FICG
FIC Global

2023 ESG Sustainability Report

CONTENTS

Foreword

chapter

1.1 Message from the Chairman

Dear shareholders, respectable partners and all friends concerned about the future development of FIC Global, Inc.:

Looking back over the past year, the world was faced with numerous challenges, from the pandemic to geopolitical uncertainties. All these had a profound impact on the business environment. Against this backdrop, FIC Global, Inc. not only held steady to our development blueprint and business growth, but also made remarkable progress in multiple key areas. Our achievements are particularly outstanding in our journey towards sustainable development.

Sustainability Report for the year provides an in-depth analysis of the efforts and accomplishments in sustainable practices by our group companies such as Prime Technology and Amertek Computer. We continually strive to enhance transparency and accountability in our operations, through comprehensive audits of our greenhouse gas emissions and effective management of major emission sources. We firmly believe that by adhering to social and environmental standards to guide supply chain management, we can minimize the adverse environmental impacts from our business activities.

It is worth mentioning that our subsidiary FIC joined the Carbon Reduction System Service Alliance (CRSSA), to promote industry-wide cooperation for sustainable development. FIC leverages its expertise in green energy and the Internet of Things (IoT) to assist enterprises in carbon inventory audits and recording, and provides green energy management services through the Honeywell Niagara Framework® as an IoT platform. This includes carbon reduction optimization data, power control at different sites, heat source solutions, and future green electricity procurement plans. This will help enterprises to achieve a comprehensive understanding and management of greenhouse gas emissions and enable more efficient energy utilization and hence advancement in sustainable development. In the Taipei Dome project, we worked with suppliers to install approximately 70,000 green energy sensors, to assist the Taipei Dome in precise system identification through an open IoT platform solution for data integration and coordinated control in order to ensure operational efficiency and safety across the entire complex. This initiative not only demonstrates FIC' s commitment to sustainable development but also makes a substantial contribution to environmental protection and carbon reduction in Taiwan.

At Prime Technology, we commenced a solar panel installation project, to showcase our firm commitment to renewable energy and green transformation. Meanwhile, Amertek Computer obtained the RBA VAP (Responsible Business Alliance Validated Assessment Program) certification from its customers and became a recognized sustainable supplier. Ubiqconn Technology voluntarily implemented a sustainability program and published a sustainability report, staying ahead of regulatory requirements. This reflects our resolute determination to fulfill corporate sustainable development.

We have also established long-term cooperation with TSMC Charity Foundation and CGCH Foundation for Education. We have set up public welfare green power plants, particularly in the central and southern regions of Taiwan. These plants not only serve as a case study for green energy education at remote rural schools, but also provide funding support to school operations and teaching activities by selling renewable energy.

Meanwhile, we invited multiple charitable organizations to share their insights and experiences during our internal ESG Month in 2023. This not only gave our team a comprehensive understanding of sustainability, but also enabled us to extend our care and assistance to more communities and institutions in need of help. During the Christmas period, we also launched an employee donation drive and strengthened our support for charitable causes.

Looking ahead and starting in 2024, FIC Global, Inc. will continue to increase its investment in energy storage businesses, assist enterprises in enhancing ESG practices and address the challenges associated with carbon emission costs. We firmly believe that through constant innovation and deepening cooperation, FIC Global, Inc. will be able to lead our group and partners toward a more prosperous and greener future.

I would like to express my deepest gratitude to every friend who has provided us with support and assistance. It is with everyone's wholehearted efforts that we can join hands to create a better tomorrow together.

Sincerely,

Leo Chien

Chien Leo Ming-Tz
Chairman
FIC Global, Inc.

1.2 About this Report

GRI 2-2, 2-3, 2-14

The 2023 Sustainability Report is the second one from FIC Global, Inc. (stock code: 3701). Going forward, we plan to release a sustainability report each year, so that the stakeholders who care about us will better understand our actions and activities in environmental, social and governance aspects. FIC Global, Inc.' s vision, targets and implementation results in stages are described in the report.

Reporting period, scope and boundary

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

The scope of this report covers the following entities:

Headquarters: FIC Global, Inc. ("FICG")

Subsidiaries: First International Computer Inc. ("FIC"), Ubiqconn Technology Inc. ("Ubiqconn Technology"), Ruggon Corporation, FICTA Technology, Inc. ("FICTA Technology"), 3CEMS Corp. (Cayman) ("3CEMS Corp."), Prime Technology (Guangzhou) Inc. ("Prime Technology"), Amertek Computer (Shenzhen) Co.,Ltd. ("Amertek Computer") and Prime Base Inc. Taiwan Branch (Cayman) ("Prime Base").

Basis of data calculation

The statistical data of the disclosed indicators is based on internal statistics and surveys conducted by FICG and its subsidiaries. The financial data is from the publicly released financial statements audited by accountants. Some of the data is cited from information publicly available on the websites of relevant government agencies and presented in generally accepted descriptive methods. Converted data is specifically described in the report. Any restated information is explained in the relevant sections.

Internal verification and editorial management

This report is coordinated and led by FICG' s Corporate Sustainability Committee. Based on an understanding of sustainability issues pertinent to stakeholders, engagement and a systematic analysis are conducted on environmental, social, and governance to identify topics material to FICG After reviews of management guidelines and collection of performance data, the consolidated and assessed findings regarding material topics are disclosed to stakeholders.

Standards

Issuer	Standards and rules
Global Sustainability Standards Board, GSSB	GRI Standards 2021
Account Ability, AA	AA1000 Stakeholder Engagement Standards, SES
United Nations	Sustainable Development Goals, SDGs
Taiwan Stock Exchange Corporation (TWSE)	Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies
Ministry of Environment	Climate Change Response Act

Third-party assurance

BSI Taiwan, a subsidiary of British Standards Institution, was commissioned to Type 1 moderate assurance on this report in accordance with the AA1000 Assurance Standard (AA1000AS v3). The independent assurance statement is provided in the appendix of this report.

Issuance date

August 2024

Contact information

- Email：FICG_ESG@fic.com.tw
- Telephone: 02-8751-8751#6399, #7352
- Contact person: Office of Sustainable Development, FICG

1.3 Highlights of Sustainability in 2023

- FICG’ s Founder Chien Ming-Jen officially passes the baton to Chien Leo Ming-Tz as FICG’ s Chairman.
- FICG participated in FinTechSpace’ s Green Finance and Sustainability Action Indicators for Supply Chains of Technology Manufacturing.
- FICG obtained the ISO 27001: 2013 certification.
- FICG organized the ESG Month campaign for sustainability and sending love to school children in rural areas.
- Ubiqconn Technology, Amertek Computer, and Prime Technology obtained the ISO 45001 certification.
- The public welfare green energy power plant sponsored by FIC and CGCH Foundation for Education reduced carbon emissions by approximately 80.5050 tCO2e.
- FIC joined the Carbon Reduction System Service Alliance (CRSSA).

afaq

Certificat
Certificate

N° 2023/107018.1 Page 1 / 1

AFNOR Certification certifies that the management system implemented by:

FIC GLOBAL, INC.
大眾全球投資控股股份有限公司

for the following activities:

INFORMATION SECURITY MANAGEMENT ACTIVITIES RELATED TO THE COMPUTER ROOM OF FIC GLOBAL,INC. COVERING THE COMPUTER ROOM, ERP SYSTEM AND RELATED MAINTENANCE OPERATIONS SHARED BY THE COMPANIES OF FIC GROUP ACCORDING TO THE STATEMENT OF APPLICABILITY, VERSION: V1.0, DATED: JUNE 01,2023

has been assessed and found to meet the requirements of:

NF EN ISO/IEC 27001:2017 (Europe) - ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International)

and is developed on the following locations:

8F, NO. 300, YANG GUANG ST., NEIHU, TAIPEI, TAIWAN, 11491

2023-11-22 2025-10-31

Julien NIZRI
Managing Director of AFNOR Certification
Directeur Général d'AFNOR Certification

Certificate TW23/00000911.01

UBIQCONN TECHNOLOGY, INC.
RUGGON CORPORATION

ISO/IEC 27001:2013

For the following activities

證書 TW23/00000912

攸泰科技股份有限公司

ISO/IEC 27001:2013

- Ubiqconn Technology obtained Badge of Accredited Healthy Workplace.
- Ubiqconn Technology received a certificate in 2023 from Taipei City Government by combining ESG promotion into the green transportation at Neihu Technology Park.
- Amertek Computer received the RBA VAP (Validated Audit Process) by ASUS.
- Prime Technology was designated as a clean manufacturer in Guangzhou City.
- Prime Technology was awarded as Top Supplier by Rohde & Schwarz.
- Prime Technology received Coherent’ s Global Supplier Excellence Award for support in new product introduction.

广州市
清洁生产企业

广州市工业和信息化局 广州市生态环境局
颁发日期：2023年3月 有效期至：2028年2月

TAIPEI

臺北市政府感謝狀

茲感謝攸泰科技股份有限公司
參與臺北市交通局「112年內科
交通綠運輸結合ESG推廣計畫」，
推動綠運輸合作方案，攜手改善
本市交通助益良多，特頒此狀，
致表謝忱。

市長 蔣萬安

中華民國 112 年 12 月 29 日

捐血救人

感謝狀

攸泰科技股份有限公司
112 年 1 月 3 日
於本會台北捐血中心捐獻
血液 55 袋濟助病患善行
可敬特此致謝

主任 林敏昌

中華民國 112 年 2 月 1 日

台北捐血中心

捐血救人

感謝狀

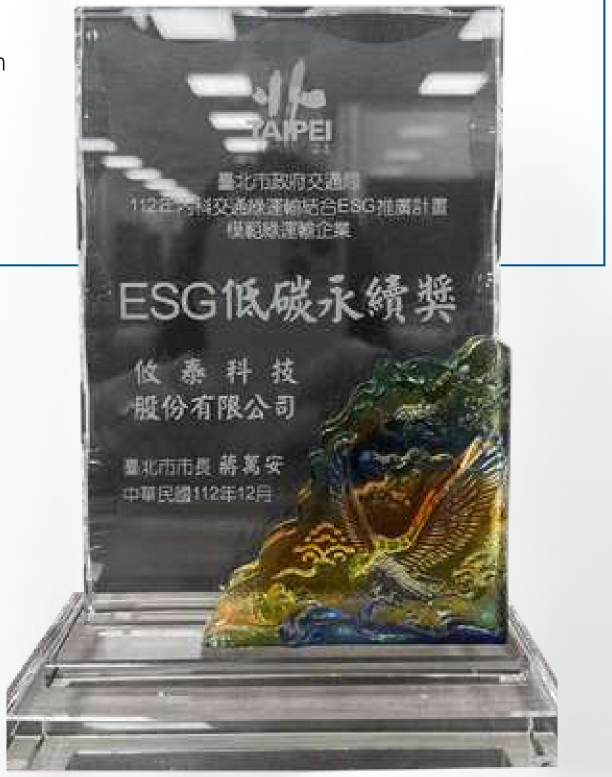
攸泰科技股份有限公司
112 年 9 月 11 日
於本會台北捐血中心捐獻
血液 64 袋濟助病患善行
可敬特此致謝

主任 林敏昌

中華民國 112 年 10 月 1 日

台北捐血中心

- Prime Technology received “Outstanding Contribution Award” from SMT Committee of Guangdong Institute of Electronics.
- Prime Technology was designated as a High and New Tech Enterprise.
- Prime Technology received Coherent’ s Global Supplier Excellence Award for support in new product introduction.
- FICG’ s obtained the ISO 27001 information security management certificate.
- Ubiqconn Technology obtained the ISO 27001 information security management certificate.
- Ubiqconn Technology obtained the ISO 45001 occupational safety and health system certificate.



- Ubiqconn Technology received Certificate of Appreciation on November 3, 2023 from National Space Agency for participation in Taiwan International Assembly of Space Science, Technology, and Industry (TASTI).
- Ubiqconn Technology received a certificate of appreciation in 2023 from Taipei City Government by combining ESG promotion into the green transportation at Neihu Technology Park.
- Ubiqconn Technology received ESG Low-Carbon Sustainability Award in 2023 for combining ESG promotion into the green transportation at Neihu Technology Park.
- Ubiqconn Technology received Certificate from Taipei Blood Center for participating in blood donation activities on January 3 and September 11, 2023.
- Ubiqconn Technology obtained Badge of Accredited Healthy Workplace.

TASA 國家太空中心 Taiwan Space Agency

TASTI 2023

CERTIFICATE OF APPRECIATION

感謝狀

本屆台灣太空國際年會，業已順利完成。

承蒙

攸泰科技股份有限公司

鼎力協助，對我國太空發展貢獻卓越
謹致此狀以申謝忱

November 3, 2023

CERTIFICATE

ARES

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

Ubiqconn Technology, Inc.

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

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

ISO 45001:2018

Scope

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

Certificate No.: ARES/TW/I23120185
Certificate Issue Date: 2023-12-07
Registration Expiration Date: 2026-12-06

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

IAS ACCREDITED Management Systems Certification Body ACC NO. MSCB - 171

IAF

Authorized by :

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

CERTIFICATE

ARES

特此授予:

攸泰科技股份有限公司

台北市內湖區陽光街300號4樓/台北市內湖區陽光街296、298、300號4樓
台北市內湖區陽光街300號6樓/新北市中和區建一路186號12樓及12樓之4
新北市中和區建一路186號5樓

管理體系符合
ISO 45001:2018

驗證範圍
1. X86和ARM為基礎的平台和產品包含嵌入式解決方案、行動產品、自動化和控制設備之行銷與設計。
2. 應用於電腦終端的固定裝置，包含車用電腦、panel電腦、box電腦和應用於電腦終端的可攜式裝置，包含強固型平板電腦之行銷、設計、組裝與測試。

證書編號: ARES/TW/I23120185
證書簽發日期: 2023-12-07
證書有效日期: 2026-12-06

IAS ACCREDITED Management Systems Certification Body ACC NO. MSCB - 171

IAF

批准:

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

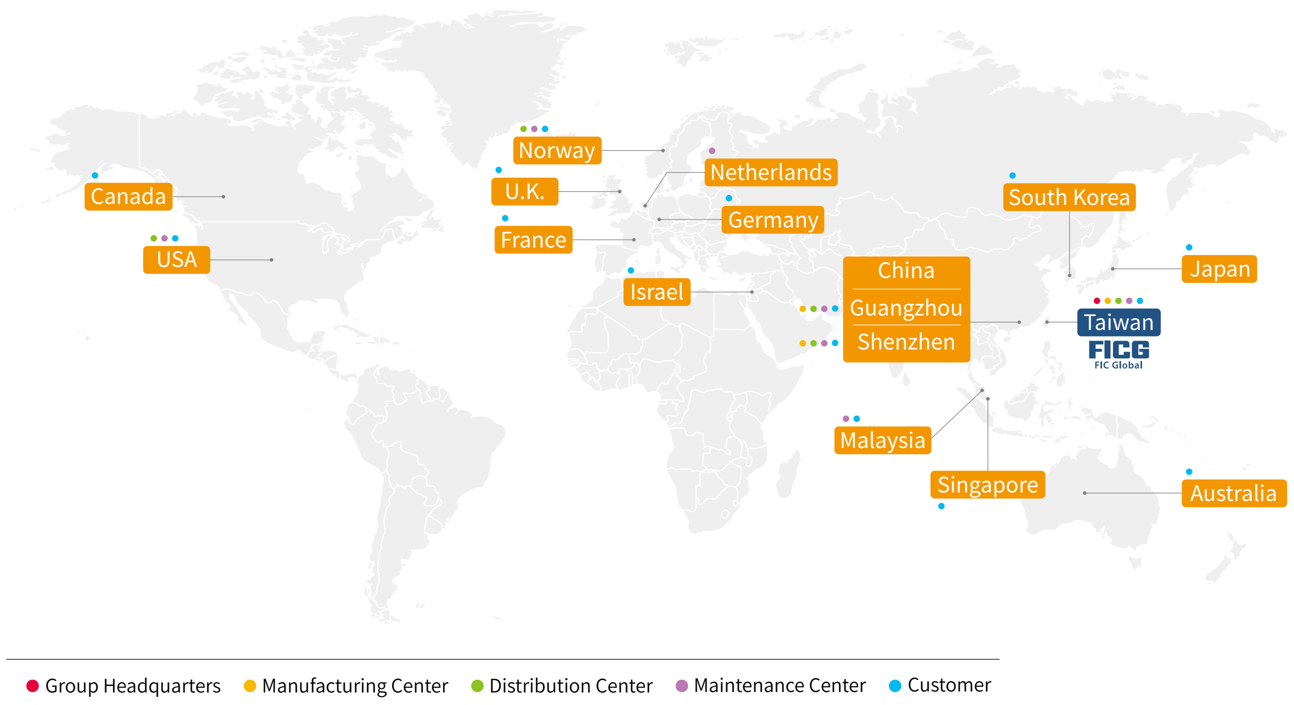
Business Model

chapter

2.1 Company Profile

GRI 2-1

- Company name: FIC Global, Inc.
- Headquarters address: 8F, No. 300, Yangguang Street, Neihu District, Taipei City, Taiwan
- Overseas operations: Guangzhou and Shenzhen (HQ and manufacturing center) in China; United States, Canada and Norway (distribution centers)



FICG was incorporated and listed on August 30, 2004 as a holding company via a share swap with the previously known company FIC in order to achieve business separation, overall synergies and independent development for operational flexibility and investment risk diversification of group companies. After the establishment of FICG, FIC became a wholly-owned subsidiary.

FICG strives to maximize synergies across the group. Whilst each investee adjusts its own product portfolio to meet industry needs, they integrate and complement each other at the same time. The group provides resources in sales, procurement, R&D, management, and information platforms and facilitates resources sharing to enhance overall operational performance.

FICG's investees FIC, 3CEMS Corp. and Ubiqconn Technology are active in three verticals: manufacturing engineering, R&D design, and system integration. With a focus on automotive electronics design and smart and green city development, they identify niche products and markets with professional R&D capabilities. Given the market and future trends of automotive electronics design and green cities for energy efficiency, the development of automotive electronics design business in the Americans and Europe will continue and the business focus on smart cities will be in the Asian region.

Participation in associations and industry organizations

GRI 2-28

- FIC: a member of Taipei Computer Association; and a member of Importers and Exporters Association of Taipei. FIC also joined the Carbon Reduction System Service Alliance (CRSSA).
- Ubiqconn Technology: a member of Taipei Computer Association; Taiwan LEO Satellite Industry Alliance; and European Chamber of Commerce Taiwan. To mitigate greenhouse gas emissions, Ubiqconn Technology joined RE 10x10, the Taiwan Renewable Energy Initiative of the global non-profit organization Greenpeace. The goal is to have 10% consumption from green electricity by 2025 and 100% by 2050.
- Prime Technology: a member of EMS Association in China; and IPC (The Institute of Printed Circuit) membership.

2.2 Operating Performance

GRI 2-6

FICG' s operating profit and loss mainly comes from the recognition of net income/loss from its investees within the Group. To improve performance and competitiveness, FICG continuously adjusts the industries it invests in and separates/integrates operations based on industry characteristics by maintaining strengths and removing weaknesses. At the same time, strict control is exercised over major subsidiaries and affiliated companies, in order to increase revenue, reduce costs, boost profits and hence maximize returns for shareholders.

FICG' s Operating Performance in 2023

Unit: NT$1,000

Item	Element	2021	2022	2023
Direct economic value generated	Revenue	10,039,991	12,448,435	13,283,396
Economic value distributed	Operating costs	8,825,415	10,781,900	11,227,876
	Employee wages and benefits	2,201,469	2,538,416	2,657,305
	Payment to providers of capital	0	0	0
	Payments to government, i.e. income tax (expenses) gain)	9,118	-41,439	-154,142
Economic value retained, i.e., net income		407,920	723,053	626,727

Note: The scope of disclosure about operating performance is the same as that in the annual report, i.e., FICG' s consolidated financial statements covering FICG and major subsidiaries FIC, 3CEMS Corp., FICTA Technology, and Ubiqconn Technology.

Business Overview

FIC

FIC focuses on R&D and design. The Company strives to achieves transition targets by following the established operational directions and keeping up to date with the continuous reviews and reforms in form of strategic adjustments. In response to the development and market trends of information and communications products such as vehicle-mounted devices, Artificial intelligence of things (AIoT), green energy, carbon reduction and ESG sustainability management for corporates, FIC will leverage its strengths in R&D and manufacturing to provide customers with products and solutions of special features and high value-added.

The development of smart IoT products continues on the Arm architecture, with automation, intelligence and artificial intelligence elements for specific verticals of the enterprise market. FIC also continues to deepen its efforts in development on Android/Linux/QNX platforms and enters strategic alliances with leading international software companies in order to introduce information security solutions and reduce software risks. In terms of overall solutions and services, FIC provides a more stable and higher performance core platform, and seeks to become part of the enterprise supply chain and promotes comprehensive and integrated solutions and services by combining big data, artificial intelligence, and mature 5G technologies and expanding cooperation with software companies in IoT, algorithms, and cloud application layers. With 40 years of experience in IT and supply chain management, FIC has established strategic partnerships with automakers, and its supplier status has been recognized. It will further expand into international markets.

FIC provides systems, solutions and products in IoT and energy efficiency by mainly selling to system integrators. The company cooperates with Honeywell and Tridium. Through the Niagara Framework® IoT platform, it provides end-to-end intelligent solutions (AI SOLUTIONS). Product lines includes the IoTs, green energy/energy-saving monitoring, smart buildings, smart transportation, and smart cities. In 2023, the business focus was on the demand for BIM (BI management) and the integration of smart cities and green energy. As partnerships are crucial for growth, FIC continues to strengthen cooperation with domestic and international partners and proactively participates in topics such as green energy, green buildings, energy conservation, carbon reduction, and ESG. There are also strategic collaborations with Taiwan Power Company, Mitsubishi Electric, and ST ENGINEERING to build smart cities and smart energy management systems (EMS).

3CEMS Corp.

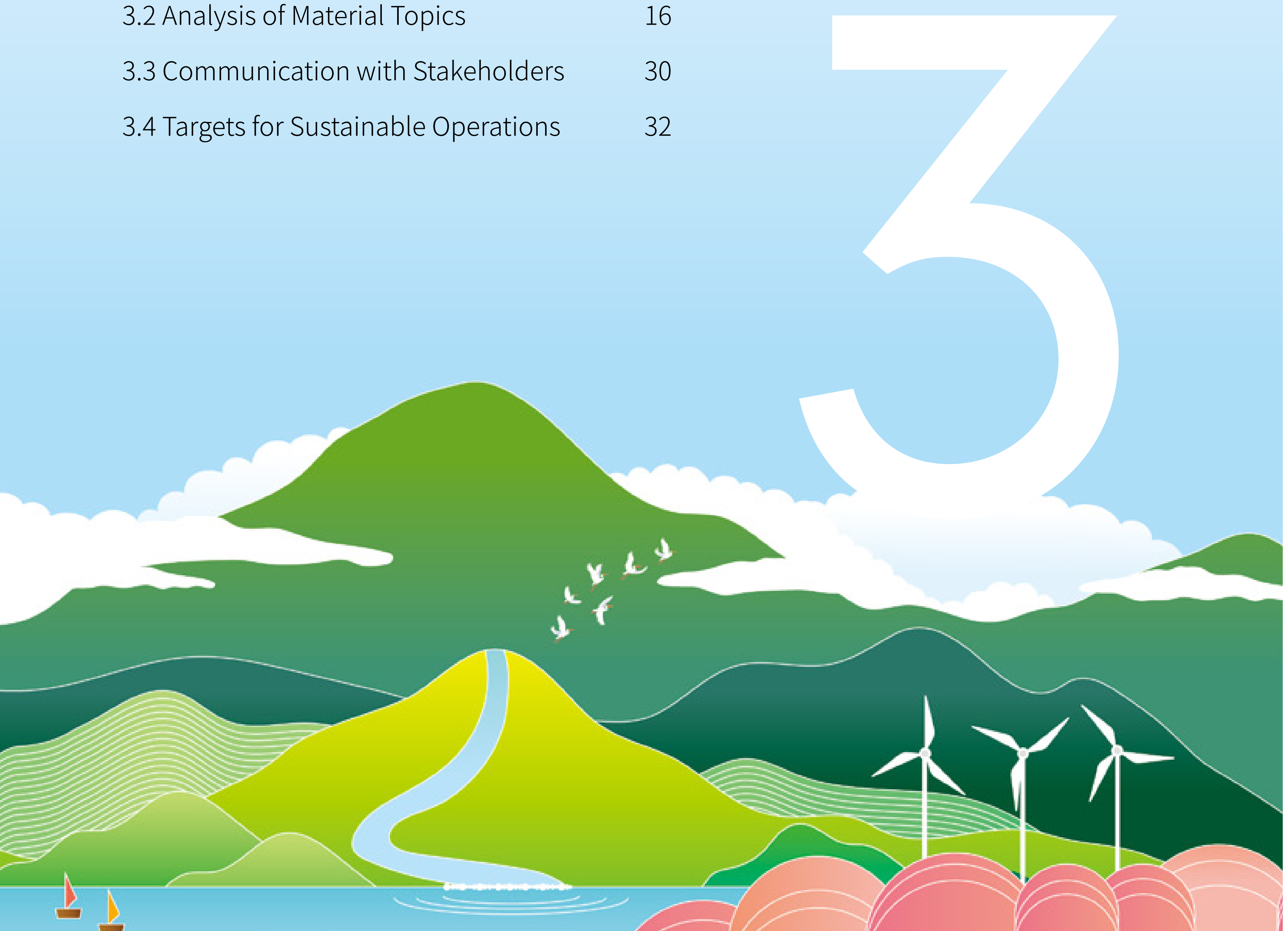
3CEMS Corp. aims to enhance customer satisfaction and product quality by increasing investment in automation equipment and capacity utilization, as well as continuously improving operational efficiency and boosting capacity. The business focus in 2023 was on personal computers (PCs), servers, automotive/marine, aerospace, and production line automation. Through close collaboration with customers and by learning about new technologies, 3CEMS Corp. will provide competitive one-stop services, in order to secure a presence in the smart energy management systems industry and achieve stable revenue and profit growth. 3CEMS Corp. seeks to drive business growth in automotive/marine, PCs, esports and servers; to boost gross margins via increased investment in new technologies and production line automation; and to optimize decision quality and speed based on real-time and effective information from automation equipment. For new and emerging businesses, 3CEMS Corp. will focus on the manufacturing of AIoT products and look for new partners for robust and stable development. Production line automation is a step toward Industry 4.0. The use of big data analytics to optimize manufacturing, quality, production and marketing management aims to resolve the impact of declining demographic dividends on factory operations and performance.

Ubiqconn Technology

Ubiqconn Technology focuses on vertical market sales channels, vertical market product planning, and R&D design. Manufacturing is handled by another key subsidiary 3CEMS Corp. There is also an assembly plant in Taiwan. To address future market trends for durability, environmental protection, and energy efficiency, Ubiqconn Technology will leverage its R&D advantages to continue developing and expanding into global markets. The RuggON brand of rugged mobile computers targets vertical markets, by providing various solutions to meet the diverse needs of different verticals. Furthermore, Ubiqconn Technology leverages its strengths of Arm + Android architecture in the development of ODM (Original Design Manufacturing) business opportunities and has established footprint in industries such as maritime, office automation, satellite communications, defense, and voting machines. Unlike most Taiwanese IPC (Industrial PC) companies focused on hardware, Ubiqconn Technology expands its scope to all connectivity-related issues, including peripheral connectivity tailored for vertical markets, vertical market ecosystem connectivity, cloud connectivity, and cross-platform connectivity.

Sustainability Strategy and Management

chapter



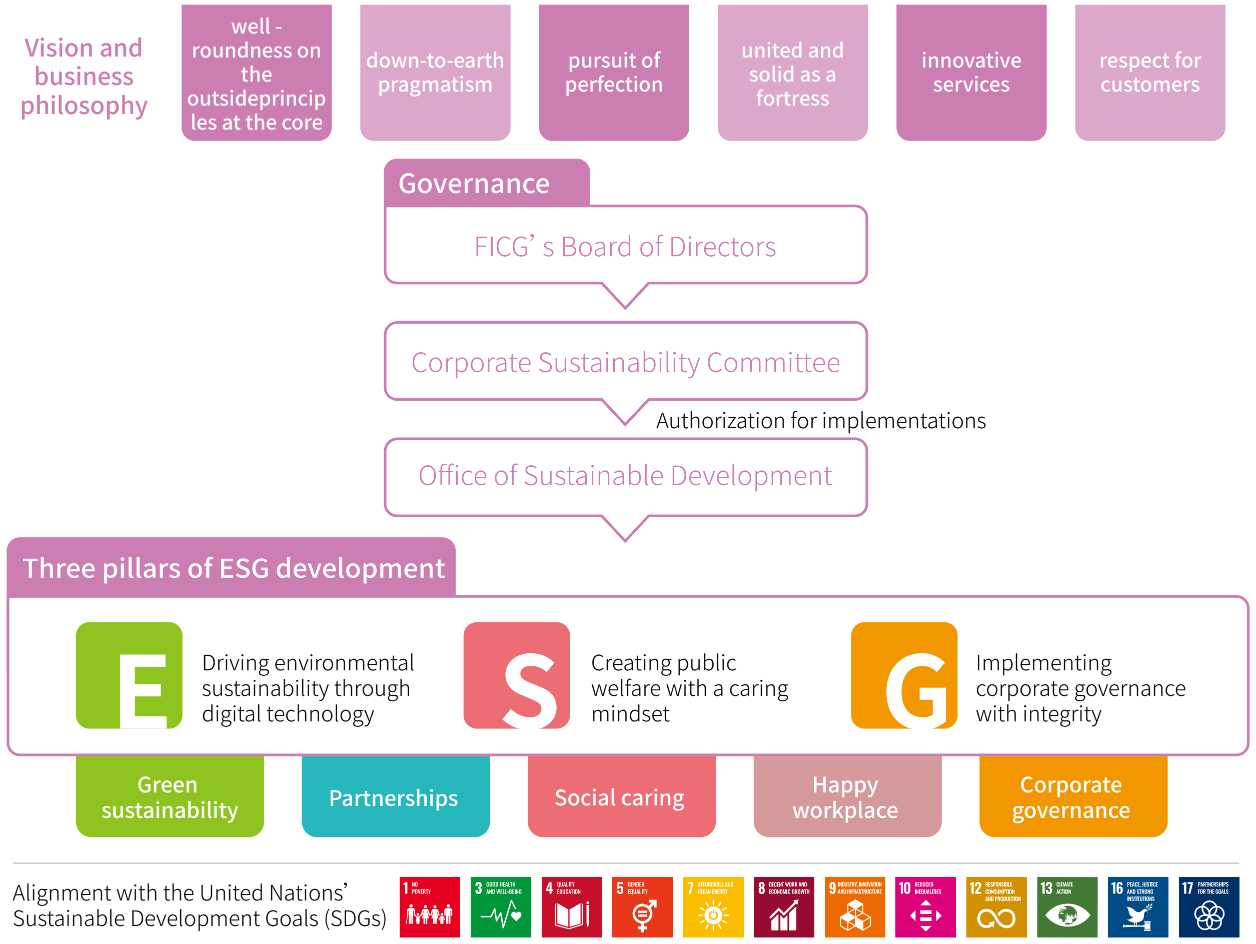
3.1 ESG Implementation Structure

GRI 2-22, 2-23

FICG acts as a holding company for entities active in different industry sectors and allocates resources appropriately in accordance with industry developments and needs. Its major subsidiaries, including FIC, 3CEMS Corp., and Ubiqconn Technology, continue to focus on production and marketing of automotive electronics systems, electronics product manufacturing services, R&D design, system assembly, and industrial computers.

The core values of the Group's business philosophy are "well-roundness on the outside and principles at the core; down-to-earth pragmatism; pursuit of perfection; united and solid as a fortress; innovative services; and respect for customers". Upholding these core values, we continue to support affiliated companies to achieve the "GRM" goal: G for GREEN - energy conservation, carbon reduction, environmental protection, and use, design and manufacturing of green products; R for RUGGED – durable and long-lasting products; M for MOBILITY – design of lightweight, user-friendly, and ubiquitously connected products to ensure repeated use on multiple occasions for extended periods, in opposition to short-term and disposable products.

After extensive discussions between FICG' s Corporate Sustainability Committee and affiliated companies, we continue to follow the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises; OECD Due Diligence Guidance for Responsible Business Conduct; United Nations (UN) Guiding Principles on Business and Human Rights; Universal Declaration of Human Rights (UDHR); and the Responsible Business Alliance (RBA) Code of Conduct. We have set the Group's medium- and long-term sustainability goals for "driving environmental sustainability through digital technology, creating public welfare with a caring mindset, and implementing corporate governance with integrity" towards the sustainable business of FICG and its affiliated companies. Furthermore, FICG will further its commitments and continue to expand its concerns over social care, human rights, environmental, governance, and sustainability issues, hoping to create a more convenient and better future for the society through corporate capabilities.



Alignment with the United Nations' Sustainable Development Goals (SDGs)

3.2 Analysis of Material Topics

FICG refers to the GRI Standards in sustainability reporting and the AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness, and Impact to identify material topics. We then assess the impacts of these material topics on the economic, environmental, and social/human rights dimensions in accordance with the GRI Standards 2021. The results serve as the basis for FICG to formulate its sustainable development strategies. After ensuring the relevance between the issues covered in sustainability strategies and the organizational context, we initiate action plans, continuously track and review the effectiveness of material topic implementation and target setting, in order to propose improvement measures and respond to stakeholders' concerns.

Identification of Stakeholders

GRI 2-29

FICG follows the five principles of the AA1000 SES Stakeholder Engagement Standards, namely Responsibility, Influence, Tension, Diverse Perspectives, and Dependency and identifies eight categories of stakeholders, i.e., shareholders/investors, employees, customers, suppliers/contractors, media, government, non-government organizations/non-profit organizations and community residents.

Issues of Concern and Impact Analysis

GRI 2-14, 2-16, 3-2

STEP 1

Understanding of organizational context and summary of sustainability issues

FICG examined its own economic activities, commercial cooperation relationships, sustainability contexts and stakeholders; referred to international sustainability regulations, industry development trends, GRI Standards and specific topics, TCFD (Task Force on Climate-related Financial Disclosures) and SASB (Sustainability Accounting Standards Board) and collected a wide range of issues of concern to stakeholder groups and expected internally and externally. A total of 27 sustainability issues involving company operations was hence established.

27 sustainability issues

STEP 2

Identification of actual and potential impacts on the organization

FICG conducted a questionnaire survey to relevant stakeholders on material topics in order to understand the levels of emphasis placed by stakeholders on these 27 sustainability issues. A total of 109 effective questionnaires were collected. Meanwhile, the outcome of the engagement with six senior executives in FICG and its subsidiaries and external experts was consolidated regarding these 27 sustainability issues, to assess the positive and negative significant impacts on corporate operations and on external economic, environment and social/human rights aspects.

109 questionnaires to stakeholders on issues of concern
6 questionnaires on internal impact assessment

STEP 3

Ranking of impact levels and identification of material topics

The items with the highest total impact and concern scores were selected on the basis of the abovementioned communication and survey results. This was followed with the consideration for factors such as social participation, value co-creation, labor relations and suppliers and sustainability management. A total of eight material topics were identified. In comparison with the topics listed in the sustainability report last year, previous energy management is now expanded into energy and greenhouse gas management, to place an emphasis on reduction of greenhouse gas emission. Once the list of material topics has been established, each team with Corporate Sustainability Committee conducted further assessment on how the economic activities related to the eight material topics affect economic, environmental and social/human rights aspects. The assessment covered the levels of positive impacts and negative impacts and the actual/potential likelihood of occurrence. The impact levels were then ranked according to analytic findings. The corresponding measures to address material topics; short-term, medium-term and long-term goals; annual achievements and management guidelines are described in this report in accordance with GRI 3-3, Management of material topics.

8 material topics

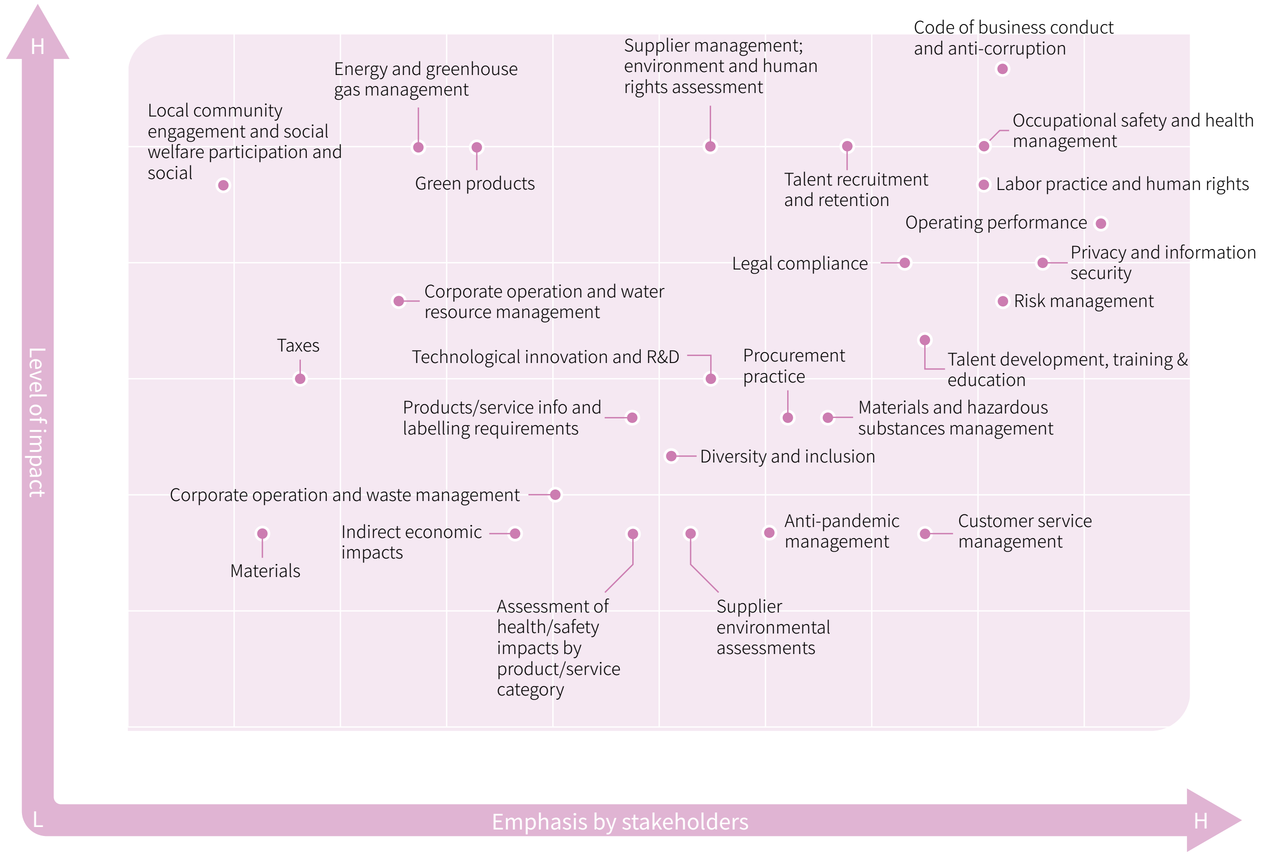
STEP 4

Review and approval of material topics

FICG' s Corporate Sustainability Committee and senior executives confirmed the assessment results of material topics and formulated management guidelines and targets. Information was collated for disclosure. Quarterly reviews were performed for management purposes. The results of material topics for 2023 were signed off by Corporate Sustainability Committee on March 14, 2024.

