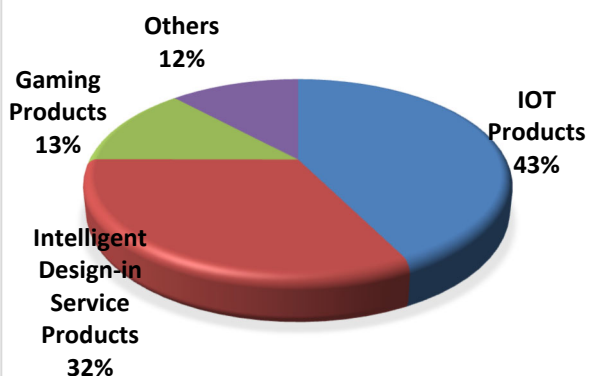
•Smart display modules, modular panel PCs, digital signage players, and self-service kiosks enable innovative smart retail solutions. AI is not only widely applied in everyday life but also drives digital transformation in the healthcare industry. The Company offers seamlessly integrated embedded computing technology and customized medical platform solutions, making us the ideal choice for smart healthcare solutions.

Gaming Products

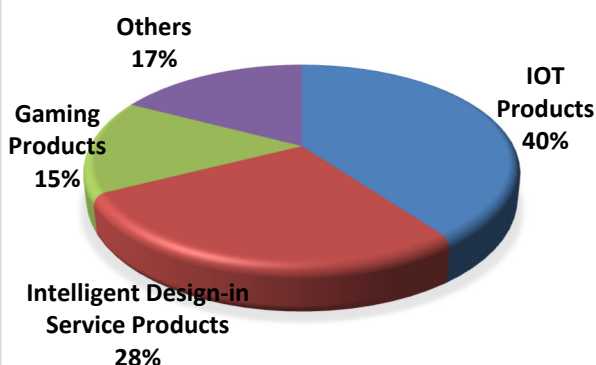
•Develop dedicated platforms for the global gaming and entertainment market, integrating hardware and software expertise, AI-powered image recognition applications, and proprietary patented products to provide a full range of professional services and solutions.

- The table of product sales ratio in the most recent 2 fiscal years (consolidated revenue)

2024



2023

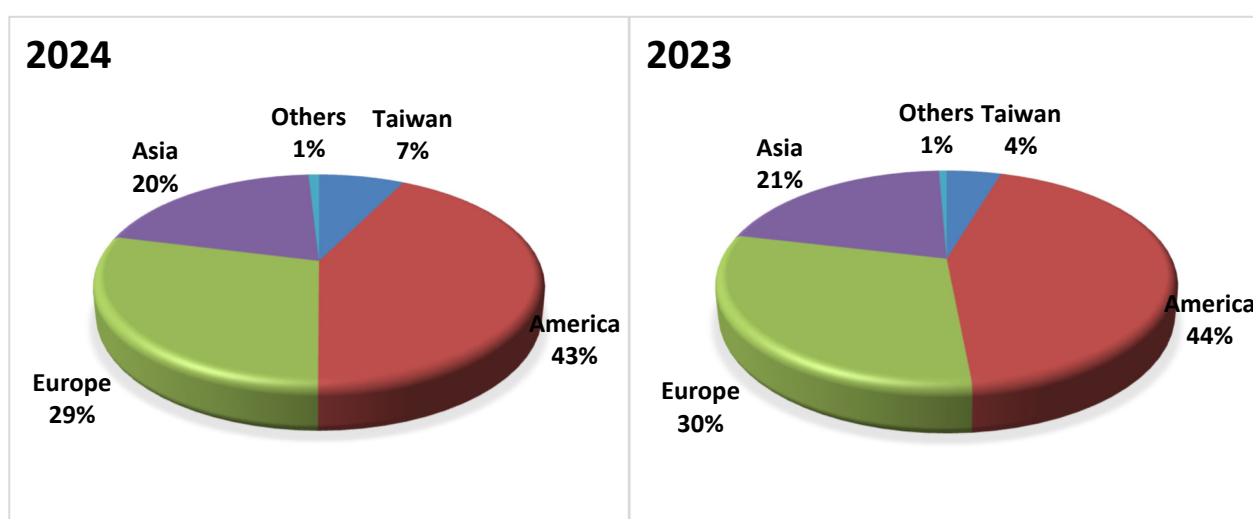


- Table of production values for the last two years (combined)

Unit: PCS; NT\$ Thousand

Main Products \ Year	2024			2023		
	Production Capacity	Production Volume	Production Capacity	Production Volume	Production Capacity	Production Volume
IOT Products	546,073	606,601	2,035,307	602,116	614,382	2,060,315
Intelligent Design-in Service Products	419,448	411,459	1,392,543	440,827	444,144	1,495,804
Gaming Products	232,213	227,790	757,559	210,773	212,359	704,082
Others	80,000	20,906	72,458	80,000	85,951	292,332
Total	1,277,734	1,266,756	4,257,867	1,333,716	1,356,836	4,552,533

- Sales districts for main products in the most recent 2 fiscal years (consolidated revenue)



Market Share

Industrial computers have a variety of industrial characteristics. Axiomtek and its subsidiaries (hereinafter referred to as "Axiomtek Group" or "the Group") continue to launch new products and open up new markets. The Company upholds the concept of innovative technology to research products that meet the needs of various industries. It has become a world-class leader in retail, factory automation and other fields, and continue to accumulate growth momentum. Since there is no reliable agency in China to count the market share of industrial computers, there is no market share of the company. However, the overall global environment is still facing regional political and economic instability. The Group has demonstrated growth for four consecutive years, with both revenue and profits achieving new goals. In the future, the market is expected to gradually explore more business opportunities with AI (artificial intelligence), edge computing, Internet of Things,

industrial cybersecurity, and 5G to 6G innovative application technologies. In addition, the main sales areas of the Group are overseas markets such as Europe, America and Asia, and export sales account for the proportion of the overall revenue. More than 90%; the Group will continue to cultivate its own technical capabilities, focus on specific vertical application markets, and combine future development trends such as wireless communications, artificial intelligence, Internet of Things, machine vision, deep learning, and smart mobile platform applications to build a differentiated and innovative core competitiveness. To meet the emerging wave of AIoT, the Internet of Everything and smart data, the development of vertical industry intelligence and automation will be more prosperous and faster. When related products are launched, Axiomtek will invest more in software and hardware integration capabilities, cooperate with strategic partners, lead performance growth with value-added services, and provide a more diversified product portfolio. As the Group's business continues to expand and its future growth potential is promising, it can be expected that the Group will continue to improve its market position in the field of AIoT computers, and its overall operations and market share should grow steadily.

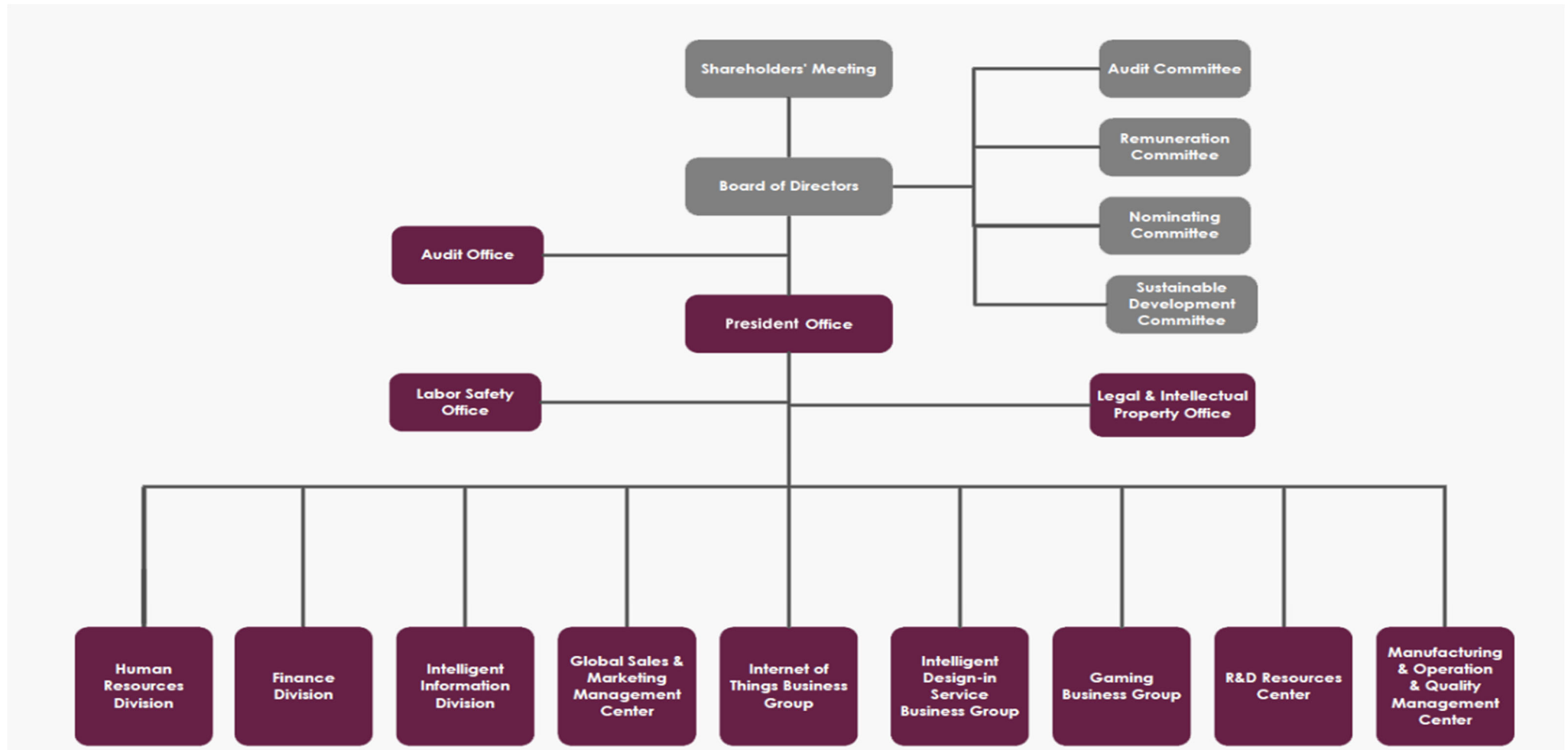
1.2 Corporate Governance

The Taipei Exchange (TPEX) and the Taiwan Stock Exchange (TWSE) are jointly entrusted with the Securities and Futures Institute (SFI) to hold the tenth "2023 Corporate Governance Evaluation of TWSE/TPEX listed companies ", a total of 976 listed companies and 778 OTC companies were evaluated in the eleventh (2024) corporate governance evaluation. On April 30, 2025, The Institute announced the list of top 5%, 6% ~ 20%, 21% ~ 35%, 36% ~ 50%, 51% ~ 65%, 66% ~ 80% and 81% ~ 100% companies in the evaluation results of each group. There are 39 "OTC companies" ranked in the top 5%. Axiomtek, a well-known global leader in industrial computers has been ranked among the top 5% company for eight consecutive years, even though the number of evaluated companies is more than ever. It is helpful for the competition of enterprises and strengthens the level of corporate governance. Axiomtek has more spontaneously shaping corporate governance into organizational culture.

Axiomtek operates transparently and pays attention to the rights and interests of shareholders. All stakeholders can check the corporate governance structure, organizational regulations of various functional committees and related important information¹ in real time in the corporate governance area of the company website. Axiomtek's board of directors authorizes functional committees such as the Audit Committee, Remuneration Committee, Nomination Committee and Sustainable Development Committee to assist the board of directors in performing their supervisory duties, and to regularly review the policies, systems, standards, and structures of performance evaluation and salary compensation for directors and managers, and on October 26, 2023, the organization of the Sustainable Development Committee was adjusted to a functional committee of the Board of Directors, strengthening the corporate governance function and sustainable development goals. The Audit Committee and Remuneration Committee are composed of all independent directors; the Nomination Committee and Sustainable Development Committee is composed of 3 directors, more than half of whom are independent directors; the Sustainable Development Committee is composed of President and 2 independent directors.

¹ For detailed information on corporate governance, please refer to the 2024 Annual Report (<https://www.axiomtek.com/Default.aspx?MenuId=AboutUs&ItemId=225&C=Shareholders+Meeting>) and website (<https://www.axiomtek.com/Default.aspx?MenuId=AboutUs&ItemId=841&C=Corporate+Governance>)

Organizational Chart Of Corporate Governance



1.2.1 Management Team

Main Department	Job Title	Name	Main experience & education	Responsibilities
CEO Office	Chairman & Chief Strategy Officer	Yang, Yu-Te	Founder, President and Chief Strategy Officer of Axiomtek Co., Ltd. Manager of Automation System Unit, Advantech Co., Ltd. Bachelor of Electrical Engineering, Fu Jen University	Responsible for planning the Company's medium- and long-term growth strategy.
President Office	President	William Wu	Executive Vice President, Axiomtek Co., Ltd. Deputy Director, R&D Division, Chaintech Technology Corporation Bachelor of Electronic and Computer Engineering, National Taiwan University of Science and Technology	Co-president, responsible for the development of Axiomtek's vision, business strategy, and operational policies, as well as the research, development, and market deployment of Intelligent IoT products.
President Office	President	Chiven Fan	Executive Vice President, Axiomtek Co., Ltd. Director & President, PAYTRONEX Co., Ltd. Sales Manager, eBizrise Technology Ltd. EMBA Master of National Chengchi University	Co-president, responsible for the development of Axiomtek's vision, business strategy, and operational policies, as well as the global business marketing and Design-in service business development.
Finance Division	Senior Vice President & CFO Head of Corporate Governance	Jane Hsu	Vice President, PAYTRONEX Co., Ltd. Vice President, Leadtek Research Inc. Manager, Deloitte & Touche EMBA Master of National Taiwan University Master of Accounting, National Chengchi University	Responsible for the planning and execution of the Company financial accounting, taxation, stock affairs, investment and capital Management, business management analysis and corporate governance.
Manufacturing & Operation & Quality Management Center	Senior Vice President	Henry Lin	Vice President, Hi-Top internal Co., Ltd. EMBA Master of National Chengchi University Bachelor's in Electronic Engineering, National	Responsible for the Company procurement, manufacturing, logistics and other operational management, planning global manufacturing and ensuring customer satisfaction with quality.

Note: The chairman of the board of directors and the general manager of the Company are different persons, and there is no case in which the chairman of the board of directors also serves as the general manager.

Management Team



1.2.2 Board members' main education and experience

Job Title	Name	Gender	Main Education & Experience
Chairman of the Board Nomination Committee member	Yang, Yu-Te	Male	Founder, President and Chief Strategy Officer of Axiomtek Co., Ltd. Manager of Advantech Co., Ltd. Automation System Unit Bachelor of Electrical Engineering, Fu Jen University
Director	Advantech Co., Ltd. Representative Liu, Wei-Ting	Male	Group Funds Scheduling and Associate Financial Department Manager of Advantech Co., Ltd. Master of Business Administration, National Taiwan University Bachelor of Electrical Engineering, University of Illinois
Director	Tsai, Shih-Yang	Male	Chairman, Smart Management Consulting Co., Ltd. Co-founder, Advantech Co., Ltd. Bachelor of Electronic Engineering, MingHsin University Bachelor of Applied Mathematics (Information Dept.), Chinese Culture University
Director	Huang, Jui-Nan	Male	President & Special assistant of Chairman, Axiomtek Co., Ltd. VP, Advantech Industry Automation Group Chairman of Cermate Technologies Inc. Master of Management Sciences, Tamkang University Bachelor of Computer Science & Information Engineering, National Taiwan University
Independent Director Remuneration Committee Member Convener Of Audit Committee	Chang, Jen-Chih	Male	Certified Public Accountant of Hot Tai Accounting Firm Department Head, Department of Accounting & Statistics, Chungyu College of Business Management Department Head, National Taipei College of Business Master of Accounting, National Chengchi University Bachelor of Accounting, National Chung Hsing University
Independent Director Remuneration Committee Member Audit Committee Member Convener Of Nomination Committee Sustainable Development Committee Member	Yu, Chwo-Ming	Male	Professor of Department of Industrial and Business Management, Chang Gung University. Professor of Department of Business Administration, National Chengchi University Independent Director of Yuanta Futures Co., Ltd. Independent Director of Advantech Co., Ltd. Independent Director of Yuanta Commercial Bank Co., Ltd. Ph.D. of Business Administration of University of Michigan
Independent Director Remuneration Committee Member Audit Committee Member Nomination Committee Memeber	Lin, Hsiu-Ting	Female	CFO, SCT Ltd. Taiwan Branch Independent Director, Thai Kin Co., Ltd. Bachelor of Accounting, National Chengchi University Supervisor of Powerful content inc. Chairman of I Am That Co., Ltd. Chairman of Dong Qiong International Music Co., Ltd.

Sustainable Development Committee Member			
--	--	--	--

1.2.3 2024 Axiomtek's specific achievements in promoting corporate governance

Directors actively participate in corporate governance in 2023	
Board of Directors	• In-Person Attendance Rate Of directors are 100%
Audit Committee	• In-Person Attendance Rate Of committee members are 100%.
Remuneration Committee	• In-Person Attendance Rate Of committee members are 100%.
Nomination Committee	• In-Person Attendance Rate Of committee members are 100%.
Sustainable Development Committee	• In-Person Attendance Rate Of committee members are 100%.

- Protect the rights and interests of shareholders and treat shareholders equally.
 1. Axiomtek's articles of incorporation stipulates that the election of all directors (including independent directors) adopts candidate nomination system. The company records the results of shareholders' approval, opposition, and abstention on each proposal in the minutes, and enters the results into the Market Observation Post System on the day when the general meeting of shareholders is held.
 2. The company uploads the Chinese and English annual reports 18 days prior to the regular shareholder meeting, and simultaneously uploads the Chinese and English meeting notices and the handbook for annual meeting of shareholders 30 days prior to the meeting.
 3. Cash dividends are distributed every year according to the profit situation, and the distribution is completed within 30 days after the ex-dividend base date to protect shareholders' rights and interests.
 4. There are "Procedures for Handling Material Inside Information" to prohibit insiders such as directors or employees from using information that cannot be obtained in the market to make profits and to prevent insiders from obtaining unjust gains for themselves. Regularly implement insider trading prevention announcements for insiders and employees every year.

5. According to the Corporate Governance Best Practice Principles, it is stipulated that the stock trading control measures from the date insiders of a company become aware of the contents of the company's financial reports or relevant results. Measures include, without limitation, those prohibiting a director from trading its shares during the closed period of 30 days prior to the publication of the annual financial reports and 15 days prior to the publication of the quarterly financial reports.
- Strengthen the structure and operation of the board of directors.
 1. The "Corporate Governance Best Practice Principles" was approved by the board of directors and published on the company's website and market observation post system.
 2. The Company set up a Nomination Committee, which is responsible for constructing and developing the organizational structure of the Board of Directors and various committees and conducting the performance evaluation of the Board of Directors, various committees, directors, senior managers and internal audit supervisors and the independence of independent directors.
 3. The nomination and selection of members of the board of directors follows the company's articles of incorporation. It adopts a candidate nomination system and complies with the "Director Election Rules" and "Corporate Governance Best Practice Principles" to ensure the diversity and independence of directors.
 4. All independent directors of Axiomtek have no more than three consecutive terms of office.
 5. In addition to the remuneration committee and the audit committee, Axiomtek has voluntarily set up a non-statutory functional committee - the nomination committee and Sustainable Development Committee. More than half of the members of these committees are independent directors. The company has also appointed a Corporate Governance Officer, whose primary responsibilities include handling matters related to Board and Shareholders' meetings in accordance with the law, preparing meeting minutes, assisting directors with onboarding and continuous education, providing necessary information for directors to perform their duties, and managing other tasks as stipulated by the company's articles of incorporation or relevant agreements.
 6. The board of directors of the company evaluates the independence of CPAs every year and obtains the CPA's statement of independence and 2023 audit quality indicators (AQIs) reports.
 7. Arrange separate communication between independent directors, internal audit supervisors and accountants every year. And disclose the results of the communication on the company website.
 8. The Company has formulated "Risk Management Policy and Procedure" and "Risk

Management Best Practice Principle” are approved by the board of directors, which discloses the scope of risk management, organizational structure and its operation, and reports to the board of directors every year.

9. The company has established cyber security risk management and formulated cyber security policies and specific management plans, and reports to the board of directors every year.
10. The company has established a cyber security risk management framework, formulated cyber security policies and specific management plans, and reports to the board of directors every year.
11. The company's internal audit, appointment, dismissal, and evaluation are submitted to the nomination committee for deliberation, and the remuneration are submitted to the remuneration committee for approval, and then submitted to the board of directors for approval before implementation. The procedures are the same as managers.
12. For improving the performance of the board of directors, the Company appointed the Taiwan Corporate Governance Association in August 2024 to conduct an external performance evaluation of the Board of Directors for the data period from December 2023 to November 2024. The Association completed the on-site evaluation on January 15, 2025 and issued a performance evaluation report of the Board of Directors on February 11, 2025, and disclosed the implementation status and evaluation results on the Company's website and annual report.

● Board of Directors’ further education

Title	Name	Training Date		Organizer	Course Name	Study Hours
		From	End			
Chairman of the Board	Yang, Yu-Te	2024/04/12	2024/04/12	Taiwan Corporate Governance Association	Shareholders' meetings, management rights and equity strategies	3
		2024/05/10	2024/05/10	Taiwan Corporate Governance Association	Introduction to Nomination and Compensation Committees in US Law: Case Analysis	3
Director	Liu, Wei-Ting	2024/09/06	2024/09/06	Taiwan Corporate Governance Association	Strategic thinking on group enterprise reorganization	3
		2024/11/01	2024/11/01	Taiwan Institute of	Aligning growth	3

				Directors	strategies with M&A transactions	
Director	Tsai, Shih-Yang	2024/10/01	2024/10/01	Taiwan Corporate Governance Association	How can the board of directors formulate ESG sustainable governance strategies	3
		2024/11/05	2024/11/05	Securities and Futures Institute	The understanding and connotation of corporate ESG sustainable governance - the global trend of net zero carbon emissions and how companies should respond	3
Director	Huang, Jui-Nan	2024/07/09	2024/07/09	Taiwan Corporate Governance Association	Discussion on the strategy and tool application of enterprise employee reward	3
		2024/11/12	2024/11/12	Taiwan Corporate Governance Association	New thinking on enterprise growth in the AI era	3
Independent Director	Chang, Jen-Chih	2024/06/18	2024/06/18	National federation of certified public accountant associations	International development trends and practices in money laundering prevention	3
		2024/07/04	2024/07/04	National federation of certified public accountant associations	Inheritance tax verification and valuation of various properties	3
		2024/09/10	2024/09/10	National federation of certified public accountant associations	Comprehensive look at sustainable internal control	3
Independent Director	Yu, Chwo-Ming	2024/05/09	2024/05/09	Taiwan Institute of Directors	Create sustainable performance indicators and rewards	3
		2024/08/01	2024/08/01	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulation	3
		2024/08/13	2024/08/13	Taiwan Institute of Directors	Carbon-carbon connection: discussion	3

					in carbon fees, carbon taxes, carbon rights and rights trading	
Independent Director	Lin, Hsiu-Ting	2024/10/28	2024/10/28	Taiwan Corporate Governance Association	Global Trend Analysis - Risks and Opportunities	3
		2024/11/05	2024/11/05	Taiwan Corporate Governance Association	How to draw a roadmap for corporate sustainability	3
		2024/11/08	2024/11/08	Taiwan Corporate Governance Association	Corporate mergers and acquisitions, equity investment planning and joint venture agreement practice analysis	3

- Increasing information transparency.

1. The company has not been punished with liquidated damages for violating relevant regulations such as the "Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities" or the "Rules Governing Information Reporting by Companies with Listed Securities" in the current year.
2. The company discloses information in both Chinese and English, including material information, notices of annual shareholders meeting, handbook for annual meeting of shareholders, annual reports, and financial report.
3. The company publishes annual financial statement within 2 months after the end of the fiscal year.
4. The company's financial statement be approved by the board of directors or submitted to the board of directors 7 days before the announcement period, and the financial statement be published within 1 day after the date of approval or submission.
5. The company has voluntarily disclosed the individual remuneration of directors in the annual report.
6. The company has voluntarily disclosed the amount and nature of audit and non-audit fees paid to certified public accountant in the annual report.
7. The company has established a Chinese and English website, including financial, business, and corporate governance related information.
8. Axiomtek was invited to attend institutional investor conference twice in 2024, and the interval between the first and last institutional investor conference will be more than 3 months.

- Implement corporate sustainability
 1. The Company established the Sustainable Development Committee in February 2021, responsible for promoting the sustainable operation of various businesses including environmental sustainability, corporate social responsibility, corporate governance, integrity management and risk management, popularizing the concept of sustainable operation, achieving full participation, and implementing the results.
 2. To strengthen the corporate governance function and sustainable development goals, the organization of the Sustainable Development Committee was adjusted to a functional committee of the Board of Directors in October 2023. The first committee members were composed of President Huang, Jui-Nan, Independent Director Yu, Chwo-Ming and Chang, Jen-Chih, and President Huang, Jui-Nan served as the convener and chairman of the meeting. The Company's shareholders' meeting fully re-elected directors on May 24, 2024. President Huang, Jui-Nan, Independent Director Yu, Chwo-Ming and Independent Director Lin, Hsiu-Ting continued to serve as members of the Second Sustainability Committee, and President Huang, Jui-Nan continued to serve as convener and chairman of the meeting.
 3. The Sustainable Development Committee sets up a promotion office (human resources unit) to be responsible for the overall management of the committee's business, integrating various work implementation groups to compile annual plans and execution results and submit them to the committee, and coordinating and tracking the implementation of annual plans agreed upon by the committee by each work implementation group.
 4. The company has completed the preparation of the corporate sustainability report in accordance with the international reporting guidelines and uploaded the corporate sustainability report on the company website and market observation post system before the end of August.
 5. The Company requires major suppliers to sign the "Axiomtek Integrity Commitment Letter" to establish a pure and honest long-term trading relationship, jointly pursue the sustainable growth of the performance of both parties, and and work together to improve corporate social responsibility.
 6. The company has formulated human rights protection policies and specific management plans with reference to international human rights conventions and disclosed them on the company website and annual report.
 7. The Company has disclosed the ethical corporate management policies approved by the board of directors on the company's website and annual report to clearly stipulate specific practices and plans to prevent dishonest behaviors.
 8. Signed an appointment contract for "electronic notification services for stock affairs"

and “Stock Affairs e-Counter Service Agreement” with the Taiwan Depository & Clearing Corporation to encourage shareholders to comply with future trends in energy conservation and carbon reduction and improve the efficiency of notification and application of stock affairs.

9. Participated in the “Sustainable Deposit Project” of E.SUN Bank with a total investment of NT \$10 million, jointly committed to sustainable development, taking concrete actions to address the impacts of climate change and environmental protection, and practicing sustainable development. The funds from this sustainable deposit will be used for projects that comply with green and social benefit investment plans.

1.2.4 Board of Directors

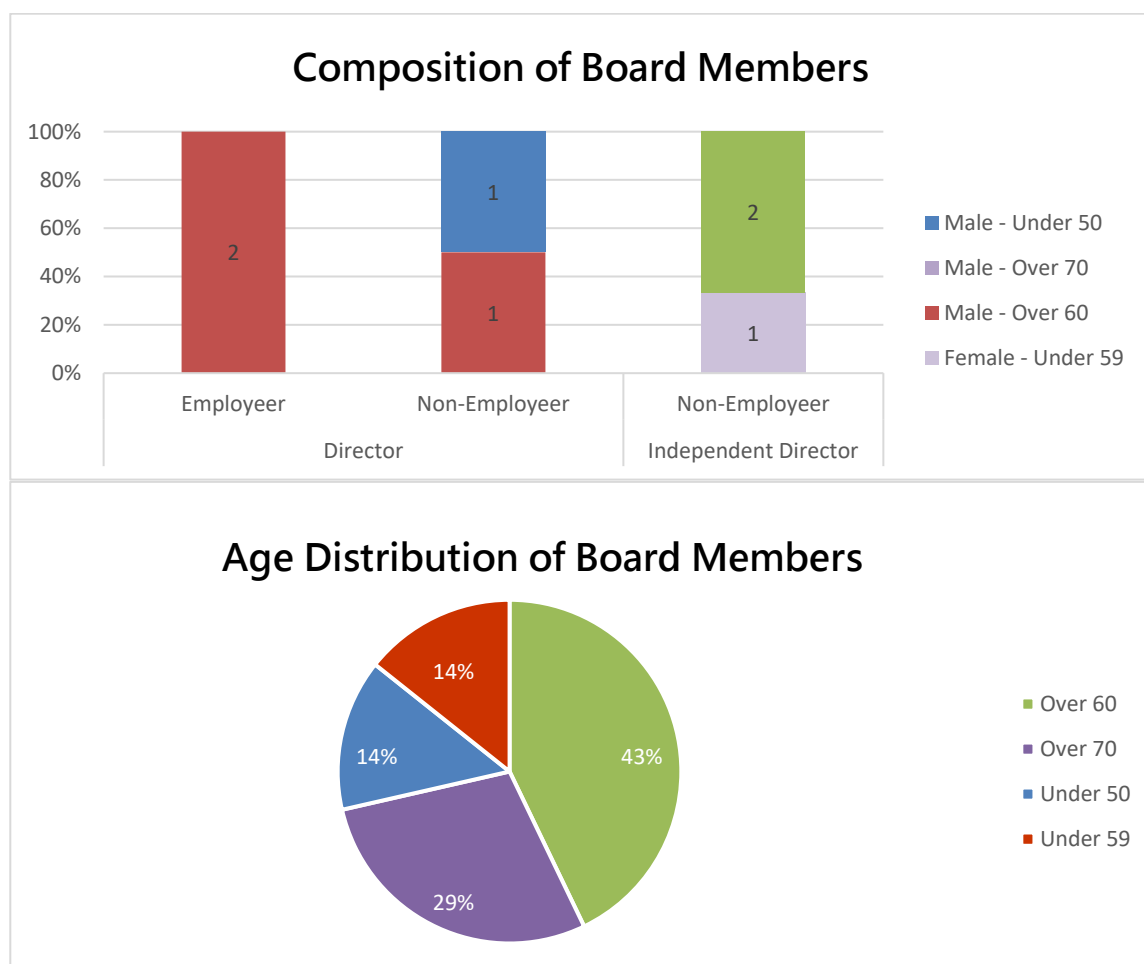
The Company's 13th Board of Directors is composed of seven members, including three independent directors, each serving a three-year term. Directors are elected by shareholders from a list of nominated candidates in accordance with the candidate nomination system and may be re-elected upon the expiration of their term. The Board of Directors convenes at least once every quarter. Notices of meetings, including the agenda, shall be provided to all directors at least seven days prior to the meeting. In the event of an emergency, a meeting may be convened at any time as necessary.

Any director who has a personal or institutional interest in a matter under discussion shall disclose the material aspects of such interest at the board meeting. If the matter may potentially prejudice the Company's interests, the director concerned shall abstain from participating in the discussion or voting on the matter and shall not act as a proxy for any other director in exercising voting rights.

In 2024, Axiomtek's Board of Directors held six meetings (A), with all directors achieving a 100% attendance rate. The Board's operations were conducted in full compliance with applicable laws and regulations, as well as the Company's Rules of Procedure for Board Meetings. There was one instance of recusal due to a conflict of interest. Details of directors' recusals from conflict-of-interest matters are provided on page 19 of the 2024 Annual General Meeting (AGM) Report. Information regarding directors' concurrent positions and cross-shareholdings is disclosed on page 4 of the same report.

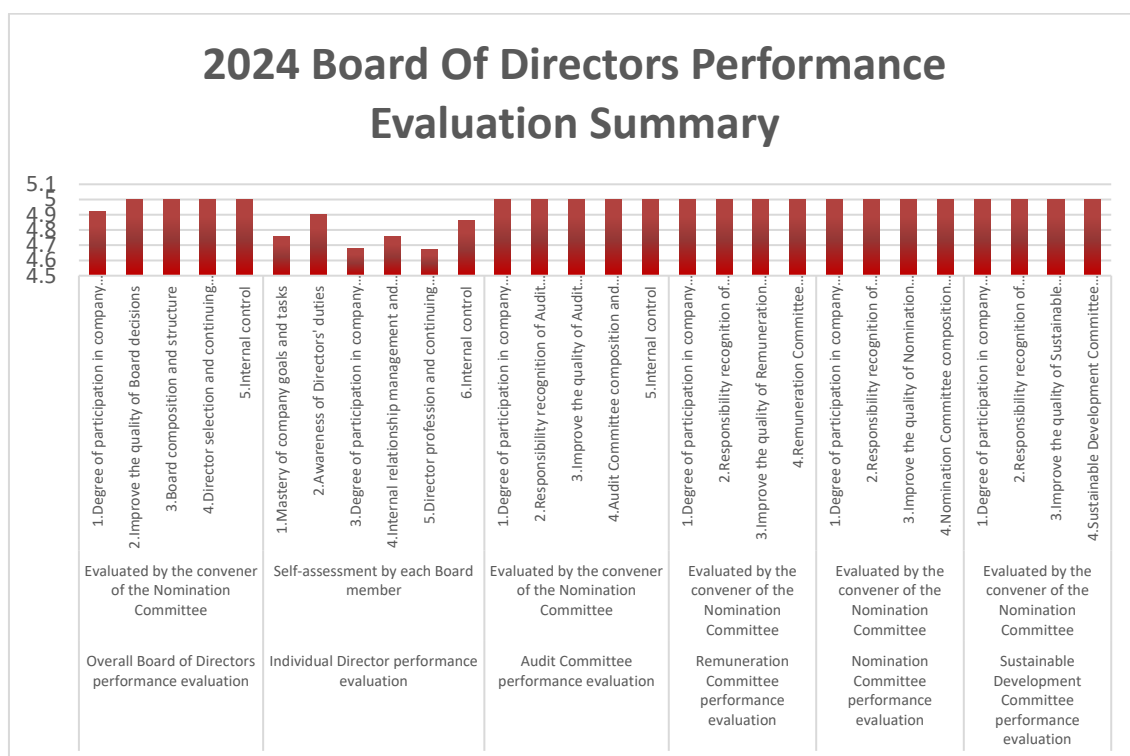
The Company conducts an annual performance evaluation of the Board of Directors using a five-tier rating scale ranging from 1 (Poor) to 5 (Excellent). The average evaluation score for 2024 was 4.98, rated as "Excellent," reflecting the strong performance and effective operation of the Board of Directors and its functional committees, in alignment with the principles of sound corporate governance.





Axiomtek has established the "Code of Corporate Governance" and "Internal Operating Procedures for Handling Material Information" to implement the functions of corporate governance units, balance the rights and interests of stakeholders, and communicate material information. Each department interacts with stakeholders through routine duties on a daily basis, and in the event that there is a potentially significant negative impact between a stakeholder and the company, the relevant due diligence will be carried out by the department in charge and assessed whether to report to the Board of Directors depending on whether the specific results will cause significant harm to the overall operation of the company. In the event of a potentially material negative impact between an interested party and the Company, the relevant due diligence investigation will be conducted by the responsible department, and depending on whether or not the specific results will cause significant harm to the Company's overall operations, the Board of Directors will evaluate whether or not to report the results to the Board of Directors, and ultimately, the Board of Directors will make a resolution on the due diligence report submitted by the department and submit it to the responsible department for implementation. There were no negative material events between the Company and its stakeholders in 2024, so there is no record of reporting to the Board of Directors, and the ESG-related information reported to the Board of Directors in 2024 is as follows:

Nature	Frequencies
Greenhouse Gas Inventory Programme Report	4
Information Security Performance Report	1
Integrity Management Performance Report	1



Scored on five levels : 1 : Bad (Strongly disagree) ; 2 : Poor (Disagree) ; 3 : Fair (Ordinary) ; 4 : Good (Agree) ; 5 : Excellent (Strongly agree)

In August 2024, the Company appointed the Taiwan Corporate Governance Association (hereinafter referred to as the "Association") to conduct an external performance evaluation of the Board of Directors. The Association has no business dealings with the Company and is independent. The review period for this evaluation is from December 1, 2023 to November 30, 2024. The evaluation was conducted through an open questionnaire, and the evaluation committee and the specialists conducted a video review and video interview. The Association issued a performance evaluation report and certificate for the Board of Directors on February 11, 2025. The performance evaluation certificate of Board of Directors as follows:

- The suggested items of the evaluation analysis report, and our expected improvements

Items	Suggesting Items	Expected Improvements
1	Incorporate ESG promotion goals into the performance indicators of senior executives	The extensive incorporation of senior executives' performance indicators into ESG promotion goals is under planning and is expected to be completed by the end of April 2025.
2	Expanding the reporting procedures for major incidents to include independent directors	A new "Major Incident Reporting Procedure" has been formulated and submitted to the Board of Directors for approval on February 26, 2025.
3	Incorporate new director training into corporate governance regulations	The "Corporate Governance Code of Practice" has been revised to include training assignments for new directors and submitted to the Board of Directors for approval on February 26, 2025.



社團法人中華公司治理協會

董事會績效評估證明

茲證明

艾訊股份有限公司

委託本協會執行外部董事會績效評估服務專案

本協會評估小組成員

審閱公司自民國 112 年 12 月 01 日至 113 年 11 月 30 日期間相關文件，

並於 114 年 01 月 15 日評估小組成員與公司代表進行實地訪評，

爰於 114 年 02 月 11 日出具董事會績效評估報告，提供公司董事會參酌。

特此證明



理事長

陳清祥

依照分層負責規定
授權單位主管決行

中 華 民 國 114 年 02 月 11 日

This is to certify

Axiomtek Co., Ltd.

Entrust the Association to implement the external board performance evaluation service project.

The Association review the Company's relevant documents

from December 1, 2023 to November 30, 2024.

Video conferences with the Company management team and Board members on January 15,

2025.

The performance evaluation report of the Board of Directors has been issued on February 11,

2025, providing the suggesting of the Association to the Company's Board of Directors.

Hereby certify

Chairman Chen Qing-Xiang
Taiwan Corporate Governance Association

February 11, 2025

● Summary of communication between the Independent Directors, head of internal auditor and the CPAs.

