

NEXCOM



2025
NEXCOM
Sustainability Report

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About the Report

This is the fifth Sustainability Report (ESG Report) present by NEXCOM Co., Ltd.'s (hereinafter referred to as NEXCOM) to stakeholders to demonstrate its commitment and efforts in implementing international Environmental, Social, and Governance (ESG) standard for sustainable business practices. NEXCOM commits to continuous communicate with stakeholders, gathering their expectations and needs and annually publishing the Sustainability Report to address important issues of concern to stakeholders, thereby striving to implement sustainable development in ESG.

Report Boundary

The disclosed data in this report covers the period from January 1, 2025, to December 31, 2025, regarding NEXCOM Group corporate governance, environmental sustainability, and social commitments. It includes the performance of various aspects and concerns raised by stakeholders. The report boundary is set around NEXCOM Group as the main entity, including the Headquarter, Sanmin Factory and Hua-Ya Factory, but excludes subsidiary operational data. If certain content spans different years or regions of operations, it will be separately explained in the text of this report. The financial data has been audited and certified by KPMG, in accordance with International Financial Reporting Standards (IFRS), and is consistent with the company's financial disclosures. There have been no significant changes in terms of scale, structure, ownership, and supply chain for NEXCOM Group during the year 2024. If there are any information restatements for specific topics in this report, they will be noted in the respective paragraphs.

Note 1: The Subsidiaries in Taiwan include NexAIoT Co., Ltd., GREENBASE TECHNOLOGY CORP., EMBUX TECHNOLOGY CO., LTD., TMR Technologies Co., Ltd., AIOT CLOUD CORP., NexCOBOT Taiwan Co., Ltd., and DIVIOTEC INC.

Note 2: The Overseas Subsidiaries include NEXCOM Shanghai Co., Ltd, NEXCOM Surveillance Technology Corp., CHONGQING NEXGOL TECHNOLOGY CO., LTD, CHONGQING NEXRAY TECHNOLOGY Co., Ltd., Nex Computers, Inc. and NEXCOM Japan Co., Ltd.

Editorial Principles of the Report

This report has been prepared in accordance with domestic requirements of "sustainability disclosure report preparation procedures for Taiwan listed and Over-the-Counter (OTC) Companies" and international guidelines such as "the 2021 edition of the Global Reporting Initiative (GRI) Guidelines," "UN Sustainable Development Goals (SDGs)," "Task Force on Climate-related Financial Disclosures (TCFD) framework and Sustainability Accounting Standards Board (SASB)."

Report Review Methods

Contents of this report are compiled and edited by the Sustainability Report Compilation Team and reviewed by head of each department prior to the issue of the first draft report. The final report will be issued and presented to the annual Board of Directors meeting for final approval and publication.



Reports Issuance Date

- Current issue: August 2026
- Next issue: August 2027

External Assurance

External assurance of the report was performed by ARES International Certification Co., Ltd. (a third-party verification provider) following assurance procedures of the AA 1000 Accountability Principle: 2018 and Type 1 moderate level of assurance. Detail information of external assurance are provided in the independent assurance statement in Appendix.

Contact Information

To continuously improve the quality of sustainability report and promote communication with stakeholders, your comments and suggestions are sincerely welcomed. Please feel free to contact us at:

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Message from the Chairman

Since its establishment in 1992, NEXCOM has journeyed through 34 years as a pioneer in the IPC industry. We deeply recognize that the responsibility of a modern enterprise lies not only in excelling on its own, but also in contributing to the greater good of society and the world. Our sustainability vision and mission is to become a leader in industrial 4.0 and AIoT digital transformation solutions, while also striving for sustainable development in the areas of environment, society, and corporate governance.

Over the past decade, the rapid evolution of the tech industry has driven NEXCOM to continuously refine our organizational structure. Building upon our solid technical foundation and industry expertise, we have progressively mastered key technologies in 5G wireless communication, IoT under open standards, and smart manufacturing. With the recent acceleration of AI development, we have further integrated AI into various vertical applications, establishing a comprehensive software-defined edge computing service. This includes intelligent transportation, smart healthcare, AI-powered robotic controllers, AI OT security, and EdgeGPT, delivering a complete suite of innovative AIoT solutions.

With the support of AI technologies, ESG is no longer just a vision. It has become an achievable and actionable goal, NEXCOM has successfully built customized enterprise command centers (Situation Room) for numerous clients, offering services such as visualized dashboards and product carbon footprint tracking, This enables enterprises to effectively reduce carbon emissions and achieve their ESG net-zero goals.

NEXCOM Group will continue to closely monitor global ESG trends and actively participate in the development of relevant policies and standards both domestically and internationally, with the aim of leading sustainable development within the industry. We will strengthen collaboration with industry peers, academic institutions, and government agencies both domestically and internationally. By jointly explore and exchange the latest achievements and experiences in ESG, thereby driving progress across the entire industry.

Internally, NEXCOM Group will further strengthen corporate governance and the implementation of corporate social responsibility, with a continued focus on employee welfare and training, in order to enhance the company's overall ESG performance. At the same time, NEXCOM Group will actively participate in public welfare initiatives and give back to society. We take pride in contributing to the realization of the global ESG vision, and are committed to achieving corporate sustainability while enhancing social well-being.

- **Environmental Sustainability:** With the goals of energy conservation, emission reduction and green production, we continue to promote product and technological innovation. We are committed to developing environmentally friendly product lines, such as industrial-grade embedded computer platforms, 5G communication and cybersecurity application platforms, etc. Additionally, we will reduce the environmental impact of our production processes by adopting eco-friendly materials and energy-saving technologies.
- **Social Sustainability:** We value employee well-being and career growth, providing quality work environment and career development opportunities. We will strengthen employee training to help them improve their professional skills and qualities, addressing industry changes and challenges. Furthermore, we will actively participate in social welfare activities, give back to the community, and collaborate with local communities and non-governmental organizations to promote social progress.
- **Corporate Governance:** We are continuously strengthening corporate governance to ensure transparency and accountability of business operations. We will enhance internal supervision and risk management mechanisms to ensure compliant operations and stable development. Furthermore, we will strictly adhere to domestic and international laws, regulations, and industry standards to enhance the company's reputation and competitiveness.



In terms of product strategy, we are continuously expanding and deepening product lines in the areas of Industry 4.0 and AIoT, including smart manufacturing demonstration factories, open-standard robot control solutions, comprehensive Industry 4.0 smart manufacturing solutions, industrial IoT information security solutions, smart healthcare solutions, and AIoT cloud ecosystem co-creation platforms. These efforts will enable us to provide comprehensive smart manufacturing solutions to various industries and support their success in the digital transformation process. We will actively participate in international market competition, collaborate with global enterprises, and establish a broader smart manufacturing ecosystem. Meanwhile, we are adopting open standards to Taiwanese businesses to develop a thriving ecosystem through collaboration and division of labor, thereby creating value for global customers.

In terms of business expansion, NEXCOM Group's subsidiary, Green Base Technology, specializes in AI image analysis, optical technologies, and electromechanical integration, offering comprehensive vision solutions. In recent years, the company has secured numerous domestic and international projects thanks to its highly rugged and reliable product quality. The brand has continued to grow steadily and is expected to be listed on the Taipei Exchange (OTC) market by the end of this year. This milestone will provide the Group with greater access to capital resources and market support, further accelerating our business development and market expansion.

Looking ahead, NEXCOM Group will continue to adhere to the principles of innovation, collaboration, and sustainable development, providing high-quality products and solutions to our customers. Through continuous efforts, we strongly believe that we will achieve the vision of becoming an industry leader in Industry 4.0 and AIoT digital transformation solutions, creating greater value for our customers, employees, and society.

NEXCOM Chairman Clement Lin



Awards and Honors

NEXCOM Achieves Outstanding Carbon Reduction Results, Collectively Championing the 1.5° C Warming Limit

新漢股份有限公司

NEXCOM INTERNATIONAL CO., LTD.

上櫃

製造業

電腦系統

資本額14.12億

ESG網站



升溫1.6°C以下

成效卓越

1.444°C

▲ NEXCOM Awarded "Outstanding Performance" Rating for Climate Action

Actively responding to the challenges of global climate change, NEXCOM Group has established "limiting global warming to within 1.5 ° C" as its core climate action objective, driving concrete and quantifiable carbon reduction strategies accordingly. Concurrently, climate-related risks and opportunities are systematically integrated into the overall operational management and corporate governance frameworks. By continuously reinforcing energy management, enhancing operational efficiency, and promoting low-carbon transition measures, the Group is progressively constructing a science-based carbon reduction pathway to ensure that climate actions are tightly aligned with operational decisions.

Driven by the continuous deepening of the climate governance framework and action strategies, NEXCOM Group's carbon reduction efforts have yielded tangible results. In 2025, due to its active alignment with the 1.5 ° C climate target and the implementation of robust initiatives, the Group received prestigious recognition from CommonWealth Magazine and the Taoyuan City Government, showcasing substantive achievements in climate action, carbon reduction commitments, and sustainable governance. This honor not only reflects the Group's long-term determination to deeply root itself in sustainable development but also demonstrates that through the integrated execution of energy management, operational carbon reduction, and governance mechanisms, NEXCOM is steadily advancing toward a net-zero transition.



▲ Taoyuan City 1.5° C Certification



▲ NEXCOM Group Vice President Dannis Huang and Taoyuan City Mayor CHANG, SAN-CHENG at the award presentation ceremony



▲ Group photo of all award recipients

To further quantify the impact of corporate carbon reduction actions on global warming, CommonWealth Magazine and Tunghai University jointly launched the "Corporate Carbon Reduction Thermometer" (CCRT). This index evaluates and ranks a company's impact on global temperature rise based on its carbon reduction commitments and execution progress. In the latest evaluation, NEXCOM Group achieved a projected warming impact of 1.424 °C, earning the highest rating of "Outstanding Performance." The Group ranked 43rd among 405 enterprises in Taiwan and 2nd within the Computer Systems Industry, underscoring the high competitiveness and leading position of its carbon reduction strategies and execution outcomes.

Looking ahead, NEXCOM Group will continue to deepen its climate governance and carbon reduction actions, steadily advancing the net-zero transition process. We remain dedicated to creating long-term sustainable value for both the industry and society, actively moving toward the goal of net-zero emissions.

*Learn More : <https://na2.hubs.ly/H01gHgZ0>



NEXCOM Group: GreenBase's Proprietary AI Vision Technology Receives National Certification, Reinforcing a Trusted Security Supply Chain

NEXCOM Group continues to invest in in-house R&D and high-reliability technologies. Its subsidiaries Greenbase and DIVIOTEC development model combining "Robust hardware integrated with high-efficiency AI vision algorithms", actively promoting the deployment of AI vision solutions across diverse applications.

The Group's proprietary AI vision product, SeesAll, has been certified by the Administration for Industrial Development Administration, Ministry of Economic Affairs (MOEA) as a "National High-Value Security Product" and has been included in the government's "Trusted Domestic Security Product List," highlighting NEXCOM's key position and technological capability within a non-red supply chain security ecosystem.



▲ GreenBase Technology offers the world's first harbor-dedicated PTZ high-speed dome camera featuring both AI raindrop detection with micro-vibration dispersion technology and Optical Image Stabilization (OIS) technology.

Practical Applications of AI Vision Technology

- **Technological leadership:** The SeesAll harbor-specific AI PTZ high-speed dome camera is the world's first AI vision solution that integrates both AI ShakeDry rain-drop detection micro-vibration dispersion technology and OIS optical image stabilization technology. It effectively addresses the harsh environmental conditions of harbor settings, including high humidity, strong winds, and heavy vibration, demonstrating high stability and strong image recognition capabilities.
- **Successful case:** Taking the Kaohsiung Port Container Terminal No. 7 as an example, after implementing an intelligent smart harbor automation and AI vision system, the operation time was significantly reduced from the traditional 1–2 hours to approximately 8 minutes, improving overall efficiency by more than 90%. This clearly demonstrates the benefits of AI-based security solutions in enhancing operational efficiency and enabling smart transformation.

As demand for smart cities, port management, and defense applications continues to grow, AI-powered security vision products have gradually become critical infrastructure for highly intelligent environments. Through integrated hardware and software solutions, NEXCOM Group not only supports national security and border management needs but also facilitates industrial automation and digital transformation.

Driven by this trend, GreenBase has maintained steady growth in recent years. With the continued increase in demand for AI edge computing, the company expects its revenue to grow by 36% year-over-year in 2025, demonstrating strong growth momentum.

Looking ahead, NEXCOM Group will continue to enhance the performance of its AI vision products and strengthen application integration capabilities. The Group will also actively pursue project opportunities in port management, defense, and smart city sectors across the North American market, while introducing more comprehensive and diversified Edge AI solutions to further increase the value of intelligent vision applications.

As part of its strategic development priorities, the Group will continue to monitor opportunities related to government procurement projects under the "Trusted Domestic Security Product List," the deployment progress of AI edge computing and security products in domestic and international markets, and the growth potential of non-red supply chain security ecosystems amid evolving U.S.-China trade dynamics. These factors will serve as important drivers for the expansion of its defense and security business.

In addition, GreenBase General Manager Yang Hsing-Yao stated, "This recognition from the Ministry of Economic Affairs affirms GreenBase's long-term commitment to developing highly rugged and trusted AI vision technologies. Moving forward, we will continue to enhance product performance, actively expand our presence in the North American market, and introduce more diversified Edge AI solutions to meet customers' demand for high-value intelligent vision applications."

*Learn More: <https://www.nexcom.com.tw/Products/intelligent-digital-security/network-camera/ptz-camera/nds295pro>

NEXCOM Achieves ISO 14067 Product Carbon Footprint Certification, Reinforcing Brand Credibility and Sustainability Value



In accordance with the ISO 14067:2018 international standard for product carbon footprint quantification, NEXCOM Group has established a consistent and comparable mechanism for measuring product carbon emissions. The Group systematically assesses greenhouse gas emissions generated throughout each stage of a product's life cycle.

Through standardized methodologies and management processes, NEXCOM ensures that carbon emissions data are highly traceable, transparent, and verifiable, demonstrating the Company's strong commitment to international sustainability standards and practices.

The products covered by this carbon footprint assessment were the firewall products continuously manufactured by NEXCOM Corporation, including the XGS118w, XGS118, XGS128w, and XGS128 models. The assessment boundary encompassed key life cycle stages, including raw material acquisition, manufacturing operations, and on-site waste treatment. This comprehensive assessment provides a complete picture of the products' carbon emission profile and serves as an important basis for future low-carbon product design, process optimization, and supply chain carbon reduction management.

To ensure that the assessment results complied with international standards and third-party verification requirements, NEXCOM engaged ARES International Certification Co., Ltd. to conduct an external verification of the product carbon footprint. In accordance with ISO 14067:2018 requirements, the verification comprehensively reviewed the assessment methodology, data sources, and calculation results to confirm their reasonableness and consistency. NEXCOM successfully obtained product carbon footprint certification, further enhancing the credibility of its carbon-related information and the reliability of its external disclosures.

Through this product carbon footprint certification, NEXCOM Group has not only strengthened its product carbon management system and implementation capabilities, but also reinforced the foundation for sustainable collaboration with international customers and supply chain partners. Going forward, the Group will continue to respond to global low-carbon transition trends through concrete and verifiable carbon reduction actions, while promoting sustainable product design and value chain decarbonization to create long-term sustainable value.

Exhibition Event

Embedded Electronics and Industrial Computer Applications Exhibition (Embedded World) (March 11–13, 2025)

NEXCOM Group participated in Embedded World Germany 2025, the annual flagship event for embedded computing, held from March 11 to March 13, 2025. Focusing on the development trend of software-defined edge computing, the Group showcased a range of integrated AI and edge computing applications, demonstrating its technological innovation capabilities as well as its contributions to digital transformation and sustainable development across industries.

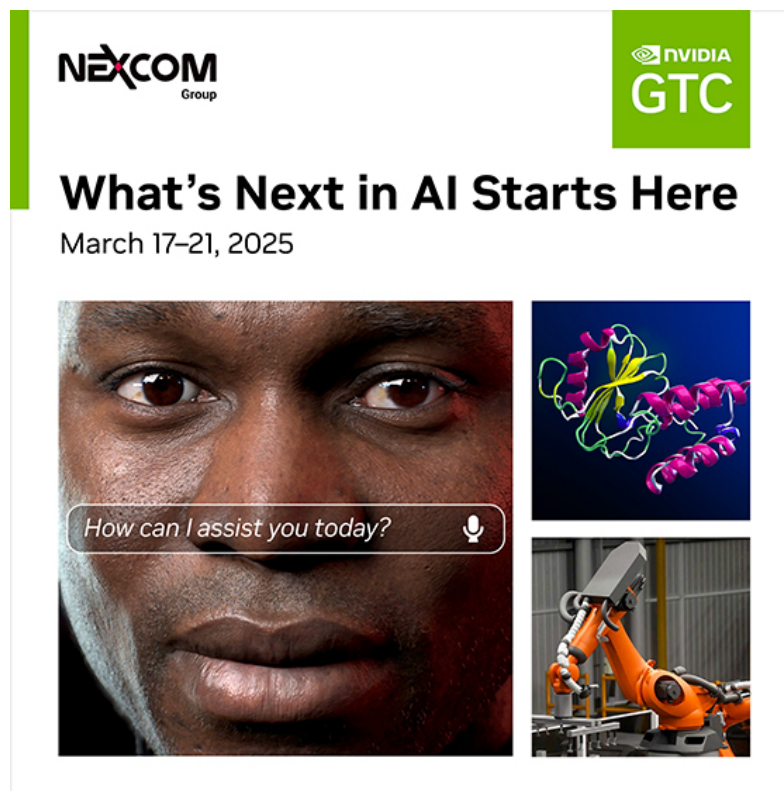


At the exhibition, NEXCOM presented five major AI application solutions:

- **AI-powered Robot Safety:** NexCOBOT simplifies robot development by integrating Functional Safety with advanced Robot Edge AI, enabling real-time dynamic safety zone calculations, human/object detection and tracking, safety-related reactions, and automatic restart, all while prioritizing safety in complex and dynamic human-robot collaboration environments.
- **EdgeGPT SaaS: LLM & RAG Customization on Premises Cloud:** NEXCOM's AI-X edge AI solution prioritizes data security by processing information locally, minimizing cloud-based risks and enabling industries like technology, healthcare, finance, legal, academic and manufacturing to leverage AI for tasks like real-time analysis and customized model development while maintaining compliance and control over sensitive data.
- **Manufacturing X AI Agent:** Manufacturing X AI Agent leverages advanced LLM technology to comprehensively acquire and analyze data. Decision-makers can easily grasp key insights, ensuring that every strategic decision is grounded in a robust data foundation. This empowers your organization to maintain a competitive edge in the dynamic market.
- **AI-driven cyberattack protection solution for OT Security:** AI algorithms analyze network traffic, device behavior, and process execution to identify deviations from normal operating patterns, enabling the identification of previously unseen threats such as zero-day attacks and insider threats that traditional security systems may overlook.
- **Human Pose Estimation for Traffic Management:** By analyzing video footage, Human Pose Estimation (HPE) algorithms identify and connect key points on the human body to estimate the person's overall pose, enabling understanding of their posture, movement, and activities like walking, running, or cycling. This information is then used to understand human behavior in traffic environments for improved safety and efficiency.

*Learn More: <https://hubs.la/Q036kTMw0https://event.NEXCOM.com/embedded-world-nuremberg-2025>

NEXCOM Showcases Its Latest AI Robot Controller and Intelligent In-Vehicle Solutions at NVIDIA GTC 2025 (March 17–21, 2025)



NEXCOM Group participated in NVIDIA GTC, a leading global annual AI conference, held from March 17 to March 21, 2025. The Group showcased its latest technological achievements in AI edge computing and intelligent automation, and continued to advance AI applications in key sectors such as smart manufacturing and smart transportation, driving digital transformation and improving operational efficiency across industries.

The key highlights of the exhibition included:

Dual EtherCAT Master AI Robot Controller:

NEXCOM's latest Dual-EtherCAT control architecture effectively addresses the critical challenges of stability, poor performance, and operational latency often encountered in single-EtherCAT control architectures. Specially engineered for high-end automation applications, this controller features ultra-low latency synchronization and supports multiple EtherCAT slave modules. This enables highly coordinated multi-axis motion control, making it ideal for various robotic configurations, including humanoid robots, quadruped robots, and robotic arms. Powered by the NVIDIA® JetPack™ SDK, the solution leverages advanced AI computing capabilities to enhance robotic vision recognition and operational efficiency, empowering robots to dynamically adapt their decision-making based on environmental conditions. This cutting-edge solution is perfectly suited for smart factories, assembly lines, and robotic material handling across industrial automation, manufacturing, and logistics sectors.

ATC Series: Intelligent In-Vehicle Computers

Powered by the NVIDIA® Jetson™ platform, [the ATC series](#) delivers real-time AI inference capabilities tailored for public transportation, passenger in-vehicle systems, and railway applications. Engineered for extreme durability, these ruggedized ATC computers feature IP67-rated protection and a wide operating temperature range. This allows them to operate reliably and continuously for extended periods in harsh environments—spanning from -40° C to 70° C—while effortlessly handling the unpredictable conditions encountered on the road.

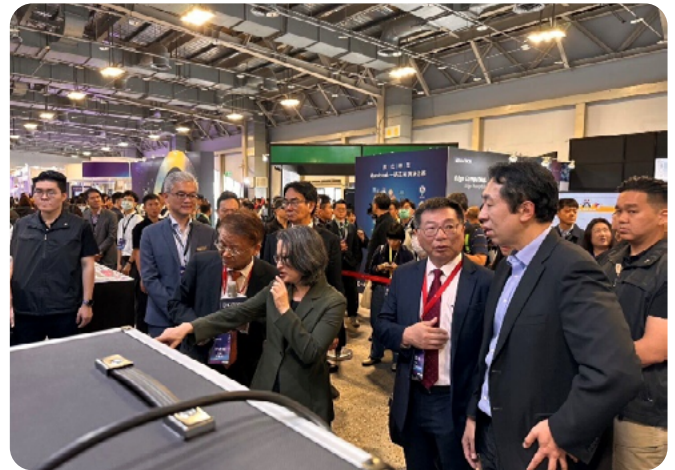
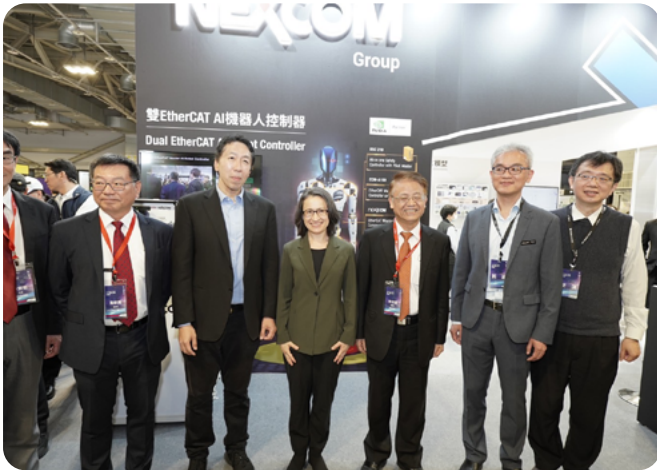
VTK-SCAP Backup Battery Unit (BBU)

Specifically designed for vehicle and railway computers, the [VTK-SCAP](#) is an advanced supercapacitor-based Backup Battery Unit (BBU). It features a sophisticated power management system that ensures uninterrupted power stability. Delivering superior charge and discharge efficiency, the [VTK-SCAP](#) maintains a maximum output power of 200W. Through its scalable expansion mode (combining 1 x VTK-SCAP-M with up to 3 x VTK-SCAP-S), the system can sustain a 60W operational load for up to 6 minutes.



AI EXPO TAIWAN 2025: Spearheading the Latest Wave of the AI Industry (March 26–28, 2025)

NEXCOM Group participated in AI EXPO Taiwan 2025, hosted by DIGITIMES, from March 26 to March 28, 2025. At the event, NEXCOM unveiled five major exhibition zones featuring its latest technologies: Dual-EtherCAT AI Robot Controllers, AI Agent Smart Factories, Corporate War Room AI Assistants, EdgeGPT SaaS (an on-premises customized LLM and RAG solution), and an advanced series of Edge Computing Hardware Platforms.



▲ AI expert Mr. Andrew Ng, Vice President Hsiao Bi-khim, Deputy Minister of Economic Affairs Lin Yi-jing, and President of DIGITIMES Colley Hwang posed for a group photo with NEXCOM Group Chairman Lin Mao-chang.

The exhibition highlights the following five core themes of AI application:

- **Dual-EtherCAT AI Robot Controllers:** Powered by the NVIDIA Jetson AGX Orin module, this controller features microsecond-level real-time control capability and a multi-CPU isolation design. It is ideally suited for high-precision applications, such as humanoid and quadrupedal robots, significantly enhancing automation and motion control efficiency.
- **AI Agent Smart Factories—Turning Green Machine Tool Machining Center Data into Gold:** Utilizing self-developed hardware platforms and Large Language Model (LLM) technology, this solution integrates machine tool manufacturing data to build a visualized management system. It assists enterprises in driving smart manufacturing and green transition, thereby improving production efficiency and resource utilization.
- **Corporate War Room AI Assistants:** Leveraging advanced LLM technology to retrieve and analyze factory data, this assistant enables decision-makers to effortlessly grasp critical insights. By ensuring every decision is backed by validated data, it empowers organizations to maintain a continuous competitive edge in the market.
- **EdgeGPT SaaS: On-Premises Customized LLM and RAG:** Prioritizing data security above all, EdgeGPT utilizes on-premises deployment to process data locally, minimizing the risks associated with exposing sensitive information to the cloud. This enables highly regulated sectors—such as technology, healthcare, finance, legal, academia, and manufacturing—to leverage AI for real-time analytics and customized model development while ensuring compliance and strict data sovereignty.
- **Hardware Platforms for Edge Computing:** AIGE100 is powered by advanced technologies including the NVIDIA® Jetson AGX Orin™ module, Real-Time Operating Systems (RTOS), and the NVIDIA® JetPack™ SDK. Delivering up to 275 TOPS of AI performance, the AIGE100 easily handles complex AI models such as object recognition. It is perfectly suited for factory robotic arms, providing precision motion control that enables not only complex operations, but also real-time action adjustments based on AI vision processing—achieving highly flexible automated production.

WAVE 2025 (World AI Vision Exhibition): Asia's Premier AI Exhibition (July 31–August 02, 2025)



NexAloT Co., Ltd. (NEXCOM Industry AIoT), a subsidiary of the NEXCOM Group, will collaborate with startups incubated by the NEXCOM AIoT Accelerator to jointly present industry-leading innovations in AIoT.

As a premier provider of AIoT solutions in smart manufacturing and robotic controllers, NexAloT will showcase its latest series of AI PCs powered by the NVIDIA platform, alongside the nDAS 6000—a palm-sized smart IoT innovation device designed as an industrial metaverse solution. Additionally, three startup partners incubated by the accelerator—AI Value, Memorence, and Morale AI—will each demonstrate their proprietary AI software suites. These solutions are designed to assist corporate executives and traditional manufacturers in optimizing operations, establishing sustainable management frameworks, and accelerating digital transformation.

Exhibition Highlights:

- NVIDIA-Based AI PC Series (Coeus 3821T / Coeus 3721T):** Powered by NVIDIA Jetson Orin™ and NVIDIA Jetson Orin™ Nano, this series of AI PCs delivers computing power ranging from 40 to 100 TOPS, designed to address a diverse range of edge computing use cases.
- All-in-One Smart IoT Gateway (nDAS 6000 Series):** An all-in-one gateway integrating I/O, gateway capabilities, logical process control, and war room dashboards. It seamlessly aggregates and connects various data streams to assist enterprises in energy management.
- EEtherCAT Robot Control Systems (ESC 210 / ECM-M400):** The ESC 210 is an embedded controller purposefully designed for safety, with both hardware and software strictly adhering to the most stringent safety standards. The ECM-M400 is an advanced controller integrated with the Jetson AGX Orin™ AI hardware platform. Together, they provide a comprehensive solution for precision machine automation, ranging from safety protection to intelligent control.



NEXCOM AIoT Accelerator—Incubated Startup Showcases:

- AI Value:** Its Smart API solution assists enterprises in seamlessly connecting local AI workstations and automatically generating APIs, empowering businesses to upgrade into intelligent enterprises.
- Memorence:** Featuring Memorence Suite (a no-code AI visual inspection software) and Memoragents (an intelligent knowledge assistant system), this showcase delivers AI-driven digital data and knowledge management to enhance real-time decision-making efficiency on the shop floor.
- Morale AI:** An LLM Application and Data Governance Platform designed to help the manufacturing industry build real-time visualization platforms. It reduces the complexity of data integration, improves manufacturing quality and management efficiency, and assists enterprises in establishing green, sustainable management practices.



- ▲ nDAS continuously monitors the hardware status of all equipment and controllers on the SMT production line, collecting key parameters such as current, frequency, and vibration.



- ▲ The SC 210 is an embedded safety controller designed to meet stringent hardware and software safety compliance standards. It features 12 dual-channel digital inputs and 8 dual-channel digital outputs, enabling reliable interaction with external safety devices. For connectivity, the SC 210 provides four configurable Ethernet ports (supporting either standard Ethernet or an EtherCAT slave interface) and two serial communication ports.



- ▲ AI PC Series: Coeus 3821T
 The Coeus 3821T is a fanless embedded industrial computer powered by the NVIDIA® Jetson Orin™ NX module. Designed to run large and complex AI models, it delivers exceptional performance for demanding AI applications, including natural language understanding, 3D perception, and multi-sensor fusion.

AIoT Rock & Roll: Taipei International Industrial Automation Exhibition (August 20–23, 2025)



In the face of the rapid development of AI technology, artificial intelligence applications are advancing from generative AI toward the realm of autonomous, decision-making AI assistants. We firmly believe this trend will drive transformative changes in the real world, particularly across robotics, autonomous vehicles, and smart factories.

Leveraging over a decade of deep-rooted expertise in robotics-related technologies, NEXCOM Group is participating in the Taiwan Automation Intelligence and Robot Show (TAROS). With the "AI-Empowered Flagship Centerpiece" as its core focus, the Group unveils a strategic vision structured around seven primary themes of empowerment:

- **AI + Humanoid Robot Controllers:** Demonstrating NEXCOM's leadership in the development of safe and secure humanoid robots.
- **AI + Real-Time Motion Control Solutions:** Addressing the critical demands for real-time responsiveness and high-precision control on the industrial manufacturing shop floor.
- **AI + Corporate War Room 2.0 Solutions:** Introducing AI assistants such as ChatGPT to lead corporate management into the AI 2.0 era of data-driven decision making.
- **AI + Smart Medication Dispensing Cabinet Solutions:** Collaborating with China Medical University to provide an AI-driven, highly accurate solution for automated prescription dispensing.
- **AI + Industrial IoT Monitoring Solutions:** Utilizing advanced software to deeply integrate automation control with AI models, enabling intelligent and autonomous judgment.
- **AI + Mobile Robot Augmented Reality (AR) Solutions:** Employing V-SLAM software—which is more cost-effective and efficient than laser-based solutions—for map recognition, empowering mobile robots with robust AI navigation capabilities.
- **AI + Digital Twin Co-Creation Solutions:** A collaborative solution co-developed with a South Korean client that allows users to perform robot stress control simulations on a digital twin platform without the need for programming (no-code approach).

Addressing Challenges: Safeguarding the "Taiwan-Based Order Intake, Multi-Site Production" Model with AI Value-Add

In the face of numerous ongoing challenges—including geopolitical tensions, tariff wars, the sharp appreciation of the New Taiwan Dollar (NTD), supply chain restructuring, and persistent shortages of labor and materials—Joe Lin, General Manager of NexAloT, emphasizes that resolving these issues and creating customer value is not a short-term endeavor but requires a long-term strategic layout.

NEXCOM's core strategy strictly adheres to the model of "Taiwan-based order intake with multi-site global manufacturing and shipping." At this year's Automation Exhibition, NEXCOM will present a comprehensive roadmap outlining the transformation from Industry 4.0 to AIoT. By leveraging AI value-adds empowered by NEXCOM to enhance the competitiveness of its existing product lines, the Group aims to confidently navigate and adapt to the volatile global trade landscape.



Healthcare+ Expo Taiwan 2025 (August 20–23, 2025)

Healthcare+
EXPO · TAIWAN 台灣醫療科技展

Smart Medical Automated Dispensing Cabinet Solution

4th ▶▶ 7th
2025 December

Booth No : M1036
4F, Nangang International
Exhibition Center, Hall 1



NEXCOM
Industry AIoT



NexCOBOT, a subsidiary of the NEXCOM Group, places the Internet of Things (IoT) and Artificial Intelligence of Things (AIoT) at the core of its strategic development. The company delivers a comprehensive portfolio of advanced solutions spanning industrial computing platforms, 5G communications, smart healthcare, telematics, edge computing, smart manufacturing, and cybersecurity. Through the continuous cultivation of an AIoT cloud ecosystem, NexCOBOT actively catalyzes digital transformation across global industries. Backed by three decades of deep-rooted expertise, the company has established a resilient technological foundation and a proven track record of impactful implementations across diverse application domains.

