CLEVO®

2025

Sustainability Report

Environmental

Social

Governance



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About this Report

CLEVO CO. (hereafter"CLEVO," "the Company," or"we") has issued the 2025 sustainability report, which marks the 10th issue of this report issued by CLEVO. This report faithfully and transparently presents CLEVO's 2025 sustainability results and actions across four aspects: Environmental, Social, Governance, and Product. By publishing this sustainability report annually, we aim 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	GRI Sustainability Reporting Standards 2021 (The Global Reporting Initiative, GRI)
Taiwan Stock Exchange	"Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"
Sustainability Accounting Standards Board (SASB)	"Electronic Manufacturing Services & Original Design Manufacturing" Sustainability Accounting Standard (Version 2023-12) (Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard, Version 2023-12)

Reporting Period

The data and information disclosed in this report are mainly based on the data in 2025 (January 1 to December 31, 2025). For information completeness and comparability, some data may be traced back to 2023 or extended to 2026 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) 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.

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

- **Report publication date:** August 2026
- **Next anticipated report publication date:** August 2027

Preparation Guidelines

CLEVO has followed the three content principles and eight 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.

Sustainability Report Preparation and Management Process

1 Preparation

- Identify actual and potential impacts, assess the significance of those impacts, and determine the material topics.
- The Corporate Governance, Customer Care, Environmental Sustainability, Employee Care, and Social Welfare Teams under the Sustainable Development Task Force compile the management results for their respective areas of responsibility and prepare the corresponding chapters of the Sustainability Report.

2 Review

- Department heads review the Sustainability Report to ensure the accuracy and completeness of its content.

3 Assurance

- PwC Taiwan is engaged to perform an independent limited assurance engagement in accordance with the Taiwan Standard on Assurance Engagements No. 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, to provide assurance over the accuracy of the report's key performance indicator information.

4 Publication

- The Sustainable Development Committee submits the Sustainability Report to the Board of Directors for review.
- The Sustainability Report is published on the Company's Website and filed with the Market Observation Post System (MOPS) to share its content with stakeholders. This ensures the transparency and regulatory compliance of the Sustainability Report while providing stakeholders with an opportunity to submit feedback.

The financial data presented in this report are denominated in New Taiwan dollars and are based on publicly disclosed information audited by CPAs. 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 accounting firm, to perform independent third-party limited assurance engagements on the selected key performance indicators and greenhouse gas information in accordance with Taiwan Standards on Assurance Engagements (TWSAE) No. 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," and TWSAE No. 3410, "Assurance Engagements on Greenhouse Gas Statements." 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 the Company if you have any opinions, queries, or recommendations regarding this report or CLEVO's sustainability practices.

Contact department: Sustainable Development Task Force of CLEVO CO.

Address: 35 F., No. 555, Siyuan Rd, Xinzhuang District, New Taipei City

E-mail: Legal.IP@clevo.com.tw

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CLEVO's Official Sustainability Website

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 principles of stakeholder engagement, the Company identified seven major categories of stakeholders: shareholders and investors, banks, government agencies, suppliers, employees, customers, and local communities. The following table presents the significance of the seven main stakeholder groups to CLEVO, along with the communication methods, communication frequency, and key issues of concern for each stakeholder group.

Stakeholder Type	Implications to the Company	Communication Methods and Channels	Frequency of Communication	Concerned Issues
Shareholders and investors	Shareholders' and investors' recognition and support of the Company, together with maintaining good relationships and close communication with them, not only contribute to CLEVO's sustainable development but are also key to supporting the Company's business development.	1. Stock Transfer Agent: CTBC Bank Co., Ltd. 2. Investor communication hotline 3. Phone calls 4. On-site visit 5. Mail	Unscheduled	• Corporate Governance • Ethical Management and Anti-Corruption • Risk Management • Innovative R&D
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 • Ethical Management and Anti-Corruption • Information Security and Customer Privacy • Risk Management • Response to Climate Change • Greenhouse Gas and Energy Management
Government agencies	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. Periodic regulatory filings 2. Telephone or communication software 3. On-site visit 4. Mail 5. Ad hoc government inspections 6. Participation in regulatory sessions	1. Monthly 2–6. Unscheduled	• Corporate Governance • Ethical Management and Anti-Corruption • Risk Management • Response to Climate Change • Greenhouse Gas and Energy Management • Water Resource Management • Waste Management • Occupational Health and Safety • Diversity Inclusion and Human Rights Management
Supplier	A sustainable supply chain is essential to the 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	• Information Security and Customer Privacy • Customer Relationship Management • Innovative R&D • Supply Chain Management
Employees	Employees are the Company's most important asset and are also the key to improving its operating performance and maintaining its market competitiveness.	1. Face-to-face communication 2. Telephone communication 3. Announcement or e-mail	Daily	• Corporate Governance • Employee Welfare • Employee Education and Training • Occupational Health and Safety • Diversity Inclusion and Human Rights Management
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 • Information Security and Customer Privacy • Greenhouse Gas and Energy Management • Responsible Production • Customer Relationship Management • Innovative R&D • Supply Chain Management
Communities	CLEVO's steady development is dependent on the support of neighboring communities. Therefore, the Company promotes resource sharing, good neighborliness, and community harmony.	1. Face-to-face communication 2. Telephone communication	Unscheduled	• 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. In 2025, given that there were no significant changes in the industry environment or local regulations, the Company retained the material topic identification results from the previous year. The steps CLEVO follows to identify sustainability topics are outlined as follows:

Step 1 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 issues of interest provided by stakeholders. They were also divided into four major aspects, as shown in the following table:

Governance and Economy	Environment and Climate	Employees and the 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 (GRI Standards 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 the eight material topics, CLEVO further examined the impacts of each topic on its value chain and concurrently reviewed whether the content of each chapter fully addressed the material topics. The table below presents the material topics and their impact boundaries:

Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	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	✔	✔	✔	

Step 4 Impact Boundaries and List of Material Topics

Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	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.	1.5 Information Security Management	✔	✔		✔
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	✔	✔	✔	

Step 4 Impact Boundaries and List of Material Topics

Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	Downstream	
			Supplier		Distributor	User
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	✔	✔	✔	
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		✔	✔	

Step 4 Impact Boundaries and List of Material Topics

Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	Downstream	
			Supplier		Distributor	User
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 the Company's sustainable development.	4.2 Supply Chain Management	✔	✔	✔	
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 Relationship Management		✔	✔	

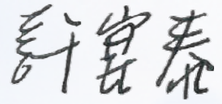
Step 4 Impact Boundaries and List of Material Topics

Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	Downstream	
			Supplier		Distributor	User
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		✔	✔	✔



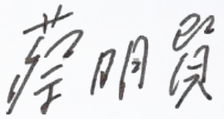


Chairman





President



Message from Management

Over the past year, the global economic and trade environment grew increasingly complex as geopolitical risks escalated and external challenges such as inflationary pressures and tariff conflicts continued to mount. Meanwhile, the technological wave of generative AI is profoundly reshaping the global industrial landscape and supply chain structures, while also presenting new challenges in information governance and privacy. Faced with unprecedented challenges and opportunities, CLEVO remains firmly committed to its core management philosophy of integrity and pragmatism. While pursuing stable operating performance, the Company integrates sustainability into technological innovation and fosters deeper integration among environmental protection, social inclusion, and corporate governance. Through these efforts, CLEVO seeks to leverage its corporate capabilities to make a positive contribution to the sustainable development of the planet and society.

Integrity and Excellence: Building a Foundation for Sustainable Governance

CLEVO firmly believes that a sound corporate governance system is the cornerstone of corporate sustainability. To strengthen sustainability governance, the Company formally established the Sustainable Development Committee in 2025 and introduced a governance mechanism that combines vertical reporting from senior management with horizontal coordination across functions to implement its ESG strategies. In the same year, CLEVO was named to the 2025 Taiwan FINI 100 in recognition of its outstanding operational resilience and sustainability performance, reflecting the strong confidence of international institutional investors in the Company's long term value. Looking ahead, we will continue to strengthen our governance framework and steadily advance toward highly transparent and resilient sustainable operations.

Green Operations: Driving the Pathway to a Low-Carbon Transition

In response to the severe challenges posed by climate change, CLEVO regards environmental management as a core operating strategy and actively promotes the use of low carbon materials, local sourcing, and renewable energy to reduce the carbon footprint across its operations. In 2025, CLEVO completed a comprehensive greenhouse gas inventory and established essential baseline carbon emissions data to support ongoing emissions reduction initiatives and provide direction for the next phase of its carbon reduction targets. In addition, the Group's Kapok Computer (Kunshan) plant demonstrated its internationally aligned management capabilities by successfully obtaining certification to both the ISO 14001:2015 Environmental Management System and the ISO 50001:2018 Energy Management System. These achievements underscore CLEVO's commitment to advancing its green transformation through concrete action.

Diversity and Inclusion: Realizing the Value of Shared Social Prosperity

Talent is the engine that fuels continuous innovation at CLEVO. The Company actively promotes a diverse, inclusive, and equitable workplace culture and is committed to creating an environment that supports employees' lifelong learning and career development. Through its social engagement, CLEVO continues to help build a broader safety net for society. CLEVO actively supports social welfare charitable trusts, makes charitable donations, and carries out a diverse range of public welfare initiatives to support education in Taiwan's rural and remote areas and assist disadvantaged groups, thereby promoting social equity and inclusion. In the future, CLEVO will implement a resilient and agile business strategy and work with its customers, employees, and long term partners to create mutually beneficial outcomes amid change and achieve a sustainable future in which business and society prosper together.

01 Operational Governance

Established in 1983, CLEVO has long been dedicated to the research and development of high-tech products. The Company has achieved remarkable success in the export market for gaming laptops. Backed by strong research and development capabilities and extensive experience, CLEVO has received widespread recognition and earned the steadfast trust and support of customers worldwide.

After more than four decades of growth and refinement, CLEVO has upheld the spirit of shared prosperity among its stakeholders and has worked side by side with key partners, including employees, customers, and suppliers. Together, they reached the important milestone of the Company's 40th anniversary and witnessed its steady growth. The Company has always upheld integrity as a core operating principle and is committed to fostering a positive and ethical corporate culture, making integrity and responsibility the cornerstones of its sustainable development.

Amid the rapidly changing global geopolitical and industry landscape in 2025, CLEVO continued to strengthen its ability to respond within a sound governance framework. With a proactive attitude and agile thinking, the Company embraced a wide range of challenges and continued to leverage innovative technologies to provide high quality products and services with high added value, create value for customers in diverse ways, and steadily advance toward becoming an industry pioneer.

Performance highlights

- In 2025, the CLEVO Group recorded consolidated operating revenue of NT$20.40 billion and a gross margin of 22.4%, representing an increase of 2.6 percentage points from the previous year.
- A Sustainable Development Committee was newly established in 2025.
- The results of the Board's internal self-assessment and external performance evaluation for 2025 indicated that the Board operated effectively and that its overall operations were sound.
- CLEVO was named to the 2025 Taiwan FINI 100.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

1.1 About CLEVO

CLEVO is primarily engaged in the research, development, manufacturing, and sales of laptops and holds a leading position in the global laptop OEM industry. The Company's business scope extends from the research and development, design, and production of portable computers and related products to B2B markets and post sales services. In terms of product strategy, CLEVO focuses on developing a diverse range of laptops. Its product portfolio mainly includes mainstream laptops, commercial laptops, gaming laptops, studio laptops, energy efficient, long lasting, and environmentally friendly laptops, as well as AI powered laptops developed to meet AI application needs. In addition, CLEVO introduced its latest ultracompact mini PC this year.

In 2025, the global laptop industry underwent transformation driven by the widespread adoption of hybrid work models, breakthroughs in edge computing technology, the growing importance of sustainability issues, and the restructuring of global supply chains amid geopolitical shifts. These developments presented both challenges and opportunities for the industry's transformation. In response to an unpredictable market environment, CLEVO demonstrated strong operational resilience and agility. In addition to continuing to develop competitive customized products for different regions and countries, the Company actively collaborated with leading international manufacturers to develop new products that meet diverse market needs. On another front, the Company continued to cultivate untapped niche markets and adopted a shipping strategy that balances quality and operational efficiency. As the AI PC hardware and software ecosystem moved into full deployment in 2025, CLEVO strategically expanded its portfolio of premium priced, high margin commercial, gaming, studio, and AI enabled laptops. Through dynamic optimization of its product mix, the Company further enhanced its overall revenue and competitiveness.

