

About this Report

CLEVO CO. (hereafter “CLEVO,” “the Company,” or “we”) has issued the 2024 sustainability report, which marks the 9th issue of this report issued by CLEVO. This report faithfully and transparently presents CLEVO’s 2024 sustainable results and actions across the four aspects of ESGP: Environmental, Social, Governance, and Product. By publishing this sustainability report annually, we hope to improve and streamline communication with CLEVO’s stakeholders and share our performance and progress in sustainable development.

Report Preparation Guidelines

Reporting Unit	Guideline Items
The Global Reporting Initiative	The Global Reporting Initiative (GRI) 2021 Edition
Taiwan Stock Exchange	Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies
Sustainability Accounting Standards Board	Sustainability Accounting Standards Board (SASB) – Electronics Manufacturing Services & Original Design Manufacturing Standards

Reporting Period

The data and information disclosed in this report are mainly based on the data in 2024 (January 1 to December 31, 2024). For information completeness and comparability, some data may be traced back to 2022 or extended to 2025 to present a quantitative tracking trend.

Publication Date and Scope of the Report

This report discloses information about CLEVO CO., including the Taipei Headquarters and the Kunshan Plant (operating under the name of Kapok Computer (Kunshan) Co. Ltd.; referred to as “Kapok Computer (Kunshan)” below). Except for CPA-audited financial information and certain sustainability data, the report does not include any other business investments mentioned in the consolidated financial statements. Please refer to the Assurance Chart for more details on the boundary and scope of assurance.

CLEVO regularly publishes the sustainability report on the official website every year:

Report publication date: August 2025

Next anticipated report publication date: August 2026

Preparation Guidelines

CLEVO has followed the three content principles and six quality principles of the GRI Standards and principles of materiality, inclusivity, responsiveness, and impact of AA 1000 Account Ability Principle Standard (APS) when drafting this report.

Management Approach

The data for this report was provided by internal departments within CLEVO, for which the head of each department was responsible for reviewing the correctness and completeness of the information supplied. All financial statement figures are denominated in New Taiwan Dollars and have been audited and announced publicly. The basis and calculation units were taken from government-published information for environmental data. For other quantitative data, units with special meanings are explained in notes.

Assurance of Report

We have commissioned PwC Taiwan, an independent and credible law firm according to Taiwan Standards on Assurance Engagements (TWSAE) No. 3000 "Assurance Cases for Audits or Reviews of Non-historical Financial Information" as an independent to conduct the limited assurance work for the selected key performance indicators. The outcomes of the assurance review have been fully communicated to the governing body. Please refer to the independent and limited assurance statement, presented as an appendix to this report, for more details on the scope and conclusion of the CPA's assurance.

Please do not hesitate to contact us if you have any opinions, queries, or recommendations regarding this report or CLEVO sustainability practices.

Contact Department | Human Resources Division of CLEVO CO.

CLEVO's Official Sustainability
website



Contact Information

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Stakeholder Engagement and Identification of Material Topics

Listening to Stakeholders

Feedback from stakeholders is a key driver of corporate improvement and a means of self-evaluation. CLEVO places great importance on all input from its stakeholders and is committed to building open and effective channels of communication. Through this engagement, the Company seeks to better understand the expectations of both internal and external stakeholders. In the global pursuit of sustainability, CLEVO strives not only to minimize the impact of its operations on the environment, economy, and society through effective management but also to lead its supply chain toward sustainable development.

In accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed and TPEX-Listed Companies" in Taiwan, the Company adopted the GRI Universal Standards 2021 to identify our key stakeholders and assess the impact of various sustainability issues. As a result, we identified seven major categories of stakeholders: shareholders and investors, banks, government agencies, suppliers, employees, customers, and local communities. The following table lists the significance, communication methods, communication frequency, and issues of concern to CLEVO for the seven main types of stakes.

