

# 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

- **TecYological 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's 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.

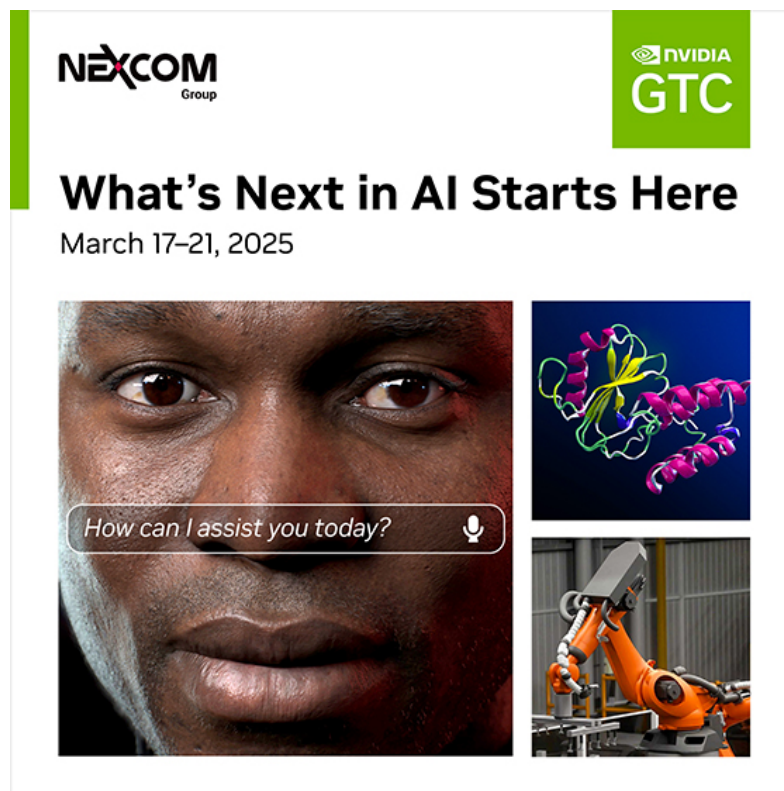


### At the exhibition, NEXCOM presented five major AI application solutions:

- **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.

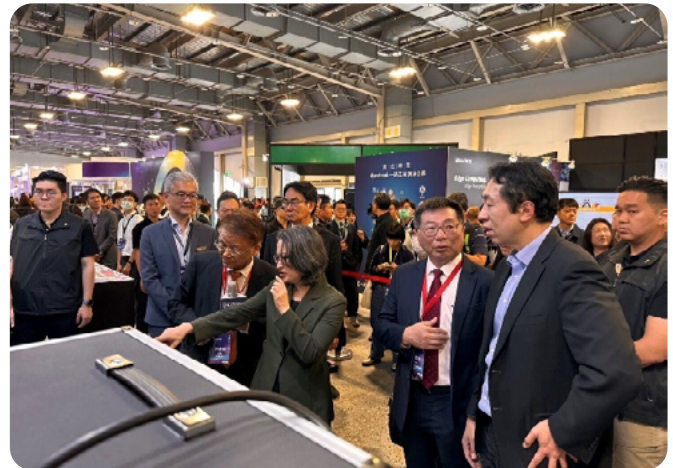
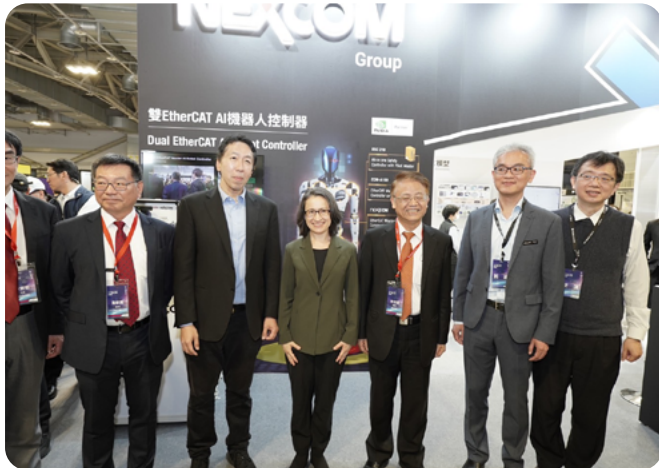
## VTK-SCAP Backup Battery Unit (BBU)

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)



NexAIoT 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, NexAIoT 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



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

1. **Seamless Integration with Existing Infrastructure:** The system can be deployed directly onto existing medication cabinets without requiring physical modifications, maximizing asset utilization.
2. **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.
3. **High-Speed Push Notifications:** NexCOBOT's proprietary technology enables rapid data transmission and real-time updates on the e-paper labels.
4. **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.
5. **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.
6. **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.
7. **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.
8. **Enhanced Warehouse Efficiency via PDA Integration:** The smart dispensing system supports PDA integration within pharmaceutical storage facilities, streamlining backend operations.
9. **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.
10. **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.
11. **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.