In the field of smart healthcare, NexCOBOT is set to debut its next-generation Intelligent Medication Dispensing Guidance System at the Healthcare+ Expo Taiwan. This innovative system seamlessly integrates medical device data with Electronic Medical Records (EMR), achieving robust convergence and real-time sharing of IT and OT data, which significantly enhances clinical workflow efficiency and information transparency. By leveraging AI-assisted data interpretation, the system effectively mitigates the operational burdens on healthcare professionals and minimizes paper consumption, thereby elevating overall healthcare quality and operational agility.

Furthermore, the system features an intuitive user interface designed to ensure rapid onboarding, even for non-technical personnel. This accessibility enhances the accuracy and efficiency of pharmaceutical operations, ultimately fortifying medication safety and the quality of patient care.

Through its advanced smart healthcare solutions, the NEXCOM Group not only safeguards public health but also empowers medical institutions to optimize workflows and resource allocation—fully realizing its commitment to advancing social well-being and sustainable development through technological innovation.



Exhibition Highlights: E-Paper Label Intelligent Medication Dispensing Guidance System

- Seamless Integration with Existing Infrastructure:** The system can be deployed directly onto existing medication cabinets without requiring physical modifications, maximizing asset utilization.
- Visual Guidance for Enhanced Precision:** Combining e-paper labels with integrated LED light strips, the design leverages visual guidance principles to assist pharmacists in precise and accurate medication retrieval.
- High-Speed Push Notifications:** NexCOBOT's proprietary technology enables rapid data transmission and real-time updates on the e-paper labels.
- Next-Generation Communications Penetration:** Equipped with advanced communication technology, the system ensures robust signal reception and connectivity, even within steel and plastic reinforced medical cabinet drawers.
- Rechargeable Design for Cost and Operational Resilience:** Powered by rechargeable batteries, the system eliminates the need for hospitals to allocate annual budgets for consumable battery replacements. This design also enhances operational flexibility, allowing labels to be redeployed dynamically across different pharmacies or hospital buildings based on current demand.
- Tailored Layouts and Dynamic Inventory Tracking:** The e-paper display layout is fully customizable to meet the specific requirements of each hospital's pharmacy department, including clear indicators for high-alert medications. Upon scanning a prescription barcode, the label immediately displays the required dosage, and the system dynamically updates stock levels post-retrieval to ensure real-time inventory oversight.
- Scalable Architecture across Healthcare Operations:** The system's architecture can be seamlessly extended to central and decentralized pharmaceutical warehouse management systems, mobile medication carts, and inpatient ward medical record displays.
- Enhanced Warehouse Efficiency via PDA Integration:** The smart dispensing system supports PDA integration within pharmaceutical storage facilities, streamlining backend operations.
- Centralized Dashboard for Status Monitoring:** An intuitive dashboard provides comprehensive visibility, tracking the location of medications while continuously monitoring the real-time operational status and battery levels of all e-paper labels.
- Industrial-Grade Durability for Cold Chain Logistics:** Waterproof e-paper labels are engineered to operate reliably in low-temperature medical refrigerators and cold storage units.
- Eco-Friendly and Low-Carbon Footprint (ESG Alignment):** Characterized by high energy efficiency and ultra-low power consumption, the system significantly reduces carbon emissions, directly supporting healthcare institutions in achieving their environmental sustainability and ESG objectives.



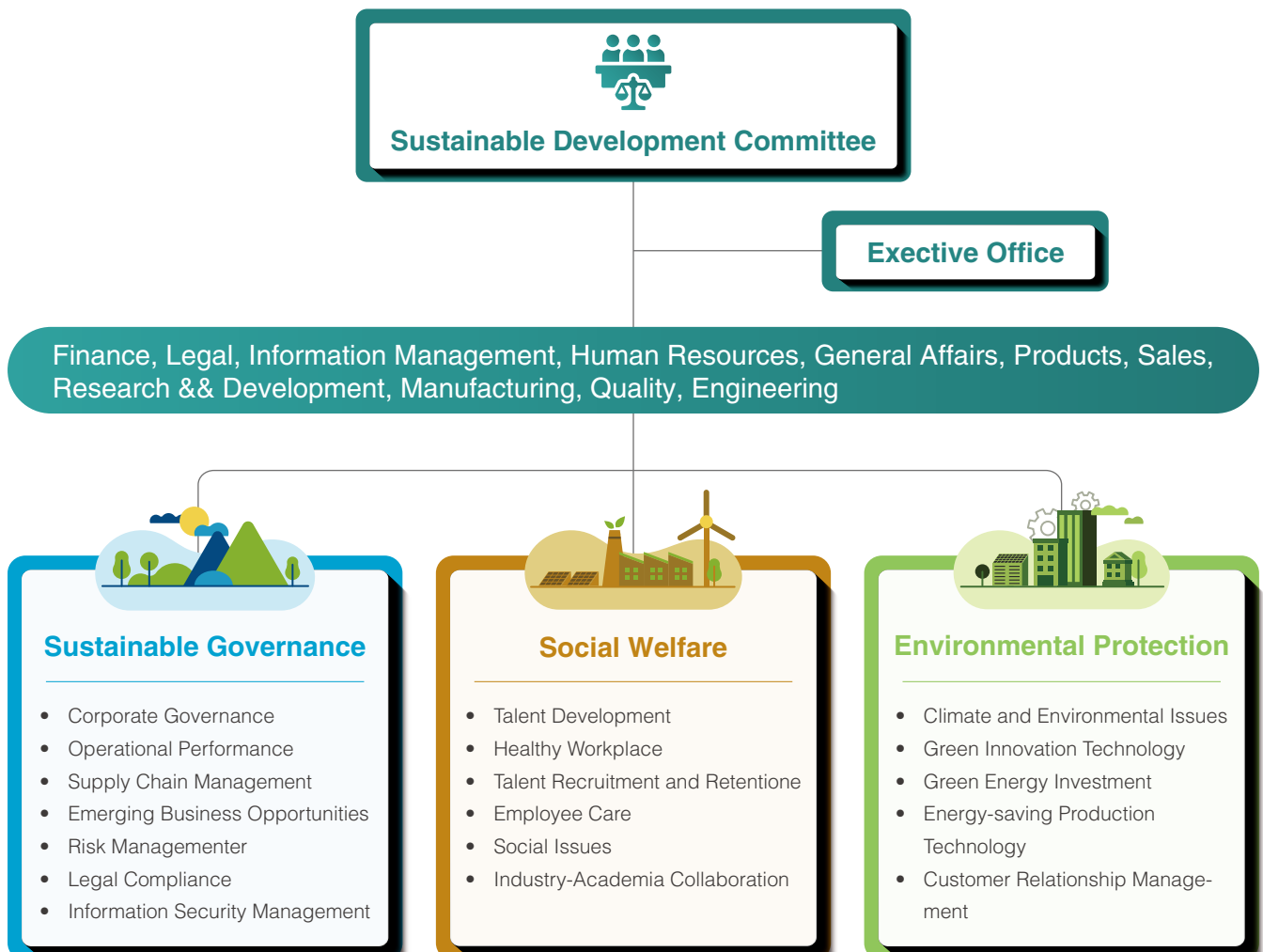
Sustainable Development Road Map

Sustainable Development Committee

To strengthen the management of corporate social responsibility, NEXCOM passed the "Corporate Social Responsibility Best Practice Principles" and, on August 3, 2022, established the "Sustainable Development Committee" by a resolution of the Board of Directors. The chairman serves as the convener, with two independent directors as members, making it the highest-level decision-making center for sustainable development within the company. The Sustainable Development Committee will formulate the vision, mission, and medium- to long-term plans for ESG policies and assist the board of directors in continuously promoting corporate social responsibility and improving corporate governance to achieve the goal of sustainable development.

Under the Sustainable Development Committee, a Sustainable Development Executive Office is established, headed by a responsible person to oversee related tasks and integrate the annual plans and implementation status of various working groups. During quarterly meetings, the "Sustainable Development Committee" identifies sustainable issues relevant to the company's operations and stakeholders' concerns, formulates corresponding strategies and work guidelines, allocates related budgets, and plans and executes annual programs. Additionally, the committee regularly tracks the effectiveness of implementations to ensure that sustainable development strategies are fully integrated into the company's daily operations. The Executive Office reports the execution results and future work plans of sustainable development to the board of directors annually and receives guidance from the board.

► Organization Structure of Sustainable Development Committee



Sustainable Development Goals (SDGs)

NEXCOM firmly believes that the United Nations Sustainable Development Goals (SDGs) and the company's sustainability goals are mutually reinforcing and closely interconnected. As a socially responsible enterprise, we place great emphasis on the SDGs and regard them as important principles guiding our sustainable development in environmental, social, and economic aspects.

NEXCOM is committed to fully integrating the SDGs into our operations to ensure that our products and services contribute to global sustainable development. We actively participate in global actions to address climate change, protect the ecological environment, achieve the rational use of resources, and reduce waste. We also take measures to reduce emissions and improve energy efficiency.

SDGs	Goal Details	NEXCOM's Responses
	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.	1. All employees are treated equally when applying for and arranging training, with no discrimination based on gender, race, or age. 2. Actively promote industry-academia collaboration with colleges and universities, and provide scholarships to encourage students.
	5.1 End all forms of discrimination against all women and girls everywhere. 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual and other types of exploitation.	1. Gender shall not considered a factor in hiring, salary, performance evaluations, or promotions. 2. Establish a maternal health protection plan. 3. Establish measures for the prevention, appealing, and disciplinary actions of sexual harassment.
	6 Ensure availability and sustainable management of water and sanitation for all.	1. The company regularly cleans and disinfects water dispensers and replaces filter materials at regular intervals to ensure that employees can drink water safely during work hours. 2. Actively promote garbage sorting and increase resource recycling and reuse. 3. Install water-saving and sensor-activated faucets to reduce unnecessary water consumption. 4. Incorporate water resources and sanitation management into ESG policies, and implement water conservation actions and sanitation risk control through institutionalization.
	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor.	1. Salary accounting is according to the company regulations, ensuring equal pay for equal work for employees with the same position and seniority. 2. The company prohibits the use of child labor and has measures to avoid employing child labor, also requiring suppliers to comply with the child labor prohibition policy.
	9.5 Encourage innovation and substantially increase the number of research and development workers.	1. NEXCOM encourages employees to innovate and develop projects into business models. 2. Increase R&D funding annually. 3. Apply for patents and develop independent intellectual property rights.
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, and practices and promoting appropriate legislation, policies and actions.	1. Adhere to the principles of openness and fairness and do not discriminate based on individual race, gender, religion or other factors. 2. Ensure equal pay for equal work.
	16.5 Substantially reduce corruption and bribery in all their forms.	1. Establish related regulations such as the "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," and "Corporate Social Responsibility Best Practice Principles" to implement integrity business. 2. Incorporate the "Corporate Social Responsibility Best Practice Principles" into the training materials for new employee orientation and quarterly company culture training.

Stakeholder Engagement

Stakeholder Communication Channels and Issues of Concern

To clearly identify NEXCOM's stakeholders, representatives from various departments proposed groups that interact with, influence, depend on, or are responsible to NEXCOM. This process also involved referring to industry benchmark practices to ensure comprehensiveness. Based on the five criteria of the AA1000 Stakeholder Engagement Standard (AA1000 SES) issued by AccountAbility-dependency, responsibility, influence, diverse perspectives, and tension-discussions and selections were conducted to ultimately identify four major stakeholders: shareholders/investors/Government agencies, company executives/employees, customers, suppliers/contractors.

► Stakeholder Survey

Stakeholder	Significance to NEXCOM	Issues of Concern	Communication Channels	Communication Frequency
Shareholders/ Investors/ Government agencies	Shareholders, as owners of the company, are entitled to full rights to be informed, participate in, and decide on significant corporate matters. To protect shareholder interests, NEXCOM adheres to the principles of ethical operation, strictly complies with financial, operational, and sustainability-related regulations, and actively follows regulatory requirements to ensure sound corporate governance, transparent and timely information disclosure, effectively addressing risk management expectations from both shareholders and the government. Furthermore, NEXCOM proactively participates in various sustainability policies and industrial upgrade initiatives, actively supporting government-led goals such as green transformation, smart manufacturing, and energy conservation/carbon reduction, thereby creating positive impacts on society and the environment.	- Business Performance - Risk Control and Regulatory Compliance - Sustainable development strategy and goal implementation - Respond to government policies (such as energy conservation and carbon reduction, smart manufacturing, and green transformation) - Shareholder Rights Protection and Communication Mechanism	- Shareholders' meeting - Institutional investors' conference - Annual report - Investor mailbox - Public Information Observatory and Company Official Website Announcement - Cooperate with the reporting and inspection mechanism of the competent authorities	- Annually - Annually - Annually - Aperiodically
Company Executives/ Employees	Company executives are critical entities at the economic, organizational, and social levels. Their unified goal is to achieve the company's mission and values through effective management and leadership, thereby creating lasting value and promoting comprehensive company development. Employees are an indispensable asset for the company's operations. The company provides compensation and benefits that are superior to market competitiveness to ensure talent retention. At the same time, the company is committed to creating a workplace environment that allows employees to be physically and mentally healthy and to develop in a diverse manner.	- Operating Performance - Corporate Governance - Ethics and Integrity - Risk Management - Market Presence - Occupational Health and Safety	- Board meeting - Operations and management meeting	- Quarterly - Monthly
Customers	Customers are the main source of the company's profits. Ensuring the quality of the company's products and maintaining good interactions with customers is essential.	- Business Performance - Product Quality - Product and Service Innovation	- Customer satisfaction survey - Customer meeting	- Annually - Aperiodically
Suppliers/ Contractors	Suppliers / Contractors are the company's long-term partners. Their performance directly affects the company's operating results. Therefore, establishing a rigorous supplier management system can not only reduce operating risks and costs, but also grow together with suppliers and move towards a sustainable supply chain.	- Supplier Management - Green Purchasing	- Supplier meeting - Procurement negotiation - Supplier evaluation	- Annually - Aperiodically - Annually

Material Topics Management

NEXCOM places great importance on communication with stakeholders. We follow GRI guidelines and stakeholder issue standards to establish a materiality analysis process. This process involves collecting, reviewing, prioritizing, and identifying material topics of high concern and high impact, aligning them with specific topics in the GRI guidelines. This ensures that our sustainability reports adhere to the principles of stakeholder inclusiveness, materiality, and completeness, serving as a critical foundation for our ongoing improvement in sustainable management and performance.

Identification Process

NEXCOM identified 25 sustainability issues and distributed an online questionnaire to key stakeholders, collecting a total of 379 valid responses. The responses included 10 from shareholders/investors/Government agencies, 22 from customers, 289 from employees, 58 from suppliers, and 17 from contractors. Additionally, an online questionnaire was distributed to 16 company executives to rate the impact of each sustainability issue on NEXCOM. The scores from both stakeholders and executives were compiled to create a materiality matrix. After discussion, the top six sustainability issues from the environmental, social, and economic dimensions were identified as the material topics for the year: Economic performance, Customer Relationships, Energy Management, Greenhouse Gas (GHG) Management, Compensation and Benefits, Occupational health and safety.

Identification Step

Description

01 Stakeholder Identification

To guarantee a rigorous and objective identification process, NEXCOM identified its key stakeholder groups in strict accordance with the AA1000 Stakeholder Engagement Standard (AA1000 SES, 2015). The evaluation framework systematically examined five core dimensions: Dependency, Responsibility, Tension, Influence, and Diverse Perspectives, utilizing a 5-point Likert scale as the scoring metric. Through this robust quantitative methodology, four primary stakeholder categories were successfully identified: Shareholders/ Investors/ Government Authorities, company executives/employees, customers, suppliers/contractors.

02 Sustainability Topic Identification

Based on the GRI Standards, the United Nations Sustainable Development Goals (SDGs), as well as internal and external issues related to company operations, industry-specific issues, and international sustainable development issues, 25 concrete "sustainability issues" have been identified through internal discussions, covering environmental, social, and economic aspects.

03 Assessing Stakeholder Level of Concern

Based on the 379 valid questionnaires retrieved in 2025, an analysis was conducted to assess the level of concern that key stakeholders—as defined in Step 1—place on various sustainability topics. Concurrently, to evaluate the specific impacts of these sustainability topics on the corporation, the Sustainability Working Group distributed the "Stakeholder Material Topics Survey (Executive Version)." Senior executives analyzed the actual and potential impacts of each topic on corporate business activities across environmental, economic, and social dimensions. A total of 17 valid questionnaires were successfully retrieved from this executive assessment.

04 Major Impact Analysis of Sustainability Issues

The Sustainability Working Group aggregated the analysis results from Step 3, incorporating comprehensive insights from regulatory requirements, management systems, internal audits, grievance mechanisms, and media reports. Each topic was evaluated on a 1–5 scoring scale across two critical dimensions: "Severity of Impact" and "Stakeholder Level of Concern." This multi-layered approach facilitated a comprehensive assessment to determine the significance of the impacts of these material topics across economic, environmental, and human (including human rights) dimensions.

05 Confirmation of Material Topics

Finally, the significant issues were ranked based on their impact scores, with final confirmation from the sustainability report team members and senior management, identifying 6 material topics for 2025. These six topics are considered material topics for communication with stakeholders in this report. The report discloses specific actions such as management policies and annual results for each topic to address the needs and expectations of stakeholders.

Ranking of Impact and Influence of Material Topics

- 01 Economic Performance
- 02 Customer Relationship Management
- 03 Energy Management
- 04 Greenhouse Gas Management
- 05 Compensation and Benefits
- 06 Occupational Health and Safety

► Material Topics Matrix



► Correspondence with 2025 Material Topics

Material Topic	Significance to NEXCOM	Value Chain Impact Boundaries			Corresponding GRI Standards
		● Direct Impact ◎ Indirect Impact			
		Upstream	NEXCOM	Downstream	
Economic Performance	Operational performance is the foundation of business operations, and long-term stable performance can create the greatest benefits for all stakeholders.	◎	●	◎	GRI 2 General Disclosures GRI 201 Economic Performance
Customer Relationship Management	Building long-term customer trust and satisfaction serves as a pivotal driver of corporate growth. By consistently delivering high-quality products, providing comprehensive after-sales services, and rigorously safeguarding customer privacy, the company strengthens its market competitiveness while effectively mitigating operational risks.	◎	●	◎	GRI 2 General Disclosures GRI 418 Customer Privacy
Energy Management	By enhancing energy efficiency and integrating renewable energy sources, the company not only reduces operational costs but also mitigates environmental impacts. This approach underscores our steadfast commitment to sustainable energy transition and environmental stewardship.	◎	●	◎	GRI 2 Energy
Greenhouse Gas Management	By actively responding to climate-related risks and implementing effective resource allocation, the company enhances its competitive advantage and long-term market resilience.	◎	●	◎	GRI 305 Emissions in 2016
Compensation and Benefits	Reasonable salary and benefits can attract and retain talents. Boost employee morale and productivity to enhance overall corporate competitiveness.	◎	●	◎	GRI 405 Employee Diversity and Equal Opportunity
Occupational health and safety	Occupational health and safety are the cornerstone of a company's continued operations. A healthy enterprise, workplace, human capital, and the protection of employees' health rights are key to the sustainable development of the enterprise.	◎	●	◎	GRI 403 Occupational Health and Safety



► Material Topics Management Policy

Material Topics	Policies/ Commitments	Core Targets	Performance Results
Economic Performance	Steady management to create a win-win-win situation for the company, employees, and shareholders	Revenue and Profit Meet Annual Budget Expectations	Despite the impacts of reciprocal tariffs and memory component shortages in 2025, full-year revenue still achieved year-over-year growth compared to the previous year.
Customer Relationship Management	Adhering to the core philosophy of "Quality First, Customer Foremost," we are dedicated to delivering innovative solutions while safeguarding customer information privacy, thereby fostering long-term, trusted partnerships.	To continuously enhance customer satisfaction while achieving a target of zero material customer complaints and zero customer privacy data leaks.	In 2025, customer satisfaction maintained a high standard with a score of 88.4, and there were no complaints regarding breaches of customer privacy or losses of customer data.
Energy Management	Driven by a commitment to environmental stewardship, the company continually enhances energy efficiency to minimize its resource footprint across all corporate operations.	Annual Target: Achieve a $\geq 1\%$ annual reduction in energy intensity, paired with a progressive transition to green energy.	In 2025, the company successfully implemented two energy-saving initiatives, resulting in an estimated electricity saving of 6,845 kWh and a reduction of 3.2445 metric tons of GHG emissions (CO ₂ e). Concurrently, our energy intensity decreased by 0.3 compared to 2024.
Greenhouse Gas (GHG) Management	In accordance with the 《Climate Change Response Act》, we are progressively working toward net-zero carbon emissions, with annual inventory and disclosure.	- Reduce carbon dioxide emissions by 55% in 2030 compared to 2024 - Achieve carbon neutrality and net zero target by 2050.	Complete 2 energy-saving plans in 2025, saving an estimated 6,845 kWh of electricity and reducing greenhouse gas emissions by 3.2445 metric tons CO ₂ e.
Occupational Health and Safety	- Compliance with Regulatory Requirements - Continuance to Environmental, safety and health Improvements - Promotion of Health and Safety Awareness - Use of Environmental-Friendly Materials - Resources economizing and reusing - Strengthen communication consultation	Implement risk management, prevent disasters and unhealthy conditions, promote full employee participation, enhance employee safety and health awareness, and create a safe and comfortable working environment	No major violations in 2025 zero workplace injuries reported in 2025
Compensation and benefits	Provide fair and market-competitive compensation to attract, retain and motivate outstanding talents.	- Salaries comply with local laws and regulations - Equal pay for equal work	The basic starting salary of employees complies with local laws and regulations. Annual human resource planning goals: effectively provide or utilize human resources to meet the human resource needs of each unit and provide high-quality human resources .

Action Plans	Evaluation Mechanisms	Feedback Mechanisms	2026 Targets
- NEXCOM holds annual institutional investor conferences to help investors better understand the company. - Continuously invest in technological innovation to pursue industry leadership. - Collaborate with partners on development to continually expand the smart manufacturing ecosystem.	- Financial report - Annual report - Market reaction	- Institutional investors' conference - Shareholders' meeting - Board meeting - Operations and management meeting	Steady growth and progress towards the Group's strategic development goals
- Implementation of Regular Customer Satisfaction Surveys. - Strengthening Real-Time After-Sales Response Mechanisms	- Customer Satisfaction Trends - Customer Complaint Analysis	- Customer Satisfaction Questionnaires - Regular Customer Visits and Engagements - Customer Grievance Hotlines	- Target customer satisfaction score: ≥ 89 points - Achieve a 100% resolution rate for material quality complaints.
- Implementation of Energy-Saving Initiatives (e.g., LED Lighting, High-Efficiency Motors) - Assessing Solar Infrastructure Deployment and Renewable Energy Procurement	- Energy Intensity Metrics - Third-Party Verification	Management Review Meetings	Performance Milestone: Achieved a $\geq 1\%$ cumulative reduction in energy intensity against the 2024 baseline.
- Continuously propose various energy-saving and power-saving management plans every year - Continue to invest in energy-saving and carbon-reduction measures for various equipment	Greenhouse gas inventory, internal and external verification results	Management review	- Reduce carbon dioxide emissions by 55% in 2030 compared to 2024 - Achieve carbon neutrality and net zero target by 2050.
- Comply with all relevant environmental, safety, and health regulations, and conduct audits and enforcement of these regulations. - Actively improve processes and the working environment to reduce environmental pollution and safety and health risks. - Enhance operational management and personnel training to prevent occupational injuries and diseases. - Adhere to the use of low-pollution raw materials to reduce environmental impact. - Strengthen communication with colleagues and stakeholders, establish channels for conveying policies and related information, and provide appropriate responses.	- Internal and external audits of various management systems - Monthly occupational accident reporting records	- Internal and External Grievance Channels - Official Documents - Internal and External Audit Reports - Occupational Safety and Health Committee Meeting	- No major violations or non-compliance issues (violations) - Number of workplace injury cases: 0
- Employee compensation is primarily based on job category, educational background, and professional capabilities, with no discrimination based on age, gender, or ethnicity. - Employee performance and work results are evaluated annually. - Adjust employee salaries and job promotions based on company performance, market salary levels and employee personal performance.	- Financial report - Annual report - Basic salary ratio - Gender pay ratio - Average and median annual salary for non-executive positions	- Board of Directors - Compensation Committee - Employee Benefits Committee	Provide a fair and market-competitive compensation system and effectively allocate human resources to meet the staffing needs of all departments.

1 Professional Governance

1.1 Organizational Overview

1.2 Board of Directors

1.3 Business Integrity

1.4 Internal Risk Control

1.5 Information Security



1.1 Organizational Overview

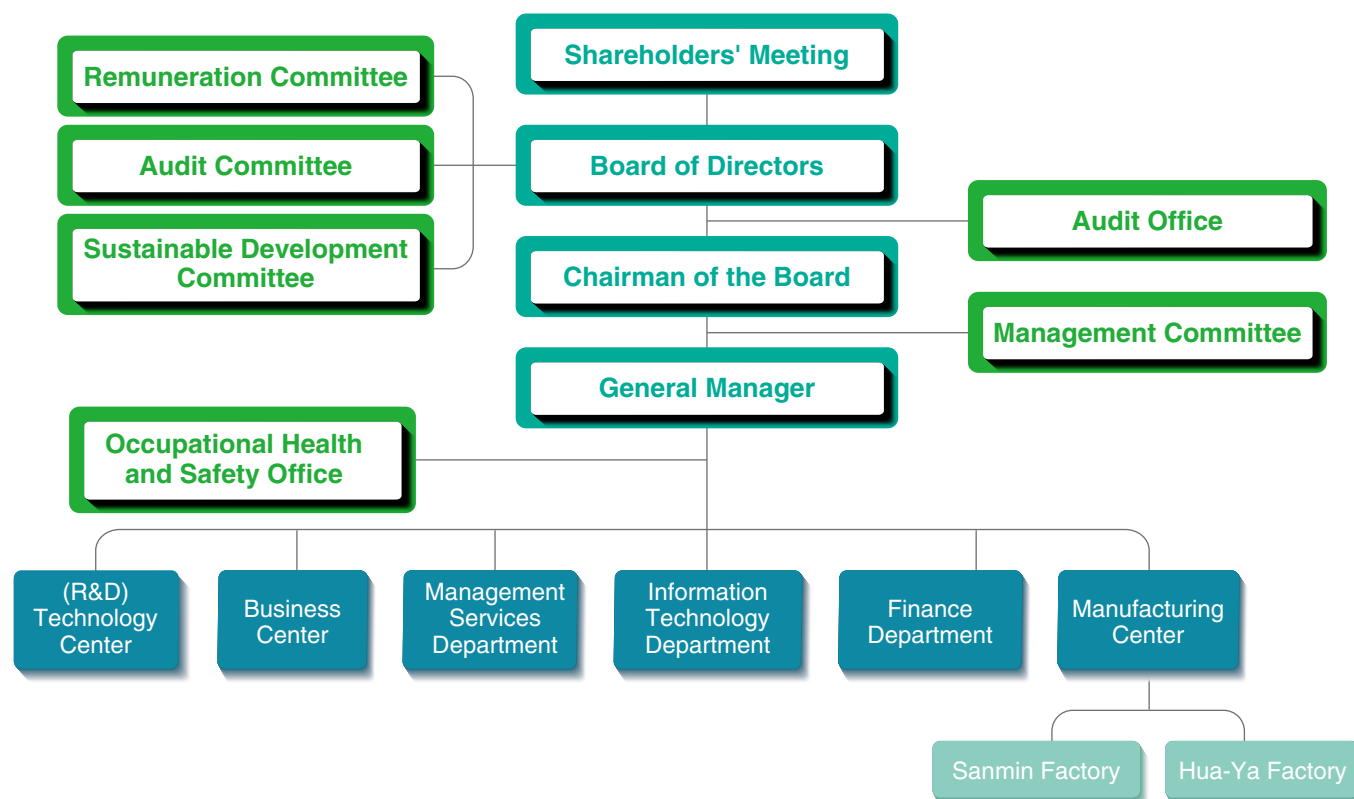
Company Profile

NEXCOM is an industrial computer (IPC) manufacturer that is divided into five major business units based on application fields: Network Communication Solutions, IoT Automation Solutions, Intelligent Video Surveillance, Intelligent Platform @ Smart City, Mobile Computing Solutions. The company is market-oriented, striving to build a global service network while continuously innovating to ensure technological leadership and provide the highest quality services that exceed customer expectations.

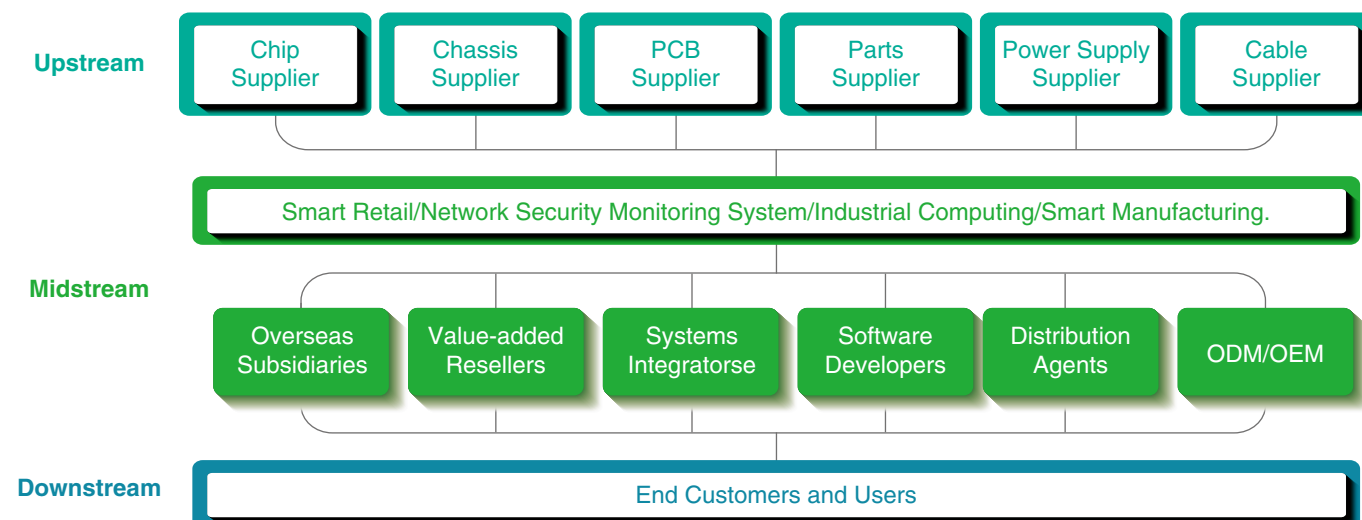
With a core focus on technology, the company offers optimal solutions for customers and positions itself as an "active contributor" to society and the environment. Currently, it is promoting "digital transformation" and "green manufacturing" to assist customers in transforming into net-zero emission smart enterprises. With the goal of achieving "maximum output with minimum consumption," the ultimate aim is to transform the world into a net-zero carbon green planet.

Company Name	NEXCOM International Co., Ltd.	Paid-in Capital	NT\$ 1,412,264,720
Founding Time	November 1992	Number of Employees	Parent company: 862 Group: 1,256
Address	9F., No. 920, Zhongzheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan (R.O.C.)	Operating Locations	Taiwan, China, Japan, U.S.A.
Chairman	Clement Lin	2025 Revenue	Parent company: NT\$4,268,218,000 Consolidated revenue: NT\$5,702,153,000
General Manager	Peter Yang		

► Organizational Chart



Industry Upstream and Downstream



The Company maintains stable supply chain relationships across upstream, midstream, and downstream partners. During the reporting period, there were no significant adjustments or changes in the structure of the Company's supplier network.

► Main Business Items

IoT Automation Solutions	Industrial Automation & I4.0 Execution, Intelligent Edge, Gateway & EWR, Industrial Robot Control, EtherCAT Motion Solutions, Wireless & Embedded Solutions for Industrial IoT
Intelligent Video Surveillance	IP Video Surveillance Cameras, Mobile Cameras, ANPR/LPR Network Cameras, Panoramic Cameras, NVR Server Platform
Intelligent Platform @ Smart City	Smart City, Smart Retail, Digital Signage, Interactive Kiosks, Hospitality, Gateway, Edge AI, ODM Customization Services
Mobile Computing Solutions	Edge AI Telematics Computer, Vehicle Telematics Computer, Railway Computer, Vehicle Mount Computer, Vehicle Mount Display, In-Vehicle Networking, In-Vehicle HDMI Extender over IP
Network Communication Solutions	Cyber Security, HPC, Telecommunications, Storage, SDN/NFV, ICS Security

Participation in Industry Associations

By participating in industry associations, NEXCOM can connect with other members, increase visibility and attract potential customers or partners to develop business opportunities. Additionally, industry associations provide opportunities for learning and knowledge sharing, allowing the company to stay updated on the latest industry information, thereby enhancing professional capabilities and competitiveness.