Participant	Date	Attendees	Significant Matters of Communication	Outcome of the Communication
Head of Internal Auditor	Feb 22, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Yih-Jong, Yu, Chwo-Ming Internal Auditor: Alex Mou PWC Taiwan: CPA Lin, Po-Chuan, Manager Raby Cheng	1. 2023 Q4 audit report 2. The status of the execution of the internal control system and the results of the self-audits. Discuss the effectiveness of the 2023 internal control system and the internal control system statement. 3. Explanation and discussion on the revision of the "Internal Control System" and "Internal Audit Implementation Rules"	The defect part has been improved immediately. Report to the Board of Directors after resolution passed.
	Apr 25, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Yih-Jong, Yu, Chwo-Ming Internal Auditor: Alex Mou	1. 2024 Q1 audit report	The defect part has been improved immediately. Report to the Board of Directors after resolution passed
	Jul 25, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Hsiu-Ting, Yu, Chwo-Ming Internal Auditor: Alex Mou PwC Taiwan: CPA Lin, Po-Chuan, Manager Raby Cheng	1. 2024 Q2 audit report	The defect part has been improved immediately. Report to the Board of Directors after resolution passed
	Oct 29, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Hsiu-Ting, Yu, Chwo-Ming Internal Auditor: Alex Mou	1. 2024 Q3 audit report 2. 2025 annual audit plan 3. Explanation and discussion on the revision of the "Internal Control System" and "Internal Audit Implementation Rules"	The defect part has been improved immediately. Report to the Board of Directors after resolution passed
	Jan 29, 2024 Mar 5, 2024 Apr 16, 2024 May 3, 2024 Jun 5, 2024 July 4, 2024 Aug 13, 2024 Sep 5, 2024 Oct 7, 2024 Nov 4, 2024 Dec 2, 2024 Dec 31, 2024 Internal audit reports	Send the confirmed internal audit report of the previous month to the mailbox of each Independent Director before the end of each month	Jan 2024 Monthly audit and tracking report. Feb 2024 Monthly audit and tracking report. Mar 2024 Monthly audit and tracking report. Apr 2024 Monthly audit and tracking report. May 2024 Monthly audit and tracking report. Jun 2024 Monthly audit and tracking report. Jul 2024 Monthly audit and tracking report. Aug 2024 Monthly audit and tracking report.	According to the 2024 annual audit plan passed on Oct 26, 2023, various circular audits will be carried out monthly, and the audit results and follow-up reports will be sent to each Independent Directors before the

Participant	Date	Attendees	Significant Matters of Communication	Outcome of the Communication
			Sep 2024 Monthly audit and tracking report. Oct 2024 Monthly audit and tracking report. Nov 2024 Monthly audit and tracking report. Dec 2024 Monthly audit and tracking report.	end of each month and obtained all Independent Director's Receipt letter.
Certified Public Accountant	Feb 22, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Yih-Jong, Yu, Chwo-Ming Internal Auditor: Alex Mou PWC Taiwan: CPA Lin, Po-Chuan, Manager Raby Cheng	1. Explain and communicate the results of the audit for 2023 parent company only and consolidated financial reports. 2. The latest comprehensive financial and taxation strategy report: Explain the recent update of laws and regulations on accounting, auditing, securities, taxation, stock affairs and labor, and its impact assessment on the Company and corresponding countermeasures. 3. Audit quality index (AQI) and pre-approval non-assurance service policy. 4. CPA explained to questions raised by the Audit Committee.	The accountant explained the results of the financial report and discussed with three Independent Directors. Report to the Board of Directors after resolution passed
	Jul 25, 2024 Audit Committee	Independent Directors: Chang, Jen-Chih, Lin, Hsiu-Ting, Yu, Chwo-Ming Internal Auditor: Alex Mou PwC Taiwan: CPA Lin, Po-Chuan, Manager Raby Cheng	1. Explain and communicate the review results of 2024 Q2 consolidated financial statements and the review plan for 2024. 2. The latest comprehensive financial and taxation strategy report: Explain the recent update of laws and regulations on accounting, auditing, securities, taxation, stock affairs and labor, and its impact assessment on the Company and corresponding countermeasures. 3. CPA explained the questions raised by the Audit Committee.	The accountant explained the results of the financial report and discussed with three Independent Directors. Report to the Board of Directors after resolution passed

1.2.5 Remuneration Committee

The Company set up a Remuneration Committee on August 29, 2011. The Remuneration Committee is composed of three Independent Directors. The Independent Director Lin, Yih-Jong served as the convener of the current committee. The members of the committee should perform the following duties faithfully with the attention of kind managerial officers, and be responsible to the Board of Directors, and submit the recommendations to the Board for discussion:

- a. Schedule regular review sessions with the Directors, managerial officers and head of internal auditor to evaluate remuneration strategies, system, standards and structure.
- b. Regularly evaluate and confirm the remuneration for the Directors, managerial officers, and head of internal auditor.

The term of current members is from June 5, 2024 to May 23, 2027. The Remuneration Committee meetings held 5 meetings in 2024. In-person attendance rate of committee members was 100%.

The Company's remuneration policy for directors is primarily conducted in accordance with the Board Performance Evaluation Procedures and the Director Remuneration Allocation Guidelines. Pursuant to Article 27 of the Company's Articles of Incorporation, if the Company records a profit for the year (i.e., before deducting employee and director remuneration from pre-tax net income), up to 2% of such profit shall be allocated as directors' remuneration. However, if the Company has accumulated losses (including adjustments to retained earnings), the amount required to offset such losses shall be reserved in advance. Directors' remuneration shall be distributed solely in cash. Due to confidentiality considerations, the ratio of total annual compensation between the General Manager and employees is not disclosed for the current year. The Company plans to disclose such information in the future, taking into account the overall transparency level within the industry. As of 2024, the Company has not yet linked ESG development goals and performance to the remuneration of individual board members. The performance indicators for senior executives are being planned to broadly incorporate ESG promotion objectives, with completion expected by the end of April 2025, in order to enhance board governance effectiveness.

1.2.6 Audit Committee

The Company set up an Audit Committee on June 3, 2015. The Audit Committee is composed of all independent directors, the number of which should not be less than 3, and at least one of them should have accounting or financial expertise. The independent director Chang, Jen-Chih accountant served as the convener of the current committee. The purpose of the Audit Committee is to assist the Board of Directors in carrying out its supervisory duties and the functions and powers conferred by the Securities and Exchange Act, the Company Act and other relevant laws.

The term of current members is from May 24, 2024 to May 23, 2027. The Audit Committee meetings held 6 meetings in 2024. In-person attendance rate of committee members was 100%.

1.2.7 Nomination Committee

In order to improve the functions of the company's Board of Directors and strengthen the management system, the Company set up a Nomination Committee on October 26, 2016. The Nomination Committee is composed of at least three Directors nominated by the Board of Directors, of which more than half of the Independent Directors shall participate. The Independent Director Yu, Chwo-Ming served as the convener of the current committee. The identities and expertise of the members of the Nomination Committee are listed below. All three members have the professional ability required by the committee to perform its duties:

Name	Title	Professional Qualifications
Yu, Chwo-Ming	Independent Director	Business management, industry knowledge, leadership decision-making
Lin, Hsiu-Ting	Independent Director	Financial & Accounting, operational judgment, leadership decision-making
Yang, Yu-Te	Director	Business management, industry knowledge, leadership decision-making

The committee is authorized by the Board of Directors to perform the following functions and powers, and submit the recommendations to the Board of Directors for discussion:

- Develop a standard of diversified background and independence for the knowledge, skills, experience, and gender required by Board members and senior managerial officers, and seek, review and nominate candidates for Directors and senior managerial officers.
- Build and develop the organizational structure of the Board of Directors and committees, conduct performance evaluations of the Board of Directors, committees, Directors, and senior managerial officers, and assess the independence of Independent Directors.
- Establish and regularly review the Director's progress plan and the succession plan for Directors and senior managerial officers.
- Formulate the Company's corporate governance code of practice.

The term of current members is from June 5, 2024, to May 23, 2027. The Nomination Committee meetings held 2 meetings in 2024. In-person attendance rate of committee members was 100%.

1.2.8 Sustainable Development Committee

In order to practice corporate social responsibility, keep pace with international trends, actively respond to stakeholders' risk assessment and response measures in various aspects such as environment, society and corporate governance, and achieve the goal of sustainable operation, the company has formed a "Sustainability Development Committee" composed of the President and business supervisors on February 25, 2021. In order to implement corporate sustainable development, it will be adjusted to a functional committee of the Board of Directors on October 26, 2023. The number of members of this committee shall not be less than three, appointed by the

Board of Directors. The committee members should have professional knowledge and capabilities in corporate sustainability, and at least one director shall participate in supervision.

The Committee, with the authorization of the Board of Directors, shall, with the care of a good manager, faithfully perform the following duties and powers and report to the Board of Directors:

1. Formulate, promote and strengthen the company's sustainable development policies, annual plans and strategies, etc.
2. Review, track and revise the implementation status and effectiveness of sustainable development.
3. Supervise the disclosure of sustainable information and review sustainable reports.
4. Supervise the implementation of the Company's sustainable development code of conduct or other sustainable development related work approved by the Board of Directors.

The full-time (part-time) unit of sustainable development assists the committee in implementing various plans, covering the following grouping tasks, and reports to the committee on the implementation of sustainable development:

1. Corporate Governance Team: Responsible for compliance with corporate governance laws and regulations, establishing reasonable compensation policies and employee performance appraisal systems, education and training, and stakeholder communication mechanisms to achieve the company's goal of sustainable development.
2. Sustainable Environment Team: Responsible for the environmental management system, compliance with environmental laws and regulations and international standards, evaluation of sustainable transformation, improvement of resource utilization, climate change response mechanism, and establishment of dedicated environmental management units or personnel to achieve the goal of environmental sustainability.
3. Social Welfare Group: Responsible for human rights management policies and procedures, compliance with human rights-related laws and regulations and international standards, establishing internal and external communications among all members of the organization (such as employees, subsidiaries, joint ventures, etc.) and key members of the value chain, assessing related risks and management mechanisms, and promoting community and cultural development to achieve the goal of sustainable operations.
4. Sustainability Information Disclosure Team: Responsible for the sustainable information management policy, compliance with relevant laws and regulations and international standards for sustainable information disclosure, and fully disclose relevant and reliable sustainable information to enhance the transparency of sustainable information. The inter-departmental team shall execute the tasks assigned by the preceding paragraph, organize and implement the plan or other sustainability-related matters, and submit the implementation results to the full-time (part-time) sustainable development unit or this committee.
5. Risk Management Team: Responsible for conducting various risk management and assessments

based on the environmental, social, and governance management frameworks, regularly reviewing whether various systems can achieve operational objectives, ensuring the integrity, effectiveness, and rationality of the company's operational, financial, environmental, internal control, and legal risk project management, and regularly reporting the company's risk management overview to the board of directors.

6. Information and Communications Security Team: Responsible for formulating, planning and implementing information and communications security policies, and regularly reporting to the Board of Directors on the company's information and communications security governance status.

The term of current members is from June 5, 2024 to May 23, 2027. The Audit Committee meetings held 3 meetings in 2024. In-person attendance rate of committee members was 100%.

1.2.9 Internal audit organization and implementation

- Internal audit organization

1. The internal audit is an independent unit, under to the board of directors, and reports directly to the audit committee and the board of directors.
2. The audit department has 1 to 2 full-time auditors, one of whom is the audit supervisor. The appointment or discharge of the audit supervisor must be approved by the audit committee and the board of directors.
3. The appointment, dismissal, assessment, and remuneration of the internal audit supervisor are all resolved by the nomination committee and the remuneration committee. It is implemented after discussion by the board of directors.

- Implementation

Purpose : According to the implementation of the audit plan approved by the board of directors, assist the audit committee, the board of directors and managers to inspect and review the implementation of the internal control system, and provide timely improvement suggestions to ensure the continuous and effective implementation of the internal control system and promote the sound operation of the company.

Internal audit : Internal audit: Perform audit operations according to the annual audit plan, and prepare an audit report after checking each operation. If any problems are found, the improvement results will be continuously tracked to confirm that relevant units have taken appropriate improvement measures, and report to the audit committee and the board of directors. In 2024, 24 audit reports were submitted, and a total of 1 deficiency item and 2 improvement suggestions were put forward. All inspected units were notified to take appropriate improvement measures in a timely manner according to the recommendations. All the suggestions have now been closed.

Internal control self-assessment : At least one internal control self-inspection is conducted every year, and the internal audit unit reviews the self-inspection reports of each unit as the main basis for the board of directors to evaluate the effectiveness of the internal control system and issue a statement on the internal control system.

- Stakeholder Consultation and Grievance Channels

To implement the core values of the Company's integrity management culture and in accordance with the Company's "Code of Business Integrity" and "Guidelines for Reporting Illegal, Unethical or Dishonest Behaviour", the Company has established a reporting channel and a response window for shareholders and investors, external suppliers and customers, and internal colleagues. An investor relations section has been set up on the Company's website in both English and Chinese to provide contact information for stakeholders, who may communicate with the Company and consult with it to protect their legitimate rights and interests.



1.2.10 Socio-economic regulations follow

Axiomtek hereby formulates the "Axiomtek Code of Ethical Conduct" in accordance with the "Reference Model for the Code of Ethical Conduct for Listed and OTC Companies" to guide the directors, managers, and employees to act in accordance with the values and ethical standards of Axiomtek's organization and to enable the stakeholders to have a better understanding of the company's ethical standards. In order to implement the "Axiomtek's Code of Ethical Conduct" and the "Company's Code of Ethical Conduct" and to ensure the legitimate rights and interests of the whistleblower and the other party, the "Guidelines for Reporting Illegal and Unethical or Dishonest Behavior" have been formulated for the purpose of compliance with the Guidelines.

Compliance with laws and regulations is a fundamental requirement of corporate governance. Axiomtek attaches great importance to compliance with laws and regulations by the company and all employees, and annually reaffirms internally from time to time the ethical standards of business ethics, corporate governance, and employee moral integrity, and adheres to the principle of honesty and integrity to abide by the laws and regulations of the place of operation. In addition to the definition of material events in accordance with the regulations on the procedures for the investigation and public handling of material information of listed and over-the-counter companies, after the discussion of the first-level supervisors and the approval of the president, it is defined as a material event when the accumulated amount of fines and fines reaches more than NT\$1,000,000 in a single incident. In the event of a material event, a description of the event is disclosed in the relevant section of the report.

Axiomtek has always complied with the law and the following events have not occurred in 2024:

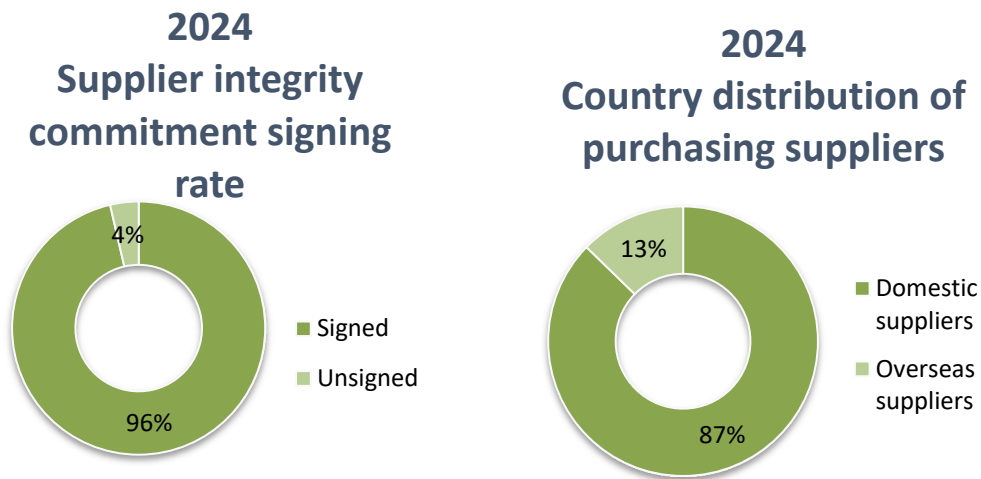
1. A significant monetary penalty or non-monetary sanction for a violation of a law or regulation.
2. Products or services that violate consumer health and safety laws and regulations or self-regulatory codes.
3. Violation of information or labeling laws or regulations.
4. Marketing activities (including advertising, promotion or sponsorship) in violation of relevant laws and regulations or self-regulatory codes.
5. A major fine for violation of laws and regulations related to the provision or use of products or services.
6. There were no violations arising from the Integrity Incident.

Management of major issues: Socio-economic regulations follow	
Item	Abstract Description
Issues Affecting Borders	Internal organization, suppliers, customers
Management Mechanism	● Enhance employees' awareness of compliance with laws and regulations and ensure that the operations of the Company's various locations can comply with changes in domestic and international regulations and policies and reduce the Company's operational risk due to violations of laws/regulations or changes in regulations. ● Pay attention to the relevant laws and regulations (including but not limited to import and export laws and regulations, labor laws and regulations, etc.) of the locations where the company has its branches and organize legal education according to the needs of the business.
Goal	Short-term: Continuously promote the concept of the rule of law, and cooperate with the promotion of the company's integrity management operating procedures and behavioral guidelines. Medium and long term: Implement the concept of honest management and achieve compliance with laws and regulations throughout the company.
Methods of Action	Short-term: The Legal Affairs Office is constantly aware of the risks of various domestic and overseas operational regulations and organizes educational and training courses as required. Medium and long term: 1. Cooperate with the Audit Office and the Finance Department to monitor internal control risks and formulate or amend internal management rules as necessary. 2. Pay attention to the latest local regulations and policy changes to reduce the company's domestic and overseas data point operation risks, and organize the compliance of laws and regulations to the operating points as required.
2024 Executive Effectiveness	There were no significant events in 2024.

1.3 Supplier

The Company has formulated the "Ethical Corporate Management Best Practice Principles", which requires that the content of the contract signed with its agents, suppliers, customers, or other business partners should include compliance with the integrity management policy, and when the counterparty of the transaction is involved in dishonest conduct, the terms of the contract may be terminated or rescinded at any time.

The Company works closely with its suppliers to improve the state of corporate social responsibility, and set-up online courses to main suppliers every year to continuously promote and educate the principles. Axiomtek request suppliers to sign the "Axiomtek Integrity Commitment Letter" to establish a pure and honest long-term trading relationship, and to jointly pursue the sustainable growth of the performance of both parties.

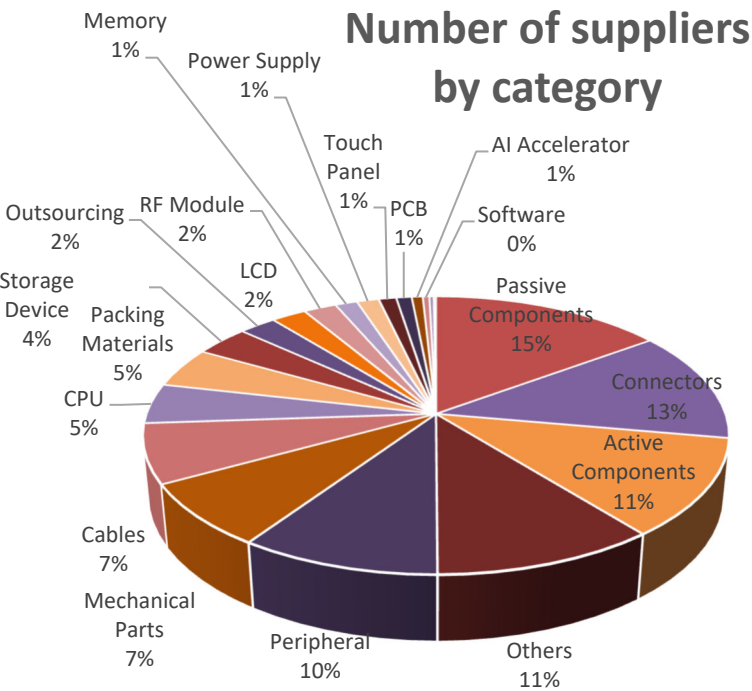


Among the Company's 496 raw material procurement suppliers, 478 copies of "Axiomtek Integrity Commitment" have been signed, with a signing rate of 96%. In 2024, the proportion of domestic procurement amount is as high as 87%, and the proportion of imported procurement amount is 13%, mostly from the United States and China.

Supply Chain Overview

The Company's procurement categories are roughly divided into processors, chipsets, printed circuit boards, liquid crystal panels, power supplies and chassis. Over the years, the suppliers of the main raw materials of the Company's products have come from large domestic and overseas manufacturers with good quality, reputation, and long-term stable cooperation relationship, so that the Company shall not lack in the production.

In terms of supply chain selection, to achieve environmental protection goals, it is recommended that product units continuously evaluate and reduce the use of EPE buffer materials and use all- paper packaging materials as much as possible. Including our upstream PCB suppliers have also been gradually introducing environmentally friendly processes and equipment to jointly complete the concept of achieving a sustainable supply chain.



The main raw material suppliers:

Processors, Chipsets	• Synnex 、 Arrow 、 Avnet 、 Weikeng 、 WT
Printed Circuit Boards	• Everlast Win 、 Ellington 、 Circuitech
LCD Panel	• Kyocera 、 Promate
Power Supply	• FSP
Chassis	• TZANG YANG 、 Junton 、 ALPMETAL
Connectors	• Supercon 、 Helm
Capacitors	• Nichidenbo 、 HSIN BUNG
Peripheral	• Innodisk 、 Transcend

Procurement Risk Management and Strategy

Material management is the key to the smooth operation of the Company. To prevent the risk of supply disruption from affecting the operation of the Company, Axiomtek's procurement strategy is as follows:

Optimized PVL
(Preferred Vendor List)

- Strengthen the adhesion with main suppliers through centralized procurement strategy, achieve efficient cooperative management through convergence and concentration, and achieve high quality and stable delivery to reduce risks.

Raise the inventory level of key materials and plan long-term delivery orders

- Build up a supplier market information platform and announce industry news internally. The responsible sourcing personnel would propose suggestions for procurement strategy which could be implemented immediately after approval, in order to act preemptively. Major customer projects are reviewed and followed-up from production capacity to price reduction strategy, through regular meetings between procurement and suppliers in responds to regular business communication and feedback from Sales and customers.

Optimized RMM (Risky Material Management) platform and BCP (Business Continuity Plan)

- Geopolitics situation continue in tense, and the supply chain has potential risks. Second source solution needs to be established. Axiomtek accelerates the speed of information connection and evaluation and conducts census management of the origin of raw materials in specific regions to maintain stable quality and supply.

Reguar supplier risk assessment management

- If the assessment result as a high-risk supplier, the assessment team needs to go to the supplier to conduct an on-site audit and ensures its controllable in order to accept as a qualified supplier.

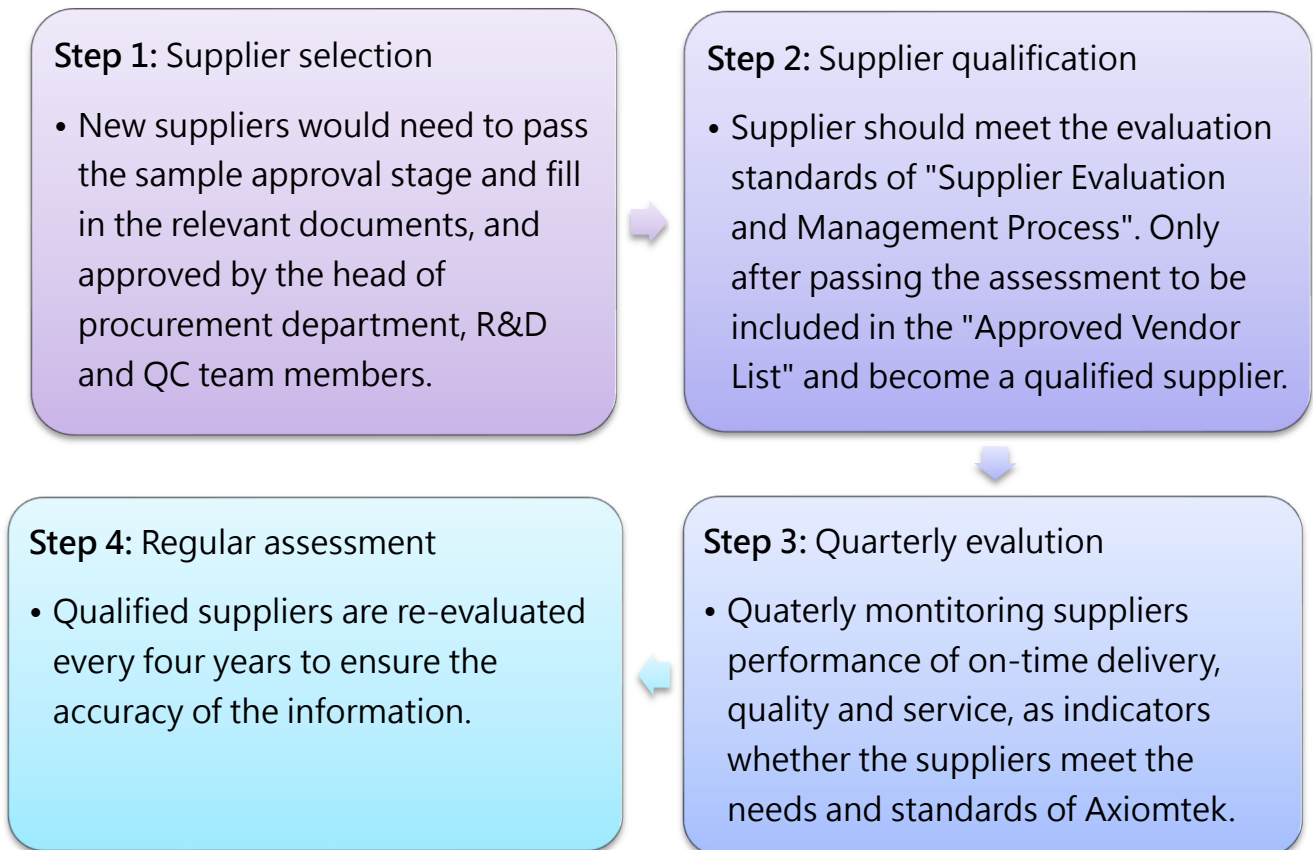
Optimized PLM (Product Life-cycle Management) System

- If the material has risk or end-of-life notice, the material status will be maintained immediately and informed to the relevant team members internally.

Procurement and supplier management process

- New supplier selection and qualification, quarterly evaluation and regular assessment

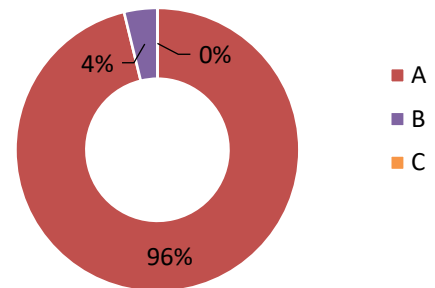
To enable raw material suppliers and Axiomtek to establish a close cooperative relationship and feedback system, improve product quality, supply materials needed for production in a timely, appropriate amount, and high-quality, as to achieve stable quality and reduce costs. All cooperating suppliers must pass the evaluation standards established by Axiomtek's "Supplier Evaluation and Management Process" to ensure that raw materials meet the requirements of laws and regulations, Axiomtek conducts supplier evaluation and regular assessment to manage the delivery status and quality of suppliers. The supplier evaluation criteria include operation management, environmental management, hazardous substance management, occupational safety and health management and corporate social responsibility management.



- Supplier evaluation

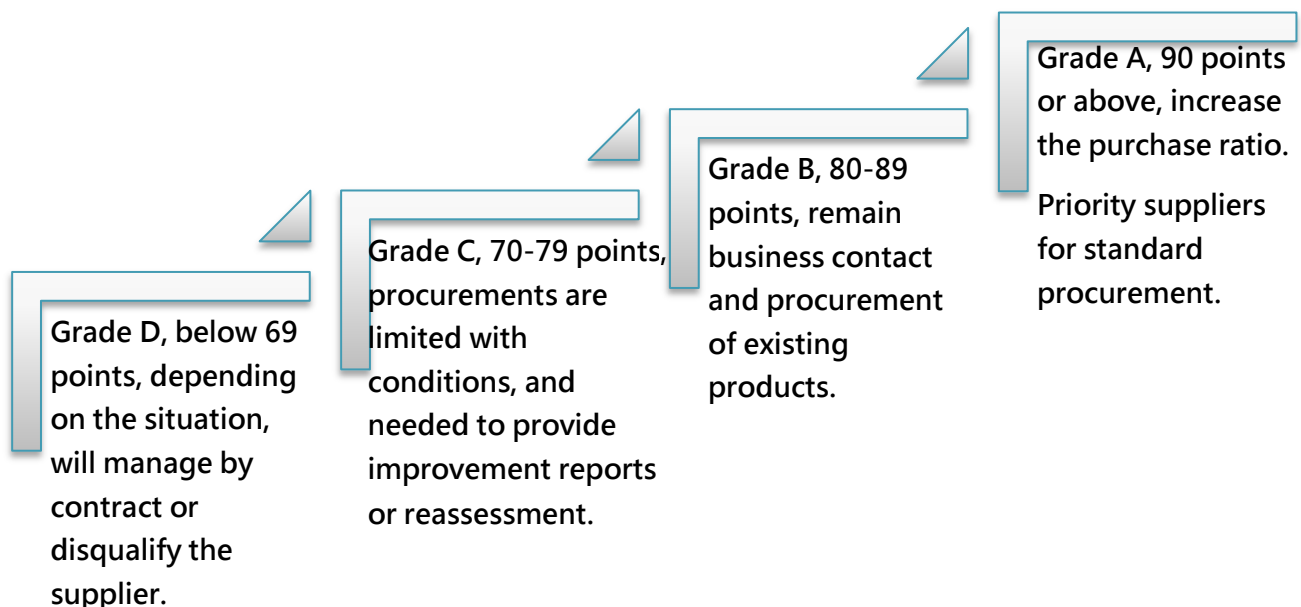
Supplier evaluation is conducted on a quarterly basis (implemented in January, April, July and October) based on quality, delivery, and service. The evaluation result is used to determine the degree of follow-up business contract growth or decreasing. If the supplier is rated below grade C (inclusive) in the quarterly evaluation needs coaching and improvement plans. The team would review the score situation at the quality meeting and formulate a reassessment plan. The purchasing department would confirm the audit schedule with the suppliers, and cooperate with the R&D, QC, QA departments to conduct the reassessment process and confirm the improvement results of the supplier.

2024 Q4 Supplier Evaluation



- Judgment and processing of evaluation grade

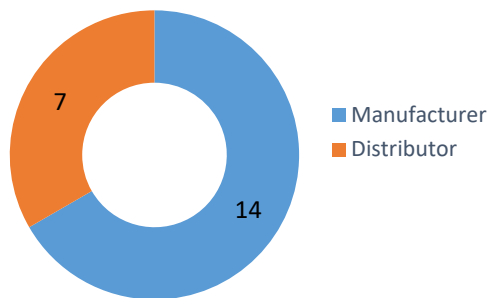
Axiomtem have adjusted the supplier rating range in 2024. In the fourth quarter, a total of 344 suppliers were evaluated, 331 were rated A-level suppliers, 13 were rated B-level, and no supplier fell below C-level.



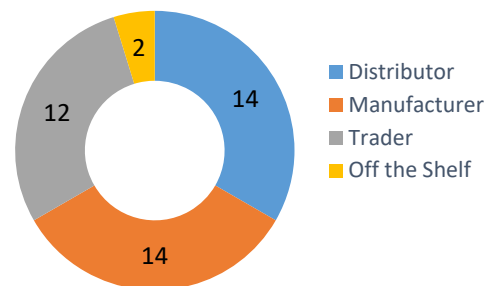
- Changes in the supply chain

Due to PVL strategy strengthening the relationship with main suppliers and the synergistic effect of consolidation and reduction of suppliers, the number of suppliers changed much remarkable in 2024, with 21 new suppliers and 42 discontinued suppliers.

Number Of New Suppliers In 2024



Number Of Deactivated Suppliers In 2024

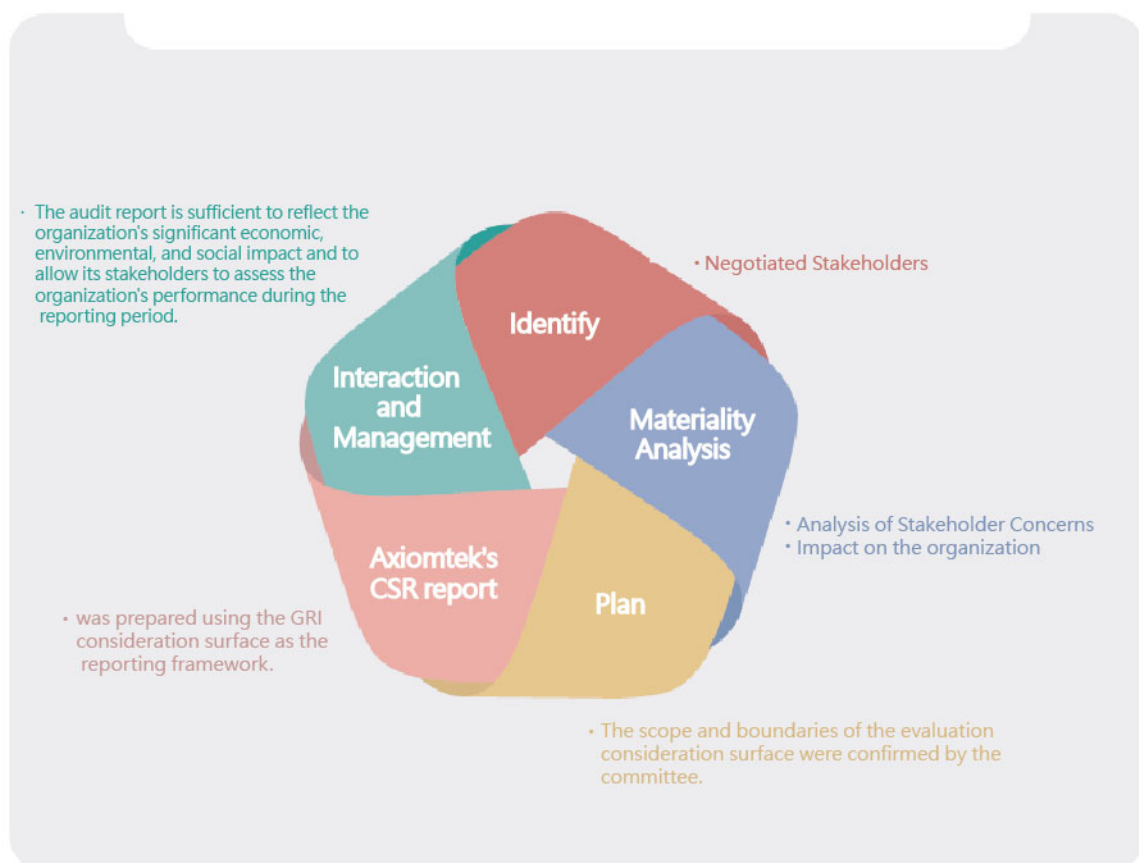


Chapter 2 Stakeholder Communication and Response

To implement sustainable corporate operations and align with Axiomtek's vision and goals, the company has established an ESG Promotion Office under the Sustainability Development Committee, led by the Head of Human Resources. By adopting the Plan–Do–Check–Act (PDCA) cycle, we identify and manage the issues of concern to our stakeholders. In addition, various working groups are set up to hold meetings as needed, assisting with ESG-related tasks and continuously reviewing implementation effectiveness. Throughout this process, information collected through multiple communication channels is incorporated into the Sustainability Report, with detailed explanations and responses provided. In managing stakeholder concerns, Axiomtek has set the following objectives:

- Upholding integrity and honesty: Ensure stakeholders understand the company's commitment to ethical business conduct, thereby gaining their trust and maintaining sound communication and response mechanisms.
- Caring for employees and the disadvantaged: Enhance Axiomtek's business performance while giving back to society and showing care, thereby building the company's reputation.
- Developing green products: Design eco-friendly products with low power consumption and high efficiency, fulfilling our responsibility as a global citizen.

Axiomtek's Process for Identifying Material Topics and Boundaries: Axiomtek identifies its stakeholders and the groups affected by the company, analyzes the material issues of concern to these stakeholders, and establishes corresponding management approaches and review mechanisms. Finally, the company communicates relevant information through diverse channels to provide responses and incorporates the feedback as input for the materiality assessment in the next reporting cycle.



2.1 Stakeholder Communication

Stakeholder Identification

Following Freeman's definition, stakeholders are individuals or groups who may influence or be influenced by an organization's objectives. Axiomtek identifies stakeholders through discussions conducted by departments such as production, sales, human resources, R&D, and finance, based on their interactions and business activities. The identified stakeholders include shareholders/investors, board members, customers, employees, suppliers, government agencies, and others (such as banks, securities firms, site management centers, and neighboring communities).



Planning, Engagement, and Management

Axiomtek engages with stakeholders through diverse channels including telephone, social media groups, email, on-site interviews, and by establishing a communication platform on the corporate website. The use of multiple channels enables us to gather information from different stakeholder categories and levels. All feedback received is forwarded to the relevant responsible departments for handling and response.

