



**Eson Precision
Ind. Co., Ltd.**

2024

**Environmental Social
Governance Report**



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| Preface

Introduction to the ESG Report

Organizational Boundaries

This Report outlines the Company's promotion and performance of its social sustainability policies in the areas of operational strategies and economic performance, information security, corporate governance and integrity management, climate change and adaptation, talent development, and occupational health and safety, covering the period from January 1, 2024 to December 31, 2024.

The governance indicators used in this Report are primarily based on ESON Precision Engineering Co. Ltd. ("ESON," "the Company," or collectively with its subsidiaries, "the Group") as the main boundary. Economic performance indicators are disclosed at the group level, with financial data consistent with the consolidated annual report. The scope of other economic indicators includes the subsidiary Kunshan ESON Machinery Industry Co., Ltd., while the scope of environmental and social indicators includes the subsidiaries Kunshan ESON Machinery Industry Co., Ltd. and Kunshan Kangrui Packaging Materials Co., Ltd. If specific data boundaries differ from those mentioned above, supplementary notes will be provided.

The statistical data disclosed in this Report is sourced from the Company's internal statistics and survey results, presented using internationally accepted indicators. Any estimates will be specified in the relevant chapters.

Entities Included in the ESG Report

Entity Name	Type	Location	Nature of Business	Abbreviation
ESON Precision Engineering Co. Ltd.	The Company	Cayman Islands	Investment holding	ESON/the Company Together with its subsidiaries, collectively referred to as "the Group."
ESON Precision Industry Co., Ltd. Taiwan Branch	Branch	Taiwan	Design, R&D, production, and sales of molds, plastic products, and hardware products	ESON's Taiwan Branch
Kunshan ESON Machinery Industry Co., Ltd.	Subsidiary	Kunshan	Design, R&D, production, and sales of molds, plastic products, and hardware products	Kunshan ESON Together with Kangrui, collectively referred to as "ESON's Kunshan Plant."
Kunshan Kangrui Packaging Materials Co., Ltd.	Subsidiary	Kunshan	Production of packaging materials	Kangrui

Information Quality

Information Category	Standard Followed	Applicable Operational Site	Certification/Auditing Body	Applicable Year/Validity
Financial information	Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and Generally Accepted Auditing Standards	The Group	Deloitte Taiwan	2024
Environmental information	ISO 14064-1 : 2018	The Group	AFNOR Asia, Ltd.	Verification year: 2023 Date of issue: February 10, 2025 Valid until: February 10, 2026
Environmental information	ISO 14001 : 2015 Environmental Management	Kunshan ESON Machinery Industry Co., Ltd.	Shanghai NQA Certification Co., Ltd.	Date of issue: November 23, 2022 Valid until: October 22, 2025
		MULTIWIN DE MEXICO S.A. DE C.V.	Kiwa Korea Ltd.	Date of issue: October 30, 2024 Valid until: October 29, 2027
		ESON BATUPAHAT PRECISION ENGINEERING SDN.BHD.	SIRIM QAS International Sdn. Bhd.	Date of issue: September 1, 2022 Valid until: September 30, 2025
		ESON (VN) PRECISION INDUSTRY CO., LTD	ISOCERT International Certification and Inspection Joint Stock Company	Date of issue: November 21, 2024 Valid until: November 20, 2027
Occupational health and safety	ISO 45001 : 2018 Occupational Health and Safety	Kunshan ESON Machinery Industry Co., Ltd.	Shanghai NQA Certification Co., Ltd.	Date of issue: November 23, 2022 Valid until: December 26, 2025
		ESON BATUPAHAT PRECISION ENGINEERING SDN.BHD.	AFNOR Certification	Date of issue: June 12, 2022 Valid until: June 11, 2025
Quality information	ISO 9001 : 2015 Quality Management	Kunshan ESON Machinery Industry Co., Ltd.	Shanghai NQA Certification Co., Ltd.	Date of issue: July 31, 2023 Valid until: July 31, 2026
		MULTIWIN DE MEXICO S.A. DE C.V.	Kiwa Korea Ltd.	Date of issue: October 30, 2024 Valid until: October 29, 2027
		ESON BATUPAHAT PRECISION ENGINEERING SDN.BHD.	SIRIM QAS International Sdn. Bhd.	Date of issue: March 21, 2023 Valid until: March 31, 2026
		ESON (VN) PRECISION INDUSTRY CO., LTD	ISOCERT International Certification and Inspection Joint Stock Company	Date of issue: November 21, 2024 Valid until: November 20, 2027
	IECQ Hazardous Substance Process Management	Kunshan ESON Machinery Industry Co., Ltd.	Shanghai NQA Certification Co., Ltd.	Date of issue: September 21, 2023 Valid until: September 22, 2026
	IATF 16949 : 2016 Automotive Quality Management System	Kunshan ESON Machinery Industry Co., Ltd.	Shanghai NQA Certification Co., Ltd.	Date of issue: September 8, 2024 Valid until: September 7, 2027
		MULTIWIN DE MEXICO S.A. DE C.V.	Kiwa Korea Ltd.	Date of issue: August 29, 2024 Valid until: August 28, 2027

Reporting Period and Cycle

Reporting period

The information disclosed in this Report covers the period from January 1, 2024 to December 31, 2024, consistent with the reporting period of the financial reports. This Report was published on August 28, 2025.

Reporting cycle

This Report marks the Company's first ESG report, and ESON plans to periodically issue ESG reports every year.



Restatements of Information

As this is the Company's first ESG report, the restatement of information is not applicable.

External Assurance

This Report was submitted to the Board of Directors for discussion and has been approved. The Company engaged KPMG Taiwan to conduct limited assurance for this Report, which was prepared by the Company in accordance with the GRI Standards (2021). The assurance was conducted in accordance with TWSAE3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the Accounting Research and Development Foundation (referencing International Standard for Assurance Engagements 3000 [ISAE 3000]). The limited assurance report is included as an appendix to this Report.

Point of Contact



Point of Contact | Sustainable Development Department



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| Chairman's Message

Global issues, such as climate change, inflation, and the Russo-Ukrainian War, have increasingly challenged and severely tested companies. Thanks to its years of production experience and professional workforce, ESON Precision is well-positioned to provide one-stop services in product design, R&D, production and manufacturing, secondary processing, and assembly projects. We also delve deeply into customers' requirements for new product specifications, tailoring our solutions and addressing potential technical issues that may arise during production. Additionally, ESON Precision is able to plan service processes adapted to customized service demands and, guided by the principle of becoming customers' best partner, provides OEM services for the international market. As a long-term strategic partner to our customers, ESON Precision has actively invested in the R&D of special surface treatment processes while introducing precision production equipment to support and meet customers' new design concepts and requirements.

Amid the global trend of carbon reduction, ESON Precision upholds the principle of sustainable development and takes the initiative in conducting its own GHG inventory. Referring to the TCFD climate change financial disclosure framework, the Company effectively implements corporate sustainability. It adheres to four key principles: implementing and advancing corporate governance, developing a sustainable environment, safeguarding social welfare, and strengthening corporate social responsibility in information disclosure. Additionally, the Company has established guidelines aligned with the UN Sustainable Development Goals (SDGs).

ESON Precision strives to practice sustainable operations to reduce global poverty and protect the environment from damage (SDG1, SDG12). The Company is committed to corporate governance and common good, ensuring healthy lives for all ages, improving public well-being, practicing gender equality, and protecting everyone's right to decent work (SDG3, SDG5, SDG8). In terms of climate change and adaptation, the Company actively promotes energy-saving and water-saving measures while recording and disclosing the sources of water withdrawal, receiving water bodies for discharge, and wastewater treatment units. In doing so, we aim to ensure compliance with local regulations for discharged water quality standards, aligning with the goals of clean water and sanitation, as well as prevention of marine environmental degradation (SDG6, SDG14). In addition, at the Kunshan Plant, the total PV power generation was 4,471,069 kWh, old light fixtures were replaced with LEDs, pipelines were combined, and fixed-frequency air compressors were decommissioned. These efforts align with the goals of sustainable energy and taking urgent action (SDG7, SDG13).

In future reports, the Company will follow operational guidelines to disclose industry-specific indicators in accordance with SASB Standards and include a content index mapped to SASB Standards. While continuing to elaborate on the specific actions or measures the Company has taken to manage climate change risks, linking them to "material topics," we will plan to include frameworks of TCFD, TNFD, as well as IFRS S1 and S2 in future reports. It is our hope that, through this Report, stakeholders who closely follow ESON Precision will gain a systematic and clear understanding of the efforts and contributions made by our management team and employees. Looking ahead, ESON Precision will continue to adhere to the core values of its main business while following the SDGs indicators. Through its global operations, the Company will actively engage with neighboring communities and maintain close cooperative relationships to drive continuous economic growth. Starting from its social responsibility for sustainability, ESON Precision will pursue economic growth while fostering a green environment, optimizing ecosystems, and collaborating with industry chain partners to move forward together steadily.

ESON Precision Engineering Co. Ltd.

Chairman

Chia-Hsiang Tsai

01

ESON and Stakeholders

1.1 About ESON

1.2 Stakeholder Identification and Engagement

1.3 Identification of Material Topics

Material Topics and Value Chain Boundaries

| ESON and Stakeholders

1.1 About ESON

Overview of Business Operations

ESON Precision Engineering Co. Ltd. was established on June 17, 2008 and is headquartered in the Cayman Islands. The Group mainly engages in the design, development, manufacturing, and sales of molds, plastics, and hardware products. ESON has established 26 operational sites in Mainland China, Taiwan, Slovakia, Mexico, Vietnam, and Malaysia. The Group has a total of 3,613 employees. In 2024, the total revenue reached NTD 13,094,331 thousand, with a net profit after tax of NTD 566,427 thousand. For more information on financial performance, please refer to the Company's 2024 Annual Report.

Operating Revenue

Sales by Region (City/Country) Unit: NT\$ thousand

Region/Country	Amount	Percentage (%)
China	526,617	4.02%
The Americas and Asia	9,232,127	70.50%
Others	3,335,587	25.48%
Total	13,094,331	100%

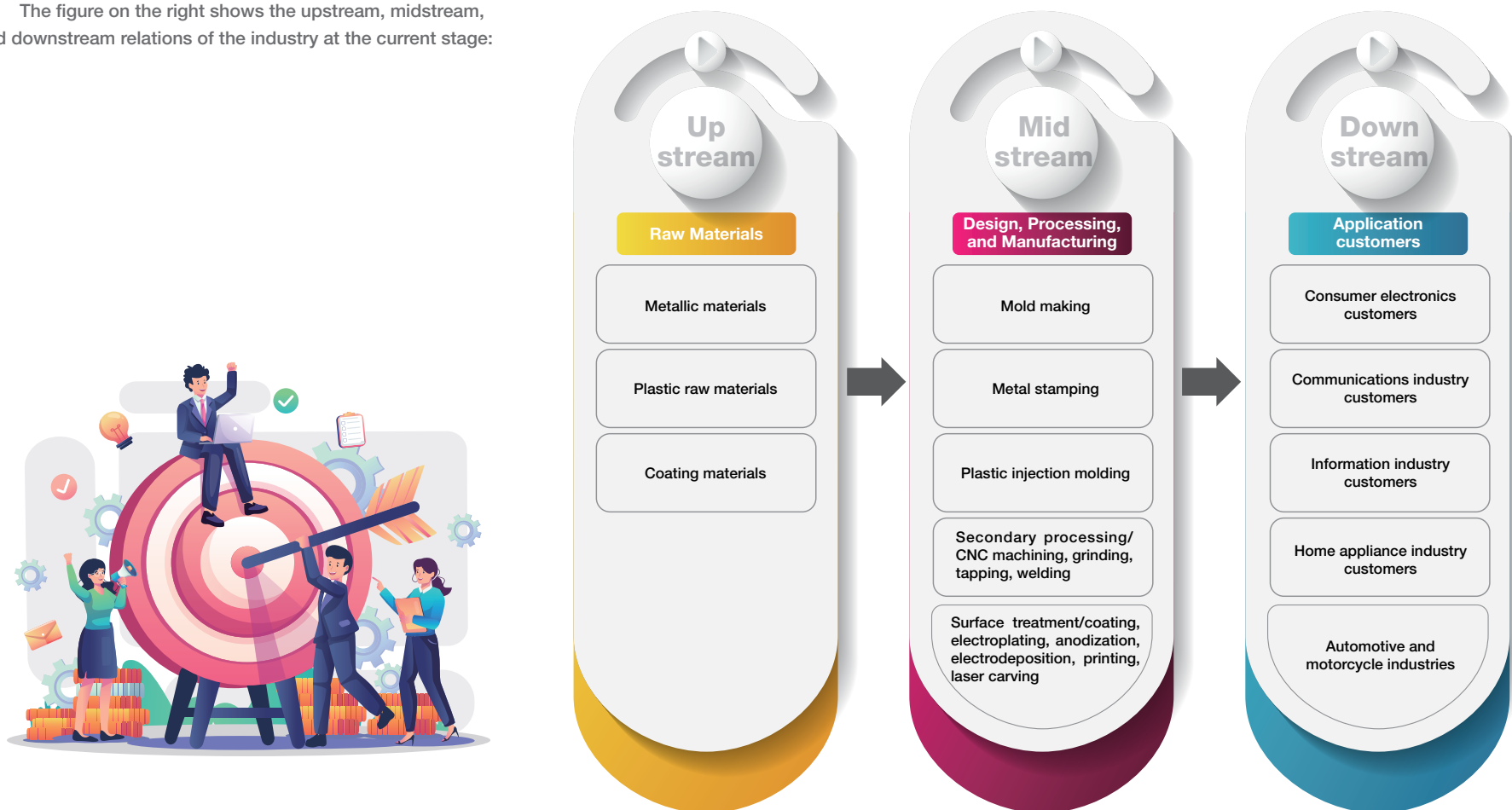
Proportions of Main Business Activities Unit: NT\$ thousand

Business Item	2024	
	Sales	Percentage (%)
Automotive mechanism	7,560,337	57.74%
Network communication mechanism	3,396,745	25.94%
Consumer electronics mechanism	1,875,900	14.32%
Others	261,349	2.00%
Total	13,094,331	100%

Value Chain Overview

The Company is engaged in precision mold manufacturing, metal stamping, plastic injection molding, and other components products. Upstream raw materials are supplied by well-known domestic and foreign manufacturers and downstream customers are internationally renowned manufacturers. The Company's long-term stable operation management has established excellent partnerships with upstream and downstream manufacturers, and can obtain first-hand information to facilitate decision-making.

The figure on the right shows the upstream, midstream, and downstream relations of the industry at the current stage:



Downstream Customers

ESON is engaged in precision mold manufacturing, metal stamping, plastic injection molding, and other components products. In 2024, the Group’s downstream customers in the server and consumer industries were mainly system manufacturers engaged in complete system assembly. The markets include North America, Europe, and Asia. In addition, for some communications industry customers, their products are directly delivered to the end-manufacturer, Space X. It is a low-earth orbit (LEO) satellite manufacturer. LEO satellites possess advantages such as lower latency, being unaffected by terrain and weather conditions, and communication coverage without dead zones. End products have been sold in 68 countries, including Europe, Asia, and Africa, and are under continuous development.

Suppliers

In 2024, Kunshan ESON cooperated with more than 170 suppliers. There is a total of 9 main procurement categories, including raw materials, purchased components, chemicals, packaging materials, equipment, and surface treatment. Key suppliers were then identified based on conditions such as the procurement amount and criticality of each category. “Key Suppliers,” defined as direct material suppliers with the top 78% of procurement amount, totaled 140, representing approximately 82.3% of all suppliers. In 2024, the total procurement amount was approximately RMB 330 million (equivalent to NTD 1.488 billion, based on a yearly average currency exchange rate of 4.509922). The category with the highest procurement expenditure was automobile.



Supplier Category	Number of Suppliers	Supplier Location	Procurement Amount (RMB 100 million)	% of Procurement
Raw materials	32	China, Czech Republic, Mexico	1.3	41
Purchased components	108	China, Malaysia, USA, Mexico	1.2	37

Supplier Category	Number of Key Suppliers	Number of Non-key Suppliers	Grand Total
Raw materials	20	12	32
Purchased components	85	23	108

1.2 Stakeholder Identification and Engagement

To fulfill corporate social responsibility, we must value the rights and interests of stakeholders. While pursuing sustainable operations and profitability, we should address environmental, social, and corporate governance issues, incorporating these considerations into the Company's management policies and operational activities to achieve the goal of sustainable development. Through the following effective communication platforms with stakeholders, ESON manages to understand the reasonable expectations and needs of stakeholders. Regardless of whether inquiries, grievances, or suggestions arise from internal or external issues related to economic, social, or environmental aspects, the Company, guided by the principle of integrity, addresses them appropriately and provides feedback or improvement plans to ensure effective communication.

Stakeholder Identification and Communication

The topics of concern and communication details with stakeholders in 2024 are as follows:

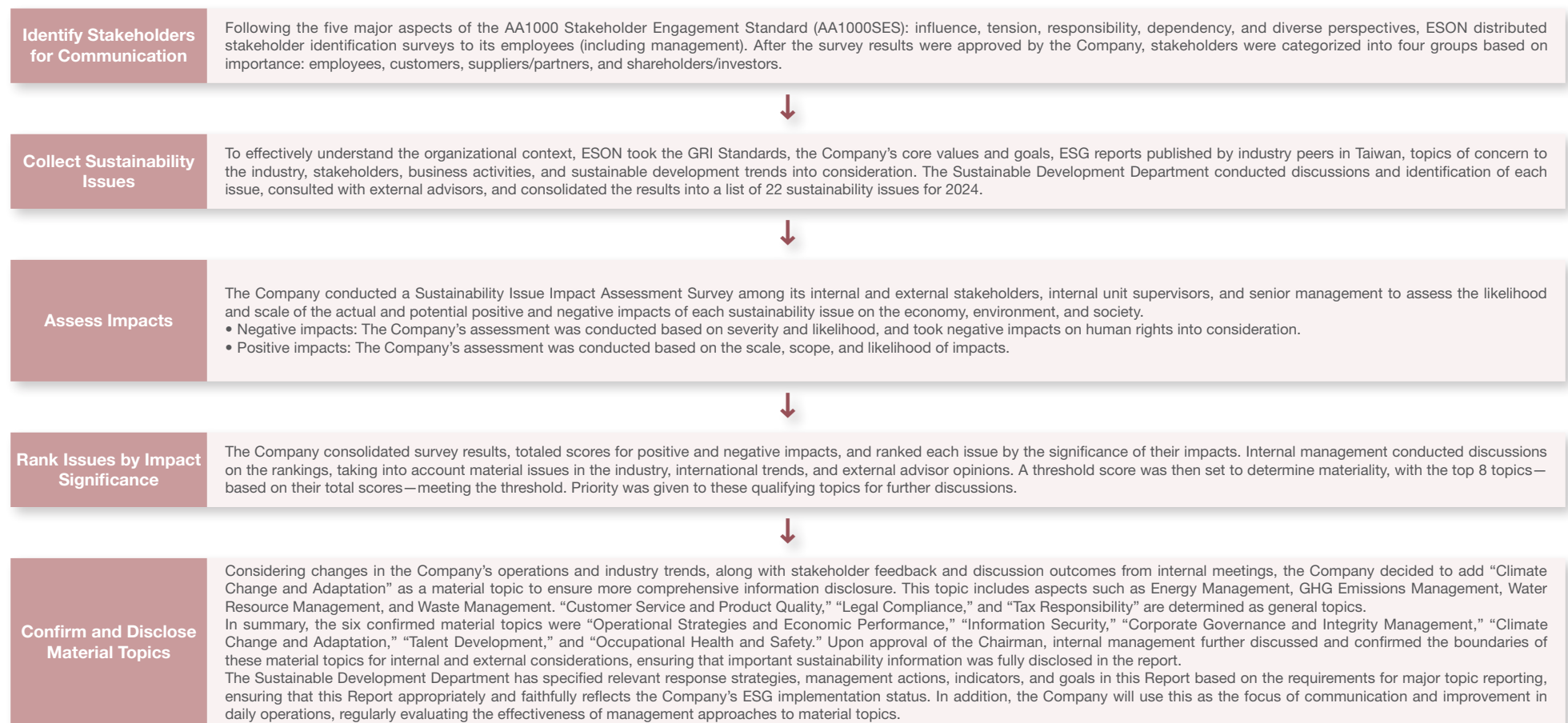
Category	Significance to ESON Precision	Issues of Concern	Communication Channels and Frequency		2024 Communication Details and Results	Point of Contact
Employees	Employees are an important component of the Company and the cornerstone of sustainable development. They are the core drivers for the continuous growth of the Company. Therefore, only by providing a friendly working environment and reasonable labor conditions can the Company foster a motivated team that is empowered to unleash their full potential and passion, thereby creating better business performance and value for the Company.	<ul style="list-style-type: none"> Talent Development Employee Care and Labor Protection Occupational Health and Safety 	Employer-employee meetings	Quarterly	Employee opinions are heard and responded to through labor representatives. In 2024, the Taiwan Branch held its first employer-employee meeting in December, and will be held quarterly every year.	speakout@eson.tw Deputy General Manager Tsai
			Kunshan Plant's union	When necessary	Employee opinions are heard and responded to through the union. Number of union meetings held by the Kunshan plant in 2024: 3 meetings.	
			Performance evaluations and meetings	Annually	Regular performance meetings help both supervisors and employees assess goal attainment. All performance evaluations were completed in 2024.	
			Employee grievance mailbox	Real-time	The Company provides diverse, open, and transparent communication channels, continuously strengthening two-way and real-time communication with employees. Number of grievances/reported cases in 2024: 0.	
			Internal announcements	When necessary	The Company announces and disseminates its important internal policies or implementation measures for employees' compliance.	
			Annual employee health examinations	Annually	Each year, the Taiwan Branch works with contracted health management institutions to organize health examinations for employees to monitor their own health conditions. Number of employees receiving health examinations in 2024: 28.	
			Employee training	When necessary	The Company provides relevant training courses to improve employees' expertise and general competencies. <ul style="list-style-type: none"> In 2024, the Taiwan Branch conducted training for 86 people, totaling 86 hours. In 2024, the Kunshan Plant conducted training for 7,219 people, totaling 13,875.5 hours. 	
			Safety production meetings	Monthly	Number of safety production meetings: 12. Number of occupational health and safety training sessions: 21. Number of participants: 630. Number of emergency drills: 13. Number of drill participants: 1,300.	

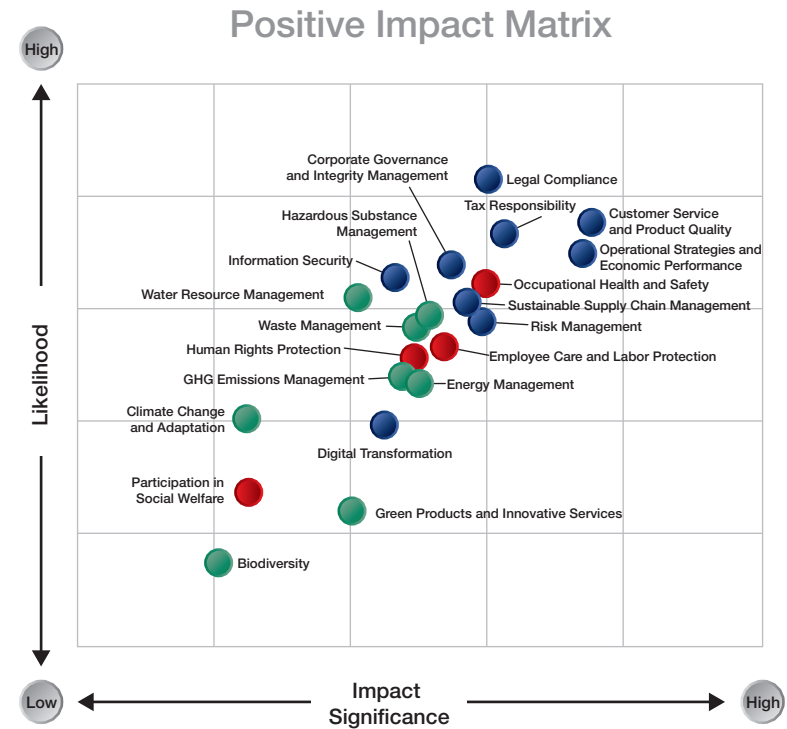
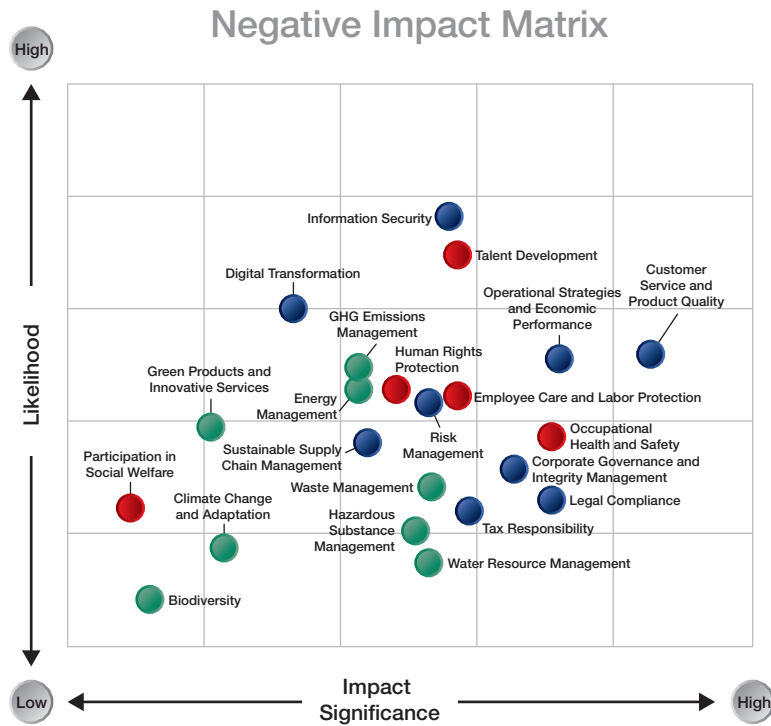
Category	Significance to ESON Precision	Issues of Concern	Communication Channels and Frequency		2024 Communication Details and Results	Point of Contact
Customers	Customers are the most influential stakeholders in the development and manufacturing of ESON's products. They also follow ESON's efforts in the promotion of economic, environmental, and social issues.	<ul style="list-style-type: none"> Operational Strategies and Economic Performance Risk Management Information Security GHG Emissions Management Water Resource Management Customer Service and Product Quality 	Business meetings	Quarterly	In 2024, 12 customer meetings were held to stay informed of their development directions and jointly create economic performance.	eson-ir@eson.tw Manager Liu
			Customer-submitted GHG emissions reporting	Annually	The Company reported GHG emissions in the Impact of Environmental Information Disclosure once a year. In 2024, approximately 11,197 tons of wastewater from production was generated, with 11,197 tons discharged in compliance.	
			Customer quality monthly meetings	Monthly	The Company completed monthly quality reports for 21 customers in 2024.	
Suppliers/ partners	Good suppliers and partners can provide a reliable supply of materials and services, ensuring ESON Precision to maintain stable production operations and achieve optimal business performance.	<ul style="list-style-type: none"> Legal Compliance Operational Strategies and Economic Performance 	Supplier evaluations	Annually	The Company evaluated 23 suppliers in 2024.	services@eson.tw Ms. Shih
			Interviews (on-site, telephone, fax, email, etc.)	When necessary		
Shareholders/ investors	The opinions and suggestions from shareholders and investors serve as important indicators for the management team when making operational decisions.	<ul style="list-style-type: none"> Operational Strategies and Economic Performance Customer Service and Product Quality Information Security Occupational Health and Safety Hazardous Substance Management 	Shareholders' meetings	Annually	<ul style="list-style-type: none"> The Company held 1 shareholders' meeting, 6 board meetings, and 2 investor conferences to communicate market conditions, future trends, growth strategies, and profitability with investors. In addition, an IR mailbox has been set up as a communication channel with investors. All investors' calls or e-mails received a response in 2024. The Company published a total of 29 pieces of material information in 2024. 	eson-ir@eson.tw Manager Liu
			Investor conferences	Annually		
			Interviews (telephone, fax, email, etc.)	When necessary		
			Release of financial reports	Quarterly		
			Market Observation Post System (MOPS)	When necessary		
			Mailbox for investors	When necessary		
			Company website	When necessary		
			Government reporting	When necessary	Kunshan ESON submitted reports on an irregular basis regarding hazardous waste inbound and outbound activities in the government-regulated system. A total of 29 tons of hazardous waste was generated in 2024, all of which was removed for treatment in accordance with the law.	