The Company asked its business units to conduct comprehensive quantitative assessments and rankings of environmental, social and human rights issues according to the Company' s scale, scope, likelihood and impact levels. The issues assigned with a score of higher than 4.3 were defined as high-impact material topics. A questionnaire survey was issued on stakeholders as an overall assessment. Finally, senior executives collectively determined the list of issues with positive and negative impacts by emphasizing the impact assessments. These issues were deemed material and arranged into the following matrix of material topics:

Matrix of Material Topics



Impact Assessments

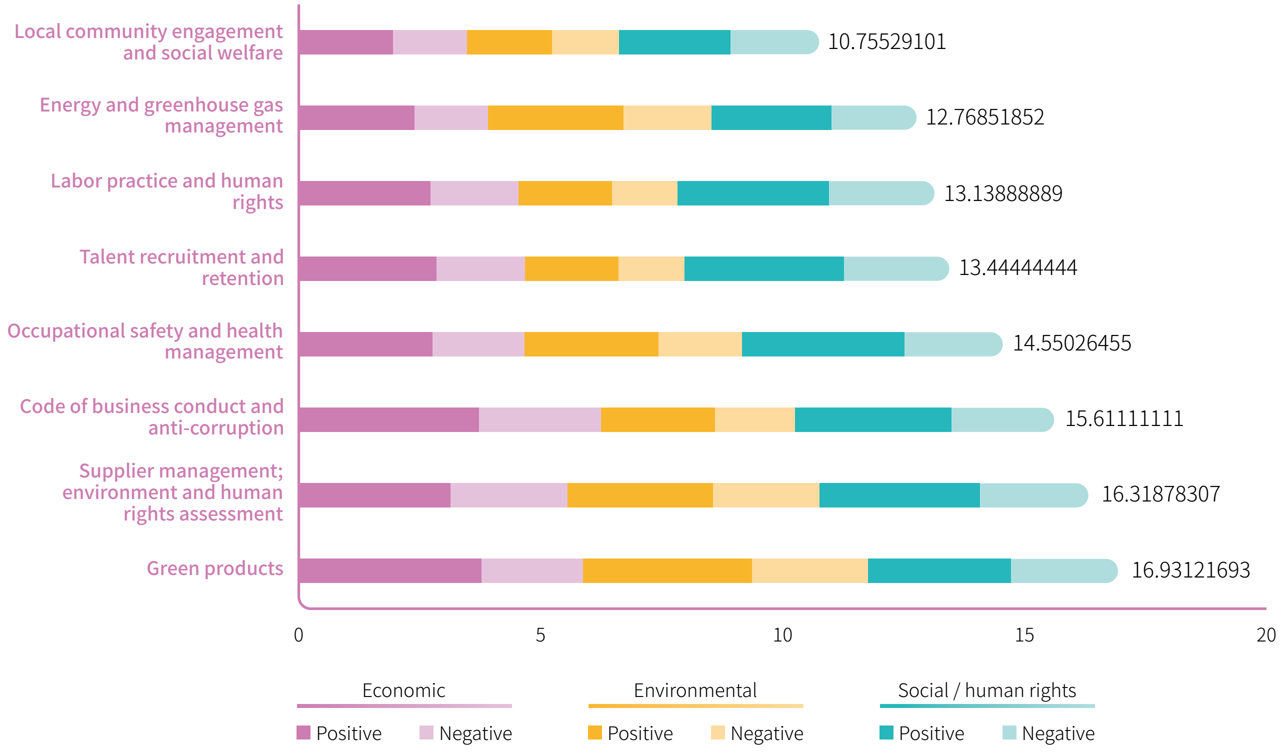
Material topics are categorized classified into low, medium and high according to the level of impact on economic, environmental and social/human rights, as well as the likelihood of occurrence. The list was assessed and summarized by senior executives of FICG and its subsidiaries as follows:

Impact level and likelihood of occurrence: High ●●● , ○○○ Medium ●● , ○○ Low ● , ○ ; Positive ● Negative ○

Impact level/ likelihood of occurrence	Economic				Environmental				Social/Human rights			
	Impact level		Likelihood of occurrence		Impact level		Likelihood of occurrence		Impact level		Likelihood of occurrence	
	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative
Green products	●●●	○○	●●●	○○	●●●	○○	●●●	○○	●●	○○	●●	○○
Energy and greenhouse gas management	●●	○	●●●	○○	●●	○	●●●	○○	●●	○	●●	○
Local community engagement and social welfare	●	○	●●	○	●	○	●●	○	●●	○	●●	○
Labor practice and human rights	●●	○	●●●	○○	●	○	●●	○	●●●	○○	●●	○○
Occupational safety and health management	●●	○	●●	○○	●●	○	●●	○○	●●●	○○	●●●	○○
Talent recruitment and retention	●●	○	●●●	○	●	○	●●	○	●●●	○○	●●●	○○
Supplier management, environment and human rights assessment	●●●	○○	●●	○○	●●●	○○	●●	○○	●●●	○○	●●	○○
Code of business conduct and anti-corruption	●●●	○○	●●	○○	●●	○	●	○	●●●	○○	●●	○○

Impact Quantification and Rankings

To effectively manage material topics, Corporate Sustainability Committee quantifies the level of impacts in the measurement of five points, with one point indicating the lowest impact and five points indicating the highest impact. Impact levels of material topics are ranked as follows:



Value Chain Elements Involved and Impacts of Material Topics

GRI 2-6

The Group identified the value chain elements involved and the impacts of material topics. Descriptions are provided according to GRI topics and metrics in relevant chapters for disclosure to stakeholders. The value chain elements involved and the impacts of material topics identified by FICG's Corporate Sustainability Committee identified were submitted to the Board of Directors as the highest level management for resolution.

Impacts involved: ■ Direct impact ▲ Indirect impact ● Impact caused by business relations

Topic	Sustainability issue	Description of the material topic	FICG	Suppliers, contractors, financial institutions and vendors	Customers and investors	Chapter for disclosure	Disclosure according to GRI Standards	Corresponding SDGs
Environmental	Green products	FICG is committed to green design and development. We will continue to uphold the green and environmentally friendly concept, from raw materials procurement, product design & development, production and manufacturing & transportation to product use & disposal, in order to reduce environmental impacts throughout the product lifecycle. We promote the development of environmentally friendly products through our core business, so as to obtain green business opportunities and customer trust and achieve coexistence and co-prosperity of environmental protection and economic development. We also look forward to contributing to safer and more sustainable communities through product design and application.	■	▲	■	5.1 Green products	Self-defined material topic	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Energy and greenhouse gas management	Fully aware of the significant impacts of climate change, FICG will actively manage climate risks, continue to advocate all measures to mitigate climate change impacts and foster a green corporate culture.	■	●	●	5.2 Energy and greenhouse gas management	GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4	13 CLIMATE ACTION
Social	Local community engagement and social welfare	"What is taken from the society is used for the society". FICG as a leading company going forward will not just aim for profitability, but also emphasize ESG (environmental, social, and governance) and sustainable development, and fulfill our responsibility to care for the society and the public.	■	▲	▲	6.1 Local community engagement and social welfare	GRI 203-1	1 NO POVERTY 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 7 AFFORDABLE AND CLEAN ENERGY 8 DECENT WORK AND ECONOMIC GROWTH 13 CLIMATE ACTION
	Labor practice and human rights	FICG adheres to its core values by protecting the basic human rights of its employees and value chain partners and promoting the sustainable development of the environment, the society and the economy.	■	●	●	4.4 Supplier Management, Environment and Human Rights assessment 6.2 Labor Practice and Human Rights	GRI 402, GRI 406-1, GRI 407, GRI 408, GRI 409	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
	Occupational safety and health management	FICG places importance on safety and mental/physical health of colleagues. We have established an internal occupational safety and health unit and management personnel. Relevant training, education and health seminars are organized to prevent occupational disasters and protect employees' safety and health.	■	▲	▲	6.3 Occupational safety and health management	GRI 403	8 DECENT WORK AND ECONOMIC GROWTH
	Talent recruitment and retention	Talent is the foundation of corporate operations. FICG strives to protect employees' rights, proactively develop professional talent and enhance staff retention.	■	▲	▲	6.4 Talent recruitment and retention	GRI 401, GRI 404, GRI 405	8 DECENT WORK AND ECONOMIC GROWTH
Governance	Supplier management: environment and human rights assessment	To enhance supplier management, FICG select suppliers based on the product nature of subsidiaries and by following procurement management procedures and operational regulations. We nurture long-term partnerships, urge suppliers to emphasize environmental and social responsibility and ensure the stability and co-prosperity of supply chains.	■	■	●	4.4 Supplier management, environment and human rights assessment	GRI 308, GRI 406, GRI 407, GRI 408, GRI 409, GRI 414	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS
	Code of business conduct and anti-corruption	FICG upholds its management philosophy centered on integrity, transparency and accountability and pursues sustainable development based on ethics.	■	▲	■	4.5 Code of business conduct and anti-corruption 6.1 Talent recruitment and retention	GRI 205-2, GRI 405-1	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Management of Material Topics

GRI 2-25, 2-26

Supplier management, environment and human rights assessment

Implication to FICG	Long-term partnerships are established via sustainable supplier management. We join hands with suppliers to fulfil environmental and social responsibility and ensure the stability and co-prosperity of supply chains.
Stakeholders	Suppliers ／ contractors, customers
Potential or actual impacts	**Description of positive impacts** • Actual: Comprehensive supplier management, environmental and human rights assessment to foster a steady supplier chain by avoiding the risks of supply disruptions. • Potential: We work together with suppliers to fulfil environmental and social responsibility and bring positive impacts to the society in order to enhance our reputation and customers’ trust. **Description of negative impacts** • Actual: Failure to effectively implement sustainable management or due diligence on suppliers may result in the inability to promptly identify suppliers who cause risks to the environment, the society, and human rights. This could in turn jeopardize the company's reputation and the stability of its supply chain. • Potential: There are currently no sustainability standards for small-and-medium suppliers. It may be difficult to evaluate potential negative impacts of a supplier in the environment, social and corporate governance aspects.
Policy/ Commitment	• Inclusion of environmental and social standards into supplier assessment to screen and select new and qualified suppliers. • Advocacy of the company’ s emphasis on sustainable supply chain management. • Audits on and support to high-risk suppliers and elimination of the suppliers failing to make timely improvements or in serious circumstances
Short-term, medium-term and long-term goals	• Short-term (1-3 years): Documentation of sustainable supplier management procedures; environmental and social standards included for assessment and selection of 100% of new suppliers. • Medium-term (3-5 years): General inspections on existing long-term/key suppliers by applying environmental and social standards. • Long-term (over 5 years): Annual reviews on important suppliers by examining corporate governance, environmental and social indicators in sustainability, to implement the sustainable supplier management policy.
Complaint/ Measurement mechanism	• Measurement mechanism: selection mechanism for new suppliers; assessment of existing suppliers. • Complaint channel: via procurement department of Group companies.
2023 achievements	**Action for positive impacts:** • Review of whether 457 existing key suppliers and 65 new key suppliers have obtained ISO 9001, 14001, 45001, RBA certificates and RBA commitments; issued sustainability reports; and signed sunshine/confidentiality agreements, social responsibility commitment letters, commitment for business code of conduct and corporate social responsibility, and adherence to conflict mineral regulations (Ubiqconn Technology and Ruggon Corporation excluded for the number of new key suppliers due to adjustment in 2023 to criteria for key suppliers). • 87.69% of new suppliers included in the environmental assessment standard, 80% included in the social assessment standard **Actions to avoid negative impacts:** • Advocacy and support to urge suppliers for conformity with environmental and human rights assessment standards according to requirements of specific subsidiaries. • FICG and its subsidiaries participated in “Green Finance and Sustainability Action Indicators for Supply Chains of Technology Manufacturing” organized by FinTechSpace and China Credit Information Services. This is a collective and voluntary initiatives with the indicators published by China Credit Information Services; Unity Sustainability Services; E.SUN Bank; Shin Kong Bank; Hua Nan Bank; FICG, and ASUS. It aims to assist Taiwan in the formulation of indicators for supply chain sustainability of the technology manufacturing industry based on hands-on and practical experience and to jointly drive the regulations governing supply chain sustainability in Taiwan. News link
GRI/Self-defined topics	GRI 308 Supplier Environmental Assessment; GRI 406 Non-discrimination; GRI 407 Freedom of Association and Collective Bargaining; GRI 408 Child Labor; GRI 409 Forced or Compulsory Labor; GRI 414 Supplier Social Assessment

Code of business conduct and anti-corruption

<table>
<tr><td>Implication to FICG</td><td>Conducting business activities based on the principle of fairness, honesty, integrity and transparency. Clear regulations of business ethics, duties and responsibilities for directors, supervisors, managers and all employees in order to strengthen corporate governance.</td></tr>
<tr><td>Stakeholders</td><td>Shareholders/investors, media and governments</td></tr>
<tr><td>Potential or actual impacts</td><td>**Description of positive impacts**
• Actual:
No corruption or breach of business ethics during the reporting period.
• Potential:
Training, education and advocacy for business code of conduct and anti-corruption to help to enhance the Group’ s positive impact on all stakeholders and promote the company’ s reputation and customers’ trust.
Description of negative impacts
• Potential:
Any frauds or breach of business ethics by directors, independent directors, supervisors, managers, mandataries or persons with substantive controlling power will result in a major blow to the company’ s reputation if business ethics and anti-corruption regulations, relevant training and audit mechanisms are not in place.</td></tr>
<tr><td>Policy/ Commitment</td><td>• To ensure the transparency of operational information, the code of business conduct, compliance with laws and regulations and to promote robust corporate governance, culture and sustainable development.</td></tr>
<tr><td>Short-term, medium-term and long-term goals</td><td>• Short-term (1-3 years):
Adherence to the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, laws and regulations of the jurisdictions where FICG, its group companies and organizations operate; implementation of FICG’ s Operational Procedures and Behavioral Guidelines for Ethical Businesses; and enhanced relevant training and education.
• Medium-term (3-5 years):
Training and education to the entire workforce; incorporation of business ethics, employee guidelines and rules into the learning platform; administering of relevant tests to ensure that all members are familiar with code of business conduct and anti-corruption protocol.
• Long-term (over 5 years):
Fulfillment of the commitment to comply with laws and business ethics and practice of a culture of integrity to maintain the corporate image of trust and honesty.</td></tr>
<tr><td>Complaint/ Measurement mechanism</td><td>FICG encourages the reporting by internal/external personnel about dishonest or inappropriate actions via its official website. If proven to have violated relevant laws or business code of conduct and rules, the alleged party will be immediately asked to stop relevant behaviors and appropriate measures will be taken. If necessary, legal proceedings will be pursued for damages in order to maintain the company’ s reputation and interests.</td></tr>
<tr><td>2023 achievements</td><td>**Actions for positive impacts and against negative impacts:**
• Implementation of “Operational Procedures and Behavioral Guidelines for Ethical Businesses” throughout the Group
• Training and education on business ethics and anti-corruption for a total of 251 hours and 492 person-times in Taiwan and 3,485 person-times in China.
• Business code of conduct and anti-corruption training implemented in all subsidiaries in Taiwan except Prime Base Inc.
• No. of people whom the governance unit has communicated with or provided training for:
<table>
<tr><th>No. of people communicated</th><th>% of people communicated</th><th>No. of people provided with training</th><th>% of people provided with training</th></tr>
<tr><td>8</td><td>100%</td><td>1</td><td>13%</td></tr>
</table>
• No. of employees communicated with and provided with training:
<table>
<tr><th colspan="5">Employees</th></tr>
<tr><th>Region</th><th colspan="2">Taiwan</th><th colspan="2">China</th></tr>
<tr><td>Employee type</td><td>Regular employees</td><td>Non-regular employees</td><td>Regular employees</td><td>Non-regular employees</td></tr>
<tr><td>No. of people communicated</td><td>509</td><td>2</td><td>3,306</td><td>1,165</td></tr>
<tr><td>% of people communicated</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr>
<tr><td>No. of people provided with training</td><td>492</td><td>0</td><td>2,395</td><td>1,081</td></tr>
<tr><td>% of people provided with training</td><td>97%</td><td>0%</td><td>72.44%</td><td>92.79%</td></tr>
</table>
• Business ethics clauses must be included into all contracts with commercial partners and suppliers. It is also required to observe Operational Procedures and Behavioral Guidelines for Ethical Businesses.</td></tr>
<tr><td>GRI/Self-defined topics</td><td>GRI 205 Anti-corruption</td></tr>
</table>

Green products

Implication to FICG

Adoption of green and environmental protection concepts, from raw materials procurement, product design & development, production, manufacturing & transportation, to product use & disposal, in order to reduce environmental impacts throughout the product lifecycle. We promote the development of environmentally friendly products through our core business, so as to obtain green business opportunities and customer trust and achieve coexistence and co-prosperity of environmental protection and economic development.

Stakeholders

Customers, suppliers/contractors

Potential or actual impacts

Description of positive impacts

- Actual:
  The products with green certifications can better address the market demand given the growing requirements for green products in the international market and the increasingly stringent international regulations.
- Potential:
  The design and manufacturing of green products reduces environmental impacts, increases the likelihood of contract wins, and fosters customers' trust.

Description of negative impacts

- Actual:
  The emphasis on ESG performance across the supply chain is an established trend given the increasing requirements from customers and end users to meet environmental regulations. Failure to proactively design and manufacture green products may result in loss of existing orders or potential clients.
- Potential:
  We have put in place the environmental protection policy for waste classifications, recycling, energy efficiency and resource reduction. The use of all resources is regularly recorded. Goals are set for review and improvement. Meanwhile, we obey relevant laws and regulations to effectively protect the ecological environment, avoid the abuse of resources and mitigate environmental pollution. Failure to properly manage this system may result in pollution to the environment and adjacent communities, affect the company's image or seriously undermine the trust from customers and other stakeholders.

Policy/ Commitment

To achieve the coexistence and co-prosperity with the ecosystem of the planet earth, FICG is committed to continued design and development of green products. Inspections are conducted at all checkpoints from source management, design and development and to new product introduction, to ensure quality and green design targets, boost energy consumption efficiency, reduce resource waste, emphasize pollution prevention, waste reduction and process. The purpose is to mitigate environmental impacts and fulfil responsible production and consumption.

Short-term, medium-term and long-term goals

- Short-term (1-3 years):
  At least one model under own brand in the U.S. market certified by the Electronic Product Environmental Assessment Tool (EPEAT) and at least one model under the ODM contract certified for use of recycled materials in mass production. Adoption of USB-C cables starting in 2024 for electronics equipment sold in the European Union as encouraged by the EU regulations.
- Medium-term (3-5 years):
  Formulation of a recycle policy suitable to the nature of products and 100% conformity to international environmental regulations.
- Long-term (over 5 years):
  3R (recycle, reuse and reduce) for products and services and in alignment with SDGs.

Complaint/ Measurement mechanism

- Assessment mechanism:
  Product lifecycle assessments, R&D and training; environmental labels and declarations for products; hazardous substance policies and materials management; use of recycled materials and environmental-friendly packaging for products; water resource management; and waste management.
- Complaint channels:
  FICG and all its subsidiaries have established a customer complaint section on company websites and put in place a mechanism for proper handling, responses and follow-ups.

2023 achievements

Actions for potential positive impacts, and actions against actual and potential impacts:
2023 achievements in resource recycling, water resource management and waste management at major production sites in China and certificates for green products and production as follows:

- Approximately 205 tons of plastics recycled.
- Approximately 16 tons of PCB breakaways recycled.
- Approximately 413 tons of water conserved via filtering and reuse of waste water.
- Outsourcing to third-party organizations for regular inspections of effluents. All results were normal in 2023.
- A total of 626 tons of wastes, 81.4935 tons of hazardous wastes and 544.8008 tons of non-hazardous wastes all handled in accordance with operational procedures for waste management.
- Waste liquids from cleaning of mainboards and fixtures in the manufacturing process and use of acid fume scrubbers; waste paper/plastics/pallets/carrier trays/breakaways and organic solvents all recycled and processed by professional third-party companies, to reduce damages to the environment and the communities.
- The subsidiary Prime Technology maintained the ISO 14001 environmental management certified and obtained the clean producer company status in Guangzhou.
- The subsidiary Amertek Computer obtained the China Environmental Label (shown as ten rings), a testimony for our product quality, adherence to environmental requirements in the process of production, use and disposal; and environmental strengths such as low toxicity, reduced hazards and resource consumption compared to other products of the same category.

GRI/Self-defined topics

Self-defined topic: Green products

Energy and greenhouse gas management

Implication to FICG

Review of the greenhouse gas inventory and continued planning for reduction of greenhouse gas emissions and enhancement of energy efficiency. This meets the domestic/overseas regulations and the expectation from external stakeholders, reduces environmental impacts and achieve environmental and sustainability management.

Stakeholders

Shareholders/investors, employees, customers, suppliers/contractors, governments and community residents

Potential or actual impacts

Description of positive impacts

- Actual:
  Review of the greenhouse gas inventory and completion of third-party inspections and verifications by staying ahead of legal requirements, to facilitate the Group's subsequent implementation of carbon management.
- Potential:
  Annual review of the greenhouse gas inventory; initiation of energy efficiency and carbon reduction activities; and improvement of the energy-intensive and carbon emitting hotspots to transition into a green and sustainable company and enhance trust from stakeholders.

Description of negative impacts

- Actual:
  Rising energy costs due to climate and environmental change.
- Potential:
  Failure to effectively manage energy and greenhouse gases may undermine the corporate reputation and possibly discreditation by stakeholders and elimination by the market.

Policy/ Commitment

Formulation of climate related performance metrics and quantifiable targets; periodical tracking and disclosure of progress and achievement.

Short-term, medium-term and long-term goals

- Short-term (1-3 years):
  Annual carbon footprint verification and maintenance of the ISO 14064-1 certification.
- Medium-term (3-5 years):
  Use of renewable energy, to lower greenhouse gas emissions from the base year of 2023.
- Long-term (over 5 years):
  Further use of renewable energy, to achieve carbon neutrality by 2050.

Complaint/ Measurement mechanism

Annual carbon footprint verification; achievement of carbon reduction targets according carbon reduction and energy management strategies; and regular reporting of results to Corporate Sustainability Committee.

2023 achievements

Actions for potential positive impacts, and actions against actual and potential impacts:

- Ahead of the deadline imposed by statutory requirements for external verification, FICG, FIC, FICTA Technology, 3CEMS Corp. (Cayman), Ubiqconn Technology, Ruggon Corporation, Prime Technology and Amertek Computer obtained ISO14064-1 verification for greenhouse gas emissions in 2023.
- The greenhouse gas emissions in 2023 were 1,022.7290 tCO_2e in Taiwan and 115,723.6626 tCO_2e in China.
- Ubiqconn Technology used 61,535kWh of renewable energy, approximately reducing emissions by 30.3983 tCO_2e.

GHG Emissions in Taiwan

Unit: tCO_2e

	Scope 1	Scope 2	Scope 3	Total
Total	69.1696	686.7436	266.8155	1,022.7290

Note: The scope of the greenhouse gas inventory consists of FICG, FIC, FICTA Technology, 3CEMS Corp. (Cayman), Ubiqconn Technology and Ruggon Corporation.

GHG Emissions in China

Unit: tCO_2e

	Scope 1	Scope 2	Scope 3	Total
Total	420.8278	19,657.7269	95,645.1054	115,723.6626

Note: The scope of the greenhouse gas inventory consists of Prime Technology and Amertek Computer.

- 2023 Electricity Consumption

	Taiwan	China
Total consumption (kWh)	1,390,169.0297	40,794,475.00
Electricity consumption intensity = (Total consumption MJ)/ Revenue in NT$ million)	241.50	3,734.37

- All lights were replaced with LEDs during the year in Zhonghe District and Neihu District. This is expected to save electricity by 22872.96(kWh) p.a., reducing emissions by approximately carbon emissions by c. 11.2992 tCO_2e /year.
- Ubiqconn Technology used 61,535 kWh of renewable energy, approximately reducing emissions by 30.3983 tCO_2e.

GRI/Self-defined topics

GRI 302 Energy; GRI 305 Emissions

Local community engagement and social welfare

Implication to FICG	Local community engagement and social welfare are about corporate caring for the society. We seek to shape our social image and achieve inclusion and co-prosperity by active participation in public welfare activities, contributions social to the society, and promotion of social progress.
Stakeholders	Community residents
Potential or actual impacts	**Description of positive impacts** • Actual: Public welfare green power plants sponsor rural education funds by generating renewable electricity for feed-in-tariffs. Plant factories create job opportunities for communities. • Potential: Long-standing community care and public welfare activities, to establish good and positive relationships with the society and the public. **Description of negative impacts** • Actual: (no actual negative impacts identified) • Potential: If the supported organization relies on long-term corporate without establishing a sustainable business model, it may end up with overdependence or resources become concentrated with a small number of organizations. The vulnerable groups may lose support suddenly if the sponsorships and resources are reallocated and the services are disrupted.
Policy/ Commitment	FICG places long-term importance on social issues such as education, caring for the disadvantaged, green energy, industry-academia cooperation, culture and arts. We work with CGCH Foundation for Education and other organizations in planning for help in learning and support of the underprivileged; social care; education for diversity; green energy for public welfare; plant factories; and arts and culture. FICG aims to fulfill its social responsibility centered on caring for others.
Short-term, medium-term and long-term goals	• Short-term (1-3 years): Measures to encourage employees to participate in social engagement and expand the scope of social engagement. • Medium-term (3-5 years): Strengthening of neighborhood support and involvement in local activities for inclusion. Stakeholders invited to join social welfare campaigns. • Long-term (over 5 years): Regular reviews of project implementations; assessment of project effectiveness; and adjustment of future targets on a rolling basis.
Complaint/ Measurement mechanism	FICG and its subsidiaries report the outcome of social welfare projects to internal management, track project progress and implement improvements on a regular basis. Follow-ups are also routinely reported to Corporate Sustainability Committee regarding implementation statue and project results, so that future initiatives can be planned. Depending on the nature of projects, subsidiary colleagues are invited to take part in social welfare activities. Corporate Sustainability Committee reports relevant policies and implementation results to the Board of Directors.
2023 achievements	**Actions for positive impacts and against negative impacts:** • Cooperation with CGCH Foundation for Education and TSMC Charity Foundation in establishment of social welfare green power plants at elementary schools in the countryside areas to fund rural education by generating renewable energy for feed-in-tariffs. • Construction of plant factories on campus to offer internship opportunities and create business models. • Group-wide social care campaigns such as Sustainability Month were organized. The subsidiaries in Taiwan worked with Syin-Lu Social Welfare Foundation for fabric-wrapped pens and blood donation and supported International Meatless Day. These events encouraged employees to reach out to communities. • The subsidiaries in China organized social care initiatives such as community fire drills; anti-pandemic activities; health examinations; support for the disabled; tree-planting at communities; donation to earthquake victims in Gansu; occupational health training; community campaigns and outreach from employees.
GRI/Self-defined topics	Local community engagement and social welfare

Labor practice and human rights

Implication to FICG	FICG considers the protection of basic human rights for its employees and value chain partners as the foundation of sustainable development of the environment, the society and the economy. FICG supports the Universal Declaration of Human Rights (UDHR), Responsible Business Alliance Code of Conduct (RBA) and the international respect for human rights. We also comply with the laws and regulations of the jurisdictions where the parent company and subsidiaries operate around the world. We treat and respect all employees with dignity.
Stakeholders	Employees, suppliers ／ contractors
Potential or actual impacts	**Description of positive impacts** • Actual: A robust labor practice and human right management policies can reduce personnel turnover and stabilize attrition. This lowers the percentage of absenteeism and worker loss and maintains a good operating performance. • Potential: Enhancement of the company’ s profile and hence the investors’ willingness to invest. **Description of negative impacts** • Actual: Amertek Computer in China exported two labor disputes during the year. This did not cause a major impact on the Company’ s operations. • Potential: Violation of employees’ human rights, freedom of association and collective bargaining, any discrimination or employment of child labor may attract penalties and affect the corporate reputation.
Policy/ Commitment	FICG develops its guiding principles according to the corporate mission, vision and human right policy. Corporate Sustainability Committee is assigned to formulate sustainable development policies and targets, supervise the planning, implementation, performance and information disclosure by subsidiaries in sustainable development and human rights management.
Short-term, medium-term and long-term goals	• Short-term (1-3 years): Proactive advocacy and organization of training and education programs on human right related policies. Periodical training and education to prevent sexual harassment at workplaces. • Medium-term (3-5 years): Implementation of FIC Global Group’ s Human Rights Policy. • Long-term (over 5 years): Promotion of communication with stakeholders; encouragement in development and implementation of human right policies; and continued advocacy and strengthening of non-financial information disclosure.
Complaint/ Measurement mechanism	FICG has established a publicly available and independent mailbox at its corporate website and intranet for whistleblowing (uti-hr@ubiqconn.com; HRD@ubiqconn.com; and HRD@fic.com.tw) and other channels such as phone numbers (02-87518751 ex. Human Resource Department) and WeChat official account. Any incidents of sexual harassment, infringement of labor rights and human rights can be reported via the hotline or email to the relevant units. Upon receipt of a complaint, a dedicated task force will be formed for immediate response. At the same time, the identity of the whistleblower and the content of the complaint will be kept confidential, and relevant protection and assistance will be provided.
2023 achievements	**Actions for positive impacts and against negative impacts:** • Regular training and education to prevent sexual harassment at workplace. • Training and education on labor and human rights provided to a total of 136 person-times and for 435 hours. • Two labor disputes occurred in China in 2023 but this did not cause a major impact on operations. • Case A: This was a case of non-establishment as both the arbitration committee and the court disapproved the continued performance of the labor contract by the employee in question. • Case B: This was a case of misunderstanding due to a lack of effective communication. The case arose from the discrepancy between the announcement period and the employee's service period. Both parties have reached a settlement. To address the issue associated with this case, our company has reviewed the announcement process and implemented improvement measures: New employees unaware of previous announcements should be informed of the announcements and the details. Employee reward and discipline management regulations should be published so that employees are informed. All announcements should be made known through different methods or employees should be informed of the announcements and the details.
GRI/Self-defined topics	GRI 402 Labor/Management Relations; GRI 405 Diversity and Equal Opportunity; GRI 406 Non-discrimination; GRI 407 Freedom of Association and Collective Bargaining; GRI 408 Child Labor; GRI 409 Forced or Compulsory Labor

<table>
<tr><th colspan="2">Occupational safety and health management</th></tr>
<tr><td>Implication to FICG</td><td>The maintenance of workplace safety and employees’ health is the cornerstone of corporate operations. Hence, companies are obligated to protect employees. This is a benefit and a policy for companies and workers.</td></tr>
<tr><td>Stakeholders</td><td>Employees</td></tr>
<tr><td>Potential or actual impacts</td><td>Description of positive impacts
• Actual:
Reduction of disability and injury frequencies; injury severity rate (SR); occupational injury caused death rate; and occupational disease caused death rate.
• Potential:
Robust management of occupational safety and health enhances employee retention and maintains good operating performance.
Description of negative impacts
• Actual:
Two occupational disasters occurred during the year but there were no major occupational injuries.
• Potential:
Failure to maintain good management in occupational safety and health will jeopardize the mental and physical health of employees. Breach of regulatory requirements may result in occurrence of occupational diseases and order to suspend production and make improvement. This will affect product delivery and damage the corporate reputation.</td></tr>
<tr><td>Policy/ Commitment</td><td>FICG follows relevant local regulations and refers to the ISO 45001 Occupational health and safety management systems. Each member company has established an internal occupational safety and health organization and management personnel, in line with its scale and scope. Regular training and education is provided. The awareness for safety and health is integrated into the day-to-day work environment via the management mechanism, training and education.</td></tr>
<tr><td>Short-term, medium-term and long-term goals</td><td>• Short-term (1-3 years):
maintenance of zero occupational disease
• Medium-term (3-5 years):
Integration of the PDCA (plan,do,check,act) framework under ISO 45001 and construction of a safe workplace with a systematic management mechanism by identifying hazards, monitoring regulations, internal audits, management reviews and patrol inspections on safety and health.
• Long-term (over 5 years):
Creation and development of a culture for occupational safety and health, and implementation to ensure zero disasters at workplace.</td></tr>
<tr><td>Complaint/ Measurement mechanism</td><td>• Measurement mechanism:
zero occupational diseases, zero occupational hazards; and total number of training and education hours.
• Complaint channel:
Complaints can be lodged with the human resource department of each group company.</td></tr>
<tr><td>2023 achievements</td><td>Actions for positive impacts and against negative impacts:
• Two occupational disasters occurred in 2023: one contusion caused by a slippery fall on a rainy day and one contusion due to careless transportation. The employees were sent to hospital immediately according to regulations and have now recovered. There was no significant occupation injury.
• When handling hazardous wastes and organic solvents, employees must wear protective equipment and observe the procedures of occupational safety management. Hence, no occupational disease was reported in 2023.
• Training and education on occupational safety and health to promote employees’ mental/physical health:
<table>
<tr><th>Region
Number</th><th>Taiwan</th><th>China</th></tr>
<tr><td>Person-times</td><td>584</td><td>7,046</td></tr>
<tr><td>Hours</td><td>1,105.5</td><td>31,163.5</td></tr>
</table>
• The subsidiaries Ubiqconn Technology, Prime Technology, and Amertek Computer have obtained the ISO 45001 certification.</td></tr>
<tr><td>GRI/Self-defined topics</td><td>GRI 403 Occupational Health and Safety</td></tr>
</table>

Talent recruitment and retention	
Implication to FICG	Talent recruitment and retention is the cornerstone of corporate operations and growth. FICG strives to protect the basic rights of both parties, i.e. employees and itself as the employer, and complies with relevant government regulations. We implement a performance review system and the rewards are differentiated and performance-based. To develop the young talent pipeline, we offer internships to college students and priority for employment is given to those who pass the performance evaluation.
Stakeholders	Employees
Potential or actual impacts	**Description of positive impacts** • Actual: A good recruitment practice attracts high-caliber talent. Good wages, benefits and communication channels retain talent and lower turnover. The retention rate in Taiwan has increased. • Potential: Able to incentify other team members and create a healthy competition. This will boost operating performance and enhance the brand image. **Description of negative impacts** • Actual: The turnover of new hires in China is relatively high. These are mostly non-regular employees (i.e., contracted temps). As a result, human resource and other departments see an increase in training costs. • Potential: Challenges in recruitment due to low birth rates and human capital flight.
Policy/ Commitment	To boost the employee retention rate, FICG provides benefits such as subsidies for recreational activities, a diversity of education and training programs, employee welfare systems better than statutory requirements, various clubs and employee activities. We have established a clearly-defined system for performance evaluations, promotions, and salary adjustments. Department heads are encouraged to rehire middle-aged and senior employees who have resigned or retired, and arrange flexible working hours and create a friendly workplace. This reduces personnel training costs, improves staff stability, and enables sustainable workforce via labor reinvention.
Short-term, medium-term and long-term goals	• Short-term (1-3 years): The overall retention rate in Taiwan maintained at 78.97% since 2023. The turnover of new hires in China dropped by 10% starting in 2024. • Medium-term (3-5 years): The retention rate of new hires to increase by 2% year-on-year from 2023 onward. • Long-term (over 5 years): Maintenance of the total turnover rate at a healthy level of 20%.
Complaint/ Measurement mechanism	• Measurement mechanism: Review of employee retention and total turnover. • Complaint channels: FICG has established an open and transparent communication environment. Employees can initiate real-time communication via phone, online messaging, emails, the company mailbox and hotline for complaints and between departments. Meetings between management and workers.
2023 achievements	**Actions for positive impacts and against negative impacts:** • The overall employee retention rate in Taiwan was 79.84% in 2023, up by 10.87% from 2022. The new hire retention rate in Taiwan was 77.58% in 2023, an increase of 8.83% from 2022. The new hire retention rate in China in 2023 was 27.23%. • The high personnel turnover in China is reflective of industry characteristics. The number of leavers was 9,325 in 2023. Improvements will be made to the staffing contracts for factory roles.
GRI/Self-defined topics	GRI 401 Employment; GRI 404 Training and Education; GRI 405 Diversity and Equal Opportunity

3.3 Communication with Stakeholders

GRI 2-12, 2-16, 2-29

FICG communicates with stakeholders via multiple means such as physical channels and online questions. The purpose is to understand the level of emphasis placed by stakeholders on each sustainability issues and the influence on their evaluation and decision making. There are eight categories of major stakeholders, i.e., shareholders/investors, employees, customers, suppliers/contractors, media, government, non-government organizations/non-profit organizations and community residents. The results of communication with stakeholders in 2023 are described below:

No.	Stakeholders	Relation with FICG	Communication mechanism/channel/ frequency	Issue of concern in 2023	Responsible unit	Corresponding chapter
1	Shareholders/ investors	Disclosure of fair and transparent information to capital providers of FICG	General shareholders' meetings (once a year); investor conferences (once a year); important announcements (immediate); financial statements (quarterly/as required by the Company Act and the Securities and Exchange Act); news and updates on the website (immediate); message board on the website (immediate); telephone conservations (immediate)	• Code of business conduct and anti-corruption	• FICG's Board of Directors, Shareholders' Service Department, Audit Department, Accounting Department and Legal Department • Corporate Governance Task Force in the Office of Sustainable Development	4.5 Business Code of Conduct and Anti-Corruption
2	Employees	The employees of FICG and its subsidiaries provide service and maintain corporate operations. They are the Company's most important asset.	Management/employee meetings (once every three months); employee conversations (immediate); employee assemblies and annual management meetings (once a year); message board on the website (immediate); emails (immediate); and WeChat official account(immediate)	• Labor practice and human rights • Occupational safety and health • Talent recruitment and retention	• Human Resource Department of each subsidiary • Happy Workplace Task Force in the Office of Sustainable Development	6.2 Labor Practice and Human Rights 6.3 Occupational Safety and Health Management 6.4 Talent Recruitment and Retention
3	Customers	Subsidiaries manufacture products and provide relevant services according to orders so that customers create a greater world of digitalization and sustainability	Business visits (ad-hoc); telephone conservations (immediate); social media and online messaging (immediate); message board on the website (immediate); emails (immediate); project meetings (once a quarter) and annual meetings (no fixed schedule)	• Supplier management, environment and human rights assessment • Code of business conduct and anti-corruption • Green products • Energy and greenhouse gas management	• Sales, R&D, manufacturing and quality assurance departments of each subsidiary • Partnership Task Force in the Office of Sustainable Development	4.4 Supplier Management, Environment and Human Rights Assessment 4.5 Business Code of Conduct and Anti-Corruption 5.1 Green Products 5.2 Energy and Greenhouse Gas Management
4	Suppliers/ contractors	Suppliers are an important element of FICG's sustainable development and essential to production, services and operations. Social responsibility and reputation risks are also involved. We seek to understand the issues pertinent to suppliers via communication channels, in order to mitigate operational risks and costs and continue to offer quality and responsible services to customers.	Telephone conservations (immediate); message board on the website (immediate); emails (immediate); GSM system communication (regular reviews)	• Supplier management, environment and human rights assessment • Green products • Energy and greenhouse gas management	• Sales, R&D, manufacturing and quality assurance departments of each subsidiary • Partnership Task Force in the Office of Sustainable Development	4.4 Supplier Management, Environment and Human Rights Assessment 4.5 Business Code of Conduct and Anti-Corruption 5.1 Green Products 5.2 Energy and Greenhouse Gas Management
5	Media	Media serves as a bridge between the Company and stakeholders. Timely media coverage of the Company announcements helps stakeholders to access open and accurate company information and continue to strengthen the corporate image.	Press conferences (ad-hoc); social media (immediate); press releases (ad-hoc)	• Code of business conduct and anti-corruption • Local community engagement and social welfare	• FICG's Public Relations Department	4.5 Business Code of Conduct and Anti-Corruption 6.1 Local Community Engagement and Social Welfare
6	Governments	FICG is a listed company, in compliance with the Company Act, the Securities and Exchange Act and all sustainability management regulations and subject to the supervision and governance by all levels of government authorities.	Official documents (ad-hoc); telephone conservations (immediate);	• Code of business conduct and anti-corruption • Energy and greenhouse gas management • Labor Practice and human rights • Occupational safety and health • Talent recruitment and retention	• FICG's Board of Directors, Shareholders' Service Department, Audit Department, Accounting Department and Legal Department • Human resource department of each subsidiary • Office of Sustainable Development: Corporate Governance Task Force; Green & Sustainability Task Force; and Happy Workplace Task Force	4.5 Business Code of Conduct and Anti-Corruption 5.2 Energy and Greenhouse Gas Management 6.2 Labor Practice and Human Rights 6.3 Occupational Safety and Health Management 6.4 Talent recruitment and retention
7	Non-government organizations/ non-profit organizations	Non-government organizations/non-profit organizations and communities are FICG's long-term partners in realizing its social care and enabling public welfare activities to take root in communities.	Message board on the website (immediate); emails (immediate); telephone conservations (immediate)	• Energy and greenhouse gas management • Labor Practice and human rights • Local community engagement and social welfare	• FICG's Public Relations Department • CGCH Foundation for Education • Human resource department of each subsidiary • Office of Sustainable Development: Green & Sustainability Task Force; Happy Workplace Task Force; and Social Concern Task Force	5.2 Energy and Greenhouse Gas Management 6.2 Labor Practice and Human Rights 6.1 Local Community Engagement and Social Welfare
8	Community residents	FICG believes that what's taken from the society should be used for the society. We endeavor to give back to the communities, neighborhoods, local groups and schools. We continue to maintain friendly interactions with local communities and contribute to the local economy.	message board on the website (immediate); emails (immediate); telephone conservations (immediate)	• Local community engagement and social welfare	• FICG's Public Relations Department • CGCH Foundation for Education • Social Concern Task Force in the Office of Sustainable Development	6.1 Local Community Engagement and Social Welfare

3.4 Targets for Sustainable Operations

<table>
<tr><th>Dimension</th><th>Material topic</th><th>2023 Achievements</th><th>Short-term targets (2025)</th><th>Medium/long-term targets (2030)</th></tr>
<tr><td rowspan="2">Environmental</td><td>Green products</td><td>• Assistance to customers in green products marketing by obtaining relevant international labels for environmental protection.
• Emphasis on protection of the ocean ecosystem and use of products made with recycled materials.
• Proactive design and development of products made with recycled plastics and recycled aluminium.
• Proactive design and development for low energy consumption. Some products have achieved results.
• Proactive development and use of paper packaging materials with green certifications, plastics-free packaging materials or recycled packaging materials for certain products.
• Reuse of cartons for logistics and transportation and reduction of the consumption of disposal paper boxes and pallets.</td><td>• At least one model under own brand in the U.S. market certified by the Electronic Product Environmental Assessment Tool (EPEAT)
• At least one model under the ODM contract certified for use of recycled materials in mass production.
• Adoption of USB-C cables starting in 2024 for electronics equipment sold in the European Union as encouraged by the EU regulations.</td><td>• Sustainable products: products and services aligned with SDGs.
• Product lifecycle: Product lifecycle taken into consideration during R&D and design stage of all products. Support of lifecycle assessments to more products.
• 3R (recycle, reuse and reduce) for all products.
• Sustainable packaging: 100% of product packaging from sustainable materials.
• Environmental regulations: 100% compliance with international environmental regulations.</td></tr>
<tr><td>Energy and greenhouse gas management</td><td>• Traditional lamps replaced with LED panel lights, to reduce carbon emissions by approximately 11.2992 tCO$_2$e p.a.
• Introduction of ISO 14064-1 quantification and reporting of greenhouse gas (GHG) emissions and system verification by key subsidiaries in 2023. Please refer to 5.2 Energy and Greenhouse Gas Management for details.
• Ubiqconn Technology used a total of 61,535 kWh in renewable energy, reducing carbon emissions by about 30.3983 tCO$_2$e.</td><td>• Use of external purchased green electricity to enhance the percentage of renewables in energy consumption.
• Energy management strategy formulated in 2023.
• Establishment of a dedicated (part-time) greenhouse gas management unit and assessment personnel.
• Completion of quantification of greenhouse inventory for the parent company and important subsidiaries in 2025.</td><td>• Construction of the PDCA (Plan-Do-Check-Act) framework for energy and greenhouse gas management, tracking and improvement of energy consumption and gradual reduction of carbon emissions.
• Completion of quantification of greenhouse gas emissions of subsidiaries in the consolidated financial statement by 2027; completion of verification of greenhouse gas inventory for the parent company by 2028 and for subsidiaries in the consolidated financial statement by 2029.
• Carbon neutrality for the Group by 2050.</td></tr>
<tr><td rowspan="4">Social</td><td>Labor practice and human rights</td><td>• Release of FIC Global Group’ s Human Right Policy.
• ESG and human rights related training and education to a total of 136 person-times and 435 hours.</td><td>• Proactive advocacy and hosting of training and education classes related to human right policies. Regular training and education to prevent sexual harassment at workplace.</td><td>• Continued to organize training and education classes in relation to human rights and gender equality policies.
• Implementation of “FIC Global Group’ s Human Right Policy”.</td></tr>
<tr><td>Occupational safety and health management</td><td>• Training and education on occupational safety and health:
<table>
<tr><th>Region
Number</th><th>Taiwan</th><th>China</th></tr>
<tr><td>Person-times</td><td>584</td><td>7,046</td></tr>
<tr><td>Hours</td><td>1,105.5</td><td>31,163.5</td></tr>
</table>
• Zero occupational disease
• The subsidiaries Ubiqconn Technology, Prime Technology and Amertek Computer have obtained the ISO 45001 certification.</td><td>• Maintenance of zero occupational disease</td><td>• Inclusion and integration of the PDCA (plan-do-check-act) framework under ISO 45001 by 2030 and construction of a safe workplace with a systematic management mechanism by identifying hazards, monitoring regulations, internal audits, management reviews and patrol inspections on safety and health. Development of a culture of occupational safety and health to create a workplace without disasters.</td></tr>
<tr><td>Talent recruitment and retention</td><td>• The overall employee retention rate in Taiwan was 79.84% in 2023, up by 10.87% from 2022. The high personnel turnover in China is reflective of industry characteristics. The number of leavers was 9,325 in 2023. Improvements will be made to the staffing contracts for factory roles.
• The new hire retention rate in Taiwan was 77.58% in 2023, an increase of 8.83% from 2022. The new hire retention rate in China in 2023 was 27.23%.</td><td>• The overall retention rate in Taiwan maintained at 78.97% since 2023. The turnover of new hires in China dropped by 10% starting in 2024.
• Retention rate of new hires to increase by 2% year-on-year from 2023 onward.</td><td>• Maintenance of turnover rate for employees 31-50 years old at a good level of 20% by 2030.
• Maintenance of total turnover rate at a good level of 20% by 2030.
• Maintenance of turnover rate at a good level of 14%-18% by 2050.</td></tr>
<tr><td>Local community engagement and social welfare</td><td>• The subsidiaries in Taiwan worked with Syin-Lu Social Welfare Foundation for fabric-wrapped pens and blood donation and supported social care programs such as International Meatless Day and Sustainability Month.
• The subsidiaries in China organized social care initiatives such as community fire drills; anti-pandemic activities; health examinations; support for the disabled; tree-planting at communities; donation to earthquake victims in Gansu; occupational health training; community campaigns and outreach from employees.</td><td>• Support for underprivileged school children to alleviate economic burden of their families.
• Assisted students inspired for creative and independent thinking.
• Establishment of a social protection net and community support groups.
• Offering of a diversity of education programs in local culture, languages, technology, ecosystem and arts.
• Provision of good educational facilities.
• Promotion of community use of renewable energy.
• Promotion of vocational education and creation of new business models.
• Organization of community arts and culture events to cultivate the mind and body.
• Understanding of local history and geography.</td><td>• Elimination of the rural-urban education divide by offering a diversity of education and social care.
• Combination of social welfare and green energy development, to promote education and environmental sustainability.
• Ensuring feasibility and practicality and assistance to the supported organization in achieving operational independence and sustainability.</td></tr>
</table>

<table>
<tr><th>Dimension</th><th>Material topic</th><th>2023 Achievements</th><th>Short-term targets (2025)</th><th>Medium/long-term targets (2030)</th></tr>
<tr><td rowspan="2">Governance</td><td>Business ethics and anti-corruption</td><td>

Implementation of “Operational Procedures and Behavioral Guidelines for Ethical Businesses” throughout the Group
Training and education on business ethics and anti-corruption for a total of 251 hours and 492 person-times in Taiwan and 3,485 person-times in China.
Business code of conduct and anti-corruption training implemented in all subsidiaries in Taiwan except Prime Base Inc.
No. of people whom the governance unit has communicated with or provided training for:

<table>
<tr><th>No. of people communicated</th><th>% of people communicated</th><th>No. of people provided with training</th><th>% of people provided with training</th></tr>
<tr><td>8</td><td>100%</td><td>1</td><td>13%</td></tr>
</table>
No. of employees communicated with and provided with training:
<table>
<tr><th></th><th colspan="4">Employees</th></tr>
<tr><th>Region</th><th colspan="2">Taiwan</th><th colspan="2">China</th></tr>
<tr><td>Employee type</td><td>Regular employees</td><td>Non-regular employees</td><td>Regular employees</td><td>Non-regular employees</td></tr>
<tr><td>No. of people communicated</td><td>509</td><td>2</td><td>3,306</td><td>1,165</td></tr>
<tr><td>% of people communicated</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr>
<tr><td>No. of people provided with training</td><td>492</td><td>0</td><td>2,395</td><td>1,081</td></tr>
<tr><td>% of people provided with training</td><td>97%</td><td>0%</td><td>72.44%</td><td>92.79%</td></tr>
</table>
Business ethics clauses must be included into all contracts with commercial partners and suppliers. It is also required to observe Operational Procedures and Behavioral Guidelines for Ethical Businesses.
</td><td>

Continued training, education and advocacy to new hires. Digital learning platform available on the intranet.
Continued requirement by 2025 for all employees to complete at least one in-person or online training session a year and to 100% pass the test on business code of conduct and employee principles, to ensure familiarity with relevant contents.

</td><td>

Continued to adhere to government regulations by amending internal rules and audit procedures, to fulfil the commitment for legal compliance and business integrity.
At least one advocacy campaign for business ethics each year. Questionnaires issued to employees to ensure adherence to business code of conduct and anti-corruption policy.

</td></tr>
<tr><td>Supplier management, environment and human rights assessment</td><td>

Review of whether 457 existing key suppliers and 65 new key suppliers have obtained ISO 9001, 14001, 45001, RBA certificates and RBA commitments; issued sustainability reports; and signed sunshine/confidentiality agreements, social responsibility commitment letters, commitment for business code of conduct and corporate social responsibility, and adherence to conflict mineral regulations
(Ubiqconn Technology and Ruggon Corporation excluded for the number of new key suppliers due to adjustment in 2024 to criteria for key suppliers).
87.69% of new key suppliers included in the environmental assessment standard, 80% included in the social assessment standard
Participation in Green Finance and Sustainability Action Indicators for Supply Chains of Technology Manufacturing to assist Taiwan in formulation of sustainability metrics for supplier chains of technology manufacturing and to promote sustainable supply chain management regulations in Taiwan.

</td><td>

Implementation of “Letter of Commitment to Business Ethics and Corporate Social Responsibility”
Planned inclusion of a variety of environmental and social criteria in selection of new suppliers.
Addition of environmental and social standards for new or existing key suppliers for general inspections.
Completion of amendment of annual supplier review standards in 2024 and conducting of regular assessments on key suppliers.

</td><td>

Promotion and implementation of the sustainable supplier management system, by encouraging suppliers to enhance performance in corporate governance, environment and social.

</td></tr>
</table>

Robust Corporate Governance Centered on Integrity

chapter

4

4.1 Risk Management

According to the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, a sustainability report should cover assessments of environmental, social and corporate governance risks. Relevant performance indicators should be established to manage the identified material topics.

FICG follows regulations in the identification and monitoring of relevant risks that may affect its sustainable development. Through risk transfer, mitigation, and avoidance management strategies and countermeasures, potential risks are minimized to enhance positive operational opportunities.

Risk Management Organization and Structure

As the highest-level risk management unit in the Company’ s risk management organization system, FICG’ s Board of Directors aims to comply with laws and regulations, promote and implement the Company's overall risk management. The Board of Directors seeks to gain a clear understanding of risks involved in operations and assumes the ultimate responsibility for risk management by ensuring the effectiveness of risk management. All department heads within FICG and its subsidiaries are required to bear the responsibility of risk management. As the addition of control items in the existing system and structure has been digitized (to replace the previous paperwork for signoffs), authorization settings have been created to control the approval levels, in order to ensure effective implementation of the risk control mechanisms and procedures.

Risk Management Policy

Different types of risks are defined in accordance with the Company's overall operational guidelines so that a risk management mechanism can be established for early identification, accurate measurement, effective supervision, and strict control. Potential losses are prevented, within the acceptable range of risks. Based on changes in internal and external environments, best risk management practices are continuously adjusted and improved, in order to protect the interests of employees, shareholders, customers, and other stakeholders, increase the firm value, and achieve the principle of optimal resource allocations.

All departments within FICG and its subsidiaries respond to risk events in a timely manner through the risk management process, in order to mitigate or avoid the impact of risk events and ensure sustainable operations. Through the processes of risk identification, risk measurement, risk monitoring, risk reporting, and risk response, risks and opportunities are identified, strategies are formulated, and action plans are proposed.

Risk Management Process

There may be many threats and uncertainties during the course of operations. To prevent losses caused by risks, FICG and its subsidiaries respond to different levels of crises related to economic, environmental, and social risks. Once an incident occurs, an emergency response meeting will be convened in accordance with the risk management process, and the situation will be handled according to the formulated risk mitigation plan. Afterward, reviews and suggestions for improvements will be made to avoid repeat of the same mistakes. Each level and every functional unit has risk responsibilities. An incident should be promptly reported to higher levels, and solutions should be sought to reduce potential impacts on the Company. Each department conducts an annual self-assessment of internal control operations, by evaluating each step and procedure according to the self-assessment guidelines and the results are recorded to facilitate further improvement of deficiencies. Relevant measures are formulated and promoted on the intranet from time to time to establish an awareness of preventing frauds and strengthen regulatory compliance. Business review meetings are convened every half a year to develop strategies to address sales, R&D, production and marketing, inventory, accounts receivable, etc. that have not met budget targets.

Risk Management Identification

In light of the increasing importance of risk management issues, the Executive Office of FICG's Corporate Sustainability Committee actively address and control risks that should be considered in the operating process. Through consultation with stakeholders, the Executive Office identifies and manages the risks and opportunities in relation to economic, environmental and social issues and regularly reports to the Board of Directors. The following are the risk management aspects, risk types, responses and potential opportunities for FICG

Risk management aspects	Risk types	Risk descriptions	Responses and potential opportunities
Corporate governance/ Economic	Decision risks	• Formulation of corporate operation strategies, annual budgets, business performance, M&As and investments, etc. • Business plans and goal setting. • Management and control of business target achievement.	Responses: • Board meetings: At least one board meetings per quarter to instruct and decide on investment directions, budgets and business performances, etc. • Department head meetings to review operating performance.
	Financial risks	• Impact of change in interest rates and exchange rates and inflation on the company’ s profits and losses. • Change in important policies and legislations domestic and overseas on the company’ s financials. • Review of profits and losses	Responses: • Keeping abreast of political and economic dynamics domestic and overseas to formulate responding strategies and comply with relevant government regulations. • Staying on top of the commodity markets and analysis of domestic and overseas market trends from time to time, in order to develop favorable procurement principles and reduce costs. • Regular reporting to General Manager Offices regarding consolidated profits and losses. Each business segment of subsidiaries reports back its operational status. • CPAs report to management and those charged with governance each quarter regarding the audited profits and losses for the quarter and recent regularly updates.
	Operational risks	• Delivery delays and risk control. • Budgetary cost control for project implementations. • Product quality control. • Shortage of labor and materials for production lines. • Environmental and climate change regulations pertinent to operations.	Responses: • Formulation of procurement management procedures as a basis of procurement operations. Procurement management rules are in place, to • provide direct and indirect raw materials, equipment, consumables, and material supplies that are appropriate in timeliness, location, quality, quantity, and price. • Regular reviews by subsidiaries on performance of suppliers based on quality, delivery, cost and service (QDCS). Annual performance reviews are carried out. Enhanced management of and assistance and offered to unqualified suppliers for continuous quality control. • Optimization and enhancement of the supplier management system. • Attention to international political situations or impacts on trade and tariffs. Strengthening of supplier chain resilience. In case of a major supplier event, a significant risk investigation is conducted on the supplier in question. • Inclusion of strict no-bribery clauses in contracts with suppliers. • Formulation and implementation of responses to shortage of labor and materials. Potential opportunities: • Development of sustainability talents and endeavor for net zero and ESG targets. • Use of renewable energy. • Robust circular economy for products and reduction of energy resource consumption. • Adjust of business directions and development of green products and renewable energy related products/services and markets.
Corporate governance/ Economic	Information security risks	• Management of crises such as computer virus attacks, hacker invasions, data damages and unusual database situations.	Responses: • Training, education and social engineering drills to enhance cybersecurity awareness among colleagues and internalization into all operations. • Regular maintenance of equipment; upgrade of firewalls; updating of block policies; and deployment of MDR (Managed Detection and Response) and engagement of cybersecurity consultants to monitor internal/ external unusual activities and establishment of a robust cybersecurity barrier. • Identification of all assets, listing of important assets and assessment of risks. Control measures put in place on high-risk items before the scheduled deadline for risk handling. Continued tracking and monitoring of residual risks. • Regulation of physical safety boundaries and access control, to protect offices and equipment. • Division of authorization and responsibility for procedures of IT system software development and amendment; system documentation management; and program and data access control to ensure proper management of data integrity and information security. • Routine backups and recovery drills, to ensure fast recovery in event of data environment issues without disruption to operations. • Definition of information security events and formulation of events management regulations. • Joining cybersecurity alliances such as TWCERT/CC to gain early knowledge about cybersecurity intelligence and vulnerability reporting to ensure early prevention. Potential opportunities: • Acceleration of digital transformation and enhancement of cybersecurity protection. • Growing emphasis by customers in different industries on cybersecurity related products and services as digital transformation deepens.
Social	Labor security risks	• Labor health management and construction safety management.	Responses: • FICG adheres to the Occupational Safety and Health Act and the Fire Services Act that organization and management personnel should be deployed according to corporate scale and nature. Regular training and education are arranged to integrate the awareness for safety and health into the day-to-day work environment. • Advocacy for all safety and health protective measures, to avoid occupational disasters. • Establishment of an occupational safety and health management unit and relevant procedures to ensure normal operation of the environment and safety and health management system. • Implementation of the employee healthcare system to protection colleagues’ health and provide a friendly workplace.

Risk management aspects	Risk types	Risk descriptions	Responses and potential opportunities
Social	Labor rights risks	• Employee benefits and wages. • Talent recruitment and retention. • Employee development, training and education.	Responses: • Offering of statutory benefits: labor insurance, National Health Insurance and employee pensions. • Rigorous selection process to identify suitable talent and reduce the risk of hiring wrong peoples, to order to enhance talent recruitment and retention. • Attraction of high-caliber talent and offering of a referral bonus. • Development of young talent and encouragement of senior employees to pass experience to the young generation. To mitigate the labor shortage due to population aging and low birth rates, FICG is proactively working with colleges and universities for campus recruitment. • Clearly-defined performance review and promotion system and annual assessments for salary adjustments. • Enhancement of positive cooperation between employees and the Company as the employer; creation of a good corporation quality and employee value; Employee Benefit Committee meetings convened regularly to advocate employee benefits and create a win-win for both employees and the company as the employer. • FICG deploys a range of one/two-way advocacy and communication methods to provide comprehensive communication channels and strives for an open and transparent communication environment. • Diversity of employee training/education programs and talent development strategies: online learning platform, Case Study, cross-functional project teams, encouragement of inter/intra-department job rotations. • Subsidies for employee' s health checks p.a., childbirths, weddings, funerals, travels, for arts and cultural activities, anti-pandemic equipment and supplies, hospital stays, major injuries/diseases, holiday activities, three traditional festivals (gift vouchers), group insurance for employees and dependents, and employee clubs, etc. Potential opportunities: • Creation of a safe, fair, diverse and harmonious environment for career development of employees. Establishment or possession of corresponding ESG capabilities to attract and retain high-caliber talent and ensure the Company' s sustainable development and competitiveness.
Environmental	Green products	• Benefits of new product design on carbon reduction. • Environmental regulations in related to products.	Responses: • R&D of green products. • Enhancement of product performance in environmental protection and acquisition of relevant certifications. • Enhanced use of environmental-friendly/green packaging materials. • R&D of energy management products in response to national policies and market demand. Potential opportunities: • Offering of low-carbon and energy-efficient products and services, such as smart electric vehicles, renewable energy and energy management systems to capture green business opportunities in the future.
Environmental	Climate Change Risks (Please refer to 5.2 Energy and Greenhouse Gas Management for details)	• Physical risks, such as droughts, floods and extreme weather events. • Transition risks such as policies and regulations including Climate Change Response Act, the Regulations for the Management of Setting up Renewable Energy Power Generation Equipment of Power Users above a Certain Contract Capacity and levy of carbon charges; as well as market risks and technology risks.	Responses: • Formulation of approaches, targets and regular follow-ups of green electricity procurement. • Tracking of the local carbon trading system for early readiness of carbon management policies in different countries. • Smart energy management system to effectively manage energy consumption. • Combination of green public welfare and renewable energy development.

4.2 Legal Compliance

GRI 2-27

In 2023, FICG established various internal operational regulations by following relevant laws governing publicly issued companies. We kept up to date and complied with regulatory requirements amended by competent authorities. All subsidiaries within the Group were asked to also adhere to local laws and regulations.

To fulfil our core value and uphold a high level of business integrity, FICG has established "Operational Procedures and Behavioral Guidelines for Ethical Businesses". All personnel is required to strictly observe the code of business conduct in daily work and during the course of business, in order to maintain the Company' s reputation and gain respect and trust from customers, suppliers and other parties.

0

Major violation of laws

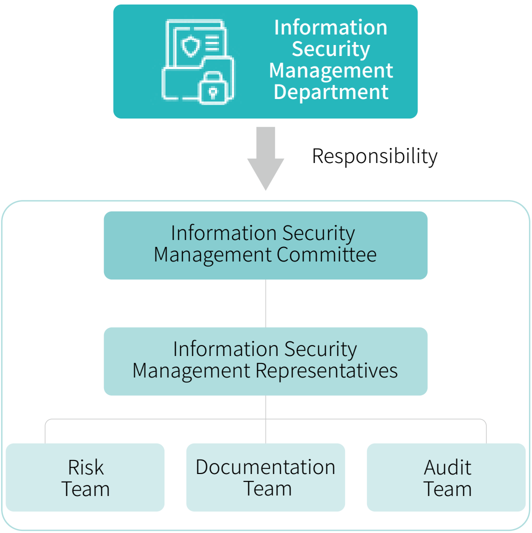
Note:
A major violation of laws is defined as violation of the Criminal Code or receipt of an administrative penalty for over NT$3 million (or US$100,000 or CNY600,000).

General Manager' s Office of FICG assigns its subordinate units to manage and monitor policy and regulatory risks domestic and overseas. Ongoing training, education and advocacy is organized internally to promote business ethics, corporate governance, employees' integrity, etc.

1. During the period from January 2022 to December 2023, FICG had no adjudicated or pending lawsuits, non-litigious matters, or administrative disputes that would have a material impact on shareholders' equity or securities prices.
2. During the past two years and as of the publication date of the prospectus, none of FICG' s directors, supervisors, General Manager, de facto persons in charge or major shareholders with at least 10% holdings had adjudicated or pending lawsuits, non-litigious matters, or administrative disputes that would have a material impact on shareholders' equity or securities prices
3. FICG has not violated the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement, the Act on Recusal of Public Servants Due to Conflicts of Interest, regulations governing TWSE/TPEx-listed companies or other laws on business activities.
4. FICG has established "Operational Procedures and Behavioral Guidelines for Ethical Businesses" according to laws and regulations to prohibit the offering or receiving of improper benefits. We also participate in advocacy seminars hosted by competent authorities and amend our internal rules on a timely basis to align with legislations and regulations and ensure compliance with laws and requirements.

4.3 Privacy Protection and Information Security

Information and Communications Security Management Structure



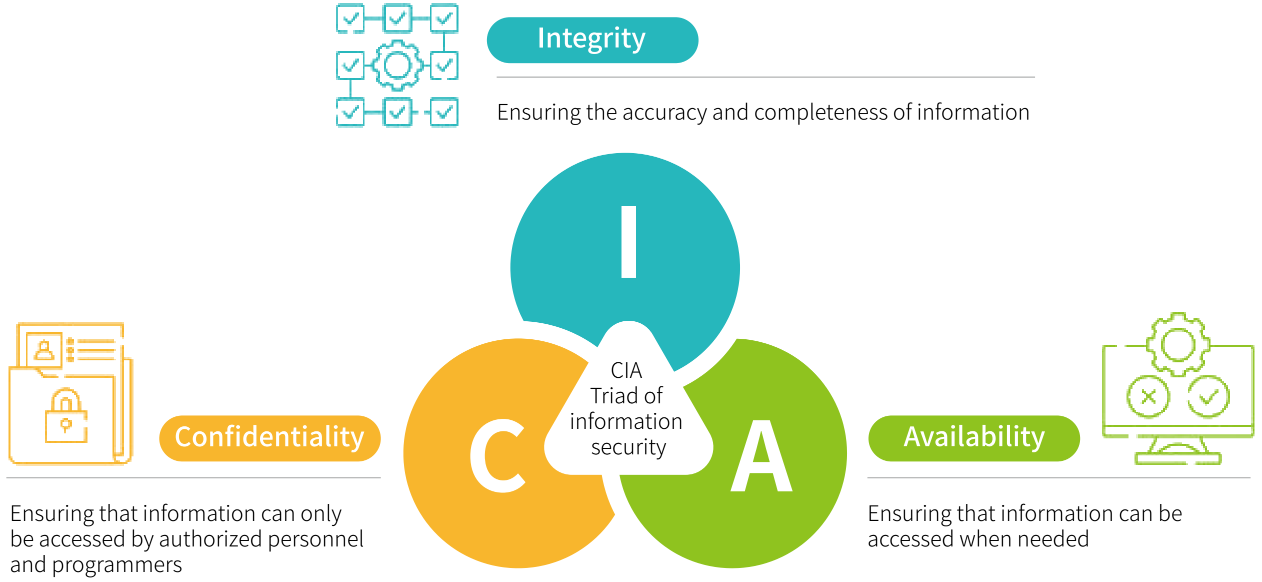
In 2023, FICG established Information Security Management Committee and divided it into three function teams, namely Documentation Team, Risk Team, and Audit Team. The committee is responsible for planning of the Group’ s information security management structure and development, formulating information security policies, goals and systems, and conducting information asset risk management as well as implementing and auditing information security systems in accordance with the ISO 27001 framework. On December 25, 2023, Information Security Management Department was established, to drive the Company’ s information security policies, implement information security mechanisms, and enhance employees' awareness in cybersecurity. The department also leads the operation of Information Security Management Committee and reports the policy promotion and implementation results to the top management and Chairman of the head office.

Audit Department is in charge of audits and oversight on the Group’ s system and serving as Audit Team of Information Security Management Committee. Information and communications management inspections are included in annual audit plans. Inspection results are submitted to the Board of Directors at least once a year to facilitate regular follow-ups of improvement effectiveness.

Information Security Management Committee convenes an annual management meeting to review the outcome of past decisions and understand the analysis and audit results of cybersecurity risks, to ensure the continuous functioning and effectiveness of information security management and evaluate the opportunities for improvement.

To enhance information and communications security and to reduce operational risks, the Group commissions the IT audit department of accounting firms and external assurance organizations each year to conduct regular audits on information security. Audit results are consolidated and presented and suggestions for improvement are submitted.

Targets



Integrity: Ensuring the accuracy and completeness of information

Confidentiality: Ensuring that information can only be accessed by authorized personnel and programmers

Availability: Ensuring that information can be accessed when needed

Information and communications security policy

FICG observes stipulations in Article 9 of the Regulations Governing Establishment of Internal Control Systems by Public Companies regarding computer and information systems and the framework of the ISO 27001 information security management system, in order to establish a compliant security and communications security policy.

The Group’ s information security target is to ensure confidentiality, integrity, availability and compliance of the core system and management. Quantitative indicators on information security are defined and measured in accordance with hierarchical levels and functions, in order to validate whether the implementation status of the information security management system reaches the information security targets.

1. Formulation of information security management regulations; periodical reviews of relevant rules; and organization of information security training and education to enhance awareness in information security and acknowledgement about relevant responsibilities among employees.
2. Protection of information associated with corporate business activities; and strengthening of data security to avoid circumstances such as unauthorized access and tampering.
3. Ensuring the stable operations and service availability of the Group’ s important information management system.
4. Automation of information security monitoring and strengthening of defense and pre-warning capabilities, to reduce information attacks such as intrusions, malicious destruction or leakages.
5. Proper implementation of standard operating procedures on a day-to-day basis; and periodical internal audits and external inspections to ensure the effectiveness of the internal control system and relevant operating procedures.
6. Adherence to the relevant domestic laws (e.g., the Personal Data Protection Act, the Trade Secrets Act and legislations about intellectual properties), to avoid infringement of the rights of the Group or of third parties.

Management Actions

1. Conformity of the ISO 27001 information security management standards; and formulation of the Group’ s structure of security management systems and standards for implementation, maintenance and continued improvement.
2. Identification of all information assets; listing of important information assets and appointment of dedicated personnel for management; annual risk assessment and handling of risks.
3. Enhancement of security of networks and application systems; introduction of an endpoint protection mechanism, vulnerability scans of application systems and source codes; improvement of backup equipment and management; and deployment of dual-factor authentication.
4. Formulation of a business continuity plan and mock drills on the re-planned recovery steps in case of disruption to the Group's critical operating processes or activities. This is to ensure the recovery of normal operations within the shortest time possible if an information security incident affects the Group’ s operations.
5. Creation of management procedures for information security incidents. Classification of information security events/incidents to enable fast and effective responses and mitigate or eliminate potential impact and damages caused by information security events.
6. Routine social engineering and phishing drills, to foster cybersecurity awareness among all employees. Information security training and education and enhanced advocacy to the employees successfully phished.
7. Joining of Taiwan CISO (Taiwan Chief Information Security Officer) Alliance Taiwan Computer Emergency Response Team / Coordination Center (TWCERT/CC) to exchange cybersecurity intelligence and sharing of important issues in information security. The collective efforts in information security enhances the Company’ s cybersecurity capabilities.

Resources invested in information and communications security management

1. The main resources invested in the Group's information and communications security management are the wages of IT Department personnel, the purchase of relevant information hardware and software and maintenance expenses required for the Group's operations. All these are budgeted and implemented on an annual basis.
2. Completion of firewall upgrade and optimization and the high availability (HA) architecture.
3. Introduction of MDR products and constant monitoring and timely handling of unusual activities with professional support of cybersecurity companies, in order to enhance information security defense capabilities.
4. Deployment of log servers logs to consolidate and retain the vast amount of recorded data.
5. Two social engineering and phishing email drills each year.
6. Establishment of an information security management system and announcement of cybersecurity policies, procedures and systems for all colleagues to follow. Release of relevant information on [Information Security Learning Zone], including training decks on cybersecurity awareness and classes on the basics of the Personal Data Protection Act.

Certificat
Certificate

N° 2023/107018.1
Page 1 / 1

AFNOR Certification certifies that the management system implemented by:
AFNOR Certification certifie que le système de management mis en place par :

FIC GLOBAL, INC.
大眾全球投資控股股份有限公司

for the following activities:
pour les activités suivantes :

INFORMATION SECURITY MANAGEMENT ACTIVITIES RELATED TO THE COMPUTER ROOM OF FIC GLOBAL,INC, COVERING THE COMPUTER ROOM, ERP SYSTEM AND RELATED MAINTENANCE OPERATIONS SHARED BY THE COMPANIES OF FIC GROUP ACCORDING TO THE STATEMENT OF APPLICABILITY, VERSION: V1.0, DATED: JUNE 01,2023

has been assessed and found to meet the requirements of:
a été évalué et jugé conforme aux exigences requises par :

NF EN ISO/IEC 27001:2017 (Europe) - ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International)

and is developed on the following locations:
et est déployé sur les sites suivants :

8F, NO. 300, YANG GUANG ST., NEIHU, TAIPEI, TAIWAN, 11491

2023-11-22 Until 2025-10-31

Julien NIZRI
Managing Director of AFNOR Certification
Directeur Général d'AFNOR Certification

ISO 27001 Information Security Management System Certificate

7. Strengthening of the information security system with support from professional consulting firms. Information asset risk assessment meetings and management review meetings are convened at least once p.a. to ensure the identification of risks and implement improvements accordingly.
8. The ISO 27001 certification was obtained in the fourth quarter of 2023 and valid until October 31, 2025. Relevant information security audits did not identify material deficiencies.

Zero major cybersecurity events or personal data leakages

FICG takes a proactive approach to prevention of cyberattacks via personal training, routine drills, testing and maintenance. Tangible and feasible emergency responses and disaster recovery strategies are in place, to ensure continued operations. During the most recent year and as of the publication date of this annual report, no losses were incurred due to major information or communications security events.

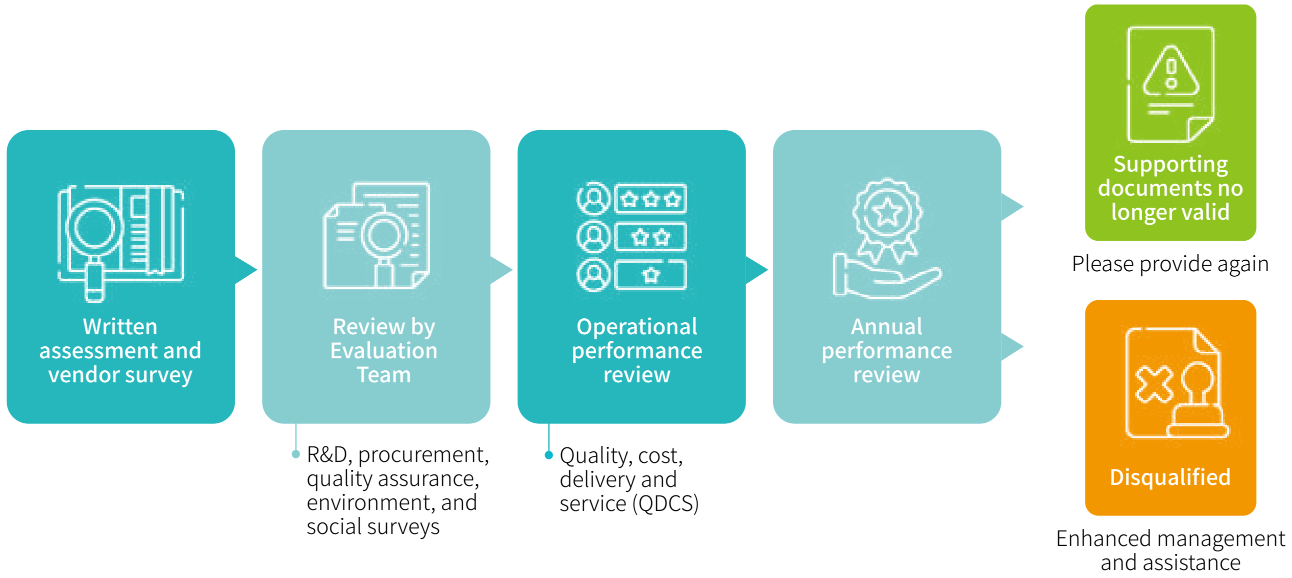
4.4 Supplier management, environment and human rights assessment

GRI 2-24

To strengthen supplier management, FICG and its subsidiaries follow the procurement management procedures and operating guidelines to select suppliers, in accordance with the characteristics of each subsidiary's products and through vendor surveys, system evaluations, self-assessment reports, environmental protection inspection forms. A comprehensive evaluation is conducted from procurement, technical, and quality management perspectives, to ensure that suppliers can meet the organization's and customers' product specifications and requirements. Certification audits are carried out on suppliers based on nature of products.