Associations	Participating status
Taipei Computer Association	General member
Health Level Seven Taiwan	General member
PCI-SIG (Peripheral Component Interconnect Special Interest Group)	General member
PCI Industrial Computer Manufacturers Group	General member
VCCI Council (A private organization in Japan that handles electromagnetic interference emitted by electronic computers)	General member
Cloud Computing & IoT Association in Taiwan	General member

Financial Performance

The massive inventory pre-ordering by customers during the post-pandemic reopening was largely digested by mid-2024. Consequently, the overall industry began to recover in the fourth quarter of 2024, driving a substantial year-over-year revenue increase in the first quarter of 2025. Although subsequent U.S. announcements of reciprocal tariffs, paired with memory shortages and price hikes, created further headwinds, full-year revenue still achieved a 5% growth compared to 2024.

Unit: NT\$ thousand	2023	2024	2025
Operating Revenue	5,765,509	5,421,065	5,702,153
Costs/Expenses	(5,543,190)	(5,566,197)	(5,657,637)
Non-operating Income (expenditure)	22,565	90,684	(4,004)
Net profit (loss) before tax	244,884	(54,448)	40,512
Income Tax Expense	(54,453)	102,303	40,512
Net Income Attributable to Parent(Loss)	178,791	84,890	54,588
EPS (NTD)	1.27	0.60	0.39
Dividends (NTD)	1.2	0.60	0.4
Employee Salaries and Benefits	1,471,591	1,291,350	1,325,744
Interest Payments	45,919	46,303	36,968
Payment of Income Tax	90,314	122,101	118,229

Note: Data is sourced from NEXCOM and its domestic and international subsidiaries.



1.2 Board of Directors

The Board of Directors is the most important decision-making body of an enterprise and plays a key role in the operation and governance of the enterprise. Currently, there are 4 male and 2 female directors among the 6 directors, with expertise in various aspects including business management, finance, sustainable development and technology industries. In order to strengthen the independence and effectiveness of the board of directors, the 4 independent directors account for more than half of the board of directors, and can directly supervise the company's operations from an objective and fair standpoint, and use their rich experience and knowledge to make suggestions and assist the company in formulating strategies. The company has a corporate governance director who serves as a bridge between the directors and the company to assist the board of directors in smoothly executing related business. In 2025, all board members successfully completed their annual goal of at least six hours of continuing education. The training curriculum covered highly relevant global topics, including "Trump 2.0, the Death of Globalization, and Regional Wars" as well as "Corporate Innovative Growth and AI." Throughout 2025, the Board of Directors convened a total of 5 meetings, achieving a 100% attendance rate.

Board Director Nomination and Election

Our company adopts a candidate nomination system for board elections, with separate elections for independent and non-independent directors. Each director serves a three-year term and can be re-elected. To enhance independence, more than half of the independent directors have not served more than three terms.

Conflict of Interest of Board Directors

All board members adhere to strict self-discipline principles to avoid potential conflicts of interest. Directors must declare any personal interests related to the discussions during meetings. If the interest is likely to harm the company's interests, the concerned director must refrain from participating in the discussion and voting.

Board Performance Evaluation

To enhance operational efficiency and corporate governance, the Board of Directors conducts annual self-evaluations and commissions an independent external institution for an evaluation every three years. The scope encompasses the overall Board, individual members, and functional committees, with results serving as a key reference for director nominations and individual remuneration. In 2025, performance scores across all evaluated areas exceeded 90 points, achieving an "Excellent" rating. Furthermore, Chainye Management Consultancy Co., Ltd. was commissioned for an external evaluation. The institution concluded that the Company has established robust policies and procedures aligned with relevant laws and domestic corporate governance benchmarks. Composed of professionals with strategic competencies and clear, experience-based divisions of labor, both the Board and its functional committees operate with high effectiveness, earning a final evaluation result of "Excellent."

Board Director Remuneration Policy

The remuneration of our directors and supervisors is evaluated by the Remuneration Committee, primarily based on the results of the board performance evaluation, their involvement in company operations, and their contribution value. Regardless of the company's profits or losses, remuneration is paid according to industry standards.

Communication and Response to Key Events

The disclosure and handling of material internal information must comply with relevant laws and the regulations of the Taipei Exchange. Our Finance Department is responsible for managing material internal information, adhering to the principles of accuracy, completeness, and timeliness as required by law.

Disclosures of material internal information should be handled by the company spokesperson or an authorized spokesperson, and if necessary, directly by person in charge of the company.

► Board Members

Title	Name	Gender	Current Term	Diversified Background and Core Competencies of the Board of Directors			
				Business Management	Industry Knowledge	Financial Accounting	Sustainable Development
Director	LIN, MAO-CHANG	Male	2024.06~2027.06	V	V		V
Director	LIN, ZHENG-TAI	Male	2024.06~2027.06	V	V		V
Independent Director	WANG, YONG-YAO	Male	2024.06~2027.06	V	V	V	
Independent Director	CHEN, QING-YIN	Male	2024.06~2027.06	V		V	
Independent Director	CHEN, LI-CHUN	Female	2024.06~2027.06	V		V	V
Independent Director	LIN, LING-FANG	Female	2024.06~2027.06	V		V	V

Functional Committees

Audit Committee

The Audit Committee consists of four independent directors, assisting in overseeing the effective operation of the company's internal controls. They evaluate the rationality of transactions such as loans, endorsements, guarantees, and major asset acquisitions or disposals. They also appoint certifying accountants and improve the quality of financial statements. In 2025, the Audit Committee held a total of five meetings with an attendance rate of 100%.

Remuneration Committee

The Remuneration Committee is primarily responsible for regularly reviewing the remuneration system for directors and managers to ensure its appropriateness and its reasonable correlation with the company's performance. The goal is to create a win-win situation for both individuals and the company. In 2025, the Remuneration Committee held two meetings with an attendance rate of 100%.

Sustainable Development Committee

To enhance the management of corporate social responsibility, the Sustainable Development Committee was established on August 3, 2022, by resolution of the Board of Directors. This committee assists the board of directors in continuously promoting corporate social responsibility and improving corporate governance to achieve sustainable development. In 2025, the Sustainable Development Committee held a total of four meetings with an attendance rate of 100%.

1.3 Business Integrity

NEXCOM is committed to compliance with the law and upholds "Keeping Integrity with sincerity and credibility" as its core concept. The entire business operation is conducted with a spirit of honesty and integrity. The company has formulated several key policies, including the Code of Ethical Conduct, Ethical Corporate Management Best Practice Principles, and Corporate Social Responsibility Best Practice Principles, all of which are incorporated into the onboarding training materials for new employees. In 2023, NEXCOM established a dedicated Integrity Task Force to design and implement concrete integrity initiatives and set up a whistleblowing mechanism to encourage and protect individuals who expose internal misconduct.

Through continuous efforts, the value of integrity has permeated every aspect of the organization and become embedded in the DNA of all employees. In 2025, 100% of employees signed the Statement of Ethical Corporate Management.

► Integrity Business and Anti-Corruption Education and Training Statistics

	2023	2024	2025
Number of Employees Trained in Anti-Corruption (Integrity Business) Policy	384	149	254
Percentage of Total Employees	30%	13%	22%

Note: Data sources include NEXCOM and its Taiwanese subsidiaries.

Regulatory Compliance

In 2025, there were no significant violations or fines involving corporate governance, securities trading, environmental protection, labor rights, occupational safety, customer privacy leaks, marketing labeling, or product liability.

Regulatory Identification

NEXCOM, being a TPEx-listed company and is subject to relevant regulations applicable to listed companies, including the Company Act, Securities and Exchange Act, as well as guidelines issued by the Financial Supervisory Commission (FSC), such as the Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees by Public Companies and the Regulations Governing the Acquisition and Disposal of Assets by Public Companies. In addition, NEXCOM complies with rules established by the Taipei Exchange, such as the Rules Governing Securities Trading on the Business Premises of Securities Firms and the Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities. Updates to these regulations are formally communicated by the competent authorities through official letters.

NEXCOM has designated personnel responsible for receiving such official correspondence. Upon receipt, the relevant content is immediately distributed to the appropriate departments for compliance and implementation. Furthermore, the company's certified public accountants, securities brokers, and stock transfer agents also provide updates on regulatory changes via email to ensure no important updates are overlooked.

Regarding environmental protection and occupational safety and health regulations, NEXCOM has established a regular identification and update mechanism. In accordance with the regulatory requirements of the regions where the company operates—such as the Occupational Safety and Health Act, the Waste Disposal Act, and the Noise Control Act—dedicated EHS (Environmental, Health, and Safety) personnel regularly review the latest laws and regulations announced by competent authorities such as the Environmental Protection Administration and the Ministry of Labor. The company also keeps track of regulatory changes by subscribing to government newsletters, attending external seminars, and seeking assistance from consultants. When new or updated regulations are identified, the relevant departments are promptly notified, and internal management systems and operating procedures are revised accordingly to ensure legal compliance and minimize compliance risks.

Regulation	Responsible Department	Methods and Frequency of Review Revisions
Applicable Laws and Regulations for TPEX-Listed Companies	Finance Department	Pay attention to media reports on amendments to laws and regulations, review the contents of letters from competent authorities at any time, and consult external professional organizations such as accounting firms when appropriate.
Occupational Safety and Health Regulations	Administrator Service Department	Constantly monitor the Ministry of Labor's related laws and regulations through a regulatory inquiry system to check for updates or revisions. The regulatory list is compiled every three months and adjusted according to ISO 45001 standard procedures.
Environmental Regulations	Environmental Management Team	A dedicated personnel collects environmental regulation changes from relevant websites each quarter and revises them immediately according to ISO 14001 standard procedures and related legal requirements.
Gender Equality (including Sexual Harassment Prevention) Regulations	Administrator Service Department	Constantly monitor the Ministry of Labor and the Ministry of Health and Welfare's related laws and regulations through a regulatory inquiry system to check for updates or revisions. The regulatory list is compiled every three months and adjusted according to ISO 45001 standard procedures.

1.4 Internal Risk Control

Risk Management

Risk management is a crucial part of sustainable development for enterprises, vital for their survival and growth. Companies must fully recognize the importance of risk management, establishing comprehensive risk management systems and mechanisms to cope with rapidly changing market environments and various challenges. NEXCOM's risk management framework is centered on each responsible department, conducting related risk assessments to identify potential risks. These risks are evaluated based on their likelihood and impact, with response strategies and specific management measures formulated to promptly address potential crises, ensuring the goal of sustainable operation.

The Company's risk management is supervised by the Audit Committee. In 2023, a Risk Management Task Force was established, holding quarterly meetings. The task force is composed of first-line managers, including the Chairman, heads of business units, and department heads from R&D, Finance, IT, and Legal. Following the "Risk Management Policy and Procedures," the team identifies potential risks, analyzes their impacts, determines treatment priorities, and formulates response plans. The results of the risk management process are reported annually to the Audit Committee and the Board of Directors.

► Risk Assessment

Category	Potential Risk Issues	Risk Control Measures
Financial	Exchange rates, interest rates, cash flow	1. Reduce exchange rate risks through natural hedging and foreign currency borrowing from financial institutions. 2. Maintain close relationships with multiple banks to ensure sufficient operational capital for turnover needs.
Operations	Products have no marketability	Actively understand market dynamics and maintain good relationships with customers to ensure products meet their needs.

Category	Potential Risk Issues	Risk Control Measures
R&D	Obsolete technology Technology development is not cost effective	1. Understand industry and technology trends, and invest in R&D ahead of the market. 2. Carefully evaluate technical investments beforehand and consider forming alliances with external parties to gain timeliness and reduce risk.
Occupational Safety	Occupational accident occurs	1. Establish human factor hazard prevention plan and train employees on proper working postures to reduce human and physical hazard factors. 2. Conduct workplace environmental monitoring twice a year to ensure pollutant concentrations meet allowable standards and noise levels are within permissible limits.
Environmental	Environmental changes affecting energy costs Increased waste disposal costs	1. Continuously optimize production processes to improve efficiency and reduce energy consumption. 2. Establish waste classification and management regulations, simplify product packaging design, and use green materials (RoHS, REACH, etc.) to increase material recycling rates.
Human Resources	Insufficient supply of talent/labor shortage	1. In order to retain important talents, salary adjustments are made every year based on performance evaluations. 2. Redefine recruitment standards: expand talent recruitment. 3. Train ideal talent in-house. 4. Set up new offices where talents are located and introduce talents nearby. 5. Make good use of middle-aged and elderly manpower. 6. Accelerate automation and intelligence. 7. Flexible employment arrangements. 8. Outsource some work. 9. Collaborate with academic institutions.
Supply Chain	Supplier stockouts	1. Develop a comprehensive supplier system. 2. Monitor market conditions and pre-stock materials before End-of-Life (EOL) of components.
Information Security	Theft or hacking of confidential information	1. Implement and certify ISO 27001 Information Security Management System. 2. Conduct annual information security risk assessments and implement risk improvement plans for high-risk items. 3. Perform annual information security incident reporting and drills. 4. Establish anti-spam and anti-phishing mechanisms to filter and block malicious and fraudulent emails.

Audit of Internal Control

Within the functional dimensions of modern corporate operations, internal audit serves as an indispensable third line of defense in the corporate governance framework. Its primary responsibility is to assist the Board of Directors and management in effectively reviewing and evaluating the implementation of the internal control system. By identifying control deficiencies and potential risks, as well as measuring operational effectiveness and efficiency, internal audit ensures that the internal control system continues to function effectively, thereby supporting the company's stable growth and the achievement of its strategic objectives.

Independence and Professional Standards

To ensure the independence and professionalism of the audit function, the Company's Internal Audit Office reports directly to the Board of Directors. The appointment or dismissal of the Chief Auditor requires the approval of a majority of the Board members, thereby maintaining the objectivity and neutrality of the audit function.

The appointment, dismissal, performance evaluation, and compensation system for internal auditors are governed by the Company's relevant internal regulations and statutory requirements. Performance evaluations are conducted twice a year to ensure that personnel maintain their professional competence and quality of work.

Internal auditors are required to formulate the annual audit plan based on the Company's internal and external operating environments, regulatory requirements, and risk assessment results. Audits are executed and audit reports are completed in accordance with this plan. To facilitate timely oversight of internal control quality by decision-makers and to enhance information transparency, audit reports must be delivered to the Independent Directors for review by the end of the month following the completion of each audit item.

Audit Execution and Transparency

Each year, the Internal Audit Office reviews the effectiveness of the self-assessments conducted by various departments to evaluate the first-line self-monitoring mechanisms. These reviews serve as a crucial basis for the Board of Directors and the President to assess the overall effectiveness of the internal control system and to issue the Statement of Internal Control.

2025 Performance and Implementation Results

Through robust institutional design, the Company is committed to strengthening its governance structure and operational transparency. In 2025, the Internal Audit Office executed a total of 61 audit operations, covering the following scopes:

- **Operational Cycle Audits:** Sales Cycle (7 items), Procurement Cycle (6 items), Production Cycle (4 items), Property, Plant, and Equipment (5 items), and Financing Cycle (2 items).
- **Information and Internal Management System Audits:** Information System Management (4 items) and Internal Management Systems (33 items).

The execution fulfillment rate of the annual audit plan for this year reached 100%, effectively exercising the oversight function and laying a solid foundation for sustainable corporate operations.

► Audit of Internal Control Process

- Step 01** Formulate the annual audit plan.
- Step 02** Submit the plan for review and approval by the Audit Committee and the Board of Directors.
- Step 03** Plan and execute the auditing.
- Step 04** Communicate audit results with the audited departments and provide timely improvement suggestions.
- Step 05** Attach work sheets and relevant materials to compile the audit report.
- Step 06** Send the audit report to the audited department.
- Step 07** Follow up on the report's findings.
- Step 08** Regularly report audit activities and implementation status to senior management, the Audit Committee, and the Board of Directors.

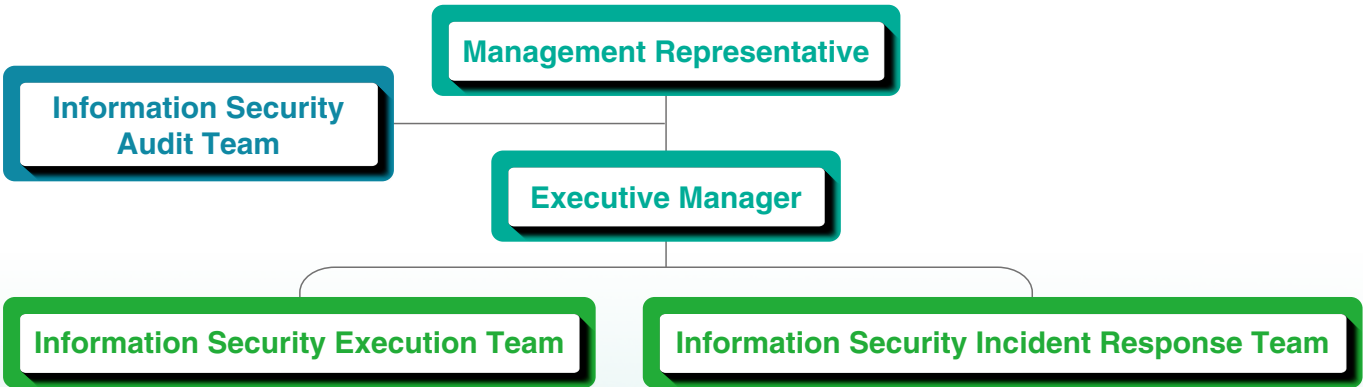
1.5 Information Security

In 2021, NEXCOM established its internal Information Security Management System (ISMS) framework and officially implemented it across the organization. In the second half of 2022, the company began adopting the ISO 27001 Information Security Management certification system and successfully obtained certification in the second quarter of 2023. In alignment with the latest Information Security Management System (ISMS) requirements, the upgrade and recertification for ISO 27001:2022 were fully completed in February 2026. NEXCOM places great importance on information security and has established a comprehensive protection and data safeguarding mechanism to prevent the leakage of confidential information or data corruption. In addition, the company has implemented a data backup system for critical applications and conducts unscheduled recovery tests annually to ensure systems can be restored as needed. This helps mitigate risks associated with unexpected natural disasters or human error that could disrupt operations. In 2025, NEXCOM received no complaints regarding customer privacy breaches or loss of customer data.

Information Security Promotion Committee

Convener		Chairman
Management Representative		The Top Supervisor of the Information Department
Functional Teams		Comprised of members from the Information Department based on their expertise and responsibilities, fully in charge of information security-related matters, and reporting annually to the Board of Directors on the execution of duties for the year.
Management Representative		1 person
Executive Manager		1 person
Information Security Organization		• Execution Team: 8 members • Incident Response Team: 6 members • Audit Team: 1 member

► Information Technology Department Organizational Chart



Information Security Policy

Enhance personnel awareness, prevent data leakage, and ensure service availability.

Information Security Objectives:

1. Conduct information security education and training to promote employee awareness of information security and reinforce their understanding of related responsibilities.
2. Ensure the confidentiality of business data, prevent unauthorized access or modification, and implement data access control.
3. Ensure that the core systems provided by the organization maintain a certain level of availability.

Information Security Achievements in 2025

- January 2025: Implemented company-wide information security education and training
- May 2025: Complete core system vulnerability scan
- July 2025: Executed ISO 27001:2022 transition and recertification audit
- January 2026: Completed the ISO 27001:2022 external audit

Information Security Education and Training

To enhance the awareness and understanding of information security among all employees, NEXCOM regularly conducts educational campaigns on information security risks. This aims to strengthen employees' awareness of information security and the protection of sensitive data.

For all employees (excluding migrant workers): One information security campaign was conducted in 2025. A total of 1,251 copies were issued, 1,029 were collected, and the collection rate reached 82.3%

For IT personnel: One briefing on the new version of ISO 27001:2022 was conducted in 2025.

For suppliers: Starting from 2024, they must pass information security education and training before they can use VPN and remote connection services.



► Information Security Measures

Item	Description
Firewall (UTM)	Through the web and network protection functions of Unified Threat Management (UTM), we have implemented filtering and protection measures for both external and internal services. This includes proactive monitoring of web content and network traffic to detect and block potential threats. Additionally, we filter packets on VPN connections to ensure their security.
Intrusion Prevention System (IPS)	By using an active Intrusion Prevention System (IPS), we effectively help the organization identify malicious traffic while taking proactive measures to block such traffic from entering our network. This technology not only monitors incoming traffic but also checks for potential vulnerabilities and intrusion attempts.
Internet Access Management	We have implemented a security measure that prohibits mobile devices (e.g., smartphones) from connecting to the internal network via Wi-Fi. We also use Network Access Control (NAC) technology to enhance control over network devices. This measure ensures that only authorized company computers can connect to the internal network, and non-company computers are prohibited from accessing the internal network, effectively preventing potential security risks.
Hosting Server Management	All systems are regularly updated and backed up and are protected by antivirus software. This includes ensuring that operating systems, applications, and other related software are kept up to date with the latest security patches and versions, as well as regularly backing up important data to address potential failures or data loss situations.

Product Information Security

Information security is crucial for computer products, as it involves protecting computer systems, data, and user privacy from unauthorized access, damage, or theft. The following are some key features of NEXCOM products that ensure information security and compatibility with current software and hardware technologies:

1. Firewalls and Intrusion Detection Systems: Monitor and prevent unauthorized network traffic from entering the system. They can detect and block potential attacks, malicious code, or intrusion attempts.
2. Authentication and Access Control: Various authentication mechanisms are provided to ensure that only authorized users can access the system.
3. Data Encryption: Sensitive data stored in the system is protected using encryption methods. This ensures that even if the data is stolen, it cannot be read by unauthorized individuals.
4. Updates and Patching: NEXCOM regularly releases BIOS updates to address CPU vulnerabilities and fix known security issues. These updates help prevent hackers from exploiting known weaknesses to infiltrate the system.
5. Secure Network Communication: Supports SSL (Secure Socket Layer) and VPN (Virtual Private Network) to ensure the confidentiality and integrity of data during transmission.

In summary, NEXCOM's products possess important features of information security, including firewalls, authentication, data encryption, software updates, secure communication, security awareness training, security monitoring, and privacy protection. These functions and measures help ensure the security of computer products, protecting systems and data from potential security threats. Information security is an ongoing process, and NEXCOM will continuously evaluate and improves to comply with relevant security compliance and regulatory requirements.

2 Innovative Breakthrough

2.1 Technological Innovation

2.2 Quality Management

2.3 Customer Satisfaction

2.4 Sustainable Supply Chain



2.1 Technological Innovation

NEXCOM's Technology Innovation Strategy: Integrating Edge AI to Lead the Smart Future

NEXCOM is determined to become a world-renowned company, and technological innovation is the core driving force for us to achieve this vision. We firmly believe that only by continuously developing cutting-edge technologies and products that meet market needs can we win the recognition and trust of the market. To this end, we actively introduce forward-looking technologies such as edge computing and artificial intelligence (Edge AI). Through continuous technological development and innovation, we not only ensure the excellent quality and reliability of our products but also strive to improve the intelligence and instant response capabilities of our products. We continue to optimize our research and development (R&D) systems and tools, pursuing simultaneous improvement of R&D speed and quality. This unremitting pursuit of technology, quality and intelligence aims to exceed customer expectations and consolidate and enhance NEXCOM's competitiveness in the international market.

NEXCOM's innovative products are not only widely adopted and highly praised by customers, but also won the Taiwan Excellence Award. In the process of product design and operation, we attach great importance to ecological protection and sustainable development, such as promoting ecological balance in water management solutions. We incorporate green indicators into the monitoring and evaluation system to ensure environmental friendliness and continue to improve accordingly.

In order to exceed customer expectations, NEXCOM will continue to invest in technological innovation and product development. We firmly believe that only by deeply integrating advanced technologies such as Edge AI and developing smarter and more efficient products can we win long-term customer trust and market support. NEXCOM will continue to strive for excellence, provide customers with excellent products and services, and move towards the goal of becoming a world-class enterprise.

R&D Innovation - Short, Medium, and Long-Term Strategic Target

(1) Short-term goal (1-2 years): Strengthen market competitiveness and market share and lay a solid foundation for smart manufacturing.

Short-term goals include:

1. Maintain an excellent product foundation: Continue to ensure high performance, stability and reliability of products and maintain the product service life of at least 3 years longer than that of peers.
2. Optimize customer supply chain response: Strengthen cooperation between suppliers and customers and respond to customer concerns 2 days earlier through smarter forecasting and communication.
3. Expand product portfolio: Each business unit will launch at least one new product series every year to meet the needs of multiple markets.
4. Invest in smart factories and Edge AI applications: Independently develop smart manufacturing solutions for the entire factory, use Edge AI for real-time quality monitoring, predictive maintenance and process optimization, and improve production through efficiency to more than 99%.
5. Introducing Edge AI technology: Integrate Edge AI technology into specific product lines to achieve real-time data analysis, local decision-making and intelligent early warning functions, and improve the intelligence and response speed of products.

(2) Medium-term goal (3-5 years): Deepen technology R&D and innovation capabilities and establish a leading position in Edge AI.

Medium-term goals include:

1. Strengthen low-carbon and sustainable technologies: Continue to invest more resources in low-carbon technology research and development every year, with the goal of reducing carbon emissions during the product use phase by 25%.
2. Launch innovative products integrating Edge AI: Launch at least two products that deeply integrate Edge AI technology and have significant innovation and leadership every year to meet the market's demand for new technologies and intelligent solutions.
3. Strengthen independent intellectual property rights: Continue to develop independent IP, apply for no less than 5 R&D patents each year (focus on Edge AI-related patents), and improve the company's core technology barriers.

(3) Long-term goal (more than 5 years): Achieve sustainable development and become a leader in smart solutions.

Long-term goals include:

1. Expand the global market: Strengthen internationalization strategy and significantly expand overseas market share, especially in the fields of intelligence and Edge AI applications.
2. Deepen the net zero emission industry: Promote and practice net zero emissions, aiming to reduce the overall carbon emissions of Scope 1 and 2 to below 55% by 2030, and develop smart solutions to support the net zero transformation of the industry.
3. Promote innovation culture: Share new technology knowledge (including Edge AI application cases) and corporate culture to improve employee cohesion and creativity.
4. Enhance corporate social responsibility: Actively fulfill social responsibilities, contribute to society through technological innovation (such as environmental monitoring), and enhance the company's image and brand value.



Application example: Smart water monitoring system with Edge AI

In response to the mid-term goal and reflecting the introduction of Edge AI technology, the design and operation of the Smart Water Area Monitoring System fully demonstrates NEXCOM's commitment to ecological protection, sustainable development and technological innovation:

- 1. Zero-carbon design: Using solar power generation and combining it with smart energy management to ensure stable power supply. Optimizing energy efficiency through intelligent control systems to achieve carbon-free emissions during operation. The product is sealed to avoid environmental pollution.
- 2. Collaborative operation and edge intelligent control: Collaborative operation of multiple monitoring devices (RN30) to establish a smart water management network. Devices can communicate and share data with each other. Through the built-in Edge AI engine, local real-time data analysis and collaborative judgment are carried out to achieve faster automated operation and response, significantly improving the efficiency and reliability of the overall system.
- 3. Real-time monitoring and edge intelligent analysis: The system not only monitors changes in water level, mud level, etc., but also uses Edge AI to perform real-time data processing, pattern recognition and anomaly detection on front-end devices. Important water information or abnormal events are efficiently transmitted back to the cloud situation center through wireless NBloT or LoRA grid, and the latest situation of the basin is fully displayed on the map. Edge AI engines conduct local predictions and warnings, reducing latency and cloud workload while enabling faster field-level response. Meanwhile, the cloud platform aggregates advanced machine learning models for deeper analysis and long-term forecasting. Together, edge and cloud work in tandem to deliver timely, accurate, and actionable insights for decision-makers.



Patent Accumulation

Actively investing in innovative research and development, we filed a total of 233 patent applications in 2025, with 159 of them being inventions, accounting for 68% of the total applications. This demonstrates our continued adherence to the principles of innovation and maintaining our R&D competitiveness. Additionally, we introduced the self-developed "NEXCOM Patent Management System Inquiry Platform" to incorporate intellectual property protection and trade secret protection into our network security management mechanism. This prevents hackers from accessing the company's advanced technologies, thereby safeguarding our intellectual property.

► Number of Patented Inventions Issued

2025	Patents	Invention Patents (No.)	Invention Patents Share (%)
NEXCOM Co., Ltd.	178	129	68%
NexAIoT Co., Ltd.	31	10	
NexCOBOT Co., Ltd.	24	20	
Total	233	159	

2024	Patents	Invention Patents (No.)	Invention Patents Share (%)
NEXCOM Co., Ltd.	175	127	69%
NexAIoT Co., Ltd.	31	10	
NexCOBOT Co., Ltd.	23	20	
Total	233	157	

2023	Patents	Invention Patents (No.)	Invention Patents Share (%)
NEXCOM Co., Ltd.	168	124	72%
NexAIoT Co., Ltd.	24	11	
NexCOBOT Co., Ltd.	23	20	
Total	215	155	

*Source: Global Patent Search System. NEXCOM Group and its subsidiaries in Taiwan.

R&D Investment

NEXCOM focuses on diverse hardware innovation and software integration solutions for research and development. The 2025 financial report disclosed that R&D expenses reached NT\$570 million. By selecting strategies based on new generation development trends and positioning for market differentiation, NEXCOM aims to achieve industry leadership.

► R&D Investment Expenditure

(Unit: NT\$ thousand)

Year	R&D Expenditure	Revenue	R&D Expenditure Proportion
2023	585,037	5,765,509	10.15%
2024	586,366	5,421,065	10.82%
2025	572,712	5,702,153	10.04%

Note: The data sources include NEXCOM Taiwan headquarters, and global overseas subsidiaries.

Technology Innovation Column

Column 1: NexCOBOT: The Robotics Company That "Does Not Build Robots"

Three-in-One Control Architecture: VLA Decision-Making, Real-Time Motion Control, and Functional Safety



Cerebrum — AI Cognitive & Behavioral Decision-Making (VLA)

Integrates Vision-Language-Action (VLA) large models. Responsible for high-level situational awareness, logical reasoning, and task planning converting abstract instructions into specific behavioral paths.

Cerebellum — Real-Time Motion Control

Responsible for millisecond-level (Real-Time) dynamic and kinematic calculations. Calculates precise torques for each joint baser on behavior planned by the Cerebrum, ensuring the robot maintains balance and dynamic environment in smooth motion.

Safety Brain — Functional Safety Monitoring

An independently running Functional Safety layer. Highest system priority, continuously monitoring safety sensor signals and immediately intervening upon detection of collision risk or system anomaly to ensure human-robot collaboration safety.

When people think of robots, they usually picture humanoid robots walking around, robotic arms moving rapidly on a factory floor, or Autonomous Mobile Robots (AMRs) navigating warehouses. However, what truly enables a robot to "move with precision, speed with control, operate with stability, and prioritize safety" is not its external appearance--it is the control platform hidden deep within its body.

NexCOBOT is a "robotics company that does not build robots." We do not manufacture the complete physical robot, nor do we build shells, arms, or wheels. Instead, we architect the robot's "brain, nervous system, and safety mechanisms." Our mission is to empower robot manufacturers, smart production line equipment providers, and system integrators to rapidly develop intelligent equipment that is highly efficient, energy-saving, top-quality, and completely trusted.

AI Makes Robots Smarter, but "Smart" Is Simply Not Enough

In the past, most robots operated strictly under fixed programming--moving components from Point A to Point B, repeatedly tightening screws, or loading and unloading materials along predefined paths. While highly stable, these traditional robots offered limited flexibility. Today, with the integration of AI, robots have begun to "perceive and understand" their environments. Through vision systems, they can now detect product defects, sort recyclables, comprehend operational commands, and even utilize natural language to enable direct human-machine communication.

This evolution unlocks unprecedented possibilities for smart manufacturing: production lines become more agile, equipment grows more intelligent, and robots can handle complex tasks that were previously deemed impossible to automate.

However, this advancement introduces a new set of challenges. Unlike traditional control programming, AI-driven decision-making is not entirely deterministic; it is inherently probabilistic and susceptible to variations in environments, datasets, models, or sensor inputs. Consequently, on the factory floor and in human-robot collaboration (HRC) workspaces, chasing after "smarter robots" is no longer enough. We must guarantee that the robot "moves traceably under control, comes to a safe stop instantly, and protects both humans and equipment when anomalies occur." This critical intersection is precisely where NexCOBOT focuses its core expertise.

Motion Control: Guaranteeing Precise and Stable Robotic Performance

For a robot to successfully execute its tasks, cognitive intelligence must be paired with flawless physical precision.

Just as the human nervous system transmits commands from the brain to the muscles to orchestrate accurate body movements, a robot relies on a parallel mechanism. While AI determines what to do next, it is the motion control system that drives motors, robotic arms, linear stages, and grippers to move with absolute precision.

NexCOBOT has long committed its R&D to robot controllers, EtherCAT-based motion control, and real-time system tuning and validation. Simply put, our technology ensures that control signals are delivered consistently within microsecond-level intervals. This guarantees that equipment operates with zero latency, eliminates erratic movements, and suffers no erratic velocity fluctuations.

In the realm of smart manufacturing, this real-time control capability is paramount. A microscopic delay in a robotic arm can bottleneck throughput; a fractional positional deviation can lead to quality defects; and any systemic instability can result in costly downtime or equipment damage.