Table: Stakeholders' Key Concerns and Communication Channels

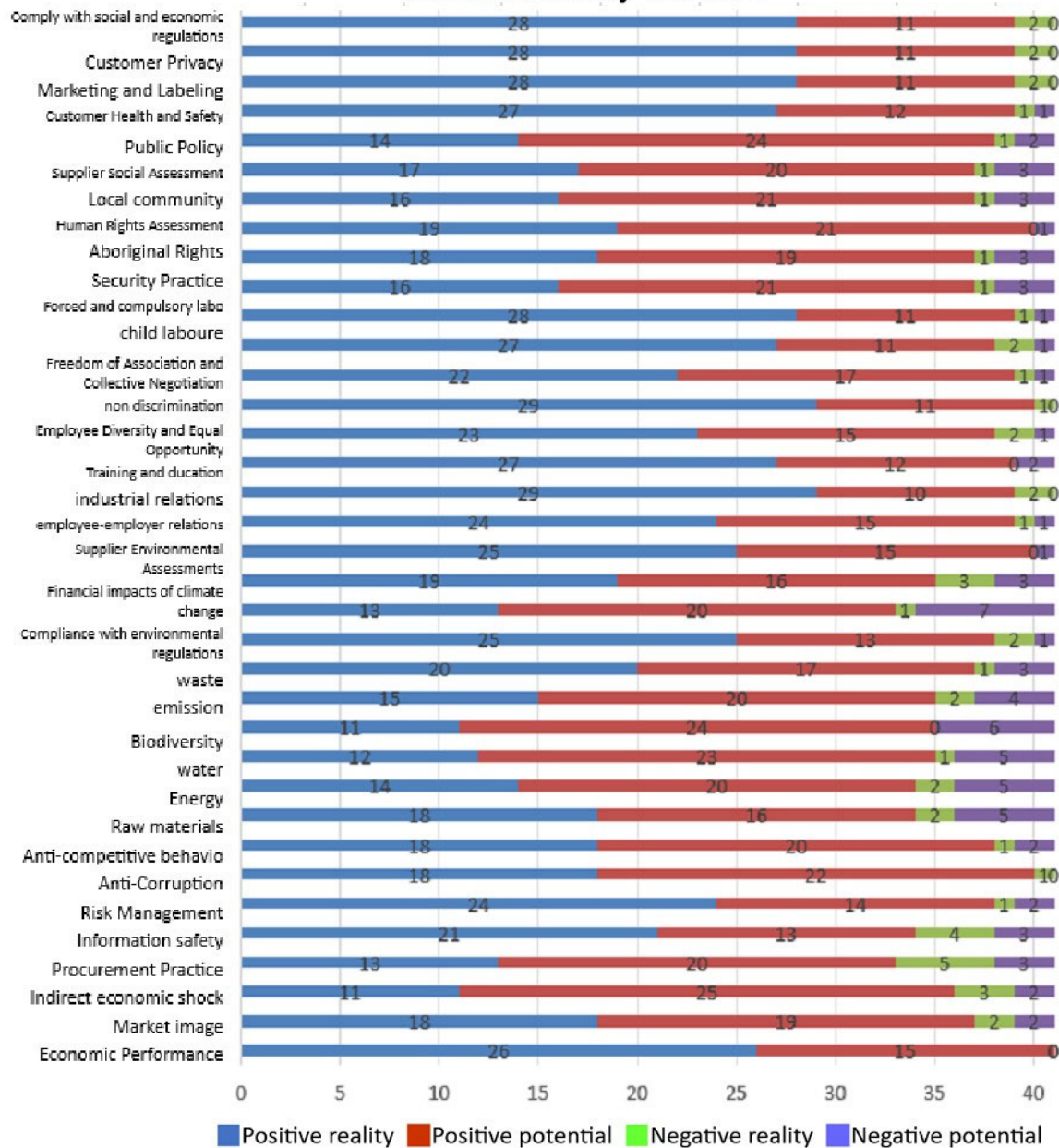
Stakeholders	Key Concerns (Aspects)	Communication Channels & Response Methods	Responding to Chapters
Shareholders / Investors	Economic performance	Shareholders' meetings	Chapter 1
	Waste management	Stakeholder section on corporate website	Chapter 6
	Compliance with	Training programs	Chapter 6
	environmental regulations	Supplier surveys and audits	Chapter 6
	Supplier environmental assessment		
Board of Directors	Economic performance	Board meetings	Chapter 1
	Compliance with social and	Stakeholder section on corporate website	Chapter 2
	economic regulations	Employee opinion mailbox/hotline/training	Chapter 5
	Non-discrimination	courses	Chapter 5
	Workforce diversity and	Recruitment policies	Chapter 2
	equality	Risk assessments	

Stakeholders	Key Concerns (Aspects)	Communication Channels & Response Methods	Responding to Chapters
	Risk management		
Customers	Customer health and safety	Customer satisfaction surveys	Chapter 4
	Marketing and labeling	Business review meetings	Chapter 5
	Customer privacy	Interactive seminars/exhibitions (domestic and international)	Chapter 3
	Compliance with social and economic regulations	Stakeholder section on corporate website	Chapter 3
	Child labor	Recruitment policies/employee data	Chapter 5
Employees	Economic performance, Labor-management relations,	Intranet and email	Chapter 1
	Training and development,	Employee Welfare Committee	Chapter 5
	Occupational health and safety	Annual training plans/online learning platforms	Chapter 5
		Employee opinion mailbox/hotline	Chapter 6
Suppliers	Anti-corruption	Training programs	Chapter 1
	Occupational health and safety	Stakeholder section on corporate website	Chapter 4
	Forced and compulsory labor	Employee opinion mailbox/hotline	Chapter 5
	Customer privacy	Customer satisfaction surveys	Chapter 3
Government Agencies	Compliance with environmental regulations	Telephone and email communication	Chapter 4
	Customer health and safety	Official correspondence	Chapter 6
	Compliance with social and economic regulations		Chapter 3
Others (Banks, Communities, etc.)	Economic performance	Telephone and email communication	Chapter 1
	Anti-corruption	New employee training	Chapter 2
	Labor-management relations	Employee opinion mailbox/hotline	Chapter 5

Materiality Analysis

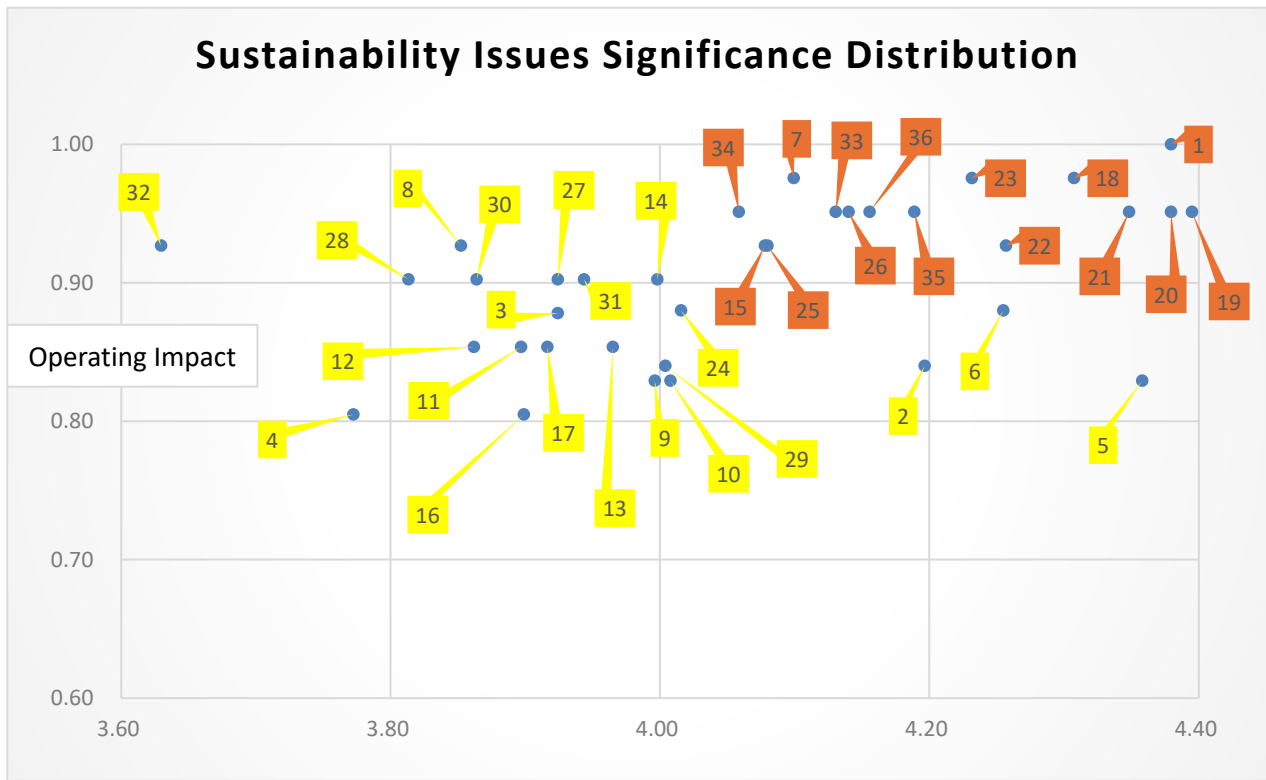
The Axiomtek ESG Promotion Office, in accordance with the GRI Standards, categorizes a total of 36 topics into economic, environmental, and social aspects. Questionnaires are redistributed to stakeholders connected with each major operational function (conducted every two years, with the previous round in 2023), in order to gather opinions on issues of concern for statistical analysis. The process is divided into internal evaluations by organizational committee members, assessing both the positive and negative as well as potential and actual impacts, and external evaluations by stakeholders, reflecting the level of external concern toward the company. Based on the combined results of last year's stakeholder concerns and internal impact assessments, the top 15 topics with the highest risk values were selected as material topics. These topics were then evaluated and analyzed according to the degree of stakeholder concern and their potential impact on the company, and the results serve as the basis for the material topics addressed in this report.

Internal positive and negative impact assessment of sustainability issues



Note: The results of the 2023 impact assessment for all topics indicated only positive impacts, with no topics assessed as having negative impacts.

Sustainability Issues Significance Distribution



2024 Sustainability Issues and Materiality Ranking

(Adopting the materiality ranking from the 2023 stakeholder survey)

No	Continuing Issues	Sort	No.	Continuing Issues	Sort
1	Economic Performance	1	8	Anti-competitive behavior	19
18	Labor/Employer Relations	2	31	Supplier Social Assessment	20
19	Labor/Management Relations	3	27	Security Practices	21
20	Occupational Health and Safety	4	24	Freedom of Association and Collective Bargaining	22
21	Training and Education	5	2	Market Image	23
23	Non-Discrimination	6	30	Local Community	24
7	Anti-Corruption	7	3	Indirect Economic Impact	25
35	Customer Privacy	8	28	Aboriginal Rights	26
36	Socio-Economic Compliance	9	13	Emissions	27
22	Employee Diversity and Equal Opportunity	10	32	Public Policy	28
26	Forced and Compulsory Labor	11	29	Human Rights Assessment	29
33	Customer Health and Safety	12	17	Supplier Environmental Assessment	30
34	Marketing and Labeling	13	11	Water	31
25	Child Labor	14	10	Energy	32
15	Environmental Compliance	15	9	Raw Materials	33
6	Risk Management	16	12	Biodiversity	34
5	Information Security	17	16	Financial Impact of Climate Change	35
14	Waste	18	4	Purchasing Practices	36

Changes in Material Topics

2022 Material Topic	2023 Material Topic	Change Description
Employment Relations	Economic Performance – GRI 201	Increased by 5 positions
Customer Health and Safety	Employment Relations – GRI 401	Decreased by 1 position
Training and Education	Labor/Management Relations – GRI 402	Decreased by 2 positions
Labor/Management Relations	Occupational Health and Safety – GRI 403	Decreased by 2 positions
Occupational Health and Safety	Training and Education – GRI 404	Decreased by 2 positions
Economic Performance	Non-discrimination – GRI 406	Increased by 4 positions
Anti-corruption (Integrity Management)	Anti-corruption – GRI 205	—
Forced or Compulsory Labor	Customer Privacy – GRI 418	Increased by 6 positions
Diversity and Equal Opportunity	Socioeconomic Compliance – GRI 2-27	Increased by 6 positions
Non-discrimination	Diversity and Equal Opportunity – GRI 405	Decreased by 1 position
Child Labor	Forced or Compulsory Labor – GRI 409	Decreased by 3 positions
Environmental Compliance	Customer Health and Safety – GRI 416	Decreased by 10 positions
Marketing and Labeling	Marketing and Labeling – GRI 417	—
Customer Privacy	Child Labor – GRI 408	Decreased by 3 positions
Socioeconomic Compliance	Environmental Compliance – GRI 2-27	Decreased by 3 positions

Each relevant unit within Axiomtek formulates management approaches based on the results of the materiality analysis, integrating them into organizational business strategies and operational objectives. Improvements are discussed and reviewed through working group meetings, and the effectiveness of management approaches is regularly examined and assessed as part of the company's sustainability policy. Axiomtek actively encourages stakeholders to participate in identifying, understanding, and responding to sustainability issues and shared concerns, and to

report and explain its decisions, actions, and performance to stakeholders, enabling them to evaluate the company's performance. Through this process, management approaches and performance measurement systems are established, and the results of these reviews provide valuable input for the identification process in the next reporting cycle.

Boundaries of Material Topics

Based on the identification of each material topic, Axiomtek evaluates their impacts through committee discussions and determines whether the boundaries of influence fall within or outside the organization. Internal boundaries include Axiomtek and its subsidiaries, while external boundaries include customers and suppliers.

Table: Boundary of Consideration in Axiomtek's Sustainability Report

Focused Issue	Boundary of Consideration	Internal Boundary		External Boundary	
		Axiomtek	Subsidiary	Supplier	Customer
Economic	Economic Performance	●	●		
	Anti-corruption (Integrity in Business Operations)	●	●	●	
Environmental	Environmental Compliance	●			
Social	Customer Health and Safety	●			●
	Employment Relationship	●			
	Labor/Management Relations	●			
	Occupational Health and Safety	●		●	
	Training and Education	●			
	Diversity and Equal Opportunity	●			
	Non-discrimination	●			
	Child Labor	●			
	Forced or Compulsory Labor	●		●	
	Marketing and Labeling	●			●
	Customer Privacy	●			●
	Socioeconomic Compliance	●		●	●

●Note: These issues are of material significance and are disclosed in this report.

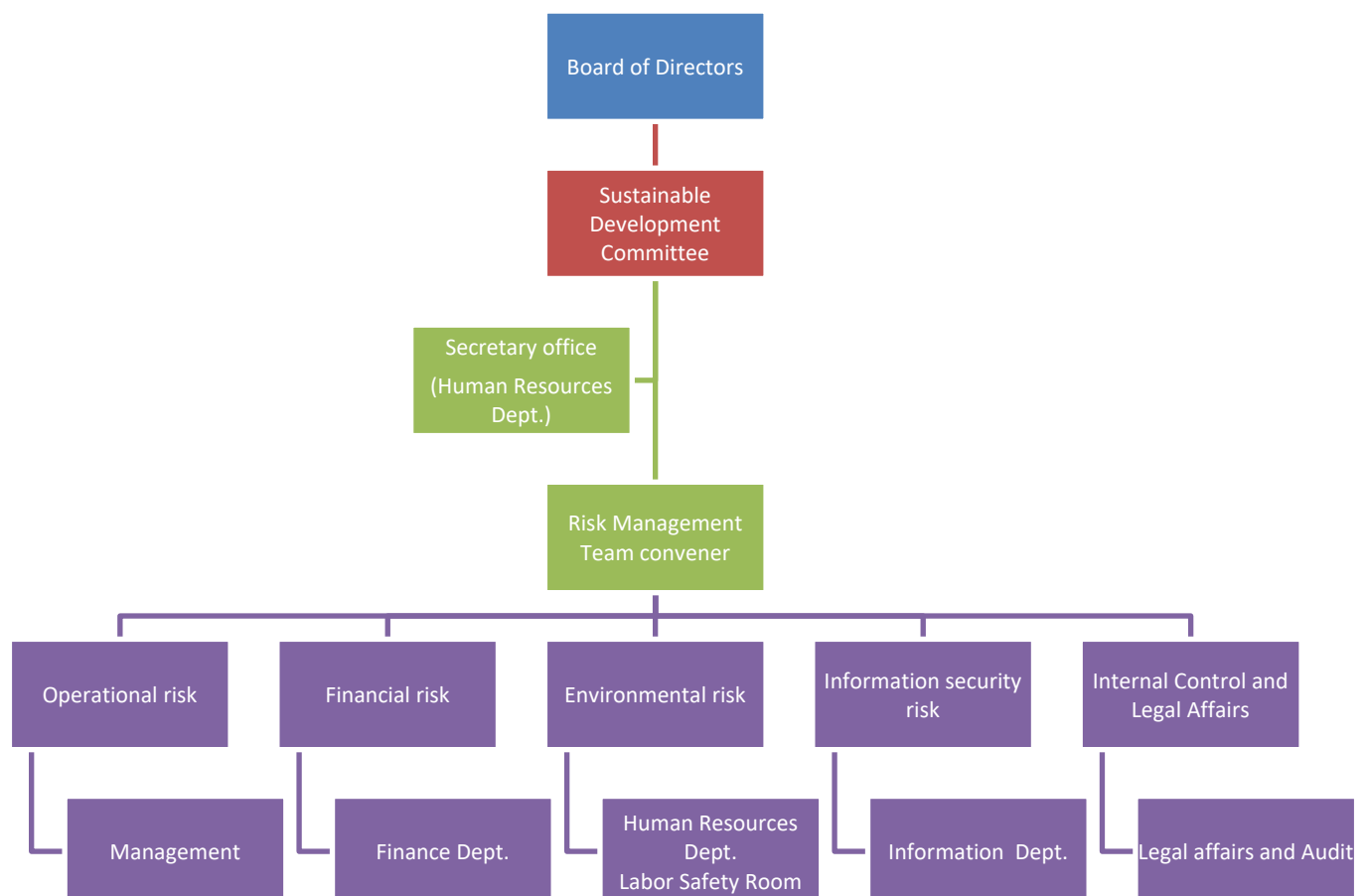
2.2 Corporate Risk

Corporate Risk Management Organization

The Company formulated the “Risk Management Policy,” which was approved by the Board of Directors on October 29, 2020, as the highest guiding principle for the Company’s risk management. Under the Sustainability Committee, a Risk Management Task Force has been established. The Task Force conducts annual identification of risk factors to detect potential risks that may affect the Company’s sustainable development, and formulates corresponding risk management policies and procedures. These mechanisms cover management objectives, organizational structure, accountability, and risk management processes, ensuring effective identification, measurement, and control of the Company’s various risks, and keeping significant risks within acceptable levels.

The Company’s overall risk management policy primarily focuses on establishing different risk early-warning networks and reporting systems, and implementing orderly risk control and monitoring mechanisms to respond to unexpected situations, thereby minimizing risk impacts through effective management.

- The organisational structure for risk management is as follows:



Organization	Responsibilities
Board of Directors	Establish corporate risk management and policies Supervise the response to significant risks and ensure the effectiveness of risk management mechanisms.
Sustainability Committee	Assist the Board in carrying out its risk management responsibilities. The primary duties include reviewing risk management reports, integrating and coordinating common risk management issues across subsidiaries, and communicating significant risk management matters. °
Risk Management Task Force	Responsible for monitoring and tracking risk issues.
Management (including subsidiaries)	Review risks involved in all business operations and ensure the Company's risk management systems effectively control related risks.
Legal Department	Execute legal risk controls, assist in evaluating potential legal risks associated with business activities, legal documents, and contracts.
Operating Units (including subsidiaries)	Review risk management regulations before carrying out business operations to ensure compliance with business execution and regulatory requirements.

● **Risk Issues and Management Structure:**

Major Issue	Risk Category	Risk Assessment Item	Risk Management Responsible Unit	Decision and Supervision
Environment	Climate Change	Carbon emissions Product carbon footprint Environmental impact and management	Labor Safety Office HR Department	Audit Office Risk Management Task Force Sustainability Committee Board of Directors
	Natural Resources	Raw material procurement	Labor Safety Office Procurement Department	
	Pollution and Waste	Toxic emissions and waste management	Labor Safety Office Product Department	
Social	Human Capital	Human capital development Occupational safety and health	Labor Safety Office HR Department	
	Product Responsibility	Product safety and quality	Product Department Quality Control Department Supply Chain Management Department	
Governance	Corporate Conduct	Operational risk	Legal Department Operating Units Supply Chain Management Department	

			President Office	
		Environmental Risk	Operating Units	
		Financial Risk	Finance Department	
		Information Security Risk	IT Department	
	Corporate Governance	Strengthening board functions, fulfilling board responsibilities	Corporate Governance Officer Board of Directors	
		Regulatory Compliance	Operating Units	
		Stakeholder Engagement	Operating Units	

● **Risk Impact and Response Measures:**

1. Impact of technological changes (including information security risks) and industry developments on the Company's financial operations

A new wave of industrial growth is being driven by applications such as artificial intelligence, IoT, 5G/6G, AR/VR, and high-performance computing platforms. The Company focuses on leveraging its key technological advantages, application market niches, and strategic strengths in vertical applications.

Through its global distribution network and project-based operations, the Group consolidates customer needs and market trends to provide timely solutions that meet customer specifications. On the financial side, the Company strengthens cash flow management, production and sales management, and inventory management in line with industry characteristics, adopting a sustainable business model to achieve a win-win-win with suppliers and partners.

2. Impact of changes in corporate image on corporate crisis management

Since its founding, the Company has continuously strengthened internal management and enhanced product quality management capabilities. To improve corporate governance and strengthen board functions, the Company appointed three independent directors in accordance with Article 14-2 of the Securities and Exchange Act, established a Remuneration Committee in August 2011, an Audit Committee in June 2015, a Nomination Committee in October 2016, and a Sustainability Committee in February 2021, which was reorganized into a functional committee of the Board in October 2023. In recent years, the Company has also participated in "Corporate Social Engagement and Employee Volunteer Promotion Programs," integrating CSR initiatives with core values and operations, promoting corporate volunteerism as a force for building a good civic environment. As of 2024 and up to the publication date of this sustainability report, the Company has experienced no significant changes in corporate image, nor have there been any adverse reports in the market.

● Risks and Opportunities

The demand for Industrial IoT and Industry 4.0 continues to expand, while the development of 5G, AI, and edge computing is an inevitable trend. It is foreseeable that industries such as smart factories, smart mobility, intelligent transportation, smart healthcare, renewable energy, retail, and smart cities will see rising demand. As application fields diversify, customers increasingly seek customized solutions, and the overall market scale will continue to grow. Axiomtek has formed alliances with strategic partners to develop complete solutions, plan joint marketing campaigns, enhance brand awareness, and deepen its presence in vertical application markets. Current priorities include factory automation, intelligent transportation, healthcare, smart energy, and smart retail. The Company aims to establish additional technical service centers, expand sales channels, and strengthen localized services to better serve customers and manage projects, thereby staying aligned with market needs. Operating in the industrial computer industry requires high levels of R&D, product, and management expertise, domain know-how, integration and service experience, and long-term investment. These industry barriers provide Axiomtek with significant competitiveness.

Technological innovation further strengthens product competitiveness and is essential for achieving sales goals. Through its Annual Business Plan (ABP), the Company sets new technology development projects aligned with market domains and customer expectations, creating added value and differentiation.

Favorable and Unfavorable Factors for Axiomtek's Development:

Favorable Factors

- Strong and solid R&D capability, with intelligent modularized products
- Vertical and horizontal industry strategic alliances
- Brand strength and comprehensive global sales network
- High industrial operating advantages

Unfavorable Factors

- Development trends in vertical application markets are becoming increasingly sophisticated and complex, with a shift toward AI applications emphasizing system integration
- High proportion of exports, facing greater risks of foreign exchange fluctuations
- Insufficient market information

Unfavorable Factors and Response Measures:

Unfavorable Factor	Response Measures
The development trends in vertical application markets are becoming increasingly sophisticated and complex, shifting toward AI applications with an emphasis on system integration	Consolidate market demand and customer orientation, and obtain insights into future technology requirements and market strategies through customized projects. Respond swiftly with product technology capabilities and embed domain know-how to develop intelligent system products.
High proportion of exports, facing greater risks of foreign exchange fluctuations	The Finance Department has designated personnel to continuously collect information on exchange rate fluctuations and monitor trends. Partner banks are also consulted to provide timely information and suggestions on foreign exchange, so that the most optimal timing for buying, selling, or converting foreign currencies can be seized. Additionally, customer quotations take into consideration the impact of exchange rate fluctuations, while supplier management is strengthened to safeguard reasonable profit margins.
Insufficient market information	As industrial computer customers are dispersed across diverse industries and often approached via distributors or subsidiaries, the Company will continue to establish additional technical service locations. This allows cross-sector, multi-faceted understanding of technical issues and emerging demand trends, thereby enhancing customer satisfaction and brand trust. Marketing channels will be expanded, and localized regional services will be realized to optimize local customer engagement and project management. These efforts aim to capture market demand changes in real time, drive innovative applications, and accelerate industrial automation and digitalization.

Financial Risk Assessment

The Company's daily operations are subject to multiple financial risks, including market risk (exchange rate risk, interest rate risk, and price risk), credit risk, and liquidity risk. Financial risk management is primarily conducted by the Finance Department in accordance with policies approved by the Board of Directors, working closely with the Risk Management Task Force to identify, assess, and mitigate financial risks.

Risk Category	Management Strategy / Approach
Exchange Rate Risk	Adopt natural hedging by offsetting foreign currency receivables and payables. Assign specialists to monitor exchange rate changes in real time and respond promptly.
Interest Rate Risk	Assign specialists to monitor interest rate changes in real time. Adjust financial planning according to interest rate trends to reduce impacts on operations.
Price Risk	Establish an investment policy. Diversify investment targets and avoid high-risk investment activities.
Credit Risk	Establish credit limit control measures Regularly review accounts receivable and collection status.
Liquidity Risk	Analyze long-term liabilities not yet due to plan funding needs. Maintain strong relationships with financial institutions and develop multiple funding channels to ensure stable capital sources and reduce liquidity risk.

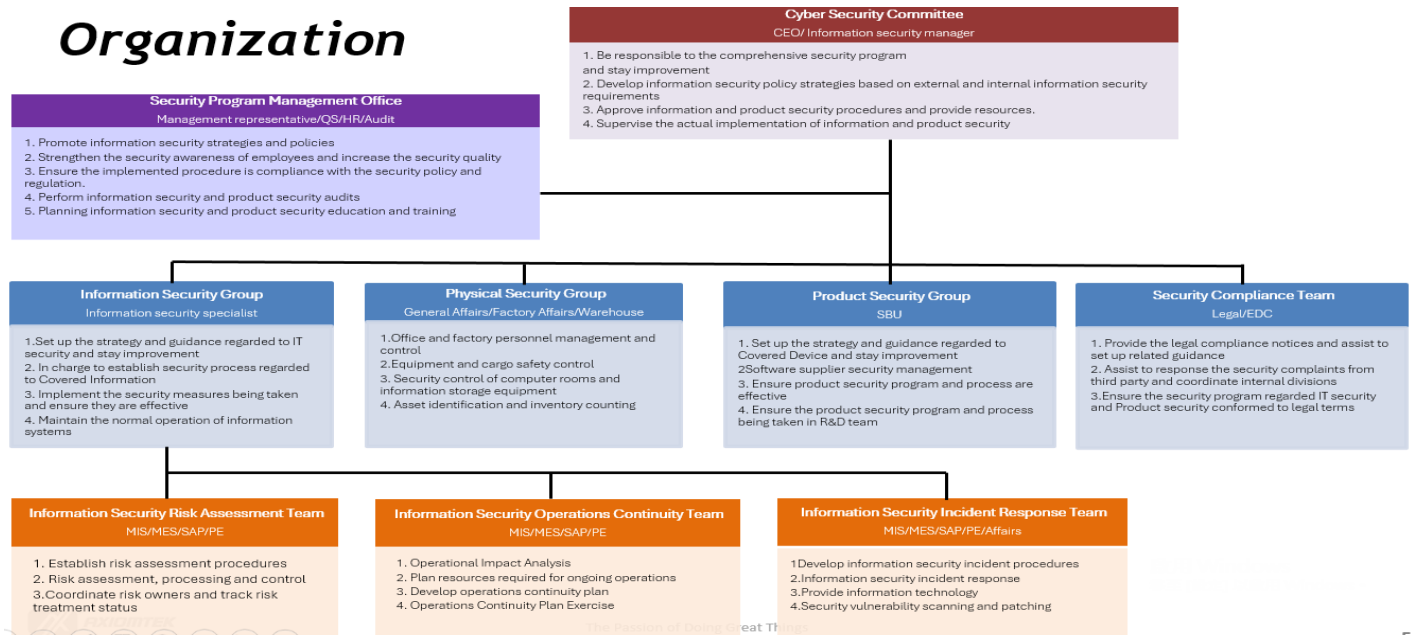
Cyber Security Management

The cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management:

1. The framework of cyber security risk management
 - The Intelligent Information Division is the responsible unit for cyber security risk management and is equipped with One dedicated information security supervisor and one dedicated information security personnel to be responsible for formulating, planning and implementing the cyber security risk management policies, and regularly report the Company's cyber security governance to the Board of Directors.
 - The Company's audit office is the supervisory unit of cyber security risk management which is responsible for supervising the implementation of cyber security policy. If there is any defect found in the audit, it will require the inspected unit to propose relevant improvement plans and specific actions, and regularly track improvement results to reduce cyber security risks.

● Cyber security organization:

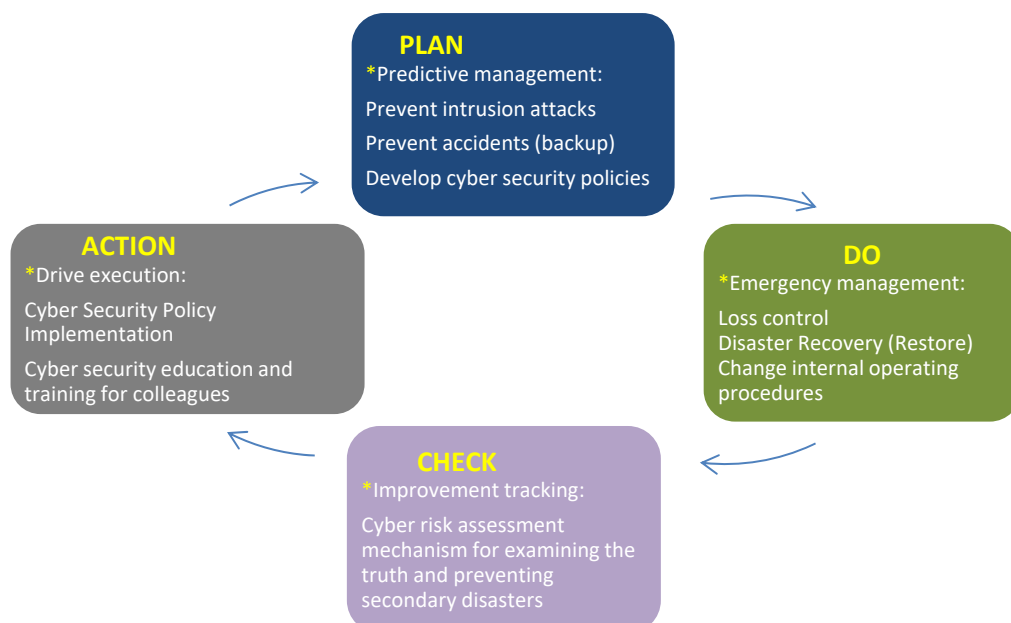
Organization



2. Cyber security policies

Cyber security which refers to such effort to prevent information and communication system or information from being unauthorized access, use, control, disclosure, damage, alteration, destruction, or other infringement to assure the confidentiality, integrity and availability of information and system.

Continuous Security Protection, Persistent Risk Management, Assured Business Operations : To strengthen information and communication security management and enhance the rigor and security of information and communication security management processes, our company implements and operates in accordance with the requirements and principles of ISO/IEC 27001:2022 Information Security Management. We adhere to the PDCA (Plan-Do-Check-Act) cycle to continuously improve, maintain the confidentiality, integrity, and availability of critical company systems, reduce operational risks and the frequency of service interruptions caused by computer virus threats, enhance employee awareness of information and communication security, mitigate



security incidents, strengthen internal and external risk management, increase customer satisfaction with the company's quality, and achieve the goal of sustainable business operations.

3. The concrete management programs

- Cyber security incident which refers to an event where the state of the system, service or network, through identification, likely shows violation of the cyber security policy, or failure of the security protective measures, thus adversely affect performance of information and communication system function and constitute a threat against the cyber security policy. For risk management, the Company focuses on three aspects to address and prevent the occurrence of cybersecurity risk incidents:

Prevention cyber security incidents (beforehand)	Handling cyber security incidents (beforehand)	Investigate cyber security incidents (beforehand)
• prevent intrusion • Antivirus • Accident Prevention (Backup) • Anti-leakage	• Prevent disasters from spreading • stop loss • Shortest time recovery (restore)	• Survey • check • review • Continuous Improvement (P.D.C.A.) • Risk control to prevent recurrence

- Cyber Security Management

Item	Description	Tolerance Risk	Countermeasures	Expected Outcomes	Tolerate Residual Risks
Risk of Cyber Security	1. Hacking 2. Data Breach 3. Computer poisoning	No	1.Firewall, anti-virus software, regularly update the virus pattern and scan the virus. 2.Regular Windows Updates. 3.The AD password is changed regularly. 4.M365 and SSL VPN use MFA mobile multi-factor authentication. 5.OpenDNS web filtering. 6.Using the M365 cloud service, even if it is encrypted by hackers, the files before encryption can be reversed.	Reduce the chance and impact	Yes

Risk of Information Service Interruption	The Company's mainframe, network or other information-related equipment cannot be used due to man-made or unexpected disasters	No	1.The emergency UPS in the computer room can supply power to the host for about 4 hours when the power is cut off. 2.Using M365 cloud service, even if the server equipment is damaged, employees can still send and receive emails and access cloud files normally. 3.The server performs backup according to the backup 321 principle. 4.Offsite backup. 5. Cloud backup.	Reduce the chance and impact	Yes
---	--	----	---	------------------------------	-----

- The challenges faced by Cyber security, such as ATP advanced continuous attacks, DDoS attacks, ransomware, social engineering attacks, information theft and other Cyber security issues, the following strategies have been adopted:
 1. Improve IT infrastructure
 - (1) The server host is replaced, the hardware is fully updated to Dell VxRail server, and the operating system is fully upgraded to Windows Server.
 - (2) Increase the external network bandwidth, update the high-speed bandwidth manager, and solve the situation of insufficient external bandwidth.
 - (3) Upgrade the dedicated line to improve the quality of the Company's dedicated line.
 - (4) Establish a remote backup line and mechanism: Back up the factory data to a third place and cloud.
 - (5) RD Lab test equipment environment is isolated.
 - (6) Improve endpoint security, replace anti-virus software with more comprehensive protection, and provide integrated patches. Prioritize through vulnerability analysis and repair programs, and provide repairs, automatic detection of behavioral intrusion patterns, and antivirus software cloud protection to detect and automatically detect threats from multiple sources.
 2. Strengthen the backup mechanism
 3. Strengthen the Information Security Checking System (ISMS)
 4. Implementing the ISO 27001:2022 Information Security Management System, first to upgrade the IT infrastructure and various mechanisms, and to apply the spirit of ISO 27001 information security: review, check, review, and continuous improvement (P.D.C.A.). Whether it is server upgrades, endpoint protection, network external bandwidth, backup

mechanisms, etc., all continue to strengthen. We have implemented ISO 27001:2022 in the year 2023 and anticipate obtaining certification in April 2024.

● Resources devoted to Cyber security management:

1. Upgrade M365 cloud collaboration and import ATP advanced threat protection to improve enterprise infrastructure security.
2. Import Microsoft Gold-level Cyber Security SI-Free System to continuously improve enterprise cyber security.
3. Import Microsoft Defender for Identity and Microsoft Defender for Endpoint to comprehensively improve AD account management and user endpoint security.
4. Import Azure cloud backup, back up important systems locally and then copy them to the cloud.
5. Regular social engineering phishing email drills to enhance employee cybersecurity awareness. In September 2024, a social engineering drill was conducted, and any abnormal cybersecurity incidents were reported to the IT department. This demonstrates the increasing cybersecurity awareness among employees. In the future, such drills will be conducted annually.
6. Regular cyber security education and training to implement employee information security knowledge. The information security education training for social engineering drills is arranged every year. If the colleagues have a click on the link, they will request to attend the information security education training and test courses. The information security education and training for the year 2024 was completed in December, and is planned to be carried out regularly every year.
7. Join the CERT Computer Emergency Response Team and the CSIRT Computer Information Security Incident Response Team organization.
8. Report to the Board of Directors regularly on the implementation of cyber security:
According to Article 9 of the “Regulations Governing Establishment of Internal Control Systems by Public Companies”, the relevant internal operation regulations of the computerized information system, with the IT Department as the responsible unit, is responsible for formulating cyber security policies, planning and implementation of cyber security policy promotion and implementation and regularly report to the Board of Directors on the Company's information security governance. The execution of information and communication security governance was reported to the Board of Directors by the information security supervisor on October 29 2024.

Losses suffered by the Company in the most recent fiscal year and up to the annual report printing date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken: None.

2.3 Climate Chapter

Financial Impacts and Other Risks and Opportunities Arising from Climate Change

The final agreement of the Glasgow Climate Pact established at the 26th Conference of the Parties (COP26) to the United Nations Framework Convention on Climate Change reaffirmed the commitment to the Paris Agreement’s goal of limiting global warming to 1.5°C, strengthening global emphasis on addressing climate change and global warming. COP27 further underscored the threats posed by extreme weather events to human society, calling on all parties to enhance resilience in the face of the climate crisis, highlighting the urgency of addressing climate risks. COP28 pledged to “transition energy systems away from fossil fuels,” committing to accelerate actions within this critical decade in a just and orderly manner to achieve net zero by 2050.

In the World Economic Forum’s Global Risks Report released in early 2024, “natural disasters and extreme climate events” and “major changes in the Earth’s ecosystem” were listed as the two most severe global risks. To address these significant risks, Axiomtek has established a “Sustainable Development Practice Code” and continues to disclose information in its sustainability reports. Since 2015, the Environmental Sustainability Team has coordinated ISO 14064 greenhouse gas inventory operations to understand the company’s environmental impact. Additionally, Axiomtek identifies climate risks in its value supply chain and plans corresponding management measures, establishing metrics and targets to ensure effective promotion and results.

Since 2023, the company has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework, focusing on governance, strategy, risk management, metrics, and targets for information disclosure. Major risks are identified and categorized into two types:

- (1) Transition risks arising from economic changes in response to climate change.
- (2) Physical risks directly caused by climate change or extreme weather.

By establishing a disclosure framework and risk identification, TCFD information transparency is achieved, allowing stakeholders to understand and assess climate-related risks and opportunities.



2.3.1 Governance

Organization Name	Responsibilities
Board of Directors	Formulate company risk management and policies. supervise major risk response directions and ensure risk management mechanisms.
Sustainable Development Committee	Assist the board in executing risk management duties, mainly reviewing risk management reports, integrating and coordinating common risk management issues among subsidiaries, and communicating important risk management matters.
Risk Management Team	Responsible for monitoring and tracking climate-related risks and opportunities, including formulating sustainable action strategies and climate mitigation actions, and supervising related capital expenditures, as well as considering climate-related risks and opportunities in major capital expenditures, mergers, and divestitures.
Management (including subsidiaries)	view risks involved in all company operations to ensure the risk management system can fully and effectively control related risks.
Legal Department	Execute legal risk control, assist in assessing legal risks in various business, legal documents, and contracts.
All Operating Units (including subsidiaries)	Before executing any business, thoroughly review all risk management regulations to ensure business execution and compliance with risk management systems.

To properly respond to various climate actions and fulfill corporate social responsibility, the board of directors is the highest supervisory body for sustainable development and climate change, responsible for supervising, reviewing, and approving sustainability policy goals.

The identification and management of climate change risks and opportunities are handled by the Environmental Sustainability Team of the Sustainable Development Committee, which regularly reports climate and environmental risk issues to the Risk Management Team, which then evaluates and approves mitigation and adaptation plans. The Risk Management Team also regularly reports the implementation of risk management (including climate risks) to the board, enabling the board to understand and supervise risk issues faced by the company. In addition to routine quarterly reports to the board on greenhouse gas inventory progress, each working group of the Sustainability Committee (including the Environmental Sustainability Team and Risk Management Team) reports at least once a year to the board on environmental sustainability performance and risk assessments required for environmental changes (e.g., power or water shortages).