Stakeholder Type	Implications to the Company	Communication Methods and Channels	Frequency of Communication	Concerned Issues
 Shareholders and investors	Shareholders and investors agree with the Company that maintaining a good relationship and close communication with shareholders or investors is conducive to the sustainable development of CLEVO and the key to supporting the Company's business development.	1. Stock Transfer Agent: CTBC Bank Co., Ltd. 2. Investor communication hotline 3. Phone visit 4. On-site visit 5. Mail	Unscheduled	• Corporate Governance • Ethical Management and Anti-corruption • Response to Climate Change • Customer Relationship Management
 Banks	Engaging with various banks' business contacts can help us to use funds flexibly and assist the Company's long-term operation and development.	1. Telephone or communication software 2. On-site visit 3. Mail	1-2 times a month	• Corporate Governance • Employee Welfare • Occupational Health and Safety • Responsible Production • Information Security and Customer Privacy • Supply Chain Management
 Government institutions	Understanding government agencies and regulatory requirements will assist businesses in complying with regulations and reducing the risk of violations. The efforts can also effectively plan processes and strategies to improve regulatory compliance, avoid losses, and ensure long-term stable development.	1. Telephone or communication software 2. On-site visit 3. Mail	Unscheduled	• Corporate Governance • Responsible Production • Response to Climate Change • Greenhouse Gas and Energy Management

Stakeholder Type	Implications to the Company	Communication Methods and Channels	Frequency of Communication	Concerned Issues
 Supplier	A sustainable supply chain is essential to a Company's regular operations and can provide significant flexibility in the face of market challenges.	1. Market supply/ demand trend and price negotiation 2. Arrange senior management meetings and plant visits based on the year's market changes. 3. Telephone or communication software	1. Once every quarter 2. Once a year 3. Once or twice a week	• Employee Welfare • Customer Relationship Management • Supply Chain Management • Risk management • Information Security and Customer Privacy
 Employees	Employees are the most important advantage to the Company, and the key to improving operating performance and maintaining market competitiveness.	1. Face-to-face communication 2. Telephone communication 3. Announcement or e-mail	Daily	• Customer Relationship Management • Corporate Governance • Ethical Management and Anti-corruption • Occupational Health and Safety • Employee Education and Training • Employee Welfare
 Customers	Understanding customers' needs and maintaining productive relationships with customers support the Company's growth.	1. Customer satisfaction survey 2. Mail 3. Telephone or communication software	1. Half-yearly 2. Unscheduled 3. 1-2 times a month	• Corporate Governance • Ethical Management and Anti-corruption • Responsible Production • Supply Chain Management
 Communities	CLEVO's steady development is dependent on the support of neighboring communities. So the Company promotes resource sharing, good neighborliness, and community harmony.	1. Face-to-face communication 2. Telephone communication	1-2 times a month	• Water Resource Management • Waste Management • Greenhouse Gas and Energy Management • Charity and Social Contribution • Responsible Production

Material Topic Identification Procedures

CLEVO collects and organizes sustainability topics relevant to its industry by referencing sustainability reports from leading domestic and international peers, while also taking into account recent regulatory disclosure requirements in Taiwan. In 2024, a total of 17 sustainability topics were selected for inclusion in the sustainability report. These topics were further assessed by senior internal management to determine their materiality and finalize the key topics for the year. The steps CLEVO follows to identify sustainability topics are outlined as follows:

Step 1: Identify the Annual Sustainability Topics

A total of 17 topics eventually converged after referencing domestic and foreign industry benchmarks, regulations, and trends, while also incorporating the issues of interest provided by stakeholders throughout the year. They were also divided into four major aspects, as shown in the following table:

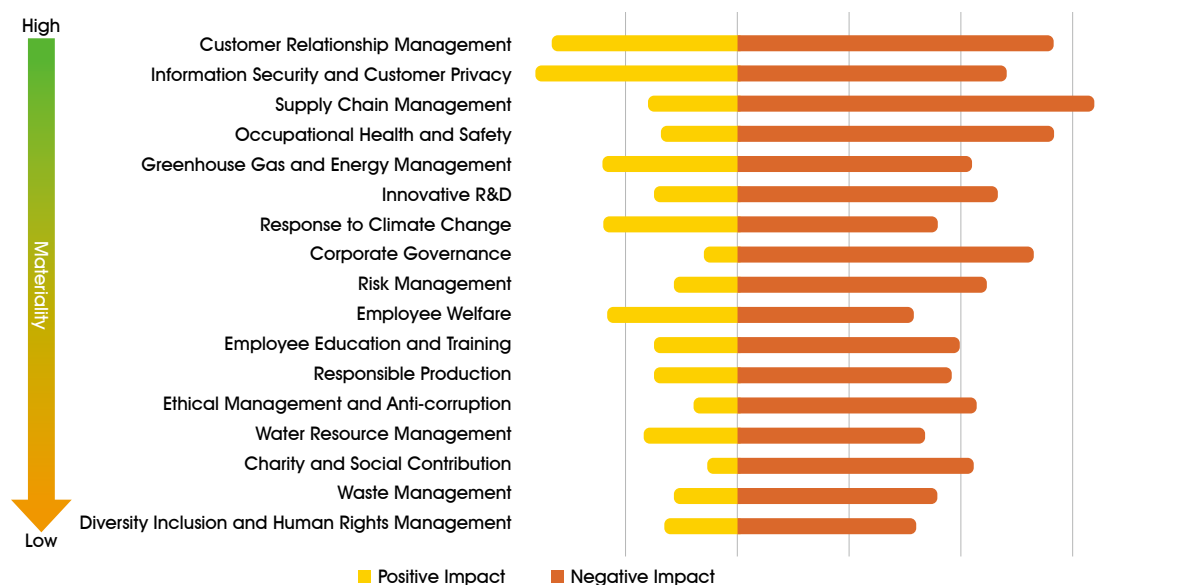
Governance and Economy	Environment and Climate	Employees and Society	Products and Services
• Corporate Governance • Ethical Management and Anti-corruption • Information Security and Customer Privacy • Risk Management	• Response to Climate Change • Greenhouse Gas and Energy Management • Water Resource Management • Waste Management	• Employee Welfare • Employee Education and Training • Occupational Health and Safety • Diversity Inclusion and Human Rights Management • Charity and Social Contribution	• Responsible Production • Customer Relationship Management • Innovative R&D • Supply Chain Management

Step 2: Impact and Likelihood Assessment

In 2024, the Company followed the GRI 3 (2021) guidelines for identifying material sustainability topics with significant actual or potential impacts on its internal and external environments, economy, and society. To this end, CLEVO convened senior executives from various departments, with a total of 26 participants from both the Taipei headquarters and Kapok Computer (Kunshan), to quantitatively assess each identified sustainability topic based on its scope of impact and likelihood of occurrence.

Step 3: Material Topic Resolution

After analyzing the quantitative evaluations of sustainability topics provided by internal senior executives, CLEVO ranked the identified topics in descending order of materiality. Taking into account the level of materiality and evolving regulatory requirements, the Company ultimately determined eight material topics. The impact assessment bar chart is shown below:



Step 4: Impact Boundaries and List of Material Topics

After confirming eight major topics, CLEVO investigated how each issue affected its value chain. The Company examined the ESG report chapter by chapter to determine whether the responses for each material topic were adequate and complete. The chart below explains the boundaries of each material topic and its impact:

Material Topics	Explanation of Impacts	Corresponding Chapter	Supply chain Impact			
			Upstream	CLEVO itself	Downstream	
			Supplier		Distributor	User
Corporate Governance	CLEVO's Board of Directors and management uphold the highest standards of integrity, self-discipline, and professionalism, fully complying with all relevant government regulations to implement sound corporate governance. To strengthen governance effectiveness, the Company continuously enhances the functions of the Board of Directors, improves governance mechanisms, safeguards shareholders' rights, and elevates the management performance of the executive team. At the same time, the Company is committed to information transparency by ensuring the timely disclosure of material information, thereby reducing the risk of potential losses for shareholders and investors due to governance deficiencies.	1.3 Sustainable Governance	V	V	V	