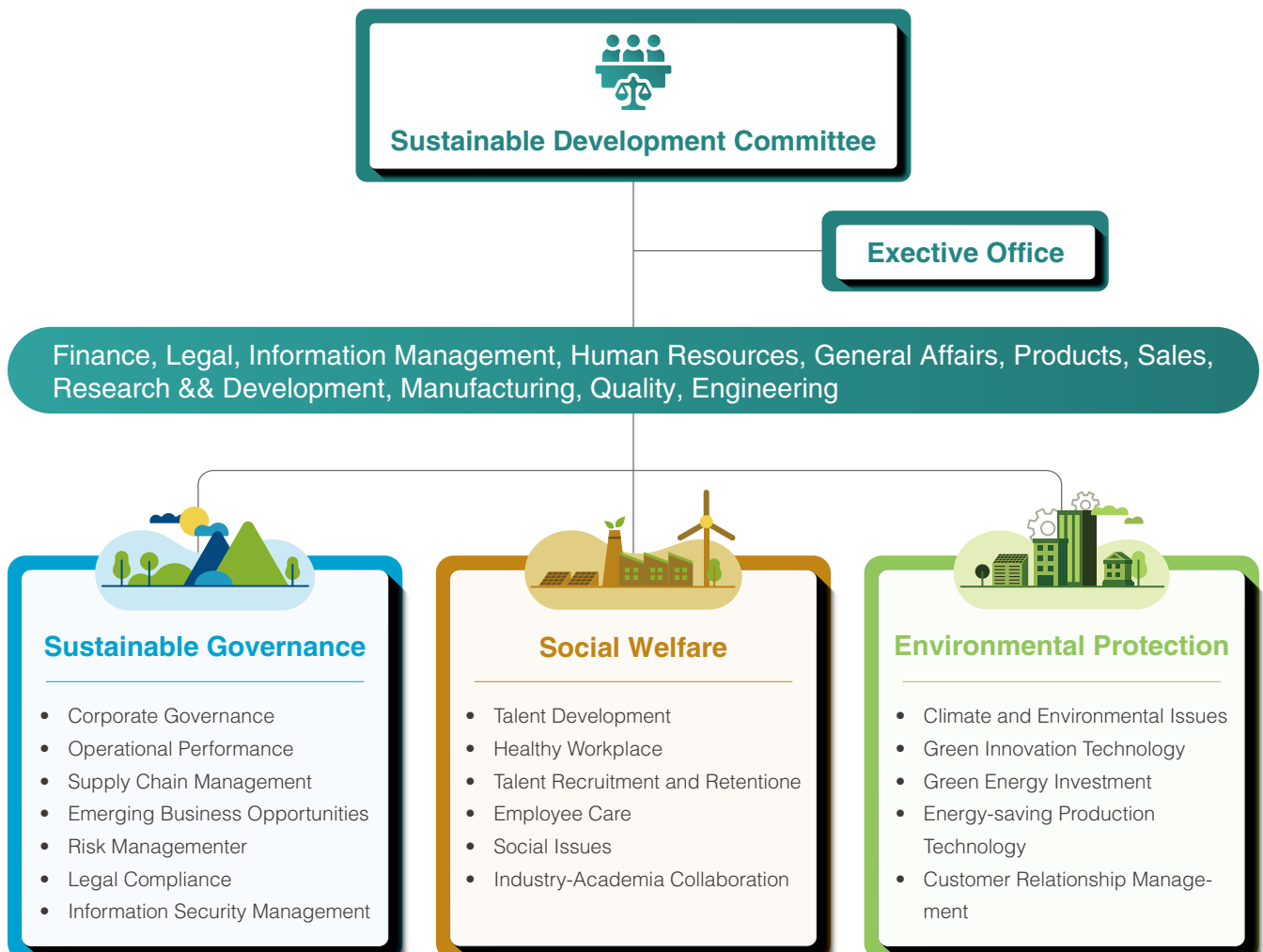
# Sustainable Development Road Map

## 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.                                                                                                                                       | <ol style="list-style-type: none"> <li>1. All employees are treated equally when applying for and arranging training, with no discrimination based on gender, race, or age.</li> <li>2. Actively promote industry-academia collaboration with colleges and universities, and provide scholarships to encourage students.</li> </ol>                                                                                                                                                                                                                                                                                            |
|  | 5.1 End all forms of discrimination against all women and girls everywhere.<br>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.                                                                                                                                  | <ol style="list-style-type: none"> <li>1. Gender shall not considered a factor in hiring, salary, performance evaluations, or promotions.</li> <li>2. Establish a maternal health protection plan.</li> <li>3. Establish measures for the prevention, appealing, and disciplinary actions of sexual harassment.</li> </ol>                                                                                                                                                                                                                                                                                                     |
|  | 6 Ensure availability and sustainable management of water and sanitation for all.                                                                                                                                                                                                                                                                                                 | <ol style="list-style-type: none"> <li>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.</li> <li>2. Actively promote garbage sorting and increase resource recycling and reuse.</li> <li>3. Install water-saving and sensor-activated faucets to reduce unnecessary water consumption.</li> <li>4. Incorporate water resources and sanitation management into ESG policies, and implement water conservation actions and sanitation risk control through institutionalization.</li> </ol> |
|  | 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.<br>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. | <ol style="list-style-type: none"> <li>1. Salary accounting is according to the company regulations, ensuring equal pay for equal work for employees with the same position and seniority.</li> <li>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.</li> </ol>                                                                                                                                                                                                                                    |
|  | 9.5 Encourage innovation and substantially increase the number of research and development workers.                                                                                                                                                                                                                                                                               | <ol style="list-style-type: none"> <li>1. NEXCOM encourages employees to innovate and develop projects into business models.</li> <li>2. Increase R&amp;D funding annually.</li> <li>3. Apply for patents and develop independent intellectual property rights.</li> </ol>                                                                                                                                                                                                                                                                                                                                                     |