In 2025, CLEVO shipped approximately 1.39 million laptops worldwide, representing about 0.7% of the global market. Gaming laptops performed particularly well, with annual shipments reaching 694,000 units and accounting for nearly half of the Company's total shipments. These results clearly demonstrate the tangible outcomes of the Company's sustained focus on the premium niche market and active optimization of its product mix.

Since 1998, the CLEVO Group (hereinafter also referred to as the Group) has expanded into real estate development and entered the Chinese market through the establishment of Buynow malls. After 27 years of operations, the Group currently owns 29 commercial properties in China. Over the years, Buynow has continued to refine its mall operating model, create innovative shopping environments, strengthen its content and service offerings, and integrate entertainment, dining, and e-commerce resources. Through the integration of online and offline operations, Buynow continues to expand its business opportunities and revenue sources.

Currently, 18 Buynow technology malls integrate six core elements: technology, intelligence, fashion, creativity, entertainment, and experience. By incorporating 5G applications and big data technologies, Buynow has developed a consumer centered model that integrates people, products, and spaces, creating an omnichannel, experiential, and one stop technology and smart retail environment. Buynow continues to strengthen its discovery based consumption model. Through collaboration with international brands and the use of shopping guidance tools such as short videos and live streaming, it connects the consumer journey from interest to need to purchase, thereby increasing customer traffic and sales conversion rates. At the same time, each location continues to renovate its spaces and optimize its retail mix, strengthen immersive experiences, and improve customer satisfaction and loyalty. The 18 malls also actively collaborate with tenants on diverse marketing campaigns, joint branding initiatives, and promotional projects. By establishing a mutually beneficial operating model, Buynow further strengthens its brand advantage in China's technology and smart retail mall market.

In addition, to support the Taiwan 2050 Net Zero Emissions Pathway, CLEVO actively participates in green energy industry development initiatives promoted by its banking consortium. The Company incorporates sustainability indicators into its syndicated loan conditions, together with corporate governance evaluation results and social welfare indicators. Based on its performance against sustainability indicators, including greenhouse gas emissions control and green energy generation, the Company is also eligible for corresponding preferential interest rates, demonstrating its commitment to sustainable finance. Looking ahead, CLEVO will continue to uphold the principles of open and transparent information disclosure, comply with ethical management principles and applicable laws and regulations, fulfill its corporate social responsibility, and contribute to Taiwan's sustainable development.

Profile of CLEVO Group	
Company name	CLEVO
Chairman	Hsu, Kun-Tai
President	Tsai, Ming-Hsien
Paid-in capital	NT$6.22 billion
Revenues in 2025	NT$20.40 billion
Total number of employees	2749
Headquarter address	35 F., No. 555, Siyuan Rd, Xinzhuang District, New Taipei City

Note: The CLEVO Group includes the Notebook Computer Business Unit (Taipei Headquarters and Kapok Computer (Kunshan)) and the Buynow Business Unit.



CLEVO was named to the 2025 Taiwan FINI 100.



1.1.1 CLEVO History

1983 — CLEVO CO. was incorporated to engage in the computer, power supply, and keyboard businesses.

1989 — Established a personal computer plant in Xizhi and launched the personal computer business.

1991 — Gradually established an overseas sales network by founding CLEVO CO. (USA) in the United States and establishing an office in Germany.

1994 — Founded CLEVO CO. (France)

1997 — The Company's shares were officially listed and traded on the Taiwan Stock Exchange.

1998 — The first Buynow mall opened in Shanghai.

2005 — All production lines were relocated to Kunshan.

2017 — Published the first sustainability report.

2019 — Taipei Twin Towers Limited, established through investment by CLEVO, signed an investment contract with the Department of Rapid Transit Systems, Taipei City Government for the "Land Development of Taipei Main Station Designated Area C1/D1 (Eastern Block)."

2022 — The Company entered into a joint venture with Kindom Development Co., LTD. and Hua Tai Investment Corporation to establish "Tua Tiann Co., Ltd.," which is responsible for signing and implementing the "Taipei Main Station Designated Area E1E2 Government led Urban Renewal Investment Project" with the Taipei Housing and Urban Regeneration Center.

2023

- The Company developed a line of AI-integrated laptops capable of running generative AI directly on the device.
- The Company also obtained A-level certification under the Taiwan Intellectual Property Management System (TIPS).

2024 — CLEVO was also named to Forbes' list of "2024 Best Employers".

2025

- CLEVO was named to the Taiwan FINI 100.
- Established the Sustainable Development Committee.

1.1.2 Reinvestment Businesses

Product research, development, and manufacturing have always formed the core foundation for CLEVO's continuous optimization and innovation in the laptop sector. In addition to its continued focus on the laptop market, the Company has actively expanded its presence in the Chinese market. Leveraging its extensive experience in information technology manufacturing and distribution channel operations, CLEVO has expanded the Buynow IT retail network to strengthen the local integration of laptop production and sales and to deepen market penetration. These efforts further enhance overall operational efficiency, advance business diversification, and extend the upstream and downstream value chains, thereby meeting the expectations of shareholders and other stakeholders regarding the Company's growth and sustainable development.

In addition, to enhance the efficiency of long term asset utilization and promote diversified business development, Taipei Twin Towers Limited and Tua Tiann Co., Ltd., which were jointly invested in by CLEVO and its partners, have carried out capital increases in line with project progress. The companies are actively supporting major development projects, including the "Taipei Main Station Designated Area C1/D1 (Eastern Block) Land Development Project" and the "Taipei Main Station Designated Area E1/E2 Block Government led Urban Renewal Project" Through strategic real estate investments, CLEVO seeks to broaden and deepen its sustainable business development.

CLEVO's Reinvestment Businesses in 2025

Subsidiaries	
KAPOK COMPUTER CO.	100%
CLEVO Investment Co., Ltd.	100%
CLEVO COMPUTER SINGAPORE PTE LTD.	100%
CLEVO (CAYMAN ISLANDS) HOLDING COMPANY	100%
KAPOK COMPUTER (SAMOA) CORPORATION	100%
Joint ventures	
Taipei Twin Towers Limited	50%
Tua Tiann Co., Ltd.	24.50%



1.1.3 External Participation

CLEVO actively participates in industry associations to promote exchanges within the industry. Through the sharing of professional expertise and market information, the Company builds mutually supportive and collaborative relationships with industry peers to foster shared prosperity, while enhancing its professional capabilities and overall competitiveness.

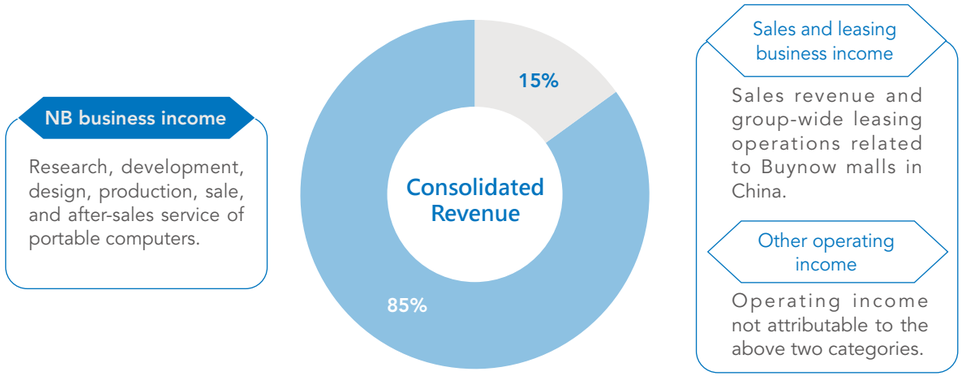
External Organizations in Which CLEVO Participated in 2025

Name of organization	Location	Form of participation
The Institute of Internal Auditors-Chinese Taiwan	Taiwan	Member
Taiwan Association of Occupational Health Nurses	Taiwan	Member
New Taipei City Nurses Association	Taiwan	Member
Taiwan Electrical and Electronic Manufacturers' Association	Taiwan	Member
Kunshan Taiwanese Businesses Association	Kunshan	Member

1.2 Economic Performance

CLEVO's Main Operating Income

Business activity	NB business income	Sales and leasing business income	Other operating income
Description	Research, development, design, production, sale, and after-sales service of portable computers.	Sales revenue and group-wide leasing operations related to Buynow malls in China.	Operating income not attributable to the above two categories.
Revenue weight	85% of consolidated revenue	15% of consolidated revenue	



CLEVO's Operating Performance in the Last 3 Years

Unit: NT$ thousand

Item	2023	2024	2025
Operating revenue	24,379,753	26,582,643	20,398,604
Operating costs	-19,494,238	-21,309,231	-15,831,628
Operating margin	4,885,515	5,273,412	4,566,976
Operating expenses	-3,151,809	-3,090,716	-2,955,012
Interest revenue	238,056	340,954	294,941
Other income	137,044	215,956	201,624
Financial cost	-833,885	-939,439	-949,980
Other gain (loss)	-132,847	18,206	125,971
Share of profit or loss of associates and joint ventures accounted for using the equity method	-39,972	4,647	-26,941
Income tax expenses	-42,012	-55,199	-65,628
Net profit for the period	1,060,090	1,767,821	1,191,951
Earnings per share (NTD)	1.81	3.02	2.05
Supplementary Information			
Cash dividend distribution	877,824	936,346	1,462,233
Payments to the government	482,042	327,441	220,747
Community investment	2,120	2,030	2,030
Employee benefit expenses	2,082,266	2,107,752	1,987,586

Note 1: The reporting boundary for the financial data in this table is consistent with that of the consolidated financial statements and includes CLEVO CO. and its subsidiaries.

Note 2: In 2025, the Company applied to the Labor Insurance Bureau for a NT$23 thousand salary subsidy for "pregnancy checkup accommodation and paternity leaves" and "pregnancy checkup leave." It also applied to the government for investment tax credits, and NT$39,241 thousand was declared.

CLEVO upholds the principle of responsible governance and regards ethical management and value sharing as essential foundations of its business operations. In addition to reasonably sharing its operating results with employees and shareholders, the Company actively contributes to community development and public welfare. It also truthfully files tax returns and pays taxes in accordance with the law, thereby fulfilling its responsibilities as a corporate citizen. By proactively addressing and engaging with the needs of diverse stakeholders, CLEVO continues to strengthen relationships built on mutual trust and translate its responsibilities and commitments to society, employees, and shareholders into concrete action, demonstrating its determination and capacity to pursue sustainable development.

In 2025, amid the combined challenges of tariff issues, geopolitical shifts, and climate change, the momentum of the global economic recovery remained under considerable pressure. Leveraging its agility and responsiveness, the Group continued to deliver strong results, recording consolidated operating revenue of NT$20.40 billion for the year. The Company analyzes its economic performance each year and uses the results to establish operating targets, providing an important basis for decision making in fulfilling its commitment to sustainable development.

1.3 Sustainable Governance

CLEVO regards sustainable management as a core principle of corporate governance and actively listens to feedback and suggestions from its stakeholders. The Company is committed to establishing diverse and effective channels of communication, sharing its sustainability achievements, and embedding the spirit of corporate social responsibility into employees' daily operations and conduct. Building on a sound governance foundation, the Company fosters a transparent, ethical, and inclusive corporate culture and integrates the six principles of sustainable management into its medium and long term development strategies and management processes. This ensures that its business direction aligns with its long term development objectives and enables the Company to continue generating substantial positive impacts on the economy, society, and environment.

Six Principles of CLEVO Sustainable Management



Material topic: Corporate Governance

Explanation of Impacts

- CLEVO complies with the relevant government regulations concerning corporate governance policies and practices. CLEVO also continues to strengthen the functions of its Board of Directors. Both board members and management uphold the highest standards of integrity, self-discipline, and professionalism, ensuring the protection of shareholder rights, strengthening the effectiveness of management, enhancing information transparency, and reinforcing sound corporate governance.

Policy Commitments

- CLEVO has established its Board of Directors according to the "Company Act," "Securities and Exchange Act," and other relevant regulations and governance principles. Functional committees are also established under the Board of Directors. They include the "Audit Committee," "Remuneration Committee," "Nomination and Corporate Governance Committee" and "Sustainable Development Committee" designed to strengthen the operational efficiency of the Board of Directors and submit proposals to the Board of Directors for resolution.
- The Company's relevant codes of conduct and operating procedures are also disclosed on its website for reference.

Goals

- **Short-term goals:** Comply with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies."
- **Mid-to-long-term goals:** Continue to follow the Sustainable Action Plans for TWSE/TPEx Listed Companies, strengthen the functions of the Board of Directors, disclose information, and focus on sustainable development to improve ESG performance.