1.3 Identification of Material Topics

Material Topic Identification Process

In accordance with the reporting principles outlined in the GRI Standards (2021), ESON conducted materiality analysis to identify sustainability issues that have significant impacts on the economy, environment, and society (including impacts on people and human rights). The analysis served as the foundation for information disclosure in the report, ensuring effective communication with stakeholders. In 2024, ESON conducted stakeholder communication and material topic identification through the following five steps:

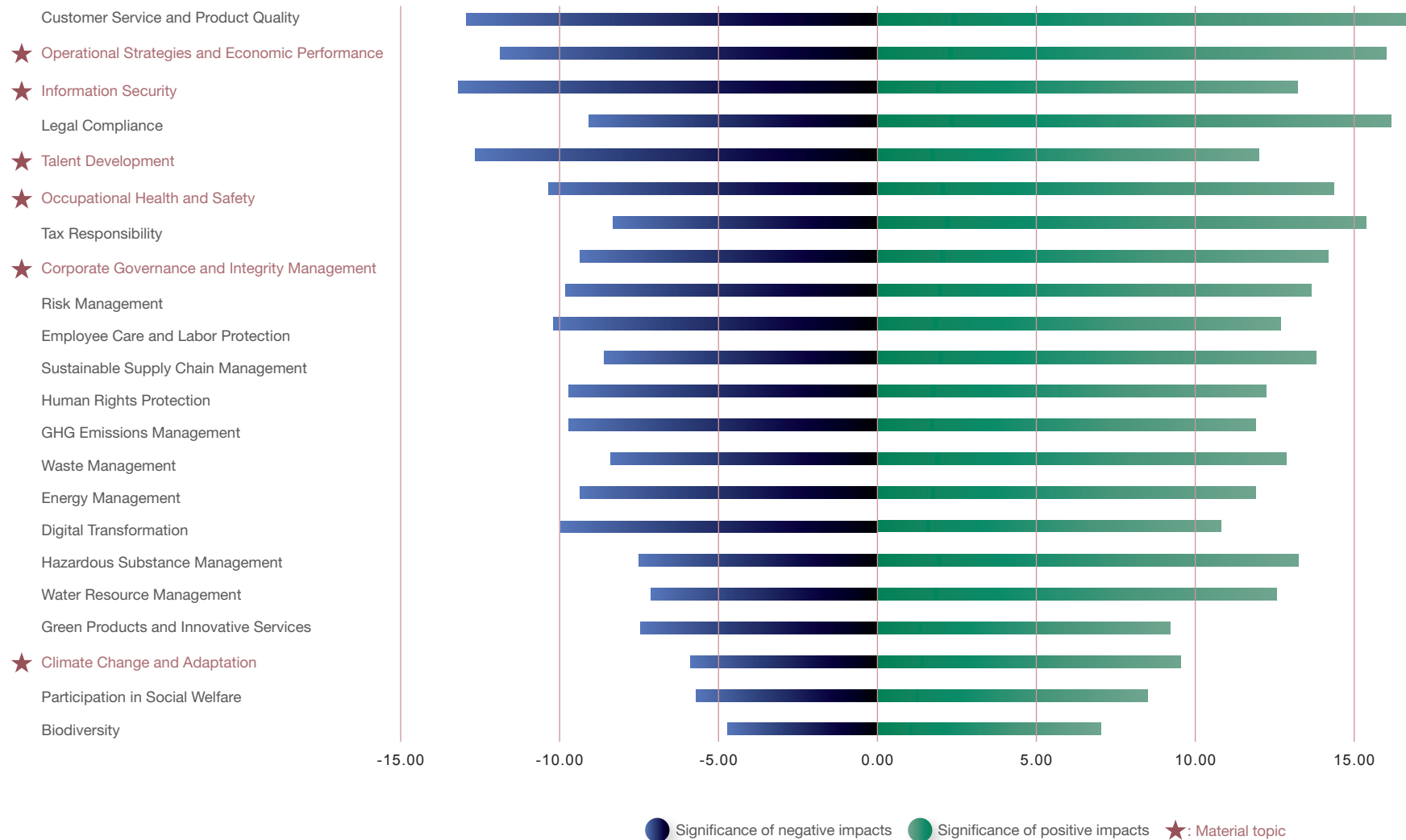




Aspects of Sustainability Issues

Environment	Society	Governance/Economy
<ul style="list-style-type: none"> Green Products and Innovative Services Energy Management GHG Emissions Management Waste Management Water Resource Management Hazardous Substance Management Climate Change and Adaptation Biodiversity 	<ul style="list-style-type: none"> Employee Care and Labor Protection Talent Development Human Rights Protection Participation in Social Welfare Occupational Health and Safety 	<ul style="list-style-type: none"> Operational Strategies and Economic Performance Tax Responsibility Corporate Governance and Integrity Management Legal Compliance Risk Management Information Security Digital Transformation Customer Service and Product Quality Sustainable Supply Chain Management

Assessment of the Significance of Positive and Negative Impacts of Sustainability Issues



Material Topics and Value Chain Boundaries

Corresponding SDGs	Aspect	Material Topic	Value Chain Boundary Impact		
			Upstream	ESON Operations	Downstream
  	Governance/Economy	Corporate Governance and Integrity Management	●	●	●
		Operational Strategies and Economic Performance		●	
		Information Security		●	●
   	Environment	Climate Change and Adaptation	●	●	●
    	Society	Talent Development		●	
		Occupational Health and Safety Management	●	●	

● Direct impact ● Indirect impact

02

Corporate Governance

2.1 Corporate Governance and Integrity Management

2.2 Legal Compliance

Corporate Governance

2.1 Corporate Governance and Integrity Management

Material Topic - Corporate Governance and Integrity Management

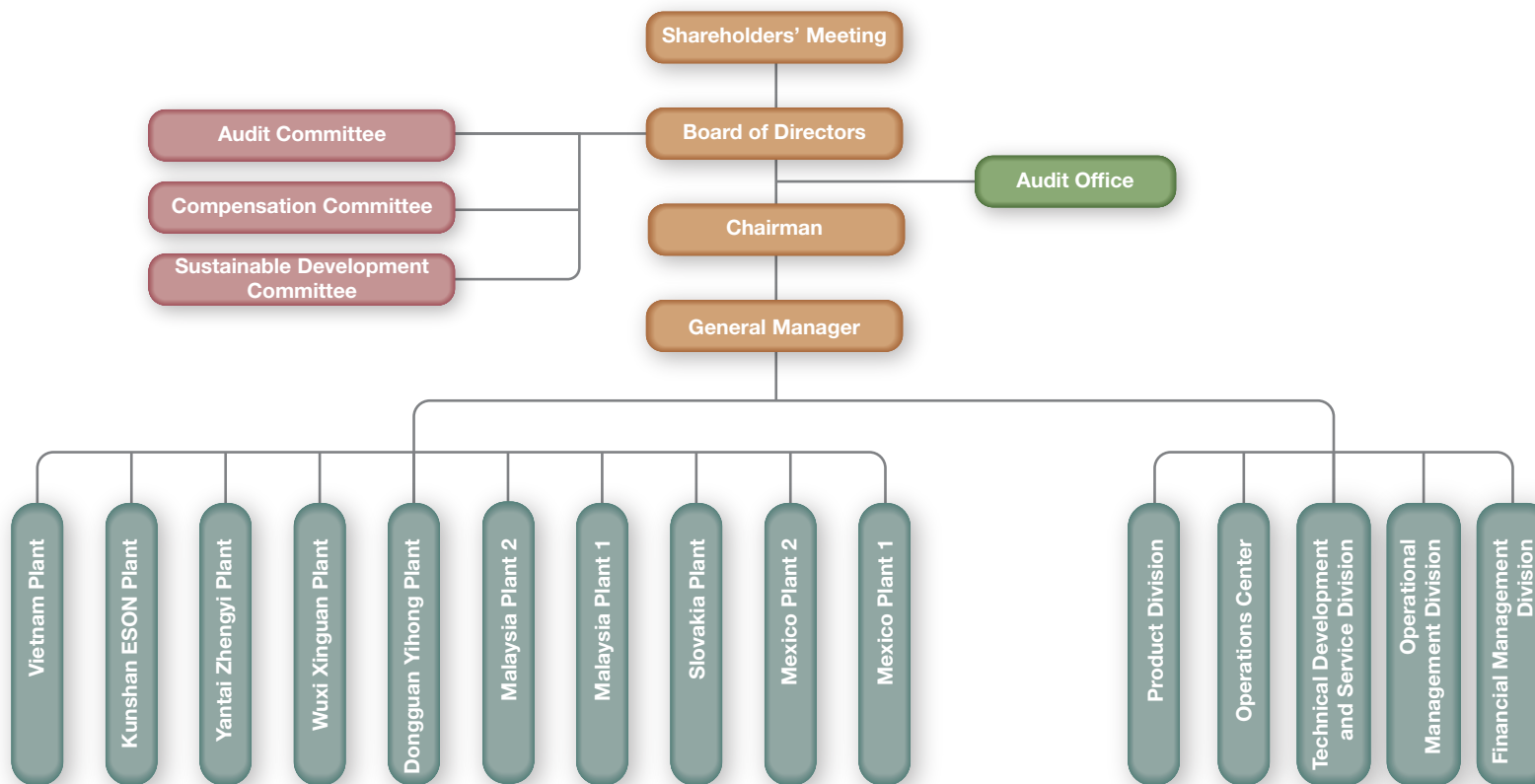
Description of Impact	Actual positive impact: Robust corporate governance and integrity management can enhance a company's reputation and transparency, increase trust among customers and investors, contribute to long-term business growth, and establish stable business relationships.	
	Potential negative impact: Failure to implement corporate governance and integrity management effectively may lead to fraud, such as insider trading, damaging the company's reputation, resulting in loss of customers and investors, and hindering long-term business growth.	
Policy/Commitment	Based on the competent authority's advice, the Company has established the Corporate Governance Best Practice Principles to fulfill its corporate governance responsibilities. To protect the rights and interests of stakeholders, it develops a robust corporate governance system and conducts periodic reviews of its business performance, discussing important strategic issues, including economic, environmental, and social impacts, risks, and opportunities. The Company has formulated and implemented the Code of Conduct for Integrity Management, clearly defining the standards for employee conduct. In addition, the Company reports integrity management-related issues irregularly to the Board to ensure its transparency and sense of responsibility in this regard.	
Actions Taken	<ol style="list-style-type: none"> 1. The Company organizes education and training on integrity management issues, tracking participation rates and feedback to ensure the effectiveness of training. Training courses cover compliance with integrity management regulations, taxes, accounting systems, and internal controls. 2. The Company clearly defines conduct guidelines for conflicts of interest, confidentiality of customer information, and business dealings, and regularly or timely promotes education and training so that employees can truly understand and comply. 3. The Company has set up a legal affairs office under the Financial Management Division, and reports to the Board regularly or when necessary. If employees find any violations of corporate integrity practices, they should also report to the Audit Office or relevant units in accordance with regulations to timely handle the matter. 4. The Company has established an accounting system and an internal control system, and internal auditors conduct audits on a regular or irregular basis. 5. The Company promotes corporate culture and integrity management obligations through various conferences. 	
Tracking and Evaluation Mechanism	<ol style="list-style-type: none"> 1. The Company actively participates in the Corporate Governance Evaluation and improves information disclosure. 2. The Company implements the Rules for Performance Evaluation of the Board of Directors, focusing on continuously strengthening performance by conducting annual performance evaluations, tracking goal attainment, and reviewing progress. 3. Employees are required to sign a "Commitment to Integrity and Ethical Conduct" as one of the foundational codes of conduct. 	
Management Goals	Short-term Goals (within 3 years)	Medium- and Long-term Goals (3-10 years)
	<ol style="list-style-type: none"> 1. Continuously improve Corporate Governance Evaluation rankings. 2. Arrange for directors to receive comprehensive training on sustainable development. 3. Refine the integrity management policy. 4. Increase the coverage rate of integrity management training and incorporate case studies into training courses. 5. Develop performance indicators for integrity management, such as training completion rates and handling rates for reported cases. 6. Regularly update the integrity management policy and training content based on performance evaluation results. 7. Require suppliers to sign the Commitment to Integrity and conduct periodic reviews. 8. Conduct periodic corruption risk assessments to identify high-risk areas and formulate prevention plans. 	<ol style="list-style-type: none"> 1. Continuously improve Corporate Governance Evaluation rankings. 2. Continue to implement transparency policies. 3. Embed integrity management into the corporate culture as a core value for all employees. 4. Promote compliance with integrity standards across the entire supply chain and establish sustainable partnerships. 5. Publish periodic integrity management reports to enhance transparency and public trust.
Annual Performance	<ol style="list-style-type: none"> 1. In 2024, the internal performance evaluation results of the Board, its members, the Audit Committee, and the Compensation Committee were all rated "Excellent." 2. In 2024, the attendance rate of Board members at meetings reached 90.4%, ensuring actual participation in Board meetings and operations. 3. To implement integrity management and ethical conduct, the Company held training on anti-corruption topics (including courses related to RBA standards and internal controls) in 2024, totaling 706 participants and 1,316 person-hours. 4. In 2024, all investors' calls or emails were responded to. 	
Stakeholder Involvement	<ol style="list-style-type: none"> 1. The Company has set up an IR mailbox to provide investors with a convenient communication channel for submitting questions and suggestions at any time. 2. The company regularly organizes education and training courses to strengthen employees' awareness of professional ethics and integrity management. 3. The Company annually reports to the Board on the implementation status of integrity management to ensure that governance units stay informed of the Company's efforts and achievements in integrity management. 	

2.1.1 Corporate Governance Framework

Governance Structure and Composition

ESON's Board serves as the Company's highest governance body, under which an Audit Committee, a Compensation Committee, and a Sustainable Development Committee have been established to assist the Board in performing its supervisory duties. These committees report their activities, proposals, and relevant resolutions to the Board on a quarterly basis. In terms of sustainable strategy management, the Sustainable Development Committee serves as the highest decision-making and supervisory body for managing the impacts of economic, environmental, and social topics. When deciding on important matters, it considers economic, environmental, and social topics, their impacts, risks, and opportunities, as well as the opinions of stakeholders.

Corporate Governance Structure



Board of Directors

ESON's Board is mainly responsible for guiding the Company's strategies, supervising management, and being accountable to the Company and its shareholders. The Board exercises its powers to manage operations and arrangements under the corporate governance system in accordance with applicable legal regulations, the Articles of Incorporation, and resolutions of Shareholders' Meetings. It maintains its independence and is accountable to the shareholders. According to the Company's Articles of Incorporation, the Board consists of 7 members, including 3 independent directors. Each director serves a three-year term and may be re-elected. In 2024, the Company's Board consisted of 7 directors, with 3 independent directors (42.86%) and 4 non-independent directors (57.14%). Please refer to the 2024 Annual Report for details on the directors' names, gender, term, main education and work experience, and concurrent positions in other companies. The Company's Board holds at least 1 meeting per quarter. In 2024, the Board held a total of 6 meetings.



Board Diversity

Name	Position	Biological Gender	Nationality	Term (Years)	Age	Industry Experience & Professional Competence								
						Accounting	Industry	Legal	Ability to make operational judgements	Ability to manage operations	Ability to lead and make decisions	Ability to handle crisis management	Knowledge of the industry	An international market perspective
Chia-Hsiang Tsai	Director	Male	Republic of China, Taiwan	12.5	>50		V		V	V	V	V	V	V
Stein Huang	Director	Male	Republic of China, Taiwan	0.5	>50		V		V	V	V	V	V	V
Kuang-Yao Lee	Director	Male	Republic of China, Taiwan	3.5	>50		V		V	V	V	V	V	V
Wei-Kang Lee	Director	Male	Republic of China, Taiwan	3.5	>50		V		V	V	V	V	V	V
Chih-Chien Kao	Independent Director	Male	Republic of China, Taiwan	12.5	>50	V	V		V	V	V	V	V	V
Woan-Shiuan Jang	Independent Director	Female	Republic of China, Taiwan	0.5	30-50		V	V	V	V	V	V	V	V
Chien-Ming Lee	Independent Director	Male	Republic of China, Taiwan	3.5	>50		V		V	V	V	V	V	V

Note 1: Regarding the age distribution of directors, 86% are aged 50 and above and 14% are aged between 30 and 50. The average term of all directors is 5.2 years.

Note 2: To ensure the diversity of stakeholders, all directors provide representation for various stakeholder groups.

Note 3: Please refer to the Company's Annual Report for details on the directors' names, gender, term, main education and work experience, concurrent positions and experience in other companies, and positions held in other boards.

Note 4: The Board consists of 6 male directors (86%) and 1 female director (14%). In the future, the Company is committed to increasing the number of female directors to achieve the diversity goal.

Board Operations

Position	Name	Board's Actual Attendance Rate (%) in 2024
Chairman	Ace Progress Holdings Limited Representative of Ace Progress Holdings Limited: Chia-Hsiang Tsai	100%
Director (Note 1)	Ace Progress Holdings Limited Representative of Ace Progress Holdings Limited: Stein Huang	100%
Director (Note 1)	Ace Progress Holdings Limited Representative of Ace Progress Holdings Limited: Bing-Zheng Xiong	50%
Director	Representative of Golden Harvest Management Limited: Kuang-Yao Lee	60%
Director	Representative of Golden Harvest Management Limited: Wei-Kang Lee	100%
Independent Director (Note 1)	Lin Zhizhong	100%
Independent Director	Chih-Chien Kao	100%
Independent Director (Note 1)	Woan-Shiuan Jang	100%
Independent Director	Chien-Ming Lee	100%

Note 1: On June 19, 2024, a full re-election was held for the 6th term of Board members. Among them, new directors Stein Huang and Woan-Shiuan Jang were elected, while previous 5th term directors Bing-Zheng Xiong and Chih-Chung Lin completed their terms of service and were not re-elected.

Audit Committee

To enhance organizational value, strengthen supervisory and management functions, and effectively implement financial review and control to support the achievement of the Company's strategic goals, ESON has established an Audit Committee, comprising 3 independent directors as committee members. In 2024, the Audit Committee convened a total of 5 meetings, with an average attendance rate of 100% among its members. For details on the committee members and its operations, please refer to the Audit Committee Operations section in the Company's 2024 Annual Report.



[Audit Committee Charter](#)

Compensation Committee

ESON has established a Compensation Committee, comprising 3 independent directors as committee members. In 2024, the Compensation Committee convened a total of 5 meetings, with an average attendance rate of 100% among its members. To foster a fair and benefit-sharing workplace, aligning the Company's employee compensation with performance, the Company's Compensation Committee is committed to creating greater value by assisting the management in establishing a fair compensation and performance system. Additionally, the committee draws on the experience of experts and its members as well as the equitable value, requiring directors and managers to avoid engaging in behaviors that exceed the Company's risk appetite in pursuit of compensation. Furthermore, the committee ensures the effective implementation of a competitive, incentive compensation system to attract and retain top talents, continuously improve the Company's business performance, and further boost the Company's long-term competitiveness and sustainability. For details on the committee members and its operations, please refer to the Compensation Committee Operations section in the Company's 2024 Annual Report.



[Compensation
Committee Charter](#)

Sustainable Development Committee and Sustainable Development Department

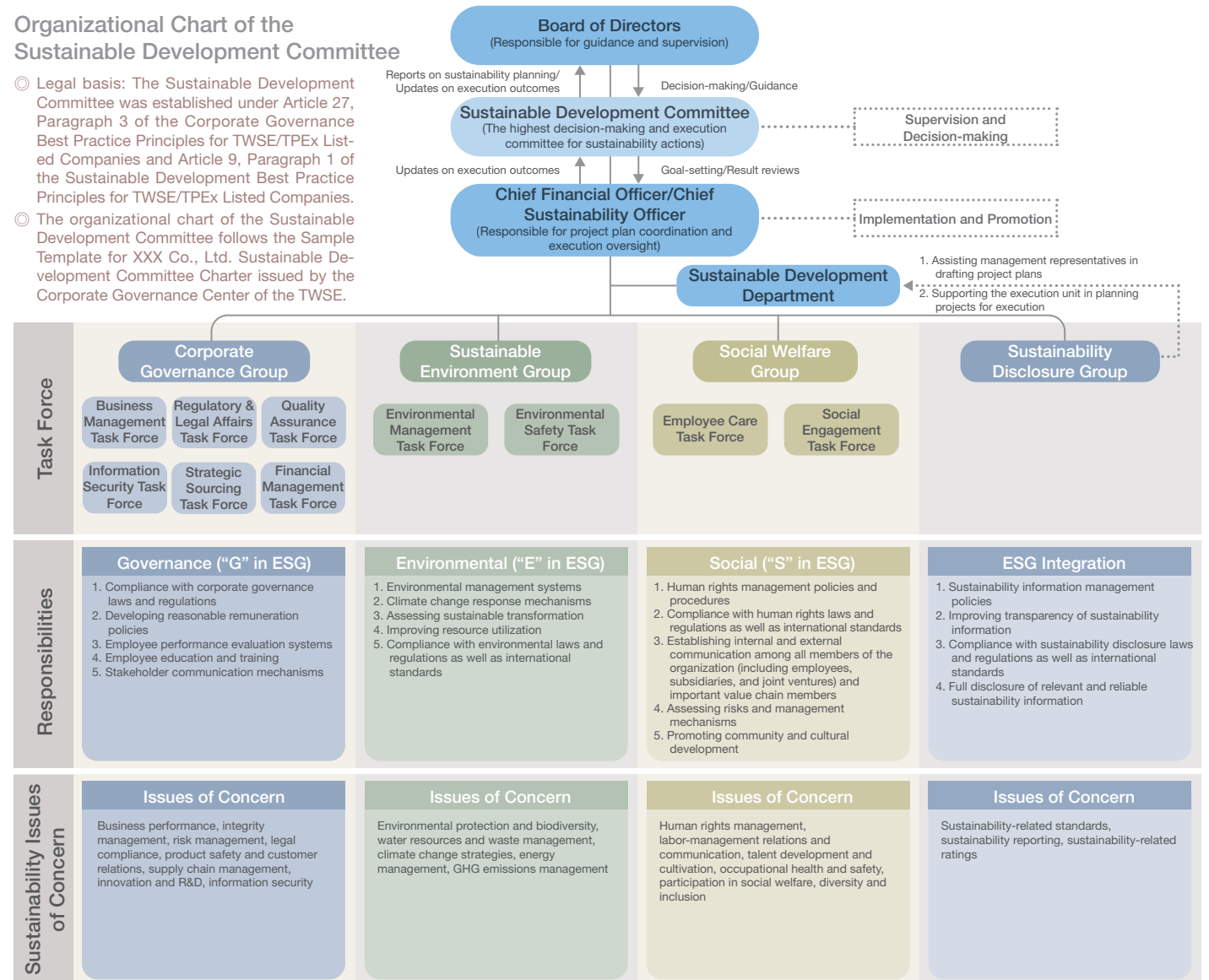
To fulfill the Company's sustainable development goals and strengthen sustainable governance, the Sustainable Development Committee was established to manage and make decisions on sustainability issues. The Committee consists of three members, appointed through the Board's resolutions. The committee members demonstrate professional knowledge and competence in corporate sustainability. Among the members, one independent director assumes a supervisory role, while the remaining members—two directors, both from the management team—are responsible for administrative duties. This structure ensures the Company is guided by robust and stable leadership, enabling the Company to plan and promote sustainability strategies more effectively.

To improve sustainability management and support sustainable development business, a dedicated unit, the Sustainable Development Department, has been established. A senior executive, the Chief Financial Officer, is appointed to serve as the Chief Sustainability Officer, responsible for managing the economic, environmental, and people impacts. The creation of this unit and the officer's appointment enable the Company to drive sustainability-related initiatives and develop its Sustainable Development Best Practice Principles to facilitate compliance. The manager of the Sustainable Development Department reports quarterly to the Chief Financial Officer (i.e., Chief Sustainability Officer) on the implementation status of the Company's sustainability strategies. The Chief Financial Officer (Chief Sustainability Officer) reports to the Sustainable Development Committee members on work progress and reports to the Board every six months on their decisions and execution results.



Organizational Chart of the Sustainable Development Committee

- Legal basis: The Sustainable Development Committee was established under Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Article 9, Paragraph 1 of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
- The organizational chart of the Sustainable Development Committee follows the Sample Template for XXX Co., Ltd. Sustainable Development Committee Charter issued by the Corporate Governance Center of the TWSE.



Chair of the Highest Governance Body

ESON's Board is currently in its sixth term and chaired by Chia-Hsiang Tsai, who is also on the management team and concurrently assumes administrative duties. This structure ensures the Company is guided by robust and stable leadership, enabling the Company to plan and execute long-term business strategies more effectively and efficiently. To ensure the independence of business operations, directors or legal entities represented by them must periodically disclose any conflicts of interest if they are an interested party with respect to any agenda item, and they are subject to oversight by independent directors.

Role of the Highest Governance Body in Overseeing the Management of Impacts

ESON's Board serves as the Company's highest governance body. It is directly involved in supervising the Company's performance and risk management in economic, environmental, and social topics, as well as making final decisions. When deciding on important matters, the Board considers economic, environmental, and social topics, their impacts, risks, and opportunities, as well as the opinions of stakeholders. The Sustainable Development Committee is responsible for supervising the sustainable development strategies of companies or organizations in economic, social, and environmental aspects. The Sustainable Development Committee must ensure that companies conduct periodic impact assessments to analyze the impact of business activities on the environment and society, such as carbon footprint, water resource use, and labor rights in the supply chain. In addition, the committee is responsible for promoting transparency in ESG (Environmental, Social, and Governance) reporting to ensure that relevant information meets the expectations of investors and stakeholders. For details on stakeholder engagement, please refer to the Stakeholder Engagement section of this Report.

Role of the Highest Governance Body in Sustainability Reporting

The Company's ESG reports are reviewed by the Sustainable Development Committee to ensure that they cover all material topics. The 2024 ESG Report was discussed and approved during the Board meeting held in August 2025.

2.1.2 Board Operations

Nomination and Selection of the Highest Governance Body

In accordance with Article 192-1 of the Company Act, the candidate nomination system is adopted for ESON's election of directors. Additionally, according to the law, shareholders holding at least 1% of the Company's issued shares may submit a list of candidates to the Company and the shareholders vote for directors during an annual general meeting. The nomination and selection of candidates for directors take the Board diversity into consideration, including basic criteria such as gender, age, nationality, and culture, as well as professional knowledge, background, and industry experience, ensuring that the directors elected by the Company possess the necessary knowledge, skills, and competencies to exercise their powers, as well as extensive experience in managing economic, environmental, and social issues and their impacts. Additionally, to maintain the independence of the Board, independent directors are selected and appointed in accordance with the Company Act and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.



Board's Continuing Education

To enhance the professional knowledge and skills of its directors, ESON arranges training courses on corporate governance, economics, environment, and society based on industry characteristics, company development strategies, and the academic and work backgrounds of its directors.

Position	Name	Training Date	Organizer	Course name	Training Hours
Corporate Director's Representative and Chairman	Chia-Hsiang Tsai	2024.12.17	The Greater China Financial Development Association	Trump 2.0's Challenge to the Globe	3
Corporate Director's Representative and Chairman	Chia-Hsiang Tsai	2024.12.05	The Greater China Financial Development Association	Global and Taiwan Economic Outlook	3
Corporate Director's Representative	Stein Huang	2024.10.04	Securities & Futures Institute	2024 Insider Trading Prevention Information Session	3
Corporate Director's Representative	Stein Huang	2024.09.24	Securities & Futures Institute	Practical Workshop for Directors, Supervisors (Independent Directors) and Corporate Governance Officers - Taipei Class	12
Corporate Director's Representative	Kuang-Yao Lee	2024.12.17	Accounting Research and Development Foundation	Sustainability Report Preparation and Supervision	3
Corporate Director's Representative	Kuang-Yao Lee	2024.11.16	Accounting Research and Development Foundation	Common Deficiencies in Financial Statement Review and Common Issues with Asset Acquisition/Disposal	3
Corporate Director's Representative	Wei-Kang Lee	2024.12.12	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - Shareholders' Meeting, Management Right and Equity Strategy	3
Corporate Director's Representative	Wei-Kang Lee	2024.12.05	Securities & Futures Institute	Courses for Directors, Supervisors, and Corporate Governance Officers - Discussion on Human Resources and Employee Placement Issues in Enterprise Mergers and Acquisitions	3
Independent Director	Woan-Shiuan Jang	2024.10.04	Securities & Futures Institute	2024 Insider Trading Prevention Information Session	3
Independent Director	Woan-Shiuan Jang	2024.07.30	Securities & Futures Institute	Practical Workshop for Directors, Supervisors (Independent Directors) and Corporate Governance Officers - Taipei Class	12
Independent Director	Chih-Chien Kao	2024.09.10	The National Federation of CPA Associations of the R.O.C.	Aspects of Sustainable Internal Control (Taipei session on Sep. 10)	3
Independent Director	Chih-Chien Kao	2024.09.05	The National Federation of CPA Associations of the R.O.C.	How to Establish an Effective Money Laundering and Terrorism Prevention System	3
Independent Director	Chien-Ming Lee	2024.12.01	Accounting Research and Development Foundation	The Latest ESG Sustainability Policy Regulations Related to "Annual Report Compilation"	3
Independent Director	Chien-Ming Lee	2024.11.30	Accounting Research and Development Foundation	Sustainability Policies and Corporate Governance	3

Evaluation of the Performance of the Highest Governance Body

To improve the operational effectiveness of directors, ESON established the Board of Directors Performance Evaluation Guidelines in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, incorporating sustainability indicators such as corporate governance, economy, environment, and society to ensure that the Board fulfills its duties diligently in corporate governance, operations, and sustainability matters.

The evaluation is carried out by the execution unit or the Board Secretariat through internal surveys. The evaluation consists of three parts: Board operations, director engagement, and the operations of functional committees. Directors are required to evaluate the Board operations, and the results of the Board performance evaluation are used as a reference for the selection or nomination of directors. The performance evaluation results for individual directors are also factored in when determining their compensation.

Each year, after collecting survey responses, the Company's execution unit or the Board Secretariat follows the Board of Directors Performance Evaluation Guidelines to conduct an analysis of the responses and reports the results to the Board, along with improvement suggestions for weak areas. For details on the performance evaluation results, please refer to ESON's 2024 Annual Report.



Board of Directors
Performance Evaluation
Guidelines

2.1.3 Remuneration Policies

Remuneration Policies for the Board and Senior Management

The remuneration of ESON's directors is determined in accordance with the Company's Articles of Incorporation, taking into account each director's and independent director's level of participation in operations and their contributions. Industry standards in Taiwan, the Company's operating results, and each director's contribution to the Company's performance are also considered when determining reasonable remuneration.

Remuneration for ESON's managers is determined based on industry standards for comparable positions, with bonuses tied to the results of their performance evaluations. The performance evaluation metrics of managers consist of financial indicators (allocated based on the profit contribution of each business group to the Company, as shown in the Company's income statements, and managers' achievement of their goals) and non-financial indicators (focused on two areas: practices of the Company's core values and operational management capabilities, as well as participation in sustainable development). ESON calculates managers' operating performance-based remuneration in accordance with the above policy. Its remuneration proposals are then submitted to the Board for approval. Additionally, the Company conducts periodic reviews of its remuneration policies to ensure alignment with actual operating conditions as well as applicable laws and regulations.

Regarding the remuneration for senior management (including the Chairman, Executive Director, General Manager, Deputy General Manager, and Chief Financial Officer), it is reviewed by the Compensation Committee and approved by the Board. The Company plans to include ESG performance and performance achievements in the performance evaluation of directors and managers, using them as references when determining their remuneration. The retirement benefit system is the same as that for general employees and is handled in accordance with the law. For details on directors' and managers' remuneration, including their salaries, bonuses, termination payments, and retirement benefits, please refer to ESON's 2024 Annual Report.



Process to Determine Remuneration

The process at ESON considers the Company's overall business performance as well as individual's goal attainment and contribution to the Company's performance to determine reasonable remuneration. Relevant remuneration proposals are submitted to the Compensation Committee for review and to the Board for resolution. Additionally, the Company continuously assesses changes in the global economy, international financial environment, and industry outlook, projects its future operational development, profitability, operational risks, and changes in laws and regulations, reviews the remuneration system in a timely manner to ensure a balance between sustainable development and risk management. Currently, only internal stakeholders are involved in the remuneration system design and the independent Compensation Committee supervises the decision-making process for remuneration. Please refer to ESON's 2024 Annual Report for the Company's remuneration decisions.

The Company's remuneration is distributed in accordance with the Articles of Incorporation, which require approval by the shareholders' meeting. Each year, the distribution of employee remuneration and director remuneration for the previous year must be presented at the Annual General Meeting. The 2024 remuneration proposal was approved at the Annual General Meeting held on June 19, 2024.

The Company has established a Compensation Committee under the Board. The committee holds equal standing with the Audit Committee and consists of three independent directors, who review and decide on the remuneration of the highest governance body and senior management in a fair and reasonable manner.

Annual Total Compensation Ratio

The Group's Total Compensation Ratio in 2024

Indicator	Ratio
Annual total compensation of the highest-paid individual compared to the median annual total compensation of other employees	8.46 : 1
Percentage increase in annual total compensation of the highest-paid individual compared to the median percentage increase in annual total compensation of other employees	6.78 : 1

Note 1: Annual total compensation includes: Salary, bonuses, stock awards, option awards, non-equity incentive plan compensation, and pension value.