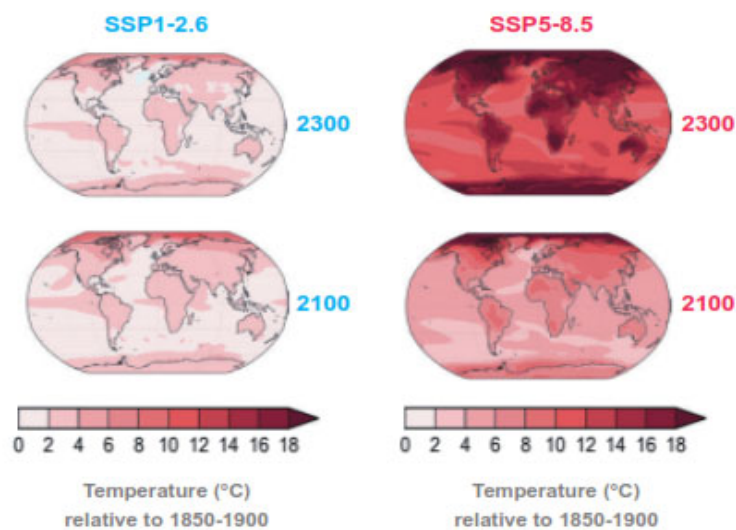
Projects related to climate risks are coordinated and planned by the Risk Management Team under the General Manager, establishing a proactive climate change risk management mechanism through the “Risk Management Policy,” considering climate-related risks and opportunities, and assisting the company in judging the impact of climate change on future market opportunities and

operations, including the scale and frequency of impacts. For major capital expenditures, mergers, and divestitures, the company considers how to respond to possible risks and take appropriate mitigation and adaptation measures while maintaining operations.

2.3.2 Strategy

Scenario Risk Simulation Method

Axiomtek sets risk scenarios based on the Shared Socioeconomic Pathways (SSP1-2.6 and SSP5-8.5) from the IPCC Sixth Assessment Report (AR6) as the basis for climate issue analysis. The following chart shows global temperature increases over the next 200 years, using 1850-1900 as the baseline, under both ideal (SSP1-2.6) and worst-case (SSP5-8.5) scenarios. By simulating the physical risks faced by Axiomtek under these scenarios, the company assesses potential operational impacts and financial effects, and develops management measures accordingly.



Operational Sites – Disaster Potential and Hazard Assessment

For major operational sites in Taiwan, the headquarters and Factory 1 have been assessed for flood (heavy rain, typhoon) and soil liquefaction (earthquake) risks.



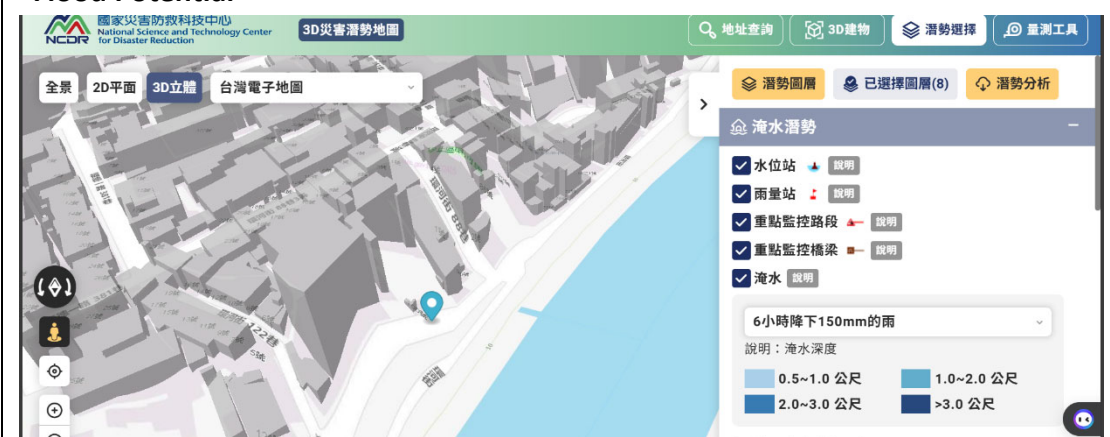
Soil liquefaction



Not directly located in an area with a potential for inundation by 650 mm of rainfall in 24 hours, but within 500 metres of it, which would seriously affect the safety of staff travelling to and from work in the event of flooding; and not a potential area for soil liquefaction.

Axiomtek Factory 1 - No.100, Huanhe Street, Xizhi District, New Taipei City, Taiwan

Flood Potential



Soil liquefaction



Although it is not directly located in the 6-hour rainfall potential area of 350 mm, it is located within 500 metres of the factory, which means that under extreme weather conditions (SSP5-8.5), the factory will likely face the threat of flooding and inundation, which will affect the timing of deliveries, the commute of staff, and the overall operation of the factory.

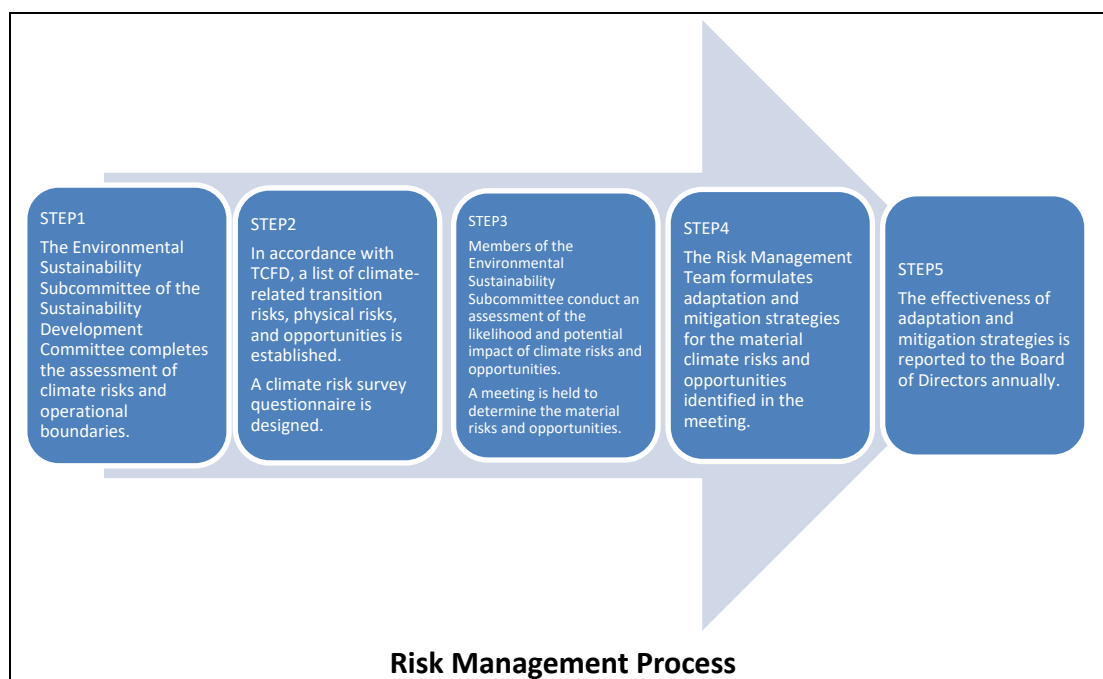
Based on the disaster potential analysis of the two sites, floods and soil liquefaction pose no significant short-term impact on Taiwan sites. Thus, these are not currently considered in disaster potential analysis. However, climate impacts on the supply chain that affect supply or customer response are closely related to the company's operational strategy and are included in overall risk considerations. °

Axiomtek comprehensively evaluates the impact of climate risks and opportunities on business and strategy during major capital expenditures, mergers, and divestitures. This includes assessing the impact of climate change on financial status, operations, and assets, as well as evaluating opportunities and response strategies in a changing environment, integrating them into business and strategic planning to avoid potential financial losses and seize new development opportunities for long-term growth.

Assessment Items	Impact on Business and Management Strategies
Physical Risks	Direct impacts of climate change: Assess the effects of extreme weather events (e.g., high temperatures, earthquakes, flooding, typhoons) on Axiomtek's supply chain and facilities.
	Long-term climate change: Evaluate the impact of long-term climate change on Axiomtek's operations and asset values.
	Environmental risks: Consider how environmental factors such as water scarcity and flooding may affect Axiomtek's operations and financial condition.
	Policy and regulatory changes: Assess the impact of evolving government and international policies and regulations on carbon emissions and environmental protection.
Transition Risks	Technological changes: Evaluate how the development of new and low-carbon technologies may affect Axiomtek's business and product portfolio.
	Supply chain management: Proactively collaborate with suppliers to broaden sustainability engagement, enhance supply chain climate risk management, and strengthen climate risk governance.
	Market shifts: Consider how changing market preferences for low-carbon products and services may influence Axiomtek's business model and product strategies.
	Development of a low-carbon economy: Identify potential business and market opportunities arising from the transition to a low-carbon economy.
Opportunities	Application of new technologies: Assess opportunities for operational and product innovation through the adoption of

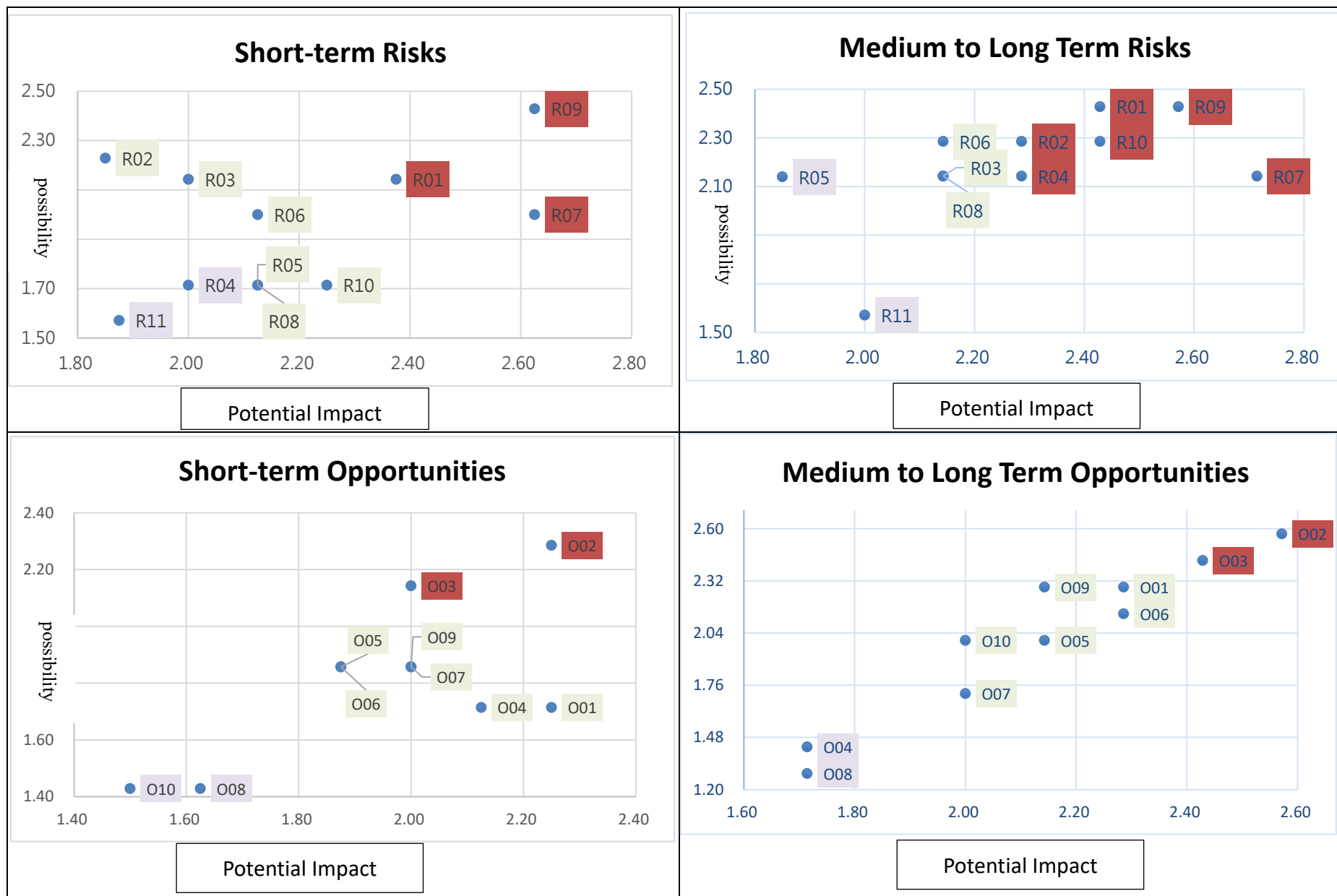
Strategy Formulation	new and low-carbon technologies.
	Enhancement of brand reputation: Evaluate how proactive climate action can enhance Axiomtek's brand reputation and attract investors. °
	Risk Management: Develop effective risk management strategies to address climate-related risks.
	Opportunity Seizure: Formulate strategies to capture climate-related opportunities, such as developing low-carbon products and services and enhancing brand reputation.
	Resource Allocation: Allocate resources appropriately based on climate risks and opportunities to support the company's long-term development.
Stakeholder Communication	Information Disclosure: Disclose information on climate-related risks and opportunities in accordance with standards such as TCFD, and communicate with stakeholders.
	Collaboration: Collaborate with stakeholders to jointly address climate change.

2.3.3 Risk Management



To address the potential financial impacts of climate change, Axiomtek has implemented a climate risk and opportunity identification process. Through this process, we assess the risk and opportunity factors arising from climate change, categorize them by type and impact, and conduct scenario and impact analyses. Based on these assessments, we have developed a climate risk–opportunity matrix.

The Company defines short-, medium-, and long-term time horizons for climate-related risks and opportunities as follows: short term (0–5 years), medium term (5–10 years), and long term (over 10 years). Climate risk and opportunity assessments are conducted biennially. However, policy, regulatory, technological, market, and reputational changes under transition risks and opportunities are reviewed annually. Where necessary, the Company will update the evaluation results of physical risks, transition risks, and opportunities through a rolling revision mechanism. Climate risks are classified into transition risks and physical risks. Transition risks include categories such as policy and regulation, technology, market, reputation, customer requirements, and changes in customer behavior. Physical risks are categorized as either acute (immediate) or chronic (long-term). Opportunities are categorized into resource efficiency, energy source, products and services, markets, and organizational resilience.



No.	Risk Item	No.	Opportunity Item
R01	Carbon fee/carbon tariff on greenhouse gas emissions	O01	Reduction in water use and consumption
R02	Disclosure of carbon emissions information	O02	Adoption of more efficient production processes
R03	Requirements and supervision of existing products and services	O03	Recycling and reuse
R04	Demand for low-carbon products and services	O04	Transition to more efficient buildings
R05	Failure of investment in new energy technologies	O05	Adoption of more efficient transportation methods
R06	Changes in customer behavior	O06	Use of low-carbon energy
R07	Increased severity and frequency of extreme weather events (typhoons, floods)	O07	Development and increase of low-carbon products and services
R08	Changes in rainfall patterns and climate extremes	O08	Adoption of new technologies
R09	Rising raw material costs	O09	Participation in carbon trading markets
R10	Rising average temperatures	O10	Transition to decentralized energy sources
R11	Rising sea levels		

Note 1 : The company is listed in the computer and peripheral equipment sector, not classified as high energy-consuming, and has not received negative stakeholder feedback regarding climate governance; thus, reputational risk is excluded from transition risks.

Note 2 : Risk and opportunity priorities are determined by the product of potential impact and likelihood; scores ≥ 4.5 are considered high risk or key opportunities.

Note 3 : High-risk items in the short- and medium-to-long-term are highlighted and subject to financial impact assessment and mitigation measures; medium- and low-risk items are monitored.

Note 4 : Financial impacts: over NT\$10 million = high impact; NT\$2–10 million = medium impact; under NT\$2 million = low impact.

Transition Risk-Scenario and Potential Financial Impact Assessment

Risk Aspect	Risk Item	Impact Scenario	Potential Financial Impact Assessment	Management Measures
Policy & Regulation	Carbon fee for GHG emissions	Policy and regulatory changes estimated under SSP1-2.6 scenario.	✓ Under current draft, from 2030, emissions under 10,000 tons/year will be charged NT\$500/ton. With 2023 emissions of 4,000 tons, annual cost increase estimated at NT\$2 million starting 2030. ✓ Additional consultancy support and third-party verification required, increasing annual cost by approx. NT\$400,000.	✓ Annual GHG inventory and third-party verification since 2015. ✓ Continuous monitoring of EU CBAM developments. ✓ Completed Scope 3 inventory and SBTi target setting in 2024; target validated in 2025. ✓ SBTi emission reduction target approved in 2025.
	Substitution with low-carbon products and services	✓ Taiwan's Climate Change Response Act to impose carbon fees on high-emission industries starting 2025. ✓ EU CBAM pilot launched in Oct. 2023, with full implementation in 2026. In 2024, the Company completed the GHG inventory and verification for Scope 1, Scope 2, and Scope 3 emissions for fiscal year 2023.		
Technology	Increase in raw material costs	SSP1-2.6 scenario indicates growing demand for low-carbon products. Some customers have already inquired about low-carbon alternatives.	If unable to launch low-carbon products in time, competitiveness may decline, leading to partial customer loss and revenue impact. Estimated financial loss under 5% based on current demand.	✓ Completion of product carbon footprint disclosure in 2025. ✓ Digitalization of carbon footprint management system and completion of a product-level carbon footprint project in 2025.

Risk Aspect	Risk Item	Impact Scenario	Potential Financial Impact Assessment	Management Measures
Market	Increase in raw material costs	SSP1-2.6 scenario projects higher raw material costs due to international carbon tax policies and resource constraints. Transition to low-carbon materials required.	Annual raw material cost increase estimated at 10–15%.	✓ Establish supplier sustainability program to support low-carbon transition. ✓ Monitor international carbon tariff–regulated industries and supply chains, giving priority to suppliers with lower carbon footprints as qualified vendors. ✓ Implement localized sourcing policy.

Opportunities – Scenario and Potential Financial Impact Assessment

Risk Aspect	Risk Item	Impact Scenario	Potential financial impact assessment:	Management Measures
Immediate	Increased severity of typhoons, floods, and other extreme weather events	✓ Under climate change, typhoons and heavy rainfall intensify, posing risks of operational disruption and safety hazards. ✓ SSP1-2.6 (mid- and late-21st century): Taiwan’s average annual total rainfall projected to increase by approximately 12% and 16%, respectively; the	Typhoon and flood damage may disrupt upstream supply and logistics, leading to delayed delivery, reduced revenue, and reputational risk. Estimated revenue impact: below 2% for Xizhi plant and headquarters.	✓ Monitor the scientific highlights of the IPCC Climate Change Assessment Reports and the updated Taiwan Climate Change Assessment Reports, and track climate changes in regions relevant to the Company’s operational sites. ✓ Place orders earlier and schedule product deliveries in advance. ✓ Install typhoon and flood protection

Risk Aspect	Risk Item	Impact Scenario	Potential financial impact assessment:	Management Measures
		average annual maximum 1-day rainfall intensity projected to increase by approximately 15.7% and 15.3%, respectively. ✓ SSP5-8.5 (mid- and late-21st century): Taiwan's average annual total rainfall projected to increase by approximately 15% and 31%, respectively; the average annual maximum 1-day rainfall intensity projected to increase by approximately 20% and 41.3%, respectively. ✓ SSP5-8.5 (mid- and late-21st century): Typhoon frequency affecting Taiwan projected to decrease by approximately 15% and 55%, respectively, while the proportion of strong typhoons is projected to increase by approximately 100% and 50%, respectively; typhoon precipitation change rates projected to increase by		measures at headquarters and factories, and establish emergency response teams to address extreme weather events.

Risk Aspect	Risk Item	Impact Scenario	Potential financial impact assessment:	Management Measures
		approximately 20% and 35%, respectively.		
Long-Term	Rising average temperatures	SSP1-2.6 (mid- and late-21st century): Annual average temperature in the 21st century may increase by approximately 1.3°C and 1.4°C, respectively. Days with maximum temperatures above 36°C may increase by approximately 6.8 and 6.6 days, respectively. SSP5-8.5 (mid- and late-21st century): Annual average temperature in the 21st century may increase by approximately 1.8°C and 3.4°C, respectively. Days with maximum temperatures above 36°C may increase by approximately 8.5 and 48.1 days, respectively, with urban areas experiencing larger increases than other regions.	Higher frequency of extreme heat raises energy consumption, costs, and supply chain risks. Based on Bureau of Energy data, a 1°C decrease in cooling temperature requires +6% electricity. Estimated electricity cost increase: +7.8% under SSP1-2.6, +10.8% under SSP5-8.5.	✓ Optimize energy use efficiency. ✓ Implement energy-saving and carbon reduction measures. ✓ Place orders earlier and schedule product deliveries in advance to mitigate supply chain disruptions. ✓ Apply green building practices. ✓ Increase the use of renewable energy or purchase renewable energy certificates (RECs).

Opportunities – Scenario and Potential Financial Impact Assessment

Opportunity Item	Opportunity Scenario	Potential Financial Impact Assessment	Management Measures
Higher efficiency production processes	By fully automating production equipment and optimizing processes, resource efficiency can be enhanced.	By fully automating production equipment and processes, operating expenses are estimated to be reduced by approximately 5% by 2030.	✓ Implement automated production systems to improve product efficiency and reduce on-site workforce requirements. ✓ Embed circular-economy principles to reduce carbon emissions and lower energy and resource consumption. ✓ Implement quality-improvement projects to reduce product defect rates and minimize waste. ✓ Integrate climate change–related supply-chain disruption considerations into production and sales planning.
Recycling and Reuse	By reducing resource waste and increasing recycling efforts, circular economy value can be created.	Operating costs are expected to be reduced through enhanced recycling and reuse initiatives.	✓ During the design phase, prioritize the approval/selection of raw materials that use post-consumer recycled (PCR) materials. ✓ Procure reusable auxiliary materials and packaging, including the reuse of packaging and auxiliary materials used in suppliers' shipments. ✓ Partner with licensed waste-management service providers to recycle plastic waste.

2.3.4 Indicators and Targets

- **GHG Inventory**

In response to the Climate Change Response Act, the global 2050 net-zero pathway, and relevant carbon emission regulations, Axiomtek conducts greenhouse gas (GHG) inventories and reduction initiatives in alignment with government GHG management policies.

Since 2015, Axiomtek has adopted ISO 14064-1 to conduct corporate GHG inventories, covering Scope 1 and Scope 2 emissions. In 2024, the coverage was expanded to Scope 3. In 2025, the Company plans to respond to the SBTi initiative by setting and achieving science-based reduction targets.

Axiomtek has established a GHG reduction strategy, setting an indicator that per capita emissions must decrease by 1.5% year-over-year to achieve energy savings and GHG reduction. Progress is reviewed annually during the Environmental Management System (EMS) management review meeting. In 2024, per capita emissions were 3.03 tCO₂e, representing a reduction of 2.77 tCO₂e (47.76%) compared to 2023 (5.8 tCO₂e). The primary reason for this significant reduction was the plant relocation in Q3 2023, during which many refrigerant-containing equipment such as air conditioners, refrigerators, and fire extinguishers were newly installed, resulting in increased Scope 1 fugitive emissions. In 2024, only partial equipment replacements occurred, causing Scope 1 fugitive emissions to return to normal levels.

In 2025, Axiomtek introduced a carbon management system to enhance efficiency in data management and tracking. The system enables quarterly statistical analysis of GHG inventory data, thereby shortening the monitoring cycle for environmental targets and facilitating the development of carbon reduction strategies and environmental management goals.

GHG Emission Sources and Emission Status

Scope	Category	Source (Emission Type)
Scope 1 Direct Emissions	Mobile Combustion: Refers to fuel combustion from transportation equipment, e.g., automobiles.	Company vehicles – Gasoline (CO ₂ , CH ₄ , N ₂ O) Company vehicles – Diesel (CO ₂ , CH ₄ , N ₂ O)
	Fugitive Emissions: Refers to intentional and unintentional releases, e.g., leaks from equipment joints and seals, methane from wastewater treatment plants, CO ₂ released from fire protection equipment, and HFCs from air conditioners, refrigerators, and household refrigeration units.	CO ₂ fire extinguishers (CO ₂) Water dispensers, air conditioners, refrigerators, vehicle air conditioning, dryers, chambers (HFCs) Septic tanks (CH ₄)

Scope	Category	Source (Emission Type)
Scope 2 Energy Indirect GHG Emissions	Refers to GHG emissions from purchased electricity, heat, steam, or other fossil fuel–derived energy.	Purchased electricity (CO ₂)
Scope 3 Other Indirect GHG Emissions	Includes employee business travel; transportation of documents or waste by third parties; outsourced activities, contract manufacturing, and authorized distributors; and emissions outside facility boundaries related to waste generated from operations, as well as employee commuting.	Outsourced transportation of documents and parcels – Gasoline, diesel (CO ₂ , CH ₄ , N ₂ O), refrigerants (HFCs) Outsourced waste collection and disposal – Gasoline, diesel (CO ₂ , CH ₄ , N ₂ O), refrigerants (HFCs) Employee commuting and business travel – Gasoline, diesel (CO ₂ , CH ₄ , N ₂ O), refrigerants (HFCs) Vending machines – Refrigerants (HFCs)

Plant-wide GHG Emissions by Scope and Emission Types							
	Scope 1				Scope 2	Scope 3	Total Emissions
	Fixed Emissions	Process Emissions	Mobile Emissions	Fugitive Emissions	Energy Indirect Emissions	Other Indirect Emissions	
Total Emissions (tCO₂e/year)	0.00	4.22	3.6	243.25	1,816.70	NA	2,067.77
Gas Type Proportion (%)	12.14 (%)				87.86(%)	NA	100.00(%)

Notes:

1 、 Calculation basis follows the emission factors from Taiwan EPA (Version 6.0.4) and the GWP values from IPCC AR6. Electricity factor used: Taiwan Power Company 2024 emission coefficient (0.474 kgCO₂e/kWh).

2 、 2024 GHG emissions for Scopes 1 and 2 were self-inventoried by Axiomtek. Scope 3 emissions are still under inventory and statistics, with complete disclosure of Scopes 1–3 expected in Q3 2025. External verification is scheduled for September 2025.

● Internal Carbon Pricing Strategy

In line with IFRS S2 requirements, Axiomtek plans to implement internal carbon pricing calculations beginning in 2027.

● Linking Climate Change Performance with Compensation Policy

1 、 Performance-based incentives for senior executives are tied to OKR objectives. Starting 2025, certain executives' OKRs will include climate change and sustainability performance indicators.

2 、 In 2025, the Company has established a “Carbon Reduction Innovation Award” within the annual outstanding employee recognition program to encourage full employee participation in energy conservation and carbon reduction initiatives.

● **Energy Conservation and Carbon Reduction Initiatives**

Source Management	✓ Adopt eco-friendly, energy-efficient lighting for fire safety, evacuation, and emergency exit signs. ✓ Replace traditional T8 lighting with LED lighting. ✓ Use energy-saving water dispensers to reduce standby power consumption. ✓ Use video conferencing to minimize business travel and related energy consumption. ✓ Install sensor faucets and urinals in restrooms to avoid water waste. ✓ Replace refrigerators and air conditioning systems with energy-efficient models to enhance power savings.
Energy-saving Measures	✓ Set office air conditioning at 26°C and conduct regular maintenance to ensure efficiency. ✓ Encourage employees to use stairs, which promotes health and reduces elevator usage during off-peak hours. ✓ Turn off office lights during lunch breaks. ✓ Install circulation fans at air outlets (Plant 1, 1st floor) to regulate indoor temperature and reduce compressor activation frequency.
Awareness Promotion	✓ Promote turning off unnecessary power and peripheral equipment. ✓ Implement electronic approval systems and digitization of technical documents to reduce paper use, with an emphasis on double-sided printing. ✓ Encourage employees to use public transportation or carpool.

● **Management Targets**

Through its climate risk identification process, Axiomtek identifies relevant climate risks and opportunities, and evaluates their potential financial impacts. Based on the Company’s sustainability strategy and the characteristics of identified factors, three primary management targets are defined: Carbon Emissions, Low-Carbon Products, and Sustainable Supply Chain. These three targets form the core basis for climate-related decision-making.

Carbon Emissions

- Axiomtek conducts organization-level greenhouse gas (GHG) inventories in accordance with ISO 14064-1 to assess the emissions generated during its operational processes. The 2021 inventory data has been established as the baseline year, and annual comparisons are made against this baseline. The scope of the inventory is progressively expanded based on available resources and capacity in order to gain a comprehensive understanding of Axiomtek's GHG emissions. Based on this, the Company establishes emission reduction targets and implementation strategies, which are progressively deployed across the entire Axiomtek Group.

Low-Carbon Products

- By closely monitoring market and environmental trends, Axiomtek integrates green design principles, collaborates with suppliers to develop low-carbon raw materials, and conducts annual product carbon footprint assessments. These efforts enable the Company to design and launch low-carbon products that meet customer demand.

Sustainable Supply Chain

- The Company is committed to enhancing its sustainable supply chain management framework while strengthening engagement with supply chain stakeholders. Axiomtek progressively implements sustainable supply chain assessments and collaborative planning to build a more resilient and sustainable supply chain that can effectively respond to future climate risks.

Management Target	Short-term Goal	Mid-term Goal	Long-term Goal	Management Measures
Carbon Emissions	Conduct organizational GHG inventories to comprehensively understand emission	Establish effective GHG reduction strategies, identify potential reduction opportunities, and progressively reduce emissions, aiming for	Plan product life cycle carbon footprint assessments to support long-term decarbonization	• ISO 14064-1 organization-level GHG inventories • Energy-saving and carbon

Management Target	Short-term Goal	Mid-term Goal	Long-term Goal	Management Measures
	conditions, while continuously updating and improving annual inventory items.	a 1% reduction compared with the baseline year.	strategies, aligned with Taiwan's 2050 net-zero pathway.	reduction measures (current management and project operations) • 2050 net-zero emission target
Low-Carbon Products	✓ Develop suppliers utilizing low-carbon raw materials and renewable energy ✓ Plan product carbon footprint assessments	✓ Collaborate with suppliers to increase the proportion of low-carbon raw materials ✓ Implement product carbon footprint projects, quantify emission reduction benefits, and continuously optimize	Expand the visibility of low-carbon products, creating positive impacts on supply chain partners' decarbonization actions	• Supplier engagement and management procedures • ESG Committee Environmental Task Force conducting new supplier and product assessments • Product carbon footprint projects
Sustainable Supply Chain	Promote sustainable supply chain assessments and collaborative planning. Collect and evaluate sustainability-related information throughout the supply chain and organize	Enhance collaboration with supply chain stakeholders, strengthen communication and engagement, and provide suppliers with technical support for product carbon footprint projects, achieving knowledge sharing	Further improve the sustainable supply chain management system, reinforce supplier monitoring mechanisms, and promote decarbonization initiatives through low-carbon products.	• Responsible Business Alliance (RBA) Code of Conduct • Supplier engagement and management procedures • Supplier environmental and social

Management Target	Short-term Goal	Mid-term Goal	Long-term Goal	Management Measures
	performance-sharing sessions.	and cost efficiency. Establish common goals and action plans within the industry value chain.	Collaborate with business partners to build a more reliable, transparent, and environmentally friendly sustainable supply chain.	impact assessments • Product carbon footprint projects

References:

- Extracts from the Task Force on Climate-related Financial Disclosures (TCFD) :<https://www.fsb-tcf.org/>
- Extracts from the IPCC Sixth Assessment Report on Climate Change and Taiwan Climate Change Assessment Update Report:https://tccip.ncdr.nat.gov.tw/km_abstract_one.aspx?kid=20210810134743
- Extracts from the Taiwan 3D Disaster Potential Map:<https://dmap.ncdr.nat.gov.tw/>

2-4 Legal Compliance

To pursue sustainable development and stable operations, Axiomtek has established comprehensive internal control systems, procedures, and implementation plans, including ex-ante compliance mechanisms, mid-term risk management, and ex-post internal audit and risk assessment, to achieve robust enterprise risk management.

Compliance with laws is not only the responsibility of the Board and management team but also requires all employees to uphold clear compliance awareness and systems regarding relevant operational laws and regulations. This ensures alignment with corporate governance requirements and the latest legal standards, thereby reducing potential legal risks from violations and safeguarding against internal and external non-compliance. An effective compliance mechanism prevents malpractice, reduces risks of investigations, penalties, lawsuits, and negative publicity, while enhancing corporate reputation. This, in turn, helps attract high-quality independent directors, employees, and business partners, creating a win-win situation for the Company, shareholders, and stakeholders.

“Zero Penalty” is a key performance indicator under Axiomtek’s corporate governance. Each year, the Company identifies all relevant environmental regulations and customer requirements, reviews updates, determines applicability, and evaluates whether adjustments are required. In cases where government or customer audits reveal deficiencies or non-compliance, corrective actions are prioritized, and measures are implemented to prevent recurrence.

In 2024, Axiomtek recorded no major violations across integrity governance, business accounting, environmental protection, labor rights, occupational safety, product safety, product labeling and marketing, or customer privacy.

Chapter 3 Operation Highlights

Axiomtek has grown for four consecutive years despite global instability, with both revenue and profit reaching new highs. In the future, the market is not expected to gradually explore more business opportunities through the application of AI artificial intelligence, edge computing, Internet of Things, network security, autonomous mobility and green technology innovation. The Company continues to focus on the core technologies of the Industrial Internet of Things, connecting digital technology, software and hardware integration, and ecosystem partners, making good use of existing hardware professional manufacturing and flexible design advantages to create technology service value and provide customers with in-depth solutions for the Domain



application industry. The Company will continue to pursue sustainable operations as its goal, fulfill its corporate social responsibilities and attach importance to sustainable development, in order to achieve common prosperity with our partners.

Regarding the business policy, the Company focus on the integration of artificial intelligence and the Internet of Things, smart manufacturing-related technologies, and edge computing platforms, and continue to invest in domain industries such as factory automation, smart energy, transportation, medical, gaming, and smart retail. It also provides a complete product line and professional customization services for targeted vertical markets. Focus on integrating AI, IoT, smart manufacturing, and edge computing. Continue investing in factory automation, smart energy, transportation, medical, gaming, and smart retail. Provide a complete product line and professional customization services for targeted vertical markets. Collaborate with strategic partners to create alliances, integrate software and hardware to enhance value-added products, and pursue long-term development and sustainable operation of the enterprise. Global localization business policy, actively deploying overseas Design Engineering Service to provide localized professional services; adding overseas service bases, global marketing channels to deepen customer relationship. Form follows function can organize corresponding development, pursue the vision of sustainable development of the enterprise and long-term talent cultivation.

In terms of product research and development, in response to sustainable management and market development trends, plan medium and long-term strategic directions, including focus on the industrial application in vertical markets such as factory automation, rail transit, green energy, and smart grid; provide edge computing platforms, machine vision solutions, touch panel computer, and



combine core technologies to provide comprehensive AIoT solutions. The edge computing system is developing toward intelligent, compact, and modular products. Strengthen the integrated application of the embedded operating system and provide a security upgrade solution for the Internet of Things. Develop specific domain-focused platforms for vertical markets and integrate software expertise to provide customers with a complete and reliable solution. Migrate the system level to an application market solution, combine DigiHub to provide software and hardware integration services for partners.

As technologies like AI, IoT, edge computing, smart mobility, green energy, and network security rapidly evolve, these technologies will be deeply integrated with more vertical application markets. Our company will drive digital transformation and regional growth, enhancing innovative design services and developing flexible strategies based on organizational needs. We prioritize sustainable operations, corporate social responsibility, and nurturing talents from a global perspective.

As part of its long-term development strategy, the company plans to enhance industrial IoT technology capabilities, target vertical application markets, and improve software and hardware integration. By leveraging innovative technology services, the goal is to achieve performance growth. The company will collaborate with key customers, system integrators, and distribution partners to establish an industrial alliance ecosystem and encourage joint development.

Additionally, the company focuses on corporate governance and sustainable development, sets visions and goals, and is committed to working with strategic partners to achieve sustainable growth and create more business opportunities.

3.1 Operating Policies and Objectives

Axiomtek is committed to enhancing shareholders' value and has established a clear development plan for the Group. Monthly management meetings are held to review the business performance of each unit and propose improvement plans for the planning and implementation of the operation and management system, as well as for the assessment of business performance and project business. Through proactive operation and management planning, Axiomtek aims to meet the expectations of shareholders and stakeholders by achieving the annual performance and profitability targets in pursuit of the stable growth of the enterprise and the pursuit of sustainable operation.

Marketing strategy

- Brand development and globalization
- Cloud technology application and digital marketing
- Vertical application fields
- Local R&D, assembly and customization

Research and Development

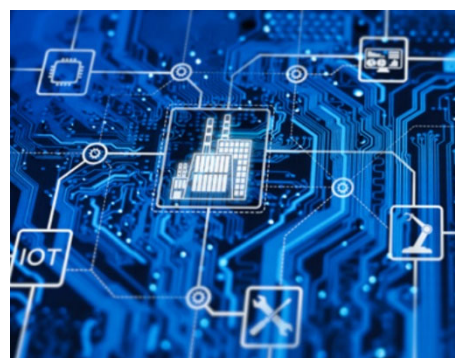
- Embedded boards and SoM computer modules
- AI Edge computing platform
- Smart retail application solution
- Gaming industry dedicated platform

● Business Marketing Strategies

1. Give full play to the key influence of digital transformation, accumulate software and hardware integration technology, deepen the added value of the industry, and provide customers with exclusive technology services.
2. Marketing globally with its own brand, focusing on design, manufacturing, and sales; actively deploying global localization strategies, establishing sales bases and technical bases, expanding marketing channels, and realizing localized services.
3. Formulate strategies and tactics for the sales strategies of major global customers including key accounts, domain-focused system integrators, and channel partners, expand sales scale and assist customers to develop a new market.
4. Strengthen the added value of software and hardware integration, duplicate success cases, shorten customer development time and development costs, and create a win-win model.
5. Utilize the Salesforce cloud application and platform, use IT and BI (Business Intelligence) to effectively manage customer relationships and manage project progress, and integrate digital marketing models to improve customer experience.

● Product Research Development Planning

1. The industrial IoT edge computing platform integrates software and hardware services, emphasizing user experience, and targets automation, smart green energy, machine vision, AMR (Autonomous Mobile Robot), AI, and IoT applications.
2. Targeting the industrial network security application market, developing edge computing platforms, remote monitoring technology IPMI (Intelligent Platform Management Interface), high-speed Ethernet modules, and multi-layer network security architectures.
3. Provide digital signage players and self-service kiosks with integrated touch screens, barcode readers, and payment devices. Through multiple screen output interfaces and customized firmware programs to achieve multi-screen splicing and system self-management.
4. The computer for medical equipment offers customized services for high-performance, compact hosts, speeding up diagnostic instruments, and AI chip cards boost computing power, creating an intelligent medical environment.
5. Developing a Botton Deck platform for gaming, Video Mixer technology, and the PTS (Player Tracking System) for machines. Also focusing on backend management, image processing, Jackpot servers, and ARM-based products with vertical industry expertise and integration.