Supplier Selection Process

FICG uses rigorous evaluation and management processes to screen new suppliers and applies the same standards to audit existing suppliers. Through written vendor assessments, the evaluation team conducts investigations and audits based on criteria such as research and development, procurement, quality assurance, environment, and social factors. Suppliers are approved and qualified provided that they meet the standards based on the relevant documents submitted for environmental impact assessments. FICG conducts regular performance assessments on suppliers based on quality, cost, delivery and service (QDCS). Enhanced management of and assistance and offered to unqualified suppliers for continuous quality control.



Supplier Chain Environmental and Human Rights Assessment

FICG incorporates environmental and social standards into the screening criteria for new suppliers and conducts regular audits on existing suppliers to ensure they meet FICG's requirements for environmental, social, and human rights responsibilities. Furthermore, FICG contractually requires suppliers to fulfill their environmental, social, and human rights obligations. Suppliers are obligated to provide effective environmental impact assessment certifications and other environmental, social, and human rights certifications and to ensure the validity of these documents. In terms of environmental aspects, FICG currently refers to self-declaration for the EU Restriction of Hazardous Substances (RoHS) Directives, the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), substance survey forms, ISO 14001, ISO 14064, and IECQ QC 080000 as standards for qualifying and screening suppliers. Conflict minerals and ISO 45001 are used as standards for qualifying and screening suppliers in social aspects.

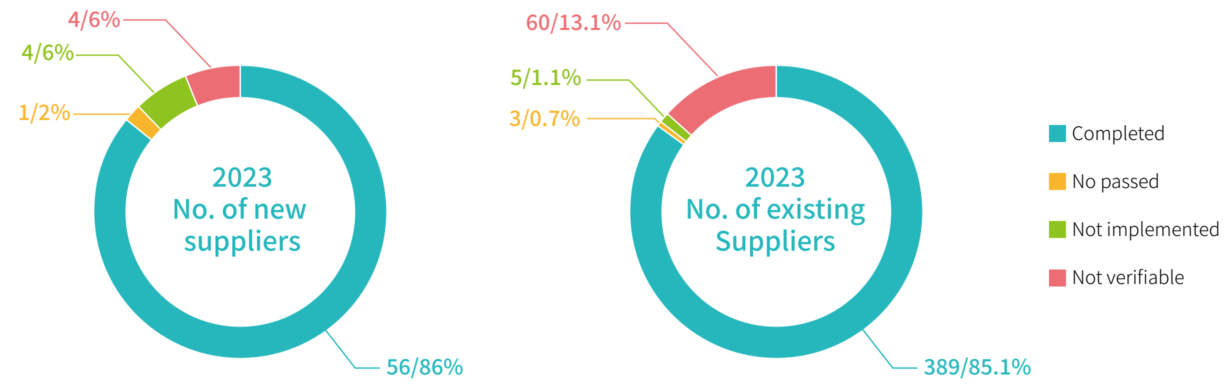
Environmental Screening of New Suppliers

GRI 308-1

As many as 87.69% of FICG' s new suppliers were assessed with environmental criteria.

Investigation		2023			
Supplier implementation status	Description	No. of new suppliers	Percentage	No. of existing Suppliers	Percentage
Completed	Effective suppliers who completed environmental screening (one of self-declaration, REACH, or substance survey forms) during the year	56	86%	389	85.1%
No passed	Effective suppliers who did not complete environmental screening (one of self-declaration, REACH, or substance survey forms) during the year	1	2%	3	0.7%
Not implemented	Effective suppliers (excluding the abovementioned suppliers) who did not implement environmental screening during the year	4	6%	5	1.1%
Not verifiable	Not verifiable	4	6%	60	13.1%

Note 1: Environmental screening criteria include the self-declaration for RoHS, REACH, substance survey forms, ISO 14001, ISO 14064 and IECQ QC 080000.
Note 2: A total number of 457 key suppliers to FIC, Ubiqconn Technology, Prime Technology and Amertek Computer were environmentally screened in 2023.



Negative environmental impacts in the supply chain and actions taken

GRI 308-2

Description	Total
No. of suppliers who have been assessed for environmental impacts	392
No. of suppliers who have been identified to have material (actual or potential) environmental impacts	0
No. of suppliers in the supply chain who have been identified to have significant material (actual or potential) environmental impacts	0
Percentage of suppliers who have been identified to have significant (actual or potential) environmental impacts but agreed to make improvements	0%
Percentage of suppliers who have been identified to have significant (actual or potential) environmental impacts and whose relationships have been terminated after assessments	0%

Supply Chain Social Assessments

GRI 407-1, 408-1, 409-1

FICG requires all suppliers to comply with the Labor Standards Act of Taiwan and the Labor Contract Law of China when signing contracts. We also require important suppliers and new suppliers to sign a CSR Commitment Letter and an RBA Commitment Letter prohibiting the employment of child labor and the use of young workers for hazardous jobs. If a supplier violates the law by hiring child labor, an annual performance review will be conducted depending on the severity of the violation. If a supplier commits a major oversight, penalties will be imposed. In 2023, there were no major risks identified at operating sites or with suppliers.

In 2023, FICG did not identify any suppliers who could face the risks of violating the right to freedom of association and collective bargaining or material risks of forced or compulsory labor events.

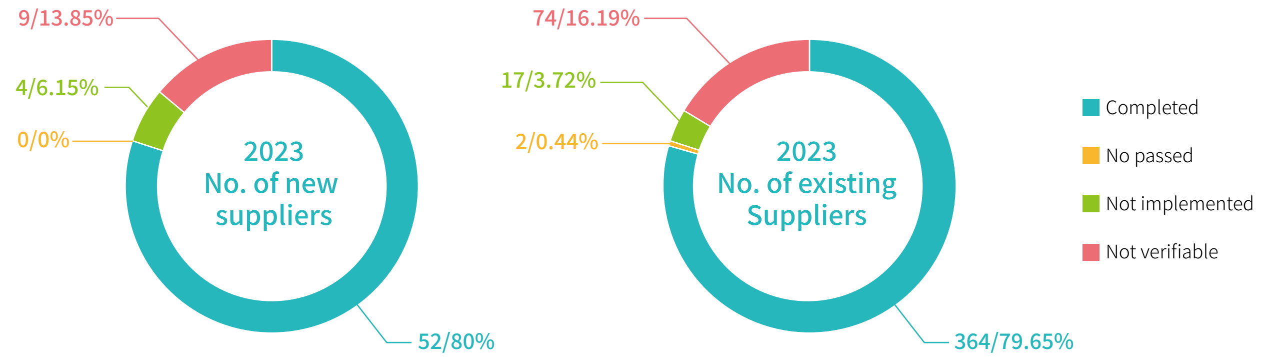
2023 Social screening of new suppliers

GRI 414-1

As many as 80.00% of FICG' s new suppliers were assessed with social criteria.

Investigation		2023			
Supplier implementation status	Description	No. of new suppliers	Percentage	No. of existing Suppliers	Percentage
Completed	Effective suppliers who completed social screening (conflict minerals) during the year 2023	52	80%	364	79.65%
No passed	Effective suppliers who did not complete social screening (conflict minerals) during the year	0	0%	2	0.44%
Not implemented	Effective suppliers (excluding the abovementioned suppliers) who did not implement social screening during the year	4	6.15%	17	3.72%
Not verifiable	Not verifiable	9	13.85%	74	16.19%

Note 1: Social screening criteria include conflict minerals and ISO 45001.
Note 2: A total number of 457 key suppliers to FIC, Ubiqconn Technology, Prime Technology and Amertek Computer were socially screened in 2023.



Negative social impacts in the supply chain and actions taken

GRI 414-2

Description	Total
No. of suppliers who have been assessed for social impacts	366
No. of suppliers who have been identified to have material (actual or potential) social impacts	0
No. of suppliers in the supply chain who have been identified to have significant material (actual or potential) social impacts	0
Percentage of suppliers who have been identified to have significant (actual or potential) social impacts but agreed to make improvements	0%
Percentage of suppliers who have been identified to have significant (actual or potential) social impacts and whose relationships have been terminated after assessments	0%

Human Rights Assessment on Suppliers

GRI 407-1, 408-1, 409-1

Assessment topic	Item	Assessment results
Suppliers who could face the risks of violating the right to freedom of association and collective bargaining	Assessment on suppliers who could face the risks of violating the right to freedom of association and collective bargaining	No major risks of forced or compulsory labor at operating sites or with suppliers
	Actions taken to protect employees' right to freedom of association and collective bargaining during the reporting period	Not applicable due to absence of material risks of forced or compulsory labor
Material risks of use of child labor by suppliers Suppliers with material risks of forced or compulsory labor	Suppliers with material risks of using child labor or using young workers for dangerous jobs	When signing contracts, suppliers must comply with the Labor Standards Act of Taiwan and the Labor Contract Law of China. Important suppliers and new suppliers are required to sign a CSR Commitment Letter and an RBA Commitment Letter prohibiting the employment of child labor and the use of young workers for hazardous jobs. No major risks identified at operating sites or with suppliers.
	Actions taken to prohibit the use of child labor during the reporting period	Suppliers required to comply with the Labor Standards Act of Taiwan and the Labor Contract Law of China when signing contracts. If a supplier violates the Labor Standards Act by hiring child labor, an annual performance review will be conducted depending on the severity of the violation. Penalties will be imposed for a major oversight.
	Assessment on suppliers with material risks of forced or compulsory labor	No major risks of forced or compulsory labor at operating sites or with suppliers
	Actions taken to eliminate all forms of forced or compulsory labor during the reporting period	All operating sites of FICG comply with labor related laws and regulations of the jurisdictions where they operate, including the Labor Standards Act of Taiwan and the Labor Contract Law of China. If a supplier violates the Labor Standards Act, an annual performance review will be conducted depending on the severity of the violation. The Group will impose penalties on a supplier who commits a major oversight.

Number/percentage of business partners who have been communicated about business code of conduct and anti-corruption:

- Business partners

Region	Taiwan		China	
Supplier type	Group's suppliers	Suppliers appointed by customers	Group's suppliers	Suppliers appointed by customers
No. of people communicated	129	1	91	105
% of people communicated	49.81%	1.03%	100%	98.5%
No. of people provided with training	0	0	0	0
% of people provided with training	0.0%	0.0%	0%	0%

Note 1: Percentage communicated = number of suppliers who responded / number of key suppliers.
Note 2: Supplier types are based on the nature of products. Not all categories are applicable to all subsidiaries.

Business integrity clause in supplier contracts

A strict no-bribery special provision is included in contracts. Suppliers must declare and guarantee that in the performance of the contract and related actions, they will absolutely not, either directly or indirectly, demand, promise, deliver (receive) bribes or other improper benefits to (from) relevant parties (including FICG's employees or government officials), or act in a way that benefits relevant parties or engages in other illegal or improper conduct, including but not limited to obtaining improper commercial benefits through kickbacks, gifts, extortion, or other illegal means. Their employees, suppliers, agents, and contractors are also prohibited from such illegal or improper conduct. If requested by FICG, the supplier agrees to comply with the integrity commitment letter provided separately by FICG

Letter of Commitment to Business Ethics and Corporate Social Responsibility

We have been gradually requesting suppliers to sign "Letter of Commitment to Business Ethics and Corporate Social Responsibility", in order to maintain and strengthen the cooperative relationship between FICG and its subsidiaries and the suppliers, to implement corporate social responsibility, to establish an environment of integrity and fairness in transactions, and to pursue sustainable development and growth. In 2023, the Group promoted "Letter of Commitment to Business Ethics and Corporate Social Responsibility" to its subsidiaries as a reference, and each subsidiary adjusted the commitment letter based on the business needs and government policies of the countries where they operate.

4.5 Business Code of Conduct and Anti-Corruption

FICG conducts business activities based on the principles of fairness, honesty, integrity and transparency. It is necessary for those charged with governance and all employees to adhere to corporate integrity management, ethics, and the corresponding responsibilities and obligations that must be fulfilled.

FICG’ s Governance Body

GRI 2-9, 2-10, 2-11, 2-17, 405-1

At the 2023 shareholders' meeting, FICG conducted an election for a new board and added one independent director seat, bringing the total to eight seats. The board members have diverse backgrounds from different industries and in academics, accounting, finance, corporate management, electronics, electrical engineering, biotechnology, technology, media, and consulting. These different professional and industry backgrounds are complementary to each other. The board also consists of nationalities of Taiwan and the United States. The Company's Chairman also serves as General Manager to enhance operational and decision-making efficiency. However, to strengthen the independence of the Board of Directors, the number of independent director seats has been increased to four, and three-quarters of the directors are not employees or managers. This should enable effective supervision. Among the current eight directors, four are independent directors, accounting for 50% of the board. All board members possess capabilities in risk supervision and are able to the Company forward from an international market perspective. The current list of directors is as follows:

Type	Name	Education	Experience
Director	Chia Chao Investment Inc. Representative: CHIEN LEO MING-TZ	Master of Electrical Engineering, University of California	General Manager and Chairman, FIG Global, Inc. Chairman, FIC Chairman, Ubiqconn Technology Inc. Vice Chairman, 3CEMS Corp. (Cayman)
Director	Chia Chao Investment Inc. Representative: CHIEN, MING-JEH	Ph.D., Department of electrical Engineering, University of California, Berkeley	Honourable Chairman, FICG
Director	WYC God-loving Foundation for Charity Representative: LEE, KAI-TIEN	Ph.D., Department of Civil Engineering, Virginia Polytechnic Institute and State University	Chairman, LOHAS BIOTECH Development Corp.
Director	WYC God-loving Foundation for Charity Representative: WU, SHUN-I	Department of Engineering, Vanung University	Chairman, LAMBERT NEWMEDIA, INC.
Independent Director	CHEN, MIN-PEN	Ph.D., Geological Oceanography, Texas A&M University	Chairman, MMA Global Aqua Co., Ltd. Chairman, Far East Evangelistic Association Professor, Institute of Oceanography, National Taiwan University
Independent Director	KAO, TIEN-CHING	Master’ s degree, MBA Program, National Chengchi University	Vice President of Finance, FICG Vice President of Finance, FIC
Independent Director	WANG, CHENG-WEI	Master of Divinity Cubiculum, China Evangelical Seminary Department of Accounting, Tamkang University	Minister, Christian Rehoboth Church Pastor, Bread of Life Christian Church in Taipei KPMG International
Independent Director	TUNG, SHENG-FENG	Master’ s degree, Institute of Electrical and Control Engineering, National Yang Ming Chiao Tung University	Consultant, MGR Consulting Co., Ltd. Assistance Vice President, Green Energy Business, FIC

Note: The tenure of the current board members starts from June 15, 2023, and ends on June 14, 2026.

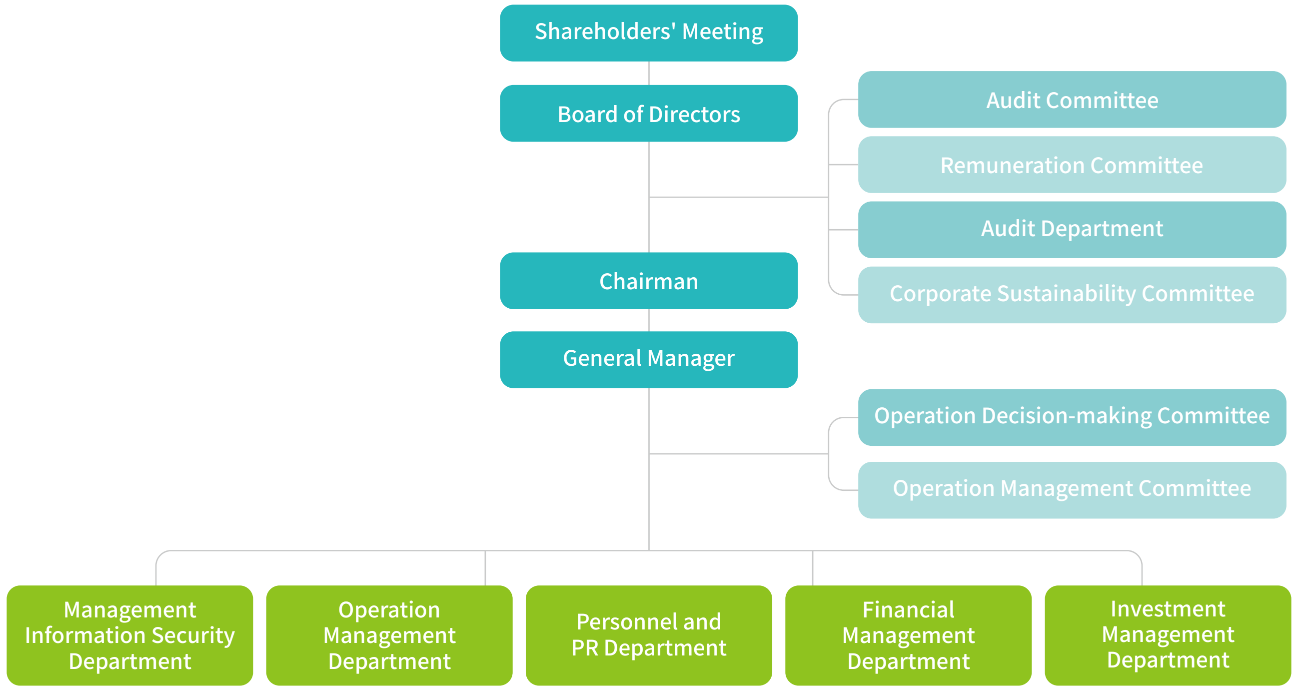
Governance structure and composition

GRI 2-9

FICG’ s Board of Directors, Audit Committee, Remuneration Committee and Corporate Sustainability Committee operate in accordance with the Rules of Procedure for Board Meetings, the Audit Committee Charter, the Remuneration Committee Charter, and the Corporate Sustainability Committee Charter, respectively.

All directors are elected by shareholders. Diversity is demonstrated in the board composition, as well as core capabilities, education, experience, professional expertise and relevant backgrounds of directors.

The background information, education and age profile of the board members; positions concurrently held in other companies or other boards; and the operational status of functional boards are disclosed in the annual report and available for real-time inquiries on Market Observation Post System and the company website.



Department	Responsibility
Audit Committee	Supervise the Company's financial statements and internal control system.
Remuneration Committee	Assist the Board of Directors in evaluating performance and remuneration system of directors, supervisors, and senior managers.
Corporate Sustainability Committee	Serve as the highest management organization for planning and supervision of sustainable development strategies and implement the short-term, medium-term and long-term goals for corporate sustainability development.
Audit Department	Execute auditing work for the Company's internal control and rules, and come up with relevant handling measures or improvement plans.
Operation Decision-making Committee	Formulate the Company's operation decisions.
Operation Management Committee	Formulate the Company's operation management goals.
Operation Management Department	Comprehensively handle the Company's operation management.
Personnel and PR Department	Execute and plan each management system and take charge of recruitment, education, and training of human resources.
Financial Management Department	Comprehensively handle the Company's financial business management.
Investment Management Department	Comprehensively handle the Company's management of each investment business.
Management Information Security Department	Formulate information security policies, information security standards and the introduction of information security products, implement and promote information security mechanisms, and enhance the awareness of salary security of employees

Functioning of the Board

During the year to the publication of the 2023 annual report, FICG' s Board of Directors convened nine meetings, with the overall attendance rate of 91.3%. The corporate governance functioning was not significantly different from the requirements in the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies. However, the evaluation items such as board composition and differences in responsibilities will be handled in a timely manner according to actual needs or legal requirements in the future.

Self-improvement of Board Members

To strengthen professional skills and knowledge and to address the continuous development of issues in corporate governance and sustainability domestic and overseas, FIC Global, Inc. encourages and assists directors in planning and arranging training programs. Each director attends external training courses as needed, and continues to participate in classes related to corporate sustainability development and corporate governance. Each director completes more than six hours of training per year in accordance with regulatory requirements.

Corporate Sustainability Committee

GRI 2-9, 2-12, 2-13, 2-14, 2-24

In 2022, FICG' s Board of Directors established Corporate Sustainability Committee as the highest management organization for planning and supervision of sustainable development strategies. Chairman of the Board of Directors, Chien Leo Ming-Tz, serves as Chair of Corporate Sustainability Committee and assigns the Office of Sustainable Development five projects, namely, corporate governance, happy workplace, partnerships, green sustainability and social caring. Targets are set each year based on the disclosed important issues. Two meetings were held in 2023. Implementation progress is reported to the Board of Directors in order to achieve the short-term, medium-term and long-term goals of corporate sustainability development. FICG' s implementation of sustainable development is not significantly different from the requirements in the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies. Please refer to the 2023 Annual Report for details.

Performance review of the highest governance body

GRI 2-18

FICG' s highest governance body is the Board of Directors and the Chair of the highest governance body is the Chairman. Performance self-assessments of the Board of Directors, individual directors and functional committees are conducted at FICG each year, in accordance with the Regulations Governing Assessments of Board Performance. The evaluation is conducted in the following manner. In 2023, the performance assessment results of the Board of Directors and functional committees were all excellent. The results were submitted to and approved by the Board of Directors on March 28, 2024. According to FICG' s Regulations Governing Assessments of Board Performance, the results of the board performance reviews should serve as a reference for the selection or nomination of directors. In the future, the Group intends to further discuss with experts and scholars the incorporation of ESG-related international sustainability standards into the Board of Directors' performance reviews and remuneration policies to implement sustainable operations for the highest governance body.

Process to determine remuneration

GRI 2-19, 2-20

To strengthen its remuneration management mechanism, FICG has established Remuneration Committee Charter in accordance with Article 3 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange.

The function of this committee is to evaluate the remuneration policies and systems for FICG' s directors, supervisors, and managers from a professional and objective standpoint, and to provide recommendations to the Board of Directors as a reference to decision-making. Please refer to FICG's official website Homepage > Corporate Governance > Company Regulations > Remuneration Committee Charter for details.

Annual total compensation ratio

GRI 2-21

Taiwan

Change in Annual total compensation ratio (Note) **-181.96**

Annual total compensation ratio for the year **15.411**

Year	Median salary	Average salary
2023	837,797	1,034,317
2022	842,089	1,027,126
Change	-1%	0.7%

Note: Wages calculated in NT dollars. Taiwanese managers in China excluded due to differences in the salary scheme.

In 2022 and 2023, our subsidiaries experienced an active expansion phase and attracted a large number of new talents. Among these 149 new hires, 19 are energetic young people under the age of 26 and with less than one year of work experience. Their onboarding injected vitality into our team. Whilst mostly general personnel members, the new joiners contributed to our business development and corporate culture building. Although this led to a negative change rate in the compensation ratio, it also reflects our success in talent recruitment. Furthermore, the increase in the average salary level demonstrates our investment in employees and recognition of their value. We look forward to these changes bringing a greater success and creating a better working environment for our employees.

Processes to ensure that conflicts of interest are prevented and mitigated

GRI 2-15

FICG follows the Operational Procedures and Behavioral Guidelines for Ethical Businesses in avoidance and mitigation of conflicts of interest. FICG' s personnel refers to the directors, supervisors, managers, employees, appointees, and de facto persons in charge of FICG and its group companies and organizations.

In addition, Article 12 of the Rules of Procedure for Board Meetings stipulates the recusal system for directors with conflicts of interest: If a director or the legal entity represented by the director has conflicts of interest regarding the meeting agenda, the director should explain the important aspects of the interests at the board meeting. In case of concerns over detriment to the company's interests, the director cannot participate in the discussion and voting, and should recuse himself/herself during the discussion and voting process, and cannot exercise voting rights as a proxy for other directors. If the director' s spouse or blood relatives within the second degree of kinship, or a company that has a controlling and subordinate relationship with the director, has interests in the matter of meeting, the director is deemed to have a personal interest in that matter.

For directors not allowed to exercise voting rights in accordance with the provisions of the preceding paragraph, Paragraph 2, Article 180 of the Company Act shall apply to resolutions of the Board of Directors mutatis mutandis in accordance with Paragraph 4, Article 206 of the Company Act.

Please refer to FICG' s 2023 Annual Report for details regarding General Manager, Vice President, Assistant Vice President, department and branch heads who also hold positions in affiliated enterprises or other companies and controlling shareholders.

Communication of critical concerns

GRI 2-16

When FICG experiences a critical major event, the relevant department or personnel first reports it to the Board of Directors. The Board immediately convenes a meeting to discuss in detail the nature of the event, the scope of impact, and potential consequences. At the meeting, the Board formulates a response strategy and assigns relevant personnel for implementation. The board informs relevant stakeholders, including employees, shareholders, customers, and community members, of the event details and the response strategy through various communication channels, such as the company website, emails, social media, etc., to ensure that information is rapidly and accurately disseminated to everyone. The Board continuously monitors the event's development and adjusts the response strategy as needed. We regularly update information to all stakeholders to keep them informed of the latest status.

This process ensures that we can promptly, effectively and transparently communicate in face of critical major events. The purpose is to protect the interests of stakeholders and maintain the company’ s sustainable development.

Number of critical major evets during the reporting period: *0*

Communication and training on anti-corruption policies and procedures

GRI 205-2

FICG places importance on business ethics and anti-corruption. This is an important corporate policy and proactively advocated to and communicated with those charged with governance and employees. Internal/external training courses aim to equip relevant personnel with awareness for business code of conduct.

For new employees, the New Employee Handbook contains an integrity clause and stipulates various codes of conduct that employees must abide by. Relevant reward and disciplinary systems are also clearly stated in the work rules. For existing general employees, FICG has incorporated ethical management, relevant employee principles and regulations into the learning platform, and requires employees to complete a certain number of class hours each year.

Directors are provided with materials such as the Compliance Brochure for Directors and Supervisors of TWSE/TPEx-Listed and Emerging Market Companies, the Securities Market Regulations Listed Companies, Directors, Supervisors and Major Shareholders Should Take Heed, and the Compliance Brochure for Independent Directors produced by Taiwan Stock Exchange Corporation.

FICG specifies in contractual clauses to require suppliers to practice anti-corruption, so that we communicate with business partners about anti-corruption policies. Future advocacy and relevant training are under planning.

In 2023, the Group’ s group operating sites in Taiwan, including FICG, FIC, Ubiqconn Technology, and Prime Base Inc. Taiwan Branch (Cayman), have introduced business code of conduct and anti-corruption training for the entire workforce. All new hires sign relevant ethics clauses during orientation. The training and communication about ethical management is as follows:

Business Ethics Related Curriculum

Company	Class name	No. of people	Training hours
FICG	Compliance with Trade Secrets Act, Optimization of Internal Control and Enhanced Smart Intellectual Property Management System	2	6
FIC, Prime Base	Advocacy for Business Ethics (Insider Trading Prevention/Integrity and Anti-Corruption/Trade Secret Protection)	114	57
Ubiqconn Technology	Training and Education on Corporate and Ethical Management	376	188
Total		492	251

Anti-Corruption Communication and Training for Those Charged with Governance and Employees

- Members charge with governance

Region	Taiwan	China
No. of people communicated	8	Governance units all in Taiwan
% of people communicated	100%	N/A
No. of people provided with training	1	N/A
% of people provided with training	13%	N/A

- Employees

Region	Taiwan		China	
Employee type	Regular employees	Non-regular employees	Regular employees	Non-regular employees
No. of people communicated	509	2	3,306	1,165
% of people communicated	100%	100%	100%	100%
No. of people provided with training	492	0	2,395	1,081
% of people provided with training	97%	0%	72.44%	92.79%

Confirmed incidents of corruption and actions taken

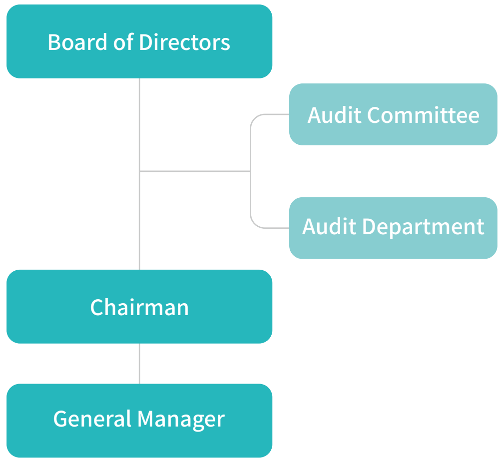
GRI 205-3

Required information	Number of incidents
Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	N/A due to no confirmed incident of corruption

Internal controls and internal audits

FICG continues to cooperate with the competent authorities by revising internal regulations and audit operations in order to fulfill its commitment to regulatory compliance and ethical management. FICG acknowledges that establishing, implementing, and maintaining an internal control system is the responsibility of its Board of Directors and managers, and has established such as system. The effectiveness of the design and implementation of the internal control system was determined in accordance with the checklist for effectiveness of internal control systems specified in the Regulations Governing Establishment of Internal Control Systems by Public Companies. Based on the aforementioned evaluation results, it is believed that FICG's internal control system (including supervision and management of subsidiaries) as of December 31, 2023, as well as the effectiveness in understanding of operations and achievement of efficiency targets, are reported in a reliable, timely and transparent manner and in compliance with relevant laws and regulations. The purpose is to verify the effectiveness of design and implementation of the internal control system and to reasonably assure the achievement of relevant objectives. Please refer to page 36 of FICG’ s annual report for details.

Internal control system



FICG designs its internal control system based on a wide range of operational risk assessments and in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies. This system has been approved by the Board of Directors and implemented collectively by the Board of Directors, managers and all employees.

Each internal unit and subsidiary conduct an annual self-assessment, which is then reviewed by the internal audit unit. The internal audit unit reviews the self-assessment reports of each unit and subsidiary, along with the internal control deficiencies identified by the audit unit and the improvement to address irregularities. This serves as the primary basis for the Board of Directors and General Manager to evaluate the overall effectiveness of the internal control system and to issue the Internal Control System Statement.

The annual audit work is carried out in accordance with the audit plan approved by the Board of Directors. This audit plan is formulated based on identified risks. In addition, special audits or reviews are conducted as needed to provide management with an understanding of the implementation status and potential deficiencies of the internal control system. The results of audit plan and deficiency tracking reports for the previous month are submitted to the independent directors for review by the end of each month. The independent directors are briefed on the execution status of the audit plan and the progress of reported matters at least once per quarter.

Audit Committee’ s primary function is to supervise the effectiveness of the Company’ s financial reporting and the implementation of the internal control system.

No breach of business ethics was identified by all audit cycles during the year.

Whistleblowing system

GRI 2-26

FICG encourages internal and external personnel to report unethical or improper behavior through the official website. If proven to have violated relevant laws or ethical management policies and regulations, the alleged party will be immediately requested to cease the relevant behavior and the appropriate disciplinary action will be taken. When necessary, legal proceedings will be initiated to seek compensation for damages in order to protect the company's reputation and interests.

Whistleblowing system

Driving Environmental Sustainability Through Digital Technology

chapter

5

FICG firmly believes that digital technology is the key foundation for achieving corporate sustainable development. We hold the view that digital transformation and ESG (Environmental, Social, and Governance) goals are inseparable. Leveraging digital technology is crucial for enterprises to achieve sustainability goals. With excellent technology and years of experience in the information and communication technology field, FICG not only continues with corporate digital transformation and sustainable development, but also strives for environmental sustainability through our products and services, manufacturing and design of green products, and environmentally-friendly solutions. With these efforts, FICG endeavors to contribute to environmental protection and improvement while driving corporate digital transformation and sustainable development.

5.1 Green Products

Core values

Amid the rising environmental awareness and the increasing stringent environmental regulations and policies in different countries, the global market is placing higher importance on the environmental impact of products. In this context, companies should pay greater attention to regulatory compliance and producers' environmental responsibilities in order to enhance their own resilience and seize market opportunities.

FICG is committed to green design and development, from the procurement of raw materials, product design and development, production and manufacturing, and transportation, to the use and disposal of products. We strive to reduce the environmental impact throughout the product lifecycle. FICG upholds the concept of green environmental protection and promotes the development of environmentally friendly products through our core business. We aim to maintain a competitive advantage in the green wave, capture green business opportunities, win customers' trust, and contribute to environmental protection. We aspire to continuously achieve these goals in the future and making a greater contribution to a greener world.

Policies and Commitments

FICG upholds the belief of coexistence and co-prosperity with the Earth and the ecosystem. We are committed to continuous investment of more resources in the design, research and development of green products. We manage from the source by setting up checkpoints during the design and development of new product introduction stage. The inspection standards of these checkpoints ensure the achievement of product quality and green design goals.

FICG endeavors to improve energy use efficiency, reduce resource waste, and focus on pollution prevention, reduction and treatment. These measures aim to mitigate the environmental impact of our products throughout product lifecycles and fulfilling our commitment to product responsibility and consumer needs.

FICG believes that through these efforts, we can not only create greener products but also generate greater value for our customers, society, and the planet.

Materials management
- Proper management of hazardous substances and materials

Labels
- Enhancement of product credibility in environmental performance through environmental labels and environmental statements

Product lifecycle assessments
- Offering of quality products with low toxicity, low pollution, energy and resource efficiency and ease of recycling throughout the product lifecycles

Compliance
- Environmental production and conformity with regulations

Product design
- Easy to recycle and replace parts, longer service lives, low pollution, energy efficiency, health and safety

Product packaging
- Reduced volume, recyclable, biodegradable, and harmless to health

Environmental-friendly products
- Production of environmentally-friendly products that make substantive contributions to climate change mitigation and adaptation

Green products

Actions

FICG strives to promote green products and has taken a series of actions to achieve this goal. Our products meet all international environmental standards such as the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), the Waste Electrical and Electronic Equipment Directive (WEEE Directive) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) in the European Union and the Measures for the Control of Pollution from Electronic Information Products in China.

FICG proactively assists its customers in green products marketing and has obtained environmental product labels such as ENERGY STAR and the Electronic Product Environmental Assessment Tool (EPEAT) in the U.S. Meanwhile, FICG responds to customers' emphasis on marine ecological protection by developing products with the use of recycled materials.

At present, some of FICG's products use post-consumer recycled acrylonitrile-butadiene-styrene (PCR+ABS) and recycled aluminum. Some products adopt plastic-free packaging or recycled packaging materials, while others employ low-energy consumption designs. FICG' s green suppliers meet the standards for regulated substances, and we actively choose local suppliers to reduce carbon footprint.

All these actions demonstrate FICG' s commitment to environmental protection and efforts to promote green products. FICG will continue its endeavors in order to achieve more green product targets.

Evaluation mechanisms

✓ Convening of compliance review meetings to ensure that products meet relevant environmental laws and regulations

✓ Convening of design and manufacturing review meetings each year to ensure the achievement of relevant targets

Achievements

- Assistance to customers in green products marketing by obtaining relevant international environment labels for products.
- Response to customers' emphasis on marine ecological protection by developing products with the use of recycled materials, and maintaining environment ecology.
- An ODM model under development by using recycled materials
- Certain products use recycled plastics and recycled aluminum in the design and development stage
- Proactive development of products with low energy consumption designs. Currently, some products adopt low energy consumption designs, such as low-power touch panels with the optimized structure of the light guide plate to reduce light loss and enhance the luminous efficiency of backlights. These measures effectively reduce the power consumption of touch panels and extend battery life.
- Actively development and promotion for use of green-certified packaging materials, plastic-free or recycled packaging materials for certain products. For example, some products use FSC-certified packaging paper materials, residuals of corrugated sheet offcuts, eco-friendly PE bags and shock-resistant shipping boxes.
- Proactive advocacy and requirement for suppliers to comply with the RoHS regulations. Please refer to section [4.4 Supplier Management, Environment and Human Rights Assessment] for implementation results with current supplier.
- Advocacy for adoption of USB-C charging cables for electronic devices sold in the EU in accordance with EU regulations.

Product lifecycle assessments

In 2023, a subsidiary of FICG conducted an in-depth Life Cycle Assessment (LCA) for its products. LCA is a comprehensive evaluation method from the acquisition of raw materials to the final disposal. It aims to consolidate and assess the inputs, outputs, and potential environmental impacts of a product system throughout its entire life cycle. This includes all stages from the extraction and acquisition of raw materials, the production and processing of energy materials, to the use of the product and its final treatment and disposal.

FICG uses LCA to assess the environmental impact of its products of the whole period “from cradle to grave” by including impact indicators in various aspects such as global warming and water resource consumption, in order to identify more sustainable production methods, design more sustainable products, and assist in determining the priority for resource investment. Resources can then be invested in projects most likely to generate positive impacts or least likely to cause negative impacts.

This approach enables customers, consumers, and other stakeholders to determine the products that are cost effective, ecologically efficient and more sustainable. This, in turn, inspires innovative actions towards green product design within FICG and among participants throughout its value chain.

Going forward, FICG will continue to collaborate with its subsidiaries to conduct product lifecycle assessments and research on green product design and environmentally friendly manufacturing processes. We plan to gradually expand the coverage of product LCAs and provide relevant training courses to our colleagues. This will enhance the Group's performance in the green supply chain and strengthen our corporate sustainability value.

Product Eco-Labels and Environmental Declarations

As a result of the growing attention to environmental protection and carbon reduction around the world, the environmental impact of various products and services is being tracked and analyzed in depth.

Environmental labels and declarations provide information on the overall environmental characteristics of a product or service, as well as information related to one or more specific environmental considerations. These labels and declarations can effectively influence the decision-making by purchasers and hence increase the market share of the product or service. Currently, the United States, Canada, Australia, New Zealand, the United Kingdom, France, and Singapore all accept EPEAT (Electronic Product Environmental Assessment Tool) registration as proof of green products. The U.S. government's EPEAT-related green procurement orders include Executive Orders 13423 & 13514, Federal Acquisition Regulations, and the OMB (Office of Management and Budget) Scorecard. It is estimated that the green business opportunities generated by EPEAT is approximately $60 billion per annum.

The United States is an important market for FICG's products and services. Therefore, we will prioritize the introduction of EPEAT and conduct Life Cycle Assessments (LCAs) on relevant electronic products accordingly. Through verification by independent third-party entities, we ensure FICG's commitment as a leader in green high-tech to contribute to the society.