Note 2: "Other employees" are used as the baseline (1).

Note 3: As an entity registered outside Taiwan, Article 4-2 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, which stipulates that TWSE listed companies "shall disclose the average and median salaries of full-time employees in non-management positions, and the changes in those two figures compared to those of the preceding fiscal year," does not apply to the Company.



2.1.4 Integrity Management

Conflicts of Interest

Based on Article 206 of the Company Act, ESON has explicitly stipulated in its Code of Conduct for Integrity Management that if a director has a conflict of interest in any agenda item of a Board meeting, either personally or through the legal entity they represent, they shall disclose the important details of the conflict at the meeting. The director must recuse themselves by abstaining from discussions and voting on the agenda item, and they may not exercise voting rights on behalf of other directors. Please refer to the Company's 2024 Annual Report for details on the Board members and their recusals due to conflicts of interest (including Board meeting dates, directors required to recuse themselves, agenda items, reasons for recusals due to conflicts of interest, and voting participation).

Communication of Critical Concerns

In addition to regular committee meetings and reports to the Board, the Company's management periodically provides its important reports and information to directors (as described below) and communicates critical concerns when necessary. In 2024, 29 pieces of material information were published in Chinese and English on the Market Observation Post System (MOPS), mainly covering financial and corporate governance information. Please refer to the material information published by the Company on the MOPS for more details.

Communication of Critical Concerns in 2024			
Unit	Item	Communication Frequency	Total Reports Issued in the Year
Financial Management Division	Financial information Financial report	Quarterly	4
		Quarterly	4
Audit Office	Audit report Audit plan	Quarterly	4
		Annually	1
Sustainable Development Department	Implementation status of sustainability strategies	Quarterly	4

Corporate Social Responsibility and Sustainable Development Progress and Strategies







ESON incorporates the promotion of sustainability concepts into the operations of its mechanisms, and promotes key issues that align with global sustainability trends. Additionally, the Company examines the overall environment and stakeholder expectations, and integrates its corporate development goals to plan the Company's corporate social responsibility strategy. The aim is to deepen the integration of the organization and its value chain, improve ESG performance, and gradually achieve the goals of strengthening governance, driving innovation, and establishing exemplary practices, thereby fulfilling corporate social responsibility and advancing sustainable development.

Policies and Regulations Related to Responsible Business Conduct

ESON strictly complies with responsible business conduct standards. To foster a corporate culture of honesty and integrity, and to meet the expectations of investors and other stakeholders, the Board has approved and promulgated regulations related to the Code of Conduct for Integrity Management, specifying in detail the Company's policies, standards, operating procedures, guidelines for conduct, and grievance systems. To prevent dishonesty and unethical conduct, employees and business partners are required to comply with these regulations when performing their duties. Aiming to foster a culture of integrity and accountability within the organization, the Company is committed to complying with the highest ethical standards and reflecting the commitment in all business activities.

In addition, ESON complies with regulations governing TWSE/TPEX listed companies as well as other laws and regulations related to business conduct as the basic premise for implementing integrity management. The Company continuously tracks changes in domestic and international regulations to assess potential risks and impacts on the Company. Based on the results of regulatory identification, the Company examines whether it has established corresponding internal regulations to ensure that the Company's policies are appropriate and adequate.

For integrity management, sustainable development, human rights, and supplier management, ESON has made corresponding commitments to ramp up the Company's efforts in sustainable development and fulfill its corporate social responsibility.

Code of Responsible Business Conduct						
Aspect	Related Policy or Commitment	Approval Level	Responsible Unit	Application to Economic Activities and Business Relationships	Policy Commitment Communication	Policy Link
 Integrity Management	Code of Conduct for Integrity Management	Board of Directors	Legal Affairs Office	To foster a corporate culture of integrity management and achieve sound development, the Company has established robust corporate governance and risk control mechanisms to create a sustainable business environment. ESON has established important internal regulations, such as the Code of Conduct for Integrity Management, Operating Procedures and Conduct Guidelines for Integrity Management, and Code of Ethical Conduct, to properly govern conduct at both corporate governance and employee levels. These regulations explicitly establish provisions for recusals due to conflict of interest, checks and balances mechanism, whistleblowing system, and disciplinary actions, serving as an important basis for the Company to implement integrity management and strategies.	The Company attaches great importance to the implementation of integrity management and strategies. To this end, the Company will adopt the following communication methods in the future: <ul style="list-style-type: none"> • Internal announcements and document release: Relevant regulations have been published through the Company's internal data-sharing platform, ensuring that all employees can access the information at any time. • Education and training: Regularly organize training courses on integrity management and ethical conduct, ensuring that employees understand and comply with relevant regulations. • Onboarding: Incorporate integrity management regulations into the employee handbook and onboard training so that all new hires are aware of and comply with the Company's regulations. • Grievance and whistleblowing channels: Provide a transparent and confidential whistleblowing mechanism, enabling employees and related stakeholders to report violations and ensuring the effective implementation of regulations. 	
	Code of Ethical Conduct	Board of Directors	Legal Affairs Office			
	Operating Procedures and Conduct Guidelines for Integrity Management	Board of Directors	Legal Affairs Office			
 Sustainable Development	Sustainable Development Best Practice Principles	Board of Directors	Sustainable Development Department	To fulfill corporate social responsibility and facilitate economic, environmental, and social advancement for sustainable development goal achievement, the Company formulated its Sustainable Development Best Practice Principles in 2024 based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and related laws and regulations. Upon the Board's approval and announcement, the Sustainable Development Best Practice Principles serve as the highest guiding principles for ESON's efforts in sustainable development. The Company supports and complies with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies to implement its ESG policies and missions. The scope of application covers all members, suppliers, and partners of the Company.	The Company respects the rights and interests of stakeholders by identifying them, and has established a Stakeholder section on the company website. Through appropriate communication, the Company understands the reasonable expectations and needs of stakeholders, and properly responds to the important sustainability issues of concern to them.	

Embedding Policy Commitments

To integrate the Company's resources and embed various policy commitments of responsible business conduct into daily operations, a Sustainable Development Committee was established in 2024, with 3 working groups established under the committee: Corporate Governance Group, Sustainable Environment Group, and Social Welfare Group. The Sustainable Development Committee convenes regular meetings to formulate annual sustainable development policies and policy commitments related to responsible business conduct, and to review the implementation status of approaches to sustainability issues and policy commitments.

Advocacy and Promotion of Responsible Business Conduct

To ensure that ESON's employees understand and implement the Company's policy commitments, integrity management, and professional ethics, the Company organizes education and training courses related to integrity management on topics such as compliance with integrity management regulations, taxes, accounting systems, and internal controls to raise employees' awareness of professional ethics and legal compliance.

Additionally, the Company has established the Customer Credit Management Operations and Supplier Control Procedures to either prohibit exchange with those who do not meet the standards or reduce transaction amounts. The terms of integrity conduct have been included in all commercial contracts.

ESON strictly adheres to competent authorities' laws and regulations on corporate governance, integrity management, environmental protection, and labor rights. To ensure accuracy and completeness in legal compliance, the Company regularly provides employees with training and advocacy programs, incorporating the concepts of integrity management into their daily job duties.

Anti-corruption

The Company is committed to fostering a culture of integrity management, requiring all employees to abide by ethical standards and legal regulations. Although the Company has not developed a dedicated anti-corruption policy or procedure, it has established integrity-related regulations and plans to further strengthen corruption risk management. Regulations related to integrity management have been published and shared internally, ensuring that all employees can access them at any time. To ensure that governance units and employees fully understand regulations related to integrity management and anti-corruption, and to effectively conduct training and advocacy efforts, the Company provides directors with corporate governance and prevention of insider trading courses. A total of 2 directors attended the "2024 Insider Trading Prevention Information Session," totaling 6 hours. One director attended training on the "How to Establish an Effective Money Laundering and Terrorism Prevention System," totaling 3 hours. A total of 3 directors were trained on anti-corruption, accounting for 42.86% of the Board members.

In addition, employees and managers at ESON's Taiwan Branch were provided with courses on corporate governance and insider training prevention. A total of 66 people attended the "2024 Insider Trading Prevention Information Session" and the "Discussing Insider Trading Regulations from an Internal Control Perspective," totaling 16 hours, with 7 participants completing the training and a completion rate of 10.61%. At ESON's Kunshan Plant, additional training courses on communication with employees were held. In 2024, the total anti-corruption training hours were 700 hours, with 350 participants completing the training. Specifically, 24 participants from the management completed the training, with a completion rate of 5.44%, while 326 non-managerial participants completed the training, with a completion rate of 73.92%.

ESON is committed to the promotion and implementation of corporate governance. It focuses on safeguarding the rights and interests of shareholders and treating shareholders equitably, strengthening the structure and operation of the Board, improving information transparency, and moving towards sustainable development. In recent years, the Company has actively strengthened and improved its corporate governance mechanisms. It is committed to legal compliance and the improvement of the Board's functions. The Company will continuously refine its corporate governance framework to improve and achieve a robust business structure. No corruption incidents were reported in 2024.



Anti-corruption Education and Training		Employee Level		Employee Category	
		Management	Non-management	Professionals	Manufacturing Staff
ESON's Taiwan Branch	Total training hours	3	13	16	0
	Number of participants completing the training	1	6	7	0
	Completion rate	9.09%	17.14%	15.22%	-
ESON's Kunshan Plant	Total training hours	48	652	532	168
	Number of participants completing the training	24	326	266	84
	Completion rate	5.44%	73.92%	60.32%	19.05%

Note 1: Definition of “completion rate”: It is calculated as the number of employees who were still employed at the end of December and had completed relevant courses, divided by the total number of employees in the same region and category who were still employed at the end of December of the same year.

Note 2: ESON's Taiwan Branch only provides corporate governance and insider trading prevention training courses for personnel in departments with a higher likelihood of encountering corruption, such as accounting, finance, and auditing departments. Therefore, the training completion rate is relatively lower.

Note 3: “Management” refers to personnel at manager level or above at ESON's Taiwan Branch and section chief level or above at the Kunshan Plant.

Note 4: The total number of employees at ESON's Kunshan Plant includes regular employees only.

Mechanisms for Seeking Advice and Raising Concerns

To improve the supervisory function of corporate governance, the Company has established the Operating Procedures and Conduct Guidelines for Integrity Management to clearly outline the standard operating procedures for reporting. The procedures cover the acceptance of cases, investigation process, investigation results, and the record-keeping of related documentation. For reports that have been verified to be true, relevant units are required to review the internal control system and operating procedures, as well as propose improvement measures to stop repeat incidents. In addition, the Company's designated unit reports to the Board on the details of reported cases, handling approaches, subsequent reflection, and improvement measures taken.

The Company has established the Employee Communication and Grievance Management Methods and the EICC Code of Conduct. It has set up dedicated mailboxes for employees and external personnel. These mailboxes are managed by dedicated personnel, and recognition and cash rewards are provided. The Company has established confidentiality mechanisms for the standard operating procedures related to investigations of reported matters, ensuring that the identity of whistleblowers and the details of reports remain confidential. In 2024, the Company did not receive any reported cases.

Channels for Consultation and Reporting

	External channel	Anonymous reporting mailbox (i.e., Whistleblower Mailbox) available on the official website	justice@eson.tw
	Internal channel	Chairman's mailbox	tsai@eson.tw
		Employee grievance mailbox	speakout@eson.tw

Total Number of Reported Cases




	2022	2023	2024
Total reported cases	0	0	0
Unrelated to violations of professional ethics	0	0	0
Fraud	0	0	0
Conflicts of interest	0	0	0
Insider trading	0	0	0
Cases established after investigation	0	0	0



2.2 Legal Compliance

ESON has established the Code of Conduct for Integrity Management, prohibiting employees from directly or indirectly offering, promising, requesting, or accepting any improper benefits in the course of business activities. The Code of Conduct for Integrity Management has been integrated into the management regulations and is assigned Document No. MUL-028. In 2024, neither the Company nor Kunshan ESON was imposed any penalties or fines due to cases of anti-competitive behavior, violations of antitrust laws, conflicts of interest, money laundering, insider trading, product safety issues, corruption, environmental protection, or labor-related issues. Furthermore, they had no major violations of laws and regulations related to society and the economy, nor any incidents of non-monetary sanctions.

The criteria defining major violations (applicable to the Group) are as follows:

Criteria Defining Major Violations	
 <p>Labor-related major violations</p>	<p>Violations of labor rights that are fined by competent authorities by a minimum of NTD 500,000 (or its equivalent in other currencies). Examples include (but are not limited to): Violation of labor laws or regulations (e.g., failure to pay salaries in accordance with the law, violations of working hour regulations); cases involving forced labor or child labor; major occupational safety incidents resulting in casualties and penalties imposed by competent authorities meeting or exceeding the threshold. incidents of discrimination or harassment that have resulted in court judgments or are fined by competent authorities.</p>
 <p>Environmental protection-related major violations</p>	<p>Violations of environmental protection laws or regulations that are fined by competent authorities by a minimum of NTD 500,000 (or its equivalent in other currencies). Examples include (but are not limited to): Illegal emissions of exhaust gases, wastewater, or hazardous waste exceeding regulatory standards; unauthorized development or construction without first completing local environmental impact assessments; major pollution incidents, such as soil pollution and marine pollution, leading to ecological damage or public health risks; violation of waste management laws or regulations, such as illegal dumping and disposal of hazardous substances.</p>
 <p>Other major violations</p>	<p>Legal basis: Examine whether applicable laws, regulations, or regulatory requirements were violated. Financial impact: Examine whether significant financial losses or potential risks have arisen, including fines, compensation payments, or impacts on capital markets. Reputation and brand impact: Examine whether the violation has adversely affected the company's reputation, market trust, or customer loyalty. Operational impact: Examine whether the violation has disrupted business operations, hampered production, or caused supply chain problems. Stakeholder impact: Examine whether the violation has significantly caused an adverse effect on employees, consumers, shareholders, or the general public.</p>

The following incidents were made public as material information announcements by the Company in 2024 in accordance with competent authorities' criteria for material information. Neither incident occurred in 2024. Subsequently, all relevant subsidiaries of the Group have carried out internal rectification and preventive measures to ensure that similar violations do not occur in the future.

Date of incident	2022/03/04
Penalized subsidiary	Kunshan ESON Machinery Industry Co., Ltd.
Violated law/regulation	Article 109 of the Law of the People's Republic of China on Production Safety
Cause	Occurrence of occupational safety incidents
Penalty	A fine of RMB 500,000 was imposed.
Response measures	<ol style="list-style-type: none"> Cooperation with investigation and rectification: <ul style="list-style-type: none"> Actively cooperated with the local competent authority's investigations, providing relevant documents and information. Immediately conducted internal rectification to ensure compliance. Assumption of legal liabilities <ul style="list-style-type: none"> Paid the fine in accordance with the law and recorded the rectification progress. Strengthening safety management <ul style="list-style-type: none"> Reviewed the existing safety production management system to ensure compliance. Strengthened training efforts to raise safety awareness. Establishment of preventive mechanisms and current status <ul style="list-style-type: none"> Developed improvement plans based on the root cause of the incident to ensure compliance with safety production laws and regulations. Obtained the local competent authority's approval to resume operations.

Date of incident	2023/09/12
Penalized subsidiary	Multiwin De Mexico S.A. De C.V.
Violated law/regulation	Article 178 of the Mexican Customs Law
Cause	Process deficiencies identified during an audit conducted by the tax authority
Penalty	A fine of MXN 2,593,369 was imposed by Mexico's Tax Administration Service.
Response measures	<ol style="list-style-type: none"> Verification of the violation cause <ul style="list-style-type: none"> Examined the details of the violation to ensure a clear understanding of the specific non-compliance areas identified by the competent authority. Assumption of legal liabilities <ul style="list-style-type: none"> Paid the fine in accordance with the law and recorded the progress of improvement measures. Internal rectification and preventive measures <ul style="list-style-type: none"> Reviewed the import/export compliance processes to stop repeat incidents. Strengthened the trade compliance department's review mechanism for customs declaration documents to avoid erroneous reporting. Establishment of preventive mechanisms and current status <ul style="list-style-type: none"> Ensure that customs brokers, logistics companies, and suppliers operate in compliance and effectively implement regulatory requirements to prevent the Company from being penalized for errors from partners. The fine has been paid.

03

Sustainable Operations

3.1 Operational Strategies and Economic Performance

3.2 Tax

3.3 Information Security

3.4 Product Quality

3.5 Customer Service

3.6 Supply Chain Management

Sustainable Operations

3.1 Operational Strategies and Economic Performance

Material Topics Management - Operational Strategies and Economic Performance



Description of Impact	Actual positive impact: Corporate investment in research and development and technological innovation can drive industry progress, enhance production efficiency, and introduce new products and services.	
	Potential negative impact: If the overall environmental or economic situation trends downward, it will affect the company's profitability and investors.	
Policy/Commitment	ESON's core business aims for sustained profitable development, adhering to local government tax regulations, accurately declaring and fully paying income taxes, and legally applying for tax incentives. We encourage measures for industry innovation and R&D investment, continuously develop new products, enhance competitiveness, strive to create value for shareholders, and fulfill corporate social responsibility.	
Actions Taken	Strengthen the foundation of ESG, increase number of high-margin products, develop distinctive products and services, and build diverse product capabilities.	
Tracking and Evaluation Mechanism	Regular management meetings: The company holds regular management meetings to track and review the achievement of each department's goals and to implement management measures, ensuring goal realization and continuous improvement. Quarterly board of directors meetings: Board of directors meetings are convened each quarter to ensure the forward-looking nature and feasibility of business strategies. Adjustments are made based on market changes and the company's development needs to secure long-term, stable growth.	
Management Goals	Short-term Goals (within 3 years)	Medium- and Long-term Goals (5–10 years)
	Develop new high-margin products and increase sales.	The shared goal is to achieve sustained growth and enhanced profitability. (1) Establish a sustainable supply chain and carry out global expansion and localized operations to enhance competitiveness. (2) Continue to develop new products and reduce pollution to fulfill corporate social responsibility.
Annual Performance	Revenue in 2024: NT\$13,094,331 thousand 2024 EPS: 3.36	
Stakeholder Involvement	Shareholders and investors can gain a comprehensive understanding of the company's operational performance and financial status through information provided in board of directors meetings and annual reports. Additionally, shareholders and investors can raise questions, express concerns, or offer suggestions regarding company operations during shareholders' meetings, which fosters effective communication and interaction between the company and its stakeholders.	

Direct economic value generated and distributed

Economic Performance Information		2022	2023	2024
Direct Economic Value Generated	Income	14,031,536	11,562,007	13,094,331
Proportion of direct economic value generated and spent - economic value distributed	Operating costs	11,012,616	8,872,408	10,203,190
	Employee salaries and benefits (Note 1)	2,182,250	1,825,127	2,124,381
	Payments to investors	388,595	417,019	407,906
	Amount paid by government, by country (Note 2)	152,906	253,188	197,019
	Community investment	-	-	-
Economic value retained		295,169	194,265	161,835

Note 1: Including labor and health insurance, pension, and other personnel expenses.

Note 2: Income tax paid.

Note 3: The data in this table is based on consolidated figures prepared in accordance with International Financial Reporting Standards and audited by certified accountants. Detailed operational performance and financial information can be found in the company's annual report for the respective year.

Note 4: Economic value retained: "Direct economic value generated" minus "economic value distributed."

Retirement plan

The Taiwan branch of ESON Precision Engineering Co. Ltd., a company incorporated in the Cayman Islands, follows the retirement pension system as given in the Republic of China's Labor Pension Act, which is a government-managed defined contribution pension plan. A contribution of 6% of each employee's monthly salary is allocated to individual accounts managed by the Bureau of Labor Insurance. The pension contribution policies for employees of overseas subsidiaries are implemented in accordance with local regulations. In 2024, the global pension expense recognized, including for overseas subsidiaries, amounted to NT\$99,868 thousand.



3.2 Tax

Tax Management

ESON's tax governance is overseen by the CFO as the ultimate responsible person for tax management, while daily tax administration and management are delegated to the Accounting Manager, with support from qualified and experienced tax professionals to fulfill the company's tax obligations. Additionally, ESON adheres to the spirit of the law and maintains long-term partnerships with external tax advising agencies, leveraging their professional services to enhance expertise. ESON is primarily subject to tax regulations in China, Mexico, Singapore, and Vietnam. To manage tax risks, the company engages local tax advisors to review and respond to changes in local tax policies and the impact of international financial conditions on the company's interests. The company closely monitors domestic and international policies and regulations that may affect its finances, remaining proactive in tracking tax developments and, when necessary, actively consulting with tax authorities for guidance.

Each year, ESON's taxes are audited by certified accountants and declared in accordance with the law. There is no involvement in unethical or illegal activities. Furthermore, the company's tax policies have not caused any adverse socioeconomic impact.

Tax Policy and Guidelines



01

Comply with local tax regulations in all operating regions and file taxes in a timely manner.

02

Disclose tax information in financial statements as required to ensure information transparency.

03

Group-related transaction arrangements are formulated based on transfer pricing reports and arm's-length principles, in alignment with the base erosion and profit shifting (BEPS) principles published by the Organization for Economic Cooperation and Development (OECD).

04

Conduct tax risk assessments and consider tax implications when making significant company decisions or facing changes in the tax regulations of the operating environment.

05

Establish a relationship of mutual trust and respect with the tax authorities, engaging in timely communication and clarification on tax issues to maintain smooth and positive interactions.

06

Support government tax policies that encourage corporate innovation and promote economic growth.

3.3 Information Security

Material Topics Management - Information Security

Description of Impact	Actual positive impact: Effective information security management can significantly reduce potential financial losses and legal risks for the company, while enhancing the confidence of stakeholders in the company's risk management and sustainable operations.	
	Potential negative impact: Evolving hacking techniques may lead to leaks of confidential company or customer information or pose threats from ransomware attacks.	
Policy/Commitment	We are committed to information security management to ensure the confidentiality, integrity, and availability of the company's critical information property, guaranteeing the continuity of key business operations and compliance with relevant laws and regulations, thereby earning customer trust and fulfilling commitments to shareholders.	
Actions Taken	<ul style="list-style-type: none"> Strengthen information security infrastructure by utilizing various tools and technologies for timely and effective identification, protection, detection, response, and recovery. Conduct information security education and training for employees, and periodically promote knowledge of cybersecurity through methods such as emails to enhance overall employee awareness of information security. Regularly conduct disaster recovery drills for critical application systems to ensure their effectiveness. 	
Tracking and Evaluation Mechanism	<ul style="list-style-type: none"> Internal audits. Accountant audit and attestation (information cycle). 	
Management Goals	Short-term Goals (within 2 years)	Medium- and Long-term Goals (3–5 years)
	<ul style="list-style-type: none"> Zero major information security incidents. Internal network penetration testing. Conduct social engineering drills. Introduce web application firewall. Improve local backup mechanisms and remote backup mechanisms. An average of 2 hours of information security training per employee per year. 	<ul style="list-style-type: none"> Zero major information security incidents. Establish a remote backup mechanism. Continue to optimize the information security management process. An average of 3 hours of information security training per employee per year.
Annual Performance	<ul style="list-style-type: none"> No major deficiencies, zero information security incidents Comprehensive implementation of endpoint detection and response (EDR) systems. Replaced firewalls with next-generation firewalls (NGFW) and adopted high availability (HA) architecture. Enterprise information security risk assessment (SecurityScoreCard) increased from 79 to 92 points. 	
Stakeholder Involvement	<ul style="list-style-type: none"> Arrange information security awareness training for employees. The person in charge of information security reports information security work to senior management. 	



Information Security Policy

The company is committed to information security management for the purpose of protecting ESON's business information and effectively reducing risks of information asset theft, misuse, leakage, tampering, or destruction due to human error, intentional acts, or natural disasters. This ensures the confidentiality, integrity, and availability of critical information assets, guarantees the continuity of key business operations, and complies with relevant laws and regulations, thereby earning customer trust and fulfilling commitments to shareholders.

Information security management mechanism

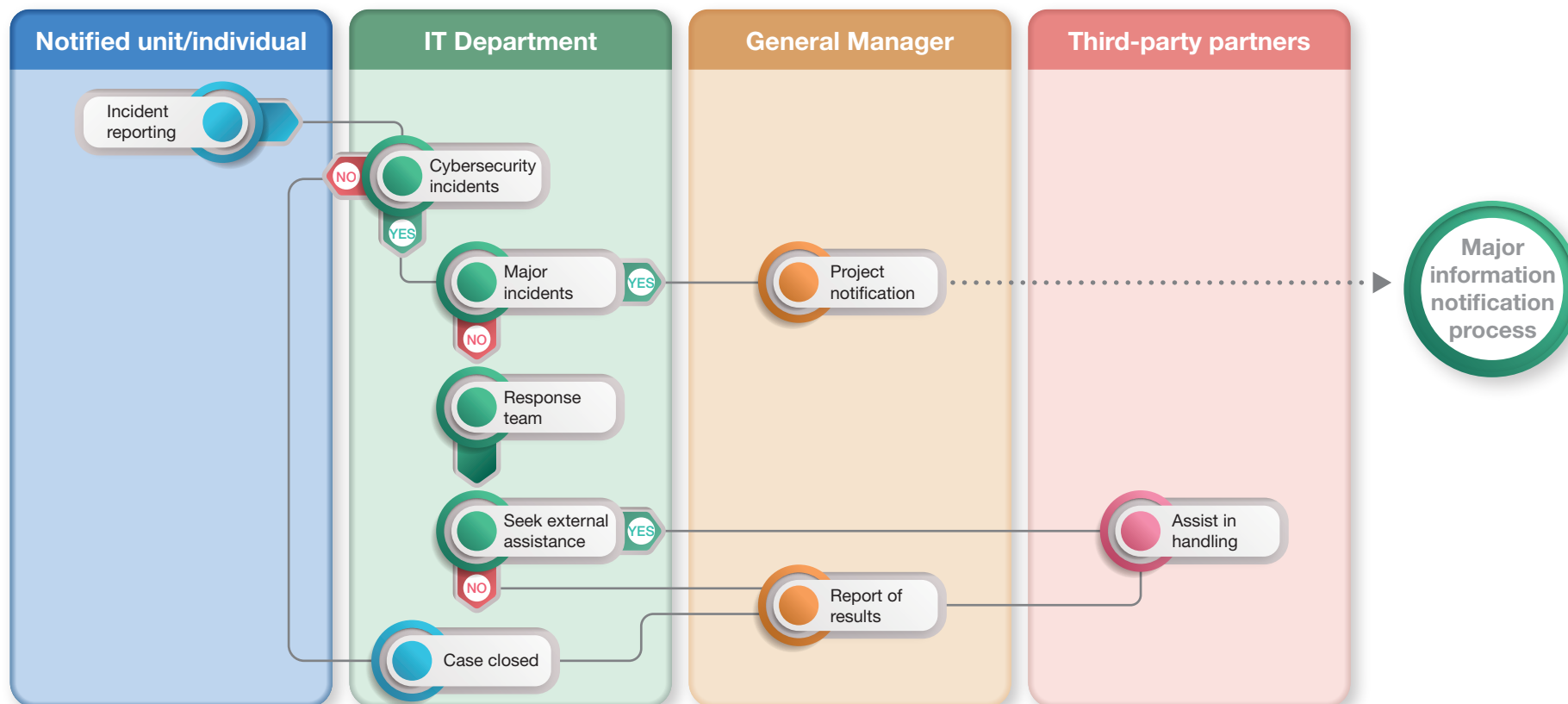
1. The company's General Manager serves as the highest-ranking executive, with the Deputy General Manager acting as the management representative. A dedicated information security supervisor, dedicated information security personnel, and information security engineers are appointed to be responsible for formulating and implementing information security policies to ensure the continuous and stable operation of the information security management system.
2. The Audit Office and external third parties conduct information security audits of the internal control system every six months to assess the effectiveness of the company's information operations internal controls, and reports are submitted to the Board of Directors. In 2024, two audits were completed.
3. Identify stakeholder groups for the information security management system and annually confirm their needs regarding the information security management system (including customer requirements for cybersecurity).
4. Conduct information security awareness training for employees. Training duration is 60 minutes, which was completed by 188 employees, for a 95% attendance rate. Periodically promote cybersecurity knowledge through methods such as emails to enhance overall employee awareness of information security.
5. Establish comprehensive regulations and clear operational procedures to institutionalize the operation of the information security management system.
6. Utilize various tools and technologies to achieve timely and effective identification, protection, detection, response, and recovery.
7. Establish response and recovery procedures for information security incidents to quickly isolate and mitigate threats, minimizing the scope and impact of incidents.
8. Regularly conduct disaster recovery drills for critical application systems to ensure their effectiveness.
9. Perform regular internal and external audits annually to review the entire management system, ensuring normal operation and continuous improvement.
10. Continuously monitor new information security information and technologies, keeping defense and management methods up to date to effectively counter emerging cybersecurity threats and reduce operational risks.

Information security foundation facilities:

1. Endpoints: Servers and personal computers are equipped with endpoint detection and response (EDR) systems to enhance monitoring of malicious software behavior; Regular patch installations are performed; Usage of USB external storage devices is controlled.
2. Network: Fully upgraded to next-generation firewalls (NGFW) with a high availability (HA) architecture.
3. Data: WEB application systems utilize HTTPS encryption; Email systems are equipped with protection mechanisms for antivirus, anti-spam, anti-ransomware, and anti-fraud measures.
4. Applications: Based on recommendations from the SecurityScoreCard assessment, deficiencies in certain application system settings were addressed, improving the risk score from 79 to 92.