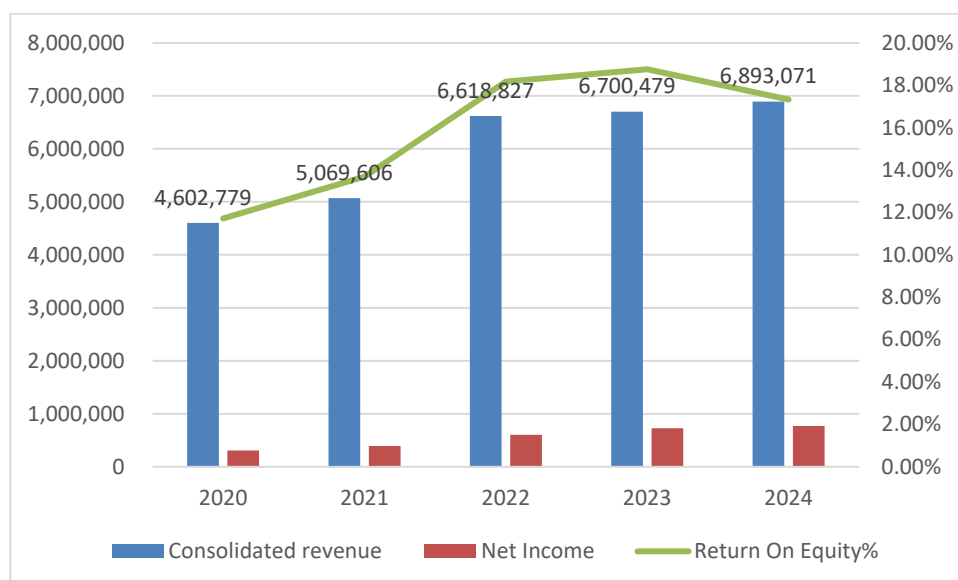


3.2 Economic Results

Management of major issues : Economic Results	
Item	Abstract Description
Issues Affecting Borders	Inside the Organization (Full Group)
Management Mechanism	To establish and operate a sound corporate governance organization with a head of corporate governance to protect shareholders' rights and interests and to strengthen the functions of the Board of Directors, please refer to the section on the Board of Directors in the Report for details.
2024 Goal	Continuously investing in and developing AI artificial intelligence, edge computing, the Internet of Things, smart healthcare, and smart retail to maintain high growth momentum.

Management of major issues : Economic Results	
2024 Execution	Consolidated operating revenue reached NT\$6.893 billion, an annual growth of 2.87%. Consolidated net income for the period amounted to NT\$770 million, and after-tax earnings per share was NT\$7.53.
2025 Rollout	With innovative design services and digital transformation as the development core, the Company will strengthen the added value of product software and hardware integration, market globally under our own brand, expand marketing channels, and achieve localized services.
Medium and Long Term Development Direction	Continuous global localization and deep cultivation operation, combined with vertical application markets, to achieve regional services and supply chains, jointly create an industrial alliance ecosystem, and gradually lay the foundation for global branding and sustainable operation.
Relevant Policies	Axiomtek's articles of incorporation, code of corporate governance practices and plan of operation.

Axiomtek Group's 2024 consolidated revenue reached NT\$6.893 billion, consolidated net income for the period was NT\$770 million, and consolidated comprehensive income for the period was NT\$829 million, with earnings per share of NT\$7.53.



Unit: NT\$ Thousand

Item	Item	2020	2021	2022	2023	2024
Financial Overview	Operating income	4,602,779	5,069,606	6,618,827	6,700,479	6,893,071
	Gross Profit	1,550,755	1,700,995	2,230,812	2,402,897	2,539,540
	Gross margin	33.69%	33.55%	33.70%	35.86%	36.84%
	Business Benefits	403,951	417,006	728,720	944,138	904,105
	Net income before tax	412,502	495,096	792,782	981,557	1,041,521
	Net profit for the period	306,598	390,915	602,637	727,624	770,402
	Net interest rate after tax	6.66%	7.71%	9.10%	10.86%	11.18%
Operating Costs	Operating costs and charges	4,198,807	4,652,637	5,889,893	5,756,517	5,988,952

Item	Item	2020	2021	2022	2023	2024
Profitability	Earnings per share (dollars)	3.73	4.57	6.66	7.19	7.53
Employee Salary & Benefits	Employment Costs	1,006,579	1,139,226	1,294,941	1,332,809	1,518,939
	Employee Benefits	6,442	7,176	9,974	10,083	11,027
Dividend Payout	Cash dividends (dollars)	2.57	3.05	2.50	4.30	4.50
Government Revenue	Profit-seeking business income tax	43,548	50,218	126,150	219,637	377,019
Payment of interest to lenders	Payment of interest	4,436	4,231	10,262	14,240	7,994
R&D Expenditures	R&D Costs	422,620	488,175	570,785	581,329	657,599
	As % of operating revenue	9.18%	9.63%	8.62%	8.68%	9.54%
Supplementary Income	Financial assistance from the government	41,713	6,185	2,858	-	-

Note: Including operating revenue and non-operating income.

Appropriation of Surplus

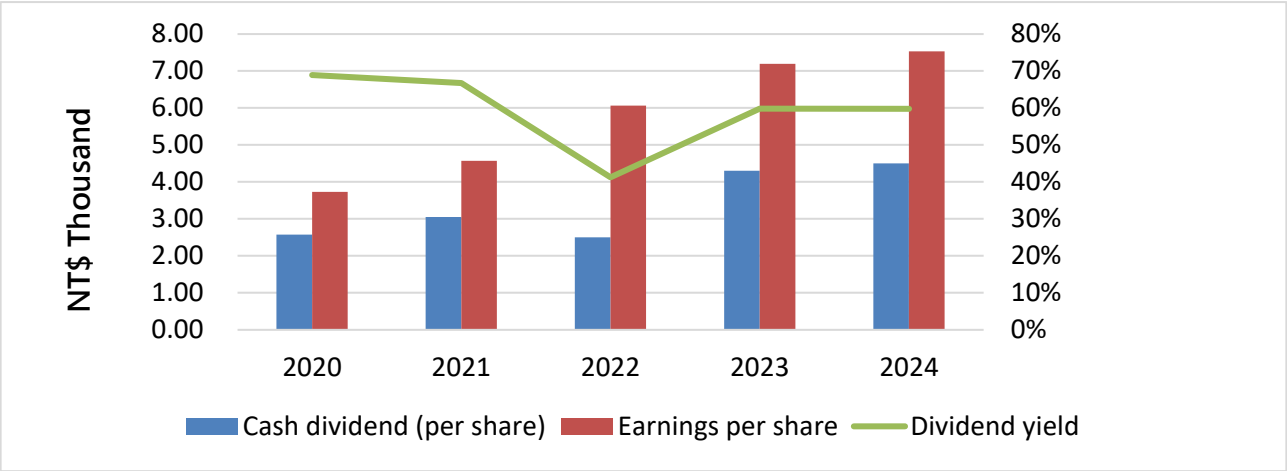
Since 2005, the Company's shares have been listed on the Over-the-Counter Securities Trading Center in the Republic of China (ROC). The Company has maintained a sound financial structure and has continued to create value for investors by paying dividends and emphasizing the interests of investors. Since 2005, the Company has paid dividends to its shareholders every year.

In accordance with Article 27 of the Company's Articles of Incorporation, if the Company has a net profit after tax for the current period, the Company shall first make up for the accumulated losses (including adjustments to the undistributed earnings) and then set aside 10% of the accumulated losses as legal reserve in accordance with the law, unless the legal reserve has reached the total amount of the Company's paid-in capital. After the appropriation or reversal of the special reserve as required by law or by the competent authorities, the remaining surplus, together with the unappropriated earnings at the beginning of the period (including adjustments to the unappropriated earnings), shall be appropriated by the Board of Directors, and the Board of Directors is authorized to distribute all or a portion of the dividends and bonuses payable in the form of cash dividends upon the resolution of the Board of Directors with the presence of at least two-thirds of all the directors and a majority of the directors present at the Board of Directors meeting and to report to the Shareholders' Meeting.

In the event that the distribution of earnings pursuant to the preceding paragraph is made through the issuance of new shares, it shall be resolved by the shareholders at a shareholders' meeting in accordance with the provisions of Article 240 of the Company Act.

The Company's dividend policy is to allocate no less than 25% of the available-for-distribution

earnings each year for dividends and bonuses to shareholders in accordance with the Company's current and future development plans, taking into account the investment environment, capital requirements, domestic and overseas competition, and the interests of shareholders, etc., of which no more than 80% of the total amount of dividends and bonuses may be distributed as stock dividends. On February 26, 2025, the Board of Directors of the Company resolved to distribute cash



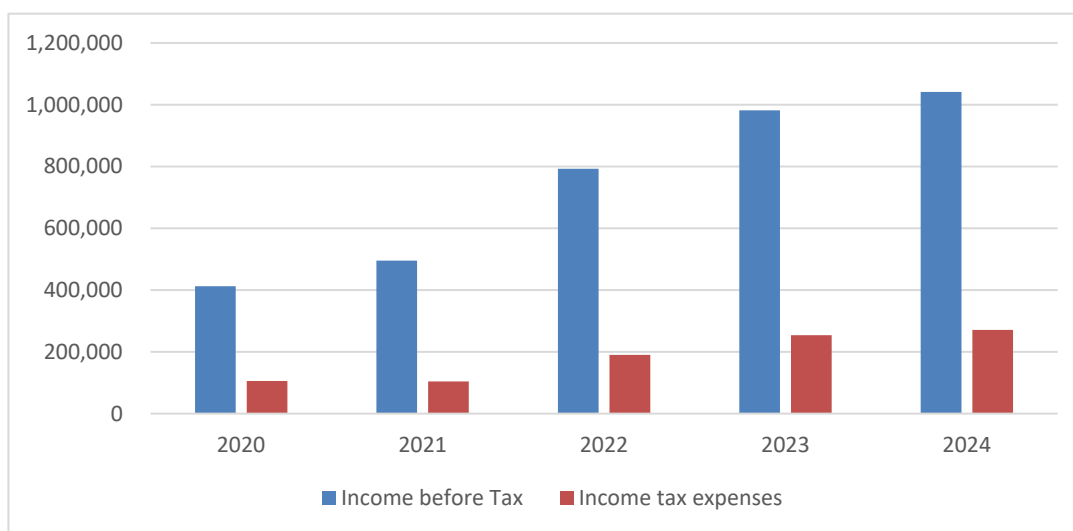
dividends of NT\$4.50 per share from 2024 and reported to the shareholders’ meeting in accordance with the law, and the Chairman was authorized to determine the basis of dividend allotment and the release date and other related matters.

Tax Policy and Financial Assistance from the Government

We are committed to supporting tax policies that promote innovation and economic growth, as well as information transparency and sustainability:

- All operations are conducted in accordance with relevant tax laws and regulations.
- Financial reporting information is transparent and tax disclosures are handled in accordance with relevant regulations and standards.
- We do not engage in transactions for the sole purpose of tax avoidance.
- We have a respectful relationship with the tax authorities based on mutual trust and transparency of information.
- The company's key decisions take into account the impact of rental taxes.

The Company's contribution to the government's rental tax is mainly due to the payment of income tax of the profit-making business, and the actual income tax paid by the Group in 2024 is approximately NT\$377,019 thousand.



Axiomtek received the corporate income tax assessment notices for the fiscal years 2022 and 2021 in 2024 and 2025, respectively. The investment tax credits approved by the Northern District National Taxation Bureau of the Ministry of Finance amounted to NT\$3,698,000 and NT\$3,785,000, respectively.

● Tax Governance

Policy Philosophy In response to the international trend of tax governance, Axiomtek implements stringent management of tax operations in order to effectively manage tax risks and implement sustainable corporate development. We have set up a tax management unit where day-to-day tax administration and management is delegated to the Accounting Officer, who is assisted by professional and experienced tax professionals in fulfilling the company's tax obligations, and the Chief Financial Officer is the tax administrator.

We are ultimately responsible for our tax affairs. In addition, in the face of the ever-changing domestic and international tax laws and regulations, we have adopted appropriate responses and strategic adjustments, as well as enhanced our professional knowledge through the professional services provided by external tax consulting organisations.

● Tax Risk Management

Country	Type of Tax	Content of Risk
Taiwan China America Asia	Corporate Income Tax Indirect tax Other	Uncertainty in tax laws and regulations leads to tax disputes. ● Increased tax compliance costs due to different timeframes for interpreting legislation in accordance with the BEPS(Note) policy implemented by the Organisation for Economic Co-operation and Development (OECD). ● Changes in tax laws or incentives may affect the Company's original tax planning. ● Failure to implement tax administration policies; failure to timely assess and respond to tax costs arising from changes in tax laws or transaction patterns.

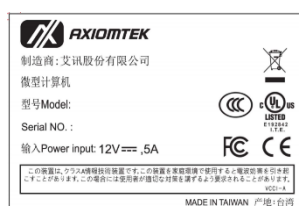
Note: BEPS (Base Erosion and Profit Shifting) is an international tax reform led by OECD, which aims to establish an international tax system that is conducive to global economic growth.

Chapter 4 Products and Services

Axiomtek Co., Ltd. is committed to developing and manufacturing a wide range of innovative, high-performance, and reliable industrial computer products, with the "Industry 4.0" integration framework as the cornerstone of its product development goals. In addition, Axiomtek has obtained ISO 9001, ISO 14001, ISO 13485 and other international quality management certifications to ensure the standard and quality of R&D, production, sales and service stages. We are also committed to the layout of core patents and related confidentiality and control. In addition to the green factory concept that has been introduced to enhance the green image of the industry, the product design itself also focuses on user safety, from the placement of the motherboard components to the external mechanical components, all of which are designed for ease of use, environmental protection, low carbon, and low power consumption. In addition to meeting regulatory requirements, it is also a total solution that combines cloud intelligence and edge computing. Axiomtek will gradually realize the vision of sustainable management and development.

To ensure that the products we provide to our customers comply with international regulations such as UL, CE, FCC, CCC, BIS, KC etc., and to reduce the health and safety impact during the product life cycle. Regarding regulations related to network information security, we have also obtained system certifications for ISO 27001 and IEC 62443-4-1. Axiomtek conducts regular environmental, safety, and health regulations audits, and sets fair trade and anti-trust clauses in the Axiomtek Corporate Social Responsibility Code and Employee Code of Conduct.

In recent years, there have been no cases of violations of the regulations and standards related to marketing communications and employee conduct, and the management guidelines for product and service information and labeling requirements are as follows:



Materiality Management Guidelines - Product and Service Information and Labeling Requirements

Item	Product labeling abnormality incident, Power rating is an important product information printed on the anti-silver dragon sticker and must comply with the product specifications.
Issue Affecting Borders	Within the organization and customers.
Management System	If there is a power rating change in product design, the safety certification must be re-certified, and a Product Change Notification (PCN) must be issued to inform customers. The change cannot be

	made without notifying the customers.
2022 Goal	QA sends email to the head office and the factory to provide examples and strengthen promotion.
2022 Implementation Effectiveness	No relevant cases to raise again.
2024 Promotional Goal	After implementing the Product Life-cycle Management (PLM), PM can select whether or not to trigger a Product Change Notice (PCN) when filling out an Engineering Change Request (ECR) Application Form, and send a change notification to its end customers.
2025 Certification Obtained	Enhance the company's management systems and regulations related to internet information security, and obtain certifications for ISO 27001 and IEC 62443-4-1.
2025 Promotional Goal	To achieve the concept of a sustainable environment, we will formulate and promote design policies for green products, encompassing materials, packaging, recycling, and energy conservation.
Related Policies	Axiomtek is committed to honesty, integrity and business ethics, and has earned the trust of our customers.

Axiomtek 's business philosophy is to create a win-win situation with suppliers and customers while ensuring ethical and environmentally responsible sourcing and manufacturing practices. Axiomtek has established a green supply chain management system that complies with all relevant regulations and customer specifications regarding the use of hazardous substances in components. Suppliers are required to sign a "Restricted Substances Commitment Statement" and a "Declaration of Non-Use of Conflict Minerals" to ensure that all components meet relevant environmental regulations. Suppliers must also ensure that their products do not contain any hazardous substances that are regulated by Asentek, such as Pb, Hg, Cd, Cr6+, PBB, PBDE, DEHP, BBP, DBP, and DIBP, in compliance with the European Union's Restriction of Hazardous Substances Directive (2011/65/EU), (EU) 2015/863.

Axiomtek has developed modular fanless embedded systems for specialized applications in the intelligent transportation and industrial IoT sectors. The tBOX500-510-FL-PoE and eBOX671-517-FL are built on the philosophy of providing fanless systems that offer noise-free operation, better stability, and can operate in wider temperature ranges. The tBOX500-510-FL-PoE comes with a PoE power supply that significantly reduces deployment costs and saves system installation space. It is designed to provide a robust embedded fanless system that can meet the diverse demands of the intelligent transportation sector. The eBOX671-517-FL, on the other hand, is designed to provide a high-performance embedded fanless system that can meet the demands of AIoT industrial IoT applications. Both products are designed to meet the principles of reliability, safety, and economy.



tBOX500-510-FL



eBOX671-517-FL

At the same time, the newly launched eBOX100-312-FL industrial-grade low-power edge computing system and the DSP511 retail market advertising playback system both feature a fanless design, which is developed based on this concept. They offer an IP40-rated fanless system that not only avoids the noise, dust, and stability issues caused by fan operation, but can also work in a wide temperature range. The device is lightweight and compact, and its flexible I/O expansion can be connected to a cloud database via monitoring software and network (LAN/WLAN/WWAN), greatly reducing labor costs and increasing processing efficiency, while meeting the principles of reliability, safety, and economy. The eBOX100-312-FL provides a robust IP40-rated embedded fanless system product to meet the needs of factory automation.

To meet the growing demand for advertising playback in various retail fields, Axiomtek provides a robust, high-performance, and low-power embedded 4-display advertising playback system to meet customer needs.



eBOX100-312-FL

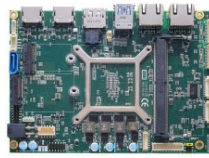


DSP521

Axiomtek's main product lines have been successfully applied in factory automation, Edge-AI computing platform, intelligent rail transportation, smart energy, robotics industry, smart healthcare, gaming, point-of-sale information systems, interactive multimedia platforms, retail vertical markets, network security, digital signage and more in the industrial Internet of Things related fields. Axiomtek has experienced R&D and manufacturing teams and develops a variety of embedded and industrial computer products and modular design application platforms with advanced embedded technology.



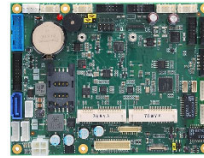
Pico-ITX



CAPA



PICMG 1.3 Full-size



COM Express



Smart Display Module



Low-power Fanless Embedded Computer



Multi-functional Fanless Embedded Computer



Expandable Fanless Embedded Computer



Fanless Embedded System for Smart Transportation



Smart Transportation Monitoring System Platform.



Vertical Expandable Fanless Embedded Barebone System



Machine Vision Control Platform



Industrial Network Extender



Industrial Edge Firewall



Swappable intelligent transportation monitoring system



Intelligent transportation monitoring system platform



Touchscreen Fanless Panel PC



High-performance expandable Panel PC



Stainless Steel Fanless



1U Network Appliance



2U Network Appliance



Fanless Slim-type NA



Industrial Ethernet Switch



Autonomous mobile robot AMR



OPS Digital Signage Player



Digital Signage Player



CAN Converter



Digital Signage Playback System



Smart KIOSK Module



Edge AI System



Industrial IoT Gateway Platform



Industrial Secured Gateway



Edge AI Computing Platform

Product Information Security

In recent years, information security incidents involving electronic products have occurred from time to time. Product information security has increasingly attracted the attention of regulatory authorities and consumers. Our company has established standardized process management for product information security to ensure the safety of consumer information and privacy.

階段	Management Mechanism
Development Environment	At the beginning of 2024, the company implemented ISO/IEC 27001. Relevant personnel and software/hardware operations comply with the company's established information security policies, including adherence to applicable information security laws, regulations, and related social norms. We have established antivirus and regular backup mechanisms to prevent file corruption and loss, ensuring proper management of information assets and safeguarding the confidentiality, integrity, and availability of critical, sensitive, and valuable digital data.
Product Development	The company plans to officially implement IEC 62443-4-1 by the end of 2024. In the early planning and design stages of network communication-related products, the concept of product information security will be integrated from the product design phase. We will also ensure thorough process and documentation traceability during development, and continue maintenance and monitoring after mass production.
Quality Assurance	After implementing IEC 62443-4-1, products will undergo comprehensive standard testing at the laboratory for the relevant models planned for mass production during the finished product stage. Any potential risks will be immediately addressed and corrected to pass testing and obtain the necessary certifications. This approach ensures that products sold officially will not be exposed to unnecessary information security risks. No product information security incidents or suspected incidents occurred in 2023.

Axiomtek provides complete solutions for various industries :

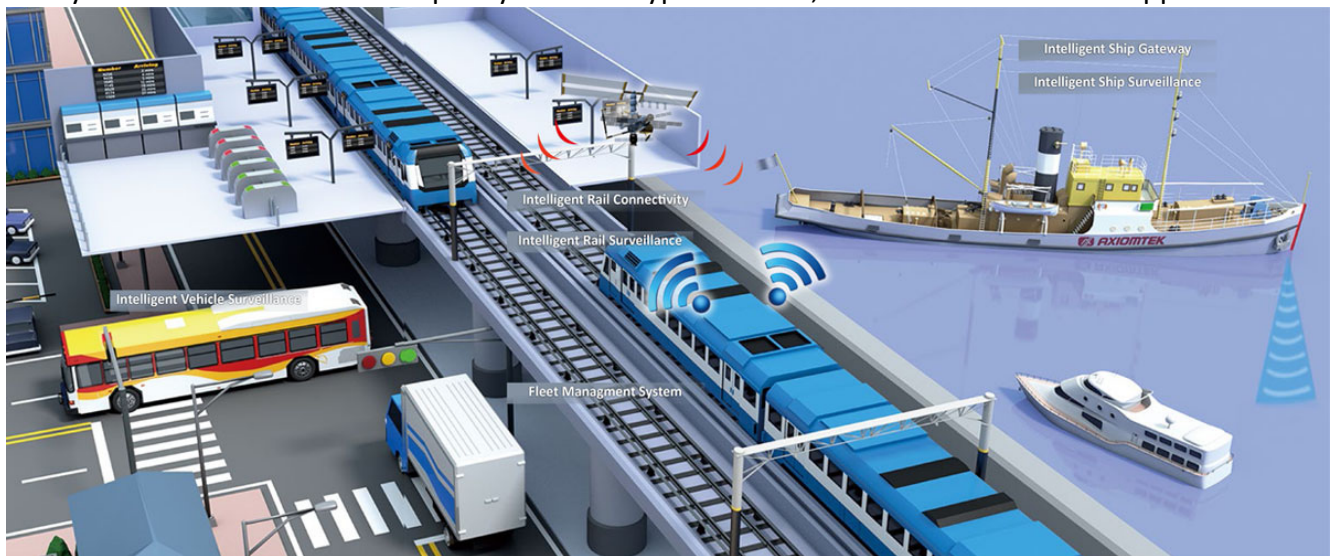
- **Industry 4.0 Smart Factory**

Industry 4.0 is a technological evolution from embedded systems to networks and physical systems. The production technology of embedded systems and intelligent manufacturing are connected to a new technological era. Industry 4.0 represents a shift from centralized to decentralized products, meaning that machines will not only be able to execute simple commands but also accept multiple commands. This will fundamentally change the production value chain and business models in the industry, as well as assist in the implementation of smart factories to increase production output and factory efficiency while reducing the complexity of cost burdens and physical inventory.



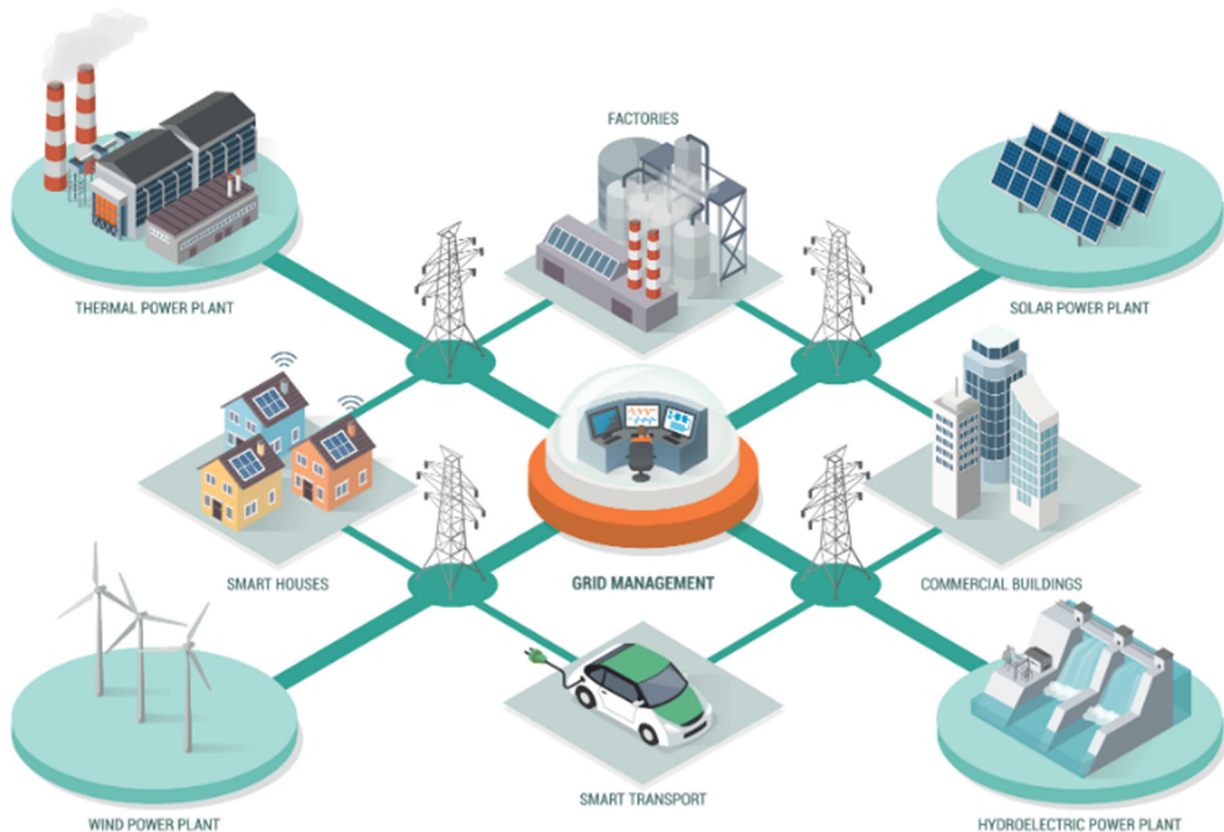
● **Intelligent Transportation**

Axiomtek provides excellent transportation solutions, equipped with low-power core processors that are both efficient and economical, and introduces lead-free processes (RoHS) to meet strict process and high standard quality control requirements for green and environmental protection needs. With a complete network video surveillance system (NVR), wireless communication technology, and smart gates, it enhances overall resource allocation, traffic scheduling, and infrastructure capabilities, while also reducing traffic congestion and environmental impacts, improving transportation and energy efficiency to meet important project goals such as safety and customer service quality for all types of rail, vehicle and marine applications.



● **Intelligent Energy**

Axiomtek has a wide range of rugged embedded computer systems and Ethernet products integrated with control, communication, management, and video functions for the power generation, transmission, and distribution phases. Axiomtek's power and energy solutions help energy industry customers upgrade, extend their optimal operating time, reduce outage and operational maintenance costs, and meet various application requirements such as smart energy, road services, electric vehicle charging stations, and fully comply with safety and environmental requirements.



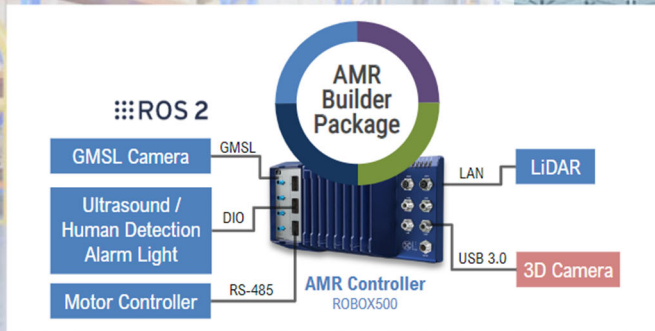
● **Robotics Industry**

With the increasing use of Autonomous Mobile Robots (AMR) in manufacturing automation, smart logistics, and e-commerce, demand for them has also grown rapidly. Facing the fast-developing AMR market, Axiomtek has launched an AMR builder package that includes an AMR controller, ROS 2 software package, sensor kits, and development support services to simplify the AMR development process from design to manufacture and help system integrators speed up time-to-market. Real-time data collection, advanced predictive and reactive capabilities, and high-performance controllers are necessary for quickly processing and executing sequential movements in AMR applications. Numerous I/O interfaces are required to connect with cameras, sensors, control boards, displays, and other end devices, enabling customers to create autonomous mobile robots that meet the requirements of Industry 4.0 applications and address labor market shortages and increased labor costs.

Application

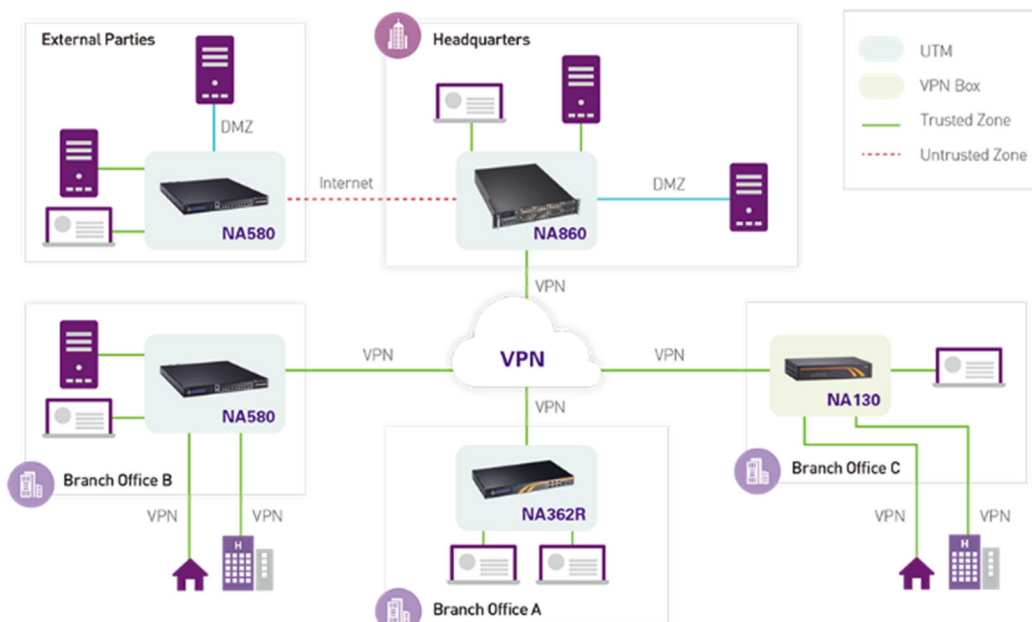
Driverless Forklift

- Long-range camera connection
- AI accelerator support
- Fast deployment with software toolkit
- Compatible sensors and lockable I/O



● Network Security Management

As the 5G era approaches and the Internet of Things (IoT) continues to flourish, the issue of network security is increasingly important for governments, businesses, campuses, and even SOHO users. Axiomtek offers a variety of network security application platforms that feature high-performance processors, flexible configuration, low power consumption, fanless or low-noise designs, and cost-effectiveness, making them the best solutions for virtual private networks (VPN), intrusion detection systems (IDS), unified threat management devices (UTM), and network security gateways, among other network applications.



● Digital Signage with Axiomtek's Remote Device Management System

Axiomtek has built a complete digital signage platform, suitable for shopping malls, corporations, educational institutions, hospitals, banks, transportation, restaurants, entertainment,

and other public and commercial venues. It effectively delivers continuous services for commercial, announcement, news, and information dissemination. They offer a comprehensive digital signage system with 2-screen to 9-screen configurations.



Axiomtek's Digital Signage System, coupled with our self-developed remote device management system, can provide remote monitoring functions, as well as the ability to remotely restart or reboot the device, which is quite helpful for the owners. Through these real-time problem reports, we can also better grasp the status of the device itself.

Retail API service benefit



● **Self-Service Solutions**

Self-service systems are widely used in the fields of banking, supermarkets, department stores, and transportation facilities. Axiomtek has built a complete POS/Kiosk self-service system and provides customized services, with advantages such as flexible configuration, easy maintenance, adaptability to various environments, and high stability.

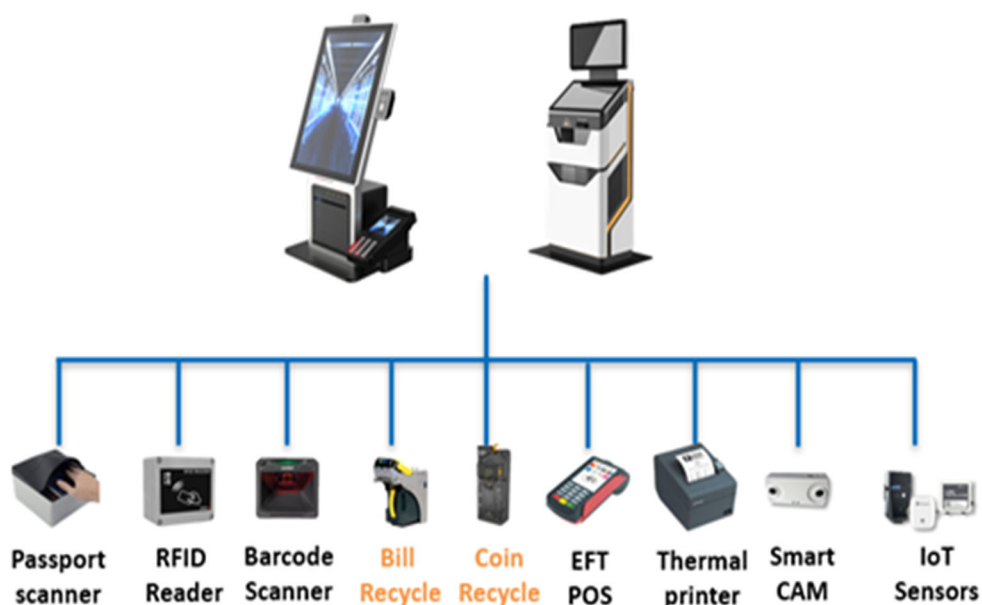
Through modular design, Axiomtek provides product system integration and design assembly, allowing self-service systems to be quickly upgraded, easily repaired, and reducing management and transportation costs.

- **Edge Computing AI Platform Solution**

Axiomtek offers a variety of size and architecture edge computing AI embedded platforms to meet diverse artificial intelligence application requirements, from low-power, high-performance embedded systems to scalable industrial-grade quasi-systems at the server level. Not only have they successfully assisted customers in the fields of smart manufacturing, smart transportation, smart agriculture, smart cities, and smart retail in improving their operational models, but they have also enhanced productivity, efficiency, and business performance.



System design and peripheral integration services



- **Centralized IoT Endpoint Device Network Management Platform**

In the era of the Internet of Things, edge devices, whether gateways or computers, need to be connected to the network to transmit data, and they also need to be managed through the network. To facilitate the centralized management of all the devices distributed in various locations, Axiomtek provides DigiHub for TMS, a web-based software suite for a centralized IoT endpoint device network management platform. This allows users to remotely monitor the operating status of each endpoint device, perform configuration adjustments, detect anomalies, and remotely update the devices, all maintenance and operational tasks.

This management platform is compatible with all of Axiomtek's standard products, eliminating the complexity of device selection and the need to learn multiple management suites.

- **Intelligent Medical System**

To meet the digital transformation needs of hospitals and the medical industry, Axiomtek's medical-grade computer systems and high-performance computing systems are ready. They offer design advantages such as high stability, silent operation, fanless function, and waterproof design, allowing integration into various medical devices and environments. This accelerates the application of artificial intelligence in medical settings and reduces the burden on healthcare staff. Additionally, all medical and computer system products have passed EN60601-1, CE, and FCC Part 18 Class B certifications





mBOX600



mHPC202

Product Lists :

Fanless Embedded System	eBOX100A, eBOX100-312, eBOX100-51R, eBOX560-52R, eBOX565-52R, eBOX560-512, eBOX570, eBOX625-853, eBOX626-853, eBOX625-312, eBOX626A, eBOX630-528, eBOX630A, eBOX640-500, eBOX640A, eBOX640-521, eBOX670-891, eBOX630B, eBOX671-521, eBOX671A, eBOX671B, eBOX700-891, eBOX710-521, eBOX710A, eBOX800-841, eBOX800-511
Edge AI Embedded System	AIE100, AIE110, AIE500, AIE510, AIE800, AIE810, AIE900
DIN-rail Embedded System	ICO110, ICO120-E3350, ICO230, ICO300, ICO300-83B, ICO300-83M, ICO310, ICO320-83C, ICO330, ICO500-518, ICO520, Agent200, IFB122, rBOX630
Transportation Embedded System	tBOX110-APL, tBOX323-835, tBOX324-894, tBOX500-510, tBOX520-ADL, tBOX810-838, UST100-504, UST200-83H, UST210-83K, UST500-517, UST510-52B, tBOX324-894
ARM-based Embedded Board	SCM120, SCM180, Q7M120
Industrial Systems	IPC960-525, IPC962-525, IPC964-525, IPC962-511, IPC962-512, IPC964-512, IPC960A, IPC962A, IPC964A, IPC950, IPC970, IPC920, IPC974-519, IPC980
Transportation Touch Panel PC	GOT710S-837, GOT712S-837, GOT715S-RA-M, GOT710A-ELK
Transportation Monitor	P710, P712, P7180
Fanless Touch Panel PC	GOT315A, GOT318A, GOT321A, GOT815A, GOT818A, GOT821A, GOT110-316, GOT107W-319, GOT115-319, GOT5103W-845, P115, GOT315B, GOT317B, GOT321B, GOT515, GOT521
Modular Panel PCs	ITC151 , ITC211 , ITC241
ATX Motherboards	IMB520R, IMB521R, IMB523R, IMB524R, IMB525R, IMB530, IMB540, IMB541, IMB700, IMB500, IMB501, IMB502
Slot CPU Cards	B140, SHB150R, SHB160, SHB250R
PCI Express Cards	AX92320, AX92321, AX92322, AX92324, AX92351, AX92352, AX92353, AX93327 Fiber Series
SMB Network Appliances	NA345R, NA362R, NA363R, NA590, NA591, NA592, NA860, NA861, NA870
SOHO Network Appliances	NA345, NA346B, NA347, NA350C, NA362, NA363
DIN-rail Network Appliances	iNA100, iNA200
Digital Signage Player	DSP3XX Series 、 DSP5XX Series 、 DSP6XX Series 、 DSP8XX Series
Modular Board	SDM3XXS Series 、 SDM5XXL Series

Medical HPC	MHPC200 Series
Medical Box PC	MBOX100 Series 、mBOX600 Series
Industrial PC	APC Series
Industrial Motherboard	MMB Series 、MANO Series 、NANO Series 、CAPA Series 、PICO Series 、KIWI Series
System On Module	CEM Series 、CEB Series 、Q7M Series 、
Added-On Card	AX Series, MIO Series, EIO Series

In addition, Axiomtek adheres to the ISO 9001, ISO 14001, and ISO 13485 quality management systems and implements pollution prevention and related environmental protection measures. Following the highest environmental policy of "unlimited environmental protection and sustainable resources," we comply with national environmental laws and regulations and relevant requirements of environmental organizations. We educate and promote environmental concepts to every



employee and communicate with raw material suppliers and partner factories on environmental issues, working together to promote the concept of environmental protection and sustainable economy.