Responsible Unit

- Board of Directors and Management Team
- Taipei Headquarters: Financial Management Center

Resources Invested

- The Company currently has a Vice President of Financial Center concurrently serving as corporate governance supervisor. A dedicated supervisor may be appointed for the role in the future, subject to compliance with the law.

Grievance System

- **Chinese Mailbox:** P.O. BOX 3-96, Sanchong, New Taipei City 24199 Taiwan (R.O.C.)
- **English Mailbox:** P.O.BOX 3-96 Sanchong New Taipei City 24199 Taiwan (R.O.C.)
- **Email:** public@clevo.com.tw
- **Special line:** 886-2-29950299

Material topic: Corporate Governance

Action Plans

Frontal Impact Management

- Formulate a "Code of Practice for Corporate Governance" according to the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" to create a solid and effective Board of Directors.
- Establish a Corporate Governance Committee according to Paragraph 3, Article 27 of "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies."

Negative Impact Management

- A whistleblower and complaint channel has been established for stakeholders, with strict confidentiality maintained regarding the identity of the whistleblower and the content of the report. The channel is open to all individuals to submit complaints or reports.
- Conduct internal and external performance evaluations for the Board of Directors and functional committees.

Annual Performance

- To strengthen corporate governance, enhance Board effectiveness, and improve the mechanisms for selecting directors and senior executives, the Board of Directors resolved on November 7, 2025 to rename the Corporate Governance Committee as the Nomination and Corporate Governance Committee. Its principal responsibilities include establishing selection criteria and performance evaluation standards for Board members and senior executives, formulating and amending the Company's corporate governance code of practice, reviewing the effectiveness of the corporate governance system and the annual implementation plan and progress, and formulating and periodically reviewing training plans for directors.
- To achieve its sustainable development goals and strengthen sustainability governance, the Company established the Sustainable Development Committee by resolution of the Board of Directors on November 7, 2025, pursuant to the relevant provisions of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies."

Evaluation Mechanism

- Implement the "Board of Directors Performance Evaluation Method" and announce the directors' annual performance evaluation results on the corporate website.
- An annual audit plan is formulated, and internal auditors conduct regular audits of business activities. The results are reported to both the Audit Committee and the Board of Directors. In 2025, no incidents of dishonest conduct were identified.
- The 2025 corporate governance evaluation results indicated that we were in the top 21%–35% among the listed companies.

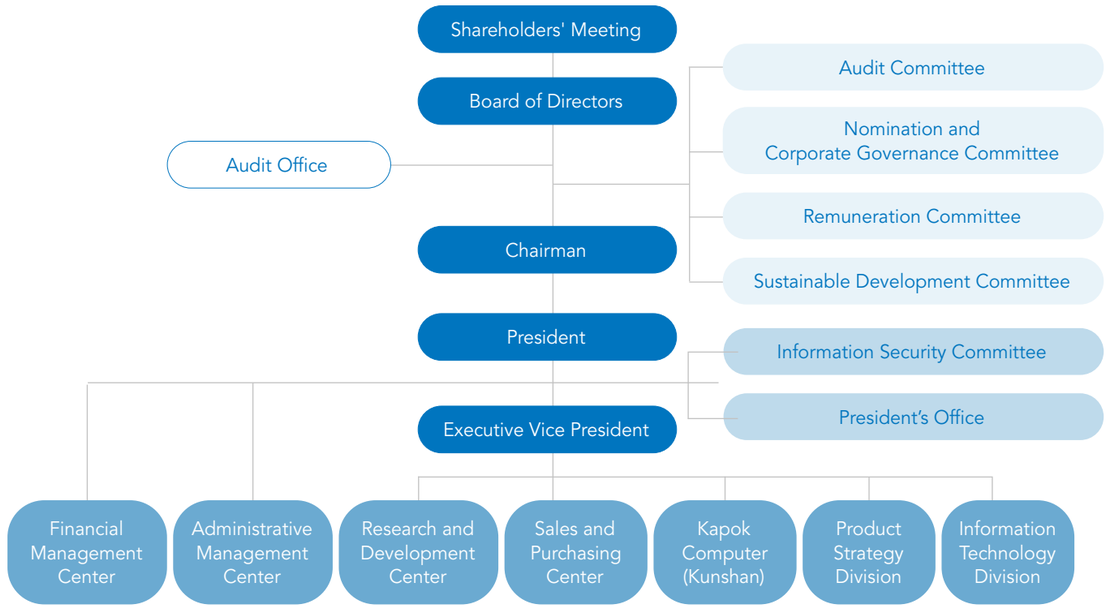
1.3.1 Robust Governance Structure

CLEVO firmly believes that rigorous corporate governance is fundamental to sustainable business operations. As a company listed on the Taiwan Stock Exchange, CLEVO continues to strengthen a rigorous governance structure characterized by clear and transparent authority and accountability, with management responsibilities implemented from the top down:

Shareholders' Meeting	The Company's highest decision making body, responsible for resolving major corporate matters.
Board of Directors	The Company's highest business oversight body, responsible for guiding sustainability strategies and overseeing corporate operations and the implementation of major decisions.
President	Leads the management team in establishing corporate objectives, implementing sustainability policies, overseeing implementation performance, making adjustments on an ongoing basis, and regularly reporting the Company's operating status to the Board of Directors.

The Company remains committed to the core values of integrity and honesty. The Board of Directors and management place equal emphasis on operational management, information transparency, and rigorous oversight. To further enhance governance effectiveness, the Company follows the "Rules for Performance Evaluation of the Board of Directors" and continuously reviews and improves its governance practices through both internal and external evaluations. Looking ahead, the Company will continue to optimize its governance practices and fulfill its long term commitment to sustainable governance.

CLEVO's Corporate Governance Framework and Department Responsibilities



Department	Responsibilities
Audit Office	Examine and review the internal control system of the Company and the subsidiaries, and audit all rules and systems.
President's Office	Establish the Company's business objectives and policies, operate each business and supervise/execute the affiliates' management.
Administrative Management Center	1. Responsible for the whole enterprise's human resources management and general administrative management. 2. Be responsible for the legal affairs and intellectual property management for the entire enterprise.
Financial Management Center	1. Engage in the accounting and tax affairs, set up the budget, analyze the business, and prepare the financial statement. 2. Fund planning, long-term and short-term investment, foreign exchange hedging, and interbank transactions. 3. Services of stock affairs, investor and media relations management, and corporate governance operations.
Research and Development Center	Be responsible for product's research, development, design and technological application.
Sales and Purchasing Center	1. Plan the global marketing strategy, promote the business and sales, and drive global deployment while deepening regional and channel markets. 2. Strengthen after-sales services, meet customer demands, intensify relationships with customers, reduce the risk of bad debt, and ensure material support. 3. Strategic purchase, price negotiation and inquiry for the market price of the components of electrons and mechanisms. 4. Enhance the Company's image, participate in exhibition, advertise, plan and implement.
Kapok Computer (Kunshan)	1. Be responsible for planning and coordination of orders received from Taiwan as well as production and manufacture in China. 2. Analyze the production capacity and set up the plans of production and manpower according to the plans of production and sales. 3. Prepare the material plans according to production plans, and control the issuance of material orders to maintain the lowest inventory volume. 4. Establish the production system with high-flexibility, high-efficiency, high-quality and low-cost to meet the customers' demand. 5. Implement the on-site real time service to enhance the service quality for the customers.
Product Strategy Division	Be responsible for new products' development and market development's planning.
Information Technology Division	1. Plan and Implement the IT operation and e-operation, integrate the IT and communication. 2. Planning and design of applications and systems and information security management.

1.3.2 Board of Directors

Upholding the principles of regulatory compliance and governance with integrity, CLEVO operates its Board of Directors in strict accordance with the "Company Act," the "Securities and Exchange Act," and other applicable laws and regulations to ensure the proper functioning of the Company. The Company has established a sound Board structure comprising four major functional committees: the Audit Committee, Remuneration Committee, Nomination and Corporate Governance Committee, and Sustainable Development Committee. Through the independent operation and professional guidance of these dedicated committees, the Company enhances the effectiveness of Board decisions, strengthens oversight of its business activities, and demonstrates a high degree of governance transparency and professionalism.

Articles of Association

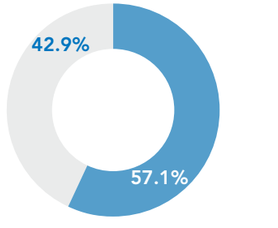
Board Composition

CLEVO follows the three principles of fairness, impartiality, and transparency and conducts the selection and election of Board members in accordance with applicable laws and regulations. To ensure the diversity and independence of the Board, CLEVO's directors possess a wide range of professional backgrounds.

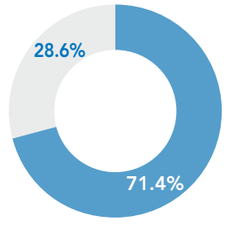
In accordance with the Company's Articles of Association, Board members are nominated and selected through a candidate nomination system. In addition to carefully evaluating each candidate's academic and professional qualifications, the Company considers stakeholder opinions and fully complies with the "Procedures for Election of Directors" and the "Corporate Governance Best Practice Principles" to further enhance the diversity and independence of the Board. The Company is currently chaired by Kun-Tai Hsu, while Ming-Hsien Tsai serves as Vice Chairman and President.

In 2025, the Board comprised seven directors, including four directors and three independent directors. The percentage breakdown of the Board's diversity profile is shown in the figure below.

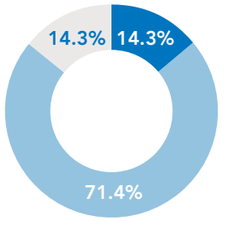
Independent Director Ratio



Director Gender Ratio



Director Age Ratio



Board of Directors' Operation

In 2025, the Company held seven Board meetings. All Board members actively participated in discussions of agenda items, and the average attendance rate was 100%. To implement ethical management, when a matter discussed by the Board involves a director's own interests, the director must proactively disclose the relevant circumstances at the meeting. If the interest may be detrimental to the Company, the director must recuse himself or herself from the discussion and voting and may not participate in the discussion or voting, nor exercise voting rights on behalf of another director. For matters requiring recusal due to conflicts of interest, CLEVO follows the conflict of interest recusal policies set forth in the "Codes of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," "Rules of Procedure for Board of Directors Meetings," and "Procedures for Ethical Management and Guidelines for Conduct." For information on the implementation of conflict of interest recusals for Board proposals in 2025, please refer to the Company's annual report.

Director Continuing Education

To strengthen the directors' understanding of corporate sustainability and keep them abreast of international ESG trends, all directors participate in courses related to corporate governance, securities regulations, or industry trends in accordance with the requirements of the competent authorities. In 2025, all independent directors attended the 2025 Cathay Sustainable Finance and Climate Change Summit. Through continuing education, CLEVO's directors seek to gain timely and accurate insights into evolving global ESG and low carbon transition trends and deeply integrate sustainable development considerations into the Company's operations and long term development. In 2025, all directors completed the continuing education hours required by the competent authorities. For details of their continuing education, please refer to the Company's annual report.

1.3.3 Functional Committees

Audit Committee

CLEVO's Audit Committee consists of three independent directors, one of whom serves as the convener and meeting chair. Operating in accordance with the Company's "Audit Committee Charter," the Committee implements a professional division of responsibilities and independent oversight to assist the Board in enhancing corporate governance effectiveness. The Audit Committee's core responsibilities include overseeing the fair presentation of the Company's financial statements, the appointment or dismissal of the independent auditors and the assessment of their independence and performance, the effective implementation of the Company's internal control system, the Company's compliance with applicable laws and regulations, and the management of existing or potential risks. In 2025, the Audit Committee held four meetings. All independent directors actively participated in discussions, achieving an attendance rate of 100%. Key matters resolved during the year included reviewing the financial statements, assessing the effectiveness of the internal control system, and evaluating the independence and competence of the independent auditors in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies."

Remuneration Committee

CLEVO's Remuneration Committee maintains an independent and objective perspective and adopts a performance based approach to remuneration. It aims to establish a sound remuneration system, attract and retain outstanding talent, and enhance the Company's competitiveness in the employment market. The Company established the Remuneration Committee in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock Is Listed on the Taiwan Stock Exchange or the Taipei Exchange." The Committee consists of three independent directors. Its principal responsibilities include reviewing the "Remuneration Committee Charter" and recommending amendments, periodically reviewing the annual and long term performance objectives of the Company's directors and managerial officers and the related remuneration policies, systems, and structures, and evaluating their achievement of performance objectives to determine the content and amount of individual remuneration. The Committee held three meetings in 2025, with a member attendance rate of 100%. Key agenda items during the year included reviewing the 2025 year end bonus plan for managerial officers and the proposed amounts of remuneration to be allocated to directors and employees.