Information security incident notification

In the event of a significant information service incident or information security incident, the company will promptly handle incident notifications to ensure that the competent authorities and units can effectively obtain event information. The company's internal information security incident response process is as follows:



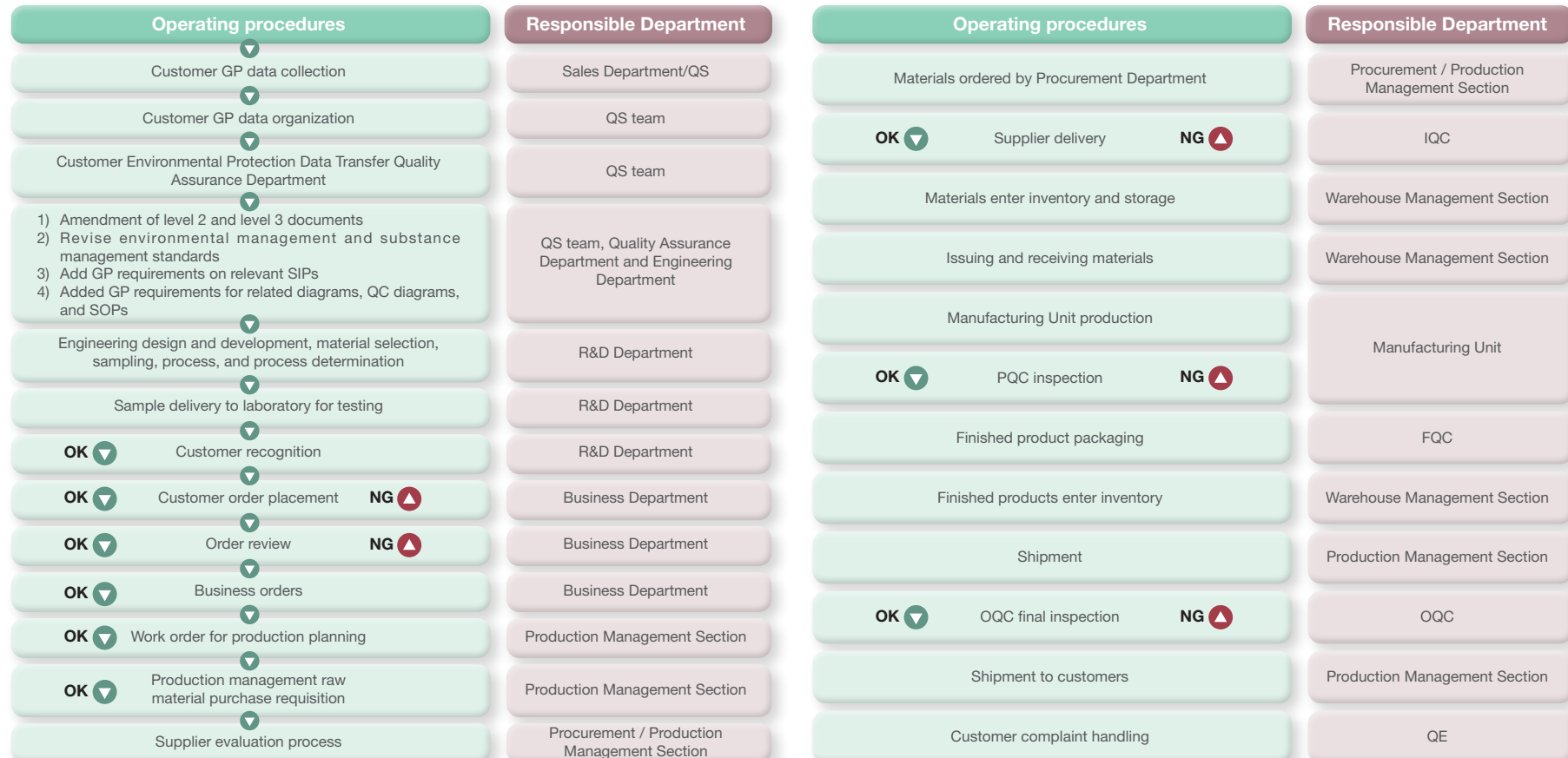
Information security incidents in the past three years

The company has not experienced any major information security incidents in the past three years. There have been no incidents of information leaks, theft, or loss of customer data, nor have there been any complaints regarding violations of customer privacy.

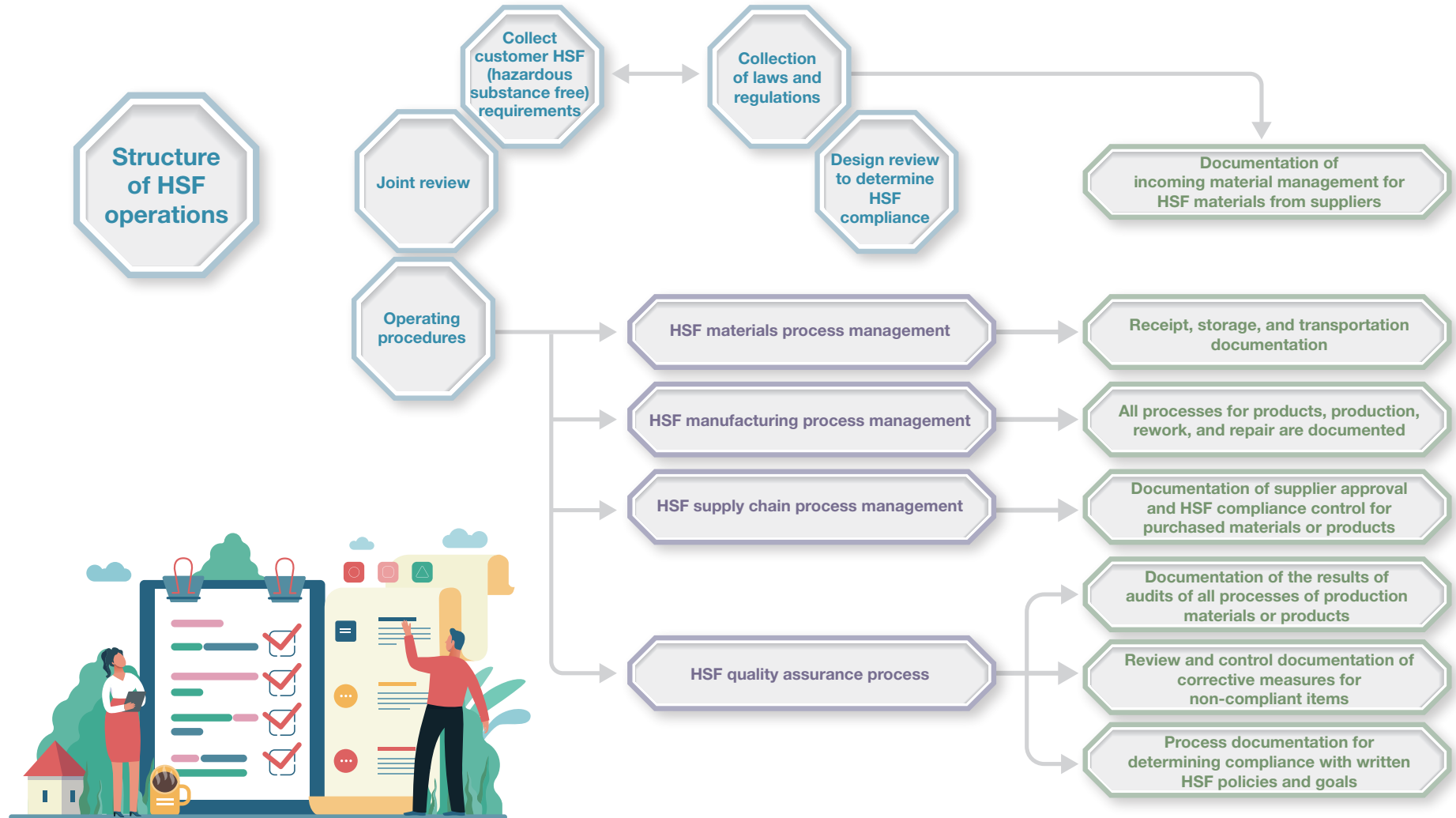
3.4 Product Quality

ESON Kunshan has established the Hazardous Substances Management System Structure in accordance with the requirements of ISO 9001:2015 Quality Management Systems, IATF 16949:2016 Quality Management Systems - Automotive Production and Relevant Service Parts Organizations, IECQ HSPM QC080000:2017 Hazardous Substances Process Management Systems, ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Occupational Health and Safety Management Systems, as well as specific customer requirements for quality and other related management systems, and in combination with the company's actual circumstances. Standard operating procedures for hazardous substances have been developed to strictly control customers, suppliers, all products, and materials. This ensures high standards of health and safety management goals, while complying with national legal regulations and standards.

Hazardous Substance Management System Structure diagram



Product Hazardous Substance Free (HSF) Management System



The company has established a comprehensive product quality control system covering the entire lifecycle, with the ISO 9001:2015 Quality Management Systems as its core framework, integrated with IATF 16949:2016 automotive industry standards and IECQ hazardous substances process management requirements. Based on the “process approach” and “risk-based thinking” of ISO 9001, every stage from raw material procurement to production and delivery is standardized to ensure consistent quality. For instance, key quality control points are defined through advanced product quality planning (APQP), and statistical process control (SPC) is used to monitor production stability in real-time, ensuring defect rates remain below industry benchmarks.

To meet the automotive industry’s stringent safety and reliability requirements, the company further strengthens supplier management and defect prevention mechanisms through the IATF 16949 standard, ensuring products meet the zero-defect delivery standards of original equipment manufacturers. Simultaneously, the IECQ certification system, through compliance with hazardous substance regulations such as RoHS and REACH, restricts residual hazardous substances across the entire process—from material testing and process design to waste disposal, to mitigate environmental compliance risks. Through the synergistic effect of multiple certifications, we have not only achieved quality stability and traceability but also driven continuous improvement through dual internal and external audit verification mechanisms. Over the past three years, customer complaint rates have decreased by 58%, and the first-time delivery pass rate has reached 99.3%. This has helped us provide high-quality solutions that combine compliance, safety, and market competitiveness for global customers in the automotive, electronics, and other sectors.

ESON Kunshan has obtained ISO 14001 certification and ensures that all products are pre-verified to comply with standards such as the EU Restriction of Hazardous Substances Directive (EU RoHS) and the EU Registration, Evaluation, Authorisation, and Restriction of Chemicals (EU REACH) before shipment. To further strengthen environmental management, ESON has established the Environmental Management Substances Control Program and continuously updates the REACH Substances of Very High Concern (SVHC) List. All raw materials used by the company internally and by all suppliers (including subcontractors), as well as parts and materials used in the company’s manufacturing, packaging, storage, and transportation processes, are managed in accordance with this program.

ESON Kunshan incorporates environmental management substances into project evaluation considerations, making compliance a prerequisite for approval. Suppliers of raw materials and packaging materials must be evaluated in accordance with the Supplier Control Program. For first-time deliveries from tier 1 and tier 2 controlled suppliers, the procurement department must clearly specify the requirements for environmental management substances in the order and sign the Non-Use of Environmental Management Substances Certification (for Material Evaluation) and the Environmental Protection Agreement. Additionally, suppliers are required to submit hazardous substance test reports, material composition tables, or Material Safety Data Sheets (MSDS).

ESON Kunshan requests material test reports, material property sheets, and MSDS from suppliers. The Supplier Quality Engineer (SQE) is responsible for compiling test reports and MSDS for raw materials (e.g., plastic raw materials, hardware), electroplating/electrodeposition/painting (e.g., copper, nickel, chromium, zinc plating), auxiliary materials (e.g., screws/studs, double-sided tape/mylar/conductive foam/footpads), chemicals (e.g., paints/inks/thinners/hardeners), packaging materials, consumables (e.g., alcohol, cleaning agents, degreasers, rust inhibitors, rust-proof oils, labels, ribbons, sandpaper, taps, oil-based pens, and paint pens), and auxiliary materials (e.g., die materials, tooling materials, labor protection supplies). These are included in the Environmental Management Substances Qualified List. Additionally, we review the test reports from subcontractors. For cases where test results comply with legal regulations and customer requirements but do not meet ESON’s internal control standards, review records must be retained.

For instances where halogen or RoHS levels exceed standards in plastic raw materials, ESON Kunshan implements robust control measures during production to prevent mixing of materials. Export countries place significant emphasis on compliance with hazardous substance regulations, so we specifically separate the production of automotive parts and 3C (computer, communication, and consumer electronics) parts to ensure compliance with each country’s environmental requirements. Annual RoHS testing using spectrometers is conducted on plastic and metal parts, ensuring a 100% pass rate.

In 2024, ESON Kunshan had no incidents of non-compliance with health and safety regulations related to products and services, no incidents of non-compliance with product and service information and labeling requirements, and no incidents of non-compliance with marketing communication regulations.

Product Quality Education and Training

To encourage employees to comply with quality control code of conduct requirements, the ESON Kunshan Quality Assurance Department conducts monthly training sessions. In 2024, a total of 12 training sessions were completed, with 624 participants, for a total of 1,248 hours of skill training. These sessions covered different customer operational standards and evaluation criteria. The key documents Quality & EHS Awareness and RoHS & Halogen Knowledge require all quality personnel to participate in training and pass written exams, with records retained, to ensure employees are familiar with and adhere to relevant standards, thereby improving product quality and reducing customer complaints.

No.	Course name	Department receiving training	Learning hours (H)	Number of participants
1	PPAP document training	Quality Assurance Department	2	52
2	"MSA Application Training"	Quality Assurance Department	2	52
3	"Sampling Plan"	Quality Assurance Department	2	52
4	"Training on Raw Materials Knowledge and Precautions"	Quality Assurance Department	2	52
5	"Quality & EHS Awareness Training"	Quality Assurance Department	2	52
6	"Metal Process Control Procedures"	Quality Assurance Department	2	52
7	"CTQ Training for Stamping Process"	Quality Assurance Department	2	52
8	"Seven Quality Control Techniques"	Quality Assurance Department	2	52
9	"RoHS & Hexane Knowledge Lecture"	Quality Assurance Department	2	52
10	"Training on Packaging Knowledge and Precautions"	Quality Assurance Department	2	52
11	"Knowledge on Plastic Materials and Injection Molding"	Quality Assurance Department	2	52
12	"Control Procedures for Unqualified Products"	Quality Assurance Department	2	52



3.5 Customer Service

Customer Service

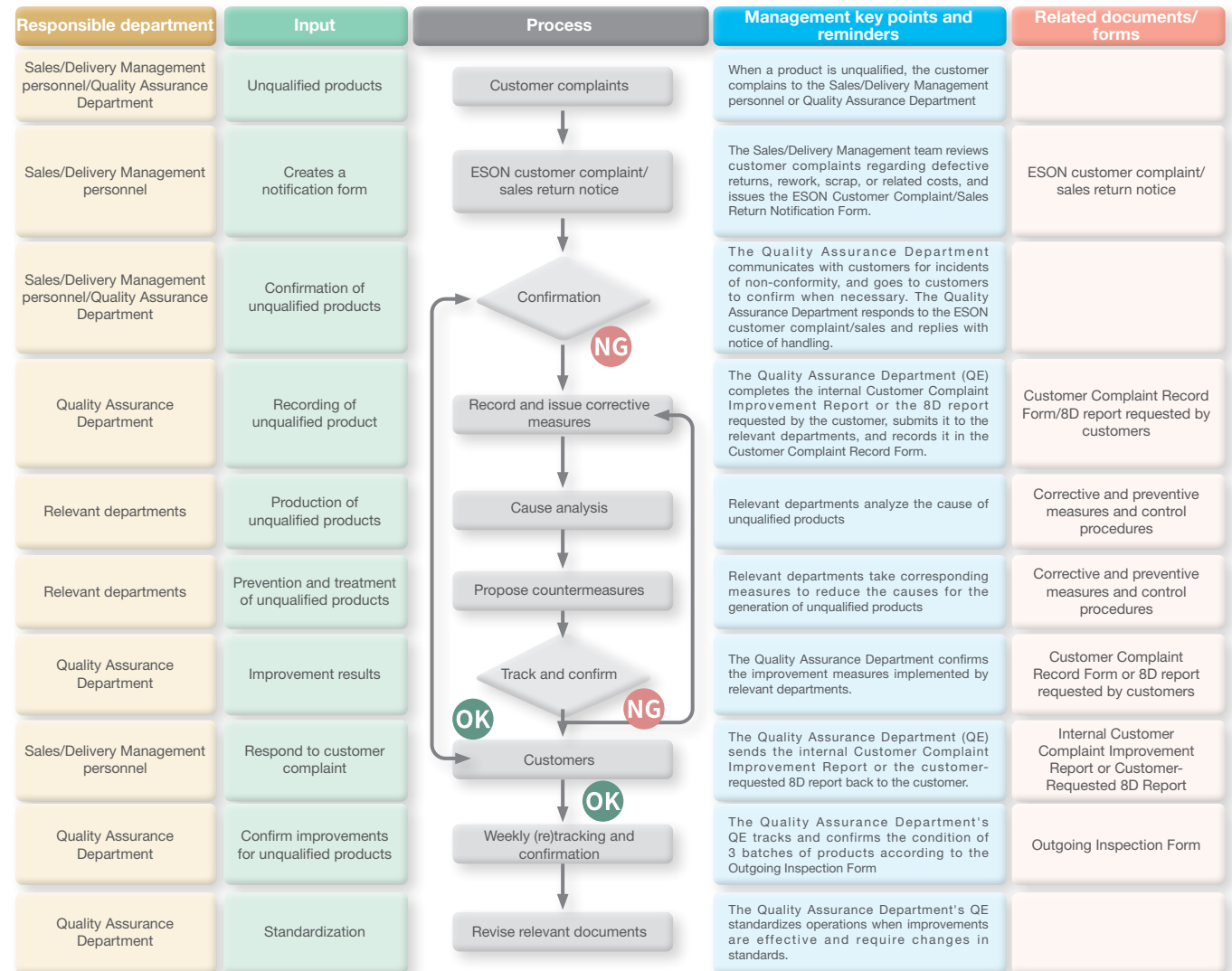
ESON Kunshan invites customers to provide monthly satisfaction feedback based on metrics such as delivered product quality, disruptions caused to customers, on-time delivery, excess shipping costs, and customer portal results. In 2024, the average customer satisfaction score was 96 points. There were no product recalls or incidents of customer rights being harmed due to quality issues, nor were there any cases of customer privacy violations or incidents involving the leakage, theft, or loss of customer data, demonstrating our emphasis on customer service and the effectiveness of our improvements.

In 2024, the cost of defects (D-cost) (Note 1) incurred due to defects discovered after product delivery to customers accounted for 0.25% of revenue, a 50% decrease compared to 2023. Additionally, in 2024, a total of 21 customer complaints were recorded, all of which were categorized and analyzed using the 8D methodology (Note 2) to identify the root causes and commonalities of issues, enabling targeted improvements in product handling. The complaints were all product-related, including quality errors and improvements, appearance defects, structural dimension issues, and dimensional anomalies. All customer complaints have been properly resolved, with no unresolved cases.

Note 1: D-cost is one of the indicators for evaluating customer satisfaction when all products are delivered to customers.

Note 2: 8D refers to the 8 Disciplines (D1: Team established D2: Description of issue D3: Implement and verify temporary measures D4: Determine and verify the root cause D5: Select and verify permanent corrective measures D6: Implement permanent corrective measures D7: Prevent recurrence D8: Recognition of closure)

Customer complaint handling flowchart



Customer Service Education and Training

To enhance customer satisfaction and improve service quality, ESON Kunshan continuously promotes professional training for its customer service team to ensure frontline staff possess excellent communication skills, problem-solving abilities, and service awareness. In 2024, a total of 3 training sessions were completed, with 130 participants, amounting to 260 hours.

Item	Course name	Department receiving training	Learning hours (H)	Number of participants
1	Training on defective processes and defective product handling	Quality Assurance Department	2	52
2	5WHYs and how to formulate effective corrective and preventive measures	Quality Assurance Department	2	52
3	Delivery Management Control Operations	Materials Department	2	26

3.6 Supply Chain Management

Local procurement

ESON supports a balance between local procurement and supply chain diversification, and continuously promotes local procurement. By collaborating with local suppliers, we stimulate the local economy and reduce energy consumption due to transportation. In 2024, the proportion of procurement expenditure from local suppliers at key operational sites was 99.39%.



Local procurement	2024
Procurement amount from local suppliers	1,308,217,705
Total procurement amount	1,316,280,865
Percentage procured from local suppliers (%)	99.39%

Note 1: The procurement amount is in NTD.

Note 2: Local suppliers are defined as those whose factories are registered in the same country/region in which they have operating locations.

Note 3: The key operational site is defined as ESON Kunshan.

Distribution of production areas of suppliers	Amount
Taiwan	7,263,360
China	1,308,217,705
Malaysia	24,058
Mexico	476,289
Hong Kong	12,960
Czech Republic	286,493

Environmental impact assessment

In 2024, ESON Kunshan added two new suppliers, both of which underwent detailed environmental impact assessments, achieving an assessment rate of 100%. ESON Kunshan encourages existing suppliers to obtain local environmental certifications or international accreditations such as ISO 14001, thoroughly implement 5S and clean production practices, actively pursue energy-saving and emission-reduction measures, and implement projects related to human rights protection and employee rights assurance. Suppliers implementing the above measures are prioritized for collaboration. In 2024, 4 suppliers obtained ISO 14001 certification. The company encourages other uncertified suppliers to pursue certification.

Environmental impact assessment	2024
Number of new suppliers in the year	2
Number of new suppliers that were screened using environmental criteria	2
Percentage of new suppliers that were screened using environmental criteria	100%
Number of suppliers assessed using environmental standards	23
Number of suppliers identified as having significant actual or potential negative environmental impacts	0
Number of suppliers identified as having significant actual or potential negative environmental impacts that have improved	0
Percentage of suppliers identified as having made improvements in the number of suppliers with significant actual or potential negative environmental impacts	-
Number of suppliers identified as having significant actual or potential negative environmental impacts with whom we have terminated partnerships	0
Percentage of suppliers identified as having significant actual or potential negative environmental impacts with whom we have terminated partnerships	-

Social Impact Assessment

In 2024, ESON Kunshan added two new suppliers, both of whom underwent detailed social responsibility assessments, achieving an assessment rate of 100%. The assessment content covered whether suppliers comply with social standards such as labor rights, occupational safety, and prohibition of forced labor. This ensures that the supply chain's social responsibility performance meets expected requirements. The company continues to strengthen the assessment and management of social impact within the supply chain, adopting a comprehensive supplier social impact assessment mechanism, actively taking action, and implementing specific management measures to ensure suppliers' behaviors align with social responsibility standards, mitigate potential negative impacts, and promote the sustainable development of the supply chain.

ESON Kunshan prioritizes suppliers that thoroughly implement human rights and equality, prohibit child labor and forced labor, and comply with major social responsibility regulations. In 2024, a total of 23 qualified suppliers were selected, all of whom have been required to adhere to the Responsible Business Alliance (RBA) Code of Conduct. This ensures a safe working environment in the supply chain, responsible and ethical business practices, and respect for human rights and the environment.

Social Impact Assessment	2024
Number of new suppliers in the year	2
Number of new suppliers that were screened using social criteria	2
Percentage of new suppliers that were screened using social criteria	100%
Number of suppliers assessed using social criteria	23
Number of suppliers identified as having significant actual or potential negative impacts on society	0
Number of suppliers identified as having significant actual or potential negative impacts on society that have improved	0
Percentage of suppliers identified as having significant actual or potential negative impacts on society that have improved	-
Number of suppliers identified as having significant actual or potential negative impacts on society with whom we have terminated partnerships	0
Percentage of suppliers identified as having significant actual or potential negative impacts on society with whom we have terminated partnerships	-

The company's Procurement, Quality Assurance, and Engineering Departments conduct written or on-site assessments of suppliers to ensure compliance with the company's environmental and social responsibility requirements. In 2024, a total of 23 supplier audits were completed. The company conducts annual comprehensive assessments of key critical suppliers whose procurement amounts exceed 10% of the total procurement budget with their production units; the evaluation results serve as the basis for determining continued cooperation in the following year.

Supplier management education and training

To enhance the sustainability of the supply chain, ESON Kunshan continuously promotes supply chain management education and training to improve suppliers’ awareness and practical capabilities regarding environmental, social, and governance (ESG) issues. In 2024, a total of two training sessions were completed, with 34 participants, amounting to 68 hours.

No.	Course name	Department receiving training	Learning hours (H)	Number of participants
1	“Identification and Management of Suppliers, 8GS Reporting, Material Characteristics Identification”	Materials Department	2	26
2	“Supplier Management Procedures”	Procurement Department	2	8



04

Climate Change and Adaptation

4.1 Climate Change and Adaptation Management

4.2 Energy Management

4.3 Greenhouse Gas and Emissions Management

4.4 Water Resource Management

4.5 Waste Management

Climate Change and Adaptation

4.1 Climate Change and Adaptation Management

Material Topics Management - Climate Change and Adaptation



Description of Impact	Actual positive impact: The Company has the potential to reduce operational costs and greenhouse gas (GHG) emissions by reducing the use of high-carbon emission fossil fuels and transitioning to solar power generation. Real-time monitoring of carbon emissions can help optimize production processes and establish effective emission reduction measures. Along with obtaining GHG system accreditation, companies can enhance energy efficiency, reduce environmental pollution, build a green and environmentally friendly corporate image, and boost competitiveness. This aligns with the expectations and requirements of both the government and the public for environmental protection.	
	Potential negative impact: The Company's product exports may face additional costs due to the introduction of carbon fees domestically and carbon tariffs imposed by other countries. In addition, companies that fail to meet customer requirements regarding environmental protection and carbon reduction may risk losing orders, which could adversely affect their production management.	
Policy/Commitment	<ol style="list-style-type: none"> According to the "Sustainable Development Roadmap" published by the FSC, the parent company should complete the GHG inventory by 2026 and complete assurance by 2028. Subsidiaries should complete their inventory by 2027 and complete assurance by 2029. The Company will conduct GHG inventory and assurance in accordance with the ISO 14064-1:2018 standard, and will continuously monitor the status of GHG inventory and track the disclosure timeline of assurance in accordance with the relevant guidelines of the competent authority. The Group's current carbon reduction strategy focuses on the use of low-carbon energy. Photovoltaic power generation has been adopted at the Kunshan plant. 	
Actions Taken	<ol style="list-style-type: none"> In 2023, we rolled out the carbon inventory at the Mexico subsidiary. In 2024, the implementation of carbon inventory was expanded to the entire group. Third-party verification bodies were engaged to conduct carbon inventory verification in accordance with the ISO 14064-1:2018 standard. The Company has implemented an environmental safety department responsible for the supervision of matters related to environmental management and industrial safety. The management rules have established "Management Standards for Environmental Substances" to ensure that all raw materials comply with regulations such as RoHS and REACH by directly managing raw materials with lower environmental impact at the source of production. By obtaining an IECQ compliant certification, the Company establishes rigorous systems to control hazardous substances and further reinforce the control and management of hazardous substances used in products. 	
Tracking and Evaluation Mechanism	<ol style="list-style-type: none"> Carbon inventory progress is periodically reported to the Board of Directors ("Board"). An evaluation mechanism is established by obtaining statements from engaged third-party verification bodies in accordance with the ISO 14064-1:2018 standard. To implement an effective environmental management system, the Company has obtained the certification for ISO 14001:2015 - Environmental management systems, ensuring that plant operations comply with relevant regulations. 	
Management Goals	Short-term Goals (within 3 years)	Medium- and Long-term Goals (3-7 years)
	<ol style="list-style-type: none"> Phase out old and outdated equipment with high energy consumption and replace it with low energy or new process, new energy models. Encourage employees to use green energy transportation for commuting and travel. 	<p>Medium-term goals: 3-7 years Reduce consumption of utility power and gradually increase the proportion of green electricity use. In 2024, the proportion of rooftop photovoltaic power generation at company plants reached 28%.</p> <p>Long-term goals: 7 years or more</p> <ol style="list-style-type: none"> Achieve carbon neutrality across the Group. Work with the supply chain to achieve carbon neutrality, encouraging more supply chain partners to join our sustainability efforts.
Annual Performance	<ol style="list-style-type: none"> Earlier than required by the FSC, the carbon inventory for 2022 was completed for the Mexico subsidiary in 2023 and underwent verification by a third-party verification body, with the verification statement obtained in January 2024. The carbon inventory for 2023 was completed for the entire group in 2024 and underwent verification by a third-party verification body, with the verification statement obtained in February 2025. Lighting in the production workshop was replaced with light guide plate LED lamps to save energy and reduce carbon emissions. Air compressor pipelines were renovated, along with the shared pipeline renovation project, to improve the utilization efficiency of air compressors and reduce the number of compressors in operation. Old and outdated air compressors were downgraded to serve as backup machines, and fixed-frequency air compressors were decommissioned. A 5MW distributed photovoltaic power station was installed at the Kunshan plant. In 2024, the total photovoltaic power generation was 4,471,069 kWh, saving approximately RMB 533,000 in electricity costs, and reducing the original electricity consumption by 1,467 tons of standard coal equivalent, 5,812 tons of clean water, 4,458 tons of carbon dioxide, 134 tons of sulfur dioxide, and 67 tons of nitrogen oxides. 	
Stakeholder Involvement	<ol style="list-style-type: none"> Government agencies: Regularly publish sustainability information on ESGgenplus built by the TWSE, including GHG emissions data, climate-related issue management, energy management, water resource management, and waste management. Customers: Investigate GHG emissions data, hold irregular meetings to share knowledge on energy and carbon reduction technology applications, promote energy-saving measures in the industry, and refine environmental protection and sustainable development strategies. 	

Climate Governance

In response to the high uncertainty in climate conditions, rapid changes in policies and markets, and to timely keep abreast of and estimate the potential impacts of climate change, the Group holds regular meetings with senior executives from various departments to jointly identify material climate risks and opportunities. Additionally, the Group conducts further assessments of the risks potentially caused by floods, droughts, typhoons, and extreme high temperatures at each operational site, in hopes of staying informed of climate changes in the external environment and market dynamics, thereby enabling more comprehensive planning for operational strategies.

The Board has established the Sustainable Development Committee, consisting of 3 members from the Board who possess professional knowledge and competence in corporate sustainability and are authorized by the Board. The committee is responsible for calling meetings and devising, advancing, and strengthening action plans and capital expenditures related to crucial sustainability policies (including climate issues) for each company under the Group. It also reviews, follows up on, and revises the implementation status and outcomes of sustainability initiatives, reporting them to the Board.

The committee is led by the Chief Sustainability Officer and includes various working groups, such as the Sustainable Environment Group, which is responsible for the environmental management system, compliance with environmental regulations and international standards, assessment of sustainable transformation, improvement of resource utilization, and climate change response mechanisms. A dedicated unit, the Sustainable Development Department, has also been established. Irregular cross-departmental meetings are held for exchanges, discussions, and coordination, working together toward the achievement of environmental sustainability.

Climate Risk Management

The Board serves as the highest decision-making body for risk management of each company within the Group and directly oversees the risk governance framework of each company within the Group. The Board is also responsible for supervising climate-related risks and opportunities. To refine risk assessment and strengthen management functions, the Board resolved in 2024 to establish the Sustainable Development Committee and appoint the Chief Financial Officer (“CFO”) as the Chief Sustainability Officer. Additionally, a dedicated unit, the Sustainable Development Department, was established, bringing departments at the Group’s headquarters together to identify and manage corporate operational risks, including physical and transition risks that may be brought about by climate change, and to lead the planning of relevant response measures. Based on the scope of each department’s functions, risks are identified and analyzed across the following 7 main aspects: operations, finance, country, legal compliance, ESG, human resources, and information security. Based on the identified risks, each department implements response strategic planning, integrates and manages risks that may affect operations and profits, and submits reports on the implementation status of risk management and control to the Sustainable Development Committee. The committee, aiming to build a stronger organization, supervises, tracks, and reviews the implementation of risk management by the management team every 6 months.

Assessment of Climate Risks and Opportunities

With the support of senior executives, climate-related risks and opportunities are identified in accordance with the TCFD framework, and solutions are actively developed, in hopes of reducing the operational and financial impacts caused by climate change and enhancing the organization’s climate resilience. According to the climate change risk and opportunity assessment methodology, the “short-term” is defined as a period within 3 years, the “medium-term” as 3 to 5 years, and the “long-term” as 5 years or more. These periods are used to evaluate the potential impact duration, with risks categorized into transition risks and physical risks.