At the customer service level, we have a well-established service network, and customers both domestically and abroad can quickly obtain the most up-to-date services and satisfactory prices through our global network. Each sales plan at Axiomtek is completed through the cooperation of a group of experienced software and hardware engineers, institutional engineers, system application engineers, and excellent sales colleagues. From concept to design, Axiomtek provides an excellent service team that can tailor solutions to different needs and accelerate product development time to meet market demands.

In terms of technical support, Axiomtek has professional technical support teams composed of experts located in our headquarters and other regions worldwide. Our customer service departments provide customers with real-time technical support through their professional knowledge. Our RMA customer service department is responsible for repair support, providing

customers with professional and comprehensive technical support, and promising to complete repair services within 14 days!

Axiomtek also provides OEM/ODM customization design services, and our approach is to prioritize the needs of each customer, whether it's project management, proposing application solutions, or providing technical support. To ensure optimal product performance, Axiomtek utilizes an international distribution network. Our global inventory control and tracking system effectively coordinates our product inventory in our offices located in Taiwan, the United States, Germany, the United Kingdom, and mainland China, ensuring timely delivery with no delays.

Client Relationships

Management of major issues: Client Privacy	
Item	Protection of customer privacy
Issues affecting the boundary	External Customers / Regulatory Authorities
Management Mechanism	Customer Complaint Forms / Official Documents of Regulatory Authorities
2024Goal	The number of complaints related to infringement of customer privacy or loss of customer information is zero.
2024 Executive Effectiveness	The total number of verified incidents of information leakage, theft or loss of customer information is zero.
2025 Rollout	Revise a more complete customer privacy management program. Importing safety certified quality enterprises (Authorized Economic Operator, AEO)
Relevant Policies	Axiomtek always respects the privacy of our customers and has set up management regulations for technical documents and application information provided by our customers to prevent the infringement of their privacy. To comply with European and American personal data protection regulations such as the GDPR and other principles, technical and procedural safeguards have been built into the website to prevent certain combinations of data. Privacy Policy and Cookie Policy can be found at: https://www.axiomtek.com.tw/Default.aspx?MenuId=Information&FunctionId=InfoFullPage&ItemId=277

In order to maintain the security of customer information and prevent data leakage, our company has regulations on the collection, handling and utilization of information from employees, customers and suppliers, and we have signed customer confidentiality agreements with some of our customers to ensure that the information of both parties will not be leaked. We have signed customer confidentiality agreements with some of our customers to ensure that the information of both parties will not be leaked out. If customers have any concerns or find that their privacy has been infringed upon, they can contact the business counter directly, and the business counter will file a complaint with the Quality Assurance Department for investigation and follow-up. The number of complaints related to the infringement of customer privacy or the loss of customer information in fiscal year 2024 was zero.

Axiomtek's network infrastructure has passed ISO 27001 certification. Network transactions and private data are protected by high-tech encrypted and secure transmission methods, with data encrypted before transmission to prevent data interception and theft.

Axiomtek adopts a zero-tolerance policy for violations of personal information protection. If, after investigation, Axiomtek is found to have violated applicable laws and regulations on personal information protection, including failure to report wrongdoing by a person with supervisory responsibilities, Axiomtek will immediately review and improve its management practices and take disciplinary actions in accordance with the labor contract, internal disciplinary rules, and procedures, including termination of employment.

Axiomtek has established the following contact channels for the privacy protection policy:

Axiomtek Co.

Personal Information Protection Officer

8F., No. 88, Nanxing Rd., Xizhi Dist., New Taipei City 221026, Taiwan.

privacy@axiomtek.com.tw

Customers who deliver Axiomtek's personal data may exercise the following rights in accordance with the provisions of Article 3 of the Personal Data Protection Act and Articles 16 to 20 of the EU General Data Protection Regulation.

1. Enquiry or request to view.
2. Request a copy.
3. Requests for additions or corrections.
4. Request to stop collection, processing, or utilization.
5. Request to limit processing.
6. Restrict automatic decision making.
7. Request deletion. However, Axiomtek may not be able to operate and reply if the processing of personal data is necessary and the data is not applicable to the exercise of the right to erasure in accordance with the relevant personal data law.
8. Request for data portability.

Customers can contact us through Axiomtek's website or mail to our mailbox.

Chapter 5 Friendly Workplace

Employee Diversity & Equal Opportunity

Critical Theme Management Approach: Employee Diversity and Equal Opportunity	
Item	Summary Description
Issues Affecting Borders	Intra-organizational
Management System	Hire talent without discrimination on the basis of race, sex, age, physical or mental disability, religion, national origin, or any other characteristic protected by applicable law.
2024 Goals	Continuing to promote gender work equity, diversity, and a cross-generational workplace. Gender work equity: Gender gap reduced by 1% compared to 2023 performance. Cross-generational composition: Employees' age ranges from 19 to 65 years old.
2024 Effectiveness	The gender gap is 11.64% in 2023, and 10.85% in 2024, which is lower than the original target. 2024 Employee age group minimum 18 years old, maximum 65 years old. The coverage is wider than 2023.
2025 Rollout Goals	Continuing to promote gender work equity, diversity, and a cross-generational workplace. Gender work equity: Gender gap reduced by 1% compared to 2024 performance. Cross-generational composition: Employees' age ranges from 18 to 66 years old.
Related Policies	None.

Talent Composition

Axiomtek has always valued the value of a diverse workplace, and fair employment opportunities are the source of the company's competitiveness. Our employees do not differ by gender, race, religion, politics, marriage, union, or association, etc. The gender ratio and nationality analysis by professional function are as follows:

2024/12/31

Item		Male Headcount & Percentage		Female Headcount & Percentage		Total
Job Function (By Gender)	Managers	101	14.79%	29	4.25%	130
	Technical Staff	218	31.92%	143	20.94%	361
	Other Staff	59	8.64%	133	19.47%	192
	Total	378	55.34%	305	44.66%	683

Note: % = Number of employees in the category ÷ Total headcount as of year-end.

2024/12/31

Item		Taiwanese Headcount& Percentage		Vietnamese Headcount& Percentage		Malaysian Headcount& Percentage		Other Headcount& Percentage		Total
專業職能 (By Nationality)	Managers	130	19.03%	0	0.00%	0	0.00%	0	0.00%	130
	Technical Staff	272	39.82%	86	12.59%	2	0.29%	1	0.15%	361
	Other Staff	190	27.82%	0	0.00%	1	0.15%	1	0.15%	192
	Total	592	86.68%	86	12.59%	3	0.44%	2	0.29%	683

Note: % = Number of employees in the category ÷ Total headcount as of year-end. Other nationalities include China and India.

Axiomtek's talent includes dynamic people under the age of 30, professional people between the ages of 30 and 50, and intelligent people over the age of 50. In order to respect differences and learn together to pass on Axiomtek's corporate culture, beliefs and values to consolidate and enhance the development of Axiomtek's human resources; and to meet the career development of employees and to take into account the company's operational needs and the desire of employees to be transferred, the company has also set up an internal job vacancy link on its internal website, and the monthly Axiomtek e-newsletter will also convey the latest job vacancy information to employees.

As of the end of December 2024, Axiomtek's headquarter in Taiwan has 682 employees (including Hsichih headquarters, Hsichih factory I and Taichung office).

Among them, there are 100 senior executives, all of whom are residents of Taiwan, Republic of China. The composition of the employees, depending on gender, age and job category, is as follows :

2024/12/31

Items		Number and proportion of males		Number and proportion of females		Total
Employees	Number of people in the company	378	55.42%	304	44.57%	682
Executives	Manager, Assistant Manager or above	85	12.46%	15	2.19%	100
Employee Age Regular & Contract Job Functions	Under 30 years old	50	7.33%	90	13.2%	140
	30~50 years old	284	41.64%	175	25.66%	459
	Above 50 years old	44	6.45%	39	5.72%	83
Full-time & contract employment	Full-time	378	55.42%	220	32.25%	598
	Appointment	0	0.00%	84	12.32%	84
Executives Employee Age Regular & Contract Job Functions	Marketing	13	1.90%	45	6.60%	58
	Administration	42	6.16%	47	6.89%	89
	R&D	238	34.90%	66	9.68%	304
	Manufacturing	85	12.46%	146	21.41%	231

Minority or Disadvantaged Groups Employees	Physical & Mental Disability	5	0.73%	0	0%	5
--	------------------------------	---	-------	---	----	---

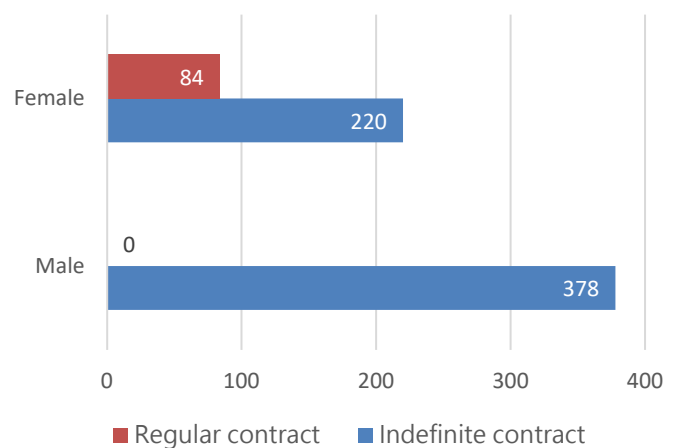
Note: % = number of persons in the category / total number of persons in the company at the end of the year

Employees are the most important asset of a company and the cornerstone of sustainable operations. Axiomtek attaches importance to the long-term cultivation and development of localized talents. Except for foreigners working in Taiwan, who are required to sign fixed-term labor contracts due to restrictions on the duration of their employment, Axiomtek employs all other talents who are not restricted by laws and regulations with long-term development in mind and expects colleagues to share the company's prosperity and growth. Due to the characteristics of the industry, the majority of female employees with fixed-term contracts are production line employees, accounting for more than 90%.

Based on the current employee composition structure analysis, the ratio of men to women is approximately 1.24:1. Due to the characteristics of the industry, high proportion of male R&D, as a result, the gender ratio is higher for males. In addition, in line with government policies, 5 people with disabilities are employed to ensure equal employment opportunities for disadvantaged groups.

2024/12/31

Gender	Male	Female	Total
Indefinite-term contracts	378	220	598
Fixed-term contracts	0	85	85
Total	378	305	683
Full-time	378	305	683
Part-time	0	0	0
Total	378	305	683
No guaranteed working hours	0	0	0



Note: Permanent employees refer to those with indefinite contracts, while temporary employees refer to those with fixed-term contracts. Full-time employees are those with fixed working hours, whereas part-time employees are those whose weekly, monthly, or annual working hours are less than those of full-time employees. Employees without guaranteed working hours are not assured of a minimum number of working hours per day, week, or month. The company's headcount includes the Xizhi headquarters (including the Taichung office) and the Xizhi factory. Non-employee workers include a total of 4 contracted service personnel: 2 security staff and 2 cleaning staff.

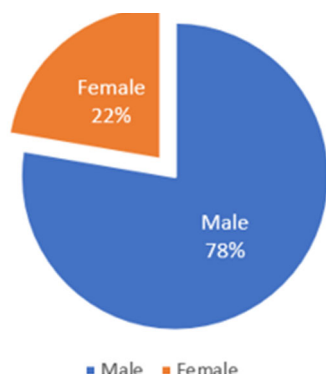
Labor Relations

Material Topic Management Approach: Labor Relations	
Item	Summary Description
Impact Boundary	Internal organization
Management Mechanism:	Strive for stable workforce development with a primary focus on indefinite-term employment, ensuring long-term planning for employees while avoiding major workforce fluctuations that may impact productivity and employee rights. Ensure labor policies comply with relevant regulations. Apart from student interns under industry-academia cooperation, child labor is strictly prohibited (including within suppliers). The Company upholds gender equality, equal opportunity, and equal pay for equal work. Actively recruit domestic employees and nurture outstanding junior staff as future management successors.
2024 Goals	Promote and implement the Organization & People Development Plan (O&PR). Establish key talent development action plans.
2024 Performance	Implemented 2025 organizational and talent strategies based on O&PR, focusing on the selection of key talents. Executed the third term of the Elite Academy Executive Management Program, with a total of 1,001 training hours in the first semester, developing professional leadership talents to strengthen Axiomtek's operational stability, growth, and sustainable foundation.
2025 Targets	Develop employee well-being initiatives as a cornerstone of sustainable operations. Implement succession planning and talent reserve programs.
Medium to Long-Term Development	Create stable employment opportunities and become a cradle for cultivating outstanding talent.
Related Policies	None

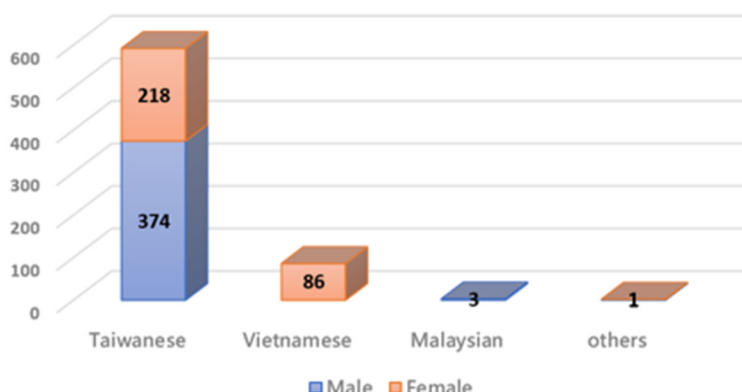
- Gender Equality

Despite being in the industrial computer technology sector, Axiomtek maintains a gender-balanced workforce, creating a gender-friendly environment. In 2024, the proportion of female

Gender Ratio of Managerial Staff



Number of Employees by Nationality and Gender



managers increased slightly by one percentage point. All talents are recruited internally, and all critical positions are filled through internal promotion based on performance and potential. Through fair and competitive mechanisms, Axiomtek ensures equal opportunities in recruitment, employment, training, evaluation, promotion, and compensation.

- Talent Retention Strategy

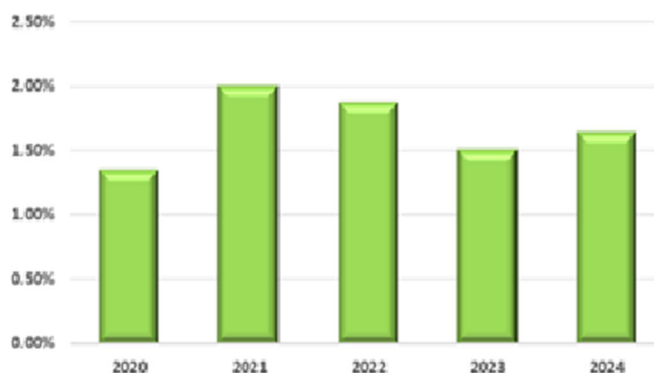
Axiomtek Taiwan' s 2024 New Hire and Turnover Rates

Category	Total	By Gender		By Age		
		Male	Female	<30	30-50	>50
New Hires	142	62	80	53	83	6
New Hire Rate (%)	21%	16%	26%	38%	18%	6%
Departures	128	57	71	39	80	9
Turnover Rate (%)	19%	15%	23%	28%	17%	11%

Note 1: New hire rate = Number of new hires in the category during the year / Total number of employees in the category at year-end

Note 2: Turnover rate = Number of employees who left in the category during the year / Total number of employees in the category at year-end

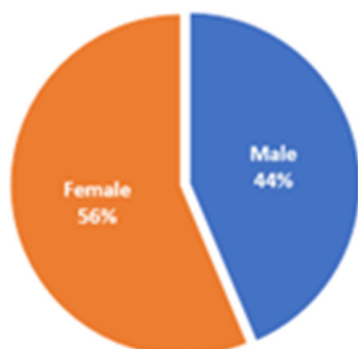
Historical Employee Retirement Rate



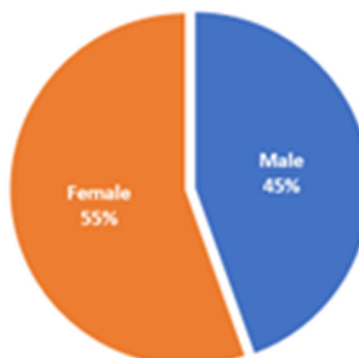
Note: The annual separation rate is calculated according to the Ministry of Labor' s formula:

In 2024, Taiwan's technology industry remained active, with steady growth in orders and personnel demand. This resulted in a slightly higher proportion of new hires compared to departures, leading to continued overall workforce growth.

Gender Ratio of New Recruits



Gender Ratio of Retirees



To retain top talent, Axiomtek has implemented competitive compensation systems and multiple Key Talent Programs in recent years. The Company selects high-potential and scarce talents, providing retention bonuses or employee stock options in conjunction with training programs. These initiatives enhance professional and managerial capabilities, nurturing mid-level managers and securing a deeper talent pool. Alongside cultivating key talents, Axiomtek also strives for workforce stability, as reflected in its turnover rates.

- Retirement Support

In addition to retention measures, Axiomtek provides retirement support for employees whose labor contracts are terminated due to retirement. Case-by-case interviews are conducted to understand continued employment needs. Short-term reemployment, project-based assignments, or transfers to subsidiaries and affiliates are arranged where appropriate to facilitate continued employment.

- Parental Leave

Recognizing Taiwan's low birthrate challenge, Axiomtek encourages employees to start families by providing marriage and childbirth bonuses. The Company also collaborates with childcare service providers to offer tuition discounts, easing the financial burden for employees and their families.

Axiomtek fully complies with parental leave regulations. Applications are open to both male and female employees, and reinstatement is guaranteed upon completion of leave.

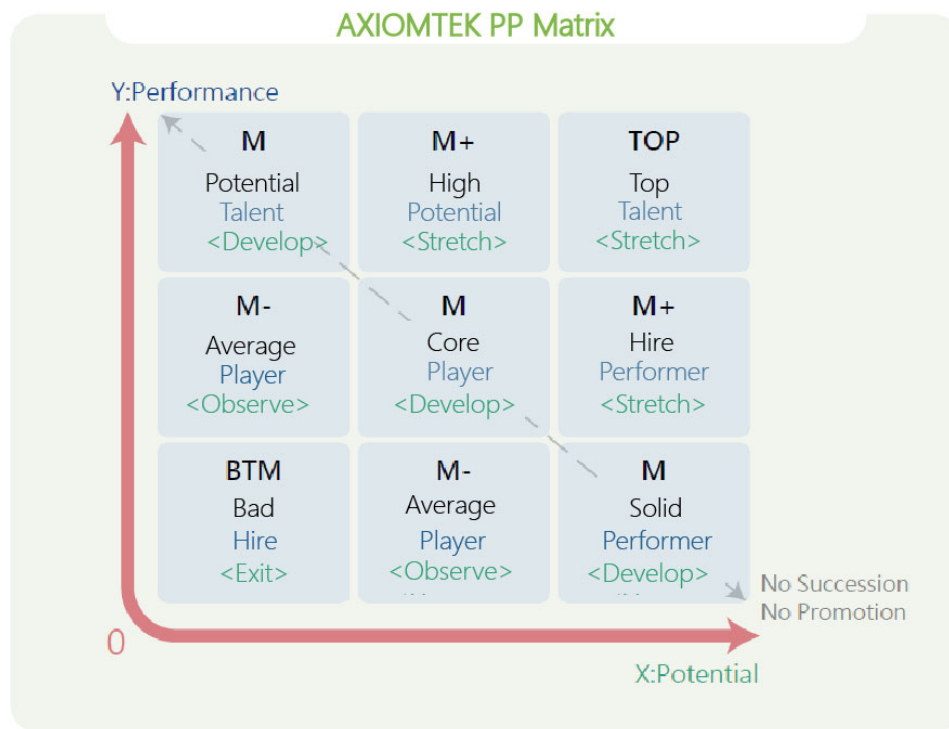
Gender	Male	Female
(A) Eligible for parental leave (2021–2024)	27	8
(B) Actual applications in 2024	1	1
(C) Expected reinstatements in 2024	1	4
(D) Actual reinstatements in 2024	1	2
(E) Actual reinstatements in 2023	0	1
(F) Continued employment one year after reinstatement (2023)	0	1
Parental leave application rate (B/A)	4%	13%
Parental leave reinstatement rate (D/C)	100%	50%
Parental leave retention rate after reinstatement (F/E)	--	100%

● Performance Evaluation

Axiomtek has developed a performance management system that includes setting annual performance indicators, conducting periodic evaluations, and providing feedback to employees. This process enables employees to reinforce strengths, improve weaknesses, and continuously develop their potential, creating a learning organization. Performance evaluation results are linked to compensation, promotions, and salary adjustments, motivating employees to strive for excellence. In 2024, the OKR (Objectives and Key Results) performance evaluation mechanism continued to be implemented at the senior management level, with results tied to compensation.

● Promotion and Salary Adjustment

Axiomtek's performance management system is linked to the promotion and salary adjustment system, which regularly evaluates the promotion and salary adjustment of the excellent performers every year, and also adjusts the salary of the average performers according to the price index and the operation performance. At the same time, it takes care of both excellent and qualified talents, and selects the key talents among them, and supplements them with the program of the project for the training and encouragement, so as to maintain the competitiveness of the enterprise and to cultivate the successor strengths



- Compensation and Benefits

Axiomtek places great importance on human capital. Upon onboarding, new employees are evaluated and their positions graded based on education, years of experience, professional experience, technical skills, and managerial skills. These position evaluations are benchmarked against incumbent employees in the same roles to determine and approve starting salary levels. For incumbent employees, the Company's compensation policy links rewards to achievement of established operational targets: the Company periodically reviews performance assessment results and ties remuneration to performance at various stages, thereby ensuring that employees' annual total compensation comprises a number of salary months that is competitive relative to the market. In consideration of Taiwanese cultural practices, the year-end bonus is prorated by the proportion of the year actually served, so that every active Axiomtek employee can enjoy a year-end bonus appropriate to their service during the year. To encourage professional specialization and pursuit of excellence, regular (permanent) employees receive a more comprehensive compensation and benefits package than contract employees.

Axiomtek — Compensation Linkage

Applicable To	Bonus Type / Payment	Link to Performance
Permanent employees	Holiday bonuses (Three major festivals)	Evaluation upon conversion to permanent status
Permanent employees	Performance bonus — R&D	Semi-annual performance assessment
Permanent employees	Performance bonus — Sales	Quarterly performance assessment
Permanent employees	Performance bonus — Manufacturing	Quarterly performance assessment
Permanent employees	Performance bonus — Logistics/Support	Semi-annual performance assessment
Permanent employees	Employee rewards / remuneration	Annual performance appraisal

Proportion of employees receiving periodic performance and career development reviews

Year	2020	2021	2022	2023	2024
Male employees	100%	100%	100%	100%	100%
Female employees	100%	100%	100%	100%	100%
Subtotal	100%	100%	100%	100%	100%
Managerial staff	100%	100%	100%	100%	100%
Non-managerial staff	100%	100%	100%	100%	100%
Subtotal	100%	100%	100%	100%	100%

Axiomtek's salary setting, performance evaluation, and career development planning are not differentiated by gender, race, religion, political affiliation, marital status, union membership, or association. No incidents of discrimination were reported among employees hired in 2024.

Position	Male	Female
Operator / Assistant	0.97	1
Professional Technical Position	1.10	1
First-line Supervisor	1.06	1
Mid-to-Senior Management	0.92	1
Notes: 1. Definition of annual total remuneration: includes annual base salary and annual bonuses. 2. Statistical scope excludes foreign migrant workers.		

Axiomtek attaches great importance to gender equality in the workplace. Job assignments are made according to competency and suitability, and salary determinations consider labor supply and demand as well as individual performance. The ratio of female to male base salary plus benefits shows only marginal differences; for Operators/Assistants and Mid-to-Senior Management, female employees' compensation levels are slightly higher than those of male employees.

Axiomtek's principal operations are based at its Taiwan headquarters. For locally employed male and female staff, the minimum monthly salary paid exceeds the statutory minimum wage by approximately 13%–18%. Furthermore, the average monthly salary for employees at the lowest job grade (male and female) exceeds the statutory minimum wage by more than 22%.

Item	Male minimum pay vs. statutory minimum	Female minimum pay vs. statutory minimum	Female vs. Male minimum pay ratio	Male average pay at lowest grade vs. statutory minimum	Female average pay at lowest grade vs. statutory minimum	Female vs. Male average pay at lowest grade ratio
Taiwan Headquarters	1.18	1.13	1.04	1.27	1.22	0.96

Notes:1. Minimum pay is defined as the full salary listed on the payroll. The statutory minimum monthly wage in Taiwan for 2024 was NT\$27,470.

2. Statistical scope excludes foreign migrant workers.

The ratio of the highest annual total compensation to the median annual total compensation of other employees for the reporting year is approximately 16.8. The ratio of the highest-paid individual's compensation growth rate to the median employee compensation growth rate is approximately -1.1; the negative value is due to one individual experiencing a decline in annual salary. The difference between the two (higher growth rate minus lower growth rate) is 14.2%.

To ensure the minimum wage standards of other workers engaged by Axiomtek (non-employees) are protected, contracts with contractors must stipulate compliance with statutory minimum wage requirements. Where necessary, the Company will conduct periodic spot checks of wage records of such other workers as an auxiliary measure.

● Outstanding Employees

Axiomtek conducts the annual Outstanding Employee Selection Program. Since 2020, the Company has established the "Best Service Award," "Best Innovation Award," and "Annual Contribution Award." In recent years, the "Annual Outstanding Team Award" has also been introduced. Candidates are nominated by colleagues and shortlisted based on votes from all employees, with the top six candidates in each category proceeding to the Personnel Review Committee. Nominees are then invited to present to the Committee, which conducts voting.

Those receiving more than half of the votes are recognized as outstanding employees who best



embody Axiomtek's corporate values. The awardees are publicly honored at the annual year-end banquet, where the Chairman presents plaques and cash prizes. This recognition is regarded as the highest honor for both individuals and teams.

- Human Resources Vision

Axiomtek's Human Resources vision is to become a mission-driven HR department that cultivates employees into global leaders, fosters unlimited creativity, and applies knowledge and skills to benefit humanity. This vision supports Axiomtek in its pursuit of becoming an "invisible champion" while striving to build a "happiness enterprise" through excellence, thereby fulfilling corporate social responsibility and achieving sustainable operations.



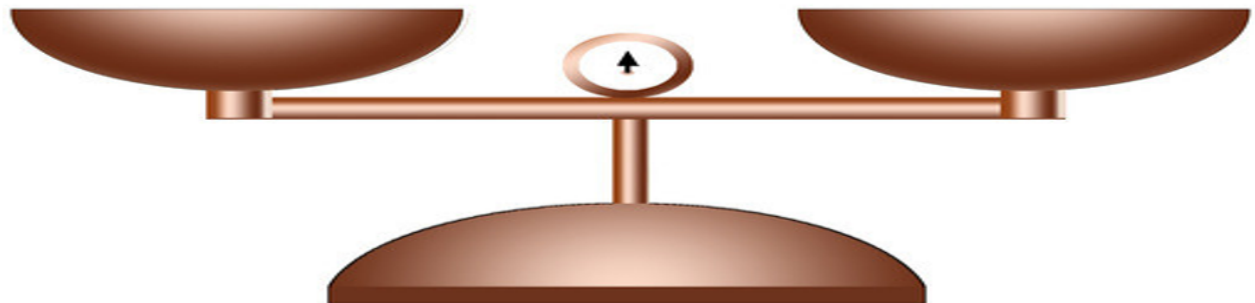
To realize this vision, Axiomtek has defined the HR mission as "Innovation" and "Becoming the Most Desirable Workplace." Efforts include creating a pleasant working environment, promoting employee care and health, encouraging work-life balance, emphasizing social responsibility, and advancing green energy and environmental protection. Through comprehensive planning and balanced employee development, colleagues are encouraged to extend care from themselves and their families to society, the environment, and the planet's limited resources, thereby broadening their horizons and adopting a global perspective.

艾訊人資使命 HR Mission

***The Best Corp.
To Work For***



Innovation



Material Topic Management Approach: Labor Relations

Item	Summary Description
Topic Impact Boundary	Internal organization
Management Mechanism	Quarterly Labor-Management Meetings and Employee Welfare Committee Meetings are held. In the fourth quarter, HR collaborates with the Welfare Committee to plan employee activities for the following year.
2024 Target	Build a “LOHAS workplace” by promoting stress-relief workshops and club activities. Through stress-relief programs and parent-child interactions, employees are encouraged to foster relationships like a big family.
2024 Implementation Results	Conducted 7 stress-relief and health workshops, 8 aerobic fitness classes, an annual sports day, theater appreciation, professional basketball games, movie nights, and various club activities.
2025 Target	In addition to ongoing large-scale club activities and stress-relief initiatives, the annual sports day will be held on a workday, and employees will not be required to work on make-up days, thereby creating benefits that exceed the requirements of the Labor Standards Act.
Medium- to Long-Term Direction	Strive toward becoming “the most desirable workplace.” °
Relevant Policies	Procedures for Outstanding Employee Selection, Club Establishment and Subsidy Guidelines.

In the event of significant operational changes, the minimum advance notice period is in accordance with legal requirements: for employees with more than three months but less than one year of service, at least ten days’ notice is required; for those with more than one year but less than three years of service, at least twenty days’ notice is required; and for those with more than three years of service, at least thirty days’ notice is required.

- Comprehensive Employee Benefits

Benefits	Regular Employees
Employee Stock Ownership Trust	Additional company contributions
Paid Sick Leave	Above Labor Standards Act requirements
Congratulatory Gifts	Marriage / Childbirth / Birthday
Festival Bonuses	Labor Day / Dragon Boat Festival / Mid-Autumn Festival
Condolence Payments	Illness, emergency, bereavement
Group Insurance	Term life insurance / Accident insurance (incl. severe burns) Injury hospitalization / Accident medical insurance Inpatient medical / Cancer insurance
Travel Subsidy	Family Day / Fixed amount subsidy
Club Subsidy	Activity funding support
Employee Health Check	Annual check-ups exceeding statutory requirements

- Work-Life Balance and Employee Well-being

1. Flexible Working Hours: Employees at the Xizhi Headquarters enjoy a one-hour flexible schedule (arrival between 8:30–9:30 a.m., departure between 5:30–6:30 p.m.) to support family care and work-life balance.
2. Special Festive Activities: Annual Lunar New Year opening ceremonies are held at both plants, led by the Chairman and management, including prayers at local temples. The Headquarters is located beside Kanggao Stream, where cherry blossoms bloom magnificently in spring.
3. Tea Time: Each employee receives a monthly afternoon tea allowance. Departments prepare and share refreshments, enhancing workplace relationships while relieving stress.
4. Clubs: Axiomtek encourages employees to align work and personal interests. In 2024, there were 7 active clubs hosting major activities, such as professional basketball games, theater performances, movie screenings, and cooking workshops, with participation extended to employees' families.
5. Axiomtek Academy: Learning pathways are designed based on training needs, offering both professional and personal growth courses, including stress management and mindfulness.



6. Arts and Cultural Lectures: Every 2–3 months, artists are invited to exhibit their works in the company's cultural corridor and share their creative concepts with employees.

- **Pleasant and Comfortable Workplace**

Since relocating its corporate headquarters from Xindian to Xizhi in October 2017, Axiomtek has designed a modern workplace with employee-centered facilities:

1. Scenic Outdoor and Green Spaces: The Headquarters is adjacent to Kanggao Stream, where cherry blossoms bloom along the riverside trails. Rooftop gardens and landscaped terraces provide employees with areas for relaxation.

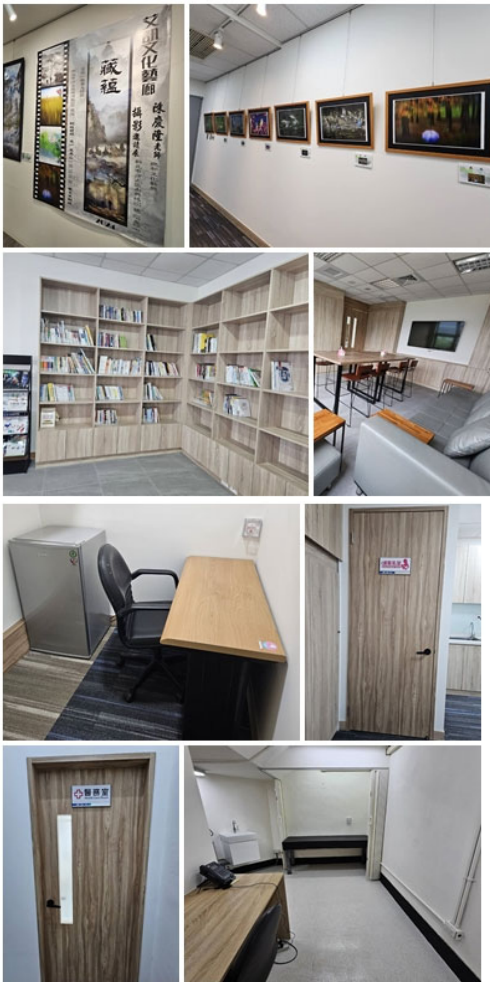


2. Thoughtful Dining and Rest Spaces: A multifunctional lounge with kitchen appliances supports employee meals and club cooking events. It also serves as a venue for guest receptions, social gatherings, and cultural activities. In 2024, group dining services were added at the Headquarters cafeteria to match those at the main factory.
3. Library: New books are purchased regularly. After the factory relocation to Xizhi in 2023, a branch library was also established for factory employees.
4. Snack Bar: Operated on an honesty system, offering beverages and snacks with occasional promotions.
5. Fitness Room: Equipped with treadmills and exercise bikes on the rooftop, accessible to employees before, during, and after work.
6. Art Gallery: Since 2018, a professional exhibition space has been established in the 2nd floor corridor, with rotating exhibitions every 2–3 months. °

After relocating the factory from Beitou to the new facility on Huanhe Road in Xizhi in 2023, the company continued to provide a comfortable employee cafeteria, ensuring that factory staff enjoy a pleasant dining and rest environment, along with various welfare measures.

1. Spacious and Modern Dining Area: The employee cafeteria is spacious and comfortable. In addition to the innovative group meal service, it retains a cozy audio-visual meeting room equipped with KTV facilities, as well as a library and a central bar counter, enriching the multifunctional use of the entire space.





2. Library: A quarterly budget is allocated for book purchases, gradually increasing both the variety and quantity of books. Employees are encouraged to recommend books, fostering greater interest in borrowing and reading.

3. Gallery: Located at the main building's first-floor entrance, the gallery is scheduled in sync with the Xizhi headquarters, allowing the same artist to exhibit works simultaneously at both sites. This enables factory staff to also enjoy an artistic atmosphere.

4. KTV Audio-Visual Room: A professional, high-end audio-visual room is available. Employees often use the KTV lounge after work or on holidays for social gatherings and birthday celebrations, enhancing camaraderie and leisure among colleagues.

5. Gym: Situated on the factory rooftop, the gym is equipped with treadmills and spinning bikes to promote the physical and mental well-being of factory staff.

6. Nursing Room: To support female employees during breastfeeding periods and foster mother-child relationships, a fully equipped and highly secure nursing room has been

specially set up, with dedicated government project funding.

7. Medical Room: In coordination with occupational health and medical schedules, the company arranges for nurses and hospital doctors to provide on-site consultations. The medical room is equipped with a nursing bed, offering health care and support services to employees.

● Employee Care and Support

1. Family Day: Combining employee outings with family participation. In 2024, activities included movie screenings and summer firefly watching, each attracting over 100 employees and family members.



2. Childcare: The Headquarters library includes a parent-child reading area. °
3. Emergency Support: In cases of major incidents, employees receive emergency leave and condolence payments, enabling them to focus on recovery or family care.
4. Health Check-ups: Annual physical examinations exceeding statutory requirements.
5. Occupational Safety: A working environment aligned with ISO 45001 standards, with regular inspections of water quality, noise levels, and environmental safety.

● Shuttle Services and Parking

1. Shuttle Buses: Following the Headquarters relocation in 2017, shuttle buses operate between Xindian–Xizhi and Zhonghe–Xizhi. Since the factory relocation in 2023, additional routes were added between Beitou–Xizhi and Tamsui–Xizhi.
2. Parking: At the Xizhi Headquarters, employees only pay a cleaning fee for parking spaces. At the Xizhi factory, parking spaces are provided free of charge.



Since 2019, Axiomtek has employed professional occupational nurses, leveraging government subsidies to promote work-life balance programs. In 2024, the Company held 7 stress-relief and health seminars and 8 aerobic exercise classes, including office stretching, DIY crafts, and latte art workshops.



● Green Energy and Environmental Protection

1. Energy Conservation and Carbon Reduction Management: Implemented ISO 14064-1 to strengthen GHG management, promoting energy conservation and environmental awareness.
2. Waste Management: Regular waste reporting and compliance with regulations to protect the environment.
3. Hazardous Material Management: Regulatory compliance in handling and reporting, with qualified contractors engaged for proper disposal.