Therefore, what NexCOBOT delivers is far more than a mere hardware box. We provide a fully tuned, tested, and validated control platform that enables customers to minimize integration time while significantly reducing on-site debugging and maintenance costs.

Functional Safety: Ensuring Robots Not Only Move, But Know Exactly How to Stop

As robots integrate deeper into factories, warehousing, healthcare, and the service industry--especially when working alongside humans--safety has escalated into one of the most critical challenges.

In the past, traditional robots were often confined within physical safety fences; if humans did not enter the enclosure, safety was relatively assured. However, the next generation of robots is fundamentally different. They are designed to share space with humans—examples include collaborative robot arms (cobots), AMRs, automated guided vehicles (AGVs), and even humanoid robots.

Under these conditions, safety can no longer rely solely on external barriers. Instead, it must be embedded directly into the control system itself. This is the essence of "Functional Safety." In plain terms, it means that when a system detects an anomaly or a hazard, it must reliably execute a safety response--such as decelerating, coming to a controlled stop, restricting operational ranges, or cutting off hazardous outputs.

NexCOBOT has accumulated extensive, long-term expertise in functional safety control platforms, spanning safety controllers, safe communication protocols, safety-certified hardware/software architectures, and the associated documentary chain of evidence. These capabilities empower our customers when developing intelligent robots and smart production lines. Rather than navigating complex safety frameworks from scratch, they can build upon a pre-validated platform, thereby significantly accelerating product time-to-market and mass production.

Converging AI, Motion Control, and Functional Safety to Formulate the Next-Generation Control Platform

The intelligent manufacturing platforms of tomorrow will no longer rely on standalone computers, isolated controllers, or disconnected software. Instead, they will manifest as fully integrated platforms possessing three critical, simultaneous capabilities:

1. AI Computing Power: Enabling equipment to perceive intelligently and decide rapidly, while effortlessly processing vision, data analytics, and smart applications.
2. Real-Time Motion Control: Ensuring robotic operations are executed with pinpoint precision and instantaneous responsiveness, thereby satisfying demanding high-end scenarios such as robotics, CNC machining, AMRs, and intelligent production lines.

3. Functional Safety and Cyber Security: Ensuring that equipment remains inherently safe, deeply reliable, and legally compliant when confronting human-robot collaboration, regulatory requirements, and long-term lifecycle maintenance—thereby driving faster adoption by customers and the global market.

The convergence of these three pillars defines the core value NexCOBOT delivers to our customers. We do not merely sell an individual controller box; rather, we provide a production-ready, maintainable, upgradeable, and safety-compliant control platform engineered for the future of smart manufacturing.

Transforming Customer Demos into True Production-Ready Products

Many smart manufacturing and robotics projects look spectacular during the demonstration phase. However, when transitioning into actual factory mass production, critical bottlenecks invariably surface: Can the hardware sustain long-term stable operations? Is the software version maintainable? Are the drivers compatible? Is the real-time performance sufficient? Can it pass stringent safety certifications? And how do we comply with evolving regulations and cyber security requirements?

NexCOBOT's role is to proactively resolve these challenges for our customers.

Spanning from requirement audits and hardware selection, to BSP and driver integration, real-time control tuning, safety validation, test reporting, golden image creation, and life-cycle maintenance—NexCOBOT delivers a seamless, PoC-to-production pathway.

NexCOBOT's Vision: Making Smart Manufacturing More Efficient, Energy-Efficient, and Reliable

The goal of smart manufacturing is not simply to make factories look more advanced—it is to solve real industrial challenges.

Greater efficiency means enabling equipment to respond faster, reducing downtime, and shortening product development and deployment cycles.

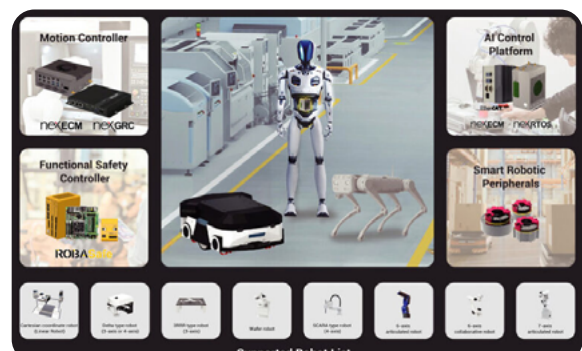
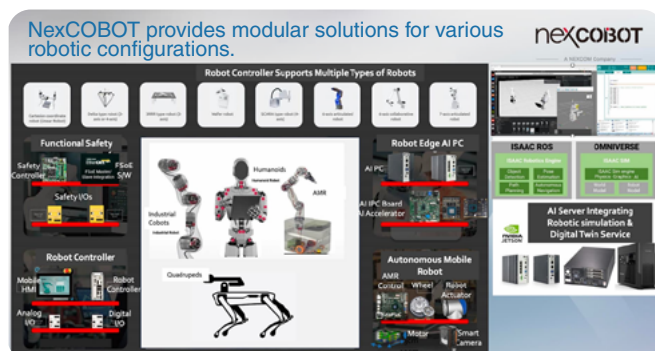
Greater energy efficiency is achieved through more precise motion control, optimized system integration, and data-driven analytics that minimize unnecessary energy consumption and resource waste.

Higher quality means delivering more stable production processes, more accurate equipment operation, and improved detection and management of operational anomalies.

At NexCOBOT, we believe the future of robotics and smart production lines extends beyond automation. It is about building intelligent systems that are reliable, trustworthy, and safe.

Artificial intelligence enables robots to think smarter. Motion control allows them to move with greater precision. Functional safety ensures they can work safely alongside people. NexCOBOT integrates these three core technologies into a unified control platform that customers can deploy, mass-produce, and maintain with confidence.

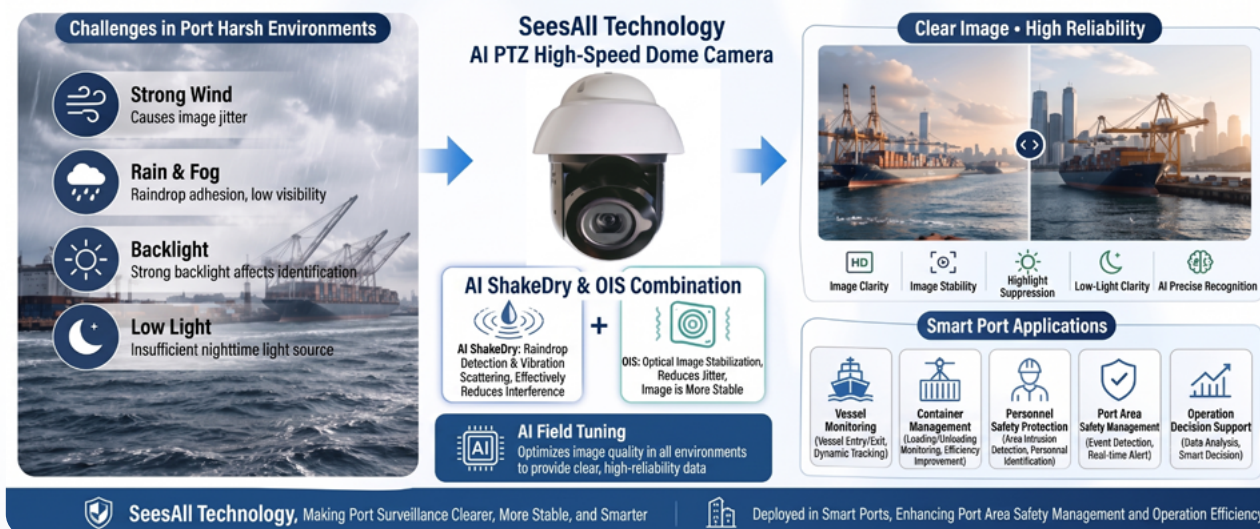
While NexCOBOT may not manufacture the robots themselves, we are building the technologies that matter most—the intelligent control platform at the heart of next-generation robotics and smart manufacturing. Our mission is not only to make robots move, but to help them operate more intelligently, more reliably, and more safely.



Column 2: SeesAll Technology: Seaport-Dedicated AI PTZ Speed Dome Camera

SeesAll Technology Port-Specific AI PTZ High-Speed Dome Camera

The World's First AI Visual Solution with Simultaneous Integration of AI ShakeDry (Raindrop Detection & Vibration Scattering) and OIS (Optical Image Stabilization)



In maritime and seaport environments, strong winds, dense fog, heavy rain, and low-light conditions often pose severe challenges to video surveillance. Engineered specifically to overcome these adversities, our company introduced the SeesAll Technology Seaport-Dedicated AI PTZ Speed Dome Camera. This product stands as the world's first intelligent imaging solution to simultaneously integrate AI ShakeDry (raindrop detection and micro-vibration dispersion technology) with OIS (Optical Image Stabilization), effectively minimizing interferences caused by water droplets and camera shakes.

Even under rigorous conditions such as severe storms, intense backlight, or ultra-low nighttime illumination, the camera operates with unwavering stability, maintaining pristine image quality. Concurrently, it performs continuous AI on-site calibrations to guarantee the accuracy and consistency of recognition results. This not only optimizes surveillance efficiency but also significantly mitigates the risk of false alarms.

Currently deployed in smart seaport applications, this product actively enhances port safety management and operational efficiency, setting a more reliable and intelligent new benchmark for maritime surveillance.



Column 3: Driving Industrial Sustainable Transformation via the "AI Master" Series



As ESG (Environmental, Social, and Governance) becomes a corporate imperative, Small and Medium Enterprises (SMEs) often confront the most severe hurdles: restricted resources, fragmented data, and talent deficits. We firmly believe that a true sustainability transition should not be a staggering burden, but rather a data-driven efficiency revolution.

1. Core Practice: "Production Master" -- Driving Social and Governance Transformation in Smart Manufacturing (S & G)

Tailored for resource-constrained SMEs, "Production Master" serves as the catalyst for the "first mile" of digital transformation, deploying AI technology to optimize production governance and resource allocation:

- **Precision Cost Governance (G):** Through the MCI (Manufacturing Cost Intelligence) system, we establish a three-tiered dashboard connecting executive management to front-line engineers. This transforms obscure production data into transparent, real-time cost dynamics, empowering enterprises to make data-backed, rational decisions amid market volatility.
- **Eliminating Process Waste (S):** By introducing "The Auditor," an automated auditing system, we seamlessly reconcile data discrepancies between ERP and APS systems. This not only mitigates manual verification fatigue and error rates but also liberates front-line employees from tedious data processing, allowing them to pivot toward high-value technical analysis and enhancing workplace fulfillment.
- **Resource Efficiency Optimization (E):** Utilizing AI for cost forecasting and machinery monitoring, we precisely manage material consumption and scrap output. This minimizes resource waste resulting from inefficient trial productions, achieving tangible environmental protection objectives.

2. Deep Integration: NexDATA — The Bedrock of Data Governance and Energy Management (E)

If the "Production Master" serves as the sensory organs of a smart factory, NexDATA functions as its data heart. Within the environmental dimension of ESG, robust data governance forms the underlying logic of any Energy Management System (EMS):

- **Optimizing Factory Energy Data Governance:** We deploy NexDATA across factory energy data governance frameworks. Through standardized data cleansing and integration, we empower enterprises to precisely monitor and identify carbon emission hotspots.
- **Breaking Down Data Silos for Measurable Reduction:** When data is no longer isolated in disconnected silos, enterprises can genuinely implement "data-driven carbon reduction." This shifts energy-saving and consumption-reduction initiatives from mere slogans into trackable, optimized, and concrete performance metrics.

3. Cross-Domain Application: "Medical Master" -- The Social Impact of AI Technology (S)

The breadth of ESG extends far beyond the factory floor, reaching into healthcare environments to fortify social safety nets. By translating our verified industrial experience in "poka-yoke" (error-proofing) and "visualization" into the "Medical Master" solution, we achieve:

Enhancing Medication Safety: Leveraging visual guidance technology, the solution empowers medicine cabinets with the ability to "proactively indicate location."

Alleviating Healthcare Burdens: Reducing medicine retrieval time by over 60%, this solution significantly mitigates scheduling pressures driven by healthcare labor shortages, fulfilling the original intent of technology serving humanity.

Digitally Empowering Professionals: Enabling pharmacists to return to their core professional consultations rather than expending physical energy on repetitive sorting tasks, thereby practicing "decent work" within healthcare institutions.

Looking Ahead: Transitioning from Data Visualization to Autonomous Collaboration with Agentic AI

In the next phase, we will propel the "Production Master" and "Medical Master" series beyond passive auxiliary tools, evolving them into Agentic AI capable of autonomous planning and execution. This is not merely a technological upgrade, but an accelerator for the company's long-term ESG vision:

- **From "Problem Detection" to "Proactive Resolution" (G - Governance Transformation):**

The future "Production Master" will no longer merely display cost risks or data gaps. Powered by Agentic AI, the system will autonomously scan for anomalous data within NexDATA. Acting as an experienced executive assistant will proactively interface with ERP systems, verify inventory status, and even automatically formulate multiple alternative scheduling options for managerial decision-making when material shortage risks are detected—realizing truly high-efficiency governance.

- **Ultimate "Workforce Empowerment" (S - Social Responsibility):**

In medical fields, "Medical Master" will evolve into a predictive, intelligent pharmaceutical Agent. Beyond guided light indicators for retrieval, it will autonomously initiate procurement simulations or expiration-date warning allocations before inventory hits critical thresholds. This completely liberates pharmaceutical personnel from tedious administrative chores. This "agentic collaboration" model will profoundly ease labor deficits in high-pressure sectors, fostering a more humane and caring workplace environment.

- **Dynamic "Net-Zero Path Optimization" (E - Environmental Sustainability):**

By harnessing the autonomy of Agentic AI, NexDATA will possess the capability to actively regulate energy consumption. When the AI perceives machinery idling or anomalies in power usage, it can issue real-time commands to optimize equipment parameters instantaneously, rather than waiting for post-event report reviews. This real-time, autonomous optimization will serve as the most robust technological backbone for enterprises striving to achieve "net-zero carbon emissions."

Conclusion: Data for Common Good, Value for Co-Creation

Through the integration of Agentic AI, we are not merely developing software; we are defining a new paradigm for future human-machine collaboration.

From the production front lines of manufacturing plants to the medicine dispensing windows of hospitals, we utilize AI agents to shoulder repetitive, high-pressure decision-making processes. This allows every professional to return to what matters most: high-value, creative work. Our unwavering pursuit of "digital equity" and "ultimate efficiency" stands as our most authentic, long-term commitment to sustainable development.

2.2 Quality Management

NEXCOM obtained ISO 9001 certification in 1999, initiating the implementation of a Total Quality Management (TQM) system aimed at developing a comprehensive quality system. In 2005, the company achieved ISO 14001 Environmental Management System certification and in 2013, OHSAS 18001 Occupational Health and Safety Management System Certification, which was updated to ISO 45001 in 2019, establishing an Environmental Safety and Health (ESH) Management System. Recognizing the significance of the medical system, NEXCOM obtained ISO 13485 Medical Devices Quality Management System Certification in 2017, ensuring a rigorous production process for medical device products.

NEXCOM sets various targets and management plans annually to enhance quality performance and improve occupational health and safety risks, consistently meeting these targets for several years. Additionally, annual audits by third-party verification companies ensure the effective implementation of all ISO management system.

Total Quality Management and Continuous Improvement

“Develop mutual understandings on quality control and strive for excellence (Consistent Quality), Regulate all workflows and checkpoints on professional standards (Total Quality Assurance), Strive to be impeccable and improve on performance for total customer satisfaction (Continual Improvement) - this is NEXCOM's quality policy.” From the formulation of the quality policy, it is clear that NEXCOM direction in quality management adopts the concept of comprehensive quality. By involving all employees in quality improvement, the company continuously enhances various aspects, including product technology, manufacturing capabilities, employee skills, optimal quality costs, and satisfaction of both internal and external customers. In terms of specific practices, departments within NEXCOM, including design, procurement and supplier management, manufacturing, post-sales service, and related support units are responsible for their performance of quality managing and monitoring. Top-level leaders are responsible for promoting the all-employee involvement. Regular meetings are called for fundamental monitoring activities. Directors of inter-related departments should jointly establish annual work plan and key performance indicators (KPIs) for next year based on results of previous accomplishment in customer quality requirements, industry quality management indicators and future corporate operational strategies. Real-time monitoring of key indicators is conducted based on the SMART principles (Specific/Measurable/Attainable/Relevant/Time-bound) to enhance the effectiveness of continuous improvement and ultimately ensure product quality and customer satisfaction.

Green Product Supply Chain Management System

To efficiently manage all components to meet green environmental requirements, NEXCOM has implemented the (GPMS) Green Product Management System. This system is equipped with multi-national regulations, exemptions, and customer standards, allowing suppliers to quickly and easily update information on green components online. It effectively manages suppliers and tracks quality performance. The GPMS system can set regulations, substances, materials, documents, and audit processes. When new materials are updated, the system automatically notifies suppliers to upload relevant documents. After the suppliers upload the documents, the system notifies the NEXCOM green components product unit for review. When it is necessary to check if various models comply with green standards, quality management personnel can use the report generator to automatically produce complete customer declaration reports, including RoHS, REACH, and full material investigation reports. This also includes bringing out all related documents of parts for tracking and evaluation. Through the standardized automated platform of GPMS, NEXCOM 's green product management becomes more efficient, and the company continues to move towards the targets of green and sustainable quality in the future.

Quality - Short, Medium, and Long-term Strategic Targets

Short-term Quality Targets:

- Execute Conduct incoming quality inspections to reduce product defect rates and enhance customer satisfaction.
- Implement appropriate quality control measures to ensure products meet international standards.
- Aperiodically conduct education and training to enhance employees' understanding and awareness of quality to reduce errors and mistakes.

Medium-term Quality Targets:

- Continuously improving research and development (R&D) and design quality to enhance market competitiveness.
- Strengthen supplier management to ensure that materials and components obtained from suppliers meet standards.
- Enhance product safety and reliability to ensure customers' experience and reliability of products.

Long-term Quality Targets:

- Increase the use of IoT technologies to enhance overall management guidelines and achieve continuous improvement and innovation.
- Establish a comprehensive quality management digital footprint system to achieve long-term stability and ISO certification.
- Utilize AI for research and development innovation and process optimization based on historical records, continuously improving product quality and technological capabilities to meet market and customer demands.



2.3 Customer Satisfaction

NEXCOM is committed to establishing and maintaining strong customer relationships to provide the best products and services. In order to understand customer satisfaction with our products and services, we regularly hold customer satisfaction surveys every year. Targeting important customers for the previous year, we provide a channel for customers to immediately reflect their opinions, which is an important basis for continuous improvement of products and service processes. The survey items include "Sales Service," "Product Quality," "Customer Service," "Delivery," and "Website." Customer satisfaction survey results will be promptly feedback to various departments within the company for improvement and enhancement.

Through the customer satisfaction survey, we not only gain insights into how customers perceive our products and services but also receive positive reinforcement that encourages and supports our dedicated employees. Additionally, the surveys help us identify areas for improvement from an external perspective, allowing us to make timely adjustments. For customers whose satisfaction levels fall short of our set targets, we promptly report the issues to the departments responsible. These departments are tasked with formulating improvement measures and presenting them at management review meetings for follow-up and tracking.

Additionally, we engage in regular communication with our customers to understand their needs and feedback, allowing us to make timely improvements and enhancements. We utilize various communication channels, including email, telephone conferences, video meetings, and business trips, to ensure close contact with our customers. We believe that through continuous improvement and enhancement of our products and services, we can build and maintain strong customer relationships, ultimately earning their long-term trust and support.

Overall, the average customer satisfaction score for 2025 reached 88.4 points, representing an increase of 1.6 points compared to 2024. This improvement underscores the continuous enhancement of the company's overall product quality and service standards. Further analysis shows that satisfaction continues to remain at a high level and has shown a stable development trend in the past three years, indicating that the customer relationship management and service quality improvement measures continuously promoted by the company are effective. In the future, we will conduct in-depth analysis on projects with slightly declining satisfaction and continue to strengthen the communication and feedback mechanism with customers, in order to further improve customer satisfaction.

► Customer Satisfaction Score

Year	2023	2024	2025
Customer Satisfaction (%)	87.0	86.8	88.4

Note: The data source is NEXCOM.

► Customer Complaint Handling Process



2.4 Sustainable Supply Chain

From the perspective of corporate sustainable governance, suppliers are not only operational partners but also indispensable stakeholders within the corporate value chain. The operational stability and sustainability performance of upstream supply chains directly impact a company's overall achievements in Environmental, Social, and Governance (ESG) domains. It is vital to establish relationships grounded in transparency, trust, and mutual growth with suppliers to ensure that product and service quality align with corporate standards. Guided by a long-term commitment to corporate sustainability, NEXCOM promotes the continuous advancement of suppliers' sustainable governance capabilities through institutionalized procurement and evaluation mechanisms. All cooperative suppliers must comply with the Company's Procurement Management Procedures and undergo periodic evaluations and reviews, which serve as a critical basis for continuous improvement and deeper collaboration.

Supplier Management Policy and Regulatory Standards

NEXCOM places a high priority on sustainable supply chain management. To mitigate the environmental and social impacts of our supply chain, we have established a comprehensive Supplier Management Policy and related regulatory guidelines. Sustainable requirements—including environmental protection, occupational health and safety, labor and human rights, business integrity, and legal compliance—are integrated into our supply chain management mechanisms, serving as critical criteria for supplier evaluation, selection, and management. In terms of environmental governance, NEXCOM requires suppliers to adhere to domestic and international environmental regulations as well as customer mandates, while actively driving the following environmental management initiatives:

- Establishing Environmental Management Systems: Encouraging suppliers to obtain ISO 14001 Environmental Management System certification.
- Implementing Hazardous Substance Management: Complying with regulatory requirements and aligning with international environmental frameworks such as RoHS and REACH.
- Promoting Energy Conservation and Resource Efficiency: Driving carbon reduction, pollution prevention, and efficient resource utilization measures.
- Enforcing Waste Management and Recycling: Implementing robust waste management and material recycling to minimize environmental impacts.
- Aligning with Green Supply Chain Mandates: Adhering to customer requirements regarding green products and sustainable supply chain management.
- Banning Hazardous Substances: Prohibiting the use of restricted substances and requiring suppliers to provide related testing reports or declarations of conformity.

Furthermore, NEXCOM incorporates environmental, health and safety (EHS), and sustainability risks into its supplier management and evaluation workflows. Through these actions, we continually elevate the sustainability capabilities of our supply chain while lowering overall operational risks.



Implementation Status of Supplier Management Policy and Regulations

To effectively execute sustainable supply chain management, NEXCOM continuously conducts supplier due diligence, comprehensive evaluations, and sustainability management initiatives. The implementation status for the 2025 fiscal year is outlined below:

- 1. Supplier Evaluation and Due Diligence: Prior to onboarding new suppliers, assessment procedures covering basic profiles, quality capabilities, environmental management, and regulatory compliance must be conducted. Environmental and sustainability management capabilities are integrated into these review items, serving as a vital basis for supplier selection.
- 2. Supplier Self-Assessment and Document Management: We require suppliers to provide environmental declarations, hazardous substance compliance data, and other customer-mandated documentation. This information is regularly updated to verify ongoing alignment with environmental regulations and green product specifications.
- 3. Supplier Performance Evaluation: Periodic supplier performance appraisals are executed, evaluating key metrics such as quality, delivery, service, and legal compliance. Concurrently, we closely monitor suppliers' execution performance regarding environmental protection and sustainability management.
- 4. Supplier Guidance and Sustainability Promotion: In alignment with customer mandates and international regulations, we maintain continuous communication with suppliers regarding hazardous substance management, green products, and sustainable supply chain requirements, assisting them in elevating their environmental management capabilities and regulatory compliance.
- 5. Green Supply Chain Management: We actively promote green procurement and the management of environmentally friendly materials, giving preference to suppliers that meet stringent environmental management requirements to mitigate the environmental impacts throughout the product life cycle.
- 6. Risk Management and Anomaly Tracking: In the event that a supplier experiences a major violation concerning quality, environmental standards, or legal regulations, NEXCOM requires the immediate submission of corrective action plans and performs rigorous follow-up tracking. When necessary, the qualification for cooperation will be re-evaluated to lower overall supply chain risks.

Through these supplier management policies and continuous oversight measures, NEXCOM consistently fortifies the environmental and sustainability capabilities of its supply chain. We work hand-in-hand with our suppliers to drive low-carbon, eco-friendly, and sustainable development goals, ultimately enhancing corporate sustainability competitiveness and corporate governance performance.

New Supplier Evaluation

The procurement department selects suppliers based on the company's actual needs, using criteria such as quality, price, delivery time, quantity, and service attitude. Additionally, suppliers who have obtained ISO 14001 certification, are Green Partner certified, or have received recognition from government agencies for their environmental excellence are also eligible to become NEXCOM's suppliers. To ensure that suppliers clearly understand our environmental, safety, and health requirements, all new suppliers are required to complete and return our Environmental Safety and Health Guidelines form.

► Number and Percentage of New Suppliers Meeting Environmental Standards Screening

Year	2023	2024	2025
Number of New Suppliers	13	11	19
Percentage of Completion for Screening	92%	92%	100%

Note: The data source is NEXCOM.

Annual Supplier Evaluation

Scores of quality, delivery and services are recorded quarterly in the evaluation database. Scores are divided into four Grades:

- Grade A - The score is 90 or above
- Grade B - The score is 80 or above
- Grade C - The score is 70 or above
- Grade D - The score is below 69

For those whose scores are below 69 points, NEXCOM requires suppliers to submit improvement countermeasures reports within a time limit and requires relevant units to continue to pursue them. If the total evaluation score is lower than 79 points, NEXCOM will also reduce the procurement ratio of suppliers, and if necessary, tighten their purchase control according to inspection and control procedures.

Corporate Social and Environmental Responsibility Code of Conduct

NEXCOM implements the "Corporate Social and Environmental Responsibility Code of Conduct" to ensure that suppliers meet sustainable standards, this code includes requirements related to human rights issues (no child labor, no discrimination, and no forced labor), environmental responsibility, and ethical business practices. In 2025, a total of 19 new raw material suppliers signed the Corporate Social and Environmental Responsibility Code of Conduct.

► 2025 Statistic of Suppliers Signed Corporate Social and Environmental Responsibility Code of Conduct

Year	2023	2024	2025
Number of New Suppliers	12	12	19
Suppliers Response	12	12	19
Percentage of Response	100%	100%	100%

Note: The data source is NEXCOM.

Supplier - Corporate Social Responsibility Questionnaire

NEXCOM conducted a survey to understand its suppliers' commitment to protecting labor rights, promoting fair employment conditions, ensuring safe working conditions, managing environmental issues responsibly, and upholding high ethical standards. In 2025, a total of 396 were issued and 396 were collected, achieving a 100% return rate.

► 2025 Supplier Social Responsibility Questionnaire Return Rate Statistics

Year	2023	2024	2025
Number of New Suppliers	466	457	396
Suppliers Response	466	457	396
Percentage of Response	100%	100%	100%

Note: The data source is NEXCOM.

Conflict Minerals

NEXCOM upholds the core values of corporate sustainability and social responsibility by actively promoting supply chain transparency to ensure that metals such as gold (Au), cobalt (Co), mica, tin (Sn), tantalum (Ta), and tungsten (W) are sourced in compliance with conflict-free mineral principles. We firmly oppose the use of minerals mined or smuggled by illegal armed groups from the Democratic Republic of the Congo (DRC) and neighboring conflict-affected regions. According to the United Nations Security Council, the following countries are identified as non-compliant with conflict-free mineral standards for related metal exports: Democratic Republic of the Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, and Kenya.

To implement our responsible sourcing policy, NEXCOM has fully promoted the Conflict Minerals Reporting Template (CMRT) / Extended Minerals Reporting Template (EMRT) surveys, issuing requests to 446 suppliers, of which 439 have responded. We will continue to collaborate with our supply chain partners to build a transparent, sustainable, and responsible supply system.

As a global corporate citizen, NEXCOM declares and commits not to accept metals sourced from conflict-affected areas. At the same time, we require our suppliers to:

1. Fulfill social and environmental responsibilities
2. Refrain from using “conflict minerals” sourced from the DRC and surrounding countries and regions
3. Trace the origin of all gold (Au), cobalt (Co), mica, tin (Sn), tantalum (Ta), and tungsten (W) contained in their products
4. Suppliers are required to cascade this requirement down to their respective upstream suppliers

In 2025, all products supplied by NEXCOM to customers will be guaranteed conflict-free metal products.

Restricted Substances

NEXCOM ensures that all raw materials used comply with the EU's RoHS, REACH, and halogen-free standards. This ensures that our products not only meet customer requirements but also protect our employees and the ecological environment.

In 2019, NEXCOM established the "Green Product Management System," which includes the use of non-toxic raw materials, modular design for product interchangeability, and pollution reduction during the manufacturing process. This system aims to increase the recyclability of products and waste and reduce the impact on the environment.

Local Procurement

NEXCOM continues to practice corporate social responsibility starting from the procurement end. NEXCOM progressively promotes the concept of local procurement (within Taiwan). Through local procurement, we can stimulate local economic development and support business growth, while also reducing environmental impact and lowering carbon emissions caused by long-distance transportation. NEXCOM will continue to advance the concept of local procurement, moving towards sustainable development.

► Local Procurement Amount Statistics

(Unit: NT\$ thousand)

Year	2023	2024	2025
Local Supplier Procurement Expenditure	2,221,583	2,601,589	2,963,694
Total Procurement Amount	2,356,402	2,808,832	3,236,421
Percentage of Local Supplier Procurement Expenditure	94.28%	92.62%	91.57%

Note 1: Since the procurement amounts are converted from USD to TWD, this amount is calculated in TWD.

Note 2: The data source is NEXCOM.

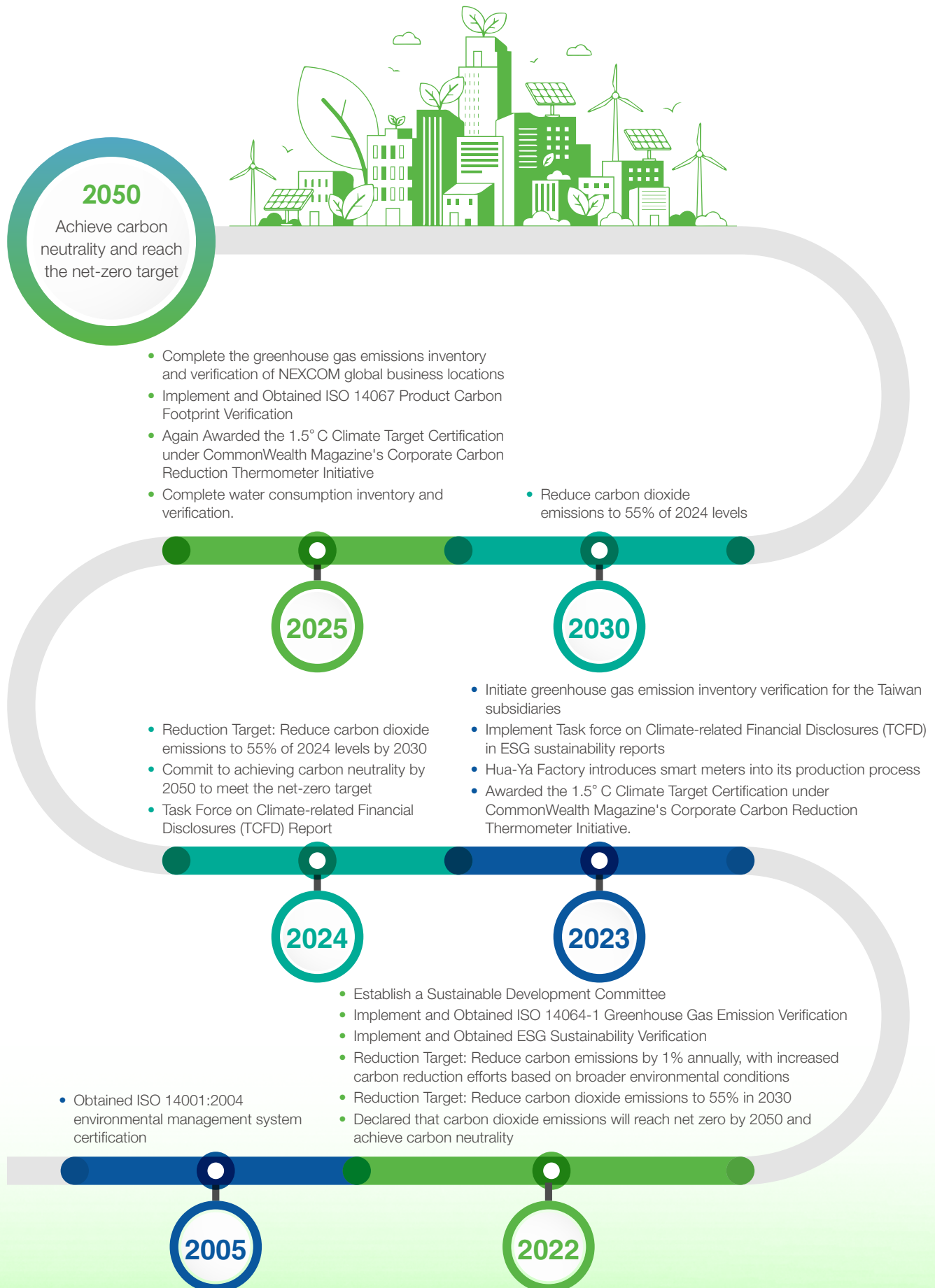
3 Carbon Reduction and Energy Saving

NEXCOM- Environmental Sustainability
Process and Future Target Setting Planning

- 3.1 Energy Management
- 3.2 Greenhouse Gas Inventory
- 3.3 Water Resources Management
- 3.4 Waste Management
- 3.5 Climate Change Response
- 3.6 Environmental Management



NEXCOM-Environmental Sustainability Process and Future Target Setting Planning



3.1 Energy Management

NEXCOM consistently considers the environmental impact brought by the enterprise in the process of operation. In order to achieve sustainable development, NEXCOM has developed an appropriate climate strategy and set a number of environmental targets and indicators such as carbon emissions and waste to reduce the environmental load at all stages of the product life cycle. In addition, process improvement and management measures have been invested to introduce environmentally friendly design and maximize energy and resource efficiency. NEXCOM will continue to promote environmental protection measures, actively improve the process and product design, and strive to achieve environmentally friendly green operations to ensure that our business operations have minimal negative impact on the environment and make more contributions to society and the environment.