Risk Category	Risk Aspect	Risk Description (Risk Factors)	Duration of Impact	Impact on the Company's Strategy, Operations, and Finances	Response Strategies	Financial Impact of Response Strategies	Results and Performance
Transition risk	Reputation	Goodwill risk related to climate change	Short-term	Information disclosure or response plans failing to meet stakeholders' expectations will damage the Company's reputation and cause a decline in sales.	Pay close attention to and respond to climate-related issues. Actions taken include the following: A. The Kunshan plant has signed a power purchase agreement (PPA) as an agreement between the electricity sales company and the electricity user company. The distributed rooftop photovoltaic power station is currently in use and its electricity is being consumed, enhancing customers' sense of recognition. B. Completed the carbon inventory information and assurance for the consolidated company ahead of regulatory requirements by 4 years. C. Submitted a compliant ESG report and obtained assurance.	The cooperation model for the distributed rooftop photovoltaic power station at the Kunshan plant involves providing the rooftop without requiring any capital contribution, resulting in no capital expenditures.	A. The Group completed the carbon inventory for 2023 and obtained a third-party verification statement from a third-party verification company. B. Prepared an ESG report as required by the competent authority, with third-party assurance indicators, disclosing the impact of climate issues on ESON and outlining response plans to meet stakeholder expectations.
Physical risk	Immediate	Flooding (Heavy rainfall)	Short-term	Flooding (heavy rainfall) will affect the daily operations of factories and the safety of employees.	In the event of flooding, an emergency response team is activated to ensure essential personnel remain on standby, conducting inspections to maintain the normal operation of critical equipment. Disaster insurance is procured to mitigate the impact of such disasters.	The related disaster insurance expenditure was RMB 93,634 in total.	A. Completed insurance purchase for related disasters in September 2024. B. Conducted inspections of inner and outer ditches before the rainy season. Regularly cleaned the drainage pipes within the plant premises every 5 years. For areas outside the plant, any blockages are reported to the relevant authorities for further action. C. Formed a disaster response team each year and conducted 2 internal training sessions.
Opportunity Type		Opportunity Description	Duration of Impact	Impact on the Company's Strategy, Operations, and Finances	Response Strategies	Financial Impact of Response Strategies	Results and Performance
Energy resource utilization efficiency		Shortening downstream transportation distances, reducing carbon emissions	Long-term	Currently, the global product development center located in Kunshan simultaneously features mass production capabilities and serves as support for global production; the remaining factories, including those in China, Asia, and North America, are responsible for mass production and delivery and in principle service the needs of nearby clients. Resources from various locations are integrated to provide mutual support. This will reduce transportation cost and distance, and have a positive impact on transportation efficiency and the environment.	Set up a new plant in Monterrey, Mexico, guided by the principle of meeting nearby customers' needs for global mass production, to reduce transportation distances.	The capital expenditure for the construction of the new plant in Monterrey, Mexico was USD 29.7 million. An investment of USD 10.88 million is expected next year.	After the completion of the construction of the new plant in Monterrey, Mexico, we have acquired new customers in the Central U.S. eastward (including Texas) and central Mexico.
Type of energy source		Use of low-carbon energy	Long-term	The Kunshan plant reduces the use of electricity generated from traditional high-carbon sources, such as coal-fired power generation, and has installed solar panels on its roof, using solar photovoltaic power generation to reduce operating and production costs.	The Kunshan plant has signed a power purchase agreement (PPA) as an agreement between the electricity sales company and the electricity user company. The distributed rooftop photovoltaic power station is currently in use and its electricity is being consumed, with the total photovoltaic power generation in 2024 reaching 28% of the plant's total annual electricity consumption.	Electricity can be purchased at 15% lower than the national grid price during the first 5 years of construction; in the subsequent 15 years, electricity can be purchased at 20% lower than the national grid price.	In 2024, the total photovoltaic power generation was 4,471,069 kWh, saving approximately RMB 533,000 in electricity costs, and reducing the original electricity consumption by 1,467 tons of standard coal equivalent, 5,812 tons of clean water, 4,458 tons of carbon dioxide, 134 tons of sulfur dioxide, and 67 tons of nitrogen oxides.

Transition Actions, Indicators, and Goals


To manage the following climate-related risks and opportunities: (1) transition risk - goodwill risk related to climate change and (2) climate opportunity - use of low-carbon energy, the Company's Board approved a carbon reduction strategic plan in 2024, aiming to use low-carbon energy for carbon emission reduction:



Indicator ► Self-determined Carbon Reduction Plan

Plan details: The Group's Monterrey plant in Mexico has transitioned from diesel power generation to natural gas power generation, successfully reducing carbon emissions.

Goal: Complete the evaluation for the construction of photovoltaic power facilities at the Mexico plant by 2025.

Indicator ► Adoption of Photovoltaic Power Generation

Plan details: ESON's Kunshan plant has signed a power purchase agreement (PPA) as an agreement between the electricity sales company and the electricity user company. The distributed rooftop photovoltaic power station is currently in use and its electricity is being consumed, with the total photovoltaic power generation in 2024 reaching 28% of the plant's total annual electricity consumption.

Goal: Complete the evaluation for the construction of photovoltaic power facilities at the Vietnam plant by 2025.

In addition, to achieve net-zero emissions, the Group has completed its 2023 carbon inventory and obtained third-party assurance.

4.2 Energy Management

Energy Management

In 2024, the energy consumption of ESON's Kunshan plant mainly consisted of purchased electricity 41,978.11 (GJ) and photovoltaic power generation 16,099.51 (GJ), with renewable energy accounting for 26.43% of the total energy consumed. In 2023, the energy consumption mainly consisted of purchased electricity 43,375.77 (GJ) and photovoltaic power generation 11,376.93 (GJ), with renewable energy accounting for 19.82% of the total energy consumed. The overall energy consumption in 2024 increased compared to 2023, mainly due to an increase of NTD 85.03 million in revenue in 2024 compared to 2023. If revenue is used as the denominator for calculating total energy consumption, the energy consumption intensity (energy consumption per million NTD of revenue) in 2024 was 33.03 (GJ/million NTD), representing an increase of 0.41 (GJ/million NTD), or approximately 1.24%, compared to 2023.

ESON's Kunshan plant has partnered with Jiangsu Mingxi New Energy to jointly invest in photovoltaic power generation projects. The Company provides idle spaces as the foundation for the construction and operation of facilities for photovoltaic power generation. Agreed upon with its partner, the Company enjoys photovoltaic power at utility power rates and is entitled to prioritize the use of electricity generated from photovoltaic power. This preferential agreement ensures that ESON's Kunshan plant has priority access to stable and sustainable power supply while reducing energy costs.

Energy Type	Unit	2023	2024
Natural gas	Gigajoules (GJ)	962.13	1,079.05
Gasoline		1,072.31	1,162.18
Diesel		599.66	584.54
Purchased electricity		43,375.77	41,978.11
Renewable energy		11,376.93	16,099.51
Total energy consumption		57,386.80	60,903.39
Energy intensity	(GJ/million NTD in revenue)	32.62	33.03
Share of energy consumption from purchased electricity	(%)	75.58%	68.93%
Share of energy consumption from renewable sources	(%)	19.82%	26.43%

Note 1: Energy (GJ) = Activity data (e.g., cubic meters, liters) × heating value (kcal/activity data unit) × 4.187 (kJ/kcal) / 1,000,000 (kJ/GJ).

Note 2: Energy heating value conversion is based on the "Heat Content of Energy Products" published by the Energy Administration, Ministry of Economic Affairs: Natural gas: 9,000 kcal/cubic meter. Diesel: 8,400 kcal/kg. Gasoline: 7,800 kcal/kg; unit conversion: 4.187 kJ/kcal; unit conversion: 1 MWh= 3.6 GJ.

Note 3: Energy intensity is calculated by dividing gigajoules (GJ) by million NTD in revenue. The revenue of ESON's Kunshan plant in 2023 and 2024 was NTD 1,759 million and NTD 1,844 million, respectively.

Note 4: Data boundaries include ESON's Kunshan plant.

Note 5: Renewable energy refers to solar energy generated by photovoltaic power generation systems.

Reduction Actions and Results

To improve energy efficiency and reduce overall energy consumption, we have effectively reduced energy consumption through equipment upgrades and multiple energy-saving measures. We continue to take action in energy conservation, emission reduction, and green operations. In 2024, a total of 3 energy-saving measures were implemented at ESON's Kunshan plant, achieving a total energy saving of approximately 3,482 gigajoules (GJ) compared to the previous year, with an electricity-saving rate of 33%.

Item	Name of Energy-saving Project/ Policy	Description	Implementation Site/Unit	Energy-saving Results			
				2023	2024	Actual Reduction	Data Unit
1	Energy-saving lighting	Replacement of old lighting with LEDs	Each workshop	388	194	194	GJ
2	Air compressor pipeline renovation	Decommissioning some equipment through integration of pipelines	Air compressor rooms in plants	6,999	5,288	1,711	GJ
3	Downgrading old air compressors as backup machines	Decommissioning fixed-frequency air compressors	Air compressor rooms in plants	3,154	1,577	1,577	GJ

4.3 Greenhouse Gas and Emissions Management

In response to the challenges of global climate change, companies must continuously reduce their GHG emissions during operations to mitigate their negative impact on the climate. Therefore, since 2023, ESON has gradually built up its GHG inventory capacity and disclosed its GHG emissions. Each year, our Taiwan branch and all global manufacturing plants complete ISO 14064-1 certification and are verified by independent third-party verification bodies. Organizational boundaries are defined based on operational control. Each subsidiary or branch of the Group has gradually reduced the consumption of utility power, increased the use of green electricity, and promoted the use of sustainable energy. At the same time, we encourage employees to commute by bus or electric bicycle and advocate for the use of green energy transportation to reduce carbon emissions. Additionally, we are phasing out energy-consuming old equipment and refrigeration equipment to reduce overall energy consumption and improve energy efficiency.

Scope of GHG Emissions	Category		2023		2024	
			Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)
Scope 1 Emissions (tons of CO ₂ e)	Category 1	Stationary combustion	1,463.7994	0.31	3,107.6728	0.41
		Mobile combustion	1,644.4126		1,808.9491	
		Industrial processes	56.3758		62.9053	
		Fugitive emissions	438.5404		444.8658	
		Land use	-		-	
	Total		3,603.1282		5,424.3930	
Scope 2 Emissions (tons of CO ₂ e)	Category 2	Electricity imported	26,292.6430	2.27	40,496.0615	3.09
		Energy imported	-		-	
	Total		26,292.6430		40,496.0615	

Scope of GHG Emissions	Category		2023		2024	
			Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)
Scope 3 Emissions (tons of CO ₂ e)	Category 3	Emissions from upstream transportation/distribution	1.0543	5.62	0.4879	8.58
		Emissions from downstream transportation/distribution	-		0.5200	
		Waste-generated emissions	3.2763		0.1947	
		Emissions from employee commuting	10.2469		7.9077	
		Emissions from transportation of customers and visitors	-		-	
		Emissions from business travel	52.7030		-	
	Category 4	Emissions from purchased goods	46,926.4874		88,998.1667	
		Energy procurement	11,468.7828		15,127.3962	
		Emissions from capital goods	5,355.4142		7,073.3624	
		Emissions from solid and liquid waste disposal	957.2515		856.1506	
		Emissions from asset use	2.6388		-	
		Emissions from the use of services not described in the above subcategories (such as consulting, cleaning, maintenance, mail delivery, and banking)	-		-	
		Water consumption	196.2064		269.9886	
	Category 5	Product use-phase emissions	-		-	
		Emissions from downstream leased assets	-		-	
		Product end-of-life phase	-		-	
		Emissions from investments	-		-	
	Category 6	Others	-		-	
	Total		64,974.0616		112,334.1748	
Grand Total		94,869.8328	8.21	158,254.6293	12.08	

Note 1: The emission factors for Taiwan are based on the electricity carbon emission factor, GWP values, and the Environmental Protection Administration Greenhouse Gas Emission Factor Management Table (version 6.0.4).

Note 2: The emission factors for China are based on the electricity factors published by the Chinese government.

Note 3: The emission factors for Mexico are based on the electricity factors published by the Mexican government.

Note 4: The inventory scope includes offices in Taiwan and operational sites in China, Mexico, Vietnam, Malaysia, and Slovakia.

Note 5: The external verification body for 2023 was AFNOR Asia. As of the publication date of this Report, the external verification of GHG emissions for 2024 has not been completed. Only data from the inventory conducted by the Group itself has been disclosed.

Note 6: Intensity: Tons of CO₂e/million NTD in consolidated revenue of the Group. The Group's consolidated revenue in 2023 and 2024 was NTD 11,562 million and NTD 13,094 million, respectively.

4.4 Water Resource Management








The Company uses the World Resources Institute's global water risk mapping tool, Aqueduct Water Risk Atlas, to analyze the Water Stress Index (WSI) of the primary operational site, ESON's Kunshan plant, and assess the risk level of water resources. Considering that all primary operational sites, including the Kunshan plant, are currently located in areas of high water stress, the Company actively promotes various water-saving measures, while recording and disclosing information on water withdrawal sources, water bodies receiving discharge, and wastewater treatment units, ensuring compliance with discharge standards established by local regulatory authorities.

At present, the majority of water used at ESON's Kunshan plant is centrally supplied by the municipal water company. The water used for operations is mainly for domestic use and process use. Industrial consumption is primarily for cleaning lines. Domestic water flows into septic tanks for sedimentation and separation before being discharged into the municipal sewage network. Wastewater from cleaning lines is collected and recycled through the central water treatment system, then treated at the plant's internal sewage station before being discharged to the Wusong River Sewage Treatment Plant. In 2024, water withdrawal was 179.068 megaliters, process water discharge was 11.197 megaliters, and domestic water consumption was 167.871 megaliters.

Considering that ESON's Kunshan plant is located in a water-stressed region, the plant manages its water resources with caution. At the end of each year, the plant submits an estimated water consumption plan for the following year to the water company. The Company has trained one employee responsible for water conservation and conducts water balance tests at the plant once a year to prevent leakage and spillage. The water storage facilities at ESON's Kunshan plant include a 5T elevated water tank in the employee dormitories, which ensures water supply to dormitories and the canteen, and a 20T firefighting water tank for fire emergency.

The wastewater is pre-treated to meet standards before being discharged to the Wusong River Sewage Treatment Plant (an urban sewage treatment plant). Flow meters are installed at the sewage treatment plant to calculate the daily wastewater discharge to the Wusong River Sewage Treatment Plant. Around the 10th of each month, the sewage treatment plant sends a daily wastewater operation report for the previous month to ESON's Kunshan plant, which is then stamped by the Company with a departmental seal and scanned back to the sewage treatment plant. In 2024, there were no incidents of non-compliance with discharge limits at ESON's Kunshan plant.

Unit: Megaliters

Water Source	Water Quality Indicator	2022		2023		2024	
		All Regions	Water-stressed Regions	All Regions	Water-stressed Regions	All Regions	Water-stressed Regions
Third-party partners' water withdrawal	 Fresh water	251.855	251.855	197.148	197.148	179.068	179.068
Total water withdrawal		 251.855	 251.855	 197.148	 197.148	 179.068	 179.068

Note 1: Water resource data includes ESON's Kunshan plant.

Note 2: The water referred to in the data is all classified as fresh water ($\leq 1,000$ mg/L total dissolved solids).

Note 3: 1 megaliter = 1,000 cubic meters (1,000 m³). The total water withdrawal in 2024 was 179.068 thousand cubic meters (1,000 m³).

Note 4: Water withdrawal is measured using water meters installed at the Kunshan plant by the municipal water company, with data recorded daily, monthly, and annually, and reported on a monthly basis.

Unit: Megaliters

Wastewater Discharge Regions	Effluent Quality Indicator	2022		2023		2024	
		All Regions	Water-stressed Regions	All Regions	Water-stressed Regions	All Regions	Water-stressed Regions
Third-party partners' water discharge	▶ Fresh water	21.677	21.677	9.442	9.442	11.197	11.197
Total water discharge		21.677	21.677	9.442	9.442	11.197	11.197

Note 1: Water resource data includes ESON's Kunshan plant.

Note 2: The water referred to in the data is all classified as fresh water ($\leq 1,000$ mg/L total dissolved solids).Note 3: 1 megaliter = 1,000 cubic meters (1,000 m³). The total water discharge in 2024 was 11.197 thousand cubic meters (1,000 m³).

Note 4: Effluent conforms to the following standards:

- (1) Production wastewater discharge standard: National Standard of the People's Republic of China: GB 8978-1996 Integrated wastewater discharge standard (Ammonia nitrogen: 15mg/L; chemical oxygen demand: 200mg/L; pH: 6-9mg/L; total phosphorus: 3mg/L; suspended solids: 400mg/L; anionic surfactants: 10mg/L; BOD5: 10mg/L; petroleum-based: 10mg/L; total nitrogen: 30mg/L)
- (2) Domestic sewage discharge standard: National Standard of the People's Republic of China: GB/T 31962-2015 Wastewater quality standards for discharge to municipal sewers (pH: 6-9mg/L; chemical oxygen demand: 200mg/L; total phosphorus: 3mg/L; ammonia nitrogen: 15mg/L; BOD5: 10mg/L; total nitrogen: 30mg/L; suspended solids: 400mg/L)

Unit: Megaliters

Item	2022		2023		2024	
	All Regions	Water-stressed Regions	All Regions	Water-stressed Regions	All Regions	Water-stressed Regions
Total water withdrawal (a)	251.855	251.855	197.148	197.148	179.068	179.068
Total water discharge (b)	21.677	21.677	9.442	9.442	11.197	11.197
Total water consumption (a)-(b)	230.178	230.178	187.706	187.706	167.871	167.871

Note 1: Water resource data includes ESON's Kunshan plant.

Note 2: The water referred to in the data is all classified as fresh water ($\leq 1,000$ mg/L total dissolved solids).Note 3: 1 megaliter = 1,000 cubic meters (1,000 m³). The total water consumption in 2024 was 167.871 thousand cubic meters (1,000 m³).

4.5 Waste Management

The Company has established a dedicated management unit in accordance with the ISO 14001 management procedures to effectively monitor the sources, output, and management measures of waste. Additionally, the Company conducts a detailed analysis and response regarding the actual and potential impacts related to waste. In 2024, the total waste output of ESON's Kunshan plant was 1,825.47 tons, representing a decrease of approximately 15.58% compared to 2023. This was mainly due to ESON's efforts in conducting training and awareness campaigns to improve employees' knowledge of energy conservation and emission reduction, reducing the use of raw materials that generate waste to minimize waste production at the source, implementing reasonable maintenance and repair plans for machinery and equipment to reduce waste generation, purchasing raw and auxiliary materials with greater durability and environmental friendliness, and enhancing employees' professional competence, which reduced product defect rates and decreased the generation of end-of-life products. ESON's Kunshan plant does not directly dispose of hazardous industrial waste, non-hazardous industrial waste, or general waste. All waste generated is transported and transferred by qualified disposal service providers for off-site disposal. The Company enters into contracts with these disposal service providers, expressly specifying that the disposal service providers shall dispose of all waste in accordance with the law. In addition, the Company uses a Supplier Audit Checklist to verify whether its disposal service providers dispose of waste in accordance with the law. Information on the entire waste lifecycle, from generation to lawful disposal, is available on the government environmental protection website, ensuring the lawfulness and safety of the final treatment.

Unit: Tons (t)

2023	Hazardous Industrial Waste	Non-hazardous Industrial Waste	General Waste	Total
Waste generated	45.11	1,799.88	317.42	2,162.41
Waste directly disposed	20.53	-	317.42	337.95
Incineration (with energy recovery)	-	-	317.42	317.42
Incineration (without energy recovery)	20.53	-	-	20.53
Waste transferred for disposal	24.59	1,799.88	-	1,824.46
Recycled	24.59	1,799.88	-	1,824.46
Waste recycling rate (%)	54%	100%	0%	84%

Unit: Tons (t)

2024	Hazardous Industrial Waste	Non-hazardous Industrial Waste	General Waste	Total
Waste generated	29.23	1,430.93	365.31	1,825.47
Waste directly disposed	15.87	-	365.31	381.18
Incineration (with energy recovery)	-	-	365.31	365.31
Incineration (without energy recovery)	15.87	-	-	15.87
Waste transferred for disposal	13.36	1,430.93	-	1,444.29
Recycled	13.36	1,430.93	-	1,444.29
Waste recycling rate (%)	46%	100%	0%	79%

Note 1: Waste data is reported within the boundary of ESON's Kunshan plant.

Note 2: The waste recycling rate is calculated as the volume of waste transferred for disposal divided by the total volume of waste generated.

Unit: Tons (t)

Hazardous Waste Category	Disposal Method	2023	2024
Oil sands waste	D10 (incineration)/off-site disposal	6.16	-
Waste oil	D10 (incineration)/off-site disposal	0.99	-
Paint-stripped waste	D10 (incineration)/off-site disposal	0.98	0.56
Paint waste	D10 (incineration)/off-site disposal	-	0.24
Cutting fluid waste	D9 (physical-chemical treatment)/off-site disposal	10.47	8.33
Sludge	R4 (recycling/reuse)/off-site disposal	24.58	13.36
Containers containing chemicals	D10 (incineration)/off-site disposal	1.93	0.76
Chemical-containing gloves and cloths	D10 (incineration)/off-site disposal	-	5.75
Spent activated carbon	D10 (incineration)/off-site disposal	-	0.23
Total weight of hazardous waste		45.11	29.23

Note 1: The data is compiled based on the Hazardous Industrial Waste Inventory Log prepared by each workshop and cross-checked with the Jiangsu Province Solid Waste Management System for hazardous industrial waste transfer manifests.

Note 2: Waste data is reported within the boundary of ESON's Kunshan plant.

Note 3: Processes used for physical-chemical treatment (e.g., evaporation, drying, neutralization, and precipitation) do not involve pre-treatment for landfill or incineration.

ESON attaches great importance to the management of waste. As the volume of waste increases, incidents such as spillage and leakage during inbound/outbound processes may cause environmental pollution, higher disposal costs, and potential administrative penalties from government environmental protection authorities. In addition, excessive waste could lead to closer supervision from regulatory authorities and pose risks of groundwater pollution. Therefore, the Company not only needs to take effective measures to reduce waste generation but also to strengthen management, ensuring environmental safety and compliance. To address these challenges, we have formulated the following response measures.

Reducing Hazardous Industrial Waste Generation

1	Optimize production processes to improve the utilization rate of raw materials, thereby reducing waste generation.
2	Plan production schedules reasonably to avoid the excessive use of hazardous chemicals at once, thereby reducing waste generation.
3	Promote clean production and strengthen process control to reduce the use and emissions of hazardous substances during production.
4	Organize advocacy activities on waste reduction to raise employees' environmental protection awareness and encourage employees to participate in waste reduction initiatives.

Selecting Waste Disposal Service Providers

1	Check waste disposal service providers' business license.
2	Check waste disposal service providers' waste management permit to verify whether the types of waste permitted include the types of waste generated by the Company.
3	The procurement department is responsible for reviewing waste disposal service providers' quotes.
4	When differences in quotes are not significant, priority is given to selecting disposal service providers located near the operational sites to avoid potential cumbersome environmental protection procedures and transportation inconveniences that may arise during inter-provincial waste transfers.

05

Common Good

5.1 Talent Development

5.2 Human Rights Protection

5.3 Occupational Health and Safety Management

Common Good

5.1 Talent Development

Material Topics Management - Talent Development

Description of Impact	<p>Actual positive impact: The Company is committed to cultivating professional talent and enhancing employees' professionalism and competency. It cares for employees' needs holistically while establishing robust talent nurturing and development plans. These efforts aim to boost the Company's competitiveness, strengthen employee cohesion, and improve operational effectiveness.</p> <p>Potential negative impact: As the Company's operations expand, the demand for human resources continues to grow. However, amid challenges such as declining birth rates and difficulties in hiring a skilled workforce, the Company must refine its global human capital strategy. Additionally, clashes among a culturally diverse workforce may affect teamwork, necessitating effective management and solutions.</p>	
Policy/Commitment	Talent is a cornerstone of the Company's sustainability. We are dedicated to providing a high-quality workplace, competitive compensation and benefits, and comprehensive training programs. Our goal is to attract, develop, and retain top talent, thereby enhancing employee engagement and improving the Company's operational effectiveness.	
Actions Taken	The Company is committed to driving talent development through provision of training and development opportunities, transfer options, constructive feedback, mentorship programs, promotion opportunities, and mechanisms for employer-employee communication. These efforts support employees in their growth and contribute to strengthening the Company's competitiveness and business performance.	
Tracking and Evaluation Mechanism	<ol style="list-style-type: none"> 1. Conduct training courses effectively through annual training plans. 2. Perform performance review meetings effectively through annual performance evaluations. 3. Provide on-the-job training (OJT) where senior employees mentor new hires, helping them quickly grow into competent professionals. 4. Improve employer-employee communication through employer-employee meetings (or plants' union meetings), held as scheduled on a quarterly basis. 	
Management Goals	Short-term Goals (within 1 year)	Medium- and Long-term Goals (3–5 years)
	<ol style="list-style-type: none"> 1. Provide employees with the necessary skills and knowledge through internal and external training. 2. Conduct regular performance evaluations and actively provide feedback and mentorship from unit supervisors to help and motivate employees to improve their performance. 	<ol style="list-style-type: none"> 1. Provide specific positions or units with transfer opportunities to help employees gain diverse experiences and skills, improve their sense of achievement at the workplace, promote cross-departmental collaboration, and support their career development. 2. Provide outstanding employees with promotion opportunities, enabling them to develop their careers within the Company.
Annual Performance	<ol style="list-style-type: none"> 1. 99% of planned training programs were offered in 2024. 2. 100% execution rate of performance review meetings in 2024. 3. Number of employer-employee meetings held by the Taiwan branch in 2024: 1 meeting. Number of union meetings held by the Kunshan plant in 2024: 3 meetings. 	
Stakeholder Involvement	All Company employees were involved in employer-employee meetings, union meetings, and annual performance reviews.	

Workforce Structure

As of the end of 2024, the number of employees at ESON's Kunshan plant was 441 and at Taiwan branch was 66, all of whom were regular employees, accounting for 100% of the total workforce. There were no significant fluctuations in the number of employees in 2024 or compared to 2023.

ESON's Kunshan plant operates in Kunshan City, Jiangsu Province, prioritizing hiring employees from mainland China. The ratio of local employment reaches at least 100%. ESON's Kunshan plant strictly complies with labor-related laws and regulations formulated by competent authorities and has never hired child labor. If foreigners are hired, the hiring process is handled in accordance with relevant local laws and regulations.

ESON values diversity and workplace inclusion. Employee recruitment, compensation, and benefits are not influenced by factors such as gender, age, nationality, race, religion, or position. The male-to-female employee ratio is approximately 1.5:1 at ESON's Kunshan plant and 1.9:1 at the Taiwan branch.

Furthermore, in addition to regular employees, ESON's Kunshan plant hired 364 non-employee workers as of the end of 2024, in roles such as security, cleaning, canteen, and dispatched personnel (contractors), all of whom had contractual relationships with outsourcing companies. ESON's Taiwan branch did not hire any non-employee workers as of the end of 2024. There were no significant fluctuations in the number of non-employee workers in 2024 or compared to 2023.

Category	Group	Male		Female		Group Subtotal		ESON's Taiwan Branch		ESON's Kunshan Plant		Group Subtotal	
		Number	% of the Group	Number	% of the Group	Number	% of the Group	Number	% of the Group	Number	% of the Group	Number	% of the Group
Employment contract	Permanent employees (i.e., workers on indefinite contracts)	307	60.6%	200	39.4%	507	100%	66	13.0%	441	87.0%	507	100%
	Temporary employees (i.e., workers on fixed-term contracts)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Employees without guaranteed hours (i.e., gig workers)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employment type	Full-time workers	307	60.6%	200	39.4%	507	100%	66	13.0%	441	87.0%	507	100%
	Part-time workers	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note 1: The number of employees represents the headcount data as of the end of 2024.

Note 2: Workers on indefinite contracts: Full-time workers who have signed indefinite contracts with their employer and can continue to work unless they are dismissed or resign automatically.

Note 3: Workers on fixed-term contracts: Workers who have signed limited-term contracts with their employer for temporary, short-term, seasonal, or specific jobs and must leave or renew their contracts upon expiration.

Note 4: Employees without guaranteed hours: This type of employment (i.e., project-based) is considered atypical, and employers do not guarantee minimum working hours.

Note 5: Full-time workers: Workers who work the standard full-time hours (40 hours per week, 8 hours per day), as specified in Article 3 of the Regulations of the State Council on the Working Hours of Employees.

Note 6: Part-time workers: Workers who work fewer than the standard full-time hours (40 hours per week, 8 hours per day) but are entitled to the same statutory rights as full-time workers.

Note 7: The statistics include ESON's Taiwan branch and Kunshan plant.

Employee Diversity Distribution

Employees are ESON's most valuable asset and the strongest partners in driving the company's business operations. In 2024, there were a total of 507 regular employees at ESON's Taiwan branch and Kunshan plant. Workforce allocation and structure have not changed much in the past 2 years. In terms of gender distribution, there were a total of 200 female employees, accounting for 39.4% of the total workforce, and 307 male employees, accounting for 60.6% of the total. In terms of age distribution, the majority of employees are aged 30-50, accounting for 74.6%, followed by those under 30, accounting for 15.2%.

Employee Category			2023		2024	
			Number	% of Total Employees	Number	% of Total Employees
Management	Male	<30 years old	0	0%	0	0%
		30-50 years old	51	10%	40	8%
		>50 years old	9	2%	16	3%
	Female	<30 years old	0	0%	0	0%
		30-50 years old	18	4%	15	3%
		>50 years old	0	0%	2	0%
Non-management	Male	<30 years old	38	7%	49	10%
		30-50 years old	167	33%	171	34%
		>50 years old	34	7%	31	6%
	Female	<30 years old	26	5%	28	6%
		30-50 years old	168	33%	152	30%
		>50 years old	2	0%	3	1%
Grand Total		100%	513	100%	507	100%

Note 1: The statistics include ESON's Taiwan branch and Kunshan plant.

Note 2: "Management" refers to personnel at manager level or above at ESON's Taiwan branch and section chief level or above at the Kunshan plant.



New Hires and Employee Resignations

ESON complies with internationally recognized labor rights conventions in its hiring and appointment processes, ensuring equality and fairness in employment, employment conditions, compensation, benefits, training, performance evaluation, and promotion opportunities. In 2024, the number of new hires and employee turnover were 103 and 114, respectively.