Hazardous Substances Policy and Materials Management

Up to date with relevant local laws and regulations

FICG and its subsidiaries are committed to meeting regulatory requirements and customer standards by integrating environmental protection and safety-related regulations into the product research and development phase. Our rigorous auditing process ensures that each production element throughout the supply chain complies with relevant requirements for environmental protection and safety.

We comply with the European Union's major regulations for electronic products, including the Restriction of Hazardous Substances in Electrical and Electronic Equipment Directive (RoHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). We also adhere to the Radio Equipment Directive (2014/53/EU), which requires electronic products sold in the EU to adopt Type-C charging connectors in the future.

In addition, FICG’ s investees also conform to the U.S. government's EPEAT-related green procurement orders, including Executive Orders 13423 & 13514, Federal Acquisition Regulations, and the OMB Scorecard, as well as conflict minerals management. All these have been incorporated into the Group’ s management regulations, already implemented or with introduction timelines under planning.

The Group will continue to ensure that our products and services meet the highest environmental protection and safety standards, and to contribute to a greener and safer world.

FICG’ s Hazardous Substances and Materials Management

Given the severe environmental impact of discarded electronic products, the European Union implemented the Restriction of Hazardous Substances Directive (RoHS) in 2002. This directive regulates the concentration of six hazardous substances, including lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6+), polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE). To protect consumers’ health and reduce the potential environmental risks of products, FICG requires the suppliers of its subsidiaries to strictly comply with the RoHS directive.

FICG and its subsidiaries also keep an eye on whether the suppliers have disclosed information on Substances of Very High Concern (SVHC) for components, and encourage suppliers to reduce or even cease the use of these chemicals as early as possible. We refer to the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation, and require suppliers to confirm their compliance before ramping up production of products.

In addition to the regulated and restricted use of chemical substances, our subsidiaries also incorporate certain substances of environmental concern into the list for restricted use or track the usage status of such substances, in accordance with international requirements for hazardous substances and regional market needs. We aim to ensure that the environmental impact of our products is minimized. We will continue our efforts to achieve a more environmentally friendly future.

Implementation

When there are significant changes in external regulations or the policies of FICG and its subsidiaries, we will review our environmental hazardous substances management policies and standards, issue new regulations, and determine implementation dates. Under these management rules, each factory has established detailed control procedures, including materials certification processes, testing requirements, report formats, and declaration requirements.

At each of FICG’ s factories, there are dedicated personnel responsible for handling quality issues and formulating implementation plans for environmental substance management. We incorporate these management domains into supplier management and audits to establish a comprehensive hazardous substances management system.

Hazardous Substances Disclosure and Personnel Training

To reduce the impact of our products on customers’ health and the environment, companies invested by FICG have exercised strict controls on all fronts, including raw materials and supply chains. Our chemical requirements standards not only include REACH and RoHS but also the regularly updated list from the IEC 62474 Material Declaration for Products of and for the Electrotechnical Industry.

To keep our R&D teams up to date with the latest regulations, we have planned relevant training, education and briefings to ensure that our future product designs comply with all relevant management rules. We aim to ensure that our products meet all relevant regulations and achieve the highest quality and performance.

Use of Recycled Materials and Environmentally Friendly Product Packaging

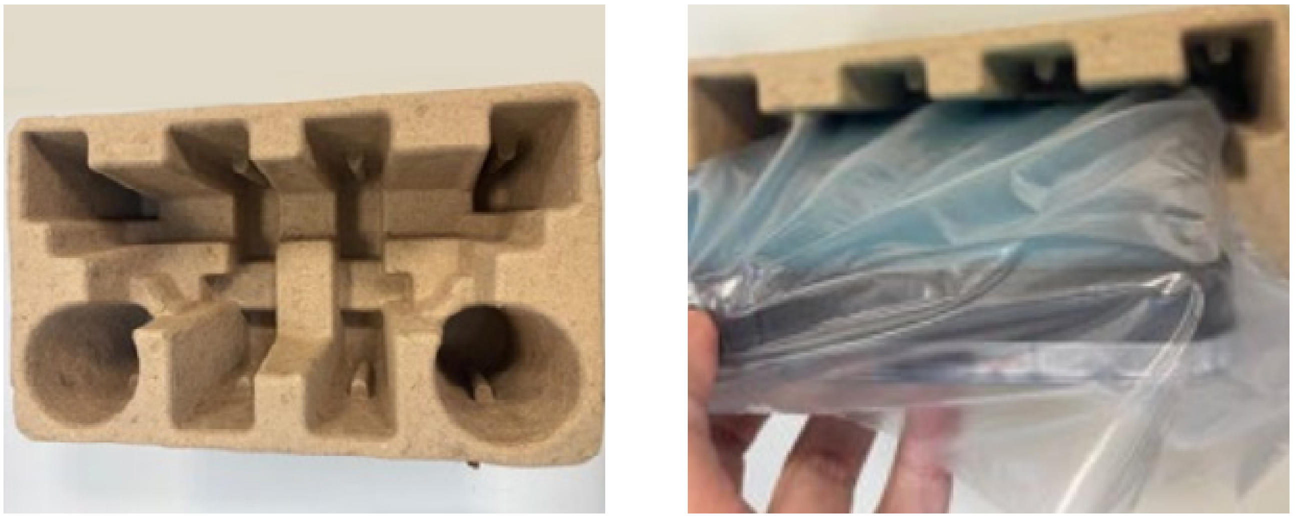
The FICG group firmly supports the concept of a circular economy and endeavors to improve the design of our product packaging. The packaging materials we use include FSC-certified packaging paper, residuals of corrugated sheet offcuts, eco-friendly PE bags, and reusable packaging materials and shipping boxes.

In 2023, our subsidiary FIC began to use eco-friendly shockproof shipping boxes for packaging of certain products and hence reduced the consumption of single-use paper boxes. We also use recycled plastic air cushion bags for our products and will continue to encourage customers to adopt reusable shipping boxes in the future. Meanwhile, our subsidiary Ubiqconn Technology continues to respond to customers' concerns about marine ecology protection, and uses recycled materials to develop products, in order to reduce the environmental burden.

FICG will continue to increase the percentage of subsidiaries' products that use recycled plastics in the future. We select qualified and high-quality suppliers. For products that use post-consumer recycled plastics, we try our best in the recipe in order to match the physical properties of the original materials. We seek to enhance strength and reliability in the product design process, and intensify the product tests for strength, reliability and lifetime in product testing, in order to ensure product quality.


FIC’ s shockproof shipping box

In addition, the Group and its subsidiaries will continue to promote product designs that are easy to recycle and easy to disassemble. This helps customers to improve the reuse rate and the recycling rate of discarded electronic products and materials and meet the requirements of relevant environmental regulations of the destination areas of products (e.g., the EU WEEE Directive). We will continue our efforts to achieve a more environmentally friendly future.


FSC’ s certified packaging paper materials and corrugated paper

Roadmap for FICG’ s Green Products

Green materials – acquisition of raw materials

- Selection of 100% raw materials in compliance with mandatory international regulations.
- Increase of local purchase ratio to reduce carbon foot print.
- Green suppliers: review of the sources of suppliers’ materials to ensure adherence to internal standards of controlled substances, prohibition of hazardous substances (in accordance with RoHS) and conflict minerals and materials.
- In conformity with the EU’ s REACH regulation.

Green design

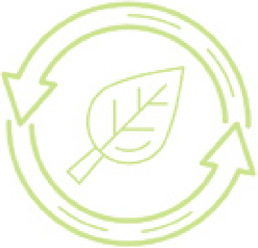
- Introduction of designs for low energy consumption and use of hardware designed for low energy consumption.
- Software with energy saving mode.
- Designs to reduce assembly steps, assembly materials, the total work hours required for assembly and the carbon emissions during the manufacturing process.
- Use of plastics-reduced design and green packaging.
- Application of international environmental regulations or assessment tools such as Electronic Product Environmental Assessment Tool (EPEAT) ecolabel.
- Product energy efficiency label certification: Energy Star in the U.S.

Green manufacturing and transportation

- Factories compliant with ISO 14001 environmental management system.
- Local manufacturing.
- Use of plastics-free or recyclable packaging materials.
- Green transportation.

Customer use and product recycling

- Adherence to environmental certifications for electronic products in the destination locations/countries including FCC.
- Compliance with the WEEE regulation; and products with recyclability labels and instructions on how to dissemble so that local customers can dissemble products for reuse and recycling.
- Improvement of packaging materials recyclability once products are out of the factory. This also include recycling, cleaning and reuse of packaging materials of all kinds (e.g., paper boxes and partitions) during the manufacturing process.

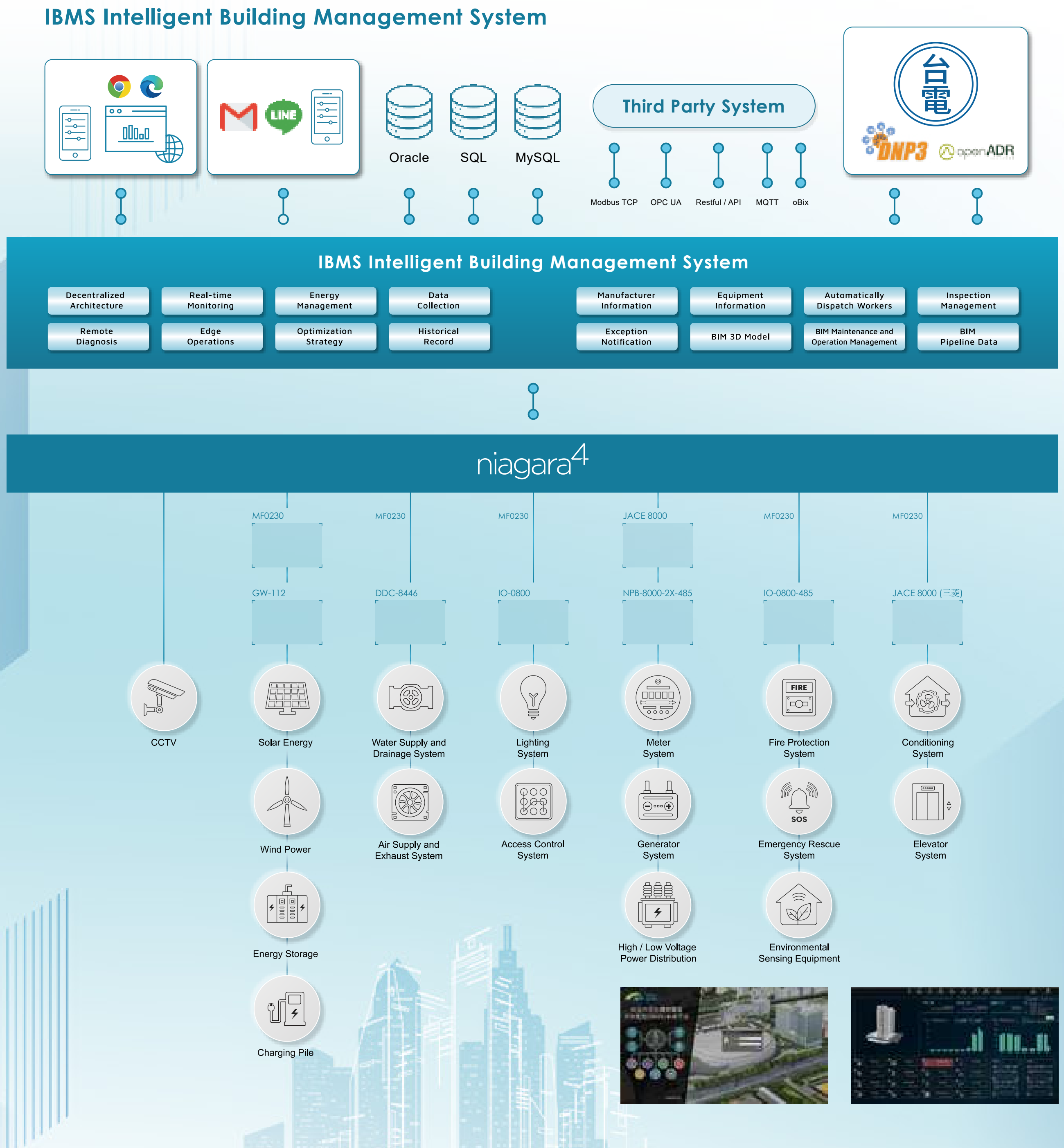


Taipei Dome: Smart Building Management

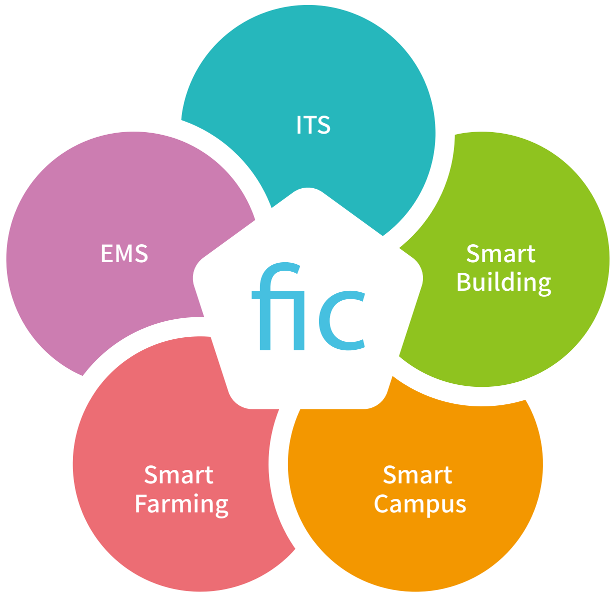
The Taipei Dome, Taiwan's largest sports arena and operation since 2023, achieves smart management and security monitoring with state-of-the-art central monitoring system provided by FICG This system can monitor real-time data points about the statuses of over 70,000 devices and allow maintenance personnel to efficiently understand the real-time situation of the venue.

The central monitoring system of the Taipei Dome integrates various subsystems, such as the water supply and circulation system, parking management system, air conditioning system, lighting system, as well as over twenty other subsystems for fire protection, access control, video surveillance, and more. All these subsystems can consolidate data and enable interlinked control on FICG’ s open IoT (Internet of Things) platform and solutions, to ensure operational efficiency and safety throughout the venue.

This system will be rolled out at major venues all over Taiwan, to assist customers in achieving safety, energy conservation, carbon reduction, and sustainable development in the most precise manner and hence the creation of sustainable cities and communities.



Smart City Management System



The smart city management system invested in by FICG have expanded its footprint to city-level energy management and monitoring. In addition, FIC, a subsidiary of FIC Global, leverages its technological prowess and experience to provide various FIC AIoT (Artificial Intelligence for Internet of Things) solutions. In the intelligent transportation domain, FIC integrates information, transportation, and telecommunication technologies, utilizes IoT, big data, and mobile internet, and applies these to the operation of vehicles and road infrastructure. This enhances transportation efficiency and safety, reduces traffic congestion, increases comfort levels, and mitigates environmental impact.

In the smart building domain, FIC integrates information and communications technology (ICT) and automation technologies into buildings, to address users' needs and react to external temperature changes, so that the buildings can automatically sense, analyze, and respond. This allows the creation of a comfortable and safe environment, as well as the pursuit of economic, functionality, reliability and safety.

In the smart agriculture domain, FIC collects agricultural production conditions such as climate, soil, and crop status with sensing and identification technologies. Forward-looking technologies including information and communications technology, big data analytics, the Internet of Things and blockchain are combined to establish a collaborative model for farm management and decision-making. This gradually drives the intelligent upgrade of agriculture and creates a diversity of digital agricultural services and value chain integrated application models.

In the future, FICG will continue to center on information and communications technology and develop solutions that contribute to environmental protection, energy conservation, and carbon reduction. It will assist digital transformation in different fields and promote the sustainable development of the society.

Design and Development of Sustainable Products

Green products	Descriptions
Selection of raw materials	1. Relevant international regulations 2. Local procurement 3. Non-hazardous substances 4. Green suppliers 5. Use of recycled materials
Production and manufacturing	1. ISO 14001 environmental management system 2. Packaging materials
Transportation and logistics	1. Low-carbon transportation 2. Light-weight products for easy transportation
Product use	1. Ecolabels and environmental certificates 2. WEEE (Waste Electrical and Electronic Equipment Directive) 3. Low energy consumption 4. Durability 5. Easy to maintain
Disposal and recycling	1. Recyclability design

5.2 Energy and Greenhouse Gas Management

Our group is well aware of the significant impact of climate change on the environment and business operations. Therefore, we are proactively promoting various energy and greenhouse gas management measures to reduce our environmental impact. FICG started greenhouse gas inventory reviews in 2023 and obtained ISO 14064-1 certification in 2024. These actions allow us to fully understand our greenhouse gas emissions and actively establish a corporate green culture.

FICG regularly reviews and tracks the energy usage of its offices and factories, and implements internal energy management measures based on relevant policies from regulatory authorities. The aim is to improve energy consumption efficiency and reduce unnecessary greenhouse gas emissions.

At FICG, the Corporate Sustainability Committee is responsible for formulating the overall strategy; the Board of Directors and the Corporate Sustainability Committee formulates strategies; and Office of Sustainable Development is responsible for project execution and reports the implementation status to the Board of Directors each year. Regarding greenhouse gas management strategies and actions, the Board of Directors and Corporate Sustainability Committee authorize Office of Sustainable Development for project management. The task units of the subsidiaries will carry out the implementation and regularly report on the results.

Integrated Energy Management and Carbon Management System

Our group continues to implement energy management measures to understand our internal energy needs, such as water usage, electricity, and machinery equipment. We have established energy policies and indicators, and conducted preliminary reviews on energy considerations. FICG has put in place the processes and responsibilities related to energy and carbon management, and provides resources to achieve energy goals. We have set up internal methods for energy monitoring and analysis, as well as indicators for energy efficiency and energy performance. Through effective operational control methods and procedures, we regularly review and monitor to constantly improve energy efficiency.

In the third quarter of 2023, our group sought advice from environmental experts and scholars, and gradually rolled out greenhouse gas counseling, inventory, and verification operations at the parent company and in subsidiaries. In the first two quarters of 2024, we carried out greenhouse gas counseling, inventory, and verification operations.

Our group continues to drive various measures to reduce environmental impact and is moving towards establishing a green corporate culture. In order to promote and manage environmental affairs within the group, we introduced the ISO 14001 environmental management system in 2015. Two of our subsidiaries (Ubiqconn Technology and FIC) operating in Taiwan completed the system deployment in 2016 and have been certified annually.

FICG’ s Greenhouse Gas Emissions

GRI 305-1, 305-2, 305-3, 305-4

Taiwan

The boundary for quantification and reporting of greenhouse gas (GHG) emissions in Taiwan is based on the requirements and the recommendations of the ISO14064-1: 2018 Greenhouse gases. The operational control approach was adopted to review the inventory of greenhouse gas emissions from facilities managed or operationally controlled by the Company. The entities with the reporting boundary include FICG, FIC, 3CEMS Corporation Taiwan Branch Cayman Islands, Ubiqconn Technology, Ruggon Corporation, FICTA Technology, and 3CEMS Corp. (Cayman).

The quantification covered Category 1 direct emissions and removals; Category 2 emissions from imported energy; and Category 3 indirect emissions from transport.

Unit: tCO_2e

	Scope 1	Scope 2	Scope 3	Total
Total	69.1696	686.7436	266.8155	1,022.7290
Annual sales (NT$m)				5,756.31
Greenhouse gas emission intensity: tCO_2e/product or service unit or per NT$ million sales				0.1777

Emissions of Seven Greenhouse Gases in Taiwan

Emissions or removals	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Total emissions tCO_2e
Scope 1: direct emissions and removals	14.7269	14.533	0.4641	39.4456	0	0	0	69.1696
Scope 2: indirect emissions	686.7436	0	0	0	0	0	0	686.7436
Scope 3: emissions	266.8155	0	0	0	0	0	0	266.8155

Note: Greenhouse gas emissions expressed in tCO_2e and rounded off to the four decimal places, according to Paragraph 1, Article 2 of the Regulations Governing Quantification and Registration of Greenhouse Gas Emissions.
Note: 2023 as the base year in Taiwan

Electricity Sources for Factory in Taiwan

Taiwan factory											Steam output (ton)
Factory-wide (MWh)	Coal-fired (MWh)	Wind (MWh)	Hydro (MWh)	Thermal (MWh)	Tidal (MWh)	Other renewals (MWh)	Other renewals Note	Nuclear (MWh)	Others (MWh)	Others Note	
1,451.7041	1,390.1690	0	0	0	0	61.5350		0	0	0	0

China

Prime Technology and Amertek Computer conducted materiality assessments and ISO14064-1 Greenhouse gas emissions verifications separately based on product characteristics. The operational control approach was adopted for the boundary of quantification and reporting of greenhouse gas (GHG) emissions in accordance with the requirements and the recommendations of the ISO14064-1: 2018 Greenhouse gases.

Prime Technology covered Category 1 direct emissions and removals; Category 2 emissions from imported energy; Category 3 indirect emissions from transport; and Category 4 emissions from products used by the organization.

Amertek Computer covered Category 1 direct emissions and removals; Category 2 emissions from imported energy; Category 3 indirect emissions from transport; Category 4 emissions from products used by the organization and Category 6 emissions from other sources.

	Scope 1	Scope 2	Scope 3	Total
Total	420.83	19,657.73187	95,645	115,723.6613
Annual sales (RMB$m)				9,094.7446
Converted annual sales into NT$m				39,326.582
Greenhouse gas emission intensity: tCO_2e/product or service unit or per NT$ million sales				2.9426

Prime Technology

Unit: tCO_2e

Scope	Scope 1	Scope 2	Scope 3					Total
	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Scope 3 subtotal	
Emissions (tCO_2/yr)	179.45	7,293.12	2,323.9164	68,603.7052	0	Excluded in this quantification after assessment	70,927.6216	78,400.1913
%	0.23%	9.30%	2.96%	87.50%	0.00%	Excluded	90.47%	100.00%

Unit: tCO_2e

Emissions or removals	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Total emissions tCO_2e
Scope 1: direct emissions and removals	35.9566	79.5572	1.1565	62.7775	0	0	0	179.4478
Scope 2: indirect emissions	7,293.1219	0	0	0	0	0	0	7,293.1219
Scope 3: emissions	70,927.6216	0	0	0	0	0	0	70,927.6216

Note: 2022 as the base year for Prime Technology

Amertek Computer

Unit: tCO$_2$e

Scope	Scope 1	Scope 2	Scope 3					Total
	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6	Scope 3 subtotal	
Emissions (tCO$_2$/yr)	241.38	12,364.61	365.83	24,351.65	No activity	No activity	24,717.48	37,323.47
%	0.647%	48.301%	0.980%	65.245%	No activity	No activity	66.225%	100%

Unit: tCO$_2$e

Emissions or removals	CO$_2$	CH$_4$	N$_2$O	HFCs	PFCs	SF$_6$	NF$_3$	Others	Total emissions tCO$_2$e
Scope 1: direct emissions and removals	27.98949	152.8098	1.479471	17.15736	0	0	0	41.94635	241.3824481
Scope 2: indirect emissions	12,364.6051	0	0	0	0	0	0	0	12,364.6051
Scope 3: emissions	24,717.4837	0	0	0	0	0	0	0	24,717.4837

Note: 2023 as the base year for Amertek Computer

FICG' s Energy Consumption

GRI 302-1, 302-3, 302-4

The Group and its subsidiaries purchased external electricity in 2023, without internal generation capacity yet.

The subsidiary Ubiqconn Technology used 61,535kWh of renewable energy, reducing approximately carbon emissions by 30.3983 tCO$_2$e.

	Total in Taiwan	Total in China
Electricity consumption (kWh)	1,390,169.03	40,794,475.00
Energy consumption (kWh*3.6=MJ)	5,004,608.507	146,860,110.00
Annual revenue (NTD/RMB in million)	5,756.31	9,094.74
Converted into NT$m	5,756.31	39,326.59
No. of regular employees as of Dec. 31	509	3,274
Annual emission factor (EF)	0.494	0.55721
Electricity consumption intensity =Total consumption MJ/ Revenue in NT$m	225.38	3,734.37
Electricity consumption per person =kWh/No. of employees	9,175.70	12,460.13
Other energy consumption (MJ)	-	-
Energy consumption (MJ) reduced directly as a result of energy saving and efficiency initiatives	82,342.656	-

Note 1: RMB/NTD based on the closing exchange rate of 4.3241 on the last trading day of 2023.
Note 2: Annual emission factor: Data in Taiwan based on electricity emission factor provided by the Energy Administration, Ministry of Economic Affairs in 2023. Data in China based on electricity emission factor in the report published by Carbon Footprint (an international organization).

FICG' s Energy-Saving Measures in 2023

GRI 302-4

Measures	Descriptions
LED panel lights	• Traditional strip lights in Zhonghe and Neihu replaced with LED lights. Approximately 285 sets replaced in 2023, with a spending of about NT$230,000. • Electricity saved: 22,872.96 kWh / 82,342.656 MJ • Reduction of c. 11.2992 tCO$_2$e/yea$^{\text{r (Note 1)}}$

Note 1: Calculation formula of electricity saving

$$\frac{\text{No. of traditional lights} \times \text{wattage} \times \text{hours in use}}{1000} - \frac{\text{No. of LED panel lights} \times \text{wattage} \times \text{hours in use}}{1000}$$

5.3 Water Resource Management

The Group strives for effective management and conservation of water resources. The main source of water is piped water. A set of strategies has been formulated to maximize the efficiency of water consumption, with measures such as recording and reviewing annual water usage volume and water consumption intensity. Based on this data, water resource management strategies and targets are established. The Group also advocates for water conservation internally and strictly prohibits the waste of water resources.

In 2023, the total water withdrawal was 172,993.70 metric tons, and the group-wide water withdrawal intensity was 3.837 metric tons per million New Taiwan dollars in revenue. It is worth mentioning that Prime Technology, a subsidiary located in China successfully saved 413 tons of water in 2023 by using a wastewater filtration and reuse system.

All these achievements demonstrate FICG' s commitment for water resources management and prove that our efforts have produced substantial results. We will continue our efforts in order to enhance our efficiency of water resources utilization.

Water Resources Consumption and Management

GRI 303-3

	Total in Taiwan	Total in China	Total
Water withdrawal (ton)	9,919	163,074.7	172,993.7
Revenue (NT$m)	NTD 5,756.307	RMB 9,094.74463 (approx. NTD 39,326.5852)	Approx. NTD 45,082.89
Water consumption intensity: Water withdrawal ／ Revenue in NT$m	1.723	4.147	3.837

Note 1: RMB/NTD based on the closing exchange rate of 4.3241 on the last trading day of 2023.
Note 2: Water obtained from third parties in Taiwan and China totaled 170.5967 million liters.

5.4 Waste Management

FICG adheres to a management approach of waste reduction and environmental protection, and is committed to reducing waste generation and pollution to minimize the environmental impact. In 2023, the total waste generated was 626.2943 metric tons. Qualified third-party professional companies are commissioned to provide assistance in waste treatment. Contracts are established to ensure that these companies handle the waste in accordance with regulations.

Waste treatment at subsidiaries

- Our subsidiary, Ubiqconn Technology, strives to promote the use of recycled materials to reduce dependence on virgin resources and minimize the environmental impact of the production process. In 2023, a series of production and testing tasks were initiated to evaluate the effects resulting from use of recycled materials in our products. Specific statistics on weight of recycled materials in use is yet to be available due to the current stage of production and testing. That said, the adoption of recycled materials is progressing in full swing, as our commitment and actions towards sustainable development. Ubiqconn Technology will continue to invest in research and development of renewable resource technologies and drive the wide adoption of recycled materials in products. At the same time, Ubiqconn Technology will strengthen cooperation with supply chain partners to achieve a more sustainable and environmentally friendly production process.
- Our subsidiary, Amertek Computer, needs to clean of mainboards and fixtures and use acid fume scrubbers during the manufacturing process. This generates waste water and causes environmental pollution. The waste liquids, cardboards, plastics, pallets, carrier trays and breakaways, and organic solvent generated during the manufacturing process are not recycled or reused. All these waste materials are 100% recycled and processed by professional third-party companies, to reduce the harm to the environment and the community.
- Our subsidiary Prime Technology authorizes third-party companies for treatment of wastes from operations and does not cause negative effects. Continued efforts will be made to achieve the environmental protection targets and create a greener and more sustainable future for customers, employees and communities.

Waste Generation and Management

Item	Total in Taiwan	Total in China
Hazardous waste (ton)	—	81.4935
Non-hazardous waste (ton)	—	544.8008
Weight (hazardous + non-hazardous) (ton)	—	626.2943
Revenue (NT$m)	NTD 5,756.307	RMB 9,094.744625 (approx. NTD 39,326.5852)
Waste generation intensity: waste weight ／ revenue in NT$m	—	0.0159
Waste management or reduction target ／ Qualitative description	FICG is an investment company, with production and manufacturing activities at the subsidiary level. Offices are in a commercial building and most waste is municipal waste and no industrial waste. It was not possible to quantify municipal waste in 2023.	Prime Technology will advocate actions to address domestic waste and filter waste water for reuse. Approximately 413 metric tons of water consumption was reduced in 2023. Amertek Computer generated 3.7821 tons of waste liquids (including organic solvents) from cleaning of fixtures and mainboards, at a ratio of 3.82% based on 98.93 tons of organic solvents used in 2023. All the hazardous wastes are handled by recycling companies. Advocacy will be enhanced to ensure garbage classification. Currently, all the wastes generated by Amertek Computer are from production and manufacturing. As the volume is dependent on order levels, it is not possible to propose a reduction target.

Creating Public welfare with a Caring Mindset

chapter

6

6.1 Local Community Engagement and Social Welfare

GRI 203-1

According to the Global Reporting Initiative (GRI) sustainability reporting guidelines, FICG has detailed its social welfare performance and contributions in the 2023 sustainability report. This report aims to provide a transparent presentation of how we have contributed to the United Nations Sustainable Development Goals (SDGs) in eradication of poverty, promotion of good health and well-being, provision of quality education, achievement of affordable and clean energy, creation of decent work and economic growth, reduction of inequalities, and advocacy of climate actions through active participation in local communities and social welfare activities.

6 pillars	Corresponding SDGs	Medium/long-term targets	Short-term targets	Actions	Major achievements in 2023
Assistance in education and support to the vulnerable	1 NO POVERTY 4 QUALITY EDUCATION	• Elimination of learning divide between urban and rural areas by providing diverse education and social care • Green energy development for greater good and promotion of education and environmental sustainability • Practical approach to help the supported organizations to achieve operational independence and sustainability	• Helping underprivileged students to ease economic pressure for the families • Inspiring students to think creatively and independently	• Offering of scholarships • Support of information and communications technology, data use and development	• 116 school children received help
Social care	1 NO POVERTY 3 GOOD HEALTH AND WELL-BEING		• Creation of a social protection network and support to all social groups	• Placement of infants/ toddlers with special mental/ physical conditions and family situations • Assistance in drug/alcohol addiction treatment and fight against illicit substances • The Carpenter’ s House: social care centered on homes/households; marketplace for eco-friendly, handmade and pre-owned goods; internships for special students; emergency support to geriatric orphans and the disadvantaged; and caring for those with dementia and those over 85 years old • Donation of anti-pandemic goods	• ESG MONTH attracted about 1,000 colleagues. Approx. 200 gifts sent to rural areas in Changhua and Taitung, to educate children about sharing. • The subsidiaries in Taiwan worked with Syin-Lu Social Welfare Foundation for fabric-wrapped pens. • Blood donation • Support of International Meatless Day • The subsidiaries in China organized social care initiatives, e.g., community fire drills; anti-pandemic activities; health checks; support for the disabled; tree-planting at communities; donation to earthquake victims in Gansu; occupational health training; community campaigns and outreach from employees.
Diverse education	4 QUALITY EDUCATION		• A variety of education contents about homeland, languages, technology, ecology, arts and culture, etc.	• Organization of a wide range of activity camps, exhibitions and supporting classes	• Diverse learning program: English-language villages and study tours to 15 elementary schools • 668 students in total took part.
Green energy for greater good	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION		• Offering of a good education environment and facilities • Promotion of use of renewable energy	• Assistance in installation of rooftop solar panels and deployment of system management software. All feed-in tariff incomes donated to schools.	• Guang Hsin Elementary School Erlin Township of Changhua County; Lo-Tso Elementary School in Puxin Township of Changhua County; and Yung Ching Senior High School in Chiayi County expected to reduce carbon by 80.5050 tCO_2e a year
Plant factories	8 DECENT WORK AND ECONOMIC GROWTH		• Promotion of vocational education and development of innovative business models	• Construction of plant factories on campus to create internship opportunities and business models for self-sufficiency	
Arts and culture	4 QUALITY EDUCATION		• Offering of arts and cultural activities in communities for cultivation of mind and body • Learning about homeland history and geography	• Offering of arts and cultural exhibitions, theater performances, education on history of farmers	• Sponsorship to Golden Bough Theatre for 20 performances all over Taiwan, with 2,630 viewers. • “Golden Bough Traveling Performance: Beautiful Taiwan” has toured over 200 towns for 200 shows date, attracting over 150,000 viewers. The happy memories collectively created under the theater tent not only forges a close connection between Taiwanese theater and the lives of ordinary people but also brings the warmth, richness and beauty of culture and humanity to the hearts of the Taiwanese people.

Note 1: The list of activities and initiatives involved by FICG, its affiliated enterprises and CGCH Foundation for Education were planned and organized in Taiwan. Overseas social welfare activities were not included.

Note 2: Estimated annual reduction of carbon equivalent (kg) = forecasted annual electricity generation kWh*0.494 kg CO_2e/kWh (based on electricity emission factor in 2023 published by Energy Administration, Ministry of Economic Affairs)

Rooted in sustainability for a green future together: FICG's green electricity plan and social participation

In the spirit of long-term cooperation with the CGCH Foundation for Education, we have highlighted the innovative green electricity plan for the greater good that we worked with CGCH Foundation for Education and TSMC during the reporting period. This initiative not only actively promoted the use of renewable energy but also deployed solar panels and a multi-functional sports canopy, to create a vibrant and sustainable learning environment for students. This project achieved a carbon reduction of 80.5050 tCO_2e, a live demonstration of our firm commitment to environmental protection and climate action.

Thanks to the incomes from selling green energy, we are able to sponsor a series of educational and community activities for the deepening of social welfare.

Schoolwork support

We provide students with thorough guidance on schoolwork, reading activities and classes related to agriculture, in order to enrich their learning experiences.

Hands-on experiments

We encourage students to participate in field activities to experience the farming process, acquire agricultural knowledge and skills, and further deepen their understanding of sustainable agriculture.

Stimulating creativity

We inspire students to unleash their creativity, add value through agriculture, develop new products, and explore innovative market strategies.

Interdisciplinary collaboration

We promote cooperation between schools, communities, and local institutions to broaden students' horizons and foster knowledge and resource sharing.

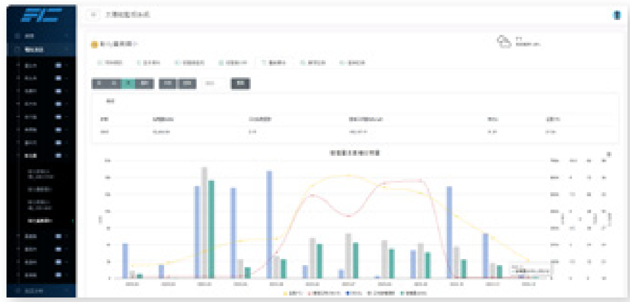
Talent cultivation

We support underprivileged students in discovering and cultivating various talents by providing opportunities for their overall development.

Sports competitions

We organize a wide range of sports events, to nurture students' athletic potential and team spirit.

These diverse and innovative activities not only enrich students' learning experiences but also strengthen the connection between schools and communities, further highlighting our firm commitment to environmental protection, social welfare, and sustainable development. Through these efforts, we seek to achieve climate action goals and bring more positive impacts to the society.



Graph 1: Lo-Tso Elementary School in Changhua County generated 75,075kWh of electricity and reduced carbon emissions by approximately 37.0871 tCO_2e in 2023.

Graph 2: Guang Hsin Elementary School in Changhua County generated 52,484kWh of electricity and reduced carbon emissions by approximately 25.9271 tCO_2e in 2023.

Graph 3: Yung Ching Senior High School in Chiayi County generated 35,077kWh of electricity and reduced carbon emissions by approximately 17.3280 tCO_2e in 2023, based on emission factory of 0.494kg.

As of December 31, 2023	Lo-Tso Elementary School in Changhua County	Guang Hsin Elementary School in Changhua County	Yung Ching Senior High School in Chiayi County	Total
Cumulative electricity generation kWh	75,075.00	52,484.00	35,077.00	162,636.00
Cumulative carbon reduction tCO_2e	37.0871	25.9271	17.3280	80.5050

In 2023, we held our first ESG Month with the theme "FUTURE INNOVATION CARING GLOBAL", aiming to promote corporate sustainability through creative thinking, practical actions and caring for the society. This event deepened employees' understanding of sustainable development and fostered communication and collaboration across departments. We invited several organizations to share their experiences and insights in health promotion, re-employment of the elderly, and environmentally-friendly food waste management.

▲ Smiling faces from the children who receive from GIVING TREE the Christmas presents they have wished for at Hoping Church in Taitung.

▲ Smiling face from the child who receives from GIVING TREE the Christmas present she has wished for.

In addition, our campaign “GIVING TREE” reached out to schools and institutions in rural areas, such as Lo-Tso Elementary School, Guang Hsin Elementary School, Hoping Church and Presbyterian Church in Taitung, as a further demonstration of our concern with educational equality and community wellbeing.

Documentary on GIVING TREE during ESG MONTH


▲ Smiling faces from the children who receive from GIVING TREE the Christmas presents they have wished for at Guang Hsin Elementary School.


▲ Headmaster of Lo-Tso Elementary School gives Certificate of Appreciation for GIVING TREE Campaign to the Group' s colleague.


▲ Chairwomen of Yang Sheng Foundation speaks about the importance of health promotion and self-healing power.

Our subsidiaries in Taiwan worked with Syin-Lu Social Welfare Foundation for fabric-wrapped pens, blood donation and support for International Meatless Day. The subsidiaries in China participated in community activities such as fire drills, anti-pandemic activities, and tree-planting actions; supported the disabled people; and donated sleeping bags to earthquake victims in Qinghai. These actions not only strengthened our connection with the communities but also further solidified our leadership in sustainable development, demonstrating our proactive stance as a responsible corporate citizen.