● Training development

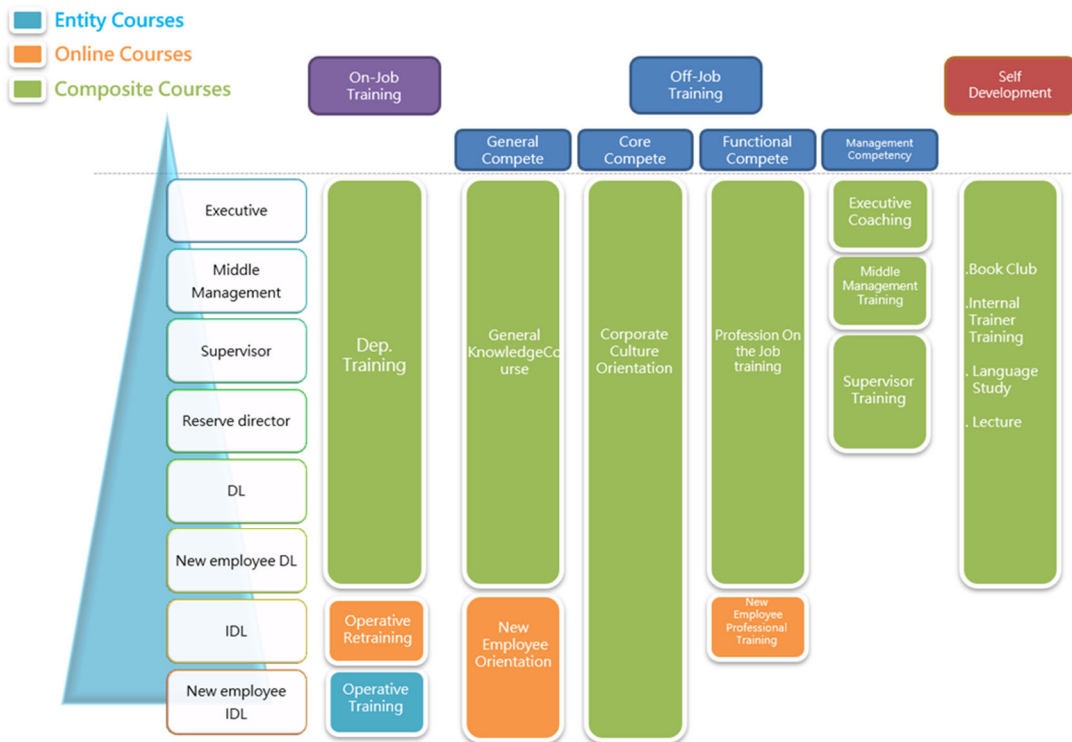
Critical Theme Management Approach: Education and Training	
Item	Abstract Description
Issues Affecting Borders	Intra-organizational.
Management System	Employees perform annual training effectiveness.
Goals	Short-term → Improve the satisfaction level after training and test results after class. Medium to long term → Establishment and enhancement of diversified education and training methods and tools.
Actions	Short-term → Managers implement education and training to improve or enhance the functions of organization members according to the gaps. Focus on the Company's strategic needs and management objectives and plan the overall employee training program in an integrated manner. Medium to long term → Focus on the development of employees' expertise, potential development and professional knowledge through a progressive education and training system. Thoroughly implement knowledge and experience transfer and acquire new knowledge to enable employees to grow professionally.
2024 Effectiveness	The average score of 84.9 (out of 100) per employee trained in FY 2024.

Axiomtek Academy designs learning maps based on development training needs, combines key performance indicators and functional inventory to produce training needs of organizations, units and employees, formulates annual education and training plans, applies training system model, carries out new training and on-the-job training at different levels, including hard management, professional courses, soft stress relief courses and reading clubs... Training and promotion, so that the training results are consistent with the operation performance; And the training execution to TTQS as the criterion, to PDDRO as the training management circle.

- Plan: The training plan is based on the unit's KPI requirements and employee function gap analysis to ensure the linkage of training objectives.
- Design: Link training results with performance evaluation, and then feedback to bonus, compensation, promotion, salary transfer, etc., to give real feedback and promote learning motivation.
- Do : Electronic recording of training programs and results, and compilation of post-training reports for follow-up review and improvement.
- Review: Incorporate training objectives into ISO objectives for regular review and continuous improvement.
- Outcome: The training results must be linked to the achievement of unit performance and the improvement of employee functions, and the knowledge of the learning materials will be shared on the training platform for immediate absorption and use by all colleagues at any time, and the monthly e-newsletter of Axiomtek will be used to share the study experience and course highlights.

● Complete system of training and learning opportunities

In order to implement the spirit of "people are the most important asset of Axiomtek", Axiomtek Academy provides a series of training courses that combine corporate strategic goals and career development. In terms of internal talent training, Aicun Academy has developed a complete training course structure, so that employees at every level can have the necessary professional knowledge and give full play to their potential. From new colleagues, all levels of technical/professional personnel to all levels of supervisors, planning a sound training system, and regularly in the internal selection of Key talent pool, gradually cultivate into the company's future succession echelon.



We using the parallel advantages of physical and online courses, we encourage colleagues to cultivate a lifelong learning attitude, so that learning can be everywhere, and colleagues and the company can grow together. Axiomtek attaches great importance to talent cultivation, planning a complete education and training system for all levels and functions, and establishing an internal training mechanism for lecturers to strengthen teaching skills of existing management and technical colleagues, inherit knowledge and skills and develop talent ability.



Promoting diversified learning is one of the key strategies for talent development of Axiomtek. Since 2020, the digital learning resource platform has been planned for the first time, and the parallel training of digital, physical and blended courses has been integrated to create an environment for independent learning, drive learning to happen every moment, and enable colleagues to continuously cultivate the intellectual ability to keep pace with The Times and strengthen the awareness of learning. In addition to the original general education courses, product expertise, and on-the-job training of production line skills, the digital curriculum was launched in 2024 with the introduction of business management courses, ESG/AEO/Information Safety and Security Advocacy, and Health and Safety Promotion courses, etc. As of December 2024, there have been more than 4,882 employees participating in these courses.



Continuing the previous plan of cultivating international business management talents and building a succession ladder, in 2024, we will select newly promoted departmental/classroom supervisors and focus on the training of talents to plan solid and comprehensive courses, including: enhancing organizational talents and development, team building and leadership, downstream management, and establishing win-win communication skills, etc., arranging enriching courses for more than half a year.

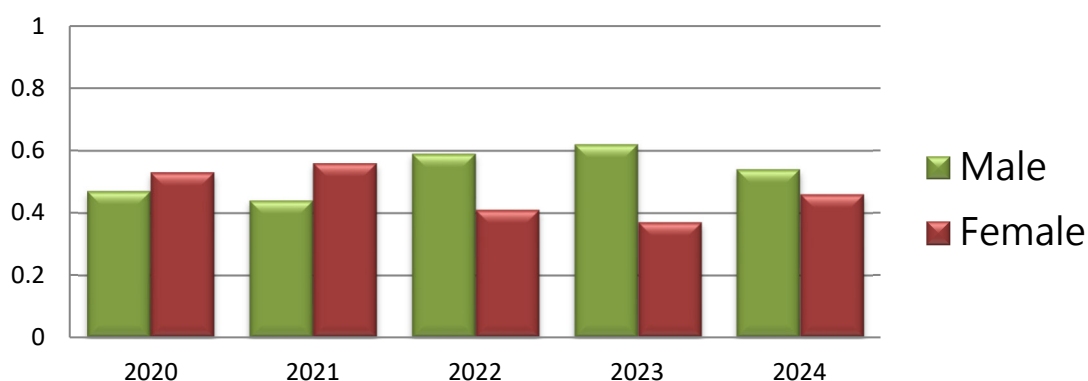
Through the management theories and case studies in the course, it helps students to trigger their thinking, and the discussion topics and simulated case discussions can also solve the management issues that students encounter in their daily life, coupled with the guidance of departmental supervisors as group instructors, which can more horizontally and in-depth assist students in their learning. Case analysis and organizational behaviors stimulate deeper thinking, and the students will be able to use logic to improve the quality of management and decision-making. In the exchange of ideas, participants can expand their horizons and realize Axiomtek's five-year vision through bold dreaming and creative thinking.

●Training results in 2024

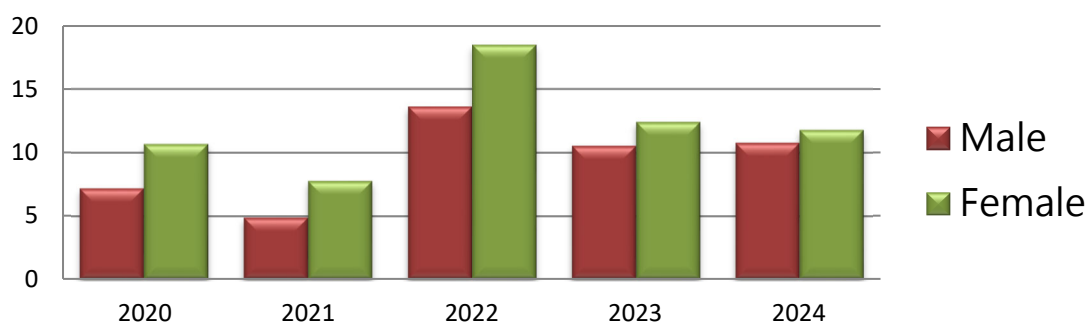
Axiomtek Academy divides six courses according to its education and training system. For new recruits, independent learning and on-the-job training are available at any time after registration. For other in-service training courses, 115 compulsory courses are offered, and gender development is balanced as follows:

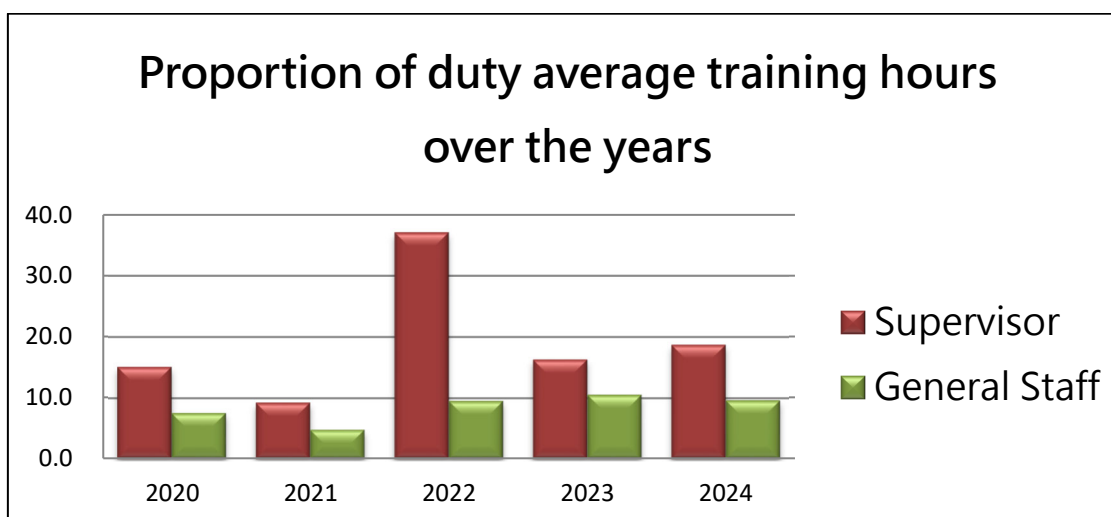
Category	New employee Orientation	Professional Course	General Course	Core Course	Management Course	Self-development Course	Total
Total Required	Reference enrollment	66	26	2	10	7	115
Including manager promotion course	-	3	5	2	3	-	13
Including supervisor promotion course	-	4	5	2	-	1	12

Gender Ratio of Trainees over the years



Gender Ratio of Average Training hours over the years





Human Rights Commitment and Policy

To fulfill its corporate social responsibility and protect the fundamental human rights of all employees, Axiomtek acknowledges and voluntarily adheres to internationally recognized human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) conventions. The Company strictly prohibits any act of human rights infringement or violation, and treats all employees with dignity and respect.

Axiomtek's human rights policy applies to all subsidiaries, affiliates, and operating sites within the Group. The Company strictly complies with labor, gender equality, and related laws and regulations in each operating location, while formulating relevant policies and implementing measures for human rights protection and labor rights.

Forced and Compulsory Labor

Material Topic Management Approach: Forced and Compulsory Labor	
Item	Summary Description
Topic Impact Boundary	Internal organization and suppliers
Management Mechanism	Convene labor-management meetings on a quarterly basis; regularly monitor employee opinion mailboxes and grievance hotlines for any cases requiring handling
2024 Target	No such cases within the organization
2024 Performance	No related cases occurred during the reporting period
2025 Promotion Target	Include human rights-related standards in supplier audit criteria, formally listing them as items for bonus or penalty scoring
Medium- to Long-	Eliminate all forms of forced or compulsory labor

Term Development Direction	
Related Policies	None

Material Topic Management Approach: Child Labor	
Item	Summary Description
Topic Impact Boundary	Topic Impact Boundary
Management Mechanism	1.The company and its supply chain are strictly prohibited from employing child labor. Regular audits of suppliers are conducted to ensure compliance. 2.If any misuse is discovered, remedial actions stipulated by company regulations are taken immediately. 3.Periodic audits are conducted, and a grievance mechanism is established.
2024 Target	No such cases within the organization
2024 Performance	No related cases occurred during the reporting period
2025 Promotion Target	Include human rights-related standards in supplier audit criteria, formally listing them as items for bonus or penalty scoring
Medium- to Long-Term Development Direction	Eliminate all forms of forced or compulsory labor
Related Policies	None

Forced labor refers to situations where individuals are compelled to provide work or services against their will under threat of punishment or coercion. This includes practices such as slavery, child labor, human trafficking, bonded labor, and debt bondage. Axiomtek believes that all work must be voluntary and respects employees' freedom. The Company does not condone any form of forced labor.

Within the Company, employee opinion mailboxes and grievance hotlines are used for management and monitoring. During the reporting period, no forced labor-related cases were reported. Since 2021, supplier audits have incorporated criteria prohibiting forced labor. Human rights-related criteria have also been added to supplier evaluation, formally included as bonus/penalty scoring items. Suppliers with past occurrences of forced labor (e.g., forced work, forced overtime, under-reporting of working hours) or identified as high risk are listed as priority targets for future audits.

- Employment Policy (Non-Discrimination)

Material Topic Management Approach: Employment Policy (Non-Discrimination)	
Item	Summary Description
Topic Impact Boundary	Topic Impact Boundary
Management Mechanism	1. Prohibit the Company and its supply chain from engaging in discriminatory treatment of employees based on race, color, gender, religion, political opinion, ethnic or social origin, age, disability, migration status, HIV/AIDS status, sexual orientation, genetic traits, or lifestyle. 2. Conduct regular audits and establish grievance channels.
2024 Target	No such cases within the organization and supply chain
2024 Performance	No related cases occurred during the reporting period
2025 Promotion Target	Zero cases of discrimination
Medium- to Long-Term Development Direction	Zero cases of discrimination
Related Policies	None

Axiomtek is committed to workplace diversity and adheres to principles of openness and fairness. The Company does not allow any form of differential treatment, language, attitude, or behavior based on gender, race, socioeconomic status, age, marital or family status, language, religion, political affiliation, nationality, appearance, physical features, or disability. Axiomtek strives to eliminate all forms of forced labor and employment discrimination, prohibits harassment, respects privacy rights, and is dedicated to creating a workplace that is equal, dignified, safe, and free from discrimination and harassment.

- Reasonable Working Hours

Axiomtek has established flexible working hours and lawful regulations on extended working hours, ensuring employees achieve a balance between work and personal life. The Company regularly monitors and proactively understands employee attendance.

- Healthy Workplace

To support employees in maintaining both physical and mental health, as well as work-life balance, Axiomtek has, since 2019, engaged professional occupational health nurses and contracted occupational physicians. The Company regularly implements employee care and health promotion programs and collaborates with external professional organizations to provide Employee Assistance Program (EAP) counseling services and resources.

- Harmonious Labor-Management Communication

To listen to employees' voices, Axiomtek has established various communication channels: The

8185 employee hotline and mailbox, orientation for new employees, feedback channels for new hires, and surveys for current staff. Employees can express opinions or provide feedback through these channels. To further support employees, Axiomtek has signed contracts with professional organizations to officially launch Employee Assistance Programs (EAPs), offering psychological counseling, financial advice, legal resources, and more. Whenever employees encounter work-related or personal needs, they can seek optimal advice and solutions from external professionals.

公佈欄 - 部門公佈欄 - 管理制度 - 員工圖誌 艾訊學苑 - 艾訊圖書室 - 各處室負責人 - 錦娟 8600 - 韻如 8120 - 佳燕 8121 - 涵茹 8131	行事曆 - 年度行事曆 - 艾訊公司行事曆 - 休假紀錄查詢 - 公出 / 出差查詢 - 歡迎新人 人員異動 - 韻如 8120 - 各處室負責人 - 韻如 8120 - 澤蘭 8131 - 美而 8111	常用平台 - Website - BPM 電子簽核系統 - PMC Server - 艾訊E學苑 - M365 - 更多連結 - 茜如 8872 - 俊德 3120 - 昭凱 3122 - 佳燕 8121 - 千祐 3123 - 俊德 3120
好用連結 - 匯率 - File Server - 員工熱線8185 - 員工申訴信箱	下載/查詢專區 - 職工福利委員會表單 - 勞工保險給付表單 - 團體保險給付表單 - 員工/廠商帳款查詢 - 分機/座位表查詢 - 關門流程查詢 - 佳燕 8121 - 佳燕 8121 - 澤蘭 8122 - 雅芳 8613 - 涵茹 8131 - 信和 8132	服務專區 - 訂會議室系統 - 訂便當系統 - 幸福艾訊集點平台 - 遷廠資訊專區 - 氣象 - 昭凱 3122 - 涵茹 8131 - 佳燕 8121 - 佳燕 8121 - 俊德 3120

▼ New Employee Feedback Survey and Responses

新人意見反應-團膳品質



Mel.Chen(陳美而)

收件者 ○ Yh.Tseng(曾彥豪); ○ Brook.Ling(凌名宏)

副本 ● Sonny.Hsu(許迪翔); ○ Candy(陳韻如)


 回覆
  全部回覆
  轉寄
 


2024/7/26 (週五) 下午 02:48

Dear sirs,

IDS EE 新進同仁 Jo 填寫新人意見反應表中提議如下，供貴單位參考喔!

希望團膳的品質能穩定些，不要像上一家最後幾個禮拜難以入口。

-> 經人資電話訪談後了解，認為前一家團膳口味較淡，沒什麼食物的味道，且有些菜的味道很苦，較不合胃口。但目前這家廠商的品質就蠻不錯。人資有告知，公司都會與廠商討論菜色狀況，並隨時做調整。

以上請協助確認與評估，如有任何決議請不吝告知，以利轉告同仁知悉，共創良好工作環境，謝謝!

Best Regards,

Mel Chen
Axiomtek Co., Ltd.

2024 Employee Communication Statistics

Communication Channel	Number of Cases Received	Number of Cases Closed	Handling Method
8185 Employee Hotline	1	1	☒ Accepted suggestions and made improvements ☐ Re-communicated to reach consensus
New Employee Orientation	144	144	☒ Accepted suggestions and made improvements ☒ Re-communicated to reach consensus
New Employee Feedback	9	9	☒ Accepted suggestions and made improvements ☒ Re-communicated to reach consensus
Current Employee Survey	0	0	☐ Accepted suggestions and made improvements ☐ Re-communicated to reach consensus
Total	154	154	

Axiomtek aims to create a respectful, interactive, and human rights-protecting corporate environment, fostering healthy and positive labor relations. Regular labor-management meetings and welfare committee meetings ensure smooth two-way communication and the effective implementation of employee assistance programs.

In accordance with the Ministry of Labor's "Implementation Guidelines for Labor-Management Meetings," Axiomtek holds at least one labor-management meeting per quarter, with the chairperson rotating between labor and management representatives. The company also establishes a Welfare Committee in accordance with relevant regulations, with committee members elected based on unit headcount. At least one welfare committee meeting is held per quarter to discuss welfare policies and employee activity planning.

Retirement System Implementation:

- Axiomtek has established a defined benefit retirement plan in accordance with the Labor Standards Act. Employees who meet retirement criteria receive pension payments calculated based on years of service and the average salary of the last six months before retirement. The company allocates 2% of total monthly salaries to a retirement fund, which is deposited in a dedicated account at Taiwan Bank under the supervision of the Labor Retirement Reserve Supervisory Committee. As of the end of 2024, the fair value of plan assets was NT\$50,114,000, and the amount recognized as expenses for 2024 was NT\$439,000. The company has also accrued future pension liabilities as required by law, totaling NT\$28,403,000 at year-end.
- Axiomtek also has a defined contribution retirement plan under the Labor Pension Act, applicable to local employees, foreign spouses, spouses from Mainland China, Hong Kong, and

Macau, and foreign employees with permanent residency. The company contributes 6% of monthly salaries to individual pension accounts at the Bureau of Labor Insurance. The China subsidiary contributes to the local pension insurance system at a rate of 16%–19% of employee salaries in 2024. The total pension cost recognized by Axiomtek Group in 2024 was NT\$40,318,000.

Occupational Health and Safety Guidelines

Employees are the key driving force for continuous innovation and sustainable development. Creating a safe and friendly work environment is both a goal and a responsibility for Axiomtek. The company has implemented an occupational safety and health management system, not only complying with legal requirements but also cultivating safety awareness among employees. Occupational health services are provided by occupational physicians and nurses to establish a safe and healthy workplace and reduce the occurrence of occupational injuries and diseases.

Material Topic Management Policy: Occupational Safety and Health	
Issue Impact Scope	Internal organization (Taiwan), suppliers, contractors, visitors
Management Mechanism	Annual verification by professional third-party certification organizations
Occupational Safety Policy	Legal compliance, education, communication and participation, risk control, performance improvement
2024 Goal	Obtain AED Safe Place Certification for Xizhi Factory
2024 Performance	Over 70% of factory employees completed CPR+AED training and obtained AED Safe Place Certification
2025 Target	Promote employee physical and mental health: plan stress relief courses, workplace communication, and health seminars
Related Policies	Legal compliance, education, communication and participation, risk control, performance improvement

● Occupational Safety and Health Management System:

Axiomtek values employee safety. The annual occupational safety and health management policy is based on the ISO 45001 system, using the PDCA cycle for continuous improvement to prevent occupational injuries. The Safety Office and unit supervisors assist in standardizing safety and health operations, specifying procedures, conducting autonomous equipment inspections, setting priorities for improvements, and regularly reporting to the Occupational Safety and Health Committee. Management reviews improvement plans and annual audits to continuously enhance safety and health performance.

Axiomtek adheres to the occupational safety and health policy of “legal compliance, education, communication and participation, risk control, and performance improvement.” The company has established and implemented the CNS 45001 system, provides safe and healthy working conditions, complies with relevant laws and requirements, eliminates hazards and reduces risks, and promotes worker consultation and participation. The Xizhi headquarters, Xizhi Factory 1, and Taichung office (covering 683 employees and 4 non-employee staff) operate under the established system. Internal audits and third-party verification cover 675 employees (98.83%) and 4 contractors (100%). The Taichung office, with fewer than 10 staff and not a manufacturing site, is excluded from the verification scope.

● Hazard Identification, Risk Assessment, and Incident Investigation:

To continuously identify and assess hazards related to materials, equipment, work environment, and activities, Axiomtek has established procedures for hazard identification, risk assessment, and risk control. These procedures ensure reasonable and effective control measures to minimize impacts on employees, contractors, and third parties.

In accordance with ISO 45001 requirements, Axiomtek has developed procedures for hazard identification, risk assessment, and risk control. Training is planned before operations to ensure personnel are qualified to perform hazard identification and risk assessment. Each person completes assessment forms for their work processes and steps at least once a year for routine and non-routine inspections. For new activities, products, processes, materials, or equipment, non-routine inspections are required. Risk levels and improvement priorities are determined based



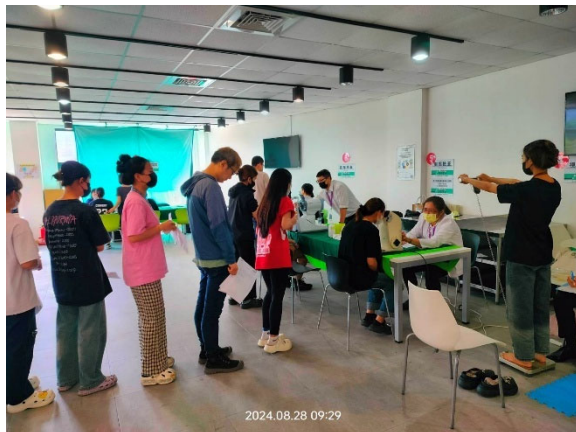
on assessment results and reported to the Occupational Safety and Health Committee, with employee representatives participating in decision-making.

Employees who identify work conditions that may cause immediate harm or illness may, under Article 18 of the Occupational Safety and Health Act, stop work and retreat to a safe location without endangering others, and must report to their supervisor for hazard improvement. Employers may not dismiss, transfer, withhold pay, or impose other adverse actions during work stoppage.

If a work-related injury occurs, supervisors and the Safety Office investigate causes and potential factors, identify system failures, and implement corrective and preventive measures. Risk assessments must be completed before implementing improvements to ensure risks are reduced to acceptable levels. In the event of a major incident, the Safety Office must notify the safety manager immediately and report to labor inspection authorities within 8 hours. Except for necessary rescue operations, supervisors must preserve the scene.

- **Occupational Health Services:**

According to Articles 3–8 of the Labor Health Protection Regulations, contracted physicians must provide on-site services. Axiomtek exceeds legal requirements by arranging for qualified physicians to provide three hours of on-site service each month at headquarters and two to three



hours every two months at Factory 1.

In 2024, a total of 153 consultations were conducted across both sites, covering new employee physical exams, regular health checks, special hazard checks, maternal health education, ergonomic hazard prevention, abnormal workload disease prevention, and individual injury/illness follow-up.

Healthy and happy employees are essential for a high-quality, sustainable enterprise. Since its founding in 1990, Axiomtek has arranged annual health checks for all age groups, with items exceeding legal requirements. The completion rate for regular health checks is 96%, and for special hazard checks, over 90%. During mobile health checks, cervical and breast cancer screenings are also provided. Senior executives receive biennial health checks, with increasing budgets and expanded items each year.

Year	Type of Health Checks	Percentage of Xizhi factories inspected	Percentage of Xizhi Headquarter inspected
2021	Physical Examination for Special Operations with Ionizing Radiation	100%	NA
	n-hexane special operation	100%	NA
2022	General Inspection	96%	93.2%
	Physical Examination for Special Operations with Ionizing Radiation	100%	NA
	n-hexane special operation	98.4%	NA
2023	General Inspection	97%	92%
	Physical Examination for Special Operations with Ionizing Radiation	100%	NA
	n-hexane special operation	97.2%	NA
2024	General Inspection	96%	96%
	Physical Examination for Special Operations with Ionizing Radiation	100%	NA
	n-hexane special operation	90%	100%

● **Worker involvement, Consultation, and Communication in Occupational Health and Safety**

In accordance with the Occupational Safety and Health Management Regulations, each plant has established an Occupational Safety and Health Committee. At least one-third of the committee members must be worker representatives, elected during the Company's labor-management meetings. These representatives actively participate in meetings to provide opinions on the development, planning, implementation, performance evaluation, and improvement measures of the occupational safety and health management system.

The responsibilities and operations of the Occupational Safety and Health Committee are executed in accordance with the Safety and Health Committee Management Procedures. Meetings are convened at least once every quarter, totaling four times per year. During the meetings, discussions encompass various elements of the occupational safety and health management system, such as participation in hazard identification and risk assessment, hazard classification and control, investigation and corrective actions for incidents, internal and external audits, contractor and outsourcing safety specifications, employee training and education, self-inspection items, and employee health care. Consensus is reached among committee members during these meetings to ensure effective implementation of the system.

● Occupational Health and Safety Training

Axiomtek provides all employees with the necessary occupational safety and health education and training to perform their work and to prevent workplace accidents. Training is divided into internal and external programs. For internal training, new employees receive a three-hour safety and health training session upon onboarding. Subsequent training sessions are scheduled based on the length of service, nature of job responsibilities, or membership in the Occupational Safety and Health Committee. Employees responsible for occupational safety and health management system operations—including occupational safety and health supervisors, safety and health managers, safety engineers, occupational health nurses, fire prevention managers, first aid personnel, organic solvent operations supervisors, and radiation equipment operators—are required, in accordance with the Occupational Safety and Health Education and Training Regulations and related laws, to attend external training to complete the statutory refresher hours.

Internal training courses include topics such as occupational safety and health regulations, employee rights and obligations, workplace rules, hazardous substance regulations, traffic safety promotion, and an introduction to the ISO 45001 Occupational Safety and Health Management System. Training is conducted during working hours, and post-training assessments are administered to evaluate employees' comprehension.

● Employee Health Promotion

In addition to emphasizing workplace safety, Axiomtek also places great importance on the physical and mental well-being of employees by providing access to non-occupational medical and health services. A health newsletter column is prepared monthly by company nurses to share timely health information. Regular health examinations are conducted, and employee health needs and suggestions for activities are collected through interviews. During the annual mobile health checkups, cancer screening programs promoted by the Health Promotion Administration (such as Pap smears and mammograms) are also implemented.

Axiomtek also applies for subsidies under the Ministry of Labor's Work-Life Balance program, organizing stress-relief activities to help employees cope with workplace pressure. Examples include office stretching sessions, aerobic fitness, coffee latte art, and various DIY workshops, allowing employees to take a break from their busy lives and enjoy a moment of well-being.



To provide convenience for employees and their families, Axiomtek launched a partnership with the “Call a Pharmacist” platform in April 2023, offering the “Call a Pharmacist – One-Click Prescription Delivery” service. Through prescription uploads, medications are delivered by professional pharmacists directly to the company or employees’ homes at scheduled times. In 2024, the service fulfilled 102 prescriptions.

In addition, Axiomtek invited professional pharmacists to deliver health seminars through the platform, covering topics such as dry eye syndrome and autonomic nervous system disorders, helping employees become more aware of their health.



Axiomtek has always valued employee health and welfare. An Automated External Defibrillator (AED) is installed in the lobby of the headquarters building, and an additional AED was installed at the first plant. In the event of an emergency, immediate access to AED equipment can prevent tragic outcomes. In 2024, the Xizhi Plant completed first aid training and received AED Safety Site certification, strengthening the survival chain. This enhanced workplace safety for employees and provided stronger protection of employee rights.

Implementation of Four Major Programs

Abnormal Workload-Induced Disease Prevention Program: During annual health examinations, employees are required to complete mental health questionnaires. Based on individual risk factors, high-risk employees are assessed and counseled by the occupational or plant physician through one-on-one consultations.

Ergonomic Hazard Prevention Program: Employees complete musculoskeletal symptom questionnaires during annual health examinations. Employees scoring higher than three are further evaluated by the occupational or plant physician, who provides recommendations for improvement. Site visits are also conducted to review workplace conditions and implement ergonomic adjustments.

Maternal Health Protection Program: Occupational physicians conduct workplace hazard assessments annually and provide maternal health care for employees during pregnancy and up to

one year postpartum. Dedicated nursing rooms are provided. In 2024, nine employees at the Xizhi Plant received maternal health support, while no cases were reported at headquarters.

Prevention of Unlawful Infringement in the Workplace Program: Occupational safety personnel conduct workplace inspections annually, while supervisors perform self-assessments of their conduct. All employees receive training on the prevention of workplace violence to ensure both



physical and psychological safety.

- **Prevention and Mitigation of Occupational Health and Safety Impacts on Business Partners**

To prevent work-related injuries, illnesses, and accidents, Axiomtek has established a Contractor Safety and Health Management Procedure to oversee external personnel entering company premises for construction, maintenance, or repair work. Visitors, including clients conducting audits or tours, are also required to submit applications in advance. Access schedules and itineraries are arranged by relevant units to ensure the safety of all employees as well as suppliers, contractors, and visitors.

- **Occupational Injuries**

In 2024, total working hours at Axiomtek's Xizhi headquarters and plants reached 1,364,369 hours. There were no fatalities, no cases of severe occupational injuries, and no deaths due to occupational diseases. However, five recordable work-related injury cases were reported. Analysis revealed two cases of finger lacerations during operations, one knee injury caused by a fall during a company sports event, one ankle sprain from slipping on stairs, and one incident in which an employee fell into a drainage channel after a stone slab walkway unexpectedly broke. The latter required hospitalization and stitches, resulting in 32 lost workdays. The occupational injury rate per million working hours in 2024 was 3.66. (Note: Three commuting accidents occurred in 2024, but these are not included in the calculation.)

Non-employee workers recorded a total of 20,992 working hours in 2024, with no reported occupational injury cases, fatalities, or occupational diseases, resulting in zero recordable incidents.

Although no high-risk operations are conducted within the company, employees in assembly or warehouse units may face repetitive strain injuries associated with lifting. These potential musculoskeletal disorders require ongoing observation. Hazard analyses will be used to guide improvements such as workplace platform adjustments and provision of protective equipment to prevent occupational injuries.

- **Work-Related Illnesses**

In 2024, there were no reported fatalities from occupational diseases, no confirmed cases of occupational illness as diagnosed by occupational medicine specialists, and no Category IV personnel identified through special health examinations. Special examinations included n-hexane and ionizing radiation exposure. A total of 54 employees were categorized under Level 1 management and three under Level 2 management for n-hexane exposure, while one employee was under Level 1 management and seven under Level 2 management for ionizing radiation exposure. All abnormal results were found to be unrelated to work, with follow-up health guidance provided by occupational health physicians and nurses.

The Occupational Safety Office collaborates with contracted occupational physicians, the Human Resources Department, and department heads to implement employee health protection and promotion measures. Occupational physicians and nurses utilize health questionnaires completed during annual medical examinations to assess employees' health conditions and work relevance, offering guidance to high-risk employees and providing ongoing care.

Axiomtek continues to strengthen employee safety awareness through training programs and newsletters, while enhancing environmental and safety supervision by management units. The company remains committed to achieving its goal of zero workplace accidents.

Chapter 6 Environmental Protection

6.1 Environmental Management Policy

Axiomtek's environmental policy is "Infinite Environmental Protection, Sustainable Resources." Guided by this principle and under the premise of limited resources, the Company promotes continuous improvement through full employee participation, enhancing work methods and management capabilities to ensure that its products, service quality, and environmental management meet customer requirements. The Company has also set annual environmental policies, objectives, and measures, which are listed as follows:

Environmental Policy	
Policy Commitment:	Infinite Environmental Protection, Sustainable Resources
Policy Objectives:	1.100% compliance rate for workplace environment testing 2.100% compliance rate for drinking water quality testing 3.Annual 1.5% reduction in electricity consumption 4.Annual 1.5% reduction in greenhouse gas emissions 5.Annual 1.0% reduction in per capita water consumption 6.Annual 1.0% reduction in the proportion of non-recyclable industrial waste compared with the previous year
Strategies for Achievement:	Strict compliance with environmental protection regulations, comprehensive implementation of environmental education and management, and reduction of environmental impacts on the planet.
Measures for Achievement:	1.Conduct workplace environment testing twice annually 2.Conduct drinking water quality testing four times annually 3.Monitor and review electricity and water consumption on a monthly basis 4.Monitor and review annual greenhouse gas emissions and waste generation

6.2 Internal and External Energy Usage

- Electricity and Fuel

The energy consumed in Axiomtek's corporate headquarters, Plant I, and Taichung office is primarily sourced from electricity supplied by Taiwan Power Company. The Company does not use renewable energy, natural gas, gasoline, or diesel fuel for production. Diesel is used only as fuel for company trucks.

	Energy	Unit	2024
Electricity	Non-renewable	kWh	3,832,710.6949
		MJ	13,797,759
	Renewable)	kWh	0
		MJ	0
Fuel	Gasoline	L	0
		MJ	0
	Diesel	L	0
		MJ	0
	Automotive Diesel	L	1,359.75
		MJ	47,808.81

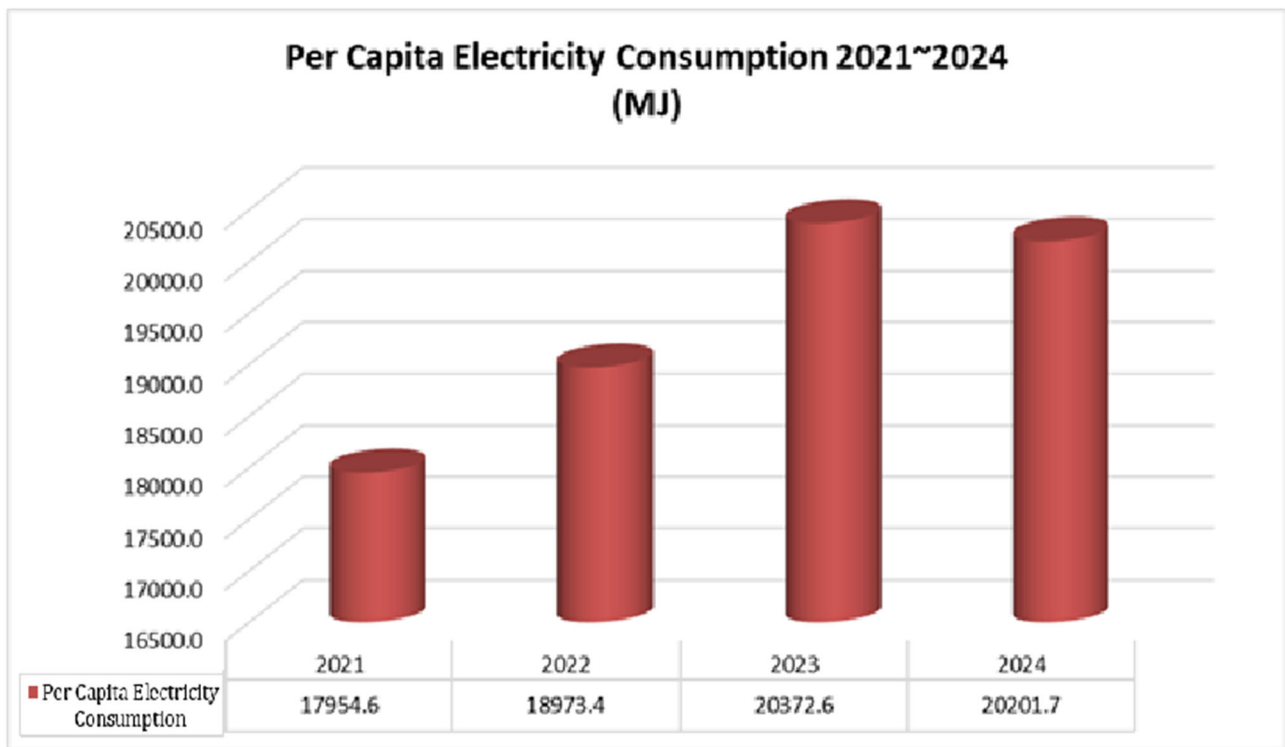
Note: Energy conversion coefficients are based on the Environmental Protection Administration's Greenhouse Gas Emission Coefficient Management Table, version 6.0.4. One liter of diesel = 8,400 kcal = 35.16 MJ; one kWh = 3.6 MJ.