By Employees' Age Group and Operational Site

New Hires and Employee Turnover		2023								2024							
		New Hires				Employee Turnover				New Hires				Employee Turnover			
		Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
ESON's Taiwan Branch	<30 years old	4	6.56%	3	4.92%	1	1.64%	2	3.28%	4	6.06%	3	4.55%	2	3.03%	2	3.03%
	30-50 years old	2	3.28%	2	3.28%	7	11.48%	5	8.20%	14	21.21%	3	4.55%	14	21.21%	6	9.09%
	>50 years old	2	3.28%	0	0.00%	7	11.48%	0	0.00%	7	10.61%	1	1.52%	4	6.06%	1	1.52%
ESON's Kunshan Plant	<30 years old	27	5.97%	16	3.54%	37	8.19%	19	4.20%	23	5.22%	10	2.27%	13	2.95%	7	1.59%
	30-50 years old	25	5.53%	16	3.54%	108	23.89%	96	21.24%	23	5.22%	14	3.17%	28	6.35%	31	7.03%
	>50 years old	1	0.22%	0	0.00%	21	4.65%	18	3.98%	1	0.23%	0	0.00%	4	0.91%	2	0.45%
Total employees at ESON's Taiwan branch		61								66							
Total employees at ESON's Kunshan plant		452								441							
Total employees		513								507							
Total new hires		98								103							
Overall new hire rate (%)		19.10%								20.32%							
Total turnover		321								114							
Overall turnover rate (%)		62.57%								22.49%							

Note 1: New hire rate = Number of new hires in the respective category during the year / Total number of employees in the same category at the end of the year. Turnover rate = Number of employees who left their organization in the respective category during the year / Total number of employees in the same category at the end of the year.

Note 2: The total number of employees includes regular employees only.

Note 3: The statistics include ESON's Taiwan branch and Kunshan plant.

By Employee Category and Operational Site

	2023		2024	
	ESON's Kunshan Plant	ESON's Taiwan Branch	ESON's Kunshan Plant	ESON's Taiwan Branch
Total new hires	85	13	71	32
New direct labor	35	0	10	0
New indirect labor	50	13	61	32
New hire rate of direct labor (%)	7.7%	0%	2.3%	0%
New hire rate of indirect labor (%)	11.1%	21.3%	13.8%	48.5%

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

Note 2: The total number of employees includes regular employees only.

Note 3: The statistics include ESON's Taiwan branch and Kunshan plant.

	2023		2024	
	ESON's Kunshan Plant	ESON's Taiwan Branch	ESON's Kunshan Plant	ESON's Taiwan Branch
Total turnover	299	22	85	29
Direct labor turnover	160	0	35	0
Indirect labor turnover	139	22	50	29
Turnover rate of direct labor (%)	35.4%	0%	7.9%	0%
Turnover rate of indirect labor (%)	30.8%	36.1%	11.3%	43.9%

Note 1: Turnover rate = Number of employees who left their organization in the respective category during the year / Total number of employees in that site at the end of the year.

Note 2: The total number of employees includes regular employees only.

Note 3: The statistics include ESON's Taiwan branch and Kunshan plant.

Talent Nurturing

In response to the rapid changes and innovations in the industry, ESON encourages employees to continue taking professional courses and provides diverse learning channels. In 2024, the training hours of ESON's Kunshan plant totaled 38,486.5 hours.

Average Training Hours	2024								
	Male			Female			All Employees		
	Total Training Hours	Number	Average Training Hours	Total Training Hours	Number	Average Training Hours	Total Training Hours	Number	Average Training Hours
Management	1,152	48	24.00	314	12	26.17	1,466	60	24.43
Non-management	20,313.5	261	77.83	16,707	203	82.30	37,020.5	464	79.79
Indirect labor	17,921.5	270	66.38	10,557	136	77.63	28,479	406	70.14
Direct labor	3,544	39	90.87	6,464	79	81.82	10,008	118	84.81

Note 1: The count includes regular employees who participated in training during the year, even if they later left the organization within the same year.
Note 2: "Management" refers to personnel at section chief level or above at ESON's Kunshan plant.

Human Rights Training Hours	2024		
	Male	Female	All Employees
Human rights training hours	1,146	790	1,936
Total number of employees trained on human rights	241	167	408
Total number of employees eligible for human rights training	264	177	441
% of employees trained on human rights	91.29%	94.35%	92.52%

Note 1: The total number of employees trained on human rights includes regular employees who participated in training during the year, even if they later left the organization within the same year.
Note 2: The statistics include ESON's Kunshan plant only.
Note 3: The total number of employees eligible for human rights training refers to the number of regular employees at ESON's Kunshan plant.



Boosting Employee Competencies and Transition Assistance Programs

ESON's Kunshan plant offers training courses such as communication skills with customers, business etiquette, and business Japanese teaching to boost employee competencies.

Employee Training Program	Description	Results	Employee Participation Rate
Communication skills with customers	The program is designed to improve communication efficiency, enhance customer trust, and improve satisfaction.	Conducted once during the year, with a duration of 2 hours	100%
Business etiquette	The program is designed to improve personal image, facilitate smooth business activities, achieve business success, shape corporate image, and improve personal qualities.	Conducted once during the year, with a duration of 2 hours	100%
Business Japanese teaching	The program aligns with employees' job requirements and career development, aiming to improve their cognitive capabilities, assist in their planning for the future, and help them gain a global mindset.	Conducted once during the year, with a duration of 2 hours	100%

Transition Assistance Programs

ESON's Taiwan branch: The Company offers severance pay to laid-off employees in accordance with the law and provides them with information on unemployment benefits to help them apply at nearby employment service centers.

ESON's Kunshan plant: The Company provides compensation in accordance with the law for regular employees upon termination of their employment contracts.

Performance Review

ESON actively implements a performance management system, conducting annual performance evaluations to review employee performance. The Company sets up meetings with employees to review their personal goals and achievements in the past as well as discuss work plans for the future. Employees who have been in their positions for less than six months or are working overseas as expats are excluded from performance reviews. Through performance reviews, the Company gains an understanding of employees' on-the-job training needs and identifies potential employees, providing them with opportunities for promotion. In 2023 and 2024, the number of employees who received performance reviews were 444 and 416 respectively, accounting for 98.23% and 94.33% of the total number of employees for the respective years. Excluding new hires and overseas staff who do not need to be evaluated, all employees eligible for evaluation completed their performance reviews in 2024, achieving a 100% completion rate.

Category	2023						2024					
	Male		Female		All Employees		Male		Female		All Employees	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Management	17	3.83%	10	2.25%	27	6.08%	18	4.33%	7	1.68%	25	6.01%
Non-management	239	53.83%	178	40.09%	417	93.92%	224	53.85%	167	40.14%	391	93.99%
Direct labor	34	7.66%	73	16.44%	107	24.10%	33	7.93%	52	12.50%	85	20.43%
Indirect labor	222	50.00%	115	25.90%	337	75.90%	209	50.24%	122	29.33%	331	79.57%

Note 1: The statistics include ESON's Kunshan plant only.

Note 2: Percentage of employees reviewed = Number of employees in each category / Total number of employees eligible for reviews in the year

Note 3: A total of 416 employees were eligible for performance reviews in 2024, calculated as: Total employees (441 people) - New hires (not subject to reviews: 8 employees) - Overseas staff (not subject to reviews: 18 employees) + Departed employees (reviewed before resignation: 1 person).

Employee Benefits

ESON provides a diverse and flexible benefit system. In addition to providing social insurance as required by law, the Company also offers a group comprehensive insurance plan to protect employees' families. In addition, we provide a variety of living subsidies, including monetary gifts for birthdays and childbirth, wedding and funeral allowances, and health examinations. These are designed to assist employees in meeting their family caregiving needs and to promote their well-being, demonstrating our commitment to being the most reliable support for our employees.

ESON's Taiwan Branch	Employee Benefits	ESON's Kunshan Plant	Employee Benefits
	Group insurance, statutory unpaid leave (parental leave, sick leave), retirement system, health examination, monetary gifts for birthdays and childbirth, and wedding and funeral allowances.		Regular employees: Social insurance, housing provident fund, union benefits, annual occupational health examinations. Contractors: employer liability insurance.

Parental Leave

ESON values employees' family caregiving needs. In compliance with the Act of Gender Equality in Employment, the Taiwan branch provides employees in need with parental leave to allow them to temporarily leave the workplace. In 2024, the post-parental-leave reinstatement rate was 100%.

Parental Leave Statistics	2023		2024	
	Male	Female	Male	Female
Number of employees eligible for parental leave in the year (A)	0	1	0	1
Number of employees applying for parental leave in the year (B)	0	1	0	1
Application rate (B/A x 100%)	-	100%	-	100 %
Number of employees on parental leave eligible for reinstatement in the year (C)	0	1	0	1
Number of employees applying for reinstatement in the year (D)	0	0	0	1
Return rate (D/C x 100%)	-	0%	-	100%
Number of employees reinstated in the previous year (E)	0	0	0	0
Number of employees retained for one year after reinstatement in the previous year (F)	0	0	0	0
Retention rate (F/E x 100%)	-	-	-	-

Note 1: The statistics include ESON's Taiwan branch only.

Note 2: ESON's Kunshan plant complies with all statutory minimum leave entitlements, including maternity leave, care leave, and parental leave. No employees applied for the above-mentioned leaves in 2024.



5.2 Human Rights Protection

Proportion of Non-local Residents in Senior Management

In 2024, 100% of the Company's senior management came from Taiwan, while 0% came from China and Mexico.

	2024		
	Taiwan	China	Mexico
Total senior management	3	2	2
Local senior management	3	0	0
% of local senior management	100%	0%	0%

Note 1: The Company's "senior management" refers to the Chairman, Executive Director, General Manager, Deputy General Manager, and Chief Financial Officer.

Note 2: The scope of statistics includes key operational sites: Taipei office, Kunshan plant, and Mexico plant.

Definition of Senior Management	Place of Assignment	Number
Chairman	Taiwan	1
Executive Director	Taiwan	1
General Manager	China	1
Deputy General Manager	China	1
	Mexico	2
Chief Financial Officer	Taiwan	1

Ratio of Women's Base Salary and Compensation to Men's

Employee Category	2022			2023			2024		
	Salary	Bonuses	Total Compensation	Salary	Bonuses	Total Compensation	Salary	Bonuses	Total Compensation
Managerial positions	2.94:1	2.86:1	2.92:1	3.5:1	4.23:1	3.66:1	3.33:1	2.7:1	3.17:1
Non-managerial positions	2.17:1	1.53:1	2.12:1	1.8:1	0.98:1	1.71:1	2.65:1	1.42:1	2.52:1

Note 1: Scope of statistics: Employees from all operational sites, including Taipei Office, Kunshan plant, Mexico plant, Malaysia, and Vietnam.

Note 2: When comparing gender pay, female compensation is normalized to 1.

Note 3: Total compensation = Salary + Bonuses.

Note 4: The gender pay gap is attributed to the Company's industry, job roles, and the nature of the positions. The Company promotes more men than women due to the demand for technical engineering management talent.

Minimum Notice Period for Operational Changes

For major operational changes that affect the rights and interests of employees, the Company communicates and implements related response measures through unions or employer-employee meetings. We notify affected employees in advance in accordance with laws and regulations.

In addition, the Company provides support measures, such as assisting in internal transfers and helping employees apply for government subsidies. For example, in Taiwan, the Company complies with the Labor Standards Act, giving a notice of 10 to 30 days in advance based on the employee's seniority.

Collective Bargaining Agreements

As of the end of 2024, the Group's Kunshan ESON has established a union, covering 100% of its regular employees. The benefits provided by the union also cover employees of its subsidiary, Kunshan Kangrui. For operational sites without unions established, all of their employees are equally, fully protected by local laws and employment contracts. ESON Precision Co. Ltd. Taiwan Branch ("ESON's Taiwan branch"), in particular, started to have employer-employee meetings in 2024 and held its first session in December of the same year, with no major resolutions made.

The union of Kunshan ESON has signed a collective bargaining agreement with the company and invites employee representatives for regular meetings to jointly resolve issues such as labor incidents, health and safety in the workplace, and employee benefits. In 2024, the union of Kunshan ESON held a total of 3 large-scale meetings, with no major resolutions made.



5.3 Occupational Health and Safety Management

Material Topics Management - Occupational Health and Safety Management

Description of Impact	<p>Actual positive impact: Proper management of occupational health and safety within companies not only protects the health of employees but also brings multiple positive external impacts. First, robust occupational health and safety management improves corporate image and increases customer and societal trust in a company. Second, by compliance with occupational health and safety laws and regulations, the company demonstrates its commitment to social responsibilities, promoting the health and safety of society.</p> <p>Potential negative impact: If a company fails to comply with the requirements of government regulatory bodies and violates relevant laws and regulations, it may be subject to administrative penalties, thereby increasing its operating costs. In addition, the workforce may require additional compensation due to occupational diseases or injuries sustained while performing job tasks, which could also increase the company's operating costs. If the company fails to meet customer requirements regarding labor rights protection, it may risk losing orders, which could adversely affect its revenue.</p>
Policy/Commitment	Focus on prevention, integrate treatment, ensure participation by all parties, and achieve sustainable improvement.
Actions Taken	<ol style="list-style-type: none"> 1. Establish robust occupational health and safety records: Establish occupational health and safety supervisor records so that companies can pay more attention to their workers' occupational health conditions. 2. Strengthen occupational health knowledge: Improve workers' understanding of occupational health knowledge through training, helping them to know about their rights and obligations in occupational health. 3. Strengthen awareness of occupational disease prevention: Organize activities, such as advocacy weeks, to raise employees' awareness of occupational hazard warnings and provide general knowledge on occupational health and prevention. 4. Enhance workplace occupational health monitoring: Conduct regular monitoring and control of workplace conditions to ensure the occupational health rights of workers. 5. Schedule regular three-stage health examinations (pre-employment, during employment, and pre-departure) for employees exposed to occupational disease hazard factors and make suitable arrangements for those unfit for their current positions.
Tracking and Evaluation Mechanism	<ol style="list-style-type: none"> 1. The Company regularly arranges occupational health examinations every year, provides assistance to employees in need based on health examination results, and takes health-related preventive and control measures to ensure employee health. 2. Government regulatory bodies conduct supervision and law enforcement of companies' occupational health management. Supervision and law enforcement plans are developed every year, specifying key areas of supervision and conducting random inspections. Penalties are imposed and improvements are required for any violations identified, ensuring that the Company's occupational health management complies with relevant laws and regulations.

	Short-term Goals (within 3 years)	Medium- and Long-term Goals (3 years or more)
Management Goals	<p>Improve employees' occupational health awareness: Conduct regular occupational health knowledge seminars to raise employees' awareness of occupational disease prevention and ensure that employees understand and abide by occupational health-related regulations.</p> <p>Optimize the working environment: Regularly monitor workplace air quality, noise, vibration, radiation, and other conditions to ensure compliance with national standards. Focus on monitoring positions with occupational disease hazard factors to identify problems and take measures in a timely manner.</p> <p>Strengthen occupational health advocacy and training: Organize employee occupational health examinations to ensure timely discovery and treatment of occupational diseases. Promote national occupational disease prevention laws and regulations, guiding employees to protect their rights and interests in accordance with the law.</p> <p>Refine occupational health records: Record monitoring data and measures taken to ensure that all monitoring data and measures are verifiable and traceable.</p> <p>Control occupational disease hazard factors: Conduct risk assessments of positions with occupational disease hazard factors, establish preventive and control measures, provide necessary occupational disease protection facilities, and strengthen the management of personal protective equipment.</p> <p>Set up and refine management systems: Clarify the responsibilities of each department and position, strengthen the training for occupational health management personnel, and conduct regular occupational health inspections to ensure that the system is effectively implemented.</p> <p>Emergency response and accident investigation: Establish and refine emergency response plans for occupational disease accidents, improve the ability to respond to unexpected incidents, and investigate and address occupational disease accidents to prevent recurring accidents.</p>	<p>Improve the occupational health management system: Continuously improve, optimize, refine the occupational health management system, effectively preventing and controlling occupational diseases.</p> <p>Improve workplace conditions: Significantly improve working conditions in the workplace, reduce occupational disease hazard factors, and improve workplace safety.</p> <p>Control key occupational diseases: Effectively control key occupational diseases such as illnesses induced by occupational exposure to noise, significantly reducing incidence rates.</p> <p>Improve service performance and protection quality: Continuously improve occupational health service capabilities and protection quality to ensure that workers get to access high-quality occupational health services.</p> <p>Raise the occupational health awareness of the entire society: Enhance the occupational health awareness of the entire society and improve workers' self-protection abilities through advocacy and education.</p> <p>Improve workers' health: The ultimate goal is to improve the overall health of workers, reduce the occurrence of occupational diseases, and protect the physical health of workers.</p>
Annual Performance	<ol style="list-style-type: none"> 1. Based on the annual occupational health examination summary report, number of employees with occupational diseases ≤4. 2. Number of administrative penalties imposed by government regulatory bodies for occupational health ≤0. 	
Stakeholder Involvement	<p>We actively communicate with stakeholders, such as employees and management, collecting their feedback through regular meetings and training. Additionally, we have established the Occupational Safety and Health Committee to ensure continuous improvement and effective management of the Company's occupational health and safety.</p>	



Occupational Health and Safety

Occupational health and safety are of great importance to companies. By preventing, controlling, and improving the working environment and conditions, companies can reduce occupational diseases and hazards, thereby protecting the physical health of employees and boosting employees' enthusiasm and productivity in the workplace. Effective occupational health and safety management can minimize the occurrence of occupational diseases, reduce related compensation and welfare expenses, and lower companies' labor costs. Therefore, robust occupational health and safety management can enhance a company's reputation and image as well as increase employees' recognition of the company. It helps attract outstanding employees, supporting the company's sustainable development.

Additionally, occupational health and safety are key pillars in a company's fulfillment of social responsibilities and legal/regulatory requirements. Companies must comply with national and local laws and regulations regarding occupational safety, or they may face legal sanctions and fines. Finally, strengthening occupational health credit supervision, combined with classification and grading management, can effectively enhance the effectiveness of supervision and law enforcement.

Occupational Safety and Health Management System

In accordance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and the Jiangsu Province Occupational Disease Prevention and Control Regulations, Kunshan ESON has established an occupational health management department to manage occupational health and safety. The factory premises support processes across all departments, including injection molding, molds, and assembly. Each year, business operations and risk assessments are conducted for workshop processes, raw and auxiliary materials, as well as machinery and equipment. Every three years, all production processes as well as raw and auxiliary materials are updated and revised according to relevant laws and regulations. Professional third-party service providers are engaged to conduct a comprehensive assessment of the current status of occupational disease hazards for the materials used in the plant and document the findings in the report.

Kunshan ESON has implemented an occupational health and safety management system and obtained ISO 45001:2018 certification. The adoption of this system aims to provide healthy and safe working conditions, prevent work-related injuries and health impairments, and actively improve occupational health and safety performance. The system covers workplaces where molds (injection molds and stamping molds) are manufactured, as well as workplaces where parts (injection-molded and stamped parts) are produced. The occupational health and safety management system applies to 100% of employees and workers (non-employees and contractors) at ESON's Kunshan plant, totaling 805 people. This includes 441 regular employees, 318 contractors, and 46 non-employee workers. According to the ISO 45001:2018 standard, the system covers all employees, including top management as well as managerial and non-managerial employees, ensuring that every employee is involved in the occupational health and safety management system and responsible for the maintenance of a safe workplace.



Hazard Identification, Risk Assessment, and Accident Investigation

The routine and non-routine occupational hazard identification and risk assessment processes adopted at Kunshan ESON are based on the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Jiangsu Province Occupational Disease Prevention and Control Regulations, and other applicable legal regulations:

1	The factory premises of Kunshan ESON support processes across all departments, including injection molding, molds, and assembly. Each year, business operations and risk assessments are conducted for workshop processes, raw and auxiliary materials, as well as machinery and equipment. Every three years, all production processes as well as raw and auxiliary materials are updated and revised according to relevant laws and regulations. Professional third-party service providers are engaged to conduct a comprehensive assessment of the current status of occupational disease hazards for the materials used in the company and document the findings in the report.
2	Three-stage occupational disease health examinations are scheduled pre-employment, during employment, and pre-departure for workers exposed to occupational disease hazard factors in accordance with the law. Suitable arrangements are made for workers with occupational diseases identified during these examinations. Training on occupational diseases, health protection, and related laws and regulations are provided for workers exposed to occupational disease hazard factors.

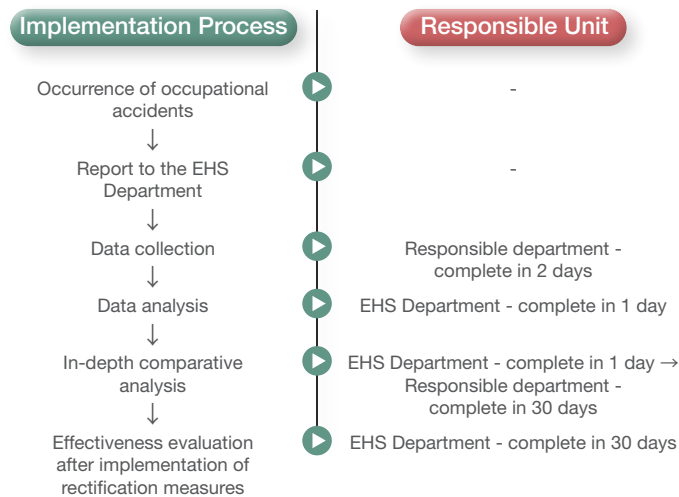
Kunshan ESON conducts occupational disease health examinations for workers exposed to occupational disease hazard factors. The company will schedule a re-examination if an employee is found to have any occupational disease contraindications or is suspected of having an occupational disease. If the re-examination confirms the same results, the employee will be transferred out of their original position that is exposed to occupational disease hazard factors. Such a transfer will not result in a reduction of the employee's salary or benefits, as required by Articles 35 and 40 of the Labor Contract Law of the People's Republic of China.

Furthermore, in accordance with Article 7.2 of the company's internal document, Whistleblowing Management Regulations, the Company (and its subsidiaries) shall ensure that whistleblowers are protected from harassment, punishment, unfair treatment, and any other forms of harm. According to Article 5.18 of the Anti-retaliation Policy (code: ESON-GW-HR-026), if a complaint or whistleblower is subject to disciplinary actions or other unfair treatment due to their complaints or reports, the Human Resources and Administration Department shall either rectify the situation as per its authority or recommend the decision-making unit and its upper-level management to rectify the situation, ensuring that workers are protected from disciplinary actions for leaving their work conditions that they believe to pose hazards or cause diseases, or for reporting hazards or dangerous conditions to worker representatives, employers, or regulatory authorities.



Accident Investigation and Analysis

I	Occurrence of injuries at work: Notify the department supervisor and the head of the EHS Department in a timely manner. Protect the accident site to maintain the injury scene as-is (a separate notification will be issued when changes to the site are permitted). Provide injured employees with first aid.
II	Treatment: After receiving the accident report, the EHS Department visits the site and preliminarily determines the severity of the injury. Minor skin trauma can be treated on-site. For severe injuries, the EHS Department arranges transportation, sending injured employees to the hospital for treatment. It follows up on the treatment process and assists with hospital admissions for further treatment until discharge. For those not requiring hospital admission as diagnosed by a physician, they may return to the plant or home for recovery after treatment, with a certificate for sick leave issued by the physician.
III	Work injury reporting and determination: The Human Resources Department notifies the local labor and social security authority within 48 hours after the accident. The Human Resources Department files an application for work injury determination at a social security agency within 15 days after the accident.
IV	Conclusion of work injury determination: The social security authority will issue a conclusion within 15 days upon receipt of the application, specifying whether the case is deemed as a work injury. Under special circumstances, the period may be extended to 60 days.
V	Disability assessment and results: After recovery, injured employees may apply for a disability assessment related to their work injury. Assessment results will be available within 60 days.
VI	Work injury compensation and reimbursement: Work injury compensation is determined according to disability assessment results. Salaries during treatment are calculated up to the end of the medical treatment period. Eligible expenses will be reimbursed.
VII	Submit the investigation and handling report for closed accident cases to the EHS Department for archiving.





- Note 1: Data collection: Collect detailed information about the accident, including the personnel involved, related equipment and environmental conditions, management systems, and the course and consequences of the accident.
- Note 2: Data analysis: Conduct evidence collection, testing, verification, and analysis of relevant information.
- Note 3: In-depth comparative analysis: Perform an in-depth comparative analysis of the accident to draw conclusions and determine the root causes of the accident based on factual evidence, enabling decision-makers and those implementing rectification measures to learn from the accident.
- Note 4: Rectification suggestion proposals: Propose rectification suggestions and fully consider their relevance and feasibility. Define implementation responsibilities based on the accident investigation, supervise implementation, and evaluate the effectiveness of the implementation.




Occupational Health Services and Health Promotion

An occupational health management institution, with dedicated responsible personnel assigned, has been established at ESON's Kunshan plant. Key persons in charge and management personnel are required to undergo training and evaluations by external training institutions to obtain relevant qualification certificates. In accordance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Jiangsu Province Occupational Disease Prevention and Control Regulations, and other applicable legal regulations, ESON's Kunshan plant identifies occupational disease hazard factors every year and conducts tests on these identified factors. Based on the test results, rectifications have been made to improve occupational disease prevention, such as adjusting the frequency of labor protective supply distribution, purchasing compliant labor protective supplies, installing on-site decontamination equipment, separating hazardous work areas from non-hazardous ones, and implementing a rotation system to reduce workers' exposure duration. Additionally, Kunshan ESON has purchased work injury insurance for all workers exposed to occupational hazard factors, covering all personnel in the injection molding, stamping, mold, and related service departments, and provides free three-stage occupational health examinations.


Health examinations


A total of 4 rounds of occupational health examinations were conducted, and workplace hazard factor testing was conducted once.


**Occupational health examinations: 137 workers.
Occupational health examination expenses: NTD 71,777.
Workplace hazard factor testing expenses: NTD 59,307.**

Item		Description	Results
First aid equipment and supplies	Installation of first aid kits and equipment	In July 2024, the Kunshan Red Cross Society was invited to conduct first aid training at the plant.	Trained 33 people at a cost of NTD 5,953.
	Installation of fire and disaster prevention equipment	Firefighting facilities underwent repair, replacement, maintenance, and annual inspection. Non-conforming areas were rectified.	Firefighting facility maintenance expenses: NTD 180,400. Repair and replacement: NTD 422,059. Annual inspection expenses: NTD 135,300.
	Regular maintenance of equipment and tools	Special equipment underwent maintenance and inspection.	Annual inspection and maintenance expenses: NTD 112,750.
Safety drills	Fire and disaster prevention drills	Fire and disaster prevention drills were conducted twice in 2024.	1,026 drill attendances
	Installation of safety warnings and advocacy	Safety warning labels were purchased in 2024.	Total cost: NTD 405,900.
	Self-inspections of environmental safety	Self-inspections of environmental safety were conducted 36 times.	264 potential hazards detected and rectified.
Adoption of the occupational health and safety management system	ISO/CNS 45001 Occupational Health and Safety Management System	Certified under ISO45001:2018.	Certificate obtained. Certificate No.: H2185

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Operations

ESON's Kunshan plant conducts qualified supplier evaluations on suppliers with long-term cooperation. The evaluation includes audits of suppliers' compliance with HSF QC0800000, ISO 14001 (for EMS), labor regulations, and occupational health and safety regulations. In 2024, Kunshan ESON audited and reviewed a total of 23 suppliers, achieving a compliance rate of 100%.

Safety and Health Committee

ESON's Kunshan plant has established a Safety and Health Committee (SHC) as an occupational health manage institution, with dedicated responsible personnel assigned in accordance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Jiangsu Province Occupational Disease Prevention and Control Regulations, and other applicable legal regulations. The SHC is composed of department heads and employee representatives. Meetings are held monthly, with meeting minutes documented. Reports on implementation results are presented at the next meeting, aiming to reduce the hazardous risks posed to employees. In 2024, a total of 12 meetings were held. The committee consists of 17 members, including 3 employee representatives, accounting for 18% of the committee.

SHC responsibilities: Implement national policies and regulations, supervise safety production, strengthen legal education, develop training plans, oversee the implementation of safety measures, evaluate safety indicators, strengthen occupational health governance, establish emergency rescue systems, ensure funding investments, promote advanced technologies, strengthen corporate culture, improve team management quality, handle accidents, promote exemplary cases, evaluate leadership's responsibilities for safety production, and ensure fulfillment of potential hazard detection and rectification responsibilities.

Plant	Year of Establishment	Number of Committee Members	Number of Employee Representatives	Employee Representatives (%)	Committee Responsibilities	Decision-making Scope	Dispute Resolution Mechanism	Meeting Frequency	Number of Communicated Cases in 2024
Kunshan ESON	2022	17	3	18%	Implement national policies and regulations, supervise safety production, strengthen legal education, develop training plans, oversee the implementation of safety measures, evaluate safety indicators, strengthen occupational health governance, establish emergency rescue systems, ensure funding investments, promote advanced technologies, strengthen corporate culture, improve team management quality, handle accidents, promote exemplary cases, evaluate leadership's responsibilities for safety production, and ensure fulfillment of potential hazard detection and rectification responsibilities.	The SHC manages the entire5 plant (including regular employees and contractors) within its responsibility scope.	Any concerns can be raised during a meeting. SHC members will discuss these concerns with the proposer, and once both the proposer and committee members have no objections, the resolution will be approved.	Monthly	12

Occupational Health and Safety Training

ESON's Kunshan plant develops safety and health training plans every year to enhance the safety and health competencies of employees. All training provided is free of charge, and professional qualified instructors are invited to deliver training courses for the Company's employees. In 2024, the training courses conducted at ESON's Kunshan plant included the following topics: First-aid training, occupational health management, fire safety knowledge, safe electricity use and potential hazard detection, on-site emergency rescue and handling procedures, hazardous operations, work injury prevention, safety production in summer, hazardous waste standardization management, occupational health and protection, safety management of hazardous chemicals, safety production in winter, and fire safety. A total of 529 people participated in the training, totaling 1,058 hours of training. Training sessions were held approximately twice per month.

Training Topic	Employee Attendance	Training Hours	Completion Rate
Safety inspection and potential hazard detection	27	2	100%
Law of the People's Republic of China on Production Safety, safe use of electricity, Law of the People's Republic of China on Fire Protection	40	2	100%
Safe forklift driving	20	2	100%
Watching the 2024 Production Safety Accident Awareness Video	38	2	100%
Production regulations/use of protective equipment/emergency measures	33	2	100%
Carbon emissions	3	2	100%
12345 Hazardous Operations Management Regulations	33	2	100%
Training on work injury prevention	31	2	100%
Safety education on waste gas treatment facilities	32	2	100%
Safety education on safe production in high temperatures	30	2	100%
Hazardous waste standardization management	27	2	100%
Safety production regulations and policies/6S management/ Occupational health protection	24	2	100%
Chemical safety management and use	17	2	100%
Safety risk grading and control	36	2	100%
Occupational health protection	29	2	100%
Top safety production features and precautions	25	2	100%
Fire prevention training	11	2	100%
Emergency response plan training	20	2	100%
Safety education on dust explosion prevention	20	2	100%
First aid training	33	2	100%

Occupational Accidents

The occupational accidents of ESON's Kunshan plant are summarized in accordance with the definition of occupational accidents under the Occupational Safety and Health Act and are disclosed based on the Global Reporting Initiative (GRI) occupational injury statistics indicators. In 2024, there were no fatalities or severe occupational accidents occurred among all workers (employees and non-employees). A total of 5 recordable occupational accidents were reported, mostly from falls, blows, cuts, and improper movements. There were no occupational accidents occurred among non-employee workers in 2024.