Nomination and Corporate Governance Committee

To strengthen corporate governance, improve the mechanisms for selecting directors and senior executives, and enhance Board effectiveness, the Board resolved on November 7, 2025 to formally rename the "Corporate Governance Committee" as the "Nomination and Corporate Governance Committee" pursuant to Article 27, Paragraph 3 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies." The Committee consists of three independent directors, with Independent Director Po-Chiao Chou serving as the convener and meeting chair. The Committee operates in accordance with the Company's "Nomination and Corporate Governance Committee Charter." The Committee's principal responsibilities include establishing selection criteria and performance evaluation standards for directors and senior executives, formulating and amending the Company's "Corporate Governance Best Practice Principles," reviewing the effectiveness of the corporate governance system and the annual implementation plan and progress, and formulating and continually reviewing the director continuing education plan.

The Committee held two meetings in 2025, with an attendance rate of 100%. The main topics discussed during the year included approving the annual implementation plan of the Corporate Governance Committee, reviewing the report on corporate governance implementation for the previous year, receiving the report on the audit plan for the following year, reviewing and approving CLEVO's internal control system for 2024, and resolving to issue the Internal Control System Statement based on the results of the self-assessment.

Sustainable Development Committee

To achieve its sustainable development goals and strengthen sustainability governance, CLEVO established the Sustainable Development Committee by resolution of the Board on November 7, 2025 in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies." The Committee consists of Chairman Kun-Tai Hsu, Vice Chairman Ming-Hsien Tsai, Director Chin-Tsung Lu, and Director I-Lung Chien and is dedicated to comprehensively strengthening sustainability governance. Its core responsibilities are as follows:

1. Formulate, promote, and strengthen the Company's sustainable development policies, strategies, and annual plans.
2. Review, track, and revise the implementation and effectiveness of sustainable development initiatives.
3. Oversee sustainability information disclosures and review the Sustainability Report.
4. Oversee matters governed by the Company's Sustainable Development Best Practice Principles and the implementation of other sustainability related tasks approved by the Board.



The Committee is expected to meet at least once a year. As the Committee was newly established by Board resolution near the end of 2025, it is expected to submit proposals concerning the Company's sustainable development implementation plan and progress to the Board in 2026. Through regular annual implementation reports, the Board may review the progress of the Company's strategies and, when necessary, urge the management team to make adjustments.

To implement the relevant policies, the Sustainable Development Task Force has been established under the Committee to assist in carrying out various plans and report implementation results to the Committee. The Sustainable Development Task Force is divided into five functional groups according to the responsibilities associated with each topic: Corporate Governance, Customer Care, Environmental Sustainability, Employee Care, and Social Welfare. Each group consists of employees with appropriate competencies selected from the relevant departments and is led by a senior executive responsible for overseeing, assessing, and reporting the positive and negative impacts of the sustainability topics under the group's responsibility.

Organizational Structure of Sustainable Development Committee

Board of Directors

Sustainable Development Committee

Sustainable Development Task Force

Corporate Governance Team

Ethical Management
Organization Strategy
Legal Compliance
Protect Shareholders' Equity
Information Transparency
Internal Control
Risk Management

Environmental Sustainability Team

Policy and Advocacy
Green Supply Chain Management
Green Product R&D Innovation
Promote Energy Saving and Carbon Reduction Management
Climate Change Adaptation Management

Social Welfare Team

Social Care
Community Participation
Charitable Events
Corporate Image

Customer Care Team

Goods and Services Liability
Customer Data Confidentiality
Consumer Rights and Interests Protection
Customer Relationship Maintenance

Employee Care Team

Diverse Talents
Labor Rights
Remuneration and Benefits
Labor Management Relations
Friendly Workplace
Talent Cultivation
Safe Workplace

The proposals concerning the Company's promotion of sustainable development that were submitted to the Board in 2025 are shown in the table below. For proposals concerning other key material events, including matters submitted by the Audit Committee, Remuneration Committee, and Nomination and Corporate Governance Committee, please refer to the Company's annual report.

Date	Board Proposals Related to Sustainable Development (Key Material Events)
2025.03.10	Report on the greenhouse gas emissions inventory and verification execution proposal for the Company and its consolidated subsidiaries.
2025.05.09	Report on the greenhouse gas emissions inventory and verification execution proposal for the Company and its consolidated subsidiaries.
2025.08.11	1. Report on the greenhouse gas emissions inventory and verification execution proposal for the Company and its consolidated subsidiaries. 2. Approval of the 2024 Sustainability Report.
2025.11.07	1. Report on the greenhouse gas emissions inventory and verification execution proposal for the Company and its consolidated subsidiaries. 2. Approval of the proposal to establish a new Sustainable Development Committee.



1.3.4 Performance Evaluation

In accordance with the "Rules for Performance Evaluation of the Board of Directors," CLEVO requires the Board and its functional committees to conduct an internal performance evaluation at least once a year and to engage an independent external professional institution or a team of experts and scholars to conduct an external evaluation at least once every three years. The 2025 evaluation comprised both an internal self-assessment and an external evaluation. The external evaluation was specifically commissioned to the independent external professional institution, the Taiwan Institute of Ethical Business.

For the internal performance evaluation, the Board received an average self-assessment score of 4.82 out of 5.0 in 2025, demonstrating that it operated effectively and delivered strong overall performance. All directors demonstrated a thorough understanding of the Company and the characteristics of its industry, effectively assessed and oversaw the Company's operations and corporate governance, maintained constructive interaction with the management team, and made full use of their expertise. For the self-assessments of individual Board members, all seven questionnaires distributed were returned. The average evaluation results ranged between "Outstanding (5 points)" and "Excellent (4 points)," reflecting the directors' highly positive assessment of the implementation performance across all evaluation indicators. In addition, the self-assessment results for the functional committees also demonstrated outstanding performance. The Audit Committee received an average score of 5.0, the Remuneration Committee received 4.89, and the Nomination and Corporate Governance Committee received 4.95.

For the external evaluation, external assessors evaluated effectiveness across four major dimensions in 2025: professional competence, decision making effectiveness, internal control, and sustainable development. The results were as follows:

The Board of Directors, comprising seven directors	average score of 4.91
The Audit Committee	average score of 4.97
The Remuneration Committee	average score of 4.82
The Nomination and Corporate Governance Committee	average score of 4.72

Overall, the Company's Board and its functional committees operated soundly and effectively in 2025. They properly oversaw the Company's operations and corporate governance, while maintaining sound financial and audit management.



1.3.5 Remuneration Policies

Remuneration for CLEVO's directors and managerial officers is paid in accordance with Articles 23 and 26 of the Company's Articles of Association. The Board is authorized to determine the remuneration of the Chairman, Vice Chairman, and directors based on their level of participation in the Company's operations and the value of their contributions, with reference to prevailing industry standards and the Company's "Rules for Performance Evaluation of the Board of Directors." To effectively motivate employees and the management team, and based on the Company's profitability for the year – defined as profit before tax and before the deduction of employee and director remuneration – the Company shall allocate 5% to 15% as employee remuneration and no more than 1% as director remuneration. In addition, 1% to 5% shall be allocated for distribution to rank and file employees. If the Company has accumulated losses, the amount required to offset those losses shall be reserved in advance.

The remuneration of the President shall be paid in accordance with Article 29 of the "Company Act" and Article 24 of the Company's Articles of Association. The remuneration of vice presidents shall be paid according to the Company's personnel rules, employment rules and performance assessment guidelines and based on overall contribution to the Company. To ensure reasonable remuneration, the regular assessment mechanism for the remuneration of directors and managerial officers takes into account their level of participation in the Company's operations, individual performance and contributions, target achievement rate, profitability, operating effectiveness, and overall contribution. Indicators relating to regulatory compliance and operational risks are also considered when determining remuneration ratios and providing reasonable remuneration. The Company reviews the remuneration system for directors and managerial officers as appropriate in light of its actual operating conditions and applicable laws and regulations, with the aim of balancing sustainable business operations and risk control. The Company's management considers various risk factors when making major decisions. The outcomes of these decisions are reflected in the Company's profitability, closely linking management remuneration to risk management performance.

The actual amounts of remuneration paid to directors and managerial officers are reviewed by the Remuneration Committee and submitted to the Board for determination. For detailed information on the remuneration of directors and managerial officers in 2025, please refer to the Company's annual report.



1.4 Business Integrity

CLEVO places great importance on corporate governance and regulatory compliance. In 2023, the Audit Committee approved amendments to the "Procedures for Handling Material Internal Information and Prevention and Management of Insider Trading." The more comprehensive framework further strengthens the completeness and transparency of the Company's handling of material information, transaction management, and regulatory compliance.

CLEVO has always regarded integrity and legal compliance as essential foundations of sustainable development. To ensure that all operating activities comply with applicable laws, regulations, and ethical standards, the Company has established rigorous Ethical Corporate Management Best Practice Principles, adopts a zero tolerance approach toward any unlawful conduct, and continues to promote awareness of ethical management principles so that they are embedded in employees' daily operations and decision making.

CLEVO's highest guiding principle for regulatory compliance is to foster a governance culture of integrity and transparency. The following policies and codes serve as the basis for the daily operations and conduct of all employees and management:

- Corporate Social Responsibility Best Practice Principles
- Ethical Corporate Management Best Practice Principles
- Procedures for Ethical Management and Guidelines for Conduct
- Code of Ethical Conduct
- Procedures for Handling Material Inside Information and Prevention of Insider Trading

1.4.1 Integrity within CLEVO

Robust internal control system

To strengthen its ethical management mechanism, the Company's Administrative Management Center and Audit Office are jointly responsible for formulating, implementing, and promoting regulations related to ethical management. The Company also publishes its codes of ethical conduct and ethical management policies on its internal website, continuously communicating the principles of ethical management to employees, fostering a culture of integrity, and embedding these principles in daily operations.

The Company promotes ethical management and implements conduct management in accordance with the "Codes of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," "Procedures for Ethical Management and Guidelines for Conduct," and "Whistleblower System." A dedicated whistleblower email address and hotline are publicly available on the Company's website, allowing employees and external stakeholders to directly report any suspected unethical or unlawful conduct that they discover or become aware of.

The Company handles all whistleblower reports with prudence and impartiality. If a report is substantiated, the Company will immediately require the person concerned to cease the misconduct and will take appropriate corrective and disciplinary action depending on the circumstances. Where necessary, the Company will pursue legal proceedings to protect its reputation, rights, and interests. To encourage the reporting of unethical or unlawful conduct, the Company may provide appropriate rewards depending on the circumstances. The identity of the whistleblower and the content of the report are kept strictly confidential, and retaliation in any form is strictly prohibited.

With respect to internal control, the Company duly conducted internal control audits in 2025 in accordance with its annual audit plan. The audit scope covered matters subject to applicable government laws and regulations. A total of 41 audit reports and four follow up reports were completed, and all audit results complied with the requirements of the internal control system, with no material deficiencies identified. For minor issues identified during the audits that required further improvement, recommendations were promptly proposed and continuously followed up. A total of seven recommendations for improvement were made in 2025, all of which have been fully implemented, demonstrating the effectiveness of the internal control mechanism and the results of its ongoing review and adjustment.

Ethical Management Education, Training, and Communication

CLEVO actively implements education and training on ethical management to ensure that the governance bodies and all employees fully understand the Company's relevant ethical management requirements and strengthen their awareness of legal compliance.

In 2025, the Company conducted a total of 12 educational and awareness sessions for current directors, internal managerial officers, and other employees with access to material internal information, with cumulative attendance reaching 240 participants. The awareness-raising content includes "common violations in the declaration of insider shareholdings," "regulations related to changes in insider shareholdings," "regulations related to the short-swing profit rule," and "regulations governing directors and supervisors under the Securities and Exchange Act." Once the annual Board meeting schedule has been finalized, the Company promptly notifies all directors. Before each financial reporting blackout period begins, the Company also provides advance notice to insiders to comprehensively prevent the risk of insider trading.

In addition, every new employee at the Taipei Headquarters is required to sign a "Confidentiality Undertaking," "Integrity and Self-Discipline Undertaking," "Employee Self-Discipline Agreement," "Employee Affidavit," and "Intellectual Property Rights Declaration" upon joining the Company. This ensures that new employees understand and undertake to comply with the requirements governing integrity and ethical conduct. In 2025, CLEVO hired 53 new employees, all of whom completed the required ethical management documents, achieving a signing rate of 100%.