Energy Management Policy

NEXCOM continuously monitors the environmental impacts arising from its business operations and focuses on improving energy efficiency, reducing carbon emissions, and promoting low-carbon transformation. Through the implementation of energy management systems, equipment improvements, process optimization, and renewable energy assessments, the Company gradually reduces energy consumption and environmental impacts while moving toward sustainable and low-carbon operations.

(1) Energy Management Policy, Objectives, and Initiatives

To enhance energy efficiency and reduce greenhouse gas emissions, NEXCOM has established 2025 as the baseline year and set the following energy management objectives:

1. Reduce energy intensity by 1% annually compared with the baseline year.
2. Achieve a cumulative 5% reduction in energy intensity by 2030 compared with the baseline year.
3. Continuously increase the evaluation and adoption of renewable and low-carbon energy sources to facilitate a gradual energy transition.
4. Strengthen employees' awareness of energy conservation and promote an energy-efficient management culture to improve overall energy utilization efficiency.

(2) Implementation Measures

1. Energy Efficiency Improvement and Equipment Upgrades
 - Continue replacing existing lighting systems with high-efficiency LED lighting in plants and offices to reduce electricity consumption.
 - Implement automated air-conditioning control mechanisms, including temperature-based operation management, to improve HVAC system efficiency.
 - Regularly review the operating status of high-energy-consuming equipment to reduce standby energy consumption and unnecessary energy waste.
2. Process Optimization and Green Design
 - Incorporate environmentally friendly design concepts throughout the product life cycle to reduce energy consumption during product manufacturing and usage stages.
 - Continuously optimize production processes and equipment utilization efficiency to minimize unnecessary energy consumption.
3. Low-Carbon Energy and Renewable Energy Assessment
 - Continue evaluating the feasibility of installing solar power generation systems at operational sites.
 - Plan and assess the procurement of renewable energy certificates (T-RECs) and green electricity wheeling arrangements to gradually increase the proportion of renewable energy usage.
4. Employee Energy Conservation Education and Promotion
 - Enhance employees' awareness of energy conservation through internal communications, energy-saving reminders, and training programs to encourage daily energy-saving practices.
 - Encourage employees to implement energy-saving behaviors, including turning off unnecessary lighting, maintaining appropriate air-conditioning settings, and improving equipment energy management.

Annual Performance and Achievement

In 2025, NEXCOM Group's total energy consumption was 24,853.75 GJ, representing a slight decrease compared with 2024. This demonstrates that energy conservation and management initiatives have gradually delivered positive results. Key achievements include:

- Electricity consumption decreased from 23,756.23 GJ to 23,416.03 GJ.
- Diesel consumption decreased significantly from 172.96 GJ to 89.69 GJ.
- Continued implementation of LED lighting replacement projects and air-conditioning energy management improvements across plants and offices.

Looking ahead, NEXCOM will continue to enhance energy efficiency through equipment improvements, energy management optimization, and low-carbon transformation initiatives, progressively achieving its goals of energy conservation, carbon reduction, and sustainable operations.

Energy Statistics

► Energy Consumption Statistics for Each Operation Site of NEXCOM Group (including subsidiaries)

Unit: GJ

Energy Type		2023	2024	2025
Electricity	Non-renewable (Purchased)	20,992.33	23,756.23	23,416.03
	Diesel	167.6	172.96	89.69
Fuel	Gasoline	1098.29	1325.16	1348.03
	Total Energy Consumption	22,258.21	25,254.35	24,853.75
Energy Intensity		3.86	4.66	4.36

Note:

(1) 1 kWh is approximately 3.6 million joules; diesel has an energy content of about 35.16 million joules per liter; gasoline has an energy content of about 32.65 million joules per liter; 1 GJ = 1 billion joule.

(2) Energy content values are based on the 2021 Energy Statistics Handbook by the Ministry of Economic Affairs, Energy Bureau.

(3) In 2025, the scope of energy consumption reporting was expanded to include overseas operational sites in the United States, Japan, and China.

(4) Energy Intensity = Total Energy Consumption (GJ) / Revenue (NT\$ million)

(5) The installation of renewable energy is still under evaluation.

3.2 Greenhouse Gas Inventory

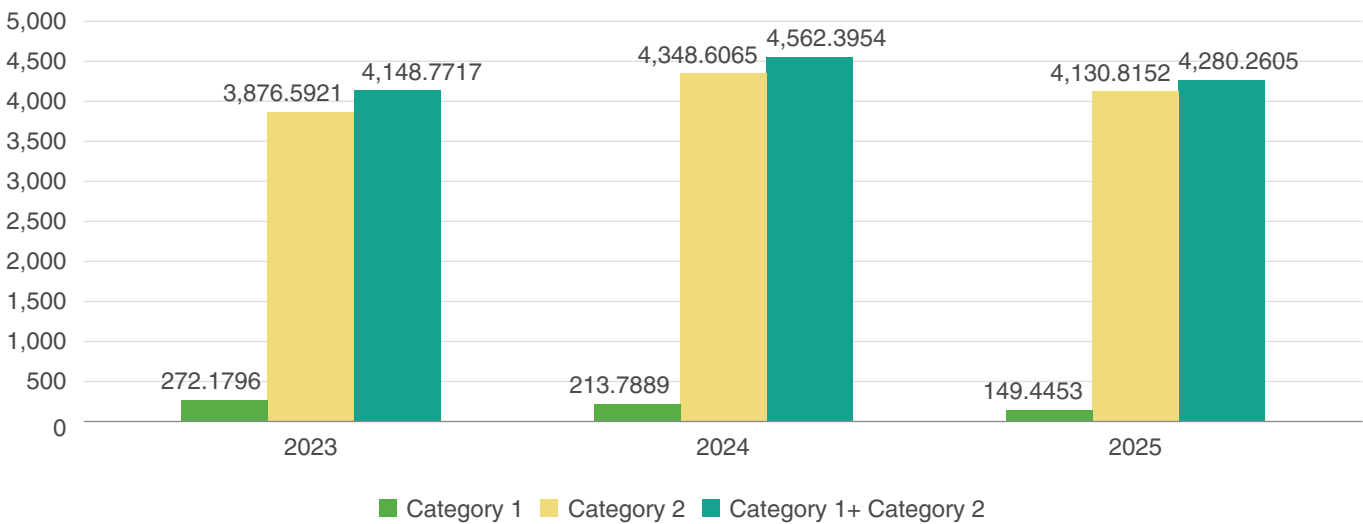
The greenhouse gas emissions of NEXCOM and its domestic and overseas subsidiaries are categorized into direct and indirect emissions based on their sources. Direct emissions are generated from company vehicle operations, emissions from production equipment at factory sites, the use of heating systems, and fugitive emissions from utility equipment. Indirect greenhouse gas emissions come from purchased electricity, which is sourced from Taiwan Power Company and Hua Ya Power Corporation, and various overseas power providers. Other indirect emissions from transportation are generated from business travel and employee commuting. In 2025, the company's greenhouse gas inventory covered the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). According to the statistics, category 1 emissions amounted to 149.4453 metric tons of CO₂ equivalent (CO₂e), accounting for 3.06% of the company's total emissions, Category 2 emissions totaled 4,130.8152 metric tons of CO₂e, accounting for 84.54%. There were no biogenic CO₂ emissions in this inventory.

► Greenhouse gas emissions for the past three years are listed below

Unit : Metric Tons of CO₂e

Scope	2023	2024	2025
Category 1 Direct Emissions	272.1796	213.7889	149.4453
Category 2 Indirect Emissions from Energy Consumption	3876.5921	4348.6065	4130.8152
Category 3 Indirect Emissions from Transportation	549.4184	717.3427	606.0164
Total	4698.1901	5279.7381	4886.2769
Greenhouse Gas Emission Intensity: (Note) metric tons of CO ₂ e per million TWD of revenue	0.81	0.97	0.86

► Greenhouse Gas Emissions from 2023 to 2025



Note:

- Use operating control approach method.
- Scope of statistics for Category 1 and Category 2: Emissions from process equipment, consumption of gasoline and diesel, consumption of natural gas, refrigerants, fire extinguishers, and fugitive emissions from septic tanks, electricity consumption (based on Taiwan Power Company bills, Hua Ya Power Corporation power readings, and electricity bills from power companies of overseas subsidiaries).
- Category 2 Electricity Emission Factors: The electricity emission factor provided by Taiwan Power Company was 0.494 kgCO₂e/kWh for 2023 and 2024, while the electricity emission factor of Huaya Power Co., Ltd. was 0.9208376436 kgCO₂e/kWh. In 2025, the electricity emission factor provided by Taiwan Power Company was 0.474 kgCO₂e/kWh, and the electricity emission factor of Huaya Power Co., Ltd. was 0.8950234186 kgCO₂e/kWh.
- Global Warming Potential (GWP): The values for 2022, 2023, and 2024 are based on the IPCC Sixth Assessment Report (2021).
- Greenhouse Gas Emission Factors: The greenhouse gas emission factors were referenced from the Greenhouse Gas Emission Factor Management Table announced by the Ministry of Environment, Executive Yuan, on February 5, 2024.
- Data Sources: The data sources include NEXCOM Taiwan headquarters, domestic subsidiaries, and global overseas subsidiaries.

2025 Category 3 - Indirect Greenhouse Gas Emissions from Transportation Statistics

Category 3 emissions amounted to 606.0164 metric tons of CO₂ equivalent (CO₂e) in total, with employee commuting accounting for 379.4854 metric tons CO₂e (62.6%) and business travel accounting for 226.5310 metric tons CO₂e (37.4%).

Emission Source	Calculation Category	2023	2024	2025
Employee Commuting	Employee Commuting (Car)	103.0028	128.1021	131.6770
	Employee Commuting (Motorcycle)	200.8906	169.2706	154.4930
	Employee Commuting (High-Speed Rail)	2.3362	1.3924	1.3924
	Employee Commuting (Train)	21.2317	20.6912	22.7979
	Employee Commuting (Long-distance Bus)	5.4127	10.1779	10.1779
	Employee Commuting (Urban Bus)	8.1184	8.1884	8.0254
	Employee Commuting (Taipei Metro)	0	53.1733	50.9219
Business Travel	Business Travel (High-Speed Rail)	13.6118	15.6021	14.5189
	Business Travel (Plane)	152.0800	264.6677	164.5340
	Business Travel (Taxi)	2.8097	2.9423	3.2476
	Business Travel (Private Car for Official Use)	39.9246	43.1349	44.2305

Note: The data sources include NEXCOM Taiwan headquarters, domestic subsidiaries, and global overseas subsidiaries. Starting from 2024, metro transportation emission factors have been obtained and incorporated into the greenhouse gas inventory and statistical calculations.

Energy Conservation and Carbon Reduction Improvements

NEXCOM continues to implement energy-saving and carbon reduction initiatives through equipment replacement, process optimization, and energy management measures to gradually enhance energy efficiency year by year. From 2022 to 2025, a cumulative 243,625 kWh of electricity was saved, resulting in a carbon reduction benefit of 129.7229 metric tons CO₂e. Compared to the baseline year 2024 total emissions of 5,279.7381 metric tons CO₂e, this represents a 2.46% reduction, demonstrating the company's tangible results in improving energy efficiency and taking climate action.

► Greenhouse Gas Emission Reduction Performance

Year	2023	2024	2025
Electricity Saved (kWh)	194,562	236,780	243,625
Carbon Emissions Reduced (metric tons CO ₂ e)	105.6225	126.4784	129.7229

Note: The data source is NEXCOM.

Energy Saving and Carbon Reduction Improvement Plan

(1) Headquarters - Energy Saving and Power Reduction Project

Target: Reduce lighting electricity consumption on the 9th floor office by 30%.

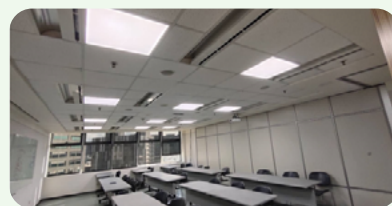
1. The T5 lighting fixtures used in the Zhonghe Headquarters office area have been in service for over 10 years, and their brightness has gradually declined due to lumen depreciation, which can cause eye strain.
2. In response to government environmental policies, the recycling and disposal fees for fluorescent tubes have increased by 300%, resulting in higher material costs.
3. The project to replace lighting fixtures in the 9th floor area of the headquarters is underway to meet illumination requirements and energy conservation and carbon reduction requirements.

Improvement Methods:

1. Planned replacement of LED light fixtures and tubes on the 9th floor of the Zhonghe Headquarters.
2. Calculated the electricity savings, cost savings, and carbon emission reductions after the upgrade.
3. Regular inspection and maintenance.

Improvement Outcome:

After verification, the annual electricity consumption was reduced from 8,050 kWh before the improvement to 2,605 kWh after the improvement, achieving a 67.64% reduction. The target has been successfully met.



(2) Headquarters - Energy Saving and Power Reduction Project

Target: Replace HVAC pump motors in chillers to reduce electricity consumption by up to 10%.

1. Current Equipment Status: Most of the existing chilled water and cooling water pump motors are older models with lower energy efficiency and insufficient operating performance. Prolonged operation leads to high electricity consumption and an increased frequency of required maintenance.
2. Energy Consumption Status: Based on annual operating hours, the pump system accounts for an estimated 20% to 25% of the overall HVAC electricity consumption. Actual measurements indicate that energy consumption exceeds the benchmark for the same efficiency class, leaving room for energy-saving improvements.

Improvement Methods:

1. Gradually phase out and replace chilled water and cooling water pump motors across all floors of the Zhonghe Headquarters.
2. Calculate the electricity savings (kWh), cost reductions, and carbon emission reductions after the improvements.
3. Conduct regular inspections and maintenance.

Improvement Outcome:

Upon verification, the annual electricity consumption was 11,760 kWh before the improvement and 10,360 kWh after. This represents an 11.9% reduction, successfully achieving the target.



Office Energy Saving Measures

To achieve the goal of balancing economic development and environmental protection, NEXCOM is committed to implementing an office energy-saving plan. We are focusing on energy conservation and carbon reduction awareness promoting, avoid energy waste in office and fully realizing energy-saving practices. The ultimate goal is to effectively reduce unnecessary energy consumption and enhance overall usage efficiency.



Air Conditioner

1. Install automatic controllers for air cooled water chillers to enable automatic switching, reducing energy waste.
2. Regularly clean air filters to maintain cooling efficiency.
3. Install circulation fans to enhance air circulation for areas near windows which will reduce power consumption.
4. Use curtains on office windows to shield from direct sunlight for reducing air-conditioning usage.
5. Set thermostat at the range of 26~28°C with circulation fans where needed for comfortable temperature range in office.



Lighting Fixture

1. Using LED lights to reduce energy consumption.
2. Set up zone controlling in the office to reduce unnecessary power consumption.
3. Turn off unnecessary lighting during lunch breaks.
4. Use motion-sensing lighting in unmanned areas of the warehouse.



Operations

1. Implement e-documentation where it is applicable, such as document approvals, procurements.
2. Set computer to sleeping mode after being idled for 10 minutes. Powered off the computer and peripheral devices if they are not to be used for an extended period.
3. Use energy-efficient photocopiers with power-saving functions that can automatically entering a power-saving mode when idle.

3.3 Water Resources Management

NEXCOM has long been committed to water conservation and environmental protection. Recognizing that water resources are a critical issue for global sustainable development, the Company continuously promotes water resource management and conservation measures to mitigate the potential impact of water scarcity on operations.

To strengthen water resource management and reduce the environmental footprint of our operational activities, NEXCOM consistently drives water-saving management mechanisms. By integrating daily management, equipment improvements, and employee awareness campaigns, we enhance overall water use efficiency. Furthermore, in response to potential water shortage risks driven by climate change, we actively build operational resilience and sustainable management capabilities.

Water Resources Management Targets and Implementation Measures

(I) Water Resources Management Targets

With 2025 established as the base year for water intensity, the Company has set the following water resource management targets:

1. Annual Target: Reduce annual water intensity by 1% compared to the base year.
2. Long-term Target: Achieve a cumulative 5% reduction in water intensity compared to the base year by 2030.

(II) Implementation Measures and Achievements

To achieve the aforementioned targets, the Company continuously implements the following management measures:

1. Implementation of Daily Water Conservation Management: Periodically review water usage across all plant sites; strengthen water management for HVAC systems, drinking water equipment, cleaning operations, and public areas to prevent abnormal consumption and equipment leaks.
2. Enhancement of Employee Water-Saving Awareness: Raise employee awareness regarding water conservation through internal announcements, environmental education, and daily communication, encouraging colleagues to cultivate good habits such as turning off taps and conserving water.

3. Improvement of Equipment Efficiency: Continuously evaluate the feasibility of introducing water-saving equipment and high-efficiency HVAC systems to reduce daily operational water demand.
4. Climate Risk and Water Scarcity Response Management: In response to dry-season water shortage risks induced by climate change, continuously promote risk awareness and implement water dispatching and contingency planning based on plant operational needs to mitigate the impact of water scarcity on operations.
5. Regular Tracking and Review of Management Performance: Annually compile and review water consumption and water intensity across all plant sites to serve as a basis for subsequent water-saving improvements and management target revisions.

(III) Annual Achievements

In 2025, total water consumption was 9,595 kWh (with a water intensity of 0.001682698), representing an increase of 668 kWh compared to 2024. This increase was primarily driven by the expansion of operations and increased personnel usage at the Hwa Ya Factory.

However, the overall water consumption remains predominantly for domestic/administrative use, with zero demand for manufacturing process water; thus, the environmental impact is relatively limited. Moving forward, the Company will continue to gradually achieve its established reduction targets and implement sustainable water resource management through water conservation management measures, equipment optimization, and awareness campaigns.

► Water Consumption and Intensity of Each Factory Area

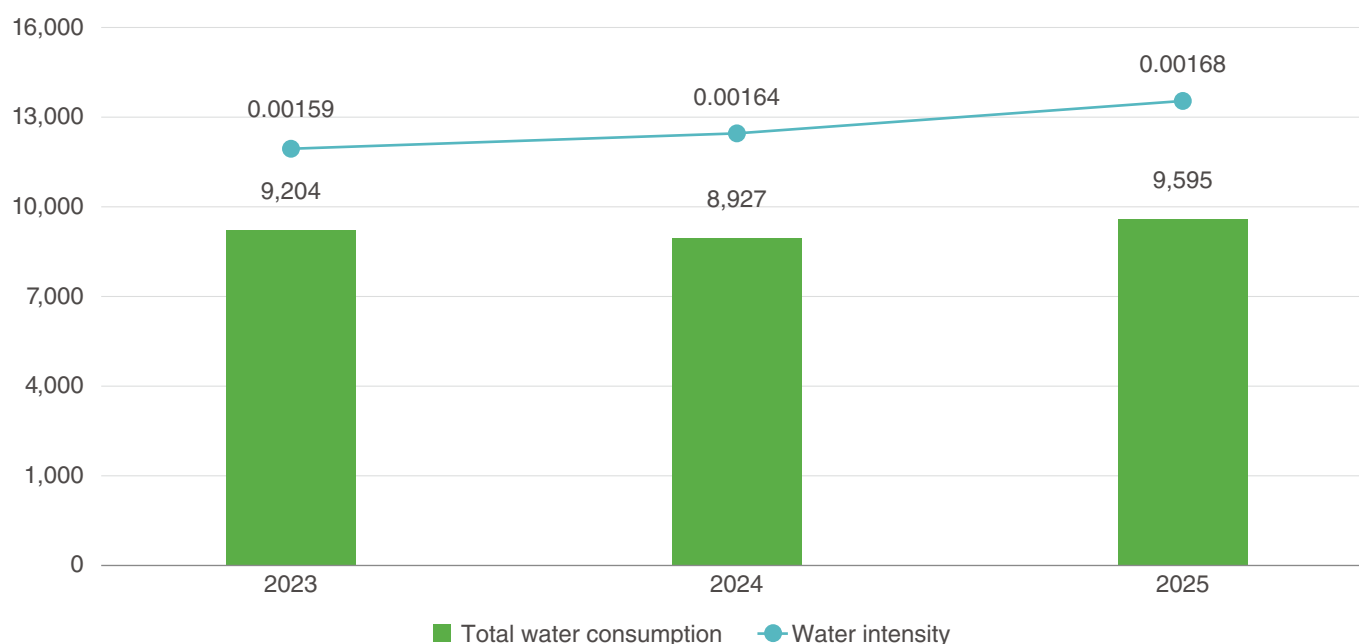
Unit: Degree

Year	Each Factory Area			Total Water Consumption	Water Use Intensity
	Headquarters	Sanmin Factory	Hua-Ya Factory		
2023	0	7,366	1,838	9,204	0.001596392
2024	0	6,976	1,951	8,927	0.001646724
2025	0	7,350	2,245	9,595	0.001682698

Note:

1. The water used by the headquarters is for domestic use and uses public water in the building, so there is no relevant data.
2. The data source is NEXCOM.
3. Water intensity = Total water consumption (m³) / Revenue (NTD thousands).

► Water Consumption and Intensity in Each Year



3.4 Waste Management

NEXCOM has established a waste management plan objectives based on fundamental principles and framework of ISO 14001 environmental management system. Effectiveness of waste management are regularly supervised and analyzed to ensure all measures taken are effectively comply with relevant environmental regulations. Moreover, NEXCOM takes a proactive approach to use recyclable and environmentally friendly materials as the first choice for products and packaging to achieve waste minimization from source controlling. Efforts are also devoted to establishing management standards and promoting communication to ensure that all NEXCOM employees are participating waste materials sorting to avoid improper disposal.

The waste generated by NEXCOM is divided into general industrial waste and hazardous industrial waste. General industrial waste is mainly incinerated. Hazardous industrial waste is physically disposed of by incineration and electrostatic separation followed by crushing. Headquarters and its subsidiaries are in the same building. The main domestic waste produced is uniformly processed by the building's qualified removal suppliers. The general and hazardous waste generated by each business unit after product development is classified and stored, and then handed over to Sanmin Factory conducts unified cleaning and transportation.

Waste electronic materials, solder paste cans, and waste liquids are generated from the production processes of Sanmin and Hua-Ya Factory. In addition, domestic waste and waste wood (packaging materials), waste cartons, waste plastics and other waste not generated by the manufacturing process are entrusted to be handled by qualified removal suppliers, and a removal contract is signed with the removal suppliers in accordance with legal requirements. Manage waste removal situations. In terms of waste liquid removal and treatment, due to the small output, it is temporarily stored in the factory. When the removal volume is met, qualified manufacturers are then entrusted with removal and incineration treatment, with an average of 1 to 2 times a year.

Circular Economy and Waste Management Policy

(1) Circular Economy Policy

NEXCOM continues to promote circular economy practices. The Company's key management approaches are as follows:

1. Environmentally Friendly Raw Material Management:

During product development and material selection processes, NEXCOM prioritizes the evaluation and adoption of reusable, recyclable, and low-impact materials to reduce environmental burdens.

2. Product and Packaging Reduction Design:

NEXCOM continuously promotes packaging reduction and packaging reuse initiatives to minimize the generation of waste materials, including waste wood, cardboard, and plastics.

3. Resource Recycling and Reuse Management:

The Company strengthens waste sorting and recycling practices at operational sites, improves the reuse rate of general industrial waste, and promotes efficient resource circulation.

4. Legal Waste Disposal and Proper Handling:

All waste is handled by qualified waste collection and disposal contractors. Waste storage, transportation, and final disposal processes are managed in accordance with applicable environmental regulations.

5. Employee Environmental Education and Awareness Promotion:

NEXCOM continuously promotes waste classification, resource recycling, and waste reduction awareness to enhance employees' environmental responsibility.

(2) Waste Reduction Management Objectives and Initiatives

1. Waste Reduction Management Policy and Targets

To minimize environmental impacts caused by waste generation, NEXCOM has established 2025 as the baseline year and set the following waste reduction and resource circulation targets:

- Reduce total waste generation by 1% annually compared with the baseline year.
- Achieve a cumulative 5% reduction in total waste generation by 2030 compared with the baseline year.

2. Implementation Measures

To achieve the above objectives, NEXCOM continues to implement the following initiatives:

- Source Reduction Management

Evaluate environmental impacts during product development and material selection, and prioritize the use of recyclable, low-impact, and reusable materials.
- Packaging and Resource Reuse

Promote the recycling and reuse of cardboard boxes, packaging materials, and plastics to reduce waste generation.
- Strengthening Waste Sorting Management

Continue implementing waste classification systems at operational sites and conduct employee awareness campaigns to improve recycling efficiency.
- Waste Disposal and Regulatory Compliance Management

Entrust qualified waste management contractors to handle various types of waste and conduct waste storage, reporting, and transportation management in accordance with environmental regulations.
- Regular Tracking and Performance Review

Regularly track waste generation, recycling volumes, and disposal methods as the basis for continuous improvement and future management target adjustments.

(3) Annual Performance and Achievement

In 2025, NEXCOM generated a total of 52.140 metric tons of waste, representing an increase compared with 2024, mainly due to increased operational activities and R&D activities. However, the amount of general industrial waste recycled and reused increased from 11.76 metric tons to 20.47 metric tons, resulting in a significant improvement in the recycling rate. This demonstrates that the Company's resource circulation initiatives have gradually achieved positive results. Looking ahead, NEXCOM will continue to promote source reduction, resource recycling, and circular reuse management to progressively achieve its waste reduction and circular economy objectives.

► Waste Statistics

Unit: Metric Tons

Site Area	Category	2023	2024	2025	
Headquarters Sanmin Factory Hua-Ya Factory	Household Waste	1.20	1.20	1.20	
	General Business Waste	32.98	33.58	38.82	
	Hazardous Industrial Waste	Spent Liquids	10.516	7.88	10.59
		Electronic Waste	0.87	2.01	1.52
	Total	45.566	44.672	52.140	

Note: The data source is NEXCOM.

► Waste Disposal

Unit: Metric Tons

Category	Disposal Method	2023	2024	2025
Hazardous Industrial Waste	Incineration	0.87	2.01	1.52
	Physical Shredding Treatment	10.516	7.88	10.594
General Business Waste	Incineration	15.895	21.82	18.365
	Reuse	17.085	11.76	20.47
Total		44.366	43.472	50.940

Note: The data source is NEXCOM.

3.5 Climate Change Response

The impacts of global climate change and extreme weather are intensifying. To proactively address the risks and opportunities arising from climate change, NEXCOM follows the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify the company's climate change risks and opportunities. This enables effective response and management. Based on the four core elements of the TCFD recommendations, NEXCOM has established a risk framework to identify significant risks and opportunities that could affect operations and develop corresponding response strategies.



3.5.1 Sustainable Development Management Committee

NEXCOM has established the Board of Directors as the highest governance body for addressing climate change. To enhance the Board's oversight responsibilities on sustainability matters and to promote and implement its sustainability vision, the company formed a Sustainability Committee in 2022. The Chairman of the Board serves as the convener of the Sustainability Committee, which is responsible for reviewing various sustainability policies and decisions, and overseeing the advancement of sustainability-related initiatives.

Board Oversight of Climate-Related Issue

NEXCOM continuously incorporates climate change-related issues into the Board of Directors' decision-making process to ensure that the company demonstrates leadership and sustainability in addressing climate change.

► 2025 Board of Directors - Key Climate-Related Proposals and Reports



3.5.2 Risk and Opportunity Identification and Assessment Process

To mitigate the impacts of climate change, the members of the Sustainability Committee at our company have identified significant risks and opportunities related to climate change. This identification process takes into account the specific characteristics of the company and its supply chain relationships, referencing the TCFD framework's categories of transition risks, physical risks, and opportunities. Subsequently, different scenario analyses are conducted to evaluate these risks and opportunities. Based on these assessments, response strategies are developed to mitigate potential financial losses from these risks. Additionally, some strategies may transform potential crises into opportunities, thereby creating greater benefits for the company.

► Risk and Opportunity Identification and Assessment Process



Risk and Opportunity Assessment Benchmarking

Based on NEXCOM's internal operational conditions, financial impact and risk likelihood are determined to assess the significance of risk values. The company categorizes likelihood and financial impact into 5 levels each. The risk impact level is calculated as Risk Impact = Likelihood x Financial Impact (see diagram below).

► Likelihood Scale

Likelihood Level	Expected Probability	Score
High	Greater than 95%	5
Medium-High	75%~95%	4
Medium	50%~75%	3
Medium-Low	20%~50%	2
Low	Less than 20%	1

► Financial Impact Scale

Financial Impact Level	Impact Amount (NTD)	Score
High	Greater than 50 million	5
Medium-High	Greater than 10 million, less than 50 million	4
Medium	Greater than 5 million, less than 10 million	3
Medium-Low	Greater than 1 million, less than 5 million	2
Low	Less than 1 million	1

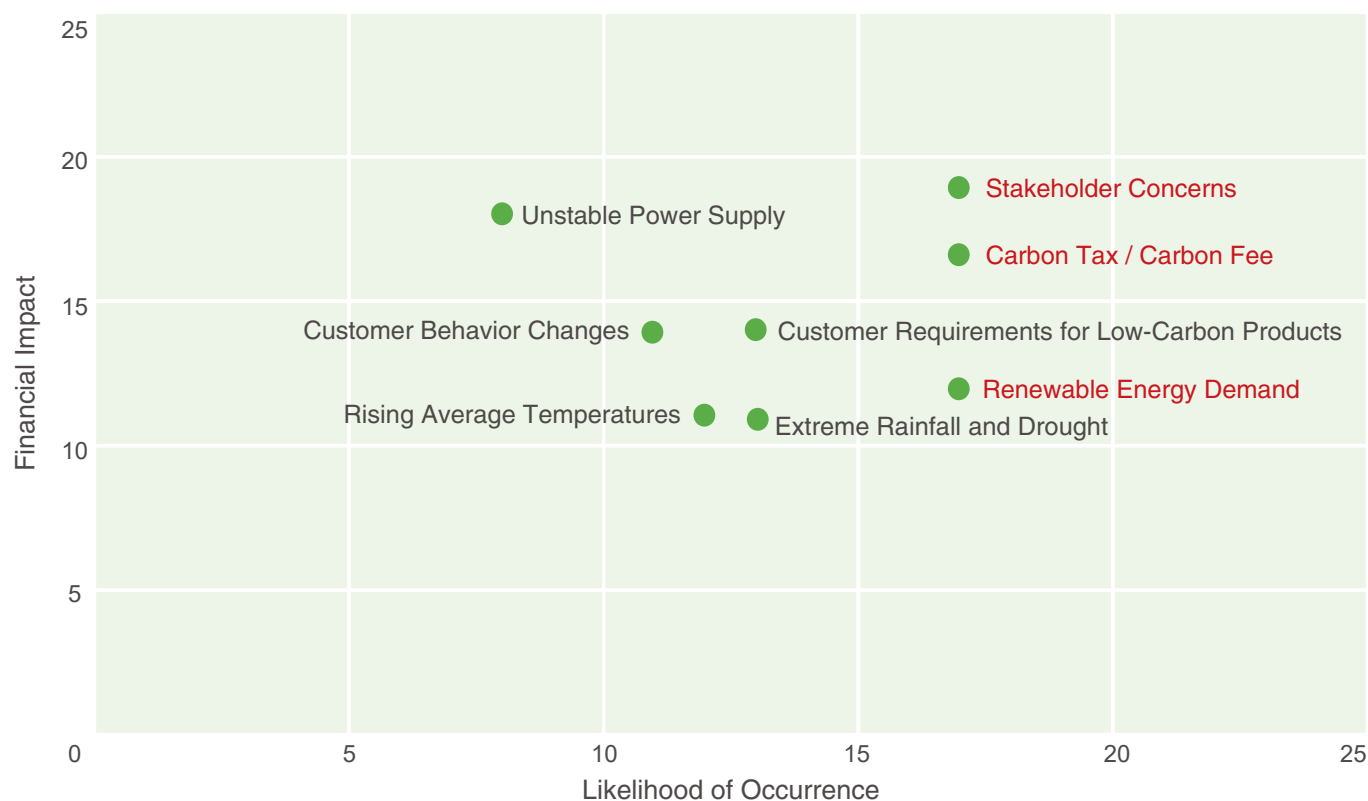
► Risk Impact Level

Risk Level	Risk Value	Description
High Risk	15~25	Risk tolerance requires prioritizing corresponding management plans and regularly tracking performance.
Medium Risk	5~14	Risk tolerance does not require immediate action; continuous monitoring of changes.
Low Risk	1~4	Risk tolerance is acceptable.