In 2024, total electricity consumption amounted to 13,797,759.5 MJ, representing an increase of 148,096.8 MJ compared to 2023. Although overall consumption rose due to increased production capacity and headcount, per capita electricity intensity decreased by 170.9 MJ compared with 2023.

A review of total electricity consumption from 2021 to 2024, converted into MJ, is shown as follows:

Year	2021	2022	2023	2024
Per capita electricity (MJ)	17,954.6	18,973.4	20,372.6	20,201.7
Total electricity (MJ)	10,575,271.2	11,497,899.4	13,649,662.7	13,797,759.5
Workforce	589	606	670	683

Note: Data for purchased electricity from 2021 to 2023 are based on ISO 14064-1 verification reports. Adjustments have been made accordingly.



● Water Resources

Due to the uneven intensity and distribution of rainfall in Taiwan, regional and seasonal water shortages can easily occur. To mitigate the risks associated with water scarcity, Axiomtek utilizes the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess water risks in the areas where its operations are located, in order to determine whether these sites are situated in regions under water stress. According to the Aqueduct Water Risk Atlas, both Axiomtek headquarters and Factory 1, located in Xizhi District, New Taipei City, are classified as being in a medium-to-low overall water risk area (as shown in the figure below).

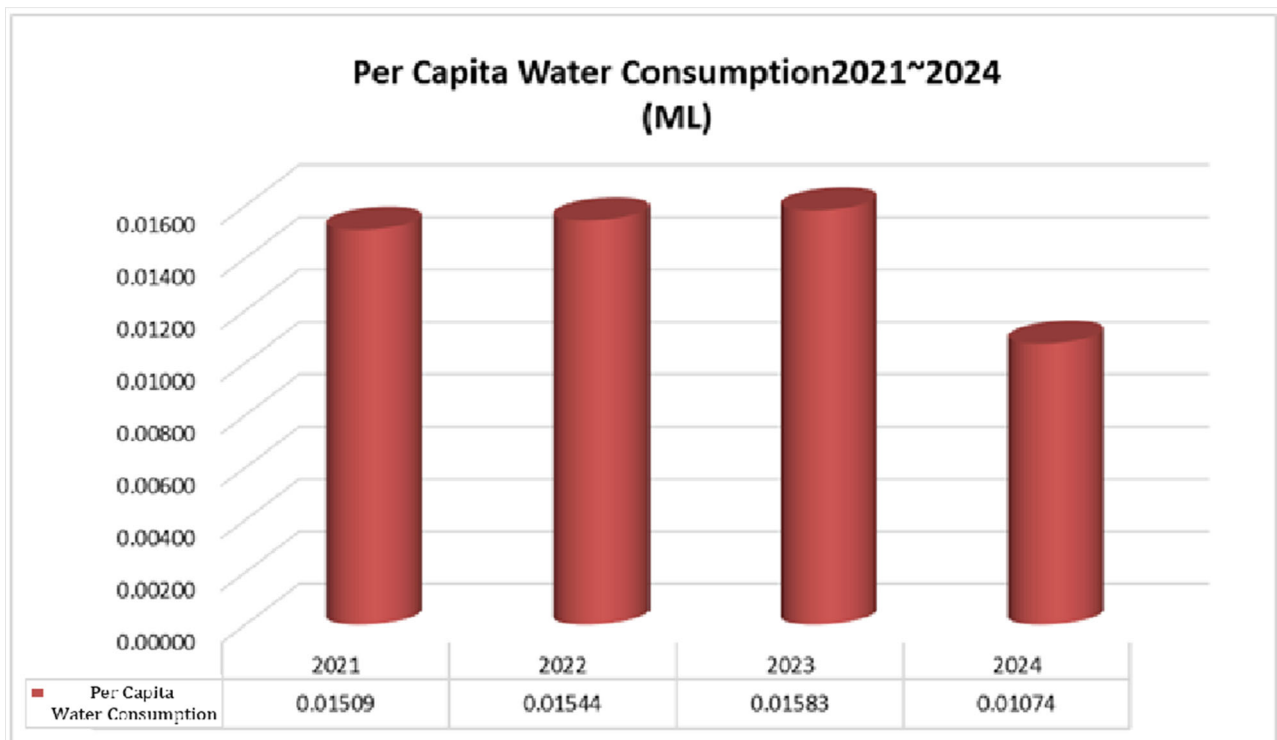


The Company's water supply comes entirely from Taiwan Water Corporation. Since Axiomtek's production processes do not require water and do not generate industrial wastewater, water consumption is solely for domestic use. Moreover, because the Company operates within a public industrial park rather than a privately owned plant, water recycling and reuse are limited, with all wastewater treatment managed by the park's centralized facilities. °

A review of water consumption trends shows a significant decline in per capita water usage in 2024. Compared with 2023, total water consumption decreased by 3.2676 million liters, and per capita consumption declined by 32.15%. This reduction was primarily due to the installation of water-saving faucets and strengthened water conservation campaigns at both headquarters and the plant, encouraging employees to practice water-saving habits in daily operations.

The overall company water consumption trends for 2021 to 2024 are illustrated as follows:

Year	2021	2022	2023	2024
Per capita water consumption (million liters)	0.01509	0.01544	0.01583	0.01074
Total water consumption (million liters)	8.888	9.357	10.603	7.3354
Workforce	589	606	670	683



- **Greenhouse Gas Emissions**

In addition to electricity and water resource statistics, since 2015 Axiomtek's Environmental Sustainability Task Force has overseen ISO 14064 greenhouse gas (GHG) inventory operations. The organizational boundary of the inventory covers both direct greenhouse gas emission sources (Scope 1) and indirect energy-related greenhouse gas emission sources (Scope 2). The covered items are as follows:

Scope	Category	Equipment (Emission Source)
Scope 1 Direct GHG Emissions	Mobile combustion sources: Fuel combustion from transportation equipment, such as automobiles.	Company vehicles – gasoline (CO ₂ 、CH ₄ 、N ₂ O) Company vehicles – diesel (CO ₂ 、CH ₄ 、N ₂ O)
	Fugitive emissions: Intentional or unintentional emissions such as leaks from equipment joints and seals, methane emissions from wastewater treatment systems, CO ₂ emissions from fire suppression equipment, and refrigerant leakage from air conditioners, refrigerators, vehicle air-conditioning systems, dryers, and chambers.	CO ₂ fire extinguishers (CO ₂) Water dispensers, air conditioners, refrigerators, vehicle air-conditioning, dryers, chambers (HFCS) Septic tanks (CH ₄)

Scope	Category	Equipment (Emission Source)
Scope 2 Indirect GHG Emissions from Energy	Emissions generated from purchased electricity, heat, steam, or other fossil-fuel-derived energy.	Purchased electricity (CO ₂)
Scope 3 Other Indirect GHG Emissions	Emissions from sources outside the organizational boundary, such as: employee business travel; outsourced transportation of documents, parcels, or waste; outsourced manufacturing and authorized distributors; waste generated by company facilities but treated externally; and employee commuting.	Outsourced document and parcel transportation – gasoline, diesel (CO ₂ 、 CH ₄ 、 N ₂ O) ,refrigerants (HFCs) Outsourced waste transportation – gasoline, diesel (CO ₂ 、 CH ₄ 、 N ₂ O) , refrigerants (HFCs) Employee commuting and business travel – gasoline, diesel (CO ₂ 、 CH ₄ 、 N ₂ O) , refrigerants (HFCs) Vending machines – refrigerants (HFCs)

Summary Table 4: Companywide Greenhouse Gas Emissions by Scope and Emission Category							
	Scope 1				Scope 2	Scope 3	Total Emissions
	Stationary Emissions	Process Emission	Moving Emissions	Fugitive Emissions	Energy Indirect Emissions	Other Indirect Emissions	
Total Emissions (tCO₂e/year)	0.00	4.22	3.6	243.25	1,816.70	NA	2,067.77
Emission Share by Gas Type (%)	12.14 (%)				87.86(%)	NA	100.00(%)

Notes:

1 、 Calculation is based on the Environmental Protection Administration's Greenhouse Gas Emission Coefficient Management Table (version 6.0.4) and GWP values from the IPCC AR6 Assessment Report. The electricity emission factor applied is Taiwan's 2024 electricity grid emission factor of 0.474 kgCO₂e/kWh.

2 、 The 2024 GHG emissions (Scope 1 and 2) are based on the Company's internal inventory results. Scope 3 emissions from other activities are still under calculation and are expected to be disclosed in Q3 2025. External verification is scheduled for completion in September 2025.

2024 Greenhouse Gas Inventory Results:

Based on the inventory results, direct emissions (Scope 1) from sources owned or controlled by Axiomtek (including headquarters, Plant I in Xizhi, and the Taichung office) totaled 251.07 tCO₂e in 2024, representing 12.14% of overall emissions.

Indirect emissions (Scope 2), generated from purchased electricity supplied to the same facilities, totaled 1,816.70 tCO₂e in 2024, accounting for 87.86% of total emissions.

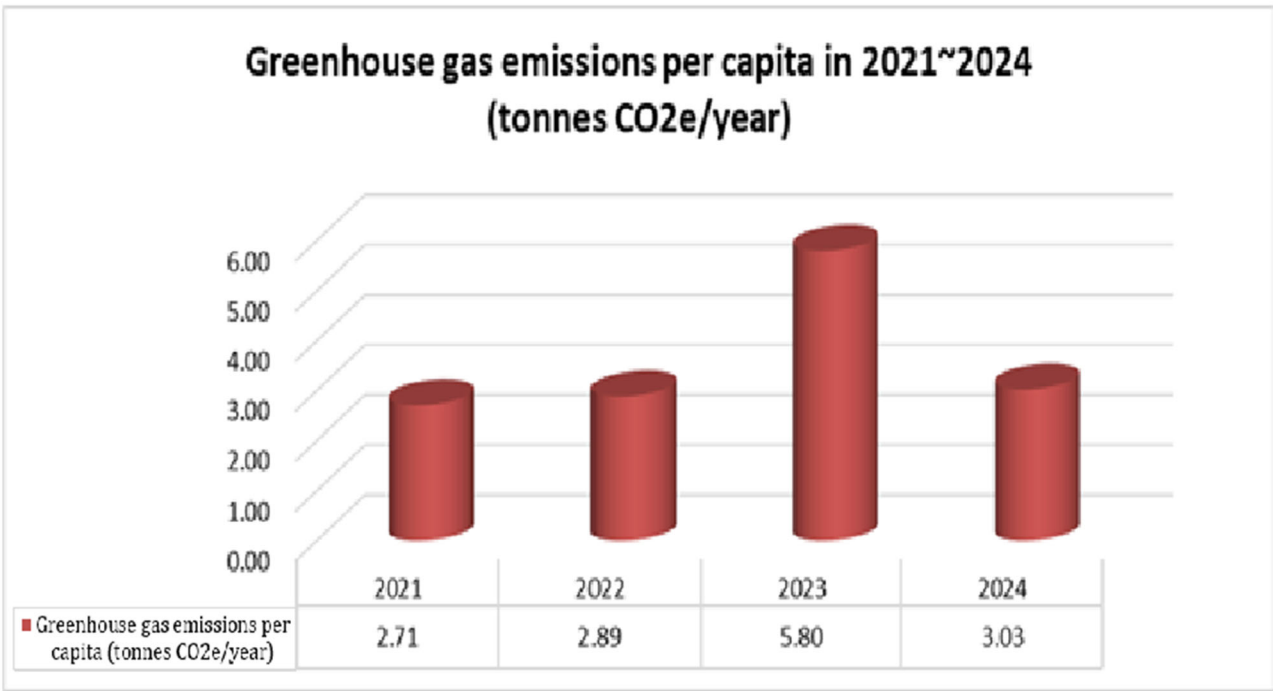
In line with Axiomtek's commitment to environmental stewardship, the Company has

established a GHG reduction strategy requiring annual reductions of 1.5% compared to the previous year, in order to achieve electricity savings and reduce emissions.

Reviewing GHG monitoring results (Scopes 1 and 2), per capita emissions in 2024 were 3.03 tCO₂e, representing a decrease of 2.77 tCO₂e (47.76%) compared with 2023 per capita emissions of 5.8 tCO₂e. This significant reduction was primarily attributable to the relocation of Axiomtek’s plant in Q3 2023, which temporarily led to an increase in fugitive emissions (Scope 1) due to the installation of new equipment containing refrigerants such as air conditioners, refrigerators, and fire extinguishers. In 2024, as only partial equipment replacements were undertaken, fugitive emissions returned to normal levels.

GHG Emissions Disclosure, 2021–2024:

Year	2021	2022	2023	2024
er capita emissions (tCO ₂ e/person)	2.71	2.89	5.80	3.03
Total emissions (tCO ₂ e/year)	1595.2871	1,749.68	3,885.58	2,067.78
Total Headcount	589	606	670	683



6.3 Climate Change and Energy Conservation

Axiomtek remains committed to protecting the planet and continuously monitors issues relating to climate change while striving to reduce energy consumption. Since the adoption of the Paris Agreement in 2015, global efforts to address climate change and energy management have entered a new phase. Limiting the global temperature rise to no more than 2°C has become an urgent priority. As a member of the manufacturing industry, Axiomtek recognizes its responsibility to contribute to energy conservation and environmental protection by reducing greenhouse gas emissions. To achieve these objectives, the Company has introduced a series of measures for electricity conservation, water conservation, paper reduction, and computer recycling and reuse.

Water Conservation and Electricity-Saving Measures	1. Replacing lighting equipment with energy-saving fixtures 2. Using window shades to reduce direct sunlight exposure 3. Installing circulating fans at air-conditioning outlets to regulate indoor temperature and reduce compressor activation frequency (Plant I, first floor) 4. Promoting the shutdown of unused electrical equipment during lunch breaks and after working hours 5. Raising chilled water temperatures of central air-conditioning systems to reduce compressor activation and prevent resource waste 6. Setting water dispensers to standby mode during non-working hours to reduce power consumption 7. Implementing insulation for chilled water pipelines of air-conditioning systems 8. Monitoring electricity usage by area to identify opportunities for improvement 9. Installing water-saving faucets in restrooms
Paper Reduction and Other Measures	1. Introducing electronic approval systems to digitize document approvals and technical data, and promoting double-sided printing to save paper 2. Standardizing business card formats to exclude fax numbers, with electronic file transmission replacing fax-based printing 3. Encouraging all employees to use personal reusable cups and providing reusable cups for visitors to reduce disposable cup usage 4. Promoting waste segregation to increase recyclables and reduce general waste volumes 5. Encouraging employees to commute by public transportation or carpooling 6. Promoting the use of reusable tableware to reduce waste and resource consumption 7. Donating retired but functional PCs and laptops to social organizations for use by disadvantaged groups

6.4 Waste Management and Resource Recycling

Axiomtek classifies the types of waste generated within its facilities into three main categories: general domestic waste, general industrial waste, and hazardous industrial waste. Each of these categories is subject to distinct management approaches, as shown in the following table:

Category	Waste Content	Handling Method	Final Treatment Method
General Domestic Waste	Wastepaper, glass bottles, plastics, aluminum and iron cans	Xizhi Headquarters – Property Management Committee; Plant I – dedicated personnel collection	Reuse
	Meal boxes, domestic refuse, food waste	Xizhi Headquarters – Property Management Committee; Plant I – contracted qualified waste disposal vendors	Incineration; compost for fertilizer use
General Industrial Waste	Carrier tape, antistatic tape, styrofoam, tubing, empty solder paste cans, packing straps, discarded components, defective motherboards, wooden pallets, etc.	Contracted qualified waste disposal vendors	Recycling, incineration
Hazardous Industrial Waste	E-0221 Printed circuit board (PCB) scraps containing metals and associated powders; E-0222 Printed circuit boards with components attached	Contracted qualified waste disposal vendors	Recovery and processing of copper powder, precious metals, and other materials from PCBs

Each year, Axiomtek conducts audits of its waste management contractors. In cases where contractors are found to have violated agreements or breached government regulations, the Company adopts appropriate measures, including corrective guidance or replacement of contractors. In 2024, no significant violations or breaches were reported by any of Axiomtek's waste management contractors.

- General Domestic Waste

The domestic waste generated at Axiomtek's Xizhi headquarters and Plant I facilities is subject to different handling practices. Since the Xizhi headquarters is located within the Guoyang Cloud Building, waste is collected and processed by the property management committee. Plant I, being

an independent facility, appoints dedicated personnel and contracts qualified disposal vendors. Domestic waste is uniformly categorized into general refuse and recyclable resources (such as wastepaper, glass bottles, plastics, and aluminum/iron cans). Recyclable materials are reused, while non-recyclables are disposed of through sanitary landfill or incineration. The annual contractual quantities of general domestic waste are as follows:

Facility	Contract Volume (tons/month)	Handling Method
Xizhi Headquarters	2.0 tons	Property Management Committee; contracted qualified vendors
Axiomtek Factory	1.6 tons	Dedicated personnel collection; contracted qualified vendors

● Industrial Waste

Axiomtek categorizes industrial waste into three types: general industrial waste (recyclable), general industrial waste (non-recyclable), and hazardous industrial waste (E-0221, E-0222). All types of waste are handled by qualified disposal and treatment vendors. For industrial waste, reporting of disposal activities to the Environmental Protection Administration (EPA) is mandatory, and the associated triplicate manifests for commissioning or joint treatment must be filed. Depending on waste category, disposal may involve sale and reuse, recycling, incineration, or sanitary landfill in compliance with regulatory requirements.

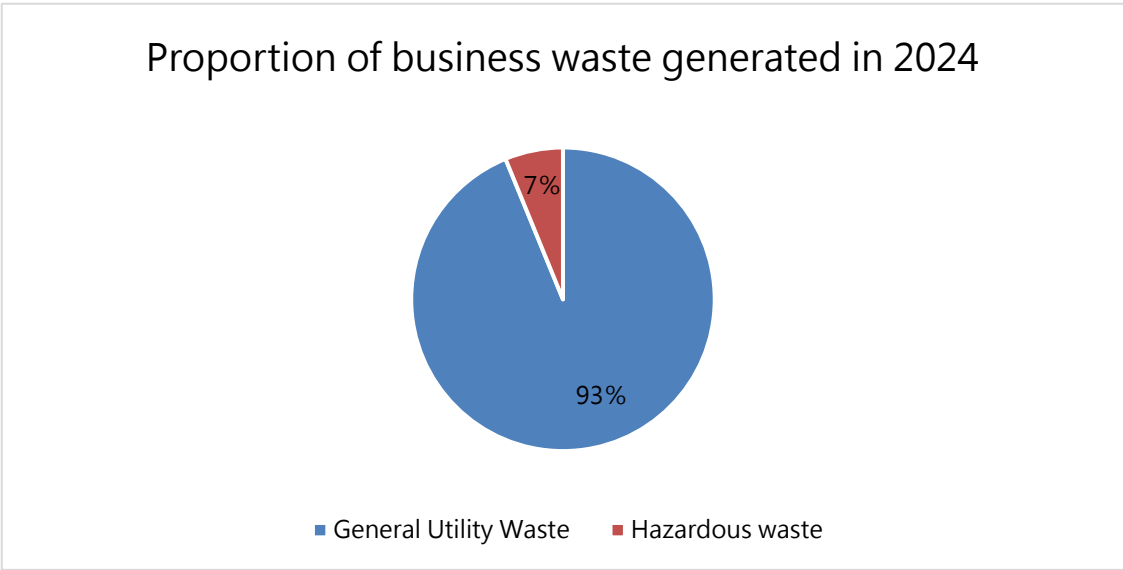
In addition to engaging licensed vendors, Axiomtek carefully evaluates the final treatment processes employed to ensure proper waste management.

In 2024, the total volume of waste generated amounted to 45.13 metric tons. Given that the Company's main operations involve SMT/DIP assembly and testing processes, hazardous industrial waste (E-0221) represented a smaller share of total output, with 3.22 metric tons (approximately 7% of the total). The breakdown is illustrated in the chart below.

All hazardous industrial waste (E-0221) generated in 2024 was entrusted to qualified vendors for physical treatment. After shredding, the waste was separated into two components: approximately 35% copper powder and 65% fiberglass. The copper powder was sold back to smelters as raw material, while fiberglass was supplied to recycling companies as additives for asphalt or cement. Thus, Axiomtek achieved a 100% recycling rate for hazardous industrial waste (E-0221).

Compared with 2023, the volume of hazardous industrial waste (E-0221) decreased from 3.90 metric tons to 3.22 metric tons in 2024, a reduction of 0.68 metric tons. The decrease was attributed to approximately 0.45 metric tons of waste temporarily stored onsite in November–December 2024, which had not yet been transported or reported at year-end, resulting in lower recorded treatment volume. General industrial waste output totaled 41.91 metric tons, accounting for 93.0% of the total.

The majority of hazardous industrial waste generated during production consisted of PCB scraps. Going forward, Axiomtek will continue to improve process yield rates to reduce PCB waste and achieve industrial waste reduction outcomes.



The Company has also established an annual waste reduction target of reducing the proportion of non-recyclable industrial waste by 1% compared with the previous year. A review of non-recyclable industrial waste output over the past three years reveals that in 2024, the volume decreased by 17.27 metric tons compared to 2023. The reduction was mainly due to enhanced waste segregation at the facility, which increased recycling rates and reduced plastic waste.

Year	2021	2022	2023	2024
Output Volume (tons/year)	38.55	57.28	59.18	41.91
Increase/Decrease (tons/year)	+4.89	+18.73	+1.90	-17.27
Increase/Decrease (%)	+114.53%	+148.59%	+103.32%	-29.18

6.5 Environmental Regulatory Compliance

Material Topic Management Approach: Environmental Protection Regulatory Compliance	
Topic Boundary	Internal organization and contractors
Management Mechanism	Annual verification by professional third-party independent certification bodies
Target	Maintain zero violations of environmental regulations
Action Plans	Conduct regular regulatory audits to ensure compliance with applicable laws Provide ad-hoc employee training Continuously monitor environmental indicators
2024 Performance	Number of environmental violations in 2024: 0
2025 Target	Number of environmental violations: 0

Since its establishment, Axiomtek has never been involved in any major violations of environmental laws or regulations. Both the Xizhi headquarters and Plant I have implemented ISO 14001 Environmental Management Systems to ensure that while pursuing business growth, environmental management remains strictly enforced. Compliance with local environmental regulations is the Company's fundamental commitment. Consequently, Axiomtek has set a baseline goal of achieving zero environmental violations, supported by management strategies that include regular identification of applicable environmental laws, employee training, and periodic monitoring of environmental indicators to advance sustainable development.

6.6 Restricted Hazardous Substances Management Procedures

For chemical substances that may be used in products or during manufacturing processes and that potentially impact environmental safety, Axiomtek has established the "Restricted Hazardous Substances Management Procedures" in compliance with international regulations and customer requirements. In general, restricted and prohibited substances must meet the requirements of the EU RoHS Directive and REACH regulations. If RoHS exemptions or Substances of Very High Concern (SVHCs) are present at concentrations exceeding 1,000 ppm, they must be disclosed in declarations. Axiomtek requires suppliers to ensure that materials provided comply with EU hazardous substances regulations, and manages this through the Green Product Management (GPM) System, which requires submission of material testing reports, material composition lists, and smelter information for conflict minerals.

Upon receipt of incoming materials, the Company's inspection unit uses XRF testing to verify compliance with hazardous substance limits. For components with elevated Pb content, exemption status is also verified. In addition, solder pots used in manufacturing are tested monthly to ensure that production processes comply with environmental product specifications. Axiomtek adheres to and enforces the following international regulations:

NO.	Regulation		Name of hazardous substance	CAS No.	Limit
1	RoHS (Restriction of Hazardous Substances Directive)	<u>EU 2011/65/EU</u>	Cadmium (Cd) / Cadmium Compounds	7440-43-9	<1000ppm
			Lead (Pb) / Lead Compounds	7439-92-1	
			Mercury (Hg) / Mercury Compounds	92786-62-4	
			Hexavalent VI (Cr6+) / Hexavalent Compounds	7440-47-3	

			Polybrominated biphenyls (PBB)	67774-32-7	
			Polybrominated diphenyl ethers (PBDE)		
		(EU) 2015/863	DEHP	117-81-7	<1000ppm
			BBP	85-68-7	
			DBP	84-74-2	
			DIBP	84-69-5	
2	REACH Annex XVII (REACH Annex XVII)	(EC) No 1907/2006	Dangerous Substances restricted under REACH : https://echa.europa.eu/substances-restricted-under-reach		https://echa.europa.eu/substances-restricted-under-reach
3	REACH SVHCs (REACH Substances of Very High Concern (SVHC))	(EC) No 1907/2006	Candidate List of SVHCs: http://echa.europa.eu/web/guest/candidate-list-table		<1000ppm
4	Package (Packaging Directive)	94/62/EC Amendment 2013/2/EU	Cd+Pb+Hg+Cr6 + concentration	7440-43-9	< 100ppm
				7439-92-1	In Package material
				92786-62-4	
				7440-47-3	
5	Battery (Battery Directive)	2006/66/EC Amendment 2013/56/EU	Mercury / Mercury Compounds (Hg)	92786-62-4	<5ppm
			Cadmium / Cadmium Compounds (Cd)	7440-43-9	<20ppm
			Lead / Lead Compounds (Pb)	7439-92-1	<40ppm

Based on these management practices, Axiomtek has had no violations of laws or voluntary codes relating to marketing communications (including advertising, promotions, and sponsorship) in the past five years. Similarly, there have been no violations concerning product and service information or labeling requirements.

Chapter 7 Social Participation

Industry–Academia Collaboration

To fulfill its vision of sustainable talent development, Axiomtek is committed to talent cultivation programs aimed at nurturing future professionals. Beginning with educational institutions, the Company leverages industry–academia cooperation to build a bridge between technological education and practical application, thereby contributing to Taiwan’s responsibility for cultivating technological talent. °

- **Fu Jen Catholic University College of Science and Engineering Graduate Recruitment**

Chairman Yang, the founder of Axiomtek, is a distinguished alumnus of Fu Jen Catholic University. Since 2023, Axiomtek has initiated a series of industry–academia collaboration projects with the university. In May 2024, Axiomtek participated in the Department of Electrical Engineering’s graduate recruitment fair, successfully hiring an outstanding graduate who joined Axiomtek’s “Farm” program. Through the



Company’s long-term talent development plan, this employee is expected to become a key technical expert at one of Axiomtek’s overseas subsidiaries within two years. Additionally, a Ph.D. graduate in Computer Science who had previously joined the internship program officially commenced full-time employment with Axiomtek in August 2024, applying his AI expertise to business operations.

- **Fu Jen Catholic University Department of Electrical Engineering Industry–Academia Project**

In partnership with academia and government, Axiomtek collaborated with professors from the Department of Electrical Engineering to apply for an industry–academia project funded by the National Science and Technology Council (NSTC). The project was successfully completed in October 2024. Through the joint participation of faculty and students, the project contributed to bridging the final gap between academic research and industrial application.

Social Welfare Initiatives

Axiomtek integrates social development with localized operations, emphasizing the connection between employees and community welfare activities. For two consecutive years, the Company

has organized blood donation campaigns at both its Xizhi headquarters and factory, extending invitations to local residents to participate. Through these initiatives, Axiomtek aspires to inspire community members and neighboring businesses to join in, thereby fostering broader support for local public welfare. °

● Festive Charity Sales

The spirit of compassion is ever-present among Axiomtek colleagues. During Taiwan’s three major traditional festivals—Lantern Festival, Dragon Boat Festival, and Mid-Autumn Festival—Axiomtek partners with nonprofit organizations to host charity sales at both its headquarters and factory locations. For the 2024 Lantern Festival, Axiomtek invited ABRAZO, a social enterprise shelter shop, to set up stalls at the company. ABRAZO employs individuals with Down syndrome and intellectual disabilities, who handcraft cookies and agricultural products with love and care. Through these activities, Axiomtek encourages all employees and stakeholders to support disadvantaged groups and embrace inclusivity.



● Blood Donation Campaign – “Infusing Passion, Sustaining Axiomtek”

At the close of each year, Axiomtek organizes blood donation activities to spread warmth and compassion. The first campaign in 2023 received enthusiastic participation. Starting in 2024, this initiative became a regular annual event. Despite some employees being unable to donate due to prior medication use, more than 30 employees participated, donating 52 bags of 250cc of blood in total. This demonstrated Axiomtek employees’ genuine, heartfelt commitment to public welfare, deeply embedded in the Company’s culture.



- Axiomtek Without Borders – “Old Shoes, New Life” Campaign 2024



In January 2024, coinciding with the Lunar New Year tradition of renewal, Axiomtek organized its second shoe donation campaign. The initiative sought to transform employees’ pre-loved shoes into life-saving gifts for African residents recovering from sand flea treatments, enabling them to protect their feet. Collection points were designed for

convenience, and reusable packaging bags were adopted to align with environmental sustainability. Over a 10-day campaign, employees donated approximately 400 pairs of shoes—8 bags of men’s shoes, 8 bags of women’s shoes, and 4 bags of children’s shoes—exceeding the original campaign target. Axiomtek sincerely thanks its employees for their enthusiastic participation, turning love and generosity into a source of hope and renewal for others.



GRIContent Index

Statement of Use-Axiomtek Co., Ltd. has reported the information for the period January 1 to December 31, 2024, in accordance with the GRI Standards.

GRI 1 Used-GRI 1 : Foundation 2021

Applicable GRI Sector Standards-The Company is listed in the Computer and Peripheral Equipment industry; no applicable GRI Sector Standards currently exist.

GRI Standard		Disclosure	Page	Omission	Notes
General Disclosures					
GRI 2 : GRI 2: General Disclosures	2-1	Organizational details	15	-	
	2-2	Entities included in the organization's sustainability reporting	10	-	
	2-3	Reporting period, frequency, and contact point	10 11	-	
	2-4	Restatements of information	11		
	2-5	External assurance	11		
	2-6	Activities, value chain, and other business relationships	16	-	
	2-7	Employees	113	-	
	2-8	Workers who are not employees	113		
	2-9	Governance structure and composition	6 7	-	
	2-10	Nomination and selection of the highest governance body	32	-	
	2-11	Chair of the highest governance body	6	-	
	2-12	Role of the highest governance body in overseeing the management of impacts	5	-	
	2-13	Delegation of responsibility for managing impacts	6	-	
	2-14	Role of the highest governance body in sustainability reporting	6	-	
	2-15	Conflicts of interest	32		
	2-16	Communication of critical concerns	33	-	
	2-17	Collective knowledge of the highest governance body	27		

GRI Standard		Disclosure	Page	Omission	Notes
	2-18	Evaluation of the highest governance body's performance	36	-	
	2-19	Remuneration policies	39 120	-	
	2-20	Process to determine remuneration	39 120	-	
	2-21	Annual total compensation ratio	121		
	2-22	Statement on sustainable development strategy	13	-	
	2-23	Policy commitments	4 133		
	2-24	Embedding policy commitments	4 133		
	2-25	Processes to remediate negative impacts	44	-	
	2-26	Mechanisms for seeking advice and raising concerns	44	-	
	2-27	Compliance with laws and regulations	44 88	-	
	2-28	Membership of associations	16	-	
	2-29	Approach to stakeholder engagement	53	-	
	2-30	Collective bargaining agreements	-		No collective bargaining agreements signed
Material Topics					
GRI 3: Material Topics	3-1	Process to determine material topics	54	-	
	3-2	List of material topics	56	-	
	3-3	Management of material t	57		
GRI 201 Economic Performance					
*GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	121	-	
	201-2	Financial implications and other risks and opportunities due to climate change	69	-	
	201-3	Defined benefit plan obligations and other retirement plans	137	-	
GRI 202 Market Presence					
GRI 202: Market Presence	202-1	Ratio of standard entry-level wage by gender compared	121	-	

GRI Standard		Disclosure	Page	Omission	Notes
2016		to local minimum wage			
	202-2	Proportion of senior management hired from the local community	113	-	
GRI 203 Indirect Economic Impacts					
*GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	146	-	
GRI 204 Procurement Practice					
GRI 204: Procurement Practice 2016	204-1	Proportion of spending on local suppliers	46	-	
GRI 205 Anti-Corruption					
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	8	-	
	205-2	Communication and training about anti-corruption policies and procedures	8	-	
GRI 302 Energy					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	146	-	
	302-3	Energy intensity	146	-	
	302-4	Reduction of energy consumption	146	-	
GRI 303 Water and Effluents					
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	149		
GRI 305 Emissions					
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	150	-	
	305-2	Energy indirect (Scope 2) GHG emissions	150	-	
GRI 307 Environmental Compliance					
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	156	-	無
GRI 308 Supplier Environmental Assessment					

GRI Standard		Disclosure	Page	Omission	Notes
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	49	-	
GRI 401 Employment					
*GRI 401: Employment 2016	401-1	New employee hires and employee turnover	117	-	
	401-2	Benefits provided to full-time employees not provided to temporary or part-time employees	125	-	
	401-3	Parental leave	119	-	
GRI 402 Labor/Management Relations					
*GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	124	-	
GRI 403 Occupational Health and Safety					
*GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	138	-	
	403-2	Hazard identification, risk assessment, and incident investigation	139	-	
	403-3	Occupational health services	140	-	
	403-4	Worker participation, consultation, and communication on occupational health and safety	141	-	
	403-5	Worker training on occupational health and safety	141	-	
	403-6	Promotion of worker health	142	-	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	143	-	
	403-9	Work-related injuries	143		
	403-10	Work-related ill health	145	-	
GRI 404 Training and Education					
*GRI 404 : Training and	404-1	Average hours of training per year per employee	132	-	
	404-2	Programs for upgrading	129	-	

GRI Standard		Disclosure	Page	Omission	Notes
Education 2016		employee skills and transition assistance programs			
	404-3	Percentage of employees receiving regular performance and career development reviews	121	-	
GRI 405 Diversity and Equal Opportunity					
*GRI 405 : Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	112	-	
	405-2	Ratio of basic salary and remuneration of women to men	121	-	
GRI 406 Non-discrimination 2016					
*GRI 406 : Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-	-	No incidents of discrimination were reported in 2024
GRI 408 Child Labor					
*GRI 408 : Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	133	-	
GRI 409 Forced or Compulsory Labor					
*GRI 409 : Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	133	-	
GRI 414 Supplier Social Assessment					
GRI 414 : Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	46	-	
	414-2	Negative social impacts in the supply chain and actions taken	49	-	
GRI 416 Customer Health and Safety					
GRI 416 : Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	98		
GRI 417					

GRI Standard	Disclosure	Page	Omission	Notes
Marketing and Labeling				
*GRI 417 : Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	98	-	
GRI 418 Customer Privacy				
*GRI 418 : Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	111		None
GRI 419 Socioeconomic Compliance				
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	88	-	None

Items marked with “*” are material topics identified by stakeholders; the others are company-defined topics.

Axiomtek Co., Ltd. July 2025 Edition

<https://www.axiomtek.com.tw/>

SASB Sustainability Accounting Standards - Hardware

Topics	Accounting Indicators	Disclosure	Consolidated Report	Number
Product Safety and Responsibility	Description of Methods for Identifying and Addressing Data Security Risks in Products	Chapter 4 Network Security Management	Chapter 4 Product Safety and Responsibility	TC-HW-230a.1
Diverse Workforce	Percentage of gender and racial/ethnic group representation of (1) management, (2) technical staff, and (3) all other staff2	Increase in the number of management, technical staff, male and female statistics	Chapter 5 Talent Composition	TC-HW-330a.1
Product Lifecycle Management	Percentage of revenue from products containing IEC 62474 reportable substances3	The Company has not yet confirmed and compared its existing products with IEC 62474, and will discuss with the relevant authorities to confirm the compliance of the Company's current situation with the relevant		TC-HW-410a.1

		specifications in the future.		
	Percentage of eligible products that meet EPEAT registration or equivalent requirements by revenue ⁴	The Company does not currently have EPEAT-registered or equivalent products, but has begun discussing relevant regulations and green product design in its internal R&D design committee. However, we have begun to discuss relevant regulations and green product design in our internal R&D design committee. We have planned to formally launch the design of EPEAT-compliant green products from 2025 onwards.	-	TC-HW-410a.2
	Percentage of eligible products by revenue that meet ENERGY STAR® standards	The Company does not currently have any products that meet EnergyStar registration or equivalent requirements, but has begun discussing relevant regulations and green product design in its internal R&D design committee. However, the Company has begun to discuss relevant regulations and green product design in its internal R&D design committee, and has planned to formally start designing green products that meet the same requirements as EnergyStar from 2025 onwards.	-	TC-HW-410a.3

	Weight of Reportable Products and Recovered E-waste, Percentage Recovered	According to the Axiomtek's waste cleanup plan, Axiomtek's electronic waste is E-0221, with an output weight of approximately 3.9 metric tonnes in FY2023, all of which is entrusted to a legal treatment plant to undergo physical treatment. E-0221 is divided into two types of components after crushing and treatment, with 35% copper powder and 65% glass fibre, the copper powder being sold back to the smelter as a raw material, and the glass fibre being used by reuse manufacturers as a The glass fibre will be used by recyclers as an additive to tar or cement; the percentage of Axiomtek's waste recycled is 100%.	6.4 Utility Waste	TC-HW-410a.4
Supply Chain Management	Percentage of Tier 1 Supplier facilities audited under the RBA Validity Audit Process (VAP) or equivalent for (a) all facilities and (b) high-risk facilities	Statistics to 2024/6/12, the first stage suppliers with RBA certification management and effectiveness tracking, in 2023, the first stage suppliers through the RBA VAP audited a total of 15.	1.3 Suppliers	TC-HW-430a.1
	Percentage of Tier 1 Suppliers with (1) non-compliance with the RBA Validity Audit Process (VAP) or equivalent, and (2) the rate of corrective actions associated with (a) Priority Non-Compliance and (b) Other Non-	(1) As of 2025/5/16, Tier 1 suppliers are managed and tracked for RBA certification audit qualifications. In 2024, 14 Tier 1 suppliers underwent RBA VAP audits, with zero suppliers failing the RBA Validated Audit Process (VAP), so the rate is	1.3 Suppliers	TC-HW-430a.2

	Compliance	zero. (2a) Two suppliers were issued priority non-conformities and have not completed improvements; the rate of corrective actions for priority non-conformities is zero. (2b) Twelve suppliers were issued other non-conformities, ten of which have completed improvements; the rate of corrective actions for other non-conformities is $10/12 = 83.3\%$.		
Raw Material Purchasing	Description of Risks Associated with Managing the Use of Critical Materials	6.6 Procedures for the management of restricted hazardous substances	-	TC-HW-440a.1
Activity Metrics	Number of units produced by product category	Intelligent Internet of Things _606,601 PCS Intelligent Design Services _411,459 PCS Gaming Products _227,790 PCS Others _20,906 PCS	-	TC-HW-000.A
	Area of production facilities	7892.55 m ²	-	TC-HW-001.A
	Percentage of production in owned facilities	100%	-	TC-HW-002.A

2023.12 Version