The main type of occupational injuries for employees was mechanical injury, caused by insufficient machinery safety protection or employees' failure to follow standard operating procedures. We have conducted inspection and made necessary improvements across the plant to ensure the safety of machinery, effectiveness of operating procedures, and environmental safety.

Occupational Accident Prevention Measures

01

Improve the working environment: Provide well-ventilated working environments with low concentrations of hazardous substances. Reduce exposure to hazardous substances such as dust and chemicals by installing dust extraction equipment and detoxification devices.

02

Enhance personal protection: Employees should properly wear protective equipment, such as dust masks, gas masks, protective goggles, and earplugs, based on the nature of their work, to reduce occupational accident risks. Additionally, employees should strictly abide by operating procedures to prevent skin contact with benzene-containing substances, avoid eating in workshops, and wash skin and change clothes right after work.

03

Conduct regular health examinations: Assist employees in regular occupational health examinations to identify and treat occupational diseases in a timely manner.

04

Improve occupational competence: Conduct knowledge training on occupational health to improve employees' self-protection abilities, raise their awareness of the hazards of occupational accidents, and ensure their compliance with operating procedures, minimizing the risks caused by operation violations.

Occupational Diseases

ESON's Kunshan plant identifies occupational disease hazard risks based on the production processes applied in workshops, raw and auxiliary materials, chemicals, working environment, and the exposure duration of workers to occupational disease hazard factors. Risks are graded according to the consequences and impact of occupational disease hazards. The company manages the risk grading. High risks are managed by the company, while moderate and minor risks are managed by the respective risk-generating departments. ESON's Kunshan plant does not involve high-risk occupational diseases. Currently, the plant has identified the following occupational disease hazard factors: noise, high temperature, illuminance, isopropanol, other dust, sulfuric acid, sulfur trioxide, sodium hydroxide, power-frequency electric fields, cyclohexanone, isophorone, and substances from chemical cleaning agents, inks, and thinners. In 2024, 2 cases of occupational diseases occurred, with noise identified as the health hazard. The Company manages the staff health through education and training, advocacy for proper use of protective equipment, and monitoring of the working environment.



Main Standards for Identifying Occupational Disease Hazard Factors

1	Classification and code of occupational disease hazard factors: This standard was established in accordance with the Law of Prevention and Control of Occupational Diseases and other applicable legal regulations. It is used to classify and code occupational disease hazard factors. During the identification process, the types and codes of occupational disease hazard factors involved can be determined based on this standard.
2	Technical specifications for occupational disease prevention: The technical specifications for occupational disease prevention are tailored to different industries and working environments, providing specific technical requirements and guidance for the identification and control of occupational disease hazard factors. During the identification process, relevant technical specifications can serve as a basis for analysis and judgment.
3	On-site investigation and monitoring data: Through workplace investigation and monitoring, the actual presence and concentration levels of occupational disease hazard factors can be determined. These data are an important basis for identifying occupational disease hazard factors and can be obtained through laboratory analysis or on-site monitoring instruments.
4	Assessment reports on occupational disease hazard factors: The assessment reports on occupational disease hazard factors document the results of workplace hazard factor evaluation and analysis. During the identification process, the assessment conclusions and data in the report can serve as a basis for determining and identifying occupational disease hazard factors.

Occupational Disease Prevention Measures

1	Strengthen occupational health education and training: Improve workers' skills in protecting themselves from illnesses induced by occupational exposure to noise.
2	Enhance personal protection: Provide workers exposed to noisy environments with protective equipment such as foam earplugs, silicon earplugs, and noise reduction earmuffs.
3	Regular occupational health examinations: The examinations apply to workers exposed to noisy environments. Arrange regular occupational health examinations to screen for noise-induced occupational diseases before employment, during employment, and before departure. Promptly transfer employees diagnosed with noise-induced occupational diseases or contraindications to noise exposure from their original noise-exposed positions to suitable alternative roles.
4	Conduct regular occupational disease hazard factor testing at the workplace to monitor and control the scope of these factors in a timely manner.
5	Reasonably arrange the working hours of noise-exposed workers. Schedule 10-minute breaks at 10:00–10:10 AM and 3:00–3:10 PM to reduce continuous exposure to noisy environments.

All Employees			2024		
			Male	Female	Total
Number of occupational accidents	(A)		5	0	5
Number of commuting accidents under the GRI Standards	(B)		0	0	0
Total working hours	(C)		651,853	419,343	1,071,196
Disabling injury frequency rate (FR)	(D)	$D = A/C \times 1,000,000$	7.67	0.00	4.66
Lost workdays	(E)		211	192	403
Disabling injury severity rate (SR)	(F)	$F = E/C \times 1,000,000$	323	457	376
Number of severe occupational injuries (excluding fatalities)	(G)		0	0	0
Severe occupational injury rate	(H)	$H = G/C \times 1,000,000$	0	0	0
Number of fatal occupational injuries	(I)		0	0	0
Fatal occupational injury rate	(J)	$J = I/C \times 1,000,000$	0	0	0
Number of recordable occupational injuries	(K)	$K = A+B$	5	0	5
Recordable occupational injury rate	(L)	$L = K/C \times 1,000,000$	7.67	0.00	4.67
Number of fatal occupational diseases	(M)		0	0	0
Fatal occupational disease rate	(N)	$N = M/C \times 1,000,000$	0	0	0
Total recordable occupational disease cases (including fatalities)	(O)		2	0	2
Recordable occupational disease rate (ODR)	(P)	$P = O/C \times 1,000,000$	3.1	0	1.9
Absenteeism (i)	(Q)		394	556	950
Absenteeism (ii)	(R)		1,095	1,451	2,546
Total person-days	(S)		69,196	44,845	114,041
Absenteeism rate (i)	(T)	$T = Q/S \times 100\%$	0.57%	1.24%	0.83%
Absenteeism rate (ii)	(U)	$U = R/S \times 100\%$	1.58%	3.24%	2.23%
Number of occupational accidents in the year	(V)	$V=A+O$	7	0	7
Total employees at year-end	(W)		264	177	441
Occupational accident rate defined based on the ESG Information Disclosure	(X)	$X = V/W \times 100\%$	2.65%	0%	1.59%

Note 1: Definition of recordable occupational injuries: Occupational accidents that must be reported to the government under the Occupational Safety and Health Act (including injuries as a result of commuting incidents as defined by the GRI Standards).

Note 2: Recordable occupational injuries include fatalities and severe occupational accidents.

Note 3: Severe occupational injuries refer to injuries where recovery to pre-injury health status takes over six months.

Note 4: Disabling injury frequency rate (FR) = (Number of occupational injuries/Total working hours) x 1,000,000

Note 5: Disabling injury severity rate (SR) = (Number of lost workdays/Total working hours) x 1,000,000

Note 6: Severe occupational injury rate = (Number of severe occupational injuries/Total working hours) x 1,000,000

Note 7: Fatal occupational injury rate = (Number of fatalities as a result of occupational injuries/Total working hours) x 1,000,000

Note 8: Recordable occupational injury rate = (Number of recordable occupational injuries, including fatalities and severe injuries/Total working hours) x 1,000,000

Note 9: Fatal occupational disease rate = (Number of fatalities as a result of occupational diseases/ Total working hours) x 1,000,000

Note 10: Recordable occupational disease rate (ODR) = (Total occupational disease cases/Total working hours) x 1,000,000

Note 11: Absenteeism rate (AR) = (Total absenteeism days/Total person-days) x 100%

Note 12: Absenteeism (i): Includes work injury leave and sick leave

Note 13: Absenteeism (ii): Includes work injury leave, sick leave, and personal leave.

Note 14: Data boundaries include ESON's Kunshan plant and Kunshan Kangrui Packaging Materials Co., Ltd.



| Appendix

GRI Content Index

Statement of use	ESON Precision's disclosures for the period from January 1, 2024 to December 31, 2024 align with the GRI Standards.
GRI version used	GRI 1: Foundation 2021
Application of GRI's Sector Standards	Not applicable

GRI 2: General Disclosures 2021		
Organization and Reporting Practices		
Title of Disclosure	Corresponding Chapters/Sections	Page
2-1 Organizational details	1.1 About ESON	07
2-2 Entities included in the organization's sustainability reporting	Introduction to the ESG Report	02
2-3 Reporting period, frequency and contact point	Introduction to the ESG Report	02
2-4 Restatements of information	Introduction to the ESG Report	02
2-5 External assurance	Introduction to the ESG Report	02
Activities and Workers		
2-6 Activities, value chain and other business relationships	1.1 About ESON	07
2-7 Employees	5.1 Talent Development	61
2-8 Workers who are not employees	5.1 Talent Development	61
Governance		
2-9 Governance structure and composition	2.1 Corporate Governance and Integrity Management	17
2-10 Nomination and selection of the highest governance body	2.1 Corporate Governance and Integrity Management	17
2-11 Chair of the highest governance body	2.1 Corporate Governance and Integrity Management	17

Title of Disclosure	Corresponding Chapters/Sections	Page
2-12 Role of the highest governance body in overseeing the management of impacts	2.1 Corporate Governance and Integrity Management	17
2-13 Delegation of responsibility for managing impacts	2.1 Corporate Governance and Integrity Management	17
2-14 Role of the highest governance body in sustainability reporting	2.1 Corporate Governance and Integrity Management	17
2-15 Conflicts of interest	2.1 Corporate Governance and Integrity Management	17
2-16 Communication of critical concerns	2.1 Corporate Governance and Integrity Management	17
2-17 Collective knowledge of the highest governance body	2.1 Corporate Governance and Integrity Management	17
2-18 Evaluation of the performance of the highest governance body	2.1 Corporate Governance and Integrity Management	17
2-19 Remuneration policies	2.1 Corporate Governance and Integrity Management	17
2-20 Process to determine remuneration	2.1 Corporate Governance and Integrity Management	17
2-21 Annual total compensation ratio	2.1 Corporate Governance and Integrity Management	17
2-22 Statement on sustainable development strategy	Chairman's Message	05
Strategy, Policies, and Practices		
2-23 Policy commitments	2.1 Corporate Governance and Integrity Management	05
2-24 Embedding policy commitments	2.1 Corporate Governance and Integrity Management	05
2-25 Processes to remediate negative impacts	2.1 Corporate Governance and Integrity Management	05
	3.1 Operational Strategies and Economic Performance	33
	3.3 Information Security	36
	4.1 Climate Change and Adaptation Management	49
	5.1 Talent Development	61
	5.3 Occupational Health and Safety Management	71
2-26 Mechanisms for seeking advice and raising concerns	2.1 Corporate Governance and Integrity Management	17

Title of Disclosure	Corresponding Chapters/Sections	Page
2-27 Legal Compliance	2.2 Legal Compliance	30
2-28 Membership associations	ESON Precision is not a member of any associations.	-
Stakeholder Engagement		
2-29 Approach to stakeholder engagement	1.2 Stakeholder Identification and Engagement	10
2-30 Collective Bargaining Agreements	5.2 Human Rights Protection	69

GRI 3: Material Topics 2021		
Title of Disclosure	Corresponding Chapters/Sections	Page
3-1 Process to determine material topics	1.3 Identification of Material Topics	12
3-2 List of material topics	1.3 Identification of Material Topics	12

Material Topic Disclosure			
Corporate Governance and Integrity Management			
GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 3: Material Topics 2021	3-3 Management of material topics	2.1 Corporate Governance and Integrity Management	17
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	2.1 Corporate Governance and Integrity Management	17
	205-3 Confirmed incidents of corruption and actions taken	2.1 Corporate Governance and Integrity Management	17
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.1 Corporate Governance and Integrity Management	17
GRI 415: Public Policy 2016	415-1 Political contributions	No political contributions in 2024	-

Material Topic Disclosure			
Operational Strategies and Economic Performance			
GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1 Operational Strategies and Economic Performance	33
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	3.1 Operational Strategies and Economic Performance	33
	201-3 Defined benefit plan obligations and other retirement plans	3.1 Operational Strategies and Economic Performance	33
Information Security			
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Information Security	36
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Information Security	36
Climate Change and Adaptation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change and Adaptation	49
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	4.1 Climate Change and Adaptation Management	49
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.2 Energy Management	53
	302-3 Energy intensity	4.2 Energy Management	53
	302-4 Reduction of energy consumption	4.2 Energy Management	53
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.3 Greenhouse Gas and Emissions Management	54
	305-2 Energy indirect (Scope 2) GHG emissions	4.3 Greenhouse Gas and Emissions Management	54
	305-3 Other indirect (Scope 3) GHG emissions	4.3 Greenhouse Gas and Emissions Management	54
	305-4 GHG emissions intensity	4.3 Greenhouse Gas and Emissions Management	54
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	4.4 Water Resource Management	56
	303-2 Management of water discharge-related impacts	4.4 Water Resource Management	56
	303-3 Water withdrawal	4.4 Water Resource Management	56

GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 303: Water and Effluents 2018	303-4 Water discharge	4.4 Water Resource Management	56
	303-5 Water consumption	4.4 Water Resource Management	56
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	4.5 Waste Management	58
	306-3 Waste generated	4.5 Waste Management	58
	306-4 Waste diverted from disposal	4.5 Waste Management	58
	306-5 Waste directed to disposal	4.5 Waste Management	58
Talent Development			
GRI 3: Material Topics 2021	3-3 Management of material topics	5.1 Talent Development	61
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 Talent Development	61
	401-2 Benefits provided to full-time employees	5.1 Talent Development	61
	401-3 Parental Leave	5.1 Talent Development	61
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.1 Talent Development	61
	404-2 Boosting Employee Competencies and Transition Assistance Programs	5.1 Talent Development	61
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1 Talent Development	61
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.1 Talent Development	61
Occupational Health and Safety Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	5.3 Occupational Health and Safety Management	71
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Safety and Health Management System	5.3 Occupational Health and Safety Management	71
	403-2 Hazard identification, risk assessment, and incident investigation	5.3 Occupational Health and Safety Management	71
	403-3 Occupational health services	5.3 Occupational Health and Safety Management	71
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3 Occupational Health and Safety Management	71

Occupational Health and Safety Management			
GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	5.3 Occupational Health and Safety Management	71
	403-6 Promotion of worker health	5.3 Occupational Health and Safety Management	71
	403-8 Workers covered by an occupational health and safety management system	5.3 Occupational Health and Safety Management	71
	403-9 Work-related injuries	5.3 Occupational Health and Safety Management	71
	403-10 Occupational Diseases	5.3 Occupational Health and Safety Management	71

General Topics			
GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	5.2 Human Rights Protection	69
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.6 Supply Chain Management	44
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.2 Legal Compliance	30
GRI 207: Tax 2019	207-1 Approach to tax	3.2 Tax	35
	207-2 Tax governance, control, and risk management	3.2 Tax	35
	207-3 Stakeholder engagement and management of concerns related to tax	3.2 Tax	35
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	3.6 Supply Chain Management	44
	308-2 Negative environmental impacts in the supply chain and actions taken	3.6 Supply Chain Management	44
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5.2 Human Rights Protection	69
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of Women's Base Salary and Compensation to Men's	5.2 Human Rights Protection	69
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination in 2024	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violations involving rights of indigenous peoples in 2024	-

General Topics			
GRI Standard	Title of Disclosure	Corresponding Chapters/Sections	Page
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	3.6 Supply Chain Management	44
	414-2 Negative social impacts in the supply chain and actions taken	3.6 Supply Chain Management	44
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	3.4 Product Quality	39
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.4 Product Quality	39
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	3.4 Product Quality	39
	417-2 Incidents of non-compliance concerning product and service information and labeling	3.4 Product Quality	39
	417-3 Incidents of non-compliance concerning marketing communications	3.4 Product Quality	39

Schedule 1-10 Sustainability Disclosure Indicators - Optoelectronic Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	4.2 Energy Management	Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumption	Quantitative	4.4 Water Resource Management	Thousand cubic meters (1,000m³)
3	Total hazardous waste generated and percentage recycled	Quantitative	4.5 Waste Management	Tons (t), percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	5.3 Occupational Health and Safety Management	Quantity, percentage (%)
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	As Kunshan ESON's products are not end products, it is difficult to collect relevant recycling information. Note: Kunshan ESON provides customers with product repair services. In 2024, Kunshan ESON repaired a total of 3,482 pcs: 37% of the products were restored to their original functionality after repairs, and 63% were repurposed.	Tons (t), percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative description	The management of risks associated with the use of critical materials, which include main materials and purchased components, is categorized according to ISO14001, QC08000, and environmental substance management requirements. Based on the Environmental Substance Management Standard and HSF (an environmental mechanism established by the Company according to ISO 14001, QC08000, and customer requirements), plastic raw materials, purchased components, and surface treatment used in product production are classified as high risk; packaging, hardware materials, and consumables are classified as medium risk; mold materials, jigs, and personal protective equipment are classified as low risk. Management and response measures are carried out based on this risk classification. Furthermore, in accordance with the EU Conflict Minerals Regulations, ESON requires suppliers to sign a Declaration of Non-Use of Conflict Minerals, prohibiting them sourcing mineral materials from war-torn countries, such as the Democratic Republic of the Congo and its neighboring countries.	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	The Company has not been subject to legal proceedings arising from violations of anti-competitive behavior regulations.	Reporting currency
8	Production by product category	Quantitative	The Group's main product categories and their production volumes are as follows: 1. Consumer electronics mechanism: 41,200,000 PCS. 2. Automotive mechanism: 36,100,000 PCS. 3. Network communication mechanism: 31,100,000 PCS. 4. Molds and others: 1,035,700 PCS.	Varies by product category

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Schedule 2 Climate-related Information of TWSE/TPEX Listed Company

Item		Corresponding Chapter/Section in this Report	Page
1	Describe the oversight and governance of climate-related risks and opportunities by the Board and management.	4.1 Climate Change and Adaptation Management	49
2	Describe the impact of identified climate-related risks and opportunities on the organization's businesses, strategy, and finances (short, medium, and long term).	4.1 Climate Change and Adaptation Management	49
3	Describe the financial impacts of extreme weather events and transition actions.	4.1 Climate Change and Adaptation Management	49
4	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	4.1 Climate Change and Adaptation Management	49
5	If scenario analysis is used to assess the resilience to climate change risks, specify the scenarios, parameters, assumptions, and analysis factors used, as well as major financial impacts.	The Group has not used climate scenario analysis.	-
6	if there is a transition plan for managing climate-related risks, describe the contents of the plan, as well as the indicators and goals used to identify and manage physical risks and transition risks.	4.1 Climate Change and Adaptation Management	49
7	If internal carbon pricing is used as a planning tool, explain the basis for price setting.	The Group has not set an internal price on carbon.	-
8	If climate-related goals have been set, specify the activities covered, the scope of GHG emissions, planned schedules, annual progress, etc. If carbon offsets or renewable energy certificates (RECs) are used to attain related goals, specify the sources and number of carbon offset credits or the number of RECs.	The Group has not set climate-related goals.	-
9	GHG inventory and assurance, reduction targets, strategies, and specific action plans (please refer to 1-1 and 1-2).	Please refer to the table below for the assurance of GHG emissions in 2023 and 2024.	-

1-1 Company GHG Inventory and Assurance for the Past Two Years

Describe GHG emissions (tons of CO₂e), intensity (tons of CO₂e/million NTD), and the scope of data for the most recent two years.

Describe the assurance details for the most recent two years, including the scope of assurance, assurance provider, assurance standards, and assurance opinions.

2023					
Scope 1	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	3,603.1282	0.31	ISO 14064-1:2018	AFNOR Asia, Ltd.	AFNOR Asia, Ltd. followed the ISO 14064-3:2019 standard issued by the International Organization for Standardization (ISO) to conduct the verification for the consolidated company in 2023 and concluded that both Category 1 and Category 2 were at the reasonable assurance level, albeit with qualified opinions. Qualified Opinions: On-site verifications were conducted for locations in Mexico (MULTIWIN DE MEXICO S.A.DE C.V./ ESONMEX MONTERREY S.A.DE C.V.), Malaysia (ESON BATUPAHAT PRECISION ENGINEERING SDN BHD), Vietnam (ESON(VN) PRECISION INDUSTRY CO.,LTD.), China (Kunshan ESON Machinery Industry Co., Ltd./Kunshan Kangrui Packaging Materials Co., Ltd./Yantai Zhengyi Precision Electronics Co., Ltd.), and Taiwan (ESON Precision Industry Co., Ltd. Taiwan Branch). For sales locations registered overseas: Online inspections were conducted in Slovakia (ESON SLOVAKIA A.S.) and China (Dongguan Yihong Precision Mould Co., Ltd./Wuxi Xinguan Metal Technology Co., Ltd.). Remaining locations were listed without emission sources.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	2,817.1295				
Mexico ESONMEX MONTERREY S.A.DE C.V.	195.9844				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	98.3312				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	55.8847				
China Kunshan ESON Machinery Industry Co., Ltd.	417.5366				
China Kunshan Kangrui Packaging Materials Co., Ltd.	2.4171				
China Yantai Zhengyi Precision Electronics Co., Ltd.	12.3300				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	3.5146				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	NS				

2023					
Scope 2	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	26,292.6430	2.27	ISO 14064-1:2018	AFNOR Asia, Ltd.	AFNOR Asia, Ltd. followed the ISO 14064-3:2019 standard issued by the International Organization for Standardization (ISO) to conduct the verification for the consolidated company in 2023 and concluded that both Category 1 and Category 2 were at the reasonable assurance level, albeit with qualified opinions. Qualified Opinions: On-site verifications were conducted for locations in Mexico (MULTIWIN DE MEXICO S.A.DE C.V./ ESONMEX MONTERREY S.A.DE C.V.), Malaysia (ESON BATUPAHAT PRECISION ENGINEERING SDN BHD), Vietnam (ESON(VN) PRECISION INDUSTRY CO.,LTD.), China (Kunshan ESON Machinery Industry Co., Ltd./Kunshan Kangrui Packaging Materials Co., Ltd./Yantai Zhengyi Precision Electronics Co., Ltd.), and Taiwan (ESON Precision Industry Co., Ltd. Taiwan Branch). For sales locations registered overseas: Online inspections were conducted in Slovakia (ESON SLOVAKIA A.S.) and China (Dongguan Yihong Precision Mould Co., Ltd./ Wuxi Xinguan Metal Technology Co., Ltd.). Remaining locations were listed without emission sources.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	14,265.3310				
Mexico ESONMEX MONTERREY S.A.DE C.V.	9.6695				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	2,146.2876				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	1,781.0791				
China Kunshan ESON Machinery Industry Co., Ltd.	6,869.8794				
China Kunshan Kangrui Packaging Materials Co., Ltd.	NS				
China Yantai Zhengyi Precision Electronics Co., Ltd.	1,165.8567				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	53.7113				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	0.8284				

2023					
Scope 3	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	64,974.0616	5.62	ISO 14064-1:2018	AFNOR Asia, Ltd.	AFNOR Asia, Ltd. followed the ISO 14064-3:2019 standard issued by the International Organization for Standardization (ISO) to conduct the verification for the consolidated company in 2023 and concluded that both Category 1 and Category 2 were at the reasonable assurance level, albeit with qualified opinions. Qualified Opinions: On-site verifications were conducted for locations in Mexico (MULTIWIN DE MEXICO S.A.DE C.V./ ESONMEX MONTERREY S.A.DE C.V.), Malaysia (ESON BATUPAHAT PRECISION ENGINEERING SDN BHD), Vietnam (ESON(VN) PRECISION INDUSTRY CO.,LTD.), China (Kunshan ESON Machinery Industry Co., Ltd./Kunshan Kangrui Packaging Materials Co., Ltd./Yantai Zhengyi Precision Electronics Co., Ltd.), and Taiwan (ESON Precision Industry Co., Ltd. Taiwan Branch). For sales locations registered overseas: Online inspections were conducted in Slovakia (ESON SLOVAKIA A.S.) and China (Dongguan Yihong Precision Mould Co., Ltd./ Wuxi Xinguan Metal Technology Co., Ltd.). Remaining locations were listed without emission sources.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	44,323.0613				
Mexico ESONMEX MONTERREY S.A.DE C.V.	756.0351				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	1,203.0863				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	1,638.9943				
China Kunshan ESON Machinery Industry Co., Ltd.	13,390.0431				
China Kunshan Kangrui Packaging Materials Co., Ltd.	0.0962				
China Yantai Zhengyi Precision Electronics Co., Ltd.	3,586.8559				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	75.7912				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	0.0982				

2024					
Scope 1	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	5,424.3930	0.41	ISO 14064-1:2018		Self-inventory is currently in progress and verification is expected to be completed in the fourth quarter of 2025.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	2,920.7998				
Mexico ESONMEX MONTERREY S.A.DE C.V.	1,912.6683				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	63.0236				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	72.4274				
China Kunshan ESON Machinery Industry Co., Ltd.	437.5858				
China Kunshan Kangrui Packaging Materials Co., Ltd.	2.1835				
China Yantai Zhengyi Precision Electronics Co., Ltd.	11.5934				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	4.1113				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	NS				

2024					
Scope 2	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	40,496.0615	3.09	ISO 14064-1:2018		Self-inventory is currently in progress and verification is expected to be completed in the fourth quarter of 2025.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	28,604.9069				
Mexico ESONMEX MONTERREY S.A.DE C.V.	26.6133				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	1,862.0229				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	1,870.1196				
China Kunshan ESON Machinery Industry Co., Ltd.	6,826.8844				
China Kunshan Kangrui Packaging Materials Co., Ltd.	NS				
China Yantai Zhengyi Precision Electronics Co., Ltd.	1,240.8399				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	64.6746				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	NS				

2024					
Scope 3	Total Emissions (tons of CO ₂ e)	Intensity (tons of CO ₂ e/million NTD)	Inventory Standard	Assurance Provider	Assurance Details
ESON Precision Engineering Co. Ltd. (Consolidated)	112,325.0644	8.58	ISO 14064-1:2018		Self-inventory is currently in progress and verification is expected to be completed in the fourth quarter of 2025.
Mexico MULTIWIN DE MEXICO S.A.DE C.V.	49,370.6538				
Mexico ESONMEX MONTERREY S.A.DE C.V.	9,548.1014				
Malaysia ESON BATUPAHAT PRECISION ENGINEERING SDN BHD	3,598.4573				
Vietnam ESON (VN) PRECISION INDUSTRY CO., LTD.	3,115.5291				
China Kunshan ESON Machinery Industry Co., Ltd.	35,230.8380				
China Kunshan Kangrui Packaging Materials Co., Ltd.	NS				
China Yantai Zhengyi Precision Electronics Co., Ltd.	11,461.4848				
Taiwan ESON Precision Industry Co., Ltd. Taiwan Branch	NS				
Sales locations, including: Slovakia ESON SLOVAKIA A.S. China Dongguan Yihong Precision Mould Co., Ltd. Wuxi Xinguan Metal Technology Co., Ltd.	NS				

1-2 GHG Reduction Targets, Strategies, and Specific Action Plans

Describe the base year for GHG reduction and its data, reduction targets, strategies, specific action plans, and reduction target attainment.

Base year for GHG reduction and reduction strategies.

To plan GHG reduction strategies, the consolidated company completed an inventory in 2023, with the consolidated financial report as the boundary. Therefore, the base year is 2023, and Scope 1 and Scope 2 emissions were 3,603.1681 tons CO₂e and 2,291.8146 tons CO₂e, respectively.

The Group's GHG reduction strategies focus on comprehensive supervision of multiple GHG reduction plans, including improving energy efficiency, purchasing energy-efficient machinery, establishing solar power generation systems, and evaluating the use of low-carbon energy. We will further develop and formulate carbon reduction plans to reduce the impact of carbon emissions and enhance our operational competitiveness.