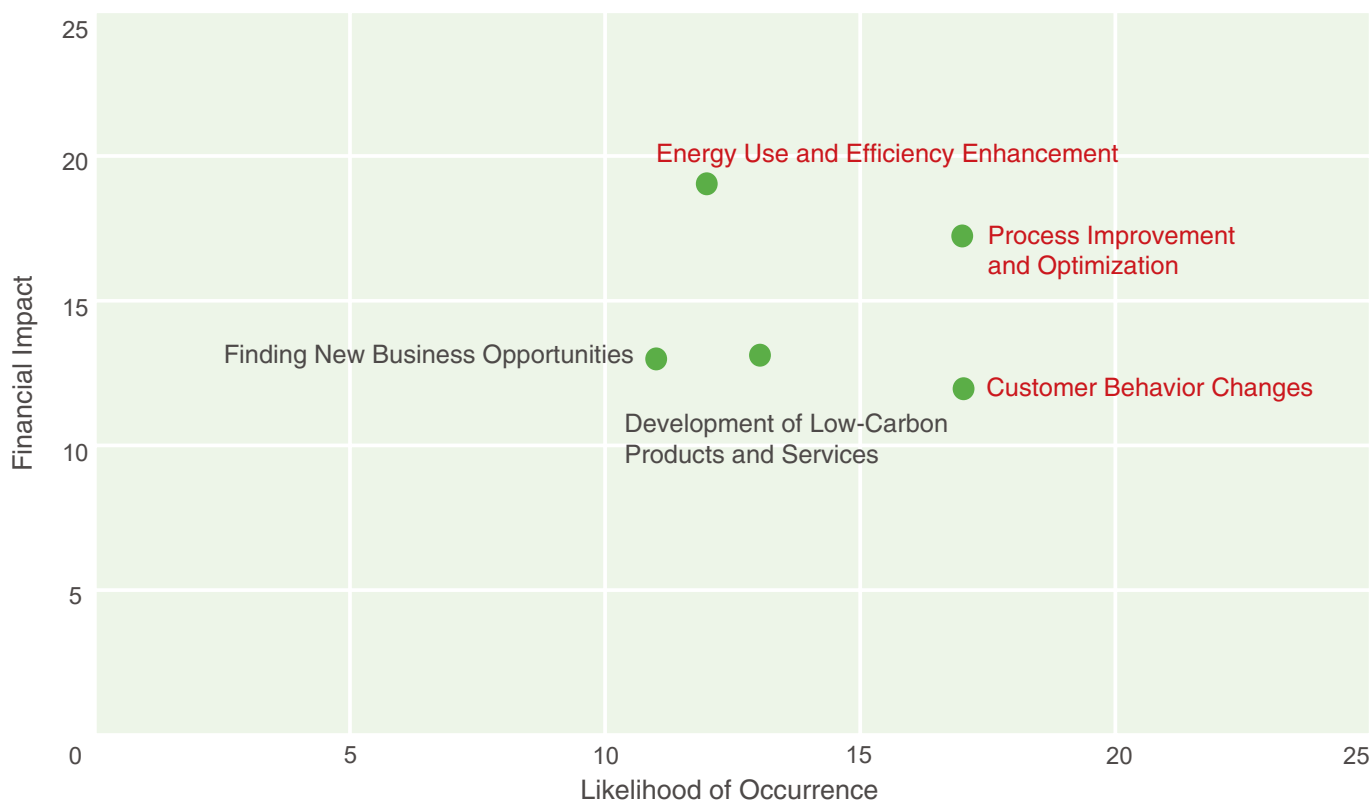
3.5.3 Climate-Related Risk and Opportunity Matrix

Each team member evaluates the likelihood and financial impact of various climate-related risks and opportunities. The risk values are averaged to create the risk and opportunity matrix (see the detailed diagram below).

► Climate-Related Risk Matrix



► Climate-Related Opportunity Matrix



3.5.4 Identification Results of Climate Change Risks and Opportunities

Based on the results of the risk and opportunity matrix, there are a total of 3 major risks and 3 major opportunities with risk and opportunity values greater than or equal to 12 points. The relevant management strategies and impact explanations are shown in the table below:

► Major Risks

Risk Type	Risk Item	Occurrence Time	Potential Financial or Operational Impact	Actions/Responses
Transition Risk	Stakeholder Concerns	Mid-term	If stakeholder expectations are not met, the group's reputation may be affected, potentially impacting market value or leading to a decrease in investor funding.	- Engage proactively with stakeholders to understand their expectations and suggestions regarding NEXCOM's climate-related issues. - Regularly provide stakeholder feedback to the Group Sustainability Committee to effectively grasp external expectations. - Actively participate in ESG forums and other environmental sustainability activities to inform stakeholders about NEXCOM's climate-related operations.
	Renewable Energy Demand	Mid-term	- Higher green electricity prices increase production costs. - Difficulty in obtaining renewable energy limits production. - Suppliers may pass on renewable energy costs, increasing procurement costs.	- Evaluate purchasing green electricity certificates or renewable energy power. - Assess the feasibility of installing additional renewable energy generation devices. - Promote energy management and reduction planning to key suppliers.
	Carbon Tax / Carbon Fee	Short-term	- Increased indirect costs. - Suppliers may pass on carbon tax/carbon fee costs, increasing procurement costs. - Limits on capacity expansion.	- Set a target for the entire company to achieve net zero emissions by 2050. - Provide guidance on carbon emission sources and reduction projects for key suppliers. - Execute the ISO 14064-1 greenhouse gas inventory management system, completing two energy-saving projects in 2025, saving 6,845 kWh of electricity and reducing greenhouse gas emissions by 3,244 metric tons CO₂e. - Continue to phase out high-energy-consuming equipment and reduce equipment power consumption.

► Major Opportunities

Opportunity Type	Opportunity Item	Occurrence Time	Potential Financial Opportunities	Actions/Responses
Products & Services	Customer Behavior Changes	Mid-term	- Changes in product mix accelerate the positive development of the overall supply chain. - Obtain orders, expanding revenue. - Enhancing order stability, reducing revenue fluctuations. - Improving corporate goodwill.	- Promote new product design in to meet customer needs. - Increase the portfolio of green or low-energy products. - Establish a carbon emission information platform for product carbon footprint and carbon emission statistics, setting product carbon emission optimization plans. - Respond to customer requests for energy-saving and carbon reduction. - Stay updated on domestic and international sustainability issues, improving transparency and goodwill in sustainability practices.
Resource Efficiency	Process Improvement and Optimization	Mid-term	- Reduce carbon emissions, decreasing carbon tax/carbon fee expenses. - Obtain orders and expand revenue.	- Continuously invest in energy-saving and carbon-reduction measures for process equipment. - Encourage suppliers to innovate and optimize their processes to reduce product carbon footprints, thereby enhancing product competitiveness.
Toughness	Energy Use and Efficiency Enhancement	Short-term	- Reduce production and operating costs. - Enhance sustainability reputation, increasing customer trust and potential order revenue.	- In 2025, multiple energy-saving projects were planned, including the replacement of the heat recovery adsorption dryer, the gradual replacement of lighting with LED fixtures, and the phase-out of outdated equipment to promote energy efficiency. - Continue implementing energy-saving measures in office spaces, such as adjusting air conditioning on/off times and evaluating regional air conditioning control to improve energy use efficiency. - Continuously invest in energy improvement measures for various equipment.

3.5.5 Climate Change Scenario Analysis

NEXCOM follows the TCFD recommended guidelines, utilizing both transition and physical risk types to address the worst-case scenario. The analysis results are incorporated into the strategy resilience assessment.

Transition risks are referenced from the 2016 World Energy Outlook 450 Scenario published by the International Energy Agency (IEA WEO 450 Scenario, 2016) and the Nationally Determined Contribution (NDC) targets set by the locations of each manufacturing site. Taiwan, in its Intended Nationally Determined Contribution (INDC) report, has set a target to reduce greenhouse gas emissions by 50% from the Business as Usual (BAU) scenario by 2030.

Transition Risk

- IEA WEO 450 Scenario
- Intended Nationally Determined Contribution (INDC)

Reduce greenhouse gas emissions by 50% from the Business as Usual (BAU) scenario by 2030.

Physical risks reference the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) and the National Science and Technology Center for Disaster Reduction. Analyses are conducted based on scenarios RCP2.6, RCP4.5, and RCP8.5 to project temperature rise, precipitation, flooding, and drought conditions for the period 2020-2040.

Physical risk

TCCIP and the National Science and Technology Center for Disaster Reduction (RCP2.6, RCP4.5, RCP8.5)

Project the conditions for 2020-2040, including sea level rise, areas below tidal lines, areas below the 2050 flood level, temperature rise, average drought duration, changes in precipitation rates, maximum consecutive rainy days, and total rainfall.



► Scenario Analysis Results

Risk type

Physical risk

Scenario

RCP 8.5

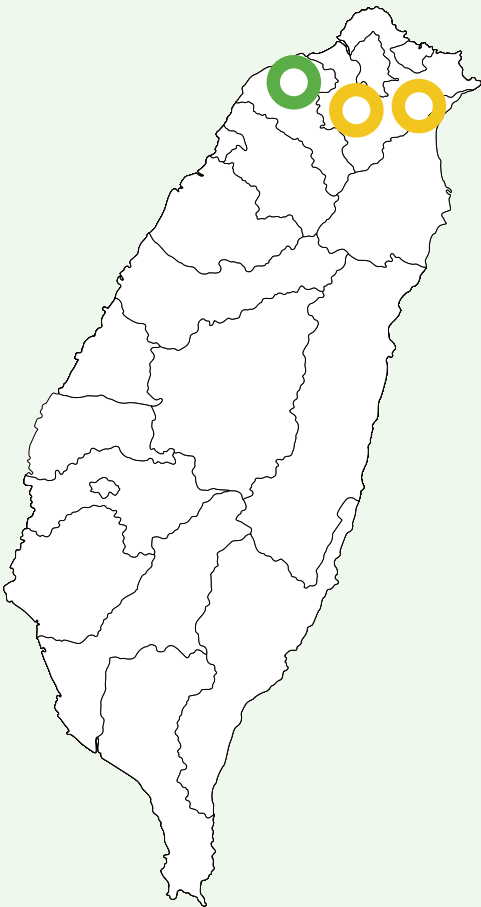
Hazard Level

Hazard Vulnerability

- Level 1
- Level 2
- Level 3
- Level 4
- Level 5

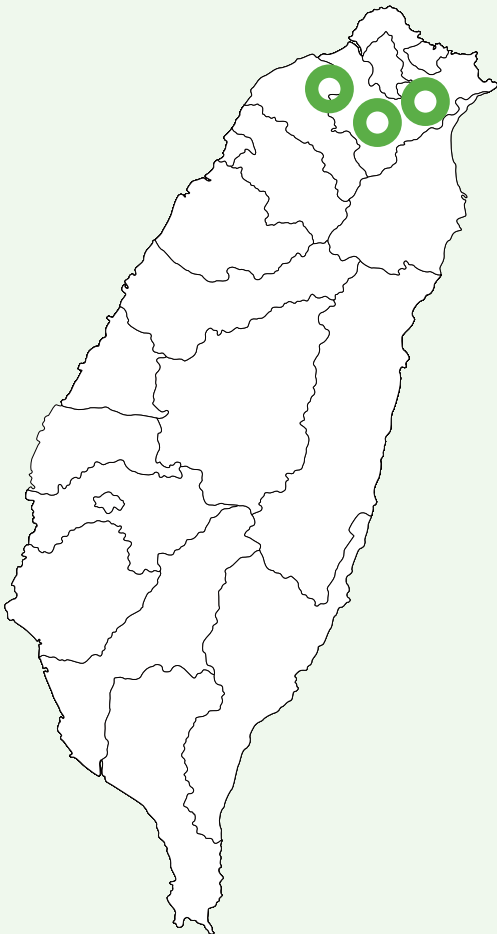
Flood risk assessment classification:

The risk of flooding in two of the company sites (Zhonghe Headquarter and Sanmin Factory) is assessed as moderate risk, and the risk tolerance level is to take no action at the moment and continue to monitor changes.



Drought risk assessment classification:

The drought risk in three of the company's sites (Zhonghe Headquarter, Sanmin and Hua-Ya Factory) was assessed as low risk, and the risk tolerance was acceptable.

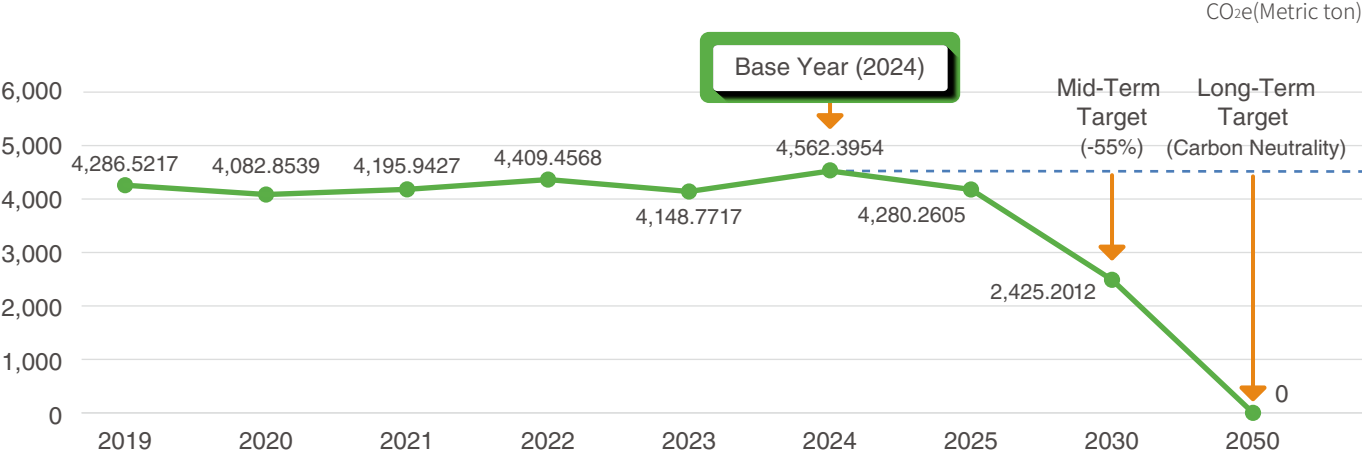


3.5.6 Indicators and Target

Carbon Reduction Targets

To achieve the vision of a low-carbon economy transition, NEXCOM has set a long-term target of reaching carbon neutrality by 2050. Internally, it has established mid-term and long-term indicators (for 2030 and 2050) to monitor progress toward this target. The timeline and target emissions are as follows:

► NEXCOM Carbon Reduction Path Planning



Note: This statistical data pertains to Category 1 and Category 2.

Performance Achievement and Targets

To achieve NEXCOM vision of a net-zero future, the group has committed to green protection targets across multiple areas, including greenhouse gas emission management, energy management, Risk management, and supply chain management. In addition to the overall corporate targets, specific targets are set for each operational site. The performance is monitored, and results are reviewed regularly.

Topic	2025 Performance Results	Future Direction and Targets
Greenhouse Gas Emission Management	- Completed NEXCOM Group's ISO 14064-1 greenhouse gas emission third-party verification. - Completed greenhouse gas verification for overseas subsidiaries, exceeding regulatory requirements. - Again Awarded the 1.5° C Climate Target Certification under CommonWealth Magazine's Corporate Carbon Reduction Thermometer Initiative.	- Achieve net-zero greenhouse gas emissions by 2050. - Reduce emissions by 55% from the 2024 base year by 2030. - Continue implementing energy-saving and carbon-reduction measures for various equipment.
Energy Management	- Replaced office lighting with LED fixtures, resulting in a total electricity saving of 5,445 kWh. - Replaced the chilled water pump motor for the air-conditioning system at the Zhonghe Headquarters, saving 1,400 kWh of electricity annually.	- Continue to propose and implement energy-saving management plans annually. - Continuous investment in energy improvement measures for various equipment.
Product Carbon Footprint Management	Implemented and obtained ISO 14067 Product Carbon Footprint Verification.	- Establish an automated carbon footprint management platform. - Optimize eco-design by increasing the use of low-carbon materials and environmentally friendly components.
Supply Chain Management	- Completed the signing of the “Code of Conduct for Corporate Social and Environmental Responsibility” by new suppliers, achieving a 100% response rate. - Completed the “Supplier Social Responsibility Questionnaire” survey, with a 100% response rate.	Continuously implement various environmental sustainability requirements for suppliers.

3.6 Environmental Management

NEXCOM places great importance on environmental protection and sustainable development. In accordance with applicable environmental laws and regulations, the Company has established a comprehensive environmental management framework and implemented the ISO 14001 Environmental Management System (EMS) to systematically promote pollution prevention, energy conservation, carbon reduction, resource recycling, and environmental risk management, thereby minimizing the environmental impacts of its operations.

Through the Environmental Management System, NEXCOM continuously identifies environmental aspects and potential risks associated with its operational activities, establishes environmental objectives, management programs, and improvement measures, and incorporates energy conservation, carbon reduction, waste management, resource efficiency enhancement, and regulatory compliance into its daily management practices to strengthen overall environmental performance.

To ensure the effectiveness of its environmental management system, NEXCOM conducts annual internal audits and third-party external verification in accordance with ISO 14001 requirements. The Company regularly reviews the implementation and effectiveness of its management system through management review meetings and continuously monitors the achievement of environmental objectives to ensure compliance with the Company's environmental policy, applicable regulations, and stakeholder expectations.

Environmental Management Performance in 2025

1. Conducted environmental aspect identification and environmental risk assessments, and established corresponding environmental management programs and improvement actions.
2. Performed quarterly environmental regulatory compliance reviews to ensure all operational activities complied with applicable environmental laws and regulations.
3. Continued promoting waste segregation, resource recycling, and waste reduction initiatives to improve resource circularity and recycling efficiency.
4. Implemented energy conservation, carbon reduction, and greenhouse gas management initiatives to strengthen low-carbon operations.
5. Conducted regular environmental, health, and safety (EHS) training programs to enhance employees' environmental awareness and risk management capabilities.
6. Performed annual ISO 14001 internal audits and management reviews to drive continual improvement of the environmental management system.
7. Successfully completed third-party certification audits for the ISO 14001 Environmental Management System, maintaining the effectiveness and compliance of the management system.

NEXCOM has implemented and obtained certification for the ISO 14001:2015 Environmental Management System, which has been independently verified by an accredited third-party certification body to ensure the effectiveness of the environmental management system and compliance with international standards.

Environmental Management System Certification

- Certification Standard: ISO 14001:2015 Environmental Management System
- Certification Body: TÜV Rheinland Taiwan Ltd.
- Certification Validity: October 15, 2023 – October 14, 2026

Looking ahead, NEXCOM will continue to enhance its environmental management system by strengthening energy conservation, carbon reduction, and resource management initiatives, improving its capability to address climate change-related risks, and integrating environmental management into its corporate sustainability strategy. Through these efforts, the Company remains committed to advancing toward low-carbon operations and long-term sustainable development.

4 Employee Care

- 4.1 Friendly Workplace
- 4.2 Talent Development
- 4.3 Employment Relationship
- 4.4 Workplace Safety



4.1 Friendly Workplace

NEXCOM always prioritizes the rights and interests of its employees, striving to provide a safe, equal, and friendly working environment where employees can fully unleash their potential and jointly promote the company's prosperity and development. Our company is committed to creating an employee-friendly and equal workplace, implementing gender equality policies and fostering an atmosphere of mutual respect to ensure the steady development of the company. Additionally, we have a comprehensive education and training system regularly organizing various training programs to enhance employees' professional skills and improve their competitiveness in the workplace. Transparent promotion channels allow employees to anticipate potential career development opportunities. Our company also actively promotes constructive labor-management communications. Employees are allowed to freely express their opinions at labor-management meetings whilst management respond to employee needs promptly to achieve bilateral consensus. Furthermore, our company emphasizes the importance of workplace safety and health, particularly enhancing occupational safety and health management to effectively safeguard employees' physical and mental well-being.

Employee Structure

As of December 31, 2025, NEXCOM (Including Taiwan subsidiaries) had a total of 1,160 employees, including 281 management level employees and 879 general employees. Due to the nature of technology industry and the employment market, there are a higher proportion of male employees in managerial positions, technology research and development, and specialized technical roles. In terms of gender distribution, male employees account for 76% of managerial positions and 24% are female, while male employees account for 52% of general employees and 48% are female. Regarding age distribution, up to 67% of the workforce is in the range of 30 and 50. Currently NEXCOM employs 8 employees with disabilities, 148 fulltime foreign employees (engineers and technical workers) and 4 informal-employees. Compared to 2024, there were no significant fluctuations in the company's employee headcount and composition.

► Presentation of Employee Information by Gender and Region

Taiwan			
Employee Type	Male	Female	Total
Number of Employees	675	485	1160
Permanent Employees	675	482	1157
Temporary Employees	0	3	3
Non-guaranteed Hours Employees	0	0	0
Full-time Employees	673	485	1158
Part-time Employees	2	0	2

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

- Full-time Employees: Employees whose weekly working hours meet the definition of full-time weekly working hours under local regulations.
- Part-time Employees: Employees whose weekly working hours do not meet the definition of full-time weekly working hours under local regulations.
- Regular Employee: Employees whose employment contracts are of indefinite duration (indefinite-term contracts).
- Temporary Employees: Employees whose employment contracts are for a fixed term (fixed-term contracts).
- Non-guaranteed Hours Employee: Employees with irregular or variable weekly working hours. [The Company does not employ any non-guaranteed hours workers.]

► Informal Employee

Type	Scope of Service(Job Types)	Number of People	Contract Terms
Manpower Agencies	Dormitory Manager	1	Contracted with human resource agency
Dispatch	Factory Support	0	Contracted with dispatch service
Catering Services	Employee Cafeteria	2	Group catering contract
Cleaning Services	Office Area Cleaning	1	Assigned by cleaning company

Note: The data is sourced from NEXCOM.

► Employee Structure

As of December 31, 2025	Age	Gender	Number of People	Ratio
Management Level Employees	Under 30 years old	Male	0	0%
		Female	0	0%
		Total	0	0%
	30-50 years old	Male	123	10.60%
		Female	45	3.88%
		Total	168	14.48%
	Over 50 years old	Male	91	7.84%
		Female	22	1.90%
		Total	113	9.74%
General Employees	Under 30 years old	Male	55	4.74%
		Female	105	9.05%
		Total	160	13.79%
	30-50 years old	Male	339	29.22%
		Female	265	22.84%
		Total	604	52.07%
	Over 50 years old	Male	67	5.78%
		Female	48	4.14%
		Total	115	9.91%

Total Percentage = Each Item / Total Number of Employees (1,160 employees)

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Employees with Disabilities	Male	6
	Female	2
	Total	8

Foreign Employees	Male	4
	Female	144
	Total	148

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Talent Recruitment

In the talent recruitment process, including recruitment activities and interviews, NEXCOM adheres to principles of fairness, justice, transparency, and objectivity. The company does not discriminate based on race, class, nationality, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical and mental disabilities, astrological sign, blood type, status as a labor representative or previous union membership during job interviews, hiring, training, compensation, promotion, dismissal, or retirement. The company consistently upholds a merit-based standard in talent recruitment, selecting the best candidates to attract outstanding talent from various fields and drive corporate development. In 2025, the onboarding rate was 17.6% and the turnover rate was 19.7%.

► Number of New Employee Hires and Employee Turnover

As of December 31, 2025	Age	Gender	Number of Employees	Ratio
Number of New Employee Hires	Under 30 years old	Male	28	13.73%
		Female	37	18.14%
		Total	65	31.86%
	30-50 years old	Male	28	13.73%
		Female	37	18.14%
		Total	65	31.86%
	Over 50 years old	Male	7	3.43%
		Female	1	0.49%
		Total	8	3.92%
Number of Employee Turnover	Under 30 years old	Male	27	11.79%
		Female	29	12.66%
		Total	56	24.45%
	30-50 years old	Male	27	11.79%
		Female	29	12.66%
		Total	56	24.45%
	Over 50 years old	Male	27	11.79%
		Female	29	12.66%
		Total	56	24.45%

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Remuneration and Benefits

NEXCOM provides remuneration to employees mainly based on individual professional abilities, years of service, and educational and work experience. Differences in salary are not based on personal physical or mental differences. The company is also willing to share its profits with employees, allowing them to contribute their skills to the company while being assured of their personal economic well-being. This approach enhances employees' sense of unity and belonging to the company.

► 2025 Basic Salary Ratio

	Male	Female
Actual / Minimum Wage Ratio	1.31	1.17

Note: The data is sourced from NEXCOM.

► Ratio of Female and Male Employee Remuneration

	2023		2024		2025	
Job Levels	Male	Female	Male	Female	Male	Female
General Employees	1	0.712	1	0.708	1	0.700
Entry-Level Managers	1	0.935	1	0.901	1	0.903
Mid-Level Managers	1	0.903	1	0.890	1	0.970
Senior Managers	1	0.981	1	0.940	1	0.900

Note 1: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Note 2: The average salary of male employees is used as the denominator for the calculations.

Note 3: The gender pay gap among general employees is primarily due to differences in job responsibilities and required skill levels. A higher proportion of male employees are engaged in more technically demanding roles, which typically offer higher compensation. Conversely, more female employees work in production and assembly positions, which tend to have lower pay. This difference is not a result of gender discrimination.

Note 4: While the aforementioned factors contribute to a wider pay gap, the Company is committed to ensuring that male and female employees receive equal compensation for work of equal value and comparable qualifications.

► Average and Median Annual Salary for Non-Supervisory Positions

Unit: NT\$ thousand

Item	2023	2024	2025
Total Salary of Non-Supervisory Full-Time Employees	589,406	599,948	591,229
Number of Non-Supervisory Full-Time Employees	805	786	818
Average Salary of Non-Supervisory Full-Time Employees	732	763	723
Median Salary of Non-Supervisory Full-Time Employees	640	657	617

Note 1: Non-supervisory positions refer to the number of employees in Taiwan, excluding managers, part-time employees, and employees employed for less than 6 months. The calculation is based on the average number of employees, including both domestic and foreign nationals.

Note 2: The total salary is based on the applicable basis, including base salary, overtime pay, various allowances and bonuses, and employee remuneration, excluding expenses related to stock-based payments.

Note 3: The factory has a relatively high proportion of direct staff.

Note 4: The data is sourced from NEXCOM.

Annual Total Remuneration Ratios

The ratio of the annual total remuneration of the highest-paid individual in the organization to the median annual total remuneration of other employees (excluding the highest-paid individual) is 6.86:1.

The ratio of the percentage increase in the annual total remuneration of the highest-paid individual in the organization to the median percentage increase in the average annual total remuneration of other employees (excluding the highest-paid individual) is 1.54782:1. (-0.117869445/-0.076152125)

Explanation:

The annual total compensation of the highest-paid individual (the company's most senior executive) decreased by 11.787% compared to 2024, primarily due to lower profitability, which led to a reduction in performance-based bonuses.

The median annual total compensation of other employees in the organization (excluding the highest-paid individual) decreased by 7.615% compared to 2024, primarily due to lower profitability, which led to a reduction in performance-based bonuses.

Diverse Employee Welfare

NEXCOM is committed to enhancing employee working performance by providing a comprehensive range of benefits and a comfortable working environment. Through internal and external training programs, employees continually enrich their professional knowledge and skills. Comprehensive labor and health insurance, as well as group insurance, are provided to ensure employees' health is well-protected. Regular special physical health examinations are arranged to ensure both physical and mental health of employees.

Additionally, NEXCOM provides various welfare allowances, such as travel allowances, bonuses for birthdays, festivals, childbirth, weddings and condolences as well as hospitalization consolation allowance. A variety of activities, such as year-end banquets, competitions and recognition for outstanding employees, are organized to foster team spirit among employees. NEXCOM also operates a cafeteria offering a variety of delicious and nutritious meals, ensuring that employees enjoy a high-quality dining experience.

A welfare committee has been established to assist employees in setting up clubs, planning leisure activities, and promoting camaraderie among colleagues. Additionally, a health and vitality center, including a fitness gym and aerobics classroom, has been set up to provide employees with ample opportunities for exercise and stress relief.

Employee Benefits

Medical Insurance

Labor insurance, national health insurance, group insurance, and business travel accident insurance provide comprehensive protection.

Health Examinations

Conduct regular employee health examinations to ensure employees' health.

On-Site Services

Contracted medical personnel provide on-site health services, including health care, health consultations, and health promotion.

Massage Station

Hire a visually impaired massage therapist to provide shoulder and neck stress relief massages.

Healthy Eating

Employee cafeteria provides group meals with meal subsidies.

Education and Training

Provide internal and external education training opportunities.

Club Subsidies

Encourage employees to form clubs with financial support.

Event Held

Employee trips, movie screenings, year-end banquets, and recognition for outstanding employees are provided to promote employee well-being.

Bonus Benefits

Holiday bonus, year-end bonus, and performance bonus improve employees' lives.

Welfare Allowances

Travel subsidies, cash gifts for birthdays, festivals, childbirth, weddings, and funerals, as well as hospitalization consolation payments.

Maternity Protection

Breastfeeding rooms and childcare facilities.

NEX Cafe

Coffee is served in the affiliated café.

Health and Vitality Center

Provide a fitness gym and aerobics classroom to give employees more space to exercise.

Other Benefits

Discounts on food, clothing, housing, and transportation through partnerships with other vendors.

► Health Examinations



► Health and Vitality Center/Club



► Breastfeeding Room ► Massage Station

► NEX Cafe



► Year-End Banquet



► Long-Service Awards



► Employee Trip



Parental Leave Planning

NEXCOM understands the needs of modern workplace employees in balancing work and family, providing comprehensive care for employees during the three stages of pregnancy, childbirth, and parenting to ensure that employees and their families receive proper care. In compliance with Taiwan's legal regulations, NEXCOM offers parental leave, allowing employees to fully care for their newborns or young children while ensuring their positions are preserved upon their return to work. Employees will not lose job opportunities due to taking unpaid parental leave. Recently, many male employees also hope to play a more active role in family life, participating in the growth of their children and sharing parenting responsibilities with their partners, thus fostering closer family relationships.

As a result, an increasing number of male employees are applying for parental leave. Promoting gender equality in parenting and supporting employees during the critical period of newborn care helps maintain family stability and harmony, retain outstanding employees, and reduce talent loss.