▲ Smiling faces from the children who receive from GIVING TREE the Christmas presents they have wished for at Guang Hsin Elementary School.


▲ The colleagues participating in GIVING TREE pick up wishing cards from the Christmas tree to make children' s wishes come true.

▲ Campaign poster


捐赠证书

DONATIONCERTIFICATE

广上科技（广州）股份有限公司:

衷心感谢贵公司对青海慈善事业的关心和支持，您捐赠的582个睡袋用于[illegible]地震青海地区抗震救灾，我们将遵照您的意愿，全部用于慈善事业发展。

特颁此证，谨致谢忱！

青海省慈善总会
颁发日期：2023年12月


青海省慈善总会

感谢信

▲ Prime Technology donates 582 sleeping bags to victims of Qinghai earthquake on December 18.


▲ Ubiqconn Technology purchased fabric-wrapped pens from Syin-Lu Social Welfare Foundation to support youth employment at community workshops.


▲ Amertek Computer assists in a community fire drill.


▲ Amertek Computer assists in a community fire drill.


▲ Amertek Computer assists in a community fire drill.


▲ Amertek Computer assists in a community fire drill.


▲ Amertek Computer assists in a community anti-pandemic activity.

Looking ahead, we will continue to collaborate with partners on all fronts to explore and implement innovative approaches. We endeavor to make even greater contributions to a more sustainable and harmonious society. We believe that through ongoing efforts and cooperation, FICG will take more determined strides on the path to sustainable development goals.

6.2 Labor Practice and Human Rights

Safeguarding of fundamental human rights has always been a core value upheld by FICG We support the United Nations' Universal Declaration of Human Rights (UDHR), the Responsible Business Alliance Code of Conduct (RBA), and the respect for human rights in civilized countries. To protect the basic human rights of FICG' employees and value chain partners (including customers, suppliers, contractors, agents, alliance partners, and local communities), the Group follows the regulations of all jurisdictions around the world where we have operating sites and promotes sustainable development in environmental, social and economic aspects. The Board of Directors of FICG proposes the highest guiding principles for the corporate missions, vision, and human rights policies. The Corporate Sustainability Committee formulates specific sustainability policies and objectives and supervises the implementation of human rights protection in each subsidiary.

Labor-Employer Relations Management

GRI 2-30

After new employees has come onboard, the orientation training includes relevant regulations on working hours, holidays, leaves, wage payments, attendance, performance reviews, rewards and punishments, and promotion. All operating locations of FICG have established the Measures for Prevention, Complaints, and Disciplinary Actions Against Sexual Harassment in the Workplace to ensure the work and service environment free from sexual harassment. Appropriate measures in prevention, correction, disciplinary actions, and responses are taken to protect the rights and privacy of the parties involved. These measures are formulated in accordance with Paragraph 1, Article 13 of the Gender Equality in Employment Act and the samples provided in the Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace issued by the Ministry of Labor. FICG strives to coordinate labor-employer relations, enhance mutual understanding with workers, promote labor-management cooperation, and improve work efficiency.

FICG' s operating locations in Taiwan has established labor-management meetings in accordance with Article 83 of the Labor Standards Act. Labor-management meetings are convened regularly as required by laws and in adherence to the Regulations for Implementing Labor-Management Meeting, to serve as a smooth and harmonious communication channel between labor and the employer. In 2023, a total of 21 labor-management meetings were held at the operating locations in Taiwan. Through these meetings, the workers side can understand the management policies, plans, guidelines, and objectives and the employer can receive suggestions from workers and enhance workers' sense of participation. The ultimate goal is to achieve unity between labor and the employer and create a win-win situation for both parties.

There are no labor unions In Taiwan and therefore, no collective agreements have been established. Amertek Computer in China has established a corporate labor union in accordance with the Trade Union Law of the People's Republic of China. The union engages in collective bargaining with the company or signs "collective contracts" and "special collective contracts for the protection of female employees' rights and interests" so that the union can participate in the formulation and amendment of corporate rules and regulations. Collective agreements cover 100% of the total workforce. Prime Technology has not established a labor union, so there are no collective agreements.

Although the subsidiaries without labor unions do not have collective agreements in place, regular employees can still communicate through labor-management meetings and provisions of labor contracts. For non-regular employees, cooperation contracts are signed with temp agencies to ensure the rights and interests of both workers and the employer and to protect good labor-management relations.

Both regular employees and non-regular employees in Taiwan and China are well protected.

Principles for handling complaints about labor and human rights incidents

FICG has established and announced on the company website and internal website the independent reporting mailboxes (complaint mailboxes uti-hr@ubiqconn.com & HRD@ubiqconn.com and HRD@fic.com.tw); hotlines (02-87518751 ext. Human Resources Department); and the WeChat official account. In case of sexual harassment, infringement of labor rights and human rights, complaints can be lodged to relevant units through the complaint hotline or email. Upon receiving a relevant complaint case, a special task force will be formed to handle it immediately. At the same time, the identity of the complainant and the content of the complaint will be kept confidential, and relevant protection and assistance will be provided.

Handling of complaints concerning labor and human rights

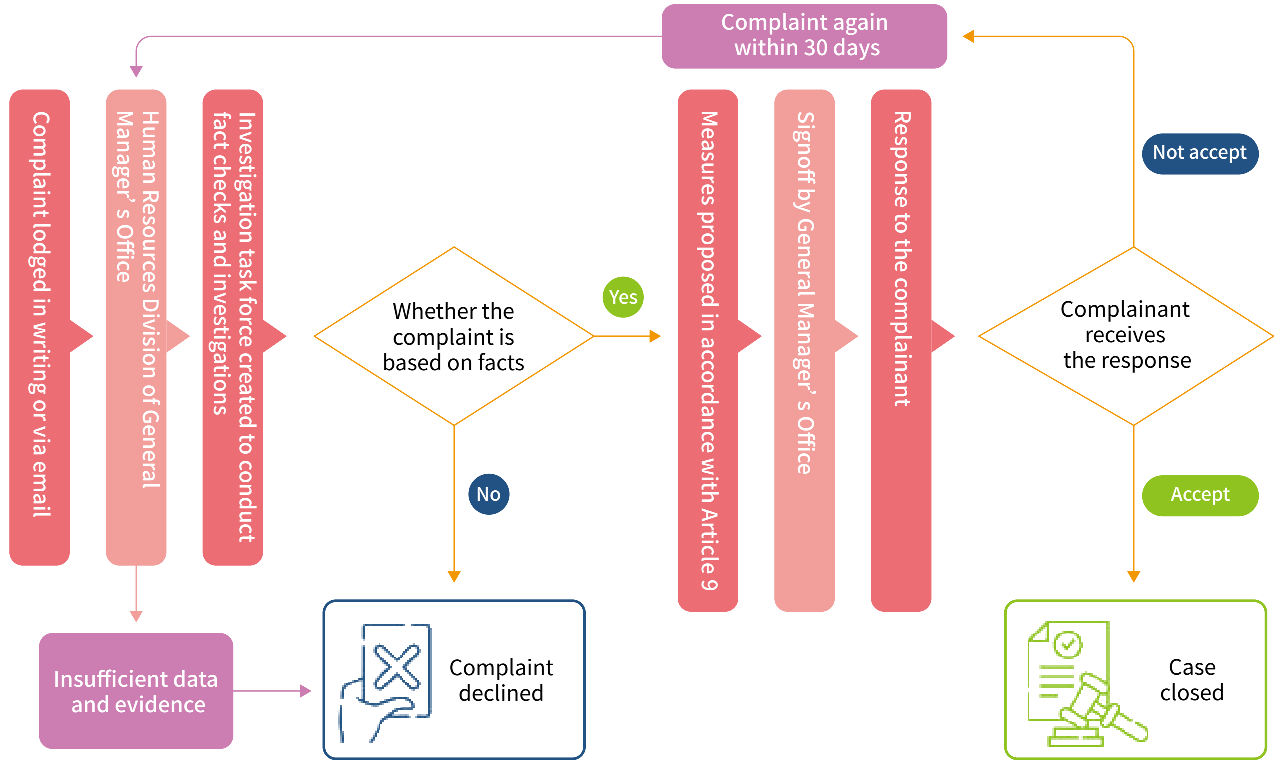
There was no labor dispute in Taiwan in 2023. Two labor disputes occurred in China during the same year but this did not cause a major impact on operations.

Case A: This was a case of non-establishment as both the arbitration committee and the court disapproved the continued performance of the labor contract by the employee in question.

Case B: This was a case of misunderstanding due to a lack of effective communication. The case arose from the discrepancy between the announcement period and the employee's service period. Both parties have reached a settlement. To address the issue associated with this case, our company has reviewed the announcement process and implemented improvement measures: New employees unaware of previous announcements should be informed of the announcements and the details. Employee reward and discipline management regulations should be published so that employees are informed. All announcements should be made known through different methods or employees should be informed of the announcements and the details.

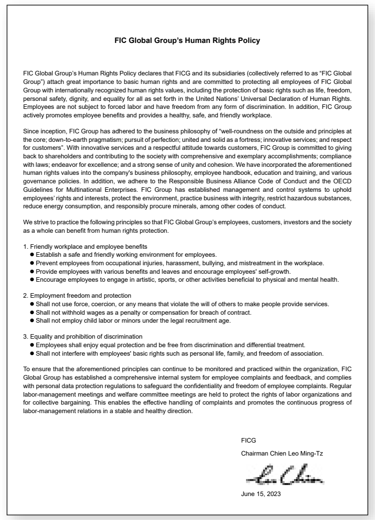
Whistleblowing System Form

FIC Global Group' s process of handling complaints



FICG' s actions for human rights

FICG is committed to adherence to laws and regulations of all jurisdictions around the world where the parent company and subsidiaries have operational sites. We respect and treat employees with dignity and conduct human rights related training on a regular basis. Issues regarding employees' human rights at each company are handled by Human Resources Department and responsible units with the parent company and each subsidiary. FIC Global Group' s Human Rights Policy was formulated and implemented in 2023, to ensure the conformity with United Nations' Universal Declaration of Human Rights (UDHR) and the Responsible Business Alliance (RBA) Code of Conduct or higher requirements and standards.



FIC Global Group's Human Rights Policy

FIC Global Group's Human Rights Policy declares that FICG and its subsidiaries (collectively referred to as "FIC Global Group") attach great importance to basic human rights and are committed to protecting all employees of FIC Global Group with internationally recognized human rights values, including the protection of basic rights such as life, freedom, personal safety, dignity, and equality for all as set forth in the United Nations' Universal Declaration of Human Rights. Employees are not subject to forced labor and have freedom from any form of discrimination. In addition, FIC Group actively promotes employee benefits and provides a healthy, safe, and friendly workplace.

Since inception, FIC Group has adhered to the business philosophy of "well-roundness on the outside and principles at the core; down-to-earth pragmatism; pursuit of perfection; united and solid as a fortress; innovative services; and respect for customers". With innovative services and a respectful attitude towards customers, FIC Group is committed to giving back to shareholders and contributing to the society with comprehensive and exemplary accomplishments; compliance with laws; endeavor for excellence; and a strong sense of unity and cohesion. We have incorporated the aforementioned human rights values into the company's business philosophy, employee handbook, education and training, and various governance policies. In addition, we adhere to the Responsible Business Alliance Code of Conduct and the OECD Guidelines for Multinational Enterprises. FIC Group has established management and control systems to uphold employees' rights and interests, protect the environment, practice business with integrity, restrict hazardous substances, reduce energy consumption, and responsibly procure minerals, among other codes of conduct.

We strive to practice the following principles so that FIC Global Group's employees, customers, investors and the society as a whole can benefit from human rights protection.

1. Friendly workplace and employee benefits
   - Establish a safe and friendly working environment for employees.
   - Prevent employees from occupational injuries, harassment, bullying, and mistreatment in the workplace.
   - Provide employees with various benefits and leaves and encourage employees' self-growth.
   - Encourage employees to engage in artistic, sports, or other activities beneficial to physical and mental health.

2. Employment freedom and protection
   - Shall not use force, coercion, or any means that violate the will of others to make people provide services.
   - Shall not withhold wages as a penalty or compensation for breach of contract.
   - Shall not employ child labor or minors under the legal recruitment age.

3. Equality and prohibition of discrimination
   - Employees shall enjoy equal protection and be free from discrimination and differential treatment.
   - Shall not interfere with employees' basic rights such as personal life, family, and freedom of association.

To ensure that the aforementioned principles can continue to be monitored and practiced within the organization, FIC Global Group has established a comprehensive internal system for employee complaints and feedback, and complies with personal data protection regulations to safeguard the confidentiality and freedom of employee complaints. Regular labor-management meetings and welfare committee meetings are held to protect the rights of labor organizations and for collective bargaining. This enables the effective handling of complaints and promotes the continuous progress of labor-management relations in a stable and healthy direction.

FICG

Chairman Chien Leo Ming-Tz

Leo Chien

June 15, 2023

Human rights assessment on operational sites

GRI 407-1, 408-1, 409-1

Please refer to Chapter 4: Human Rights Assessment on Suppliers

Below is the list of human rights related classes offered by the Group:

Human Rights Related Classes in 2023

No.	Category	Class	No. of participants	No. of training hours	Total No. of participants	Total No. of training hours
1	Orientation for new hires	Company background, current status, corporation culture and identity, business philosophy and vision, HR regulations, employee benefits and code of conduct clauses, and Operational Procedures and Behavioral Guidelines for Ethical Businesses	58	257	58	257
2	Labor-management communication and support	【FIC】Development of good teammates – adaptation and retention of new employees	1	3	4	15
		【FIC】Development of a high-performance team (including support and assistance to incompetent employees)	1	3		
		【FIC】Art of workplace communication – handling of and response to unexpected events at workplace	1	3		
		【FIC】Talent retention in the context of employees’ career planning	1	6		
3	ESG and human rights	【FIC】Training for certificates in Corporate Sustainability Management	1	32	3	39.5
		【FIC】Talent retention strategy with an ESG approach	1	2		
		【FIC】2023 Forum for Chief ESG and HR Officers	1	5.5		
4	Friendly workplace	【FIC】Frequently seen breaches of and important leaves under the Gender Equality in Employment Act	1	1	33	50.5
		【FIC】Advocacy for a friendly workplace (prevention of sexual harassment/bullying)	31	46.5		
		【3C】Case study on gender equality and employment discrimination	1	3		
5	General education	【FIC】ESG Seminar: Reducing food waste “Taste Me, Don't Waste Me”	12	18	38	73
		【FIC】ESG Seminar: Rethinking about retirement	8	8		
		【FIC】ESG Seminar: Self-healing power for graceful aging	10	8		
		【FIC】A systematic view of sustainable development	3	18		
		【FIC】Social return on investment (SROI) of sustainable development	3	18		
		【FIC】Workshop on key issues in human resources	2	3		
			136	435	136	435

Minimum notice periods regarding operational changes

GRI 402-1

Prior notification is issued, in accordance with the minimum and statutory notice period, to the employees whose rights and interests may be potentially affected by significant operational changes in response to the company's business development. The notice period at operating sites in Taiwan is 10 to 30 days depending on years of service by employees, according to the Labor Standards Act. The operating sites in China observe the Labor Contract Law and the Regulation on the Implementation of the Employment Contract Law by applying to competent authorities 30 days in advance and then negotiating with colleagues once the application is approved.

Incidents of discrimination and corrective actions taken

GRI 406-1

There was no discrimination incident during the reporting period.

6.3 Occupational Safety and Health Management

FICG and its subsidiaries refer to the Occupational Safety and Health Act and the ISO 45001 occupational health and safety management system to establish the internal occupational safety and health organization and management personnel in line with the scale and nature of each company. Regular education and training sessions are held. Safety and health awareness is incorporated into the day-to-day work environment through management mechanisms and educational training.

Occupational health and safety management system

GRI 403-1

FICG establishes and implements this system by setting up occupational safety and health management personnel based on the company's scale, in accordance with the management regulations, standards, and guidelines stipulated by laws and regulations. According to Paragraph 4, Article 23 of the Occupational Safety and Health Act, a Category 2 company with more than 30 but less than 100 employees is required to appoint a Class B Occupational Safety and Health Officer.

FICG has formulated "Occupational Safety and Health Management Plan" to prevent occupational accidents and protect the work safety and health of employees and non-employees. This plan encompasses the identification, assessment, and control of hazards in the work environment or during operations, and provides necessary safety and health education and training to prevent incidents. We also conduct exposure monitoring of the work environment and workers' health, and manage and regularly inspect machinery, equipment, or tools to avoid occupational accidents.

Hazard identification, risk assessment, and incident investigation

GRI 403-2

The safety and health organization and management personnel have been established in accordance with the Regulations Governing Occupational Safety and Health and based on the scale and nature of the business. Management personnel has completed training and education on safety and health, passed the examination as required and have obtained the certificate of completion for training and education of management of occupational safety and health.

The process for workers to report occupational hazards and dangerous situations, together with labor representatives, is to formulate safety and health work rules suitable for their needs, and to provide workers with the necessary safety and health education and training for performing work and preventing accidents. Workers have an obligation to receive safety and health education and training.

FICG follows the aforementioned regulations and management systems to prevent and mitigate significant negative occupational safety and health impacts, as well as related hazards and risks, directly associated with the organization's operations, products, or services. If there are relevant hazards and risks in the workplace, we will inform relevant units onsite to avoid the occurrence of hazards and risks.

FICG conducts an annual identification of hazard sources at its operating sites in China. Corresponding measures are in place to address major hazard sources. We regularly arrange health check-ups for employees who may face occupational hazards, and periodically invite third-party companies to conduct hazard inspections in the work environment. These measures aim to ensure the safety and health of employees and prevent occupational diseases and work-related injuries.

When there is a concern of a potential imminent danger at a workplace, the employer or people responsible for the worksite shall immediately issue orders to halt work and withdraw workers to a safe location, in accordance with Article 18 of the Occupational Safety and Health Act issued by the Ministry of Labor.

When potential and imminent danger is identified during performance of duties, workers may halt work of their own accord and withdraw to safe locations provided the safety of other workers is not jeopardized, and immediately report to direct supervisors.

Employers shall not dismiss, reassign, not pay wages for the period of work on halt, or otherwise impose unfavorably treatment on workers taking actions prescribed in the preceding paragraph. However, this restriction does not apply to the employers who can prove that workers have abused their rights to suspend work and have been affirmed by the competent authority for compliance with labor regulations.

Occupational health services

GRI 403-3

FICG arranges regular health checks for employees and offers one-on-one consultation with doctors based on the results. This is to ensure that our employees can obtain appropriate medical advice and treatment.

The full-time nurse at Ubiqconn Technology’ s factory provides health consultation services in conjunction with the monthly on-site physician. We publish health promotion articles regularly and organize health promotion seminars from time to time to raise health awareness and encourage the adoption of an active lifestyle among employees.

Worker participation, consultation, and communication on occupational health and safety

GRI 403-4

To enhance occupational safety and health measures, FICG has introduced relevant participation, consultation, and communication mechanisms, with the aim of continuously improving related practices. FICG has set up Occupational Safety and Health Committee in line with its organizational scale, and Ubiqconn Technology has assigned dedicated personnel to be responsible for it. The subsidiaries below the statutory threshold have not established a safety and health committee. However, relevant communication is still carried out at meetings, in mailboxes, and via other channels.

- Establishment and Operation of Occupational Safety and Health Committee:
  We have established an Occupational Safety and Health Committee in line with the organization's scale, and Ubiqconn Technology has assigned dedicated personnel to be responsible for it. We convene Occupational Safety and Health Committee meetings every three months to discuss issues related to safety and health. No safety and health committee has been set up for subsidiaries below the statutory threshold.
- Implementation of Occupational Safety and Health Management Plan:
  We have formulated Occupational Safety and Health Management Plan as required by laws, and conduct regular checks and highlight inspections based on the self-inspection plan. Unit supervisors, site managers, and machinery and equipment operators all participate in self-inspections according to the established inspection cycle. In addition, all the new and current employees take part in occupational safety and health education and training as stipulated by regulations.
- Composition of Occupational Safety and Health Committee:
  Our Occupational Safety and Health Committee consists of representatives from both the employer and the workers, to ensure that all the voices of interested parties can be heard.

Worker training on occupational health and safety

GRI 403-5

FICG and its subsidiaries strive to create a safe and healthy work environment by ensuring the professional skills of occupational safety and health personnel. Below is the list of three measures taken:

- Occupational safety and health work rules, training and education:
  In accordance with the provisions of the Occupational Safety and Health Act, we have formulated Occupational Safety and Health Work Rules suitable for our needs by working with labor representatives. We provide various training and education to new or current employees to ensure that they are familiar with these rules before changing tasks. In addition, our full-time occupational safety and health personnel also regularly undergo refresher training as required by laws.
- On-the-job retraining for occupational safety and health personnel:
  Each of our safety and health manager personnel members receives 12 hours of on-the-job retraining every two years. Each safety and health manager receives 6 hours of on-the-job retraining every two years. Each organic solvents operation manager and fire control manager receives 6 hours of on-the-job retraining every three years. Each first-aid personnel receives 3 hours of on-the-job retraining every three years.
- Compliance with occupational safety and health related laws:
  We strictly adhere to Paragraph 2, Article 32 of the Occupational Safety and Health Act, to ensure the safety of our workplace and protect our employees from the threat of occupational injuries and diseases.

Taiwan

Class category	Person-times	Hours
General and occupation safety and health (external training)	7	106
General safety and health (internal training)	407	610.5
Prevention of unlawful infringement at workplace (external training)	7	21
Initial and refresher training of first-aid personnel (external training)	14	172
CPR procedures and fire safety (internal training)	46	72.5
Anti-cancer diet, lung cancer prevention and mental health (internal training)	103	123.5
Total	584	1,105.5

China

Class category	Total person-times	Total hours of training and education
General and occupation safety and health (external training) (Note 1)	21	400
General safety and health (internal training)	5,374	22,923
Health Seminar: Environment and Life	3,769	7,080
Initial training of first-aid personnel	43	172
Annual fire drill and practice for self-defence and fire fighting	4,504	5,582
Total	7,046	31,164

Occupational health services and promotion of employee health

GRI 403-3, 403-6

FIC Global Group collaborates with medical institutions recognized by the local government authorities. In Taiwan, we arrange annual health check-ups for employees on a regular basis, aiming to detect potential health problems early and offer appropriate medical advice and treatment. In addition, FICG is committed to providing various health promotion activities, such as seminars and employee health promotion programs, to raise health awareness and encourage the adoption of a proactive lifestyle among employees. We also hand out health promotion materials for employees to reference and learn from.

FICG believes that these measures can create a healthy and safe work environment, so as to ensure all employees can work in the best status.

Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403-7

The Group FICG follows the aforementioned regulations and management systems to prevent and mitigate significant negative occupational safety and health impacts, as well as related hazards and risks, directly associated with the organization's operations, products, or services. If there are relevant hazards and risks in the workplace, we will inform relevant units onsite to avoid the occurrence of hazards and risks.

Workers covered by an occupational health and safety management system

GRI 403-8

Taiwan

	No. of regular employees	No. of non- regular employees	Percentage	Remark
No. and percentage of employees in the management system	509	2	100%	Occupational safety and health system at operating sites in Taiwan established according to Occupational Safety and Health Act in Taiwan
No. and percentage of employees in the management system and internally audited	509	2	100%	Internal audits of occupational safety and health system at operating sites in Taiwan conducted according to Occupational Safety and Health Act in Taiwan
No. and percentage of employees in the management system and externally audited	212	0	41.65 %	Internal audits of occupational safety and health system at operating sites in Taiwan according to Occupational Safety and Health Act in Taiwan. External audits conducted in accordance with the ISO 45001 standards. External audit on Ubiqconn Technology' s operating site in Taiwan only included regular employees.

Note 1: The number of regular employees and the number of non-regular employees were calculated with the full time equivalent as of December 31, 2023. The number and the percentage of all workers in the management system according to the ISO 45001 external audit standards were based on the number of people reported at the time of the third-party verification. Therefore, there is a discrepancy between the reported number and the actual number of employees.

Note 2: In Taiwan, only Ubiqconn Technology conducted the ISO 45001 verification. The Group is yet to complete the roll-out of the internal occupational safety and health management system.

China

	No. of regular employees	No. of non- regular employees	Percentage	Remark
No. and percentage of employees in the management system	3,306	1,165	100%	Occupational safety and health system at operating sites in China established according to Labor Contract Law in China
No. and percentage of employees in the management system and internally audited	3,306	1,165	100%	Internal audits of occupational safety and health system at operating sites in China conducted according to Labor Contract Law in China
No. and percentage of employees in the management system and externally audited	1,470	0	44.46%	External audits conducted in accordance with the ISO 45001 standards. External audits on operating sites in China covered the regular employees of Prime Technology and Amertek Computer

Note 1: The number of regular employees and the number of non-regular employees included the employees of Prime Technology and Amertek Computer.

Note 2: The number of regular employees and the number of non-regular employees were calculated with the full time equivalent as of December 31, 2023. The number and the percentage of all workers in the management system according to the ISO 45001 external audit standards were based on the number of people reported at the time of the third-party verification. Therefore, there is a discrepancy between the reported number and the actual number of employees.

Note 3: Including 24 Taiwanese executives.

Work-related injuries and illnesses

GRI 403-9, 403-10

The Group defines occupational diseases by following Chapter 3 and Chapter 4 of the Regulations of the Examination of Injuries and Diseases Resulting from the Performance of Duties by the Insured Persons of the Labor Occupational Accident Insurance, as well as local government regulations.

FICG carries out occupational accident statistics according to the statutory reporting requirements and focuses on injury data. We comply with the requirements of government agencies when it comes to the definition of the serious occupational injury rate. We have not received any relevant notification about occupational diseases. In terms of management of workers other than employees, all subsidiaries of FICG manage workers in accordance with the laws of the jurisdictions where they operate and are up to date with regulations.

FICG carries out occupational accident statistics according to the statutory reporting requirements and focuses on injury data. We comply with the requirements of government agencies when it comes to the definition of the serious occupational injury rate. We did not receive any relevant notification about occupational diseases in 2023. In terms of management of workers other than employees, all subsidiaries of FICG manage workers in accordance with the current laws and regulations of the jurisdictions where the offices and factories are located and are up to date with regulations.

Two occupational disasters occurred in total at the operating sites in Taiwan and China during 2023. No occupational disasters were reported by non-employee workers. No death was caused by occupation diseases among employees and non-employee workers.

Taiwan

	2022	2023	Explanation
No. of working days (Note 1)	102,588	126,990	
No. of working hours (Note 2)	820,704	1,015,920	
No. of people (Note 3)	412	510	Regular employees only
No. of occupational incidents	0	1	Excluding traffic accidents during commute
No. of days lost due to occupational incidents	0	48	Excluding traffic accidents during commute
Disabling Injury Frequency Rate (FR)	0	0.98	(No. of people suffering injuries×10^6) ÷ No. of working hours
Disabling Injury Severity Rate (SR)	0	47.25	(No. of days suffering injuries×10^6) ÷ No. of working hours
Mortality rate due to occupational injuries	0	0	No. of deaths due to occupational injuries ÷ No. of people suffering occupational injuries
Mortality rate due to occupational diseases	0	0	No. of deaths due to occupational diseases ÷ No. of occupational diseases occurred

Note 1: No. of working days was 249 in total during 2023. Total person-days worked = Total number of people * 249 days

Note 2: No. of person-hours worked = Total person-days worked*8 hours.

Note 3: Total person-days and person-hours worked were calculated based on the number of people on December 31, 2023.

China

	2023	Explanation
No. of working days (Note 1)	1,086,387	
No. of working hours (Note 2)	8,691,096	
No. of people (Note 3)	4,363	Regular employees only
No. of occupational incidents	1	Excluding traffic accidents during commute
No. of days lost due to occupational incidents	62	Excluding traffic accidents during commute
Disabling Injury Frequency Rate (FR)	0.115060287	(No. of people suffering injuries×10^6) ÷ No. of working hours
Disabling Injury Severity Rate (SR)	7.133737793	(No. of days suffering injuries×10^6) ÷ No. of working hours
Mortality rate due to occupational injuries	0	No. of deaths due to occupational injuries ÷ No. of people suffering occupational injuries
Mortality rate due to occupational diseases	0	No. of deaths due to occupational diseases ÷ No. of occupational diseases occurred

Note 1: No. of working days was 249 in total during 2023. Total person-days worked = Total number of people * 249 days

Note 2: No. of permanent-employee-hours worked = Total person-days worked*8 hours

Note 3: Total person-days and person-hours worked were calculated based on the number of people on December 31, 2023. Only regular employees included.

6.4 Talent Recruitment and Retention

Talent retention measures

In order to improve the retention rate of talents, FICG provides a series of benefits, including leisure activity subsidies, diversified education and training, welfare systems that exceed legal requirements, diverse clubs, and employee activities. We have a clear assessment, promotion, and salary adjustment evaluation system, and encourage department heads to reintegrate middle-aged and elderly employees who have resigned or retired into the system. At the same time, we have arranged flexible working hours and planned a friendly working environment to reduce personnel training costs and improve employee stability. These are all important measures for us to achieve labor restructuring and sustainable development.

Employees' communication and participation

FICG is committed to establishing an open and transparent communication environment. Employees can initiate real-time communication via WeChat official account, phone, online messaging, emails, the company mailbox and hotline for complaints and between departments. We conduct an annual employee satisfaction survey and regularly hold employee meetings and labor management meetings. Our subsidiary Ubiqconn Technology also encourages employees to participate in CEO Talk and regularly holds annual business meetings and employee meetings to help employees better understand the company's business philosophy and vision, and answer their questions about the company.

Measures for reduction of turnover rate

In order to reduce the turnover rate of employees, we predict the risk of employee turnover, track the status of potential employees who may exit, and proactively care for them, providing solutions. Before employees exist, we conduct exit interviews to understand their reasons for exiting and career plans. Afterwards, our human resources department will discuss with department heads and develop measures to improve talent recruitment.

In China, the turnover rate has increased due to the fact that the majority of exiting employees are temporary workers (dispatched workers, student workers), and the peak turnover period is during the Chinese New Year holiday and graduation season. In the future, the factory will conduct job interviews with applicants to understand their work experience, inquire about their relevant work experience, assess their acceptance of day and night shifts, provide clear explanations on the quality of work positions and production processes during interviews, and use regular workers as much as possible to improve employee stability.

In 2024, our annual turnover rate for all personnel will be reduced by 10% according to the current situation, based on the turnover rate of new employees who exit in the same year of electronic factories in China.

The number of regular employees and non-regular employees

GRI 2-7, 2-8

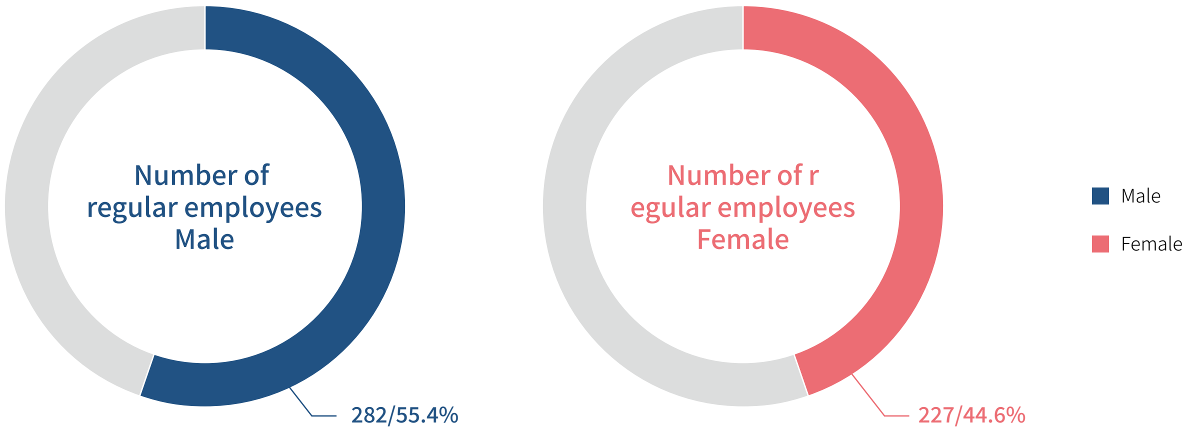
	Taiwan	China
Total number of regular employees (Note)	509	3,306
Total number of non-regular employees	2	1,165

Note: In Taiwan, due to factory expansion, total number of employees increased by 23.5%, compared to 412 employees in 2022.

Taiwan

Number of regular employees		
Companies /items	Total	
Gender	Male	Female
Number of regular employees (Note 1)	282	227
Total number of working days (days)	126,126	
Total working hours (hours)	1,009,008	
Temporary employees	0	
Non-guaranteed hours employees	0	
Part-time employees	1	
Number of employees who also are the board members of FICG	0	
Number of vulnerable group employees (Note 2)	5	

Note 1: Total person-days and person-hours worked were calculated based on the number of people on December 31, 2023. All regular employees in Taiwan were full-time and permeant employees.
Note 2: Vulnerable group is defined as peoples who received physical/mental disability manual or peoples who are issued certificates of low income by the government.



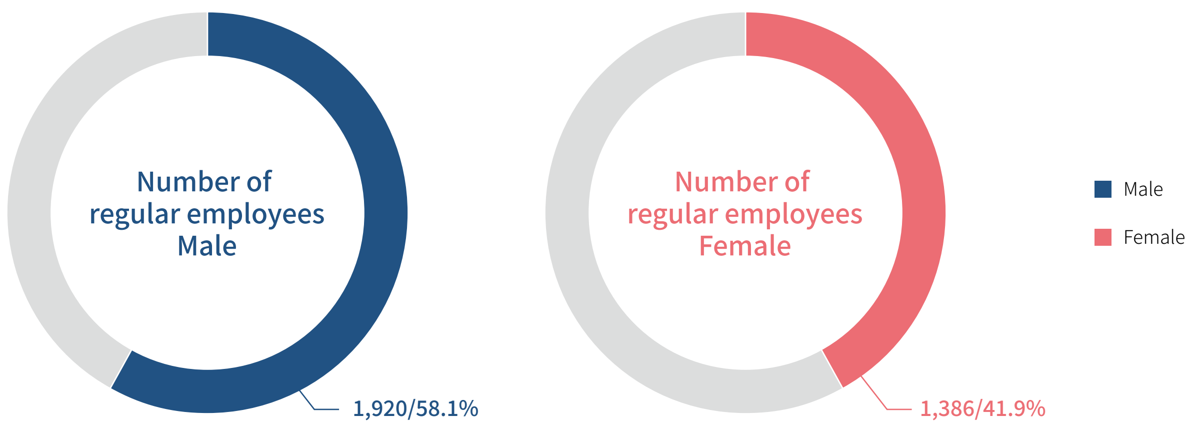
Number of non-regular employees	
Companies /items	Total
Cleaning workers	2
Dispatched workers	0
Consultants	0
Total	2

Note: Statistics according to the status of employees as of December 31, 2023.

China

Number of regular employees		
Companies /items	**Total**	
Gender	Male	Female
Number of regular employees (Note 1)	1,920	1,386
Total number of working days (days) Number of working days: 249 days	1,125,480	
Total working hours (hours)	43,824	
Temporary employees	0	
Non-guaranteed hours employees	0	
Part-time employees	0	
Number of employees who also are the board members of FICG	0	
Number of vulnerable group employees (Note 2)	0	

Note 1: Total person-days and person-hours worked were calculated based on the number of people on December 31, 2023. All regular employees in FICG were full-time and permeant employees.
Note 2: Vulnerable group is defined as peoples who received physical/mental disability manual or peoples who are issued certificates of low income by the government.
Note 3: The employees (including Taiwanese managers) are located in China.



Number of non-regular employees	
Companies /items	**Total**
Cleaning workers	6
Dispatched workers	1,159
Consultants	0
Total	1,165

Note 1: Statistics according to the status of employees as of December 31, 2023.
Note 2: The employees are located in China.

New hires and terminated employees

GRI 401-1

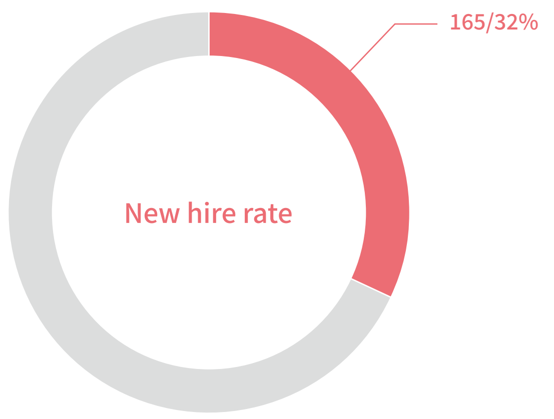
Taiwan

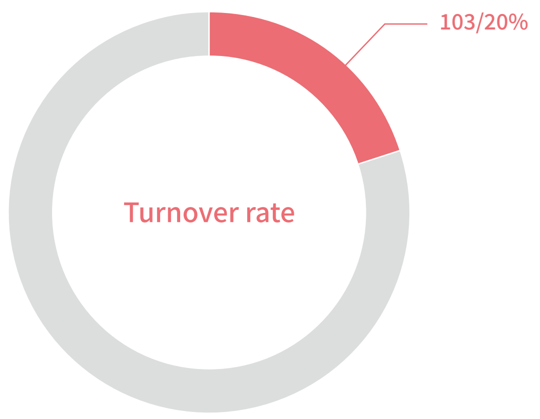
Statistics of new hires			
Companies/items		**Total**	**New hire rate Note 1**
Distribution by gender	Male	96	34%
	Female	69	30%
Distribution by region	Taiwan	165	32%
Distribution by age level	Number of new hires under 30 years old (inclusive)	44	60.27%
	Number of new hires of 31~50 (inclusive) years old	111	33.74%
	Number of new hires above 51 years old	10	9.35%
Number of new hires in 2023		165	

Note 1: Calculation formula of new hire rate: Number of new hires of that category / total number of employees of that category x 100%

Statistics of terminated employees			
Companies/items		**Total**	**Turnover rate Note 2**
Distribution by gender	Male	51	18.09%
	Female	52	22.91%
Distribution by region	Taiwan	103	20.24%
Distribution by age level	Number of leavers under 30 years old (inclusive)	23	31.51%
	Number of leavers of 31~50 (inclusive) years old	72	21.88%
	Number of leavers above 51 years old	8	7.48%
Category by direct and indirect employees	Direct employees	24	30.00%
	Indirect employees	79	18.41%
Number of leavers in 2023		103	

Note 2: Calculation formula of turnover rate: Number of leavers of that category / total number of employees of that category x 100%





China

Statistics of new hires			
Companies/items		Total	New hire rate Note 1
Distribution by gender	Male	2,994	155.94%
	Female	1,919	138.46%
Distribution by region	China	4,913	148.61%
Distribution by age level	Number of new hires under 30 years old (inclusive)	3,442	135.41%
	Number of new hires of 31~50 (inclusive) years old	1,460	81.29%
	Number of new hires above 51 years old	11	8.80%
Number of new hires in 2023		4,913	

Note 1: Calculation formula of new hire rate: Number of new hires of that category / total number of employees of that category x 100%

Statistics of terminated employees			
Companies/items		Total	Turnover rate Note 2
Distribution by gender	Male	2,736	71.33%
	Female	1,683	28.67%
Distribution by region	China		
Distribution by age level	Number of leavers under 30 years old (inclusive)	3,065	73.77%
	Number of leavers of 31~50 (inclusive) years old	1,339	25.82%
	Number of leavers above 51 years old	15	0.41%
Category by direct and indirect employees	Direct employees	4,185	95.64%
	Indirect employees	234	4.36%
Number of leavers in 2023		4,419	

Note 2: Calculation formula of turnover rate: Number of leavers of that category / total number of employees of that category x 100%

Benefits provided to full-time employees (excluding temporary or part-time employees)

GRI 401-2

Insurance:

Labor/health insurance and group insurance are effectuated. Benefits scheme of employer-paid group insurance includes accidental injury insurance, work-related accidental injury insurance, accidental medical insurance, specific accidental injury, first-time cancer insurance, and cancer prevention health insurance, and self-paid insurance scheme is provided to employees and their dependents for selection.