2024

CLEVO ESG REPORT

Environment / Social / Governance

Material Topics	Explanation of Impacts	Corresponding Chapter	Supply chain Impact			
			Upstream	CLEVO itself	Downstream	
			Supplier		Distributor	User
Information Security and Customer Privacy	As digital management becomes increasingly popular, the challenges related to information security have grown more significant, along with rising risks such as system failures, operational disruptions, and workflow interruptions. To effectively safeguard the confidentiality, integrity, and availability of information assets and ensure the continuous operation of core business and production facilities, the Company established the "Information Security Committee" in 2020. This committee is responsible for overseeing information security strategies and management mechanisms, aiming to build a continuously improving information security environment and enhance the organization's overall resilience to information security threats and incidents.	1.4.3 Information Security	V	V		V
Response to Climate Change	As the frequency and severity of extreme weather events continue to rise globally, CLEVO actively responds to the potential impacts of climate change on its operations. Beginning in 2022, the Company adopted the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB). Guided by the four core elements of governance, strategy, risk management and indicators and goals, the Company discloses its climate related risk and opportunity management in a structured and transparent manner. For key climate issues, CLEVO has formulated specific management strategies and quantitative targets. Climate change considerations have been integrated into the Company's operational management and decision-making processes to reduce the risks posed to business stability, enhance corporate resilience, and achieve sustainable business goals.	CH2. Response to Climate Change	V	V	V	
Greenhouse Gas and Energy Management	As the greenhouse effect intensifies, the impact of extreme weather events on human society and economic activities continues to grow. Climate change has become an unavoidable and critical issue for businesses. Governments around the world are implementing greenhouse gas reduction policies and accelerating the adoption of carbon pricing mechanisms and emission disclosure regulations. In the future, companies that fail to properly manage carbon emission risks may face the dual pressures of rising operating costs and compliance risks. CLEVO upholds its responsibility as a corporate citizen and actively responds to the global consensus on climate action. The Company is committed to enhancing the management of energy use and greenhouse gas emissions while continuously promoting carbon reduction initiatives. Through concrete actions, CLEVO strives to minimize its environmental impact and join global enterprises in addressing the challenges of climate change, moving toward a low-carbon and sustainable future.	3.2 Energy and Greenhouse Gas Management	V	V	V	
Occupational Health and Safety	A safe and healthy working environment is fundamental to ensuring employees' efficiency and high-quality performance. CLEVO is committed to fostering a corporate culture that values environmental safety and occupational health. With the goal of achieving zero workplace accidents, the Company continuously improves risk management and reviews performance to create a safe, comfortable, and secure working environment.	5.4 Safe Workplace	V	V	V	
Supply Chain Management	Supply chain management has become a critical issue in corporate operations. In light of global sustainability trends, building a robust and responsible supply chain management framework not only enables companies to reduce their carbon footprint and achieve low-carbon operational goals, but also helps strengthen brand credibility and enhance customer loyalty. Conversely, as environmental and human rights regulations grow increasingly stringent worldwide, failure to conduct proper due diligence on suppliers may expose companies to reputational risks. Inadequate supply chain oversight can indirectly lead to human rights violations or environmental damage, posing potential threats to a company's sustainable development.	4.2 Supply Procurement – Supply Chain Management	V	V	V	
Customer Relationship Management	CLEVO places great importance on cultivating customer relationships, recognizing them as a cornerstone of sustainable business development. Effective communication and timely response mechanisms not only strengthen customer trust and brand recognition but also demonstrate the Company's sincerity and efficiency in addressing issues, thereby enhancing overall customer satisfaction. Conversely, failure to properly respond to customer needs may negatively impact the Company's reputation and long-term operations. With a strong focus on elevating product and service quality, CLEVO continues to sharpen its competitive edge and reinforce its leadership in the highly competitive consumer electronics market.	4.4 Customer Service Management		V	V	
Innovative R&D	Amid the global push for sustainable development, companies are increasingly relying on research and innovation to explore viable pathways for sustainable product transformation. R&D plays a vital role not only in securing market competitiveness and enhancing brand value but also in attaining technological leadership and advancing the development and application of low-carbon and sustainable products. Conversely, inadequate management of innovation may hinder a company's ability to respond to rapidly changing market demands, affecting the development, sales, and positioning of sustainable products, ultimately weakening its competitiveness in the sustainability transition.	4.1 R&D and Innovation		V	V	V

Message from Management

Chairman

劉建泰



Over the past year, the world continued to face challenges from rising geopolitical risks, inflationary pressures, and increasingly intense tariff conflicts, alongside the rapid development of generative AI technologies, which have had profound impacts across industries. In this environment, CLEVO has always upheld an honest and pragmatic management philosophy. While striving for operational performance, the Company has integrated innovative technologies and committed itself to sustainable development across corporate governance, environmental protection, and social responsibility, aiming to create long-term positive value for society and the planet.