1.4.2 Legal Compliance

Upholding the core principles of ethical management and legal compliance, CLEVO strictly complies with the policies, laws, and regulations applicable to each of its operating locations, ensuring that its products, services, and all operating activities meet regulatory requirements. The Company also continues to monitor regulatory developments in major domestic and international markets and formulates appropriate response strategies and measures in a timely manner to enhance its overall compliance management mechanism. Through regular reminders and internal awareness initiatives conducted by the audit team, CLEVO embeds awareness of integrity and legal compliance in employees' daily work. The Company maintains a zero tolerance approach toward any violation of laws or regulations, thereby reinforcing the foundation of sound governance and sustainable operations.

In fulfillment of its commitment to legal compliance and ethical management, CLEVO had no material violations of laws or regulations in either 2024 or 2025, defined as incidents resulting in fines exceeding NT$1 million. There were also no recorded incidents of corruption or anticompetitive conduct.

1.5 Information Security Management

Material topic: Information Security and Customer Privacy

Explanation of Impacts

- The effectiveness of information security directly affects the continuity of the Company's operations. Any information security risk may result in system shutdowns and disrupt the normal operation of its core business. To safeguard the confidentiality, integrity, and availability of the Company's data and ensure the continuous operation of its core business and production facilities, the Company established the Information Security Committee in 2020. The Committee aims to continuously improve and strengthen the Company's information security environment, manage information security risks at the governance level, and reduce the threats and impacts that information security incidents may pose to both customers and the Company.

Policy Commitments

- In accordance with its information security management principles, the Company continues to strengthen the management of information assets, system access controls, backup and recovery procedures, remote access management, and customer data protection mechanisms. These efforts are intended to reduce information security risks, maintain operational resilience, and continuously improve management processes and control measures in response to internal and external audit requirements.

Goals

- **Short-term goals:** Align with the ISO 27001 international standard to strengthen information system security, maintain system reliability, prevent any concerns regarding information security breaches, and sustain zero information security incidents that impact the Company's operations. Continue to implement, audit, and improve to ensure compliance with laws and regulations.
- **Mid-to-long-term goals:** CLEVO plans to adopt the ISO 27001 Information Security Management System (ISMS) international certification. The Company will leverage existing system and security management mechanisms while strengthening external threat management to defend against potential cyberattacks. These efforts aim to enhance system security and ensure the integrity of critical systems.

Material topic: Information Security and Customer Privacy

Responsible Unit

- Information Security Committee
- Information Technology Division, Taipei Headquarters
- Information Division, Kapok Computer (Kunshan)

Resources Invested

- Established dedicated information security units with full-time security personnel.
- Invested in and expanded the hardware and software infrastructure required for information security.
- Established mechanisms for regular data backups and recovery drills.
- Strengthened password management for privileged accounts and two factor authentication mechanisms.
- Conducted phishing email simulations, external attack simulations, and information security education and training.
- Engaged external information security service providers as needed.

Grievance System

Taipei Headquarters

- Chinese Mailbox: P.O. BOX 3-96, Sanchong, New Taipei City 24199 Taiwan (R.O.C.)
- English Mailbox: P.O.BOX 3-96 Sanchong New Taipei City 24199 Taiwan (R.O.C.)
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Kapok Computer (Kunshan)

- Chinese Mailbox: Information Technology Department, Kapok Computer (Kunshan) No. 200, Second Avenue, Kunshan Comprehensive Bonded Zone, Jiangsu Province, China
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Action Plans

- Continue to improve internal information security management mechanisms.
- Conduct regular data backup and recovery drills based on system characteristics.
- Check virus patterns and Microsoft operating system updates every week.
- Conduct regular phishing email and social engineering simulation exercises.
- Share information security case studies and alerts from time to time and conduct education and training.
- Conduct software inventory on computers to ensure the legal use of authorized software.
- Implement software and hardware asset management system monitoring.
- Implement strict access controls for computers, network equipment, and customer data.
- Strengthen the approval process for remote access and restrict the authorized period of use.
- Strengthen the blocking and isolation of internal network zones.
- Regularly assess the hardware and software equipment required for information security.

Material topic: Information Security and Customer Privacy

Annual Performance

Taipei Headquarters

- The blocking rate for anomalous remote connections increased significantly in 2025.
- In 2025, no major information security incidents occurred

Kapok Computer (Kunshan)

- All internal systems operated normally throughout 2025, and no material information security incidents occurred.
- In 2025, the Company piloted an AI system to analyze system logs and automatically identify anomalies.

Evaluation Mechanism

Taipei Headquarters

- Daily anomaly reports are generated through software asset monitoring.
- The EDR system provides real time alerts whenever anomalies are detected.
- The IT unit holds internal meetings every two weeks to review and audit information security conditions.
- A companywide Information Security Committee meeting is convened annually.
- The internal audit unit and external parties conduct regular audits each year, with continuous follow up on corrective actions.

Kapok Computer (Kunshan)

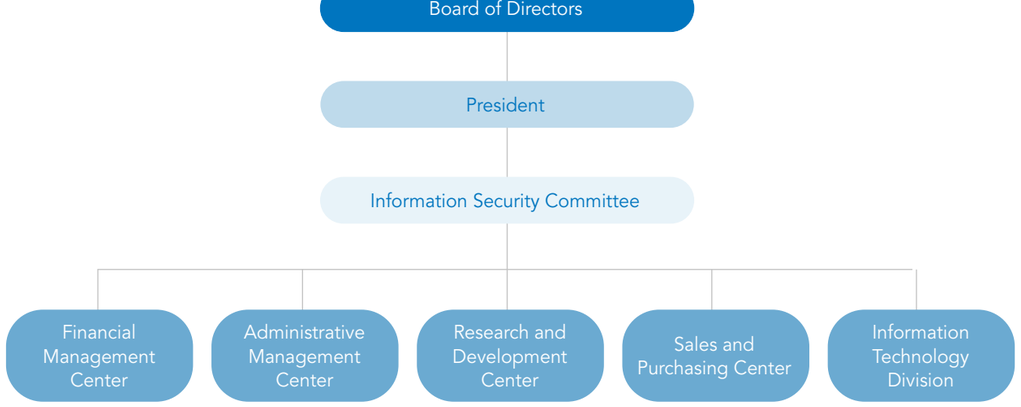
- The Company regularly conducts personal data inventory checks, system access audits, and information security awareness campaigns.



Information Security Governance

To enhance its governance mechanisms, strengthen cyber resilience, and raise the overall level of information security management, the Company established the Information Security Committee in December 2020 to reinforce information security controls across the CLEVO Group. In response to rapidly evolving information security challenges, the Information Security Committee was reorganized in December 2022 to include Kapok Computer (Kunshan) and Buynow. The Company's President serves as the Committee Chair, while the vice presidents of each center appoint division level managers to serve as Committee members. The Committee holds a regular meeting every six months and convenes interdepartmental meetings in response to emerging events. All meeting minutes are submitted to the President for review and approval, while relevant issues and decisions are reported to the Board. In January 2023, the Company further established a dedicated unit, the "Information Security Department," to ensure the effective implementation of its information security policies.

The Information Security Committee is responsible for the formulation, implementation, risk management, and compliance auditing of information security-related policies and systems. The top executive of the Information Security Department reports to the Board of Directors every six months on the results of information security management, related issues, and future development directions. In addition, the Information Technology Division continues to promote information security awareness among all employees, helping them develop good practices in data backup, proper data access, and the correct use of hardware and software. The Company centrally authorizes the use of licensed operating systems, while the Information Technology Division periodically publishes lists of authorized software on the corporate intranet for employees to consult, thereby preventing the risk of intellectual property rights infringement at the source.



Information Security Policies

To continuously strengthen its information security management mechanisms, CLEVO applied to join the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) in 2023 and has actively developed an external collaborative information security network. With the guidance of the Ministry of Digital Affairs, TWCERT/CC promotes key tasks such as incident notification, product information security vulnerability notifications, malicious file testing services, and information security promotion activities. By participating in TWCERT/CC's regular seminars and practical case sharing sessions, the Company not only enhances organizational awareness of information security management but also leverages its professional technical resources to help the Company's information team identify potential risks and continuously improve its information security protection framework.

Information Security Actions

To effectively implement information security management, the Information Technology Division at CLEVO's Taipei Headquarters and the information unit of the group's subsidiary hold routine meetings and conduct information security audits. The goal is to review the applicability and protection measures of the information security policy according to the Plan-Do-Check-Act (PDCA) management cycle mechanism and to report the implementation results to the Information Security Committee twice a year. In 2025, CLEVO experienced no major information security incidents or breaches of customers' personal data.

To guard against potential information security threats and attacks, CLEVO conducts a series of rigorous monitoring and inspection procedures each year to ensure the security of its data center equipment. These procedures include regular vulnerability scans and penetration tests on critical service servers. The Company has also established a Security Information and Event Management (SIEM) system to centrally collect system logs from critical data center services, enabling accurate analysis and the early detection and prevention of anomalies.

In 2025, the Taipei Headquarters adjusted its organizational functions to fully implement a proactive information security defense policy. The Company strictly controls all forms of remote access, performs system backups and network disconnection measures during non-peak hours, and strengthens the blocking and isolation of internal network zones to prevent hackers from remaining undetected and spreading through the network. In response to the evolution of information systems, the Company continues to introduce measures such as cloud backups, offline controls, and zero trust security. It also dynamically adjusts its internal operating procedures and systems to prepare for a broader range of future internal and external audits. In addition, the Company intensified social engineering exercises for employees in 2025, including phishing email simulations, and strictly implemented the application and approval process for remote access. These multiple measures helped reduce overall information security risks.

With respect to the management of overseas locations, Kapok Computer (Kunshan) continued to implement security management for its hardware and software facilities in 2025 in accordance with the Company's arrangements and management requirements and conducted regular audits. A total of two information security training sessions were held during the year, with 1,275 participants and a total of 2,550 training hours. The courses focused on information security and an introduction to internal systems, aiming to enhance employees' awareness of information security protection and their ability to respond to incidents.



2025 Information Security Management Measures

System Usability

- System/network usability status monitoring
- Remote backup mechanism, data backup, and redundancy measures
- Regular disaster recovery drills (twice a year)
- Conduct software inventory on computers to ensure the legal use of authorized software
- Software and hardware asset management system monitoring

External Threat

- Virus protection and malware detection
- Computer server vulnerability scanning and system update
- Server vulnerability scanning

Privilege Management

- Computer room personnel access privilege control
- Personnel account and privilege management
- Computer host software installation permission control
- Strengthen remote access controls

Data Access Management

- Control information data access privilege
- Confidential information access is subject to approval

Education and Training

- Publish information security awareness notices from time to time
- Conduct phishing email simulations
- Organize social engineering employee education and training



02 Response to Climate Change

As the global transition toward net zero emissions gains momentum, climate related laws and policies continue to evolve, increasing the regulatory requirements and operational challenges faced by businesses. In response to these changes, businesses must establish comprehensive climate governance and response mechanisms at an early stage to maintain long term competitiveness and achieve sustainable development.

In accordance with regulatory requirements and industry trends, CLEVO has followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB), since 2022. The Company has incorporated climate risks and potential opportunities into its key operational management priorities and has gradually developed a systematic management approach. The Company comprehensively assesses the potential impacts of climate change on its operations from the perspectives of governance mechanisms, strategic planning, risk management, metrics, and target setting, and discloses relevant information accordingly. In addition, CLEVO has formulated corresponding measures for material climate issues and integrated climate management into its daily operations and decision making processes. Through ongoing annual reviews and adaptive adjustments, the Company continues to enhance its ability to respond to changes in external climate trends.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

2.1 Climate Governance

The Sustainable Development Committee is the highest governing body responsible for decision-making and management of CLEVO's climate change issues. It oversees the management and supervision of climate risks and opportunities and makes management decisions regarding responses to these issues. The Sustainable Development Working Group operates under the Sustainable Development Committee and analyzes climate trend-related issues concerning the Company every year. In order to identify the key climate risks and opportunities related to CLEVO's operations, the Sustainable Development Task Force communicates with various units, conducts interviews, and collects benchmark reports and CDP questionnaires from industry peers to gather information on climate issues concerning CLEVO. The Sustainable Development Working Group discusses climate response strategies, target setting, and management plans with various units to reduce the impact of climate on the Company's operations. At least once a year, CLEVO reports the progress of climate risk management to the Board of Directors, including the Group's greenhouse gas inventory, greenhouse gas inventory assurance, the establishment of responsible units, and the tracking of progress toward relevant targets. For details of the Sustainable Development Committee and the Sustainable Development Task Force, please refer to Section 1.3.3.