Retirement system:

The "Labor Pension Fund Supervisory Committee" established by companies in Taiwan have "Retirement Regulations" in place, which expressly provide the kind of retirement, conditions of application for retirement, and method of calculation of pensions. For work years to which the pension system (old labor pension system) under the Labor Standards Act is applicable, the pensions shall be paid in accordance with Article 55 of the Labor Standards Act; however, an additional 20% shall be given to workers forced to retire due to disability incurred from the execution of their duties. For employees to which the pension system (new labor pension system) under the Labor Pension Act is applicable, the Company appropriates 6% of their wages as pensions and deposits such amounts in the designated labor pension account on monthly basis. Employees may, according to their personal willingness, also appropriate the amounts nor more than 6% of their wages and deposit such amounts in the designated pension account on monthly basis. The settled amount in the old pension reserve account deposited in Trust Department of Bank of Taiwan opened by companies in Taiwan in Q4 of 2023 was about $74,753,498. Every year, we also hire professional actuaries to submit actuarial reports to ensure sufficient appropriation to protect employee rights and interests. In 2023, there were 2 retired employees in Taiwan.

Other benefit:

Birth subsidy, marriage subsidy, funeral subsidy, travel subsidy, cultural and artistic activity subsidy, subsidy for epidemic prevention equipment and material, consolation for hospitalization, major injury and illness, holiday activities, and cash gift (coupon) for three festivals.

Parental leave

GRI 401-3

At FICG, we value the family life of our employees. Therefore, we provide a policy of parental leave without pay. In Taiwan, employees can submit a written application to the HR department for parental leave without pay after six months of employment, as long as it is submitted at least 10 days in advance. Employees are also allowed to apply for parental leave without pay until each child reaches the age of three, with a maximum period up to the age of three, but the total period shall not exceed two years. For employees who are raising two or more children at the same time, the period of parental leave without pay will be calculated together, up to two years for the care of youngest child. In China, parental leave and maternity leave are implemented in accordance with the Labor Contract Law and the Employee Leave Method.

Through this policy, we hope to support employees in achieving a balance between work and family, and ensure that they have enough time and energy to balance their families when needed. This is also a part of FICG' s achievement of sustainable development. We believe that only when employees receive sufficient care in their daily lives can they maximize their performance in their work.

Parental leave related statistics of FICG

Taiwan

Items	Male	Female	Subtotal
Number of employees that were entitled to parental leave (A)	7	4	11
Number of employees that took parental leave (B)	1	1	2
Expected number of employees due to reinstatement in the year (C)	0	1	1
Actual number of employees that did reinstate in the year (D)	0	1	1
Actual number of employees that did reinstate in 2023 (E)	0	0	0
Number of employees that were still employed one year after reinstatement in 2023 (F)	0	0	0
Application rate (B/A)	14%	25%	18%
Reinstatement rate (D/C)	0%	100%	100%
Retention rate (F/E)	0%	0%	0%

Note 1: Calculation method: Application rate = (B)/(A) X 100%; Reinstatement rate = (D)/(C) X 100%; retention rate = (F)/ (E) X 100%

China

Items	Male	Female	Subtotal
Number of employees that were entitled to parental leave (A)	39	44	83
Number of employees that took parental leave (B)	39	44	83
Expected number of employees due to reinstatement in the year (C)	39	37	76
Actual number of employees that did reinstate in the year (D)	34	31	65
Actual number of employees that did reinstate in 2023 (E)	34	31	65
Number of employees that were still employed one year after reinstatement in 2023 (F)	34	31	65
Application rate ((B/A)	100%	100%	100%
Reinstatement rate (D/C)	87%	84%	86%
Retention rate (F/E)	100%	100%	100%

Note 1: Calculation method: Application rate = (B)/(A) X100%; Reinstatement rate = (D)/(C) X 100%; retention rate = (F)/ (E) X 100%
Note 2: These figures include the figures of regular employees and non-regular employees (labor workers) and Taiwanese managers.
Note 3: In Taiwan and China, due to the needs of family care during the period parental leave, employees cannot reinstate.

Implementation of talent cultivation plan

GRI 404-1

FICG has established resource management procedures and implemented talent cultivation plans based on the company's development goals. Our goal is to enable employees at all levels, whether they are engaged in administrative, technical, or management work, to enhance their technical literacy and professional knowledge through appropriate training. This not only helps us achieve quality goals and results, but also enables us to provide customers with high-quality products and services.

The employee education and training of the Group is divided into four categories. The subsidiary will provide professional functional training for various job categories based on their respective industry attributes. To ensure production quality, direct personnel on the production lines of subsidiaries in China must undergo sufficient professional training before they can carry out operations, so there is a significant difference in training hours compared to Taiwan. In 2023, we conducted training based on the implementation rates of each category, and the specific implementation rates will be detailed in the table below.

Average training hours of employees

Taiwan

Unit: Hour

Average training hours per employee (Note 1)	6.1
Average training hours per female employee (Note 2)	6.3
Average training hours per male employee (Note 3)	5.9
Average training hours per general employee (Note 4)	6.1
Average training hours per officer (Note 5)	6.0

Note 1: Average training hours per employee = Total number of training hours provided to employees / total number of employees
Note 2: Average training hours per female employee = Total number of training hours provided to female employees / total number of female employees
Note 3: Average training hours per male employee = Total number of training hours provided to male employees / total number of male employees
Note 4: General employees are defined as employees at the levels lower than managers (exclusive); Total number of training hours provided to general employees / total number of general employees
Note 5: Officers are defined as the managerial employees at the levels above managers (inclusive); Total number of training hours provided to officers / total number of officers
Note 6: Calculated according to the training hours that on-job employees and employee category have taken in 2003 as of December 31, 2023.

China

Unit: Hour

Average training hours per employee (Note 1)	383.71
Average training hours per female employee (Note 2)	314.21
Average training hours per male employee (Note 3)	434.39
Average training hours per general employee (Note 4)	368.63
Average training hours per officer (Note 5)	21.00

Note 1: Figures in the above table only include that of regular employees, exclusive of Taiwanese managers. Number of regular employees is calculated according to the number of employees as of December 31. Average training hours per employee = Total number of training hours provided to employees / total number of employees
Note 2: Average training hours per female employee = Total number of training hours provided to female employees / total number of female employees
Note 3: Average training hours per male employee = Total number of training hours provided to male employees / total number of male employees
Note 4: Total number of training hours provided to general employees / total number of general employees
Note 5: Officers are defined as the managerial employees at the levels above managers (inclusive); Total number of training hours provided to officers / total number of officers

Programs for upgrading employee skills and transition assistance programs

GRI 404-2

FICG provides the following assistances to employees who end career resulting from retirement or termination of employment

FICG is committed to providing support for employees in their career development, regardless of whether their career ends with us or not. We provide a series of services to assist our employees in smoothly transitioning to their next stage, including:

1. Application for pensions:
   Assist employees who have work years under the old pension system to apply for their pensions under old system.
2. Severance pay and re-employment guidance:
   Provide severance pay to the severed employees by law, and report to the labor bureau, so that the competent authority and the public employment service institution my assist and guide the re-employment to the severed employees.
3. Reminders on rights and interests:
   Provide reminders on personal rights and interests, including methods for applying for leave, processing of unused special or compensatory leave, application methods for labor insurance unemployment benefits, as well as various rights and precautions for labor insurance, health insurance, and group insurance.
4. Re-employment channel:
   Based on individual cases, refer to human resources agencies or affiliates to provide diversified channels for re-employment.
5. Consulting service:
   Provide psychological, legal, and financial consulting services based on the needs of the terminated employees.

Percentage of employees receiving regular performance and career development reviews

GRI 404-3

FICG and its subsidiaries regularly conduct performance reviews evaluations twice a year. Each evaluator conducts fair, objective, and rigorous evaluations based on the work attitude, professional level, quality and efficiency, team cooperation, and service innovation of the evaluated employees, while also examining their career development status.

Taiwan

Percentage of employees receiving regular performance reviews (by gender)

Gender	Male	Female	Total
Total number of employees that have received regular performance reviews (a)	258	204	462
Total number of employees that should receive regular performance reviews (b)	258	204	462
Percentage of receiving regular performance reviews (a/b)	100.00%	100.00%	100.00%

Percentage of employees receiving regular performance reviews (by category)

Category	Officers	General employees	Total
Total number of employees that have received regular performance reviews (a)	69	393	462
Total number of employees that should receive regular performance reviews (b)	69	393	462
Percentage of receiving regular performance reviews (a/b)	100.00%	100.00%	100.00%

Note 1: Calculated by number of employees reviewed in 2023 (exclusive of terminated employees); total number of employees is calculated by the number of employees as of December 31, 2023.
Note 2: 44 employees within the three-month probation period are not included, they are otherwise reviewed upon expiration of the probation period; 2 persons are employers, and one person is not full-time employee, no review is required for them.
Note 3: Officers are managerial employees at the levels above managers (inclusive)

China

Percentage of employees receiving regular performance reviews (by gender)

Gender	Male	Female	Total
Total number of employees that have received regular performance reviews (a)	1,821	1,276	3,097
Total number of employees that should receive regular performance reviews (b)	1,821	1,276	3,097
Percentage of receiving regular performance reviews (a/b)	100.00%	100.00%	100.00%

Percentage of employees receiving regular performance reviews (by category)

Category	Officers	General employees	Total
Total number of employees that have received regular performance reviews (a)	46	3,051	3,097
Total number of employees that should receive regular performance reviews (b)	46	3,051	3,097
Percentage of receiving regular performance reviews (a/b)	100%	100%	100%

Note 1: Employees within the probation period and non-regular employees (temporary worker, contracted worker from the third-party dispatching companies) do not participate in the employee performance reviews. Total number of employees are calculated by the number of employees as of December 31, 2023.

Diversity of employees

GRI 405-1

FICG focuses on the diversity of employees, with the core concept of "promoting the acceptance and support of employees from different backgrounds in the workplace", hoping to enhance creativity and efficiency. FICG is committed to promoting workplace diversity and actively promoting fairness and inclusiveness, covering gender, age, race, and other aspects, ensuring that every employee receives fair treatment and feels inclusive and respected in the workplace.

FICG expects to eliminate prejudice and promote diversity and integration through training, transparent systems, and cultural construction. Not only does it continuously advocate for the importance of diversity in the corporate culture of FICG, but it also expects to continue practicing specific strategies for workplace diversity and integration. Creating an equal and inclusive work environment, and enhancing employees' sense of belonging and productivity are integral parts of the sustainable development policy of FICG.

Taiwan

- Age level

Companies/items	FICG and FIC	Ubiqconn Technology and Ruggon Corporation	Prime Base	Total	Percentage
Number of employees under 30 (inclusive) years old	10	63	0	73	14.34%
Number of employees within 31~50 (inclusive) years old	49	265	15	329	64.64%
Number of employees over 51 years old	39	61	7	107	21.02%
Total number of employees	98	389	22	509	100.00%

Note: Statistics as of December 31, 2023

- Gender ratio

Companies/items	FICG and FIC	Ubiqconn Technology and Ruggon Corporation	Prime Base	Total
Number of biological males	59	220	3	282
Number of biological females	39	169	19	227
Rate (number of females/number of males)	66.10%	76.82%	633.33%	80.50%

Note: Statistics as of December 31, 2023

- Gender ratio of officers

Companies/items	FICG and FIC	Ubiqconn Technology and Ruggon Corporation	Prime Base	Total
Number of female officers	4	5	2	11
Number of male officers	19	39	2	60
Total number of officers	23	44	4	71
Ratio of female officers	17.39%	11.36%	50.00%	15.49%

Note 1: Statistics of number of officers as of December 31, 2023.
Note 2: Definition of officers: Managerial employees at the levels above managers (inclusive)

China

- Age level

Companies/items	Amertek Computer	Prime Technology	Workers of Prime Technology (dispatched workers, non-regular workers)	Prime Base (employees working at China, including Taiwanese managers)	Total	Percentage
Number of employees under 30 (inclusive) years old	2,169	331	42	0	2,542	56.96%
Number of employees within 31~50 (inclusive) years old	1,091	671	34	0	1,796	40.24%
Number of employees over 51 years old	70	31	2	22	125	2.80%

Note: Statistics as of December 31, 2023

- Gender ratio

Companies/items	Amertek Computer	Prime Technology	Workers of Prime Technology (dispatched workers, non-regular workers)	Prime Base (employees working at China, including Taiwanese managers)	Total
Number of biological males	2,240	419	39	22	2,720
Number of biological females	1,090	614	39	2	1,745
Rate (number of females/ number of males)	48.66%	146.54%	100.00%	9.09%	64.15%

Note: Statistics as of December 31, 2023

- Gender ratio of officers

Companies/items	Prime Technology	Amertek Computer	Prime Base (employees working at China, including Taiwanese managers)	Total
Number of female officers	0	5	1	6
Number of male officers	0	9	20	29
Total number of officers	0	14	16	30
Ratio of female officers	N/A	35.71%	6.25%	20.00%

Note 1: Definition of officers: Managerial employees at the levels above managers (inclusive)
Note 2: Employees under half years, part-time (work hours per week do to exceed 35 hours) employees and short-term employees under 6 months are not included in the statistics.

Number and percentage of age level of the board of directors

Number of employees under 30 (inclusive) years old	0	0.0%
Number of employees within 31~50 (inclusive) years old	3	37.5%
Number of employees over 51 years old	5	62.5%
Total number of directors	8	100%

Ratio of basic salary and remuneration of females to males

GRI 405-2

FICG is committed to promoting diversity, eliminating gender discrimination, and supporting equal opportunities, and playing an active role in examining its operations and decision-making processes. These principles are not only applicable to our recruitment process, but also reflected in promotion opportunities and compensation policies. We firmly believe that equal pay is a key factor in attracting and retaining excellent employees.

Taiwan

- Investigation on salaries and remunerations of employees at important operation premises in Taiwan

General employees		Officers	
Average median of annual salary and remuneration of males	Average median of annual salary and remuneration of females	Average median of annual salary and remuneration of males	Average median of annual salary and remuneration of females
931,143	645,600	1,850,999	1,613,850

- Ratio of basic salary and remuneration of females to males

General employees	Officers
0.693341409	0.871880536

Note 1: Definition of officers: Managerial employees at the levels above managers (inclusive)
Note 2: Employees under half years, part-time (work hours per week do to exceed 35 hours) employees and short-term employees under 6 months are not included in the statistics.
Note 3: "Important operation premises in Taiwan" refer to FICG and its subsidiaries in Taiwan, including FIC, Ubiqconn Technology and its subsidiaries (including Ruggon Corporation) and Prime Base Inc. Taiwan Branch (Cayman).
Note 4: The information on salary and remuneration of employees at the operation premises in China in 2023 is temporarily not disclosed due to confidentiality measures.

Appendix
chapter

7

7.1 GRI Standards Comparison Table

FICG has disclosed the following matrix in accordance with the 2021 new version of the GRI general standards, covering information on global premises from January 1, 2023 to December 31, 2023. Due to industry attributes, there are no applicable GRI industry standards. The content has been assured by a third impartial entity, and a BSI assurance statement is attached at the end.

GRI 2: General Disclosures 2021

Disclosure number		Disclosure titles	Report contents or descriptions	Pages
1. The organization and its reporting practices	2-1	Organizational details	2.1 Company Profile	11
	2-2	Entities included in the organization' s sustainability reporting	1.2 About this Report	04
	2-3	Reporting period, frequency and contact point	1.2 About this Report	04
	2-4	Restatements of information	No information of restatements	-
	2-5	External assurance	7.6 External Assurance Statement	115~116
2. Activities and workers	2-6	Activities, value chain and other business relationships	2.2 Operating Performance 3.2 Analysis of Material Topics	12, 20~21
	2-7	Employees	6.4 Talent Recruitment and Retention	88~93
	2-8	Workers who are not employees	6.4 Talent Recruitment and Retention	88~93
3. Governance	2-9	Governance structure and composition	4.5 Business Code of Conduct and Anti-Corruption	50~52
	2-10	Nomination and selection of the highest governance body	4.5 Business Code of Conduct and Anti-Corruption	50
	2-11	Chair of the highest governance body	4.5 Business Code of Conduct and Anti-Corruption	50
	2-12	Role of the highest governance body in overseeing the management of impacts	3.3 Communication with Stakeholders 4.5 Business Code of Conduct and Anti-Corruption	30~31, 52
	2-13	Delegation of responsibility for managing impacts	4.5 Business Code of Conduct and Anti-Corruption	52
	2-14	Role of the highest governance body in sustainability reporting	1.2 About this Report 3.2 Analysis of Material Topics 4.5 Business Code of Conduct and Anti-Corruption	04, 16, 52
	2-15	Conflicts of interest	4.5 Business Code of Conduct and Anti-Corruption	53
	2-16	Communication of critical concerns	3.2 Analysis of Material Topics 3.3 Communication with Stakeholders 4.5 Business Code of Conduct and Anti-Corruption	17, 30~31, 54
	2-17	Collective knowledge of the highest governance body	4.5 Business Code of Conduct and Anti-Corruption	50
	2-18	Evaluation of the performance of the highest governance body	4.5 Business Code of Conduct and Anti-Corruption	52
	2-19	Remuneration policies	4.5 Business Code of Conduct and Anti-Corruption	52
	2-20	Process to determine remuneration	4.5 Business Code of Conduct and Anti-Corruption	52
	2-21	Annual total compensation ratio	4.5 Business Code of Conduct and Anti-Corruption Due to confidentiality of information, this Group has not disclosed highest total annual salaries and remunerations of individuals	53
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	1.1 Message from the Chairman 3.1 ESG Implementation Structure	03, 15
	2-23	Policy commitments	3.1 ESG Implementation Structure 6.2 Labor Practice and Human Rights	15, 81
	2-24	Embedding policy commitments	4.4 Supplier Management, Environment and Human Rights Assessment 4.5 Business Code of Conduct and Anti-Corruption	45, 52
	2-25	Processes to remediate negative impacts	3.2 Analysis of Material Topics See respective chapter and section of material topics	22~23
	2-26	Mechanisms for seeking advice and raising concerns	3.2 Analysis of Material Topics 4.5 Business Code of Conduct and Anti-Corruption	22~23, 56
	2-27	Compliance with laws and regulations	4.2 Legal Compliance	41
	2-28	Membership associations	2.1 Company Profile	12
5. Stakeholder engagement	2-29	Approach to stakeholder engagement	3.2 Analysis of Material Topics 3.3 Communication with Stakeholders	16~21
	2-30	Collective bargaining agreements	6.2 Labor Practice and Human Rights	80

GRI 3: Material Topics 2021

Disclosure number	Disclosure titles	Report contents or descriptions	Pages
3-1	Process to determine material topics	3.2 Analysis of Material Topics 3.3 Communication with Stakeholders	16~21
3-2	List of material topics	3.2 Analysis of Material Topics 3.3 Communication with Stakeholders	16~21
3-3	Management of material topics	4.4 Supplier Management, Environment and Human Rights Assessment 4.5 Business Code of Conduct and Anti-Corruption 5.1 Green Products 5.2 Energy and Greenhouse Gas Management 5.3 Water Resource Management 5.4 Waste Management 6.1 Local Community Engagement and Social Welfare 6.2 Labor Practice and Human Rights 6.3 Occupational Safety and Health Management 6.4 Talent Recruitment and Retention	22~29, 45~100

GRI 200: Disclosure of Economic Topics

Disclosure number		Disclosure titles	Report contents or descriptions	Pages
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	6.1 Local Community Engagement and Social Welfare	74~79
Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	4.5 Business Code of Conduct and Anti-Corruption	54~55
Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	4.5 Business Code of Conduct and Anti-Corruption	55

GRI 300: Disclosure of Environmental Topics

Disclosure number		Disclosure titles	Report contents or descriptions	Pages
GRI 302: Energy 2016	302-1	Energy consumption within the organization	5.2 Energy and Greenhouse Gas Management	70
	302-3	Energy intensity		70
	302-4	Reduction of energy consumption		25,70~71
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	5.3 Water Resource Management	71
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	5.2 Energy and Greenhouse Gas Management	25,68~70
	305-2	Energy indirect (Scope 2) GHG emissions		25,68~70
	305-3	Other indirect (Scope 3) GHG emissions		25,68~70
	305-4	GHG emissions intensity		25,68~70
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.4 Supplier Management, Environment and Human Rights Assessment	22,46
	308-2	Negative environmental impacts in the supply chain and actions taken	4.4 Supplier Management, Environment and Human Rights Assessment	22,46

GRI 400: Disclosure of Social Topics

Disclosure number		Disclosure titles	Report contents or descriptions	Pages
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	6.4 Talent Recruitment and Retention	29,91~92
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	6.4 Talent Recruitment and Retention	29,93
	401-3	Parental leave	6.4 Talent Recruitment and Retention	29,93~94
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	6.2 Labor Practice and Human Rights	27,82
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	6.3 Occupational Safety and Health Management	28,83
	403-2	Hazard identification, risk assessment, and incident investigation	6.3 Occupational Safety and Health Management	28,83
	403-3	Occupational health services	6.3 Occupational Safety and Health Management	28,84~85
	403-4	Worker participation, consultation, and communication on occupational health and safety	6.3 Occupational Safety and Health Management	28,84
	403-5	Worker training on occupational health and safety	6.3 Occupational Safety and Health Management	28,84
	403-6	Promotion of worker health	6.3 Occupational Safety and Health Management	28,85
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.3 Occupational Safety and Health Management	28,86
	403-8	Workers covered by an occupational health and safety management system	6.3 Occupational Safety and Health Management	28,86
	403-9	Work-related injuries	6.3 Occupational Safety and Health Management	28,87
	403-10	Work-related ill health	6.3 Occupational Safety and Health Management	28,87
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	6.4 Talent Recruitment and Retention	29,95
	404-2	Programs for upgrading employee skills and transition assistance programs	6.4 Talent Recruitment and Retention	29,96
	404-3	Percentage of employees receiving regular performance and career development reviews	6.4 Talent Recruitment and Retention	29,97
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.5 Business Code of Conduct and Anti-Corruption 6.4 Talent Recruitment and Retention	27,29,50, 98~99
	405-2	Ratio of basic salary and remuneration of women to men	6.4 Talent Recruitment and Retention	27,29,100
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.4 Supplier Management, Environment and Human Rights Assessment 6.2 Labor Practice and Human Rights	22,27,82
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.4 Supplier Management, Environment and Human Rights Assessment 6.2 Labor Practice and Human Rights	22,27, 47,82
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	4.4 Supplier Management, Environment and Human Rights Assessment 6.2 Labor Practice and Human Rights	22,27, 47~48, 82
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.4 Supplier Management, Environment and Human Rights Assessment 6.2 Labor Practice and Human Rights	27,47~48, 82
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	4.4 Supplier Management, Environment and Human Rights Assessment	22,47~48
	414-2	Negative social impacts in the supply chain and actions taken	4.4 Supplier Management, Environment and Human Rights Assessment	22,48

7.2 SASB Standards Comparison Table

Electronic Manufacturing Services & Original Design Manufacturing

The scope of disclosure in this table is same as that in this Report.

No.	Topic	SASB Code	Accounting Metric	Unit of Measure	Operations in Taiwan	Operations in China	Corresponding sections
1	Water Management	TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m^3)	(1) total water withdrawn; percentage of each in regions with High or Extremely High Baseline Water Stress: 0 thousand cubic metres The World ResourcesInstitute's (WRI) Water Risk Atlas tool indicates that water all withdrawing regions of this Group fall in the range of medium or low Baseline Water Stress, therefore, total water withdrawn and percentage of each in regions with High or Extremely High Baseline Water Stress are approximately 0%. (2) Total water consumed = 0 thousand cubic metres	(1) total water withdrawn; percentage of each in regions with High or Extremely High Baseline Water Stress: 0 thousand cubic metres The World ResourcesInstitute's (WRI) Water Risk Atlas tool indicates that water all withdrawing regions of this Group fall in the range of medium or low Baseline Water Stress, therefore, total water withdrawn and percentage of each in regions with High or Extremely High Baseline Water Stress are approximately 0%. (2) Total water consumed = 0 thousand cubic metres	
2	Waste Management	TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), Percentage (%)	(1) Amount of hazardous waste: 0 t (2) Percentage recycled: There is no hazardous waste	(1) Amount of hazardous waste: 111.4935 t (2) percentage recycled: After 100% recycled, it was disposed of by a third party professional	
3	Labour Practices	TC-ES-310a.1	(1) Number of work stoppages (2) total days idle	Number, Days idle	(1) Number of work stoppages: 0 (2) total days idle: 0	(1) Number of work stoppages: 0 (2) total days idle: 0	
4	Labour Conditions	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Percentage (%), Number	(1) Total recordable incident rate (TRIR) for (a) direct employees =0.197 Total recordable incident rate (TRIR) for contract employees =0%	(1) Total recordable incident rate (TRIR) for (a) direct employees =0.02 Total recordable incident rate (TRIR) for contract employees =0%	4.3 Occupational Safety and Health Management
					Total recordable incident rate (TRIR) ＝ times of injury x 200,000 / total work hours		
					(2) near miss frequency rate (NMFR) for (a) direct employees =0% near miss frequency rate (NMFR) for (b) contract employees=0%	(2) near miss frequency rate (NMFR) for (a) direct employees =0% near miss frequency rate (NMFR) for (b) contract employees=0%	
5		TC-ES-320a.2	Percentage of (1) entity' s facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	(1) Percentage of entity' s facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities = 0% (2) Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities = 0%	(1) Percentage of entity' s facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities = Amertek Computer 0%；Prime Technology 88% (2) In 2023, this Group has not implemented facilities audited in RBA VAP and the Tier 1 supplier facilities audited in RBA VAP, therefore, there is no relevant data.	
6		TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity' s facilities and (ii) the entity' s Tier 1 supplier facilities	Quantitative	(1) In 2023, operations in Taiwan have not implemented facilities audited in RBA VAP and the Tier 1 supplier facilities audited in RBA VAP, therefore, there is no relevant data. (2) Same as above; insufficient information cannot provide relevant data.	(1) In 2023, the conformance rate of Amertek Computer was 83%, and the non-conformance rate was 17%; while Prime Technology has not implemented facilities audited in RBA VAP. (2) Same as above; as information is insufficient, Prime Technology cannot provide relevant data.	

No.	Topic	SASB Code	Accounting Metric	Unit of Measure	Operations in Taiwan	Operations in China	Corresponding sections
7	Product Lifecycle Management	TC-ES-410a.1	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Metric tons (t), Percentage (%)	Subsidiary companies FIC and Ubiqconn Technology mainly engage in ODM and OEM manufacturing services, with a focus on parts and components. As there are numerous suppliers, it is difficult to obtain data of weight of end-of-life products and e-waste recovered, and percentage recycled from end customers of their customers. In addition, subsidiary companies FIC and Ubiqconn Technology have B2B vertical market customer attributes, making data acquisition difficult. The stagnant materials in the factory are processed through resale.	Prime Technology currently focuses on EMS project operations, targeting end-of-life products and e-waste sampling and recycling. It mainly cooperates with customer requirements for processing, such as Hibertek International Limited which operates recycling in cooperation with customer. The weight recycled for this customer in 2023 was 8,984.56kg. If there are no mandatory requirements from other customers, the materials will be collected recycled in the factory and then and declared to customers for resale thereof. Wastes of Amertek Computer were 100% recycled through a third-party professional company, to reduce hazards to environment and community.	
8	Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	(1) In 2023, the international political situation or the impact of customs and trade affected supply and production. If a major event occurs, a significant risk investigation will also be conducted on the supplier. (2) The contractual term of good faith of supplier is included in the supplier contract as a special provision, prohibiting bribery. (3) Subsidiary companies FIC and Ubiqconn Technology have inputted a full material investigation, developed countermeasures for shortage of labor and materials, and implemented them effectively. To ensure the stability of material prices, measures are taken and implemented to address the criticality and risks of material lists, components, or materials, such as establishing a second source of goods, replacing materials, and preparing materials in advance to reduce risks	(1) In 2023, the international political situation or the impact of customs and trade affected supply and production. If a major event occurs, a significant risk investigation will also be conducted on the supplier. (2) The contractual term of good faith of supplier and sunlight and confidentiality undertaking were executed with the suppliers. (3) Prime Technology has inputted a full material investigation, developed countermeasures for shortage of labor and materials, and implemented them effectively. To ensure the stability of material prices, measures are taken and implemented to address the criticality and risks of material lists, components, or materials, such as establishing a second source of goods, replacing materials, and preparing materials in advance to reduce risks (4) According to customer FCST(Forecast), investigation and evaluation of long delivery term risky parts and components are conducted. If there are actual needs after the evaluation, the strategy for preparation of materials will be activated.	4.1 Risk Management
1	Activity Metrics	TC-ES-000.A	Number of manufacturing facilities	Number	Number of manufacturing facilities: 1	Number of manufacturing facilities: 2	
2		TC-ES-000.B	Area of manufacturing facilities	Square metres (m^2) (ft)	Area of manufacturing facilities: 18,000(ft)	Area of manufacturing facilities: 939,927.03 (ft)	
3		TC-ES-000.C	Number of employees	Number	Regular employees: 509 persons Non-regular employees: 2 persons	Regular employees: 3,306 persons Non-regular employees: 1,165 persons	6.4 Talent Recruitment and Retention

7.3 TCFD Metrics Comparison Table

Governance	
Describe the board' s oversight of climate-related risks and opportunities.	In the future, FICG will have its climate action development strategies be planned and supervised by its Corporate Sustainability Committee. After analyzing the impact of climate change on corporate operations, the Corporate Sustainability Committee will report annually to the Board of Directors on the implementation status of strategies, annual budgets, business goals, climate mitigation goals, and other related information. FICG promises to respond to Taiwan's net zero carbon reduction regulations and policies, and to simultaneously refer to international environmental and climate policies, actively and pragmatically promoting corporate climate management action plans.
	In respect of governance, the main responsible persons are members of Corporate Sustainability Committee and senior executives, with a focus on setting goals for the organization and supervising the achievement of established overall goals. Board members will first conduct the carbon footprint verification of the organization and further develop a carbon reduction path for oversight of climate-related risks and opportunities. The Board of Directors is directly responsible for overseeing climate-related risks and opportunities. To ensure the sustainable development of FICG, in addition to the existing "Audit Committee", "Remuneration Committee", and "Audit Department", a new "Corporate Sustainability Committee" has been established. The above said entities regularly report their activities and resolutions to the Board of Directors.
	The Corporate Sustainability Committee shall hold at least two meetings annually to report on the progress of planning and implementation to the Board of Directors, in order to evaluate and review the ESG related performance of senior management in various departments of the company (including climate change management). In the future, it is planned to incorporate environmental and climate-related goals and their degree of achievement into the assessment and reward system of the Board of Directors and various departments to achieve relevant climate goals. At present, it is planned to connect the assessment and reward system with the relevant achievements of climate change management, to encourage the management to implement the company's climate action development strategy in a profitable and sustainable manner, and to bring value to shareholders and stakeholders.
Describe management' s role in assessing and managing climate-related risks and opportunities.	In respect of the role of FICG' s management in assessing and managing climate-related risks and opportunities, the chairman of the Corporate Sustainability Committee delegates "Sustainable Development Office" to plan and implement strategies for sustainable development and climate change, while and to take charge of the identification of climate-related risks and opportunities and to formulate climate risk management policies. In the future, the senior officer of the Sustainable Development Office will convene representatives of the Green Sustainability Project Team to coordinate and communicate across departments, and integrate management activities on sustainability and climate change issues. The senior officer of the Sustainable Development Office will regularly report on the implementation status to the Corporate Sustainability Committee.
	The Green Sustainability Project Team is a cross company working team responsible for planning, implementing, and integrating climate risk management, including introducing risk management mechanisms, establishing climate risk analysis methodologies, identifying climate-related risks and opportunities, implementing scenario analysis of climate change, monitoring and assessing the compliance with climate change related laws and regulations, and disclosing climate-related finance. In addition, the Green Sustainability Project Team will also be responsible for developing corporate energy-saving and carbon reduction measures, promoting the use of renewable energy, and exploring the possibility of other corporate respondence to climate change measures.

<table>
<tr><th colspan="2">Strategy</th></tr>
<tr><td>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</td><td>FICG implements climate-related risk and opportunity identification based on the TCFD framework, actively develops solutions, with the hope to reduce operational and financial impacts caused by climate change and to enhance organizational climate resilience. According to its methodology for climate change risk and opportunity assessment, the short-term is defined as the next 3 years, the medium-term is 3-5 years, and the long term is more than 5 years, for assessment of time period that might be affected by such impact. FICG collects domestic and foreign climate-related risks and opportunities in the computer and peripheral product industry, integrates the types of risks and opportunities, and then evaluates the likelihood of each risk and opportunity event and its impact on the company. At the same time, the above assessment of potential impact over short, medium, and long term are also considered to complete the company's assessment and analysis of significance of climate-related risks and opportunities. Based on this, the company determines climate-related risks and opportunities that may have a significant financial impact on the company.
<table>
<tr><th rowspan="2">Risk type and opportunity</th><th>Short term</th><th>Medium term</th><th>Long term</th></tr>
<tr><th>(1~3 years)</th><th>(3~5 years)</th><th>(above 5 years)</th></tr>
<tr><td>Transformation risk
Risks related to changes in policies and regulations, technology, markets, social and economic conditions that might occur during the low-carbon transformation process.</td><td>• Total greenhouse gas control and domestic and foreign carbon taxes and fees</td><td>• Change of consumer demand and preference
• Transformation to low carbon technology
• Addition of laws and regulations of renewable energy
• Insufficient climate action; decline of brand reputation</td><td>• Trend of net zero emission
• Uncertainty of market message</td></tr>
<tr><td>Physical risk
Physical risks resulting from climate change can be immediate or long-term shifts in climate patterns. Physical risks may have financial impacts on the organization, such as direct damage to assets or indirect impacts caused by supply chain disruptions.</td><td>• Extreme shifts in climate pattern may causes increase in extreme climate such as flood and drought etc. (Company' s operation)</td><td>• flood and drought may cause interruption of supply chain</td><td>• Rise of average temperature</td></tr>
<tr><td>Opportunity
The efforts to mitigate and regulate climate change will create opportunities for the organization.</td><td>• Increase in opportunity of energy management system market
• R&D and innovation of new low carbon products and service</td><td>• Increase in use efficiency of resources
• Circular economy business model
• Policy incentives</td><td>• Increase in enterprise' s reputation</td></tr>
</table>
</td></tr>
<tr><td>Describe the impact of climate-related risks and opportunities on the organization' s businesses, strategy, and financial planning.</td><td>FICG is currently actively transforming and developing low-carbon products, developing energy management systems, and investing in green product research and development based on customer needs and the future trend of green energy net zero emission; improving product environmental performance, obtaining relevant verification, and enhancing the use of environmental/green packaging materials.</td></tr>
<tr><td></td><td>According to the Climate Change Response Act and regulations, in the future, companies will pay carbon fees, implement total control and emission trading measures. In order to reduce the impact on the company, FICG will conduct the carbon footprint verification in 2023. Through data analysis and identification of emission hotspots, corresponding carbon reduction strategies will be formulated. In the future, we will gradually plan ways such as using renewable energy and improving energy efficiency to achieve our carbon reduction goals.</td></tr>
<tr><td></td><td>Extreme shifts in climate patterns may cause an increase in floods and droughts, which might result in damage to factory equipment, loss of raw materials or products; road disruption which might result in difficulties in transporting raw materials or products; and supply chain disruptions which might result in a lack of raw materials for manufacturing products. In response to the above impact, FICG will change the process sequence based on material shortage and water shortage schedule; implement water management and water-saving measures, and avoid areas that may experience water shortages or flooding when selecting factory areas in the future. In addition, we also seek alternative suppliers with good environmental and social indicators to diversify risks as possible.</td></tr>
</table>

	Strategy
Describe the impact of climate-related risks and opportunities on the organization' s businesses, strategy, and financial planning.	To achieve the carbon reduction goals developed by FICG, the possibilities of the following action schemes will be addressed: 1. Taking inventory of greenhouse gas emissions and planning carbon reduction paths. 2. Planning the sourcing of renewable energy, conducting equipment replacement and investing in environmental protection equipment, and formulating energy saving measures and goals. 3. Green procurement, and emphasis on environmental protection, energy saving, and carbon reduction in the supply chain. 4. Establishing an environmental management system or mechanism to track the use of energy and water resources.
Describe the resilience of the organization' s strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	To better understand the impact of climate change on FICG and its ways of impact, scenario analysis will be used to develop strategic planning, risk management, and to assess the company's strategic resilience. FICG will model historical data based on current operational and value chain conditions. This model will refer to physical data, including the quantity and procurement location of raw materials, the location of operating premises, and the production and transportation methods of finished products, as well as commercial data, including sales and profits divided by market.
	The scenario analysis will be built using publicly available data sources, including the Representative Concentration Pathway (RCP) scenario published by the United Nations Intergovernmental Panel on Climate Change (IPCC) and assessment and report of the International Energy Agency (IEA) scenarios, including a 2 °C or lower scenario. And based on this, greenhouse gas reduction targets and estimate future carbon reduction ae formulated, as a reference for adjusting operational strategies.
	Risk Management
Describe the organization' s processes for identifying and assessing climate-related risks.	The Board of Directors of FICG is the highest entity of risk management in the company and assumes the ultimate responsibility for risk management. Various departments of FICG and its subsidiaries respond to risk events in a timely manner through risk management processes, reducing or avoiding the impact of risk events, and ensuring sustainable operations. Through processes such as risk identification, risk measurement, risk monitoring, risk reporting, and risk response, climate-related risks and opportunities are identified, and strategies and action schemes are developed and regularly reported to the Board of Directors.
Describe the organization' s processes for managing climate-related risks.	The Corporate Sustainability Committee assesses the likelihood of climate-related risks occurring and the degree of their impact on the company, by taking into consideration the time period in which these risks may have an impact, in order to complete the company's analysis of the significance of climate-related risks and opportunities, defines the priority order and risk level of risk control, and adopts corresponding risk management strategies based on the risk level; and plans for a green sustainability project team to conduct short, medium, and long-term impact assessments and management of climate-related risks, and proposes improvement scheme for high-risk items to maintain a complete risk management system.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization' s overall risk management.	FICG upholds its corporate vision and social responsibility, and expects to integrate climate-related risk management processes into the company's overall Enterprise Risk Management (ERM) process. The responsible entity will regularly report results and experience of ERM's ongoing work to the Corporate Sustainability Committee and the Board of Directors; and develop an internal audit mechanism and regularly track the design of internal control systems for climate-related risks, as well as the effectiveness of their implementation and audit findings.
	Metrics and Targets
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In terms of climate change mitigation, FICG will conduct assessment by using the following quantitative key metrics: • Emissions in corporate scopes 1 and 2 This Group is expected to pass ISO 14064-1 certification by the second quarter of 2024, and the certification results are detailed in Section 5.2 Energy and Greenhouse Gas Management. Subsequently, emission hotspots will be analyzed based on the inventory results, and the reduction period will be distinguished into short, medium, and long term, with pragmatic planning of reduction targets. • Energy management performance Starting from 2023, this Group has conducted a comprehensive investigation into the electricity emissions of its subsidiaries. For details on electricity intensity, please refer to Section 5.2 on energy management performance. This Group will develop quantitative goals as soon as possible.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	FICG has launched a greenhouse gas inventory in 2023 and will complete the greenhouse gas inventory verification operation before the second quarter of 2024. Based on the inventory results, it will steadily plan short, medium, and long-term greenhouse gas reduction goals.