Integrity in Governance and Corporate Sustainability

In the 2024 corporate governance evaluation, the Company once again ranked in the top 6% to 20% among listed companies, reflecting its steadfast commitment to honest operations and transparent information disclosure. In addition, being selected for multiple consecutive years as a component stock of the MSCI Taiwan Index underscores the market's recognition of CLEVO's governance performance. Furthermore, in intellectual property management, CLEVO has achieved TIPS A-level certification for two consecutive years under Taiwan's intellectual property management standard, demonstrating the Company's proactive efforts in IP protection. These achievements reflect the management team's unwavering commitment to sustainable governance.

Looking ahead, CLEVO will continue strengthening its governance framework, increasing operational transparency, and steadily moving toward the goal of sustainable corporate management, creating even greater value for shareholders, customers, suppliers, employees, and society.

Green Operations and Environmental Protection

As we face the increasingly severe challenges posed by climate change, CLEVO continues to strengthen its environmental management system by actively adopting renewable energy, low carbon materials, and local sourcing strategies. Through concrete actions, the Company implements energy conservation and carbon reduction to mitigate environmental impacts. At the same time, the Company strictly complies with relevant governmental regulations and regularly discloses environmental performance and information to enhance operational transparency and stakeholder trust.

In 2024, CLEVO completed its greenhouse gas inventory, establishing a baseline for carbon emissions to facilitate the promotion of future carbon reduction targets and actions. In addition, Kapok Computer (Kunshan), a subsidiary of the Group, obtained certification for the ISO 14001:2015 Environmental



President

蔡明夫

Management System and the ISO 50001:2018 Energy Management System, fully demonstrating the Company's strong commitment to environmental sustainability, resource management, and alignment with international standards.

In the future, CLEVO will continue to deepen sustainability awareness among all employees and work hand in hand with suppliers, customers, and consumers to co create a green value chain, thereby expanding the Company's positive impact on environmental sustainability.

Talent, Society, Diversity, and Inclusion

CLEVO firmly believes that talent is the foundation of sustainable corporate development and an essential partner in growing together with the Company. The Company continues to promote a diverse, inclusive, and equitable workplace culture, while investing substantial resources into employee training and career development to build a learning organization that grows in tandem with the enterprise. In 2024, CLEVO was included in the Forbes 2024 Best Employers Ranking, which reflects recognition of the Company's continuous efforts to foster a friendly workplace environment. CLEVO will embrace diverse values with an open perspective, ensuring that every employee finds a sense of belonging, develops their strengths, and joins the Company in advancing toward a more resilient sustainable future.

Furthermore, CLEVO upholds the belief of "taking from society and giving back to society" and the spirit of "remembering the source of the water we drink and giving back to society." The Company actively integrates internal and external resources to support communities in need through social welfare charitable trusts, donations, charity group purchases, and other forms of financial and social sponsorship. These concrete actions extend care to disadvantaged groups and promote remote education in Taiwan, aiming to bring hope and change to communities in need while fostering social inclusion and progress, thereby fulfilling corporate social responsibility.

Looking forward, CLEVO will remain committed to its core philosophy of sustainable operations, maintaining agility in the face of a rapidly changing global political and economic landscape, and turning challenges into drivers of growth. At the same time, the Company will continue to deepen its ESG strategy, which includes strengthening corporate governance, promoting sustainable product innovation, building a workplace culture that values both integrity and care, and expanding social engagement and connections. Together with employees and our long-term partners, CLEVO will create shared value, continuously generating a positive impact on the environment and society, and achieving a vision of mutual prosperity between business and society.