|  | 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.                                                                                                                                                                              | <ol style="list-style-type: none"> <li>1. Adhere to the principles of openness and fairness and do not discriminate based on individual race, gender, religion or other factors.</li> <li>2. Ensure equal pay for equal work.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                       |
|  | 16.5 Substantially reduce corruption and bribery in all their forms.                                                                                                                                                                                                                                                                                                              | <ol style="list-style-type: none"> <li>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.</li> <li>2. Incorporate the "Corporate Social Responsibility Best Practice Principles" into the training materials for new employee orientation and quarterly company culture training.</li> </ol>                                                                                                                                                     |



# 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/<br>Investors/<br>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.<br>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. | <ul style="list-style-type: none"> <li>Business Performance</li> <li>Risk Control and Regulatory Compliance</li> <li>Sustainable development strategy and goal implementation</li> <li>Respond to government policies (such as energy conservation and carbon reduction, smart manufacturing, and green transformation)</li> <li>Shareholder Rights Protection and Communication Mechanism</li> </ul> | <ul style="list-style-type: none"> <li>Shareholders' meeting</li> <li>Institutional investors' conference</li> <li>Annual report</li> <li>Investor mailbox</li> <li>Public Information Observatory and Company Official Website Announcement</li> <li>Cooperate with the reporting and inspection mechanism of the competent authorities</li> </ul> | <ul style="list-style-type: none"> <li>Annually</li> <li>Annually</li> <li>Annually</li> <li>Aperiodically</li> </ul> |
| Company Executives/<br>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.<br>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.                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Operating Performance</li> <li>Corporate Governance</li> <li>Ethics and Integrity</li> <li>Risk Management</li> <li>Market Presence</li> <li>Occupational Health and Safety</li> </ul>                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Board meeting</li> <li>Operations and management meeting</li> </ul>                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Quarterly</li> <li>Monthly</li> </ul>                                          |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Business Performance</li> <li>Product Quality</li> <li>Product and Service Innovation</li> </ul>                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Customer meeting</li> </ul>                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Annually</li> <li>Aperiodically</li> </ul>                                     |
| Suppliers/<br>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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Supplier Management</li> <li>Green Purchasing</li> </ul>                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>Supplier meeting</li> <li>Procurement negotiation</li> <li>Supplier evaluation</li> </ul>                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>Annually</li> <li>Aperiodically</li> <li>Annually</li> </ul>                   |