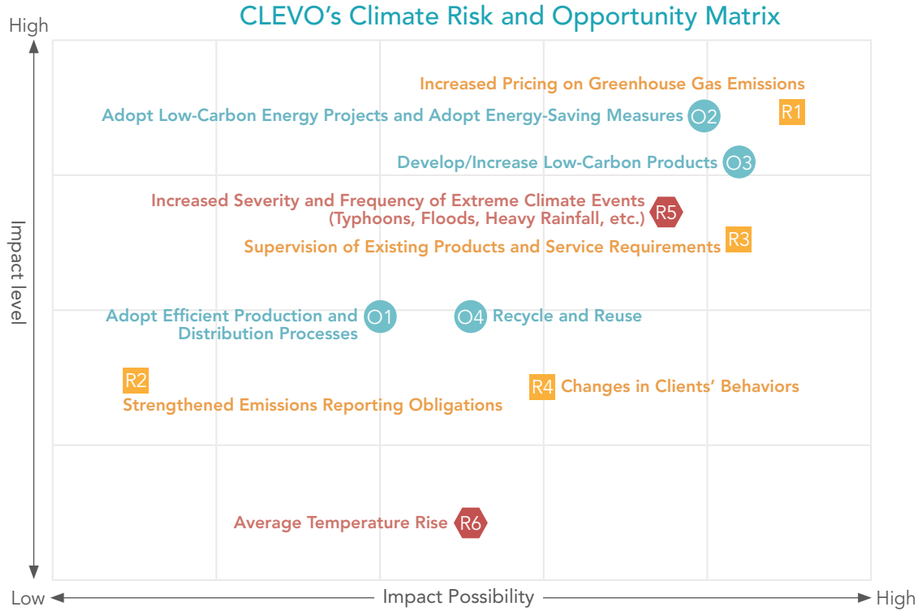
Organizational Structure of Sustainable Development Committee



2.2 Climate Change Response Strategies

CLEVO followed the TCFD guidelines, peer reports, and international trends to consolidate climate-related issues relevant to the Company. The Sustainable Development Task Force gathers information from each unit on the climate issues it faces and its response measures, and each unit assesses the impact and likelihood of these issues occurring. Based on the assessment results, five key climate risks and opportunities for CLEVO were identified, comprising two transition risks, one physical risk, and two climate opportunities. The five key issues are listed below in 2.2.2 Climate Risk and Opportunity Identification Results to showcase the occurrence schedule, CLEVO's current status, and future response management measures.

2.2.1 CLEVO's Climate Risk and Opportunity Identification Matrix



2.2.2 Climate Risks and Opportunities, Identification Results, and Countermeasures

Aspects	Issues	Impact Period	Current Status for Climate Change Risks and Opportunities	Response Strategies and Management Measures
Transition Risks	Increased Pricing on Greenhouse Gas Emissions	Short-term (within 3 years)	As global climate action continues to lag behind targets, many countries have introduced carbon tariffs and tax regulations on imported products, such as the European Union's Carbon Border Adjustment Mechanism (CBAM). Starting in 2026, Taiwan will begin imposing carbon fees on major emitters with annual emissions exceeding 25,000 metric tons. Although CLEVO is neither a high energy consuming industry nor a manufacturer of carbon intensive products, and is therefore not a target in the first wave of regulation, the Company recognizes that the impact of climate change is intensifying year by year. As future regulations may become increasingly stringent, CLEVO must remain vigilant regarding the potential risks associated with carbon fees or carbon taxes.	1. Plan to invest in low-carbon product design and improve the energy efficiency of the production process. 2. The CLEVO Group has established a greenhouse gas inventory system in accordance with the Greenhouse Gas Protocol (GHG Protocol). In 2026, the Group will obtain assurance of its 2025 greenhouse gas inventory data, further strengthening its greenhouse gas inventory system. 3. A dedicated Carbon Inventory Task Force has been established to manage the annual GHG inventory and energy management, enabling the Group to monitor trends in carbon emissions and energy consumption. 4. Kapok Computer (Kunshan) has adopted third-party verifications, including the ISO 50001 Energy Management System and ISO 14064-1 Greenhouse Gas Verification Statement, to ensure the effectiveness of the company's energy and carbon management policies.

Aspects	Issues	Impact Period	Current Status for Climate Change Risks and Opportunities	Response Strategies and Management Measures
Transition Risks	Supervision of Existing Products and Service Requirements	Medium-term (3-10 years)	With the rising global awareness of sustainability, governments around the world have been tightening environmental regulations on consumer electronics. These regulations increasingly cover product energy efficiency, restrictions on hazardous substances, requirements for end-of-life recycling, and the proportion of recycled materials used in products. All of these have become key considerations for the import and export of consumer electronics in recent years. All notebooks produced by CLEVO comply with the latest energy-saving and environmental regulations. They are also aligned with energy-saving settings of operating systems to ensure compliance with environmental requirements across various countries. Nevertheless, future regulations on energy efficiency and the restriction of hazardous substances in consumer electronics are expected to become increasingly stringent. To address the potential demands of international environmental regulations, CLEVO must continue to allocate more R&D resources to enhance energy efficiency and gradually explore the use of recycled materials in its products.	1. The relevant unit regularly reviews international energy efficiency standards such as ENERGY STAR, 80 PLUS, and other norms. It also reports the changing trend internally so that the R&D unit can adjust its focus based on regulatory and trend requirements. 2. The supply chain must sign the Hazardous or Restricted Substance Commitment and honestly declare the prohibited and restricted substances for CLEVO to establish a raw material database. Future product development will prioritize the use of halogen-free materials. 3. To enhance the efficiency of end-of-life product recycling and reduce the use of virgin plastics, CLEVO has established a roadmap to gradually increase the proportion of post-consumer recycled (PCR) plastics used in its products. Future models will incorporate recycled plastic materials based on product design requirements.
Physical Risks	Increased Severity and Frequency of Extreme Climate Events	Medium-term (3-10 years)	With global temperatures on the rise, the frequency and severity of droughts and heavy rainfall in China have increased in recent years, repeatedly reaching record highs. In response to extreme heat and drought, local governments have frequently implemented electricity rationing and staggered production policies, resulting in unplanned factory shutdowns across various regions. CLEVO's subsidiary Kapok Computer (Kunshan) does not use process water in its operations and relies solely on domestic water. Therefore, the short-term impact of droughts on the company is limited. However, during August and September 2022, the Kapok Computer (Kunshan) facility experienced electricity rationing due to extreme heat. Although production was not directly suspended, the plant was forced to activate backup diesel generators to maintain operations, which significantly increased diesel reserve costs.	1. The Company has established the "Emergency Response Plan for Extreme Weather Events" and conducts annual drills to strengthen employees' emergency response capabilities and minimize potential financial losses caused by extreme climate conditions. 2. In the event of severe weather such as strong typhoons, flooding, or heavy snowstorms, the Company follows government-issued red alerts for extreme weather and implements mandatory leave accordingly. 3. The factory buildings are elevated one meter above ground level and are equipped with water pumps to handle potential flooding. 4. To address emergency power needs during government-imposed electricity rationing, the facility is equipped with four backup diesel generators (two at 500 kW, one at 850 kW, and one at 1,240 kW, totaling 3,090 kW), along with sufficient diesel reserves to maintain production continuity.

Aspects	Issues	Impact Period	Current Status for Climate Change Risks and Opportunities	Response Strategies and Management Measures
Opportunities	Adopt Low-Carbon Energy Projects and Adopt Energy-Saving Measures	Short-term (within 3 years)	1. In 2018, 3,500 solar panels with an installation capacity of 0.9MW were fully installed on the roof of the Kapok Computer (Kunshan), generating approximately 1 million kWh of green electricity for the Kapok Computer (Kunshan) each year. 2. The water heating boilers in the Kapok Computer (Kunshan) dormitory facility have been replaced with energy-efficient heat pumps. Both the Taipei headquarters and Kapok Computer (Kunshan) facility have adopted energy-efficient LED lighting to reduce overall electricity consumption.	1. The Company continues to implement energy-saving initiatives to further decrease total power usage and gradually increase the proportion of renewable energy in its energy mix. 2. Routine equipment maintenance is conducted annually, along with the replacement and upgrading of energy-saving equipment. Details of the 2025 energy-saving and carbon reduction measures can be found in Section 3.2.3.
Opportunities	Develop/ Increase Low-Carbon Products	Short-term (within 3 years)	With the growing global emphasis on sustainability, both brand owners and consumers are increasingly favoring low-carbon, energy-efficient, and recycled-material products. CLEVO integrates environmental responsibility as a core concept in product innovation, transforming its offerings into sustainable products through thoughtful design, material selection, usage optimization, and end-of-life management. Currently, the Company's laptop designs incorporate energy-saving settings supported by operating systems, such as power management, battery optimization, screen brightness adjustment, and dark mode, which reduce energy consumption and extend battery life by minimizing charging cycles. All laptops manufactured by CLEVO comply 100% with the energy efficiency standards required by ENERGY STAR. Looking ahead, the Company will continue to invest in the development of low-carbon and recycled-material products to secure a competitive edge in the emerging market for sustainable technologies.	1. CLEVO designs and manufactures its laptops with high energy efficiency and end-of-life recyclability as core objectives, aiming to deliver a renewed user experience while continuously advancing low-carbon technologies to enhance product competitiveness in the sustainability-driven market. 2. The Company also sets material requirements for its direct suppliers, prioritizing the use of low-carbon and recyclable materials to reinforce the sustainability profile and value of its laptops.

2.3 Climate Risk Management

To effectively integrate climate-related risks into its operational management, CLEVO has established the following internal procedures for managing climate risks and opportunities, and regularly identifies and updates climate-related issues.

Workflow	Workflow Description
Summary of Climate Issues	To identify climate-related issues relevant to CLEVO, the Company followed the climate risk and opportunity categories recommended in the TCFD framework. It also collected and reviewed climate-related risks and opportunities disclosed by domestic and international peers in CDP questionnaires and sustainability reports. Based on this, CLEVO has initially identified potential climate risks and opportunities that may affect its operations in the near term.
Issue Identification	CLEVO transformed the identified potential climate-related issues into a questionnaire, which was distributed to all departments and sites. Each unit conducted a quantitative assessment of impact severity, time horizon, and likelihood of occurrence for each issue, taking into account historical experience, current regulatory trends, and stakeholder expectations. Specific impact scenarios and current response strategies were documented accordingly.
Materiality Analysis	The Sustainable Development Task Force collects the evaluation results from various units on various climate opportunities and risks. The significance of each issue's impact on CLEVO's operations is identified by aggregating and analyzing the scores of each unit on each issue in the questionnaire to identify CLEVO's key climate risk and opportunity issues.
Management Response	For material climate-related risks and opportunities, CLEVO has formulated specific response measures and management plans for each site and department. Corresponding management targets have been set for key climate risks, and progress toward these targets is reviewed annually to ensure continued mitigation of the Company's exposure to climate-related risks.

2.4 Indicators and Goals

CLEVO has established climate-related management targets to effectively address the threats posed by climate risks and to strengthen the Company's resilience to climate change. These targets have been integrated into the operational management of each site and department. CLEVO's climate-related targets and their respective base year are as follows:

Target Type	Target Description	Benchmark Year Comparison	Target Achievement Status
Carbon Reduction Target of Kapok Computer (Kunshan)	In 2025, Kapok Computer (Kunshan) aims to achieve a 1% reduction in total carbon emissions from Scope 1 and Scope 2.	2024	Achieved
	In 2025, the Company aims to achieve a 1% reduction in carbon emissions per unit of product	2024	Not achieved [Note]
	In 2026, the Company aims to achieve a 1% reduction in carbon emissions per unit of product	2024	During Execution
	In 2028, the Company aims to achieve a 3% reduction in carbon emissions per unit of product	2024	During Execution
	In 2030, the Company aims to achieve a 5% reduction in carbon emissions per unit of product	2024	During Execution
Low-Carbon Product Development	In 2025, newly developed products will feature a PCR (Post-Consumer Recycled plastic) content exceeding 30% of the total plastic weight for the front cover, keycaps, keyboard frame, speaker, and bottom case.	-	Achieved

Note: Carbon emissions per unit were 0.00239 tCO_2e in 2024 and 0.00260 tCO_2e in 2025. The increase was primarily attributable to a 26% year on year decline in production volume in 2025 and higher summer temperatures, which increased electricity consumption for air conditioning. As a result, the reduction target for carbon emissions per unit was not achieved.