Pregnancy

- With paid prenatal check-up leave for 7 days
- During pregnancy, those who need bed rest for fetal protection will be guided on health education and protective measures by contracted nursing staff



Childbirth

- Maternity leave for 8 weeks
- The employee welfare committee provides a childbirth gift
- For one year after childbirth, contracted nursing staff will continue to provide guidance on health education and protective measures



Breastfeeding

- Establish a breastfeeding room
- Provide breastfeeding time



Parenting

- Parental Leave
- Contract with childcare service agencies to provide childcare services, offering discounted rates to employees to help them balance work and childcare responsibilities



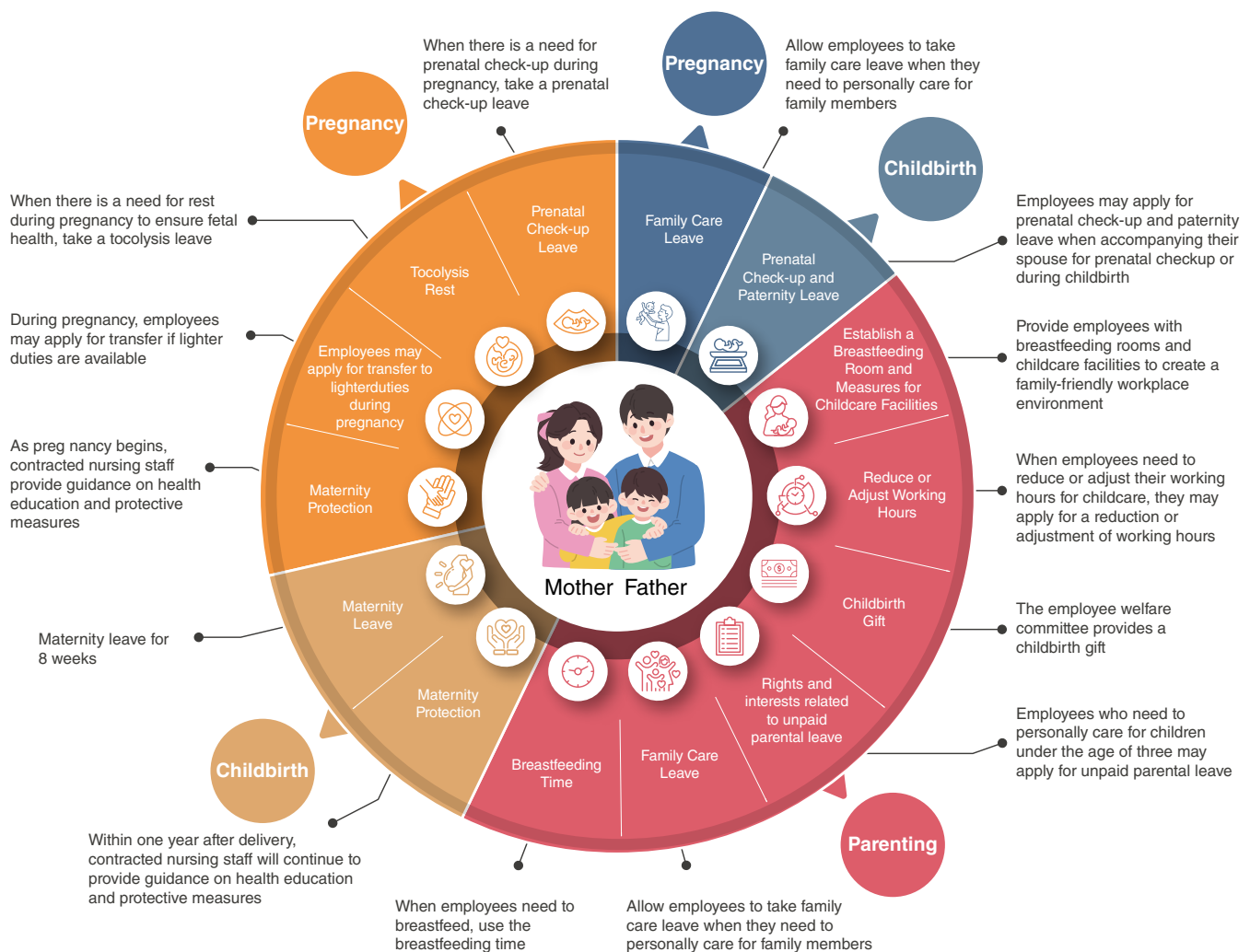
Family Care

- Flexible Working Hours
- Family Care Leave



Gender Equality in Parenting

- Provide male employees with 7 days of paid leave to accompany their spouse for prenatal check-ups and childbirth
- Breastfeeding Time for Men
- Parental Leave for Men
- Family Care Leave
- Flexible Working Hours



Item	Gender	2023	2024	2025
Eligible Applicants	Male	4	2	4
	Female	1	8	3
	Total	5	10	7
Employees Eligible to Return to Work (A)	Male	3	3	4
	Female	3	6	5
	Total	6	9	9
Employees Who Actually Returned to Work (B)	Male	3	3	4
	Female	3	3	4
	Total	6	6	8
Reinstatement Rate (B/A)	Male	100%	100%	100%
	Female	100%	50%	80%
	Total	100%	67%	88%

Note: Reinstatement Rate =(Total Number of Employees Who Actually Returned to Work in the Current Year / Total Number of Employees Eligible to Return to Work in the Current Year) * 100%.

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Retirement Planning

Old Labor Pension Scheme

In 2011, in accordance with Article 11, Paragraph 3 of the Labor Pension Act, with the agreement of both labor and management and the approval of the Labor Pension Supervisory Committee of NEXCOM, the workers who had settled their years of service under the old system have had their settlement funds paid from the Labor Pension Reserve Fund Special Account of the Trust Department of the Bank of Taiwan, totaling NT\$11,758,000.

Paying retirement benefits in advance and maintaining employees' original job rights is also a very important part of corporate social responsibility, and is a tangible benefit that companies provide to employees beyond the law.

The company has promoted that this settlement amount can be transferred to a special account for the new labor retirement fund. Transferring the funds to a special personal account will not only make financial life more stable after retirement, but also exempt from retirement income tax in the year the settlement is made.

New Labor Pension Scheme

Starting from July 1, 2015, NEXCOM and its domestic subsidiaries have established a defined contribution retirement plan in accordance with the "Labor Retirement Pension Act," which applies to employees of Taiwanese nationality. For employees who are applicable for the labor pension system stipulated in the "Labor Retirement Pension Act," the company and its domestic subsidiaries contribute 6% of the employees' monthly salaries to their individual pension accounts at the Labor Insurance Bureau. The payment of employees' pensions is made either as a monthly pension or a lump sum, based on the amount in the employees' individual pension accounts and accumulated returns. In 2025, the retirement pension cost recognized by the company under the aforementioned retirement plan amounted to NT\$48,469,000.



4.2 Talent Development

Talent Cultivation

NEXCOM recognizes that talent is the cornerstone of sustainable development. Therefore, the company places great importance on employee education and training and actively fosters an environment conducive to talent growth and development, enabling employees to focus on enhancing their professional skills and competitiveness. The company organizes various internal and external training courses based on different job categories and arranges them according to the skills required by employees.

Every year, NEXCOM formulates an education and training plan and allocates budget to ensure continuous learning and growth for employees. Additionally, the company develops corresponding training plans based on annual strategies and departmental needs. On-the-job training at NEXCOM is mainly divided into internal and external training. Internal training includes professional skills training arranged by departments according to actual business needs, as well as technical seminars. External training includes participating in professional courses offered by consulting firms, training institutions, or government and industry associations.

In NEXCOM's education and training system, new employees receive orientation on company rules, regulations, and occupational safety knowledge, followed by professional training from their respective departments. The company encourages employees to pursue further professional courses within their scope of work to facilitate their continuous growth. Each department formulates and implements its own education and training plan annually according to its specific need. Both internal and external training ensure that employees' professional skills are continuously updated and provide a basis for personal career planning.

In recent years, the trend of diversified education and training has become increasingly evident. To expose employees to knowledge from various fields, NEXCOM also encourages participation in language courses, social communication courses, and more offered by external institutions. Through diverse learning channels, NEXCOM aims to help employees achieve higher accomplishments in their respective fields and continuously enhance their self-worth.

► Employee Education and Training Hours

Unit: Hours

Job Levels	Male	Female	Total Hours	Average Total Hours
Senior Executive Position	824	31	942.5	3.75
Mid-Level Executive Position	1107	528.5	1635.5	2.86
Entry-Level Position	340.5	107.5	448	1.19
General Employee (Indirect Staff)	3738	1755	5493	2.2
General Employee (Direct Staff)	2138	5850.35	7988.35	1.14
Total Hours	8147.5	8359.85	16507.35	1.54
Average Hours (Male/Female)	1.91	1.3	-	-

Note 1: Management Position (including deputy): Senior Executive Position includes director level and above, Mid-Level Executive Position includes manager level and assistant manager level, Entry-Level Position includes section chief and team leader.

Note 2: General Employee: Divided into Indirect Staff and Direct Staff based on job nature.

Note 3: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

► Training Hours and Participants of Various Trainings

Category/Year		2023	2024	2025
New Employee Training	Number of Participants	351	149	254
	Total Hours	1511	1016.5	1530
Professional Training	Number of Participants	8369	8755	8350
	Total Hours	9490.5	10433.38	10870.85
Management Skills Training	Number of Participants	33	69	36
	Total Hours	264	300	288
General Courses Training	Number of Participants	596	2025	452
	Total Hours	1018.5	2092	1914

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

Performance Appraisal

In NEXCOM's management philosophy, performance appraisal is not only a tool for evaluating employee work performance but also a critical way to motivate them for self-improvement and goal achievement. We believe that performance appraisal helps employees identify their growth directions, understand their strengths and weaknesses at work. Through the feedback from performance appraisal results, employees can identify areas for improvement and gain opportunities to further enhance their professional skills and competitiveness. Additionally, the results of the performance appraisal serve as a significant basis for the company's decision-makers in formulating talent training and promotion policies, further encouraging employees to strive for personal growth.

Our performance appraisal system emphasizes principles of fairness and justice to ensure that each employee's efforts receive appropriate recognition and reward. A comprehensive set of performance evaluation standards and processes has been established to provide objective and fair assessments of employees' work performance. These standards cover various aspects, including work outcomes, professional skills, teamwork, and innovation ability, aiming to comprehensively evaluate employees' performance.

Moreover, to ensure the fairness and impartiality of performance appraisals, we regularly review and adjust the evaluation standards and processes. We also encourage employees to provide feedback and suggestions during the evaluation process, ensuring that the evaluation system is continuously improved to better serve the growth and development of employees.

► 2025 Performance Evaluation

Items	Male			Female			Total		
	Total Employees	Number of Employees Reviewed	Percentage	Total Employees	Number of Employees Reviewed	Percentage	Total Employees	Number of Employees Reviewed	Percentage
Supervisory Positions	219	199	90.87%	67	60	89.55%	286	259	90.56%
Non-Supervisory Positions	472	463	98.09%	424	269	63.44%	896	732	81.70%
Subtotal	691	662	95.80%	491	329	67.01%	1182	991	83.84%

Note:

- The number of employees reviewed does not include the chairman, foreign workers and employees who have been employed for less than 3 months; therefore, the proportion does not reach 100%.
- Employees who participated in performance evaluations one or more times are included in the number of employees reviewed.
- The data is sourced from NEXCOM and its subsidiaries in Taiwan.

4.3 Employment Relationship

Human Rights Protection

To fulfill corporate social responsibility and protect the basic human rights of employees and all stakeholders, NEXCOM references to the International Bill of Rights, the International Labor Standards of the International Labour Organization (ILO), and the UN Guiding Principles on Business and Human Rights. Based on these internationally recognized human rights standards, we have formulated our company's human rights policy. This policy embodies our commitment to respect and protect human rights, ensuring that all employees are treated with dignity and respect. We also expect our suppliers and partners to work together with us to implement and uphold the principles outlined in this human rights policy.

NEXCOM follows to the principles of the Responsible Business Alliance (RBA) Code of Conduct, emphasizing the importance of employees and respecting human rights. We strive to create a good workplace environment for non-discrimination of gender, but more open mind and equal. The supplier Self-Assessment Questionnaire (SAQ) has been implemented and managed in 2025. The assessment scope covers labor rights, occupational safety, environmental protection, ethics and management systems.

Our Commitments

1. Support and respect international human rights within the scope of our corporate influence.
2. Adhere to the labor-related regulations of each operational location worldwide.
3. Eliminate any actions that infringe upon or violate human rights.
4. Actively demonstrate our responsibility to respect and protect human rights.
5. Integrate the principles and spirit of human rights into our corporate values and culture.



Human Rights Declaration

1. Workplace Health and Safety

Establish a safe and healthy environment, reduce workplace health and safety risks, and aim for zero occupational accidents.

2. Diversity, Inclusion and Equal Opportunities

Promote a new workplace culture of diversity and inclusion, embrace individuals from different backgrounds, respect and preserve each person's differences, and enhance the value brought by individual uniqueness, ultimately achieving workplace equality.

3. Non-Discrimination

Uphold the principles of openness and fairness, and do not discriminate based on "race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, physical or mental disability, astrological sign, blood type or past membership in a labor union."

4. Prohibition of Forced Labor

Respect the freedom of individuals to choose their occupation, and do not force or coerce anyone to perform labor against their willingness.

5. Prohibition of Child Labor

Safeguard the physical and mental development of children and do not employ child labor.

6. Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance

Create a friendly workplace, care for employees' physical and mental health, provide leisure and travel subsidies, promote employees' well-being, and achieve a balance between work and life.

► Human Rights Policies and Specific Management Plans

Policies	Specific Management Plans
	ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Safety and Health Management System) have obtained third-party certification. We actively promote energy saving and carbon reduction, disaster prevention, pollution prevention and other improvement activities, ensuring a safe working environment can be provided.
Workplace Health and Safety	In accordance with legal regulations, we provide a safe and healthy working environment by establishing dedicated occupational safety and health unit and committee organization. Regular health examination for employees are conducted, and contracted professional medical personnel provide health services. We regularly conduct related educational training in safety, health, and fire prevention. Necessary preventive measures are taken to prevent occupational accidents and reduce risk factors in the work environment.
	To protect the safety of contractors, we ensure thorough hazard communication and supervision when assigning contracts.
Diversity, Inclusion, and Equal Opportunities	We create a diverse and inclusive workplace by embracing individuals from different backgrounds, respecting and valuing each person's differences. Every member is treated fairly and respectfully, with equal opportunities for learning, resources, fair salary conditions, and career advancement.
Eliminating Unlawful Discrimination	In terms of employment, remuneration and benefits, training opportunities, promotions, dismissal, or retirement, no unfair treatment is given to employees and job seekers based on race, class, language, ideology, religion, political affiliation, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical or mental disabilities, astrological sign, blood type, or any other factors.
Prohibition of Forced Labor	We do not engage in any form of forced labor, including violence, coercion, confinement, or any other illegal methods to compel workers to work. Workers who are unable to work beyond regular working hours due to health or other legitimate reasons will not be forced to work. We do not retain or seize employees' identify documents, deposit books, seals, passports, residence permits or personal properties.
Prohibition of Child Labor	Employment standards comply with the local legal minimum age requirements.
Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance	We provide venues or sponsors funding to encourage employees to participate in health activities. Employees can form their own clubs, fostering camaraderie through club activities. We have set up an aerobics classroom and a fitness gym, equipped with facilities for employees to use during their free time. We sponsor funds annually to encourage department leaders and employees to strengthen camaraderie through social gatherings and exchange activities. Organize activities such as year-end banquets, movie screenings and employee trips to help employees relax and enhance team cohesion.

► Human Rights Risk Management and Mitigation Measures

Issue	Targets of Concern	Objective Management	Management and Risk Mitigation Measures	Effectiveness
Diversity and Inclusion	Employees with Disabilities	Employing the sufficient number of employees with disabilities	Strictly comply with laws and regulations on the protection of rights and interests of individuals with disabilities, ensuring sufficient employment of employees with disabilities	Employed 8 disabled employees, which complied with the regulations
	Indigenous Employees	Protecting the employment rights of indigenous peoples	- According to the Government Procurement Act, winning contractors must employ indigenous people during the contract period. If the requirement is not met, a fee must be paid to the Employment Fund of the Indigenous Peoples Comprehensive Development Fund - Indigenous employees are given leave during annual tribal festivals	- Currently employing 4 indigenous peoples. If the standard is not met, a payment is made to the Employment Fund of the Indigenous Peoples Comprehensive Development Fund - Indigenous employees are given leave for annual ceremonial activities
	Foreign Employees	Embracing employees from diverse backgrounds to inspire creativity	Respecting the culture of diversity, equity and inclusion	Employees from different ethnic backgrounds, including 108 from Vietnam, 33 from the Philippines, 2 from Malaysia, 1 from Thailand, 1 from Indonesia, 2 from Russia, and 1 from the UK
Gender Equality at Work	Job Applicants or Employees	Eliminate gender discrimination and promote substantial gender equality	- Recruitment advertisements and images maintain gender neutrality without discriminatory wording - Educational, training, or similar activities and benefits without differential treatment based on gender or sexual orientation - Equal pay for equal work - Work rules and labor contracts must not stipulate or pre-agree that employees shall resign or take unpaid leave due to marriage, pregnancy, childbirth, or childcare, nor use these reasons for dismissal	6 female managers No case of gender discrimination violations in 2025
Maternity Protection	Female Employees	Ensuring female employees can safely go through pregnancy, childbirth, and breastfeeding	- Strictly adhere to labor laws, gender equality in work, and maternity health protection regulations for female workers - In accordance with legal regulations, provide menstrual leave, prenatal check-up leave, tocolysis leave, maternity leave, and parental leave applications - Provide appropriate childcare facilities, establish breastfeeding rooms, and allocate breastfeeding time	No cases of maternity protection violations in 2025
Employing Child Labor	Job Applicants and New Employees	No employment of child labor	- Prohibit the employment of individuals under 16 - Check resume and actual age before recruitment, and verify identity documents when reporting	No employment of child labor cases in 2025
Forced Labor	All Employees	No use of any involuntary labor	- Prohibit the use of violence, threats, detention, or other illegal methods to force labor - Do not make agreements with employees for minimum service periods - Comply with relevant regulations of the Labor Standards Act, disclose recruitment advertisements honestly, do not retain employees' or job seekers' identification documents, nor withhold property or collecting deposits - Job transfers must not violate labor contract agreements and should comply with the five principles of legal transfer - Foreign Employees foreign employees will no longer be responsible for paying recruitment related fees	No cases of forced labor violations in 2024. Zero Fee Policy for Foreign Employees to be implemented from July 1, 2024.

Issue	Targets of Concern	Objective Management	Management and Risk Mitigation Measures	Effectiveness
Sexual Harassment	Employees or Job Seekers	No cases of sexual harassment	- Establish sexual harassment prevention measures, complaint and disciplinary methods, and publicly display them in the workplace - Form a sexual harassment complaints handling committee to impartially handle related cases - Provide a grievance hotline and email for sexual harassment complaints - Immediately take effective corrective and remedial actions upon awareness of sexual harassment incidents	Number of 871 participants completed Workplace Sexual Harassment prevention training One incident of sexual harassment outside of working hours occurred this year. The company immediately implemented effective corrective and remedial measures to prevent similar incidents from recurring
Workplace Misconduct	All Employees	No incidents of workplace misconduct	- Establish a "Prevention Plan for Preventing Workplace Misconduct" - Publicly declare the company's "written statement on preventing workplace misconduct" - Strengthen promotion of hazard prevention education and training - Enhance the planning of the working environment - Provide necessary protective measures - Establish a procedure for reporting and handling workplace misconduct incidents - Provide a grievance hotline and email - Assist in resettling victims and refer medical personnel for follow-up care	Number of 855 participants completed Workplace Misconduct prevention training No incidents of workplace misconduct during the execution of duties in 2025
Occupational Safety Management	All Employees	Prevent occupational accidents, ensure the safety and health of workers, and create a safe working environment	- Strictly adhere to laws and regulations related to occupational safety and health - Formulate occupational safety management regulations and occupational safety and health management plans - Regularly conduct environmental monitoring in the workplace - Immediately take necessary emergency and rescue measures in case of occupational accidents - Regularly implement safety and health education and training, and promote safety escape knowledge to enhance employees' awareness of hazard identification	The company has obtained third-party verification for ISO 14001 Environmental Management System from TÜV Regularly inspect workplace drinking water, carbon dioxide, lighting, and firefighting equipment Regularly conduct occupational safety and health education and training to enhance employees' hazard recognition awareness
Employee Health Management	All Employees	Ensure employee health protection	- Strictly adhere to occupational safety and health related laws and regulations - Regularly conduct employee health examinations - Contract professional medical personnel to provide health services - Analyze and evaluate health examination results, assess job selection and fitness for work, assess high-risk workers, manage individual cases, protect maternal health, and prevent work-related diseases	Completed employee health examinations in April this year The frequency of on-site service by medical personnel complies with legal requirements
Overtime Work	All Employees	Ensure compliance with normal working hours and extended working hours regulations	- Properly plan manpower, use temporary staffing or job substitutes when necessary under legal conditions - Strictly adhere to labor laws and regulations, clearly stated in the company's work rules and relevant regulations - Continuously promote company regulations for normal working hours and extended working hours - Through attendance and overtime management systems, accurately recording employees' attendance and overtime, and reminding employees of their off-duty hour and the regulations for extending work hours - To prevent overwork, the company formulated a "Prevention Plan for Abnormal Workload-Induced Diseases" properly planned and took necessary safety measures	Extended working hours did not exceed legal limits Extended working hours will provide overtime pay or compensatory time off according to the regulations
Labor Disputes	All Employees	Strive to promote harmony between labor and management, create good labor-management relationship, and effectively mediate differences of opinion	- Strictly adhere to labor laws and regulations, clearly stated in the company's work rules and relevant regulations - Provide diverse and open communication channels - Regularly hold labor-management meetings to communicate effectively with employees and ensure smooth dialogue between labor and management	Held regular labor-management meetings every 3 months Held four labor-management meetings in 2025

Zero Fee Policy for Foreign Employees

NEXCOM is committed to upholding the fundamental human rights of employees, adhering to the International Labour Organization (ILO), International Organization for Migration (IOM), various international conventions, and applicable domestic labor laws such as the Labor Standards Act. To safeguard the labor rights of international migrant workers (hereinafter referred to as "migrant workers"), NEXCOM signed the "Employer Pays Principle (EPP) Commitment Statement" in 2024. Starting from July 1, 2024, NEXCOM implemented the zero-fee policy for migrant workers, under which migrant workers are not required to bear any recruitment-related costs, including medical fees, training fees, and agency fees. This policy is expected to significantly improve retention and workforce stability for migrant workers.

The Zero Fee Policy for foreign employees in 2024 will refund a total of 106 foreign employees and NT\$13,076,240.

► Employment-related expenses

Expense Items / Year	2024	2025	Note
Foreign recruitment fees	16,429	0	(USD) ; 0 employees
Domestic agency service fee	1,105,863	2,421,747	(NTD) ; 1,766 employees
Entry medical examination fee	19,500	0	(NTD) ; 0 employees
Regular medical examination fees	79,500	219,000	(NTD) ; 146 employees
Residence permit extension fee	86,000	224,000	(NTD) ; 88 employees
Departure airfare	36,200	128,600	(NTD) ; 18 employees
Employment document authentication fee	-	20,090	(NTD) ; 14 employees

Note: The data is sourced from NEXCOM.

Labor-Management Communication

NEXCOM places great importance on the communication and cooperation between employees and management, recognizing that a good labor-management relationship is crucial for the company's development. We understand that effective labor-management communication helps employees better understand the company's operational status, market trends, and business goals, while also enabling management to promptly grasp employees' needs and working conditions. This mutual understanding supports the creation of a harmonious workplace and provides robust support for both parties.

NEXCOM strictly abides by labor regulations in all locations, ensuring that personnel management policies comply with local legal requirements. Although we have not signed collective bargaining agreements with other labor unions, to protect the rights and interests of both labor and management, we hold regular quarterly labor-management meetings. During these meetings, we report on the company's operational status and engage in discussions with employees on topics such as labor conditions and benefits, thereby enhancing the relationship between labor and management. Each labor-management meeting includes five representatives from the labor side and five from the management side. The agreements reached in these meetings protect all employees (100%). Furthermore, employees can voice their suggestions or concerns regarding the company through various communication channels, such as labor-management meetings, regular department meetings, the employee grievance hotline, or management review meetings. NEXCOM ensures that feedback from employees is effectively addressed. This transparent mechanism helps build mutual trust between the company and its employees, providing a platform for employees to express their opinions and needs, striving for better working conditions, and ultimately enhancing job satisfaction.

NEXCOM also respects employees' rights to collective bargaining and participation in assemblies. We do not interfere with employees' freedom of association. Additionally, we follow the regulations of relevant authorities regarding employee resignations, layoffs, or retirements, providing advance notice based on the employees' years of service as stipulated by labor law. The notice period is in accordance with labor laws, but if there are special circumstances, actions are taken according to the mutually agreed results of negotiations between the parties. In the event of significant operational changes or alterations in labor condition, we convene labor-management meetings for negotiation and communication, and notify employees according to the advance notice period required by regulatory authorities, ensuring that employees' rights are not affected.

Employee Satisfaction Survey

In 2025, NEXCOM conducted its inaugural Employee Satisfaction Survey to gain insight into employees' perceptions and feelings regarding their current work conditions, serving as a critical reference for future improvements and planning. Through this survey, the company aims to demonstrate its commitment to employee well-being, foster better labor-management relations, and enhance organizational engagement.

The survey focused on the investigation and analysis of seven major dimensions (Work, Supervisors, Colleagues, Development, Corporate Culture, Compensation, and Sustainable Management) alongside three engagement metrics (Value Alignment, Commitment to Effort, and Retention Intent). The overall employee satisfaction score was 4.67 (on a 6-point scale, where 6 = Very Satisfied and 1 = Very Dissatisfied).

The results indicate that satisfaction regarding supervisory leadership and peer interaction performed well overall, reflecting a positive organizational atmosphere. The majority of employees believe that their direct supervisors provide timely care and clear work guidance, and that communication and cooperation within teams are smooth. However, the survey also highlighted room for improvement in areas such as salary and benefits, performance evaluation and promotion systems, and training resources.

These findings will serve as a vital basis for the company to review and optimize relevant systems, thereby continuously enhancing the employee experience and strengthening overall organizational effectiveness. The company has already established a robust bonus system and will share fruits with all employees once operational performance improves. Furthermore, we will continue to develop fairer and more reasonable performance management systems, provide appropriate training opportunities, and establish a more competitive compensation strategy.

NEXCOM will continuously push forward employee surveys and improvement initiatives to effectively boost employee engagement, shape a more positive employee experience, and simultaneously respond to the expectations of external investors and stakeholders regarding corporate governance and sustainability.

Remedial Measures for Negative Incidents

If the company faces significant negative impact incidents (such as violations of integrity business, corruption, significant environmental pollution, human rights abuses etc.), NEXCOM will immediately initiate an internal investigation, authorize relevant units to clarify the facts of the incident, determine accountability, and take necessary corrective measures to prevent similar incidents from occurring again. The company will formulate clear corrective actions to address the issues caused by the negative incident, including subsequent internal process improvements, strengthening monitoring mechanism, and revising regulations. Additionally, we will inform all affected stakeholders, such as investors, customers, and employees, of the subsequent handling status to restore trust and maintain the company's reputation.

Grievance Channels

Grievance Hotline: (02) 8226-7786#1105

Employee Grievance Email: hr@nexcom.com.tw



4.4 Workplace Safety

Occupational Safety and Health Management System

NEXCOM places great importance on employee occupational safety, recognizing that a safe working environment is crucial to the success of both employees and the company. To achieve this, we are dedicated to establishing and continuously improving our occupational safety and health management system to ensure employees are adequately protected and potential safety risks are minimized. In December 2013, we obtained the OHSAS 18001:2007 Occupational Health and Safety Management System certification, which was updated to ISO 45001:2018 in 2019, establishing an Environmental, Safety and Health (ESH) management system. Our occupational safety and health management system undergoes internal audits conducted by qualified personnel annually and external audits by impartial third-party organizations each year. The scope of these audits includes all workers and contractors performing work on-site.

Occupational Safety and Health Committee Organization

In compliance with occupational safety and health regulations, NEXCOM has established an Occupational Safety and Health Committee that meets once every quarter. Labor representatives constitute 50-57% of the overall committee membership. The committee reviews changes related to both external and internal issues of the occupational safety and health management system, identifies regulations, assesses the achievement of occupational safety and health policies and objectives, and evaluates occupational safety and health performance information, including occupational accidents and workplace environment monitoring. Other workers can directly express their opinions to the supervisors of the responsible departments. Collected issues are discussed and proposed during the committee meetings for consensus. In the event of personnel or equipment accidents, the department heads must provide explanations and propose corrective measures to reflect and improve, preventing recurrence of the issues. Additionally, employees can submit safety and health-related suggestions to occupational safety and health personnel or labor representatives at any time via phone or email, and the relevant personnel will promptly engage in communication and discussion.

Environmental, Safety and Health Policy

- Compliance with Regulatory Requirements: Follow all relevant requirements of environmental, safety and health protection regulations. Perform audit and execution of the environmental, safety and health protection regulations.
- Continuance to Environmental, safety and health Improvements: Improve the manufacturing process and reduce environment pollution and safety and health risks in the manufacturing process.
- Promotion of Health and Safety Awareness: Strengthen operational management and personnel training in order to prevent occupational injuries and diseases.
- Use of Environmental-Friendly Materials: Use ecologically-aware and low-pollution materials so as to reduce impacts to the environment.
- Resources economizing and reusing: Make effective use of resources available, prevent wasting of energy or loss of materials, and reduce wastes.
- Strengthen communication consultation: Strengthen communication with colleagues and stakeholders, establish channels to convey policies and related information, and give appropriate responses.

Hazard Identification and Incident Investigation

NEXCOM regularly conducts hazard identification and risk assessment every year. We plan related improvement measures based on the risk levels identified to reduce operational hazards and enhance workplace safety. In 2025, we completed the identification of risks related to physical, chemical, biological, human factors, and psychosocial factors. This primarily involved adjusting various management procedures and operational regulations. For occupational accidents and unexpected incidents, we have comprehensive response measures. According to the company's 【Incident Investigation Management Procedure】, incidents are classified and corresponding investigation procedures are initiated. Corrective actions are implemented to prevent the recurrence of similar incidents.

Response Measures for Significant Hazard Risks

Enhancing personnel awareness of hazard risks, implementing thorough risk assessments, ensuring full participation, and conducting emergency response drills are essential for preventing significant hazard risks. Through annual risk assessments, specific countermeasures for significant risk items or operations are formulated. Quarterly safety and health committee meetings are held, where labor and management jointly review occupational safety and health issues. By identifying potential hazard risks early and making immediate corrections, conducting emergency response drills, and reducing the likelihood of incidents and ensure preparedness in the event of emergencies. This proactive approach fosters a win-win working environment for both labor and management. There are 23 major hazard risks identified in 2025, all of which are controlled according to the management procedures.

2025 Management Projects

(1) Administrator Service Department - Workplace Wellness Program

Target: Organized two seminars related to health promotion

1. Health Status: According to health screening statistics in recent years, a portion of employees exhibits risks for chronic diseases (such as hypertension, hyperlipidemia, and elevated blood sugar).
2. On-Site Medical Services: Feedback from on-site medical services indicates that employees generally lack health management knowledge and regular exercise habits.

Improvement Measures:

1. Select seminar topics based on on-site medical service insights or health screening statistics.
2. Arrange venues and provide online registration.
3. Conduct satisfaction surveys to gather employee feedback post-lecture.

Improvement Outcomes:

Two seminars successfully completed.

First Half of the Year (June 26): Friendly Communication Skills and Stress Relief Seminar.

Second Half of the Year (August 15): Metabolic Syndrome Health Seminar.



(2) Manufacturing Hua-Ya Factory - Security Protection Plan

Target: Installed additional material shelving in the packaging warehouse, fully preventing buffer materials from toppling over.

1. The packaging materials warehouse currently stores buffer materials in a stacked manner, with some materials lacking dedicated shelves.
2. The buffer materials are large in volume, vary in weight, and pose a risk of tipping when stacked too high.
3. Dumping may result in personnel injuries, material damage, and there is also a risk of non-compliance with safety audits.

Improvement Measures:

1. Plan the installation of material racks in the packaging material warehouse.
2. Conduct a dumping protection confirmation to ensure safety.
3. Monthly regular inspections.

Improved Outcomes:

Completed the dedicated white iron frame for the packaging materials warehouse, achieving 100% protection and meeting the goal.



(3) IT Department & Sanmin Factory - Human Factors Engineering Improvement Program

Target: Adjusted the installation height of production-line e-SOP monitors, achieving a 100% reduction in upward viewing posture among operators.

The e-SOP monitors on the Sanmin Factory production line are all installed above the operators' head level. As a result, operators must tilt their heads upward to check information, causing repetitive neck and shoulder movements and impacting operational efficiency.

Improvement Measures:

1. Plan and readjust the installation height of monitors on the 8th to 10th-floor production lines at the Sanmin Factory to reduce operators' upward-glance ratio.
2. Execute educational training and safety promotions for frontline personnel.
3. Implement periodic maintenance, repair, and height adjustments for the monitors.

Improved Outcomes:

The workstation monitor height was successfully reduced from 177 cm to 153 cm, effectively eliminating 100% of the operators' need to tilt their heads upward.



Incident investigation

NEXCOM fully recognizes the importance of incident investigation in occupational safety management and regards it as a critical element in enhancing safety levels. Incident investigations not only help identify the root causes of incidents and prevent similar occurrences in the future but also serve as a vital tool for the continuous improvement of our occupational safety management system.

We have established a comprehensive incident investigation process, including incident reporting, investigation, root cause analysis, formulation of corrective actions, as well as monitoring and evaluation. After an accident occurs, we promptly organize a specialized investigation team to conduct an in-depth investigation, identifying the direct, indirect and potential causes of the incident. The findings are then incorporated into future safety campaigns and training materials to prevent similar incidents from happening again.

Occupational Safety and Health Activities

In accordance with the Labor Health Protection Regulations, NEXCOM has contracted medical personnel to conduct regular on-site services and carry out the following activities: health guidance, cardiovascular disease risk classification, adult blood pressure classification, BMI classification, metabolic syndrome, care and confirmation for the population with high risks of hypertension, hyperlipidemia and diabetes. The company has also equipped sufficient first aid kits and emergency equipments for employees' emergency use, with dedicated personnel managing and regularly updating the contents of the first aid kits. All employees at NEXCOM enjoy regular general and specialized health examinations, and the contracted medical personnel develop subsequent health management plans based on the results of these examinations. Furthermore, in compliance with the fundamental principles of occupational safety and health regulations, the company strives to maintain a workplace free from significant occupational accidents, reduce the occurrence of false alarms, and move towards a zero-accident workplace. This includes strengthening health management, using health examinations as a basis to track high-risk groups, maintaining employees' physical and mental health, and creating a healthy workplace environment. The achievements of these efforts are as follows:

- 1. Internal Environment Assessment and Check:** Conduct assessments and checks of the internal operational areas and surrounding environments, identify hazards, and perform risk assessments. Through appropriate job placements and work design checks, as well as safety and health education and training, employees are made aware of the potential hazards in their working environment and the importance of wearing protective equipments to prevent occupational injuries or diseases.
- 2. On-Site Services by Physicians and Nurses:** NEXCOM values the physical and mental health of each employee. Contracted physicians and nurses provide on-site services, offer health care to employees, and implement health promotion plans, continually caring for the employees' physical and mental health, and working towards a sustainable workplace.