# 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<br>◎ 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<br>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<br>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 <sub>2</sub> 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.                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>Reduce carbon dioxide emissions by 55% in 2030 compared to 2024</li> <li>Achieve carbon neutrality and net zero target by 2050.</li> </ul>                                                                                 | 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 <sub>2</sub> e.                                                                                                                      |
| Occupational Health and Safety   | <ul style="list-style-type: none"> <li>Compliance with Regulatory Requirements</li> <li>Continuance to Environmental, safety and health Improvements</li> <li>Promotion of Health and Safety Awareness</li> <li>Use of Environmental-Friendly Materials</li> <li>Resources economizing and reusing</li> <li>Strengthen communication consultation</li> </ul> | <ul style="list-style-type: none"> <li>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</li> </ul> | No major violations in 2025<br>zero workplace injuries reported in 2025                                                                                                                                                                                                                  |
| Compensation and benefits        | Provide fair and market-competitive compensation to attract, retain and motivate outstanding talents.                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>Salaries comply with local laws and regulations</li> <li>Equal pay for equal work</li> </ul>                                                                                                                               | The basic starting salary of employees complies with local laws and regulations.<br>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                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>NEXCOM holds annual institutional investor conferences to help investors better understand the company.</li> <li>Continuously invest in technological innovation to pursue industry leadership.</li> <li>Collaborate with partners on development to continually expand the smart manufacturing ecosystem.</li> </ul>                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>Financial report</li> <li>Annual report</li> <li>Market reaction</li> </ul>                                                                                                    | <ul style="list-style-type: none"> <li>Institutional investors' conference</li> <li>Shareholders' meeting</li> <li>Board meeting</li> <li>Operations and management meeting</li> </ul>                                        | Steady growth and progress towards the Group's strategic development goals                                                                                                        |
| <ul style="list-style-type: none"> <li>Implementation of Regular Customer Satisfaction Surveys.</li> <li>Strengthening Real-Time After-Sales Response Mechanisms</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Customer Satisfaction Trends</li> <li>Customer Complaint Analysis</li> </ul>                                                                                                   | <ul style="list-style-type: none"> <li>Customer Satisfaction Questionnaires</li> <li>Regular Customer Visits and Engagements</li> <li>Customer Grievance Hotlines</li> </ul>                                                  | <ul style="list-style-type: none"> <li>Target customer satisfaction score: ≥89 points</li> <li>Achieve a 100% resolution rate for material quality complaints.</li> </ul>         |
| <ul style="list-style-type: none"> <li>Implementation of Energy-Saving Initiatives (e.g., LED Lighting, High-Efficiency Motors)</li> <li>Assessing Solar Infrastructure Deployment and Renewable Energy Procurement</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Energy Intensity Metrics</li> <li>Third-Party Verification</li> </ul>                                                                                                          | <ul style="list-style-type: none"> <li>Management Review Meetings</li> </ul>                                                                                                                                                  | <ul style="list-style-type: none"> <li>Performance Milestone: Achieved a ≥1% cumulative reduction in energy intensity against the 2024 baseline.</li> </ul>                       |
| <ul style="list-style-type: none"> <li>Continuously propose various energy-saving and power-saving management plans every year</li> <li>Continue to invest in energy-saving and carbon-reduction measures for various equipment</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Greenhouse gas inventory, internal and external verification results</li> </ul>                                                                                                | <ul style="list-style-type: none"> <li>Management review</li> </ul>                                                                                                                                                           | <ul style="list-style-type: none"> <li>Reduce carbon dioxide emissions by 55% in 2030 compared to 2024</li> <li>Achieve carbon neutrality and net zero target by 2050.</li> </ul> |
| <ul style="list-style-type: none"> <li>Comply with all relevant environmental, safety, and health regulations, and conduct audits and enforcement of these regulations.</li> <li>Actively improve processes and the working environment to reduce environmental pollution and safety and health risks.</li> <li>Enhance operational management and personnel training to prevent occupational injuries and diseases.</li> <li>Adhere to the use of low-pollution raw materials to reduce environmental impact.</li> <li>Strengthen communication with colleagues and stakeholders, establish channels for conveying policies and related information, and provide appropriate responses.</li> </ul> | <ul style="list-style-type: none"> <li>Internal and external audits of various management systems</li> <li>Monthly occupational accident reporting records</li> </ul>                                                 | <ul style="list-style-type: none"> <li>Internal and External Grievance Channels</li> <li>Official Documents</li> <li>Internal and External Audit Reports</li> <li>Occupational Safety and Health Committee Meeting</li> </ul> | <ul style="list-style-type: none"> <li>No major violations or non-compliance issues (violations)</li> <li>Number of workplace injury cases: 0</li> </ul>                          |
| <ul style="list-style-type: none"> <li>Employee compensation is primarily based on job category, educational background, and professional capabilities, with no discrimination based on age, gender, or ethnicity.</li> <li>Employee performance and work results are evaluated annually.</li> <li>Adjust employee salaries and job promotions based on company performance, market salary levels and employee personal performance.</li> </ul>                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>Financial report</li> <li>Annual report</li> <li>Basic salary ratio</li> <li>Gender pay ratio</li> <li>Average and median annual salary for non-executive positions</li> </ul> | <ul style="list-style-type: none"> <li>Board of Directors</li> <li>Compensation Committee</li> <li>Employee Benefits Committee</li> </ul>                                                                                     | Provide a fair and market-competitive compensation system and effectively allocate human resources to meet the staffing needs of all departments.                                 |