03 Environment Sustainability

CLEVO has long been committed to addressing climate change issues. Through its environmental and energy management systems, the Company monitors its energy usage and continues to pursue more sustainable operational practices to achieve its sustainable development goals. While striving for operational performance, CLEVO also actively fulfills its corporate social responsibilities, including compliance with environmental laws and regulations, the disclosure of environmental information, and enhancing employees' environmental awareness. Looking ahead, CLEVO will continue its efforts to become more environmentally friendly, working hand in hand with employees, suppliers, customers, and consumers toward a sustainable future.

Performance highlights

- Kapok Computer (Kunshan) has obtained ISO 14001:2015 Environmental Management System certification.
- Kapok Computer (Kunshan) has obtained ISO 50001:2018 Energy Management System certification.
- In 2025, CLEVO invested a total of NT$1,573,447 in environmental monitoring and environmental projects.
- In 2025, the CLEVO Group conducted a greenhouse gas inventory across the entire Group in accordance with the GHG Protocol. In 2026, the Group completed assurance of its greenhouse gas inventory across the entire Group ahead of the schedule prescribed by the competent authority.
- Kapok Computer (Kunshan) implemented a total of four carbon reduction projects in 2025.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

3.1 Environmental Management

The Company's environmental management policy is formulated by the General Manager and promoted internally to ensure that all employees integrate environmental management principles into their daily work. Through concrete actions, CLEVO fulfills its commitment to sustainable development. The Company also places great importance on the effective operation of its environmental management system, regarding it as an essential foundation for advancing sustainable development and achieving its long term environmental goals. CLEVO complies with environmental regulations across all operating locations and had no violations of environmental laws in 2025. Below is CLEVO's Environmental Management Policy:

- Follow the relevant environmental protection laws and regulations to be a legally compliant enterprise.
- Take preventive measures against pollution to reduce impacts on the environment.
- Make ongoing improvements to environmental management practices, and fulfill our responsibilities to the Earth.
- Actively classify, recycle, and reuse waste generated from corporate activities.
- Create communication and promotion channels for the environmental management system, and maintain frequent communication with external parties.

3.1.1 Environmental Management System

CLEVO operates two main sites: the Taipei headquarters and Kapok Computer (Kunshan). The Taipei headquarters focuses on business operations, R&D, and administration, with relatively limited potential environmental impact. In contrast, Kapok Computer (Kunshan) is responsible for manufacturing activities and thus presents a higher potential for environmental impact. As a result, greater resources and management mechanisms are allocated to environmental management at this site.

To effectively control the environmental impact of its manufacturing activities, Kapok Computer (Kunshan) has implemented the ISO 14001 Environmental Management System, established standardized environmental management procedures within the plant, and obtained third party certification. Kapok Computer (Kunshan) follows the PDCA (Plan, Do, Check, Act) framework to regularly review environmental aspects, identify risks, and evaluate operating procedures, while continuously improving and strengthening its environmental management measures. In addition, annual external reassessments and audits are conducted to ensure the continued validity of the certification. In April 2023, Kapok Computer (Kunshan) successfully obtained certification under the revised ISO 14001:2015 Environmental Management System, valid through April 2026.



Kapok Computer (Kunshan) ISO 14001:2015 Environmental Management System Certification (valid until April 7, 2026).

3.1.2 Environmental Monitoring

Based on the ISO 14001 Environmental Management System, CLEVO has established internal management procedures for each environmental project, such as the "Air Pollution Control Operating Procedure," to systematically implement environmental risk control. To effectively monitor the environmental impact of Kapok Computer (Kunshan) on its surrounding areas, the Company conducts regular annual testing of ambient air quality, effluent water quality, noise levels, and perimeter air pollutants. These efforts ensure that its operations comply with relevant environmental standards and regulatory requirements. In addition to internal monitoring of environmental data at the plant, CLEVO engages independent third party institutions to conduct verification, thereby enhancing the effectiveness of its environmental management system and the reliability of its data. By reviewing the results of each inspection, the Company can confirm that its operational management remains aligned with its environmental objectives. If any data anomalies or potentially significant environmental impacts are identified, the plant will immediately initiate a review and develop improvement measures. In 2025, all environmental monitoring results met both CLEVO's internal standards and regulatory requirements, with no incidents of major pollution or leakage.

CLEVO invested a total of NT$1,570,000 in 2025 to conduct various environmental operations, including air quality monitoring, water quality testing, energy-saving measures, waste removal, noise testing, and other environmental management activities. The Company also continuously reviews all monitored data and testing frequencies to ensure that the monitoring mechanisms align with actual operational needs, thereby maintaining stable and effective environmental management performance.

Scope and frequency of environment monitoring for 2025

Unit: NTD

Environmental Monitoring Items/ Environment Projects	Kapok Computer (Kunshan)			Taipei Headquarters		
	Testing Frequency	Self/ Outsourced Inspection	Cost (RMB)	Inspection Frequency	Self/ Outsourced Inspection	Cost (NTD)
Air Quality [1]	Once/year	Outsourced	2,125	Twice/year	Outsourced	12,000
Quality of Effluents	Once/year	Outsourced	2,125	-	-	-
Noise	Once/year	Outsourced	2,125	-	-	-
Air Pollutants in Nearby Areas	Once/year	Outsourced	2,125	-	-	-
Waste Removal Fees	Twice/year	Outsourced	57,208	Twice/year	Outsourced	130,000
Greenhouse Gas Inventory	Once/year	Outsourced	19,080	Once/year	Self	-
Wastewater Treatment Fees [2]	Once/month	Outsourced	185,004	-	-	-
Fee for ISO System Certification	Once/year	Outsourced	58,000	-	-	-
Total Investment Amount (NTD)	1,573,447					

Note 1: The Taipei headquarters has conducted carbon dioxide testing for the working environment. The operating environment testing items for Kapok Computer (Kunshan) include other dust (total dust), tin dioxide, sodium carbonate, lead fume, dipropylene glycol methyl ether, cyclohexanone, ethyl acetate, n-butanol, methanol, ether, isophorone.

Note 2: Wastewater treatment is uniformly charged and handled by the Taiwan Water Corporation.

Note 3: The total investment amount is the sum of the expenditures in New Taiwan dollars by the Taipei headquarters and in renminbi by Kapok Computer (Kunshan), rounded to the nearest integer. The Renminbi is converted using the average exchange rate for the year.

3.2 Energy and Greenhouse Gas Management

Material Topic: Greenhouse Gas and Energy Management

Explanation of Impacts

- Regulatory and compliance risks: Governments worldwide are advancing carbon regulations and disclosure requirements, such as the climate action targets promoted by the United Nations and the European Union's Carbon Border Adjustment Mechanism (CBAM). Failure to effectively manage carbon emissions and energy use may expose the Company to higher carbon fees or taxes, restrictions on product exports, regulatory penalties, and reputational risks.
- Costs and operating efficiency: Energy is generally a major cost component of manufacturing and operations. Effective management can reduce energy waste, improve energy efficiency, mitigate long term electricity risks through the adoption of renewable energy, and stabilize supply chain costs. Conversely, inadequate management may leave the Company vulnerable to fluctuations in energy prices, reduce the cost competitiveness of carbon intensive manufacturing processes, and increase the risk of customers shifting orders to other suppliers.
- Customer and market competition pressure: International brand customers, particularly those in European and American markets, have incorporated carbon emissions and carbon reduction commitments into their supplier selection criteria. Companies that fail to establish comprehensive carbon inventory and reduction mechanisms may lose international orders, be unable to enter the market for premium products, and suffer damage to their brand image.
- Investor and financial impacts: Financial institutions and investors place considerable importance on climate risk disclosures and carbon reduction pathways, which may affect a company's financing costs, ESG ratings, and assessment of its long term corporate value.

Policy Commitments

- CLEVO supports global initiatives to combat climate change and is actively engaged in energy and greenhouse gas management, striving to minimize its environmental impact through its own efforts. At the same time, the company works alongside international enterprises to address the challenges of climate change and move toward the goal of net-zero by 2050.
- CLEVO closely monitors net-zero regulations and requirements across countries and continues to improve energy efficiency across its facilities and offices. The Company is also actively engaged in the development of energy-saving and low-carbon products, offering low-carbon models to the market to reduce carbon emissions throughout the product lifecycle. Through these efforts, CLEVO aims to enable brand partners and end users to contribute to carbon reduction together.

Goals

- **Short-term (2026):** Reduce product carbon emissions per unit of product by 1% annually (base year: 2024)
- **Mid-term (2028):** Reduce product carbon emissions per unit of product by 3% (base year: 2024)
- **Long-term (2030):** Reduce product carbon emissions per unit of product by 5% (base year: 2024)

Material Topic: Greenhouse Gas and Energy Management

Responsible Unit

- **Taipei headquarters:** Product Strategy Department and Facilities Management Department
- **Kapok Computer (Kunshan):** Management Department

Resources Invested

- Maintain the effective operation of the ISO 14001 and ISO 50001 management systems
- Install energy efficient 5 horsepower air conditioning units on production lines
- Replace one old air compressor
- Install smart meters with automated meter reading functions

Grievance System

- **E-mail:** public@clevo.com.tw

Action Plans

- By developing green and high-efficiency products, the company enhances energy conversion efficiency to reduce the carbon footprint throughout the product lifecycle, thereby achieving energy-saving and environmental benefits.
- Implement key performance indicator (KPI) management and assessment to manage and track energy consumption in the plant area every year, and propose improvement plans.
- Review the annual carbon reduction target implementation, and track and review the carbon reduction progress through the annual routine carbon inventory.

Annual Performance

- In 2025, greenhouse gas emissions from Kapok Computer (Kunshan) decreased by 19.70% compared with the previous year
- Energy conservation awareness was continuously promoted among employees. In 2025, electricity consumption at Kapok Computer (Kunshan) decreased by 14.47% compared with the previous year
- No environmental violations or fines occurred in 2025
- Completed the Group's 2025 greenhouse gas inventory and assurance

Evaluation Mechanism

- The R&D departments have established routine performance evaluation mechanisms, including quarterly product development meetings
- The Company reviews the effectiveness of its ISO 14001 and ISO 50001 management systems annually

Global warming has become a critical issue that governments and businesses worldwide cannot afford to overlook. Accordingly, many companies now regard energy and greenhouse gas management as urgent priorities.

CLEVO has established a dedicated greenhouse gas inventory task force responsible for conducting and tracking greenhouse gas inventories across the Group. The Company plans to carry out an assurance engagement for the Group's 2025 greenhouse gas inventory in 2026 to ensure the quality of the inventory data. Greenhouse gas inventories provide an essential foundation for CLEVO to effectively manage energy use and carbon emissions. Looking ahead, the Company will continue to conduct greenhouse gas inventories annually and actively implement carbon reduction measures to achieve its sustainable development goals.

In addition, Kapok Computer (Kunshan) began purchasing green electricity as early as 2018. In 2023, it implemented the ISO 50001 Energy Management System and obtained third party certification. The system enables Kapok Computer (Kunshan) to effectively identify significant energy uses at the plant and develop corresponding improvement strategies. Looking ahead, CLEVO will continue to improve its management of energy use and carbon emissions and fulfill its corporate sustainability responsibilities.


能源管理体系认证证书
GB/T 23331-2020 / ISO 50001:2018
中国质量认证中心

ENERGY MANAGEMENT SYSTEM CERTIFICATE
We hereby certify that
KAPOK Computer (Kunshan) Co., Ltd.
Energy Management System
ISO 50001:2018
CHINA QUALITY CERTIFICATION CENTRE

Kapok Computer (Kunshan) holds a valid ISO 50001:2018 Energy Management System certification, effective through May 30, 2026.

3.2.1 Energy Usage and Greenhouse Gas Emissions

In 2025, CLEVO completed a Groupwide greenhouse gas inventory in accordance with the GHG Protocol. The inventory boundary was defined using the operational control approach and was consistent with the boundary of the consolidated financial statements for the year, covering the parent company and the subsidiaries included in those statements. In addition, CLEVO completed assurance of the Groupwide greenhouse gas inventory in 2026, ahead of the timetable required by the competent authority, demonstrating its commitment to sustainable development and carbon reduction.

According to the Groupwide inventory results, CLEVO's energy consumption in 2025 totaled 279,091 GJ, while greenhouse gas emissions totaled 40,370.3314 tonCO_2e. Energy intensity was 13.68 GJ per NT$ million, and greenhouse gas emissions intensity was 1.9791 tonCO_2e per NT$ million. Looking ahead, the CLEVO Group will continue to conduct greenhouse gas inventories and provide assurance to ensure ongoing tracking of the Group's carbon reduction performance and contribute to the sustainable development of the planet.