7.4 Sustainability Disclosure Indicators – Computer and Peripheral Equipment Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumed, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Total energy consumed: 151,864.72 Billion GJ Percentage of purchased electricity: 100% Utilization rate of renewable energy: The contractual capacity purchase of renewable energy certificate of Ubiqconn Technology is totaled 61,535kWh Overall utilization rate of renewable energy: 0.15%	Billion Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumed	Quantitative	Total water withdrawn: 172.99370 Thousand cubic metres Total water consumed: 0 Thousand cubic metres	Thousand cubic metres (m^3)
3	Total hazardous waste generated and percentage recycled	Quantitative	Weight: 81.4935 metric tons Percentage recycled: 100%	Metric tons (t), Percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Types of occupational accidents: leg injuries caused by causal handling of articles, and falling down in the factory area due to slippery road in raining days Number of employees: 2 Rate: 0.04%	Percentage (%), Number
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Due to wide variety of business and diverse products, it is currently not possible to provide statistics.	Metric tons (t), Percentage (%)
6	Description of the management of risks associated with the use of critical materials	Quantitative description	FICG strengthens supplier management by selecting suppliers based on the product attributes of each subsidiary, following procurement management procedures and operating methods. Through long-term partnerships, it promotes suppliers to prioritize environmental and social responsibility, ensuring the stability and common development of the supply chain. Regarding the inventory of important suppliers, whether they have obtained ISO 9001, 14001, 45001, RBA certification/RBA commitment letter, issued a sustainability report, signed a sunshine confidentiality agreement, social responsibility commitment letter, integrity transaction and corporate social responsibility agreement commitment letter, violation of conflict minerals, etc. By negotiating with suppliers and working together towards sustainable development, we aim to unleash greater shared value and influence.	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	NT$0	Reporting currency
8	Production by product category	Quantitative	Refer to 2.2 Operating Performance	It varies depending on types of products

Note 1: Relevant description should be provided, including sale or other recycle/disposal of residual materials.

7.5 Climate-Related Information of Listed Company

1. Implementation of climate-related information of listed company

Items	Implementation status /corresponding sections
1. Describe board and management oversight and governance of climate-related risks and opportunities.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
2. Describe the short-term, medium-term, and long-term impacts of climate-related risks and opportunities on the organization's businesses, strategies, and financial planning.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
3. Describe financial impacts from extreme weather events and transformation actions.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
4. Describe processes for identifying, assessing, and managing climate-related risks, and how they are integrated into overall risk management.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
5. If the scenario analyses are used to assess the resilience of climate change risks, relevant scenarios, parameters, assumptions, analysis factors, and main financial impacts should be disclosed.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
6. If transformation plans have been established to manage climate-related risks, the content of said plan, as well as metrics and targets used to identify and manage physical risks and transformation risks should be disclosed.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
7. If internal carbon pricing is used as a planning tool, the basis for pricing mechanisms should be disclosed.	No internal carbon pricing is used.
8. If climate-related targets have been established, included activities, scope of greenhouse gas emissions, scheduled progress, and annual achievements should be disclosed. If carbon offsets or renewable energy certificates (RECs) are used to achieve targets, the source and quantity of carbon offset credits or quantity of RECs should be disclosed.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table
9. Greenhouse gas inventories and verification status, and reduction goals, strategies, and specific action plan.	5.2 Energy and Greenhouse Gas Management 7.3 TCFD Metrics Comparison Table

1-1 Greenhouse inventories and verification status of the company for the most recent two years.

- 1-1-1 Greenhouse gas inventories information

  Describe emissions (tCO$_2$e), intensity (tCO$_2$e/million dollars), and scope of information about greenhouse gas for the most recent two years:

  » In 2023, the greenhouse emissions were 1,022.7290 tCO$_2$e, and intensity were 0.1777 tCO$_2$e/million dollars in Taiwan; and the greenhouse emissions were 115,723.6613 tCO$_2$e.

  » intensity were 2.943 tCO$_2$e/million dollars in China. The scope of inventories covers FICG, FIC, FICTA Technology, Inc., 3CEMS Corp. (Cayman), Ubiqconn Technology, Ruggon Corporation, Prime Technology, and Amertek Computer.

- 1-1-2 Greenhouse gas verification information

  Describe the status of verifications for the most recent two years, including verification scope, verification institution, verification standards, and verification opinions:

  » Assurance statements of external verifications of greenhouse inventories ISO 14064-1:2018 for the first and second quarters were issued by BSI, SGS, and BVI. Such assurance statements were disclosed at the company' s website and in the sustainability report.

1-2 Green gas reduction goals, strategies, and specific action plans

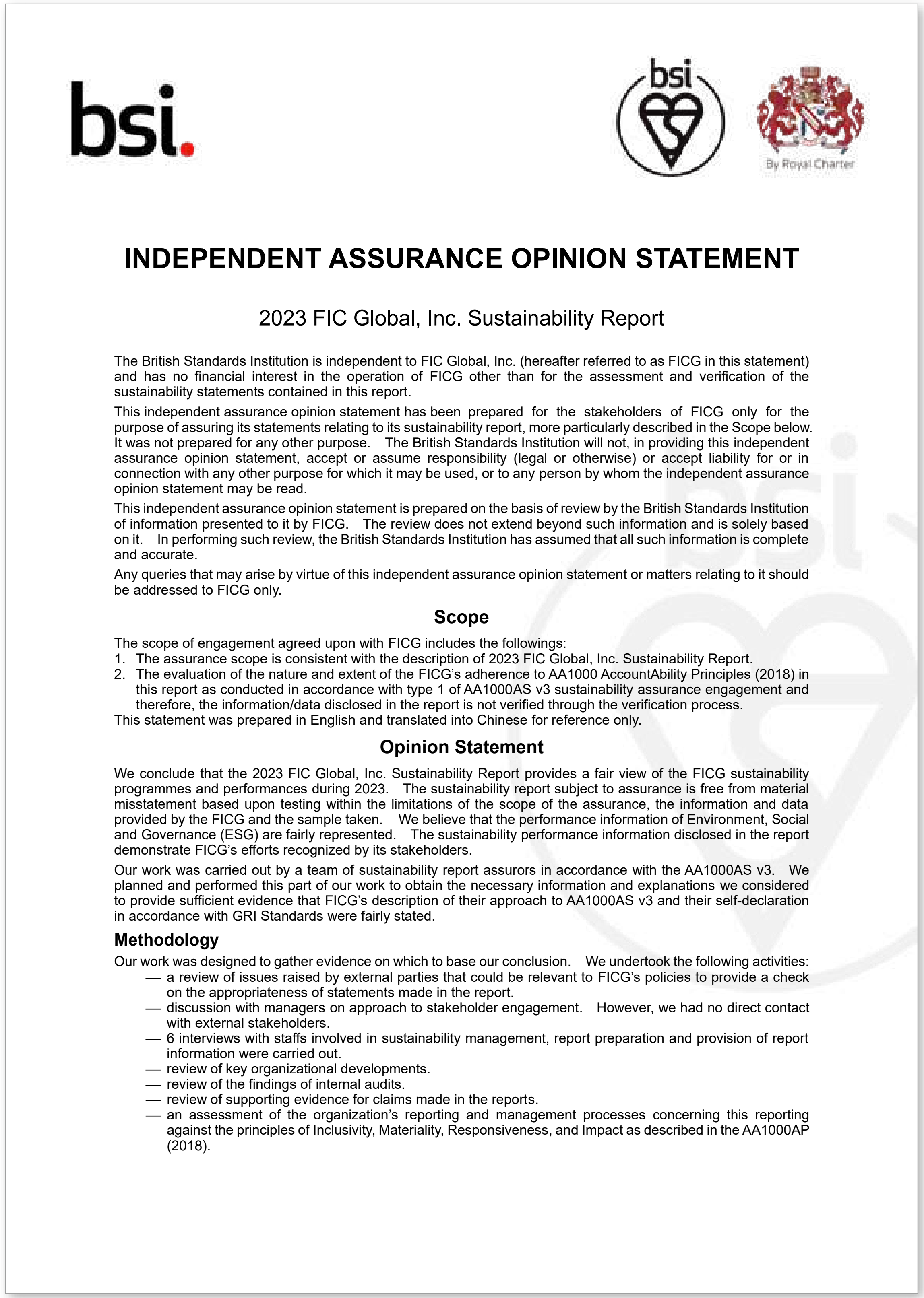
Describe the base year of greenhouse and figures of gas reduction, reduction goals, strategies, and specific action plans, and the status of achievement of reduction goals:

» Refer to 5.2 Energy and Greenhouse Gas Management, and 7.3 TCFD Metrics Comparison Table

7.6 External Assurance Statement

GRI2-5

FIC Global, Inc AA1000 Sustainability Report Statement



bsi.

By Royal Charter

INDEPENDENT ASSURANCE OPINION STATEMENT

2023 FIC Global, Inc. Sustainability Report

The British Standards Institution is independent to FIC Global, Inc. (hereafter referred to as FICG in this statement) and has no financial interest in the operation of FICG other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of FICG only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by FICG. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to FICG only.

Scope

The scope of engagement agreed upon with FICG includes the followings:
1. The assurance scope is consistent with the description of 2023 FIC Global, Inc. Sustainability Report.
2. The evaluation of the nature and extent of the FICG's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2023 FIC Global, Inc. Sustainability Report provides a fair view of the FICG sustainability programmes and performances during 2023. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the FICG and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate FICG's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that FICG's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:
- — a review of issues raised by external parties that could be relevant to FICG's policies to provide a check on the appropriateness of statements made in the report.
- — discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- — 6 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- — review of key organizational developments.
- — review of the findings of internal audits.
- — review of supporting evidence for claims made in the reports.
- — an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that FICG has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the FICG's inclusivity issues.

Materiality

FICG publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of FICG and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the FICG's management and performance. In our professional opinion the report covers the FICG's material issues.

Responsiveness

FICG has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for FICG is developed and continually provides the opportunity to further enhance FICG's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the FICG's responsiveness issues.

Impact

FICG has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. FICG has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the FICG's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

FICG provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are fully reported, partially reported, or omitted. In our professional opinion the self-declaration covers the FICG's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the FICG's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

AA1000
Licensed Report
000-4/V3-CERZC

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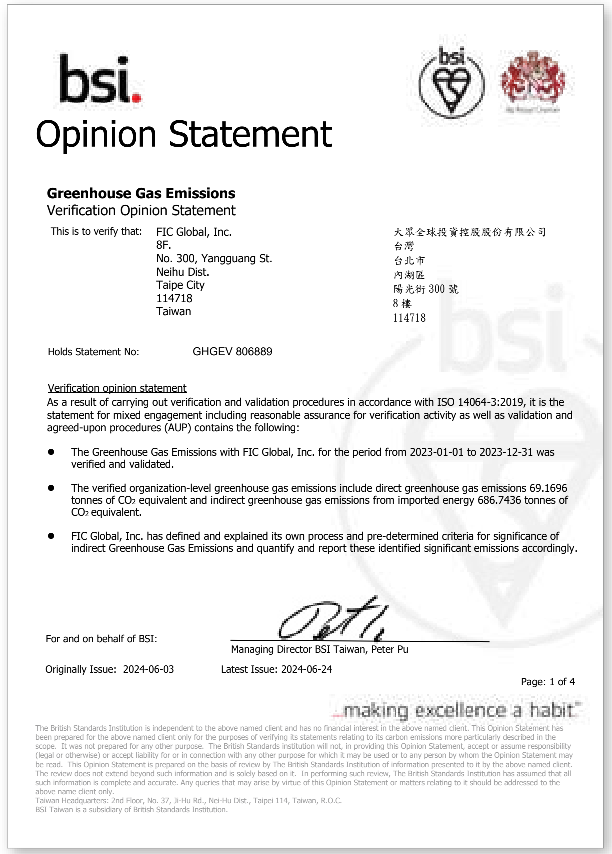
Statement No: SRA-TW-806890
2024-05-29

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Ni-Hu Dist., Taipei 114, Taiwan, R.O.C.

A Member of the BSI Group of Companies.

FIC Global, Inc ISO 14064-1 Greenhouse Gas Inventory Statement



bsi.

Opinion Statement

Greenhouse Gas Emissions
Verification Opinion Statement

This is to verify that:

FIC Global, Inc.
8F.
No. 300, Yangguang St.
Neihu Dist.
Taipe City
114718
Taiwan

大眾全球投資控股股份有限公司
台灣
台北市
內湖區
陽光街 300 號
8 樓
114718

Holds Statement No: GHGEV 806889

Verification opinion statement

As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with FIC Global, Inc. for the period from 2023-01-01 to 2023-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 69.1696 tonnes of CO_2 equivalent and indirect greenhouse gas emissions from imported energy 686.7436 tonnes of CO_2 equivalent.
- FIC Global, Inc. has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:

Managing Director BSI Taiwan, Peter Pu

Originally Issue: 2024-06-03 Latest Issue: 2024-06-24

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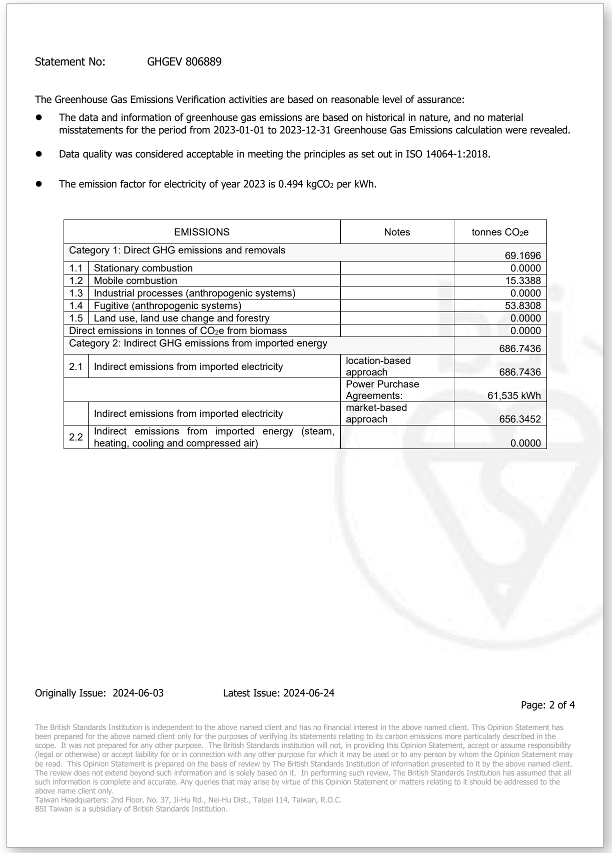

Statement No: GHGEV 806889

The Greenhouse Gas Emissions Verification activities are based on reasonable level of assurance:

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

EMISSIONS		Notes	tonnes CO_2e
Category 1: Direct GHG emissions and removals			69.1696
1.1	Stationary combustion		0.0000
1.2	Mobile combustion		15.3388
1.3	Industrial processes (anthropogenic systems)		0.0000
1.4	Fugitive (anthropogenic systems)		53.8308
1.5	Land use, land use change and forestry		0.0000
Direct emissions in tonnes of CO_2e from biomass			0.0000
Category 2: Indirect GHG emissions from imported energy			686.7436
2.1	Indirect emissions from imported electricity	location-based approach	686.7436
		Power Purchase Agreements:	61,535 kWh
	Indirect emissions from imported electricity	market-based approach	656.3452
2.2	Indirect emissions from imported energy (steam, heating, cooling and compressed air)		0.0000

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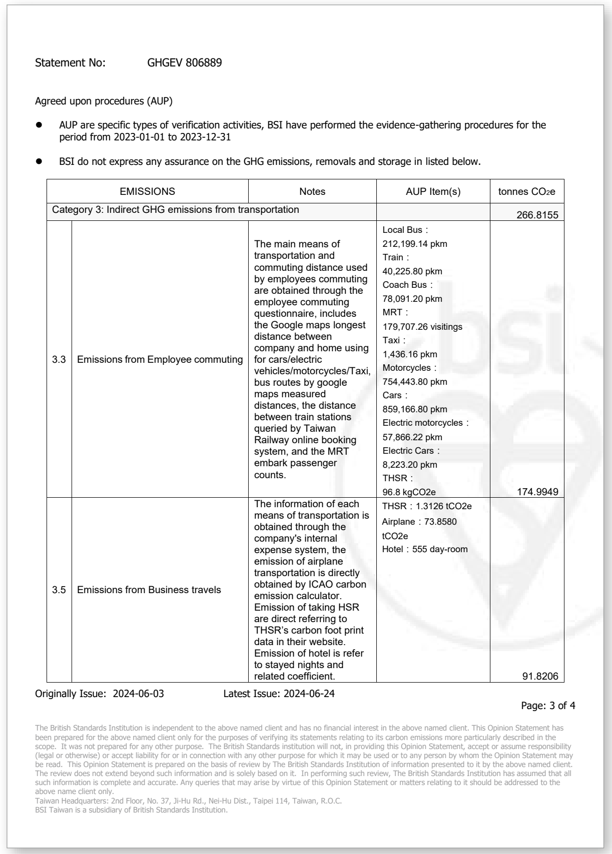

Statement No: GHGEV 806889

Agreed upon procedures (AUP)

- AUP are specific types of verification activities, BSI have performed the evidence-gathering procedures for the period from 2023-01-01 to 2023-12-31
- BSI do not express any assurance on the GHG emissions, removals and storage in listed below.

EMISSIONS		Notes	AUP Item(s)	tonnes CO_2e
Category 3: Indirect GHG emissions from transportation				266.8155
3.3	Emissions from Employee commuting	The main means of transportation and commuting distance used by employees commuting are obtained through the employee commuting questionnaire, includes the Google maps longest distance between company and home using for cars/electric vehicles/motorcycles/Taxi, bus routes by google maps measured distances, the distance between train stations queried by Taiwan Railway online booking system, and the MRT embark passenger counts.	Local Bus： 212,199.14 pkm Train： 40,225.80 pkm Coach Bus： 78,091.20 pkm MRT： 179,707.26 visitings Taxi： 1,436.16 pkm Motorcycles： 754,443.80 pkm Cars： 859,166.80 pkm Electric motorcycles： 57,866.22 pkm Electric Cars： 8,223.20 pkm THSR： 96.8 kgCO2e	174.9949
3.5	Emissions from Business travels	The information of each means of transportation is obtained through the company's internal expense system, the emission of airplane transportation is directly obtained by ICAO carbon emission calculator. Emission of taking HSR are direct referring to THSR's carbon foot print data in their website. Emission of hotel is refer to stayed nights and related coefficient.	THSR：1.3126 tCO2e Airplane：73.8580 tCO2e Hotel：555 day-room	91.8206

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Statement No: GHGEV 806889

The direct GHG emissions and removals(cat.1) and indirect GHG emissions from imported energy emissions(cat.2) were verified in selected branches and representative offices, including but not limited to the following:

Location	Verification Information
FIC Global, Inc. 8F. No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan 大眾全球投資控股股份有限公司 114718 臺灣台北市內湖區陽光街 300 號 8 樓	The Greenhouse Gas Emissions with FIC Global, Inc. for the period from 2023-01-01 to 2023-12-31 was verified, including direct greenhouse gas emissions 69.1696 tonnes of CO_2 equivalent and indirect greenhouse gas emissions from imported energy 686.7436 tonnes of CO_2 equivalent.
First International Computer 8F. No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan 大眾電腦股份有限公司 114718 臺灣台北市內湖區陽光街 300 號 8 樓	
3CEMS CORPORATION TAIWAN BRANCH CAYMAN ISLANDS 8F. No. 300, Yangguang St., Neihu Dist., Taipei City 114718, Taiwan 英屬開曼群島商眾大科技股份有限公司台灣分公司 114718 臺灣台北市內湖區陽光街 300 號 8 樓	
RUGGON CORPORATION 4F, No. 298, Yangguang St., Neihu Dist., Taipei City 114718 Taiwan 睿剛電訊股份有限公司 114718 臺灣台北市內湖區陽光街 298 號 4 樓	
UBIQCONN TECHNOLOGY, INC. 4F, No. 296, 4F, No. 298, 4F, 6F, No. 300, Yangguang St., Neihu Dist., Taipei City 114718 Taiwan 5F, 5F-1, 5F-4, 7F-2, 11F-2, 11F-3, 12F, 12F-4, 18F-2, 18F-3, No. 186, Jian 1st Rd., Zhonghe Dist., New Taipei City 235603, Taiwan 14F-6, 14F-7, 14F-8, No. 258, Liancheng Rd., Zhonghe Dist., New Taipei City 235603, Taiwan 攸泰科技股份有限公司 114718 臺灣台北市內湖區陽光街 296 號 4 樓、298 號 4 樓、300 號 4 樓、6 樓 235603 臺灣新北市中和區建一路 186 號 5 樓、5 樓之 1、5 樓之 4、7 樓之 2、11 樓之 2、11 樓之 3、12 樓、12 樓之 4、18 樓之 2、18 樓之 3 235603 臺灣新北市中和區連城路 258 號 14 樓之 6、14 樓之 7、14 樓之 8	

Originally Issue: 2024-06-03 Latest Issue: 2024-06-24

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Prime Technology (Guangzhou) Inc. ISO 14064-1 Greenhouse Gas Inventory Statement

声明编码 CN24/00001917

温室气体核查声明

以下组织的 2023 年 01 月 01 日至 2023 年 12 月 31 日
温室气体盘查清册

广上科技(广州)股份有限公司

注册地址：中国广东省广州保税区保盈南路 19 号
组织边界：中国广东省广州保税区保盈南路 19 号

已由 SGS 依据 ISO 14064-3:2019 进行了核查并满足以下要求

ISO 14064-1:2018

直接温室气体排放量 [类别 1]
179.45 吨二氧化碳当量
来自输入能源的间接温室气体排放量 [类别 2]
7,293.12 吨二氧化碳当量
运输产生的间接温室气体排放量 [类别 3]
2,323.92 吨二氧化碳当量
组织使用的产品产生的间接温室气体排放 [类别 4]
68,603.71 吨二氧化碳当量
组织产品的使用有关的间接温室气体排放 [类别 5]
[属于非重大间接排放，未量化]
其他来源的间接温室气体排放 [类别 6]
[属于非重大间接排放，未量化]
经量化的总排放量
78,400.19 吨二氧化碳当量

签署
David Xin
Sr. Director - Business Assurance
签署日期：2024 年 03 月 19 日

通标标准技术服务有限公司
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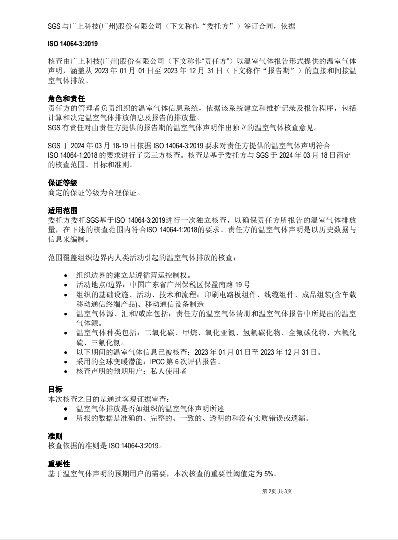

SGS 与广上科技(广州)股份有限公司（下文称作“委托方”）签订合同，依据

ISO 14064-3:2019

核查由广上科技(广州)股份有限公司（下文称作“责任方”）以温室气体报告形式提供的温室气体声明，涵盖从 2023 年 01 月 01 日至 2023 年 12 月 31 日（下文称作“报告期”）的直接和间接温室气体排放。

角色和责任
责任方的管理者负责组织的温室气体信息系统，依据该系统建立和维护记录及报告程序，包括计算和决定温室气体排放信息及报告的排放量。
SGS 有责任对由责任方提供的报告期的温室气体声明作出独立的温室气体核查意见。

SGS 于 2024 年 03 月 18-19 日依据 ISO 14064-3:2019 要求对责任方提供的温室气体声明符合 ISO 14064-1:2018 的要求进行了第三方核查。核查是基于委托方与 SGS 于 2024 年 03 月 18 日商定的核查范围、目标和准则。

保证等级
商定的保证等级为合理保证。

适用范围
委托方委托SGS基于ISO 14064-3:2019进行一次独立核查，以确保责任方所报告的温室气体排放量，在下述的核查范围内符合ISO 14064-1:2018的要求。责任方的温室气体声明是以历史数据与信息来编制。

范围覆盖组织边界内人类活动引起的温室气体排放的核查：

- 组织边界的建立是遵循营运控制权。
- 活动地点/边界：中国广东省广州保税区保盈南路 19 号
- 组织的基础设施、活动、技术和流程：印刷电路板组件、线缆组件、成品组装(含车载移动通信终端产品)、移动通信设备制造
- 温室气体源、汇和/或库包括：责任方的温室气体清册和温室气体报告中所提出的温室气体源。
- 温室气体种类包括：二氧化碳、甲烷、氧化亚氮、氢氟碳化物、全氟碳化物、六氟化硫、三氟化氮。
- 以下期间的温室气体信息已被核查：2023 年 01 月 01 日至 2023 年 12 月 31 日。
- 采用的全球变暖潜能：IPCC 第 6 次评估报告。
- 核查声明的预期用户：私人使用者

目标
本次核查之目的是通过客观证据审查：
- 温室气体排放是否如组织的温室气体声明所述
- 所报的数据是准确的、完整的、一致的、透明的和没有实质错误或遗漏。

准则
核查依据的准则是 ISO 14064-3:2019。

重要性
基于温室气体声明的预期用户的需要，本次核查的重要性阈值定为 5%。

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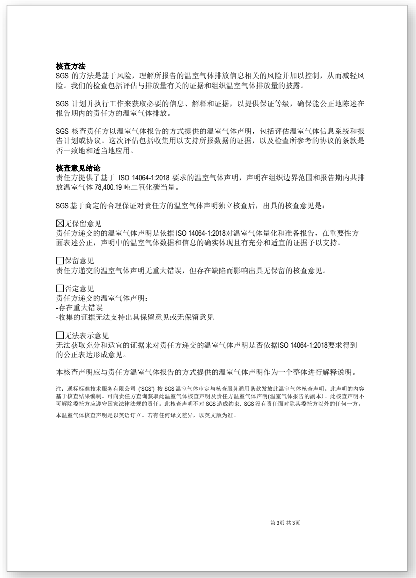

核查方法
SGS 的方法是基于风险，理解所报告的温室气体排放信息相关的风险并加以控制，从而减轻风险。我们的检查包括评估与排放量有关的证据和组织温室气体排放量的披露。

SGS 计划并执行工作来获取必要的信息、解释和证据，以提供保证等级，确保能公正地陈述在报告期内的责任方的温室气体排放。

SGS 核查责任方以温室气体报告的方式提供的温室气体声明，包括评估温室气体信息系统和报告计划或协议。这次评估包括收集用以支持所报数据的证据，以及检查所参考的协议的条款是否一致地和适当地应用。

核查意见结论
责任方提供了基于 ISO 14064-1:2018 要求的温室气体声明，声明在组织边界范围和报告期内共排放温室气体 78,400.19 吨二氧化碳当量。

SGS 基于商定的合理保证对责任方的温室气体声明独立核查后，出具的核查意见是：

☒无保留意见
责任方递交的的温室气体声明是依据 ISO 14064-1:2018对温室气体量化和准备报告，在重要性方面表述公正，声明中的温室气体数据和信息的确实体现且有充分和适宜的证据予以支持。

□保留意见
责任方递交的温室气体声明无重大错误，但存在缺陷而影响出具无保留的核查意见。

□否定意见
责任方递交的温室气体声明：
-存在重大错误
-收集的证据无法支持出具保留意见或无保留意见

□无法表示意见
无法获取充分和适宜的证据来对责任方递交的温室气体声明是否依据ISO 14064-1:2018要求得到的公正表达形成意见。

本核查声明应与责任方温室气体报告的方式提供的温室气体声明作为一个整体进行解释说明。

注：通标标准技术服务有限公司 ("SGS") 按 SGS 温室气体审定与核查服务通用条款发放此温室气体核查声明。此声明的内容基于核查结果编制。可向责任方查询获取此温室气体核查声明及责任方温室气体声明(温室气体报告的副本)。此核查声明不可解除委托方应遵守国家法律法规的责任。此核查声明不对 SGS 造成约束，SGS 没有责任面对除其委托方以外的任何一方。

本温室气体核查声明是以英语订立。若有任何译文差异，以英文版为准。

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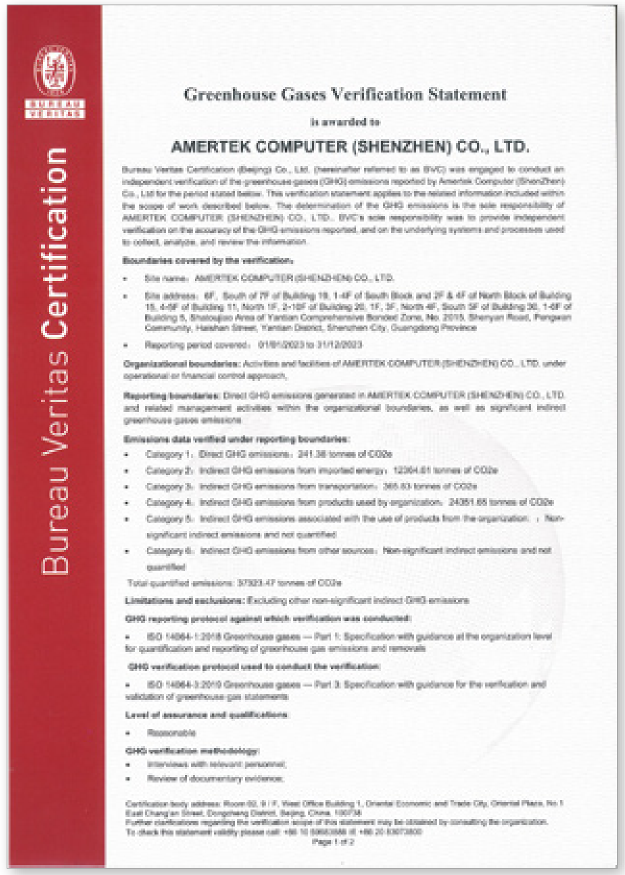
Amertek Computer (Shenzhen) Co.,Ltd. ISO 14064-1 Greenhouse Gas Inventory Statement



Bureau Veritas Certification

Greenhouse Gases Verification Statement

is awarded to

AMERTEK COMPUTER (SHENZHEN) CO., LTD.

Bureau Veritas Certification (Beijing) Co., Ltd. (hereinafter referred to as BVC) was engaged to conduct an independent verification of the greenhouse gases (GHG) emissions reported by Amertek Computer (ShenZhen) Co., Ltd for the period stated below. This verification statement applies to the related information included within the scope of work described below. The determination of the GHG emissions is the sole responsibility of AMERTEK COMPUTER (SHENZHEN) CO., LTD.. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information.

Boundaries covered by the verification:

- Site name: AMERTEK COMPUTER (SHENZHEN) CO., LTD.
- Site address: 6F, South of 7F of Building 19, 1-4F of South Block and 2F & 4F of North Block of Building 15, 4-6F of Building 11, North 1F, 2-10F of Building 20, 1F, 3F, North 4F, South 5F of Building 30, 1-6F of Building 5, Shatoujiao Area of Yantian Comprehensive Bonded Zone, No. 2015, Shenyan Road, Pengwan Community, Haishan Street, Yantian District, Shenzhen City, Guangdong Province
- Reporting period covered: 01/01/2023 to 31/12/2023

Organizational boundaries: Activities and facilities of AMERTEK COMPUTER (SHENZHEN) CO., LTD. under operational or financial control approach.

Reporting boundaries: Direct GHG emissions generated in AMERTEK COMPUTER (SHENZHEN) CO., LTD. and related management activities within the organizational boundaries, as well as significant indirect greenhouse gases emissions

Emissions data verified under reporting boundaries:

- Category 1: Direct GHG emissions: 241.38 tonnes of CO2e
- Category 2: Indirect GHG emissions from imported energy: 12364.61 tonnes of CO2e
- Category 3: Indirect GHG emissions from transportation: 365.83 tonnes of CO2e
- Category 4: Indirect GHG emissions from products used by organization: 24351.65 tonnes of CO2e
- Category 5: Indirect GHG emissions associated with the use of products from the organization: Non-significant indirect emissions and not quantified
- Category 6: Indirect GHG emissions from other sources: Non-significant indirect emissions and not quantified

Total quantified emissions: 37323.47 tonnes of CO2e

Limitations and exclusions: Excluding other non-significant indirect GHG emissions

GHG reporting protocol against which verification was conducted:

- ISO 14064-1:2018 Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

GHG verification protocol used to conduct the verification:

- ISO 14064-3:2019 Greenhouse gases — Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of assurance and qualifications:

- Reasonable

GHG verification methodology:

- Interviews with relevant personnel;
- Review of documentary evidence;

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China, 100738
Further clarifications regarding the verification scope of this statement may be obtained by consulting the organization.
To check this statement validity please call: +86 10 [illegible] +86 20 [illegible]
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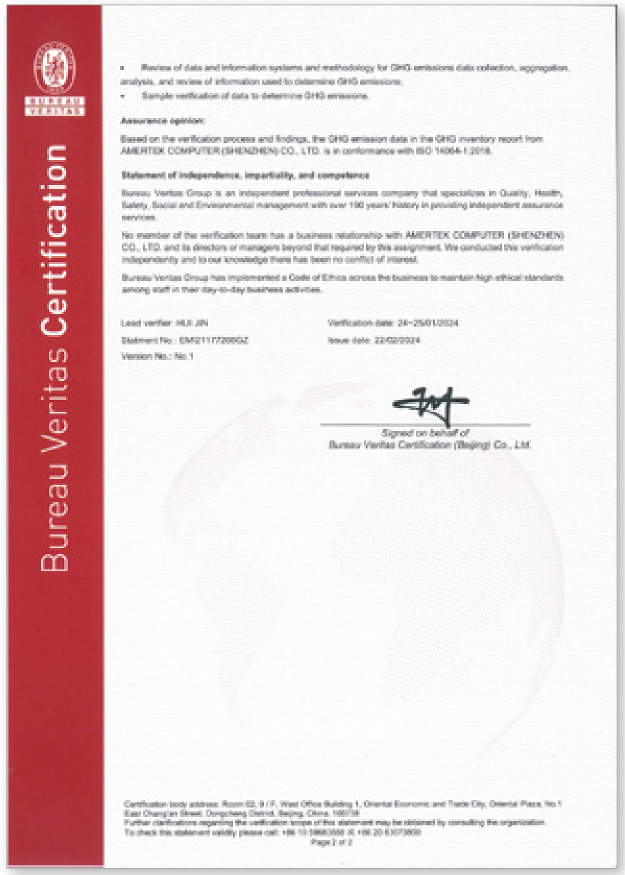

Bureau Veritas Certification

- Review of data and information systems and methodology for GHG emissions data collection, aggregation, analysis, and review of information used to determine GHG emissions;
- Sample verification of data to determine GHG emissions.

Assurance opinion:

Based on the verification process and findings, the GHG emission data in the GHG inventory report from AMERTEK COMPUTER (SHENZHEN) CO., LTD. is in conformance with ISO 14064-1:2018.

Statement of independence, impartiality, and competence

Bureau Veritas Group is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 190 years' history in providing independent assurance services.

No member of the verification team has a business relationship with AMERTEK COMPUTER (SHENZHEN) CO., LTD. and its directors or managers beyond that required by this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Bureau Veritas Group has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Lead verifier: HUI JIN
Statement No.: EM21177200GZ
Version No.: No. 1

Verification date: 24~25/01/2024
Issue date: 22/02/2024

Signed on behalf of
Bureau Veritas Certification (Beijing) Co., Ltd.

Certification body address: Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China, 100738
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