Third-party Certification Certificates

2023 Greenhouse Gas Verification Statement

	
<p>Report No. : (TH2-412 / Version 1)</p>	
<h2 style="text-align: center;">Greenhouse Gas Verification Report Opinion</h2> <p style="text-align: center;">THHG023412-01</p>	
Verification Scope:	Exxon Precision Inc. Co., Ltd. P.O. Box 3119 Grand Prairie, Hillhouse Way, 802 West Bay Road, Grand Cayman, KY1-1203 Cayman Islands
Verification Criteria:	<input checked="" type="checkbox"/> The information of other sites are listed on the subsequent page.
Verification Objectives:	ISO 14064-1 : 2018
Verification Objectives:	According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG Statement (GHG Inventory report of the above-mentioned organizations) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and information (relevant, complete, consistent, accurate and comparable).
Date Period :	2021 : From 12/31 to 12/31 (The data being viewed is historical)
Verification Data :	Direct GHG Emissions (Category 1): 3,603,1282 Ton CO ₂ e Indirect GHG Emissions (Category 2): 26,292,6340 Ton CO ₂ e
Global Warming Potential (GWP) : Report to IPCC	2021 Year, the 6th assessment report
Statement Basis : This statement must be interpreted as a whole with the following.	
GHG Inventory Report (Version) :	2 : Date : 12/26, 2021)
GHG Inventory (Version) :	2 : Date : 12/26, 2021)
Materiality :	5% (Category 1 and Category 2)
Type of Opinion :	<input type="checkbox"/> Unqualified <input checked="" type="checkbox"/> Qualified (see the subsequent page) <input type="checkbox"/> Disclaim the assurance
<p>To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the verification data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.</p>	
Verification Conclusion and other matters:	Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2.
Date of Issuance:	02 10, 2025
<p style="text-align: center;">APPROVED BY</p>	
	
<p style="text-align: center;">Steven Huang Director for Certification ON BEHALF OF AFNOR ASIA</p>	
<p style="text-align: center;">Page 1 of 7</p>	
<p style="text-align: center;">[This document cannot be used on a single page. Using a single page is invalid.]</p>	
<p style="text-align: center;">AFNOR ASIA (中国) 认证有限公司 2021 年 12 月 26 日 中国香港 湾仔, 100 湾仔大道 T: +86 21 52006666 F: +86 21 52011789 E: info@afnor.com.cn info@afnor.com.cn</p>	
	

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Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	Stationary emissions, Mobile emissions, Process emissions, Fugitive emissions	3,603.1282	
(Category 2) Indirect GHG emissions from imported energy	Indirect emissions from purchased electricity	26,292.6430	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Upstream transport emissions, Employee commuting, Business travel, Waste transport	67.2805	
(Category 4) Indirect GHG emissions from products used by organization	Purchase goods, Capital Goods, Waste treatment, Asset Usage	64,906.7811	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	NS	NS	
(Category 6) Indirect GHG emissions from other sources	NS	NS	

Biomass Burning Emission : 0.0000 Ton CO₂e

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AFROR AFROR INC. 台灣亞佛羅股份有限公司 | 20F, 1 No. 312 Chung Ping Road, Taoyuan, TAIWAN R.O.C.
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SINCE 1982

Certificate			
Report No. : (TH23-412 / Version 1)			
Data for Multiple Sites :			
Emission Unit: Ton CO ₂ e			
Site	Direct GHG Emissions (Category 1)	Indirect GHG Emissions (Scope 2)	Indirect GHG Emissions (Scope 3)
MEXICO MULTWIN DE MEXICO S.A DE C.V.	2,817.1295	14,265.3319	44,323.0513
MEXICO ESOMEX MONTERREY S.A DE C.V.	195.9844	0.8859	793.0201
MALAYSIA ESON BAYUPAHAT PRECISION ENGINEERING SDN BHD	68.3312	2,146.2876	1,203.0863
VIETNAM ESON (VN) PRECISION INDUSTRY CO., LTD.	55.8647	1,791.0701	1,618.0543
CHINA KUNSHAN ESON PRECISION ENGINEERING CO., LTD.	417.5366	6,868.8794	13,390.0431
CHINA KUNSHAN KANG RUI PACKAGE MATERIAL CO., LTD.	2.4171	N/A	0.0862
CHINA YANTAI ZHENG YI PRECISION ELECTRONICS CO., LTD.	12.33	1165.8567	3568.8559
TAIWAN ESON PRECISION IND. CO., LTD. TAINAN BRANCH	3.5146	53.7113	75.7812
CHINA SICHUAN ESON BILUOJIA S.S. BRANCH, INCLUDE DONGGUAN THINGS PRECISION MOULD CO., LTD. HUO INGUAN METAL SCIENCE & TECHNOLOGY CO., LTD.	N/A	0.8284	0.0862

Certificate			
Report No. : (TH23-412 / Version 1)			
Other Related Verification Information			
Organization Boundaries:	Operational control Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃)		
GHG Type :	Voluntarily understanding the status of greenhouse gas emissions as a basis for reduction strategies. (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)		
Purpose of Intended Use:	- Identified stakeholder requirements : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No - Identified regulation requirements : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No - Identified magnitude of emissions : <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No - Others :		
Criteria For Significance of Indirect Emissions :	Mexico: Referencing "Mexico Government CRE Announcement Electricity Carbon Emission Coefficient" Malaysia: Referencing "Malaysia Peninsula Energy Commission Carbon Emission Coefficient" Vietnam: Referencing "Vietnam Government Ministry of Natural Resources and Environment Climate Change Department Carbon Emission Coefficient" China: Referencing "China Ministry of Ecology and Environment 2021 National Grid Average Emission Factor" Taiwan: Referencing "Energy Agency Announcement of 2023 Electricity Coefficient on April 26, 2024" Slovakia: Referencing "EU Science Center Carbon Emission Coefficient" <input checked="" type="checkbox"/> The primary data is collected from on-site operation activities. <input type="checkbox"/> Category 3-6 emissions are calculated with estimated data. The secondary data sources are: Taiwan Ministry of Environment Carbon Footprint Database <input type="checkbox"/> Others		
Purchased Power Factor:	Except for the Mexico (MULTWIN DE MEXICO S.A DE C.V./ ESOMEX Monterrey S.A DE C.V.), Malaysia (ESON BAYUPAHAT PRECISION ENGINEERING SDN BHD), VIETNAM (ESON (VN) PRECISION INDUSTRY CO., LTD.), CHINA (KUNSHAN ESON PRECISION ENGINEERING CO., LTD./ KUNSHAN KANG RUI PACKAGE MATERIAL CO., LTD./ YANTAI ZHENG YI PRECISION ELECTRONICS CO., LTD.), TAIWAN (ESON PRECISION IND. CO., LTD. TAINAN BRANCH) will be subject to on-site inspection, overseas sales registration locations: SICHUAN ESON BILUOJIA S.S., CHINA; DONGGUAN THINGS PRECISION MOULD CO., LTD.) will be subject to online inspection, and the remaining locations, which have no emission sources, will only be listed.		
Data Sources :	No		
Verification Method:	No		
Qualified Opinion :	No		
Others :	No		
Verification Date :	10/17,24,25,26,29,30,31,11/01,02,05,06,07,12/02,03,04,05,06,09,10,11,12 2024		
Report Date :	01/26, 2025		



Certificate

Certificat

Report No. : (TH23-412 / Version 1)

Verification Team and Technical Review
Lead Verifier : LU MU-CHENG

Signature : *Lu Mu Cheng*

Verifier : Micky Wang
James Cheng

Signature : *Micky Wang*

Roy Tian

James Cheng

Farrah Gao

Roy Tian

Nancy Chen

Farrah Gao

Nancy Chen

Independent Review : C. Kuang

Signature : *C. Kuang*

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

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AFNOR ASIA - 11000

Third-party Certification Certificates

Mexico Plant 1 (MULTIWIN DE MEXICO S.A. DE C.V.)



ISO14001:2015 Environmental Management



ISO9001:2015 Quality Management



IATF16949:2016 Automotive Quality Management System

Kunshan ESON Machinery Industry Co., Ltd.

ISO14001:2015
Environmental Management

ISO9001:2015 Quality Management

IATF16949:2016
Automotive Quality
Management SystemISO45001:2018
Occupational Health and SafetyIECQ Hazardous Substance
Process Management

Third-party Certification Certificates

Malaysia Plant 2 (ESON BATUPAHAT PRECISION ENGINEERING SDN.BHD.)



ISO14001:2015 Environmental Management



ISO9001:2015 Quality Management



ISO45001:2018 Occupational Health and Safety

Vietnam Plant (ESON (VN) PRECISION INDUSTRY CO., LTD)




ISO14001:2015 Environmental Management



ISO9001:2015 Quality Management

Third-party Certification Certificates

Independent Limited Assurance Report - Chinese



安侯建業聯合會計師事務所
KPMG
台北市信義區信義路五段7號8樓(台北101大樓)
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電話 Tel: +886 2 8101 6666
傳真 Fax: +886 2 8101 6667
網址 Web: kpmg.com.tw

會計師有限確信報告

乙盛精鹽工業股份有限公司 公鑒：

本會計師接受乙盛精鹽工業股份有限公司（以下簡稱「乙盛」）之委託，對乙盛民國一一三年度（2024年度）永續報告書（以下簡稱「報告書」）中所揭露之特定績效指標（以下簡稱「確信標的資訊」）執行有限確信程序並出具報告。

確信標的資訊與適用基準

乙盛依據「上市公司編製與申報永續報告書作業辦法」及全球永續性標準理事會（Global Sustainability Standards Board, 「GSSB」）發布之全球永續性報告書準則（Global Reporting Initiative Standards, 「GRI Standards」）所揭露之確信標的資訊及其適用基準詳列於附件一。

管理層之責任

乙盛應就其永續績效和報導目標，包括針對相關個人及重大性議題，並依前述適用基準編製及允當表達民國一一三年度（2024年度）報告書內所揭露之確信標的資訊，並負責建立及維持與報告書編製有關之必要內部控制，以確保報告書所揭露之確信標的資訊未有尋常錯誤或錯誤之重大不實表達。

會計師之責任

本會計師依據對圖法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊或相關之確信案件」規則並執行工作，以對第二段所述之確信標的資訊是否存有重大不實表達出具有限確信報告。另，本會計師執行有限確信時，對與有限確信相關之內外部控制取得必要之瞭解，以設計當時情況下適當之有限確信程序，惟其目的並非對乙盛民國一一三年度（2024年度）永續報告書之相關內部控制設計或執行之有效性提供任何確信。

獨立性及品質管理規範

本會計師及所屬會計師事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。此外，本會計師所屬會計師事務所遵循品質管理準則，維持完備之品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。



所執行程序之彙總說明

本會計師係針對第二段所述之確信標的資訊執行有限確信工作，主要執行之確信程序包括：

- 取得乙盛民國一一三年度（2024年度）報告書，並閱讀其內容；
- 訪談乙盛管理階層及相關員工，以瞭解用以蒐集及表達確信標的資訊之相關作業流程與資訊系統；
- 基於對上述事項所取得之瞭解，就報告書揭露之特定資訊執行分析性程序，或於必要時檢視核對相關文件，以獲取足夠及適切之有限確信證據。

上述確信程序係基於本會計師之專業判斷，包括辨識確信標的資訊可能存在重大錯誤或不實表達之範圍並評估其潛在風險，設計及執行適切之確信程序暨評估確信標的資訊之表達。本會計師相信此項確信工作可對本確信報告書之結論提供合理之依據，惟本會計師對於有限確信案件風險之瞭解及考量低於對合理確信案件者，所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小，因此有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。

先天限制

乙盛民國一一三年度（2024年度）報告書內容涵蓋財務與非財務資訊，對於該等資訊之揭露內容可能涉及乙盛管理階層之重大判斷、假設與解釋，故不同利害關係人可能對於該等資訊有不同之解讀。

結論

依據所執行之程序及所獲取之證據，本會計師並未發現第二段所述確信標的資訊有未依適用基準編製而須重大修正之情事。


其他事項

本確信報告出具後，乙盛對任何確信標的資訊或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

安侯建業聯合會計師事務所

會計師：

事務所地址：台北市信義路五段七號六十八樓
民國一十四年八月十八日



附件一：確信標的資訊彙總表

編號	報告書對應章節	確信標的資訊	適用基準																																																								
1	4.4 水資源管理	<p>■ 本公司採用世界資源研究所的全球水風險評估工具(Aqueduct Water Risk Atlas)分析主要營運據點乙盛昆山廠區之水資源壓力指數，評估水資源的取得程度。目前所有主要營運據點昆山廠區位於高度水資源壓力地區，因此本公司積極推動各項節水措施，同時記錄及揭露取水來源、排水承受水體、廢水處理單位、確信符合地方法規制定之排水水質標準。乙盛昆山廠區內有主要供水由市政自來水公司集中供給，營運據點主要為民生用水，製程用水：工業用水主要為清洗機、生活用水通經化學池沉澱池離後排入市政污水管網；清洗廢水收集後，由中水處理系統回收使用後，通過企業內部污水站處理後排放至污水管網。2024年取水量為179,068百萬公升。</p> <table border="1"> <caption>單位：百萬公升(Megaliters)</caption> <thead> <tr> <th colspan="2">2024年</th> <th colspan="2">2023年</th> </tr> <tr> <th>取水來源</th> <th>取水質指標</th> <th>所在地點</th> <th>水資源壓力值</th> </tr> </thead> <tbody> <tr> <td>最高範圍取水數量</td> <td>淡水</td> <td>179,068</td> <td>179,068</td> </tr> <tr> <td>總取水量</td> <td></td> <td>179,068</td> <td>179,068</td> </tr> </tbody> </table> <p>註1：水資源數據統計包含乙盛昆山廠區。 註2：總取水量於本廠區1,000mg/L無氯離子限制。 註3：1百萬公升=1千立方公尺(1,000m³)。2024年取水量為179,068千立方公尺(1,000m³)。註4：取水量以昆山廠區市政供水系統、自來水、自來水進行管理統計，月度計算。</p> <p>■ 本公司通過ISO 14001「管理體系」及ISO 9001「品質管理體系」，有效管理與水資源之生產與管理措施，並針對廢棄物相關的實際與潛在衝擊進行詳細分析與因應。2024年昆山乙盛之廢棄物產出量為1,825.47公噸，昆山乙盛並無直接產生有害廢棄物，無害廢棄物及一般廢棄物，所有產生之廢棄物交由有或置置於的處理或運輸轉移給外部處理，公司與處理商簽訂合約，明定處理商需依法處理所有廢棄物。此外，本公司會通過供應商稽核表核對處理商是否依法處理，並可在政府環保網站查詢廢棄物生命週期，從產生到合法處理完成，以確保最終處理的合法性和安全性。</p> <table border="1"> <caption>單位：公噸(t)</caption> <thead> <tr> <th>2024年</th> <th>有害廢棄物產量</th> <th>無害廢棄物產量</th> <th>一般廢棄物</th> <th>合計</th> </tr> </thead> <tbody> <tr> <td>廢棄物產量</td> <td>29.23</td> <td>1,430.93</td> <td>365.31</td> <td>1,825.47</td> </tr> <tr> <td>廢棄物產量減量</td> <td>13.87</td> <td>-</td> <td>365.31</td> <td>381.18</td> </tr> <tr> <td>單位(公噸/噸淨值)</td> <td>-</td> <td>-</td> <td>365.31</td> <td>365.31</td> </tr> <tr> <td>單位(公噸/噸淨值)</td> <td>13.87</td> <td>-</td> <td>-</td> <td>13.87</td> </tr> <tr> <td>廢棄物處理率</td> <td>13.36</td> <td>1,430.93</td> <td>-</td> <td>1,444.29</td> </tr> <tr> <td>再生利用</td> <td>13.36</td> <td>1,430.93</td> <td>-</td> <td>1,444.29</td> </tr> <tr> <td>廢棄物回收百分比</td> <td>60%</td> <td>100%</td> <td>0%</td> <td>79%</td> </tr> </tbody> </table> <p>註1：廢棄物統計不包含昆山乙盛。 註2：廢棄物回收百分比計算為廢棄物的處理轉移份以廢棄物的產生量。</p>	2024年		2023年		取水來源	取水質指標	所在地點	水資源壓力值	最高範圍取水數量	淡水	179,068	179,068	總取水量		179,068	179,068	2024年	有害廢棄物產量	無害廢棄物產量	一般廢棄物	合計	廢棄物產量	29.23	1,430.93	365.31	1,825.47	廢棄物產量減量	13.87	-	365.31	381.18	單位(公噸/噸淨值)	-	-	365.31	365.31	單位(公噸/噸淨值)	13.87	-	-	13.87	廢棄物處理率	13.36	1,430.93	-	1,444.29	再生利用	13.36	1,430.93	-	1,444.29	廢棄物回收百分比	60%	100%	0%	79%	GRI Standards 303-3 取水量
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		5.3 職業健康與安全管理		<table><tr><th colspan="6">2024年</th><th>GR3 Standards</th></tr><tr><th colspan="2">男</th><th colspan="2">女</th><th colspan="2">合計</th><th>職業傷害發生率</th></tr><tr><th>受傷職工人數</th><th>受傷職工人數</th><th>受傷職工人數</th><th>受傷職工人數</th><th>受傷職工人數</th><th>受傷職工人數</th><th></th></tr><tr><td>7</td><td>0</td><td>7</td><td>0</td><td>7</td><td>0</td><td>0.01</td></tr><tr><td>264</td><td>177</td><td>264</td><td>177</td><td>441</td><td>177</td><td>0.01</td></tr><tr><td>2.65%</td><td>0%</td><td>2.65%</td><td>0%</td><td>2.65%</td><td>0%</td><td>0.01</td></tr></table>	2024年						GR3 Standards	男		女		合計		職業傷害發生率	受傷職工人數	受傷職工人數	受傷職工人數	受傷職工人數	受傷職工人數	受傷職工人數		7	0	7	0	7	0	0.01	264	177	264	177	441	177	0.01	2.65%	0%	2.65%	0%	2.65%	0%	0.01	註1：乙盛茂山廠近2024年訓練總時數計38,486.5小時。 註2：乙盛茂山廠近2024年訓練總時數計38,486.5小時。 註3：乙盛茂山廠近2024年訓練總時數計38,486.5小時。																																																																		
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編號	報告書對應章節	確信標的資訊	適用基準
5.3	職業健康與安全管理	■ 乙盛茂山廠近2024年訓練總時數計38,486.5小時。	GR2 Standards 404-1 每名員工每年接受訓練的平均時數

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Independent Limited Assurance Report - English



英信建築聯合會計師事務所
KPMG

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Independent Limited Assurance Report

To ESON Precision Ind. Co., Ltd.:

We were engaged by ESON Precision Ind. Co., Ltd. ("ESON") to provide limited assurance over the selected information ("the Subject Matter Information") on the 2024 Sustainability Report of ESON ("the Report") for the year ended December 31, 2024.

Applicable Criteria of the Subject Matter Information

ESON shall prepare the Subject Matter Information in accordance with applicable criteria required by Taiwan Stock Exchange ("TWSE") Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and Global Reporting Initiative Standards ("GRI Standards") issued by Global Sustainability Standards Board as set forth in Appendix I.

Management's Responsibilities

ESON is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the applicable criteria to fairly prepare and present the Subject Matter Information. ESON is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements TWSAE3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation in Taiwan and to issue a limited assurance conclusion on whether the Subject Matter Information is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

Independence and Standards on Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

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Summary of Work Performed

As stated in applicable criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- Reading the Report of ESON;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Subject Matter Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above is based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations

The Report for the year ended December 31, 2024 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of ESON. Therefore, the different stakeholders may have different interpretations of such information.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

The engagement partner on the assurance resulting in this independent auditors' report is FU, HUNG-WEN.

KPMG

Taipei, Taiwan (Republic of China)
Aug 18, 2025

Notes to readers

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.

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Appendix I : Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information	Applicable Criteria																		
4.4	Water Resource Management	<p>■ The Company uses the World Resources Institute's global water risk mapping tool, Aqueduct Water Risk Atlas, to analyze the Water Stress Index (WSI) of the primary operational site, ESON's Kunshan plant, and assess the risk level of water resources. Considering that all primary operational sites, including the Kunshan plant, are currently located in areas of high water stress, the Company actively promotes various water-saving measures, while recording and disclosing information on water withdrawal sources, water bodies receiving discharge, and wastewater treatment units, ensuring compliance with discharge standards established by local regulatory authorities. At present, the majority of water used at ESON's Kunshan plant is centrally supplied by the municipal water company. The water used for operations is mainly for domestic use and process use. Industrial consumption is primarily for cleaning lines. Domestic water flows into septic tanks for sedimentation and separation before being discharged into the municipal sewage network. Wastewater from cleaning lines is collected and recycled through the central water treatment system, then treated at the plant's internal sewage station before being discharged to the Wuyang River Sewage Treatment Plant. In 2024, water withdrawal was 179,068 megaliters.</p> <table border="1"> <thead> <tr> <th colspan="4">Unit: Megaliters</th> </tr> <tr> <th rowspan="2">Water Source</th><th rowspan="2">Water Quality Indicator</th><th colspan="2">2024</th> </tr> <tr> <th>All Regions</th><th>Water-stressed Regions</th> </tr> </thead> <tbody> <tr> <td>Third-party partners' water withdrawal</td><td>Fresh water</td><td>179,068</td><td>179,068</td> </tr> <tr> <td>Total water withdrawal</td><td></td><td>179,068</td><td>179,068</td> </tr> </tbody> </table> <p>Note 1: Water resource data includes ESON's Kunshan plant. Note 2: The water referred to in the data is all classified as fresh water (≤ 1,000 mg/L total dissolved solids). Note 3: 1 megaliter = 1,000 cubic meters (1,000 m³). The total water withdrawal in 2024 was 179,068 thousand cubic meters (1,000 m³). Note 4: Water withdrawal is measured using water meters installed at the Kunshan plant by the municipal water company, with data recorded daily, monthly, and annually, and reported on a monthly basis.</p>	Unit: Megaliters				Water Source	Water Quality Indicator	2024		All Regions	Water-stressed Regions	Third-party partners' water withdrawal	Fresh water	179,068	179,068	Total water withdrawal		179,068	179,068	<p>GRI Standards 303-3 Water withdrawal</p>
Unit: Megaliters																					
Water Source	Water Quality Indicator	2024																			
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Third-party partners' water withdrawal	Fresh water	179,068	179,068																		
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Independent Limited Assurance Report - English

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria																																											
2	4.5 Waste Management	<p>■ The Company has established a dedicated management unit in accordance with the ISO 14001 management procedures to effectively monitor the sources, output, and management measures of waste. Additionally, the Company conducts a detailed analysis and response regarding the actual and potential impacts related to waste. In 2024, the total waste output of ESON's Kunshan plant was 1,825.47 tons. ESON's Kunshan plant does not directly dispose of hazardous industrial waste, non-hazardous industrial waste, or general waste. All waste generated is transported and transferred by qualified disposal service providers for off-site disposal. The Company enters into contracts with these disposal service providers, expressly specifying that the disposal service providers shall dispose of all waste in accordance with the law. In addition, the Company uses a Supplier Audit Checklist to verify whether its disposal service providers dispose of waste in accordance with the law. Information on the entire waste lifecycle, from generation to lawful disposal, is available on the government environmental protection website, ensuring the lawfulness and safety of the final treatment.</p>	GRI Standards 306-3 Waste generated																																											
		<table><tr><th colspan="5">Unit: Tons (t)</th></tr><tr><th>2024</th><th>Hazardous Industrial Waste</th><th>Non-hazardous Industrial Waste</th><th>General Waste</th><th>Total</th></tr><tr><td>Waste generated</td><td>29.23</td><td>1,430.93</td><td>365.31</td><td>1,825.47</td></tr><tr><td>Waste directly disposed</td><td>15.87</td><td>-</td><td>365.31</td><td>381.18</td></tr><tr><td>Incineration (with energy recovery)</td><td>-</td><td>-</td><td>365.31</td><td>365.31</td></tr><tr><td>Incineration (without energy recovery)</td><td>15.87</td><td>-</td><td>-</td><td>15.87</td></tr><tr><td>Waste transferred for disposal</td><td>13.36</td><td>1,430.93</td><td>-</td><td>1,444.29</td></tr><tr><td>Recycled</td><td>13.36</td><td>1,430.93</td><td>-</td><td>1,444.29</td></tr><tr><td>Waste recycling rate (%)</td><td>46%</td><td>100%</td><td>0%</td><td>79%</td></tr></table> <p>Note 1: Waste data is reported within the boundary of ESON's Kunshan plant. Note 2: The waste recycling rate is calculated as the volume of waste transferred for disposal divided by the total volume of waste generated.</p>	Unit: Tons (t)					2024	Hazardous Industrial Waste	Non-hazardous Industrial Waste	General Waste	Total	Waste generated	29.23	1,430.93	365.31	1,825.47	Waste directly disposed	15.87	-	365.31	381.18	Incineration (with energy recovery)	-	-	365.31	365.31	Incineration (without energy recovery)	15.87	-	-	15.87	Waste transferred for disposal	13.36	1,430.93	-	1,444.29	Recycled	13.36	1,430.93	-	1,444.29	Waste recycling rate (%)	46%	100%	0%
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No.	Corresponding Section	Subject Matter Information	Applicable Criteria																																																																																									
2	4.5 Waste Management	<p>Note 1: The data is compiled based on the Hazardous Industrial Waste Inventory Log prepared by each workshop and cross-checked with the Jiangsu Province Solid Waste Management System for hazardous industrial waste transfer manifests.</p> <p>Note 2: Waste data is reported within the boundary of ESON's Kunshan plant.</p> <p>Note 3: Processes used for physical-chemical treatment (e.g., evaporation, drying, neutralization, and precipitation) do not involve pre-treatment for landfill or incineration.</p> <div><div>Selecting Waste Disposal Service Providers</div><div><div>1</div><div>Check waste disposal service providers' business license.</div></div><div><div>2</div><div>Check waste disposal service providers' waste management permit to verify whether the types of waste permitted include the types of waste generated by the Company.</div></div><div><div>3</div><div>The procurement department is responsible for reviewing waste disposal service providers' records.</div></div><div><div>4</div><div>When differences in quotes are not significant, priority is given to selecting disposal service providers located near the operational site to avoid potential cumbersome environmental protection procedures and transportation inconveniences that may arise during inter-provincial waste transfers.</div></div></div>	GRI Standards 306-3 Waste generated																																																																																									
		<p>■ In response to the rapid changes and innovations in the industry, ESON encourages employees to continue taking professional courses and provides diverse learning channels. In 2024, the training hours of ESON's Kunshan plant totaled 38,486.5 hours.</p>	GRI Standards 404-1																																																																																									
5.1	Talent Development	<table><tr><th colspan="12">2024</th></tr><tr><th rowspan="2">Average Training Hours</th><th colspan="4">Male</th><th colspan="4">Female</th><th colspan="4">All Employees</th></tr><tr><th>Total</th><th>Number</th><th>Average Training Hours</th><th>Total</th><th>Number</th><th>Average Training Hours</th><th>Total</th><th>Number</th><th>Average Training Hours</th><th>Total</th><th>Number</th><th>Average Training Hours</th></tr><tr><td>Management</td><td>1,152</td><td>48</td><td>24.00</td><td>314</td><td>12</td><td>26.17</td><td>1,466</td><td>60</td><td>24.43</td><td></td><td></td><td></td></tr><tr><td>Non-management</td><td>26,333.5</td><td>201</td><td>131.01</td><td>34,997</td><td>261</td><td>134.09</td><td>59,330.5</td><td>462</td><td>127.76</td><td></td><td></td><td></td></tr><tr><td>Industrial labor</td><td>17,897.5</td><td>176</td><td>101.69</td><td>10,155</td><td>154</td><td>65.94</td><td>28,052.5</td><td>330</td><td>84.71</td><td></td><td></td><td></td></tr><tr><td>Direct labor</td><td>3,544</td><td>79</td><td>44.86</td><td>6,844</td><td>79</td><td>86.63</td><td>10,388</td><td>158</td><td>65.78</td><td></td><td></td><td></td></tr></table>	2024												Average Training Hours	Male				Female				All Employees				Total	Number	Average Training Hours	Total	Number	Average Training Hours	Total	Number	Average Training Hours	Total	Number	Average Training Hours	Management	1,152	48	24.00	314	12	26.17	1,466	60	24.43				Non-management	26,333.5	201	131.01	34,997	261	134.09	59,330.5	462	127.76				Industrial labor	17,897.5	176	101.69	10,155	154	65.94	28,052.5	330	84.71				Direct labor	3,544	79	44.86	6,844	79	86.63	10,388	158	65.78				Average hours of training per employee
2024																																																																																												
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<p>Note 1: The count includes regular employees who participated in training during the year, even if they later left the organization within the same year.</p> <p>Note 2: "Management" refers to personnel at section chief level or above at ESON's Kunshan plant.</p>																																																																																												

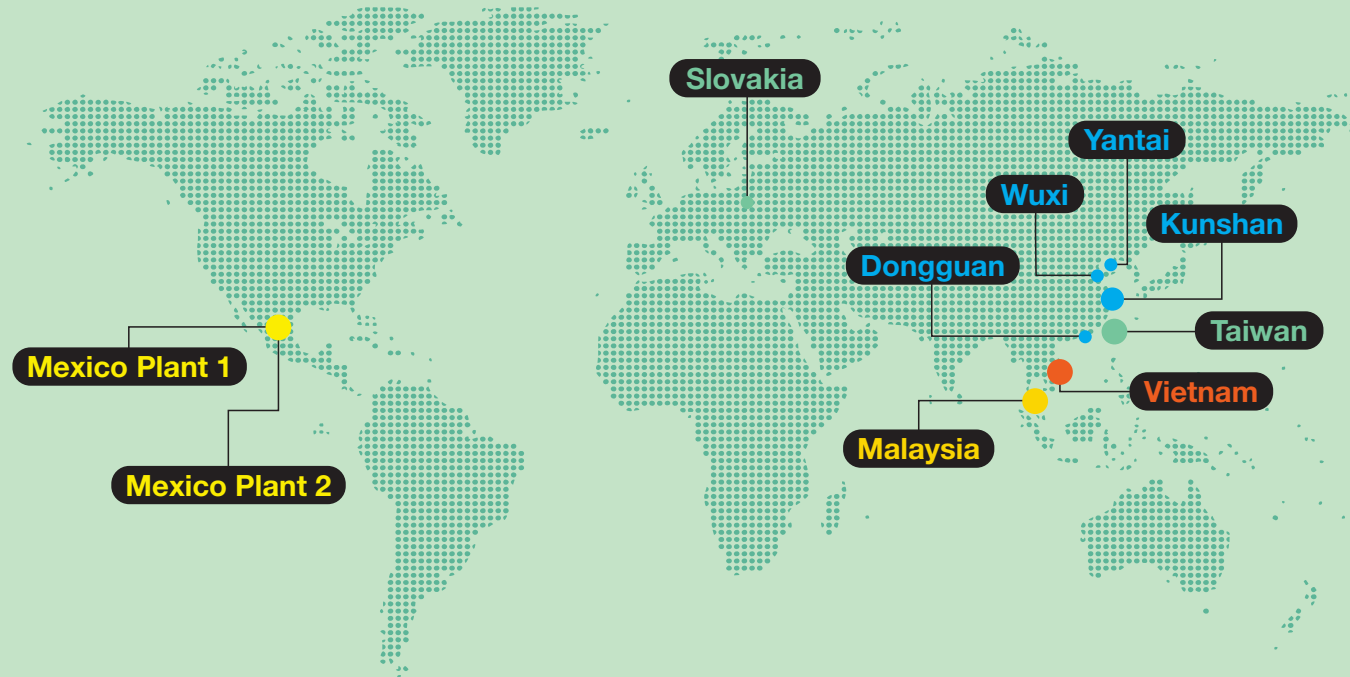
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No.	Corresponding Section	Subject Matter Information	Applicable Criteria														
4	5.3 Occupational Health and Safety Management	<p>■ The main type of occupational injuries for employees was mechanical injury caused by insufficient machinery safety protection or employees' failure to follow standard operating procedures. We have conducted inspection and made necessary improvements across the plant to ensure the safety of machinery, effectiveness of operating procedures, and environmental safety.</p>	Taiwan Stock Exchange Corporation Rules Appendix 1-10 No.4 Types of, number of employees in and rate of occupational accidents														
		<p>2024</p> <table><thead><tr><th></th><th>Male</th><th>Female</th><th>Total</th></tr></thead><tbody><tr><td>Number of occupational accidents in the year</td><td>7</td><td>0</td><td>7</td></tr><tr><td>Total employees at year-end</td><td>264</td><td>177</td><td>441</td></tr><tr><td>Occupational accident rate defined based on the ESG Information Disclosure</td><td>2.65%</td><td>0%</td><td>1.59%</td></tr></tbody></table>		Male	Female	Total	Number of occupational accidents in the year	7	0	7	Total employees at year-end	264	177	441	Occupational accident rate defined based on the ESG Information Disclosure	2.65%	0%
	Male	Female	Total														
Number of occupational accidents in the year	7	0	7														
Total employees at year-end	264	177	441														
Occupational accident rate defined based on the ESG Information Disclosure	2.65%	0%	1.59%														
5	5.3 Occupational Health and Safety Management	<p>■ ESON's Kunshan plant conducts qualified supplier evaluations on suppliers with long-term cooperation. The evaluation includes audits of suppliers' compliance with HSF QC800000, ISO 14001 (for EMS), labor regulations, and occupational health and safety regulations. In 2024, Kunshan ESON audited and reviewed a total of 23 suppliers, achieving a compliance rate of 100%.</p>	Number of Supplier Audits in Fiscal Year 2024														

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ESON Precision Engineering Co. Ltd.

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