► 2025 On-Site Service Sessions (2 Hours per Session) and the Number of People Receiving On-Site Health Care

Site	Physician's On-Site Service Frequency	Nurse's On-Site Service Frequency	Number of People Receiving On-site Health Care (Year)
Headquarter	6 sessions/year	6 sessions/month	211
Sanmin Factory	6 sessions/year	6 sessions/month	172
Hua-Ya Factory	6 sessions/year	6 sessions/month	140
Total	18 sessions/year	216 sessions/year	523

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

- 3. Prevention of Workplace Misconduct:** A statement against workplace misconduct has been announced and is continuously promoted. Any form of misconduct in the workplace is not tolerated, and behavior regulations are enforced, making it a necessary part of employee training to ensure they understand the relevant prevention and protection measures.
- 4. Maternal Health Protection:** During on-site service times, contracted physicians and nurses arrange interviews with pregnant employees and those in the first year of breastfeeding after childbirth to ensure their work arrangements meet maternal protection requirements. Employees are informed of relevant maternal health protection measures, and recommendations for suitable job placements are made in conjunction with occupational safety and health personnel and HR, ensuring the protection of the physical and mental health of pregnant and postpartum employees.
- 5. Prevention of Human Factors Hazards:** The office and laboratory environments may harbor overlooked human factors hazards. During on-site service times, physicians and nurses analyze health examination reports and interview employees at risk of musculoskeletal injuries. Employees fill out the Nordic Musculoskeletal Questionnaire (NMQ) for assessment, understanding the severity of their body pain, and tracking high-risk work patterns for improvements or work adjustments.
- 6. Prevention of Abnormal Workload:** Use relevant questionnaires and scales to assess employees' physical and psychological abnormal states, along with data on the probability of cardiovascular disease over 10 years, risk levels are distinguished to identify high-risk employees. Medical personnel provide health education and counseling to reduce the likelihood of disease onset.
- 7. Implement Annual Health Examinations:** Every year, NEXCOM provides health examinations at company expense, exceeding legal requirements. These annual health examinations help understand employees' physical conditions, identify the root causes of abnormalities, especially cardiovascular disease risk factors, and include high-risk groups (hypertension, hyperlipidemia, hyperglycemia) in on-site health service care groups for continuous management and health guidance.
- 8. Workplace Safety for Middle-aged and Elderly workers:** In order to encourage generational cooperation and passing on of experience, and to build a friendly working environment, and in response to the potential hazards of middle-aged and elderly workers in the workplace, we focus on the prevention of workplace misconduct, human factors hazards, and abnormal workload-induced diseases. For high-risk groups, we conduct risk assessments of their workplaces and personal health. Health management and abnormal item tracking are conducted, ensuring work safety and suitability through the Work Ability Index. With guidance and improvements provided by on-site medical personnel, we ensure the physical and mental health and work safety of middle-aged and elderly workers.
- 9. Ensure Safety in Laboratory and Production Line Work Environments:** Various safety and health hazards lurk in laboratories and production lines, such as soldering, organic solvents, SMT, and cutting machine operations. To reduce occupational injuries and diseases, semi-annual workplace environmental monitoring is conducted, tracking physical and chemical hazards in the working environment to ensure they meet legal permissible exposure limit standards. To minimize the threat of hazard factors, adequate protective equipments are provided to employees working in hazardous environments to ensure their safety and health. The results of the 2025 annual workplace environment monitoring met legal standards.

Safety and Health Education and Training

NEXCOM's safety and health goals are "compliance with regulatory requirements, continuance to environmental, safety and health improvements, promotion of health and safety awareness, use of environmental-friendly materials, resources economizing and reusing, and strengthen communication consultation." To establish a safety culture and enhance employee safety awareness, the Occupational Safety and Health Office periodically creates safety and health promotion documents, including incident investigations. Additionally, regular internal and external safety and health training related to work, as well as emergency response drills, including fire drills and organic solvent safety protection drills, are conducted. Internal training is provided by professional instructors appointed by the company, while external training is funded by the company, with effectiveness verified through tests, practical exercises, or certification upon completion. Emergency response drills are arranged for relevant personnel to conduct.

► Occupational Safety Training (External)

Training Category	Sessions	Number of Trainees	Training Hours per Person	Total Training Hours
On-the-job Training for Occupational Safety and Health Affair Managers	4	4	6	24
On-the-job Training for Occupational Safety and Health Manager	2	2	12	24
On-the-job Training for Radiation Protection Personnel (Initial training)	2	2	18	36
On-the-job Training for Radiation Protection Personnel (Refresher training)	2	4	3	12
On-the-job Training for First Responders (Initial training)	2	2	16	32
On-the-job Training for First Responders (Refresher training)	6	8	3	24
On-the-job Training for Fire Prevent Manager (Initial training)	2	3	12	36
On-the-job Training for Fire Prevent Manager (Refresher training)	1	1	6	6
Hazardous Chemical (Organic Solvent) Safety Training	1	1	6	6

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

► Occupational Safety Training (Internal)

Training Category	Sessions	Number of Trainees	Average Training Hours	Total Training Hours
Occupational Safety and Health Training for New Employees	38	254	6.02	1530
Hazardous Chemical (Organic Solvent) Education and Training	3	55	1.87	103
Emergency Response Drill (Fire Drill)	7	124	14.33	428
ESD Protection Training	2	103	0.5	51.5

Note: The data is sourced from NEXCOM and its subsidiaries in Taiwan.

► Emergency Response Drills



► Number of Occupational Injuries

Item	2023	2024	2025
Working Hours	1,710,584	1,639,120	1,706,144
Number of Deaths Resulting from Occupational Hazards	0	0	0
Percentage of Deaths Resulting from Occupational Hazards	0	0	0
Number of Severe Occupational Injuries	0	0	0
Rate of Severe Occupational Injuries	0	0	0
Number of Recorded Occupational Injuries	0	0	1
Rate of Recorded Occupational Injuries	0	0	0.58

Note 1: Total working hours calculation: The total working hours for NEXCOM's Headquarter, Sanmin Factory and Hua-Ya Factory from January to December 2024.

Note 2: When calculating the number and rate of severe occupational injuries, deaths are excluded.

Note 3: When calculating the number and rate of recorded occupational injuries, include deaths caused by occupational injuries and the rate is calculated per million working hours.

Note 4: Severe occupational injuries refer to those where recovery to the pre-injury health state takes more than six months.

Note 5: Only injuries resulting from commuting accidents involving transportation arranged by the company can be counted as occupational injuries; employee commuting to and from work is not included.

Note 6: The data is sourced from NEXCOM.

Contractor Occupational Safety Management

Implementing strict contractor occupational safety management not only helps protect the safety of employees and contractors but also demonstrates the company's commitment to social responsibility. Contractors entering the site must comply with NEXCOM's occupational safety and health management regulations. Before contractors commence work, safety personnel must inform them of potential hazards to ensure they fully understand the risks. Pre-operational safety and health inspections and personal protective equipment must be completed to prevent accidents. The company adopts a tiered management system based on the level of operational risk. For high-risk operations, in addition to the contractor's supervision, the company assigns professional personnel and safety officers to accompany the operation throughout to ensure site safety and prevent accidents. In 2025, NEXCOM completed 12 contracted construction projects without any occupational accidents involving subcontractors, demonstrating effective safety management.

5 Social Welfare



Guided by its commitment to giving back to society and supporting public welfare, NEXCOM held its fourth annual "Every Blood Donation Counts" blood donation campaign. The initiative encouraged employees to donate blood and share the gift of life, demonstrating the Company's commitment to social responsibility while enhancing its corporate image. A total of 78 employees participated in this year's campaign, contributing 107 units of blood. In addition, five employees volunteered to support the event. To recognize employees' compassion and participation, the Company presented gift vouchers as a token of appreciation for their meaningful contributions.

► Blood Donation Event



Appendix

Appendix 1 GRI Standards Content Index

Appendix 2 Sustainability Accounting Standards Board Index (SASB)

Appendix 3 TCFD Report Index

Appendix 4 ISO Management System Certificate

Appendix 5 Sustainability Report- Independent Assurance Statement

Appendix 6 ISO 14064-1 Greenhouse Gas Emission and Removal
Verification Statement

Appendix 7 Water Consumption Verification
Statement



Appendix 1 GRI Standards Content Index

Statement of Use	This Report (2025) has been prepared in accordance with GRI standards, the data and information range covers January 1 to December 31, 2025.
GRI 1 Version	GRI 1: Foundation 2021
GRI Sector Standards	None

Disclosure requirement	Chapter	Page number	Description of omission
GRI 2: General Disclosures 2021			
Organization and Reporting			
2-1 Organizational details	1.1 Organizational Overview	31	
2-2 Entities included in the organization's sustainability reporting	About This Report - Report Boundaries and Scope	4	
2-3 Reporting period, frequency and contact point	About This Report- Reports issuance date About This Report - Contact Information	5	
2-4 Restatements of information	About This Report - Report Boundaries and Scope	4	
2-5 External assurance/ confidence	About This Report - External Assurance	5	
Activities and Workers			
2-6 Activities, value chain and other business relationships	1.1 Organizational Overview	31	
2-7 Employees	4.1 Friendly Workplace	82	
2-8 Workers who are not employees	4.1 Friendly Workplace	83	
Governance			
2-9 Governance structure and composition	1.2 Board of Directors	34	
2-10 Nomination and selection of the highest governance body	1.2 Board of Directors	34	
2-11 Chair of the highest governance body	1.2 Board of Directors	34	
2-12 Role of the highest governance body in overseeing the management of impacts	1.2 Board of Directors	34	
2-13 Delegation of responsibility for managing impacts	1.2 Board of Directors	34	
2-14 Role of the highest governance body in sustainability reporting	1.2 Board of Directors	34	
2-15 Conflicts of interest	1.2 Board of Directors	34	
2-16 Communication of critical concerns	1.2 Board of Directors	34	

Disclosure requirement	Chapter	Page number	Description of omission
2-17 Collective knowledge of the highest governance body	1.2 Board of Directors	34	
2-18 Evaluation of the performance of the highest governance body	1.2 Board of Directors	34	
2-19 Remuneration policies	1.2 Board of Directors	34	
2-20 Process to determine remuneration	1.2 Board of Directors	34	
2-21 Annual total compensation ratio	4.1 Friendly Workplace	85	
Strategy, Policies and Practice			
2-22 Statement on sustainable development strategy	Message from the Chairman	6	
2-23 Policy commitments	4.3 Employment Relationship	94	
2-24 Embedding policy commitments	1.3 Business Integrity	36	
	2.4 Sustainable Supply Chain	57	
	3.1 Energy Management	63	
	3.6 Environmental Management	80	
	4.3 Employment Relationship	94	
	4.4 Workplace Safety	100	
2-25 Processes to remediate negative impacts	4.3 Employment Relationship	99	
2-26 Mechanisms for seeking advice and raising concerns	4.3 Employment Relationship	99	
2-27 Compliance with laws and regulations	1.3 Business Integrity	36	
2-28 Membership associations	1.1 Organizational Overview	32	
Stakeholder Engagement			
2-29 Approach to stakeholder engagement	Stakeholder Engagement	24	
2-30 Collective bargaining agreements	4.3 Employment Relationship	94	
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	Stakeholder Engagement Identification of Material Issues	25	
3-2 List of material topics	Responds to material topics	25	
3-3 Management of material topics	Material Topics Management Policy	28	

GRI Comparison of Material Topics

Disclosure requirement		Chapter	Page number	Description of omission
Key Topic: Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.1 Organizational Overview	31	
	201-2 Financial implications and other risks and opportunities due to climate change	3.5 Climate Change Response	73	
	201-3 Defined benefit plan obligations and other retirement plans	4.1 Friendly Workplace	91	
	201-4 Financial assistance received from government	1.1 Organizational Overview	33	
Key Topic: Customer Relationship Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28	
GRI 2: General Disclosures	Customer Satisfaction	2.3 Customer Satisfaction	56	
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.5 Information Security	42	
Key Topic: Energy Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.1 Energy Management	64	
	302-3 Energy intensity	3.1 Energy Management	64	
Key Topic: Greenhouse Gas (GHG) Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2 Greenhouse Gas Inventory	65	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2 Greenhouse Gas Inventory	65	
	305-3 Other indirect (Scope 3) GHG emissions	3.2 Greenhouse Gas Inventory	65	
	305-4 GHG emissions intensity	3.2 Greenhouse Gas Inventory	65	
	305-5 Reduction of GHG emissions	3.2 Greenhouse Gas Inventory	67	

Disclosure requirement	Chapter	Page number	Description of omission
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)		Not Applicable to Industry Relations
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not Applicable to Industry Relations
Key Topic: Compensation and Benefits			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	4.1 Friendly Workplace	85
Key Topic: Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics Management Policy	28
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Safety and Health Management System	4.4 Workplace Safety	100
	403-2 Hazard identification, risk assessment, and incident investigation	4.4 Workplace Safety	101
	403-3 Occupational health services	4.4 Workplace Safety	103
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.4 Workplace Safety	103
	403-5 Worker training on occupational health and safety	4.4 Workplace Safety	105
	403-6 Promotion of worker health	4.1 Friendly Workplace	86
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.4 Workplace Safety	101
	403-8 Workers covered by an occupational health and safety management system	4.1 Friendly Workplace	82
	403-9 Work-related injuries	4.4 Workplace Safety	106
	403-10 Work-related ill health	4.4 Workplace Safety	106

Appendix 2 Sustainability Accounting Standards Board Index (SASB)

Code	Measurement Indicator	Corresponding Section
Disclosure Topic: Product Safety		
TC-HW-230a.1	Explanation of Risk Identification and Management Methods for Product Information Security	1.5 Information Security
Disclosure Topic: Employee Diversity and Inclusion		
TC-HW-330a.1	Global Employee Gender Percentage (1) Management Team, (2) Technical Staff, (3) All Employees	Management Team: 76% Male, 24% Female Technical Staff: 87% Male, 13% Female All Employees: 60% Male, 40% Female
Disclosure Topic: Product Lifecycle Management		
TC-HW-410a.1	Product complies with IEC62474 Annual revenue percentage of declarable controlled substances	Not applicable. NEXCOM does not use IEC62474 specifications, but NEXCOM uses raw materials that comply with EU regulatory requirements, such as RoHS, REACH, etc.
TC-HW-410a.2	Percentage of annual revenue for products that meet the EPEAT mark or equivalent requirements	Not applicable, NEXCOM products are not required to obtain the EPEAT environmental label
TC-HW-410a.3	Percentage of annual revenue for products that meet the ENERGY STAR or equivalent requirements	Not applicable, NEXCOM products are not required to comply with ENERGY STAR certification
TC-HW-410a.4	The total recycled weight of global discarded products and the weight of recycled products as a percentage of the weight of total sold products	Data not yet collected, undisclosed
Disclosure Topic: Supply Chain Management		
TC-HW-430a.1	Percentage of first-tier suppliers performing RBA VAP (Validated Audit Process) or equivalent audits: (a) All Suppliers (b) High-Risk Suppliers	RBA audits have not yet been implemented. (A Self-Assessment Questionnaire (SAQ) was completed in 2025.)
TC-HW-430a.2	First-Tier Suppliers: (1) Percentage of Suppliers Not Passing RBA VAP or Equivalent Audit (2) Audit Results (a) Critical Findings (b) Improvement rate for other findings	RBA audits have not yet been implemented. (A Self-Assessment Questionnaire (SAQ) was completed in 2025.)
Disclosure Topic: Material Procurement		
TC-HW-440a.1	Describe the risk management of using critical materials	2.4 Sustainable Supply Chain
Disclosure Topic: Activity metrics		
TC-HW-000.A	Production Volume by Product Category	Year 2025 Total Industrial Computers: 366,618 units Total Other Product Categories: 54,870 units
TC-HW-000.B	Factory Area	Sanmin Factory: 105,239.6 ft ² Hua-Ya Factory: 89,330.98 ft ² Headquarters: 7147,271.4 ft ²
TC-HW-000.C	Percentage of Production from Own Facilities	100%

Appendix 3 TCFD Report Index

Dimension	TCFD Disclosure Recommendation	Chapter	Page number
Governance	The monitoring status of climate-related risks and opportunities by the Board of Directors.	3.5.1 Sustainable Development Management Committee	72
	Management's responsibilities in assessing and managing climate-related risks and opportunities.	3.5.1 Sustainable Development Management Committee	72
	Identify short-, medium-, and long-term climate-related risks and opportunities.	3.5.3 Climate-Related Risk and Opportunity Matrix	75
	The effect of climate-related risks and opportunities on business, strategic and financial planning	3.5.4 Identification Results of Climate Change Risks and Opportunities	76
	Strategic adaptability, and also taking into account different climate-related scenarios (including 2° C or lower temperature scenarios)	3.5.5 Climate Change Scenario Analysis	77
Risk Management	Identification and assessment process for climate-related risks and opportunities	3.5.2 Risk and Opportunity Identification and Assessment Process	73
	Processes for managing climate-related risks and opportunities	3.5.1 Sustainable Development Management Committee	72
		3.5.2 Risk and Opportunity Identification and Assessment Process	73
	Procedures for identifying, assessing, and managing climate-related risks and opportunities and how these are integrated into the risk management system	3.5.1 Sustainable Development Management Committee	72
		3.5.2 Risk and Opportunity Identification and Assessment Process	73
Indicators and Targets	Disclosure of the indicators used by the organizations to evaluation on climate-related risks and opportunities, in accordance with their strategies and risk management processes	3.5.6 Indicators and Targets	79
	Disclosure of the greenhouse gas emission under Scope 1, Scope 2 and Scope 3 (if applicable), and related risks	3.2 Greenhouse Gas Inventory	65
	The targets used by the organization in managing climate-related risks and opportunities and how the targets were implemented	3.5.6 Indicators and Targets	79

Appendix 4 ISO Management System Certificate

ISO 9001:2015 Quality Management System



ISO 14001:2015 Environmental Management System



ISO 45001:2018 Occupational Safety and Health Management System



ISO 13485:2016 Medical Devices Quality Management Systems



ISO 27001:2022 Information Security Management System



Appendix 5 Sustainability Report - Independent Assurance Statement

亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.

Independent Assurance Statement

Statement No. 000-697/V3-HELXX

This Independent Assurance Statement by ARES Certification Co., Ltd. on
NEXCOM International Co., Ltd. ESG Sustainability Report of 2025.

ARES International Certification Co., Ltd. and NEXCOM International Co., Ltd. are mutually independent organizations. In addition to the assessment and verification of 2025 ESG Sustainability report, ARES International has no financial relationship with NEXCOM International Co., Ltd.

The purpose of this Independence Assurance Statement (hereinafter referred to as Statement) is only to conclude that the relevant issues within the scope of the NEXCOM International Co., Ltd.'s ESG Sustainability Report are guaranteed, but not for other purposes. Except for this Statement on the verified facts, for any use of other purposes, or any person who read this Statement, ARES International is not responsible or liable for any legal or other responsibility.

This Statement is based on the conclusions made from the verification of the relevant information provided ARES International by NEXCOM International Co., Ltd. Therefore, the scope of the verification is based on and confined to the content of these provided information, and ARES International shall consider that the contents of the information are complete and accurate.

All concerning and questions about the contents or the relevant issues contained in ESG Sustainability Report shall be answered by the NEXCOM International Co., Ltd.

The Scope of Assurance

The agreed scope of assurance by NEXCOM International Co., Ltd. and ARES International includes the following:

- The contents of the entire ESG Sustainability Report and all operating performance of NEXCOM International Co., Ltd. from January 1st, 2025 to December 31st, 2025.
- According to the type 1 of application of the AA1000 Assurance Standard (v3), the assessed nature and degree of the NEXCOM International Co., Ltd.'s compliance with the AA1000 Accountability Principles (2018) but excluding the verification of the reliability of the information or data disclosed in the ESG Sustainability Report.

This statement is prepared in Chinese and has an English version for reference. In the event of any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

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亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.

ARES INTERNATIONAL's Opinion

We summarize the contents of NEXCOM International Co., Ltd.'s ESG Sustainability Report and provide a fair opinion of NEXCOM International Co., Ltd.'s relevant operations and performance. We believe that the indices such as economic, social and environmental performance of 2025 are presented correctly. The performance indices disclosed in the report demonstrate NEXCOM International Co., Ltd.'s efforts to identify and meet stakeholder expectations.

Our verification activities are implemented by a team with the capacity for verifying in accordance with AA1000 Assurance Standard (v3), as well as planning and implemented this part of the activities to obtain the necessary information and data. We believe there are sufficient evidences provided by NEXCOM International Co., Ltd. to show that its reporting method according to the AA1000 Assurance Standard (v3) and their self-statement are in line with the GRI standards.

Verification Method

In order to collect evidences related to conclusions, we implemented the following tasks:

- Implement the high-level management review for topics from external groups related to ESG Sustainability policy to confirm the appropriateness of the report in this statement.
- Discussions about stakeholder's engagement with the managers of NEXCOM International Co., Ltd., however, we have no direct contact with external stakeholders.
- Interviews with employees related to ESG Sustainability management, report preparation and information provision.
- Review the critical developments related to organizations.
- Review the scope and maturity of systems related to financial and non-financial reports.
- Review the supporting evidences declared in the report, and the process management described in the report and its associated AA1000 Accountability Principles (2018) on the principles of inclusivity, materiality, responsiveness and impact.

Conclusion

The detailed review results of the AA1000 Accountability Principles and the core disclosures of the Global Reporting Initiative (GRI) standard, Sustainability Accounting Standards Board (SASB) standard, and Task force on Climate-related Financial Disclosures (TCFD) for inclusivity, materiality, responsiveness and impact are as follows:

3

亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.

ARES INTERNATIONAL's Opinion

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- Review the critical developments related to organizations.
- Review the scope and maturity of systems related to financial and non-financial reports.
- Review the supporting evidences declared in the report, and the process management described in the report and its associated AA1000 Accountability Principles (2018) on the principles of inclusivity, materiality, responsiveness and impact.

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亞瑞仕國際驗證股份有限公司
ARES International Certification Co., Ltd.

Assurance Level

According to the AA1000 Assurance Standard (v3), we verify this statement as a medium level of assurance, as in the scope and method described in this statement.

Responsibility

The responsibility of this ESG Sustainability report, as stated in this statement, is owned by the person in charge of NEXCOM International Co., Ltd. The responsibility of ARES International is to provide professional opinions based on the described scope and method, and to provide an independent assurance statement for the stakeholders.

Ability and Independence

ARES International is composed of experts in a various field of management systems. The verification team is composed of members in the professional backgrounds with the qualifications of lead auditor trained in sustainable development, environmental and social management standards such as AA1000AS, AA1000AP, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001 and ISO 9001. This independent assurance statement is based on the ARES International's fairtrade guidelines.

On behalf of the assurance team

June 04, 2026

ARES International Certification Co., Ltd. (ARES Certification Group)
Taiwan, Republic of China

Signed by

呂東澤
Lead Verifier

Calvin Chen
C.E.O
Calvin Chen

AA1000
Licensed Report
000-697/V3-HELXX

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Appendix 6 ISO 14064-1 Greenhouse Gas Emission and Removal Verification Statement

OPINION STATEMENT



Greenhouse Gas Verification Opinion 2025 Greenhouse Gas Emissions Information

NEXCOM International Co., Ltd.

9F, No.920, Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.

Has completed the verification according to ISO 14064-3:2019 and meets the following standard requirements
ISO 14064-1 : 2018

Direct emissions
149,445.3 tonnes of CO₂e
Indirect emissions
4,736,831.6 tonnes of CO₂e
Direct emissions and indirect emissions
4,886,277 tonnes of CO₂e

Opinion No.: ARES/TW/F2605734G
Date: 2026-05-07
Version: 01

The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.

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



意見書編號 Opinion No.: ARES/TW/F2605734G

【The GHG emission of each category reported organization be verified】

Category	GHG Emissions (Unit: tonnes CO ₂ e)	Assurance level
Category1	149,445.3	Reasonable assurance level
Category2	4,130,815.2	Reasonable assurance level
Category3	606,016.4	Limited assurance level
Category4	NS	N/A
Category5	NS	N/A
Category6	NS	N/A
Direct emissions and indirect emissions	4,886,277	

*NS: Non significant; N/A: Not available

ARES International Certification Co., Ltd. (ARES) received the application from NEXCOM International Co., Ltd. (NEXCOM COMPANY) for ISO 14064-1:2018, and implements direct and indirect verification in accordance with ISO 14064-3:2019 requirements verification of greenhouse gas emissions, the period covered by greenhouse gas emissions is from January 1, 2025 to December 31, 2025, and the contents of the verification opinion are explained as follows:

Level of Assurance
ARES followed the inspection procedures in accordance with the verification criteria, and the evidence results showed that the greenhouse gas claims proposed by NEXCOM COMPANY met the regulations, did not violate the material difference threshold of 5%, and met the reasonable assurance level (Category1-2), limited assurance level (Category3-6).

Objective
The purposes of this verification exercise are, by review of objective evidence, to independently review: whether the GHG emissions are as declared by the organization's GHG assertion and the data reported are accurate, complete, consistent, transparent and free of material error or omission.

Scope
ARES confirmed that NEXCOM COMPANY has implemented in accordance with ISO 14064-1:2018 Greenhouse Gases - Part 1: Quantification and Reporting of Greenhouse Gas Emissions and Removals at the Organizational Level with Guidelines with relevant standard requirements to propose the compliance of the GHG emissions from human activities within the organization boundary and operation scope. The above-mentioned assurance opinions based on the ISO 14064-3:2019 guidelines include the following content:

(1) GHG inventory period : From 2025/01/01 to 2025/12/31.

(2) Verification of site :

Name of site	Address of site
• NEXCOM International Co., Ltd.	• 9F, 10F, 11F, 12F, 13F, 14F & 15F, No.920, Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C. • 7F, No.926-928-930-932 Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C. • 5F, 6F, 7F, 8F, 9F, 10F, 11F&12F, No.63, Sec. 1, Sanmin Rd., Banqiao Dist., New Taipei City 220, Taiwan, R.O.C. • 2F., No. 50, Huaya 3rd Road, Guishan Dist., Taoyuan City 333, Taiwan, R.O.C.

意見書中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan

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意見書編號 Opinion No.: ARES/TW/F2605734G

- No. 423, Taishan Rd., Yilan City, Yilan County 260, Taiwan, R.O.C.
 - 15F-1, No. 21, Yixin 2nd Rd., Qianzhen Dist., Kaohsiung City 806, Taiwan, R.O.C.
 - NexAloT Co., Ltd.
 - 13F, No.922, Zhongzheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.
 - 5F, No.930, Zhongzheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.
 - 16F., No. 250, Sec. 2, Chongde Rd., Beitun Dist., Taichung City 406, Taiwan, R.O.C.
 - GREENBASE TECHNOLOGY CORP.
 - 13F, No.922, Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.
 - 7F., No. 252, Sec. 2, Chongde Rd., Beitun Dist., Taichung City 406, Taiwan, R.O.C.
 - EMBUX TECHNOLOGY CO., LTD.
 - 14F, No.916, Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.
 - TMR Technologies Co., Ltd.
 - NexCOBOT Taiwan Co., Ltd.
 - 8F, No. 661, 663, Banan Rd., Zhonghe Dist., New Taipei City 235, Taiwan, R.O.C.
 - NexCOBOT Taiwan Co., Ltd. Office B
 - DIVIOTEC INC.
 - 29F-1, No. 97, Sec. 4, Chongxin Rd., Sanchong Dist., New Taipei City 241, Taiwan, R.O.C.
 - NEXCOM Shanghai Co., Ltd.
 - Room 406, Building C, No.154, Lane 953, Jianchuan Road, Midhang District, Shanghai, 201108, China
 - NEXCOM Surveillance Technology Corp.
 - South Block B, Floor 8, Building B3,Xiufeng Industrial Zone, Gankeng community, Buji Street, LongGang District, Shenzhen, 518112, China
 - CHONGQING NEXGOL TECHNOLOGY CO.,LTD.
 - 1st Building, No.999, Xingguang Ave., Yongchuan Dist., Chongqing City, China
 - CHONGQING NEXRAY TECHNOLOGY Co., Ltd.
 - Office: 46665 Fremont Blvd., Fremont, CA 94538, USA
 - Nex Computers, Inc.
 - Factory: 41300 Boyce Rd. Fremont, CA 94538, USA
 - NEXCOM Japan Co., Ltd.
 - 2F & 9F, Tamachi Hara Bldg., 4-11-5, Shiba Minato-ku, Tokyo, Japan
- (3) Verify the types of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), and refer to the newest public GHG list by IPCC.
- (4) The global warming potential (GWP) calculated by the quantitative calculation of greenhouse gas emissions refers to the global warming potential value of the AR 6 assessment report of IPCC 2021.
- (5) the electricity emission coefficient refer to the followings:
- (5.1) NEXCOM (Headquarters), Sanmin Plant, Yilan Office, Kaohsiung Office; subsidiaries NexAloT Co., Ltd. (Zhonghe, Taichung), GREENBASE TECHNOLOGY CORP. (Zhonghe, Taichung), EMBUX TECHNOLOGY CO., LTD., and TMR Technologies Co., Ltd.; sub-subsidiaries NexCOBOT Taiwan Co., Ltd. and DIVIOTEC INC. Their power emission coefficients are based on the Ministry of Economic Affairs Energy Bureau's announcement of 0.474 tCO₂e/MWh for 2024;
 - (5.2) Huaya Power provides a 2025 power emission coefficient of 0.8950234186 tCO₂e/MWh;
 - (5.3) the US subsidiary: Nex Computers, Inc.'s power emission coefficient is based on the power generator's 2023 Power Content Label - Ava Community Energy report of 0.1678291769 tCO₂e/MWh;
 - (5.4) the China subsidiaries: the Ministry of Ecology and Environment's General Office's Climate Letter [2023] No. 43, 2022, lists the national power grid average emission factor as 0.5703 tCO₂e/MWh;

意見書中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan

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意見書編號 Opinion No.: ARES/TW/F2605734G

(5.5) The Japan subsidiary uses the "Emissions Coefficient for Electricity Businesses - National Average Coefficient" from the Ministry of the Environment's announcement dated January 9, 2026: 0.42300000 tCO₂e/MWh.

Materiality
ARES implements a third-party impartial, independent and objective verification of GHG claims disclosure information and on-site corroboration to ensure reporting information comply with the standards of accuracy, completeness, consistency and transparency, the content of which contains errors or omissions. The threshold for material difference is 5%, and the verification process includes document review, pre-trip assessment, sampling plan, evidence search collect the information needed to verify the declaration and ensure the accuracy of GHG emissions.

Confidentiality
This report and its attachments may contain confidential information belonging to NEXCOM COMPANY, and other individuals, groups or companies are prohibited from copying or distributing it without the written consent of NEXCOM COMPANY.

Avoidance of Conflict of Interest
The contents of this report and its attachments are in full compliance with the standard methods and procedures of the competent authority and conduct inspections in a fair and honest manner. There is no falsehood. If there is any violation, in addition to being jointly and severally liable for the losses suffered by the government agency, it will also accept administrative sanctions and criminal penalties as ordered by the competent authority.

ARES has no financial investment relationship with the inspected unit, and complies with the requirements of the competent authority to avoid conflicts of interest. If there are any violations of the aforementioned facts, which are verified by the competent authority, this report and the contents of the attachments are willing to accept the decision of the competent authority as invalid.

Verification Team
Above opinion coincide with ARES verifier group with fairness and impartiality, and aim at the GHG emission from January 1, 2025 to December 31, 2025 of NEXCOM COMPANY.

ARES Lead Verifier :

Remarks: This verification opinion complies with the requirements of the ARES greenhouse gas verification service terms. The content of the opinion is prepared by ARES International Certification Co., Ltd. based on the verification results of greenhouse gas claims, and is issued after the customer's consent. This opinion is not used to relieve the client from the responsibility of complying with the articles of association, national or local laws, and any published international guidelines; the client and ARES are independent entities, and the client is not bound by ARES represent it against other organizations.

意見書中須含完整的查證範圍、目標、標準和調查結果，否則意見無效。The opinion must contain the complete scope of verification, objectives, criteria and findings, otherwise the opinion is invalid.
ARES International Certification Co., Ltd. No. 12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan

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Appendix 7 Water Consumption Verification Statement

Statement of Findings



Subject
Water Consumption Verification

NEXCOM International Co., Ltd.

9F, No. 920, Chung-Cheng Rd., Zhonghe Dist., New Taipei City 235,
Taiwan, R.O.C.

As an independent and impartial third-party verification body, ARES did conduct evidence collection and verification of the subject matter to ensure conformance with the principles of fairness, accuracy, reasonableness, and consistency.

Year	Water Consumption			Total Water Consumption
	NEXCOM Headquarters	Sanmin Plant	Huaya Plant	
2025	0 m ³	7,350 m ³	2,245 m ³	9,595 m ³

S/No.: ARES/TW/A2606741A

Date: 2026-06-05

Version: 01



Authorized by :



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