Total Internal Energy Consumption		2023		2024		2025
Plant		Taipei Headquarters	Kapok Computer (Kunshan)	Taipei Headquarters	Kapok Computer (Kunshan)	Groupwide
Non-renewable energy	Gasoline (liters)	4,394	4,835	2,532	4,474	2,198
	Gasoline (kg)	-	-	-	-	9,845
	Diesel (kg)	-	-	-	-	1,628
	Liquefied natural gas (m^3)	-	79,441	-	32,761	147,658
	Purchased gray electricity (kWh)	605,936	6,734,129	629,044	7,085,828	56,109,730
	Steam heating (tons)	-	-	-	-	1,609
	Hot water heating (m^2)	-	-	-	-	122,379
	Hot Water Heating (kWh)	-	-	-	-	970
	The total non-renewable energy consumption (GJ)	-	27,491	-	26,929	275,174
Renewable energy	Purchased solar energy (kWh)	-	1,125,186	-	1,044,950	1,087,781
	The total renewable energy consumption (GJ)	-	4,051	-	3,763	3,917
The total energy consumed (GJ)		2,325	31,542	2,347	30,691	279,091
Density (GJ/ping)		0.61	-	0.63	-	-
Density (GJ/number of laptops produced)		-	0.019	-	0.016	-
Energy Intensity (GJ/NT$ Million in Revenue)		1.39		1.24		13.68

Note 1: The scope of energy consumption data for 2023 and 2024 covered the Taipei headquarters and the Kapok Computer (Kunshan) factory and dormitories. Beginning in 2025, the data covers the entire Group, consistent with the boundary of the consolidated financial statements.

Note 2: Energy calorific values and conversion factors were calculated separately based on the regions in which each type of energy was consumed, with reference to Table 2.1 of the Greenhouse Gas Emissions Accounting Method and Reporting Guidelines for Electronic Equipment Manufacturing Enterprises (Trial) and the Energy Product Calorific Value Table published by the Bureau of Energy, Ministry of Economic Affairs.

Note 3: For 2023 and 2024, the denominator used to calculate the intensity of the Taipei headquarters was floor area in ping: (1) floor area from January 2023 through April 14, 2024: 3,810.36 ping; and (3) floor area from April 15 through December 2024: 3,711.07 ping. For 2023 and 2024, the denominator used to calculate the intensity of Kapok Computer (Kunshan) was its reported notebook computer production volume: 1,679 thousand units in 2023 and 1,899 thousand units in 2024. Beginning in 2025, the Group's consolidated revenue is used consistently as the denominator for intensity calculations.

Note 4: In 2025, the Taipei headquarters purchased 624,871 kWh of grid electricity. Kapok Computer (Kunshan) purchased 5,866,403 kWh of grid electricity and 1,087,781.2 kWh of solar electricity.

CLEVO's Greenhouse Gas Emissions over the Past Three Years

GHG Emissions	2023		2024		2025
Plant	Taipei Headquarters	Kapok Computer (Kunshan)	Taipei Headquarters	Kapok Computer (Kunshan)	Groupwide
Scope 1(tonCO_2e/year)	29.92	363.44	25.77	293.83	3,977.1580
Scope 2(tonCO_2e/year)	299.33	3,840.47	311.38	4,235.91	36,393.1734
Total Carbon Emissions(tonCO_2e/year)	329.26	4,203.91	337.15	4,529.74	40,370.3314
Carbon Emission Intensity(tonCO_2e/ping)	0.086	-	0.09	-	-
Carbon Emission Intensity(tonCO_2e/1000 units)	-	2.50	-	2.39	-
Carbon Emission Intensity (tonCO_2e/NT$ million in revenue)	0.19		0.18		1.9791

Note 1: The greenhouse gas inventory boundary for 2023 and 2024 covered the Taipei headquarters and the Kapok Computer (Kunshan) factory and dormitories. Beginning in 2025, the data covers the entire Group, consistent with the boundary of the consolidated financial statements.

Note 2: Inventory methodology: The inventory was conducted in accordance with the GHG Protocol.

Note 3: The scope of the greenhouse gas inventory includes the following seven types of greenhouse gases: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

Note 4: For 2023 and 2024, the denominator used to calculate the intensity of the Taipei headquarters was floor area in ping: (1) floor area from January 2023 through April 14, 2024: 3,810.36 ping; and (3) floor area from April 15 through December 2024: 3,711.07 ping. For 2023 and 2024, the denominator used to calculate the intensity of Kapok Computer (Kunshan) was its reported notebook computer production volume: 1,679 thousand units in 2023 and 1,899 thousand units in 2024. Beginning in 2025, the Group's consolidated revenue is used consistently as the denominator for intensity calculations.

Note 5: Carbon emissions per unit of product at Kapok Computer (Kunshan) were 0.00250 tonCO_2e in 2023, 0.00239 tonCO_2e in 2024, and 0.00260 tonCO_2e in 2025.

Note 6: Due to an error in the 2024 Scope 2 data for the Taipei headquarters, the 2024 Scope 2 emissions and carbon emissions intensity information for the Taipei headquarters were restated in 2025.

Note 7: Greenhouse gas data for 2023 and 2024 were disclosed to two decimal places. Beginning in 2025, the data are disclosed uniformly to four decimal places to align with the reporting format required by the competent authority.



CLEVO's Taipei headquarters serves as the company's business, R&D, and administrative center, with the primary source of energy consumption being daily office electricity usage. Since the Taipei headquarters relocated to Xinzhuang in 2022, electricity consumption has remained low because the building is more energy efficient than the former headquarters in Sanchong, and employees have actively implemented energy conservation and carbon reduction measures.

Kapok Computer (Kunshan) serves as CLEVO's manufacturing base, and therefore its energy consumption and carbon emissions are higher than those of the Taipei headquarters. To continuously monitor carbon emissions and reduce product carbon footprints, Kapok Computer (Kunshan) conducts regular greenhouse gas inventories. Each year, the inventory results are verified by the external third-party organization SGS, with verification reports issued in accordance with ISO 14064-1. In addition to implementing energy conservation and carbon reduction measures, Kapok Computer (Kunshan) reduces carbon emissions by purchasing solar electricity. For details, please refer to Section 3.2.2, Solar Power Generation.


SGS

温室气体核查声明

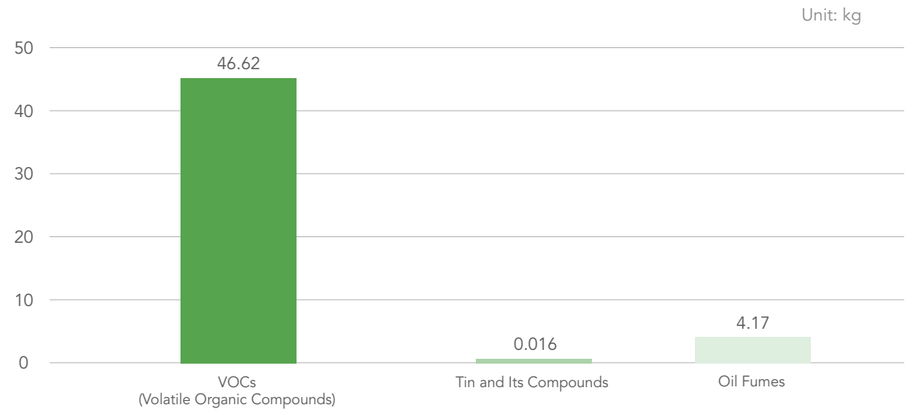
凯博电脑（昆山）有限公司

ISO 14064-1:2018

Kapok Computer (Kunshan) 2025
ISO 14064-1:2018
Greenhouse Gas Emissions Verification Report

Kapok Computer (Kunshan) engages an external testing institution each year to test air emissions from its production processes. The testing methods and results for 2025 are presented in the table below. CLEVO actively optimizes its production processes and continuously reduces air emissions by using high quality activated carbon adsorption to reduce pollutants emitted during production.

2025 Greenhouse Gas Emissions



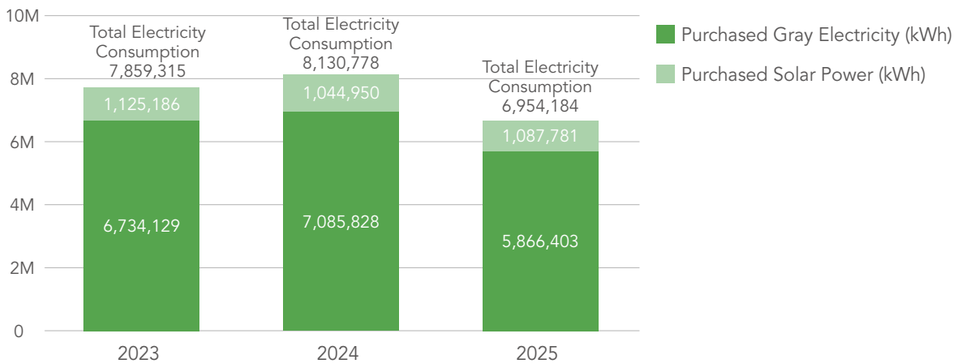
Note: All air emissions were quantified through direct measurement.

3.2.2 Solar Power

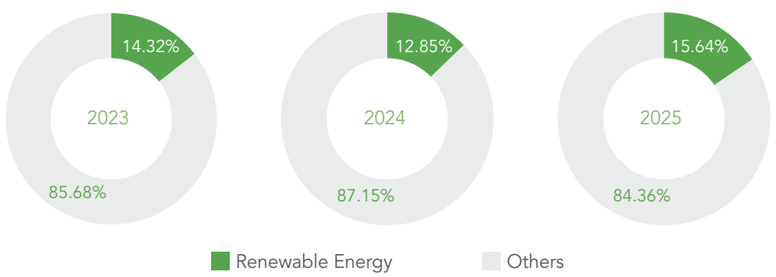
Since January 2018, Kapok Computer (Kunshan) has installed a total of 3,500 solar panels on the rooftops of its facilities, with a cumulative installed capacity of 0.9 MW. Kapok Computer (Kunshan) purchases the green electricity generated by the solar equipment provider, producing approximately 1 million kWh of renewable energy annually for internal use. In 2025, the solar energy system at Kapok Computer (Kunshan) generated a total of 1,087,781 kWh, accounting for 15.64% of the facility's total electricity consumption, equivalent to a reduction of 634 tonCO_2e in greenhouse gas emissions from purchased electricity. In the future, CLEVO will continue to evaluate and actively increase the share of renewable energy in its operations, aiming to establish a more sustainable and environmentally friendly business model.



Kapok Computer (Kunshan) Renewable Energy Usage Ratio Over the Past Three Years:



Proportion of Renewable Energy (%)



3.2.3 Energy-Saving and Carbon Reduction Measures

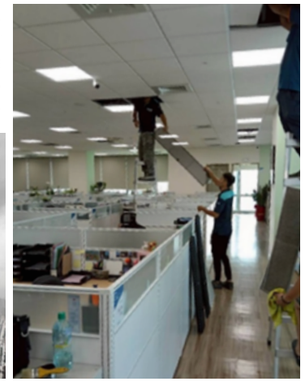
Electricity consumption at CLEVO's Taipei headquarters is primarily attributable to office operations. To promote energy conservation and carbon reduction, the Company continues to raise employee awareness through various channels while implementing the following management measures:

1. Avoid idling powered equipment once turned on, and cut power after use where possible.
2. Employees should turn off all lighting when leaving the workplace to conserve electricity.
3. The air conditioner's temperature is controlled at 26°C in summer and below 20°C in winter. It is forbidden to open the windows while the air conditioners are operating.
4. For areas that are used for intermittent (non-continuous) production activities, lighting must be turned off when there is no production activity.
5. Energy-efficient equipment should be used in new built/expansion projects where possible.
6. Personal computers and other office equipment are to be turned off after work.
7. Strict implementation of lubricant and waste oil recycling requirements must be enforced to ensure efficient and responsible oil usage.
8. Power generators are used only at times of outage or insufficient local power supply, which minimizes the use of diesel.
9. Gasoline conservation awareness is being promoted among drivers of corporate vehicles.

In addition to its routine energy conservation awareness activities, the Taipei headquarters arranges regular cleaning of filters and air outlets for office air conditioning blowers and total heat exchangers each year. These measures help maintain air quality, reduce the load on the blowers, and further advance the Company's energy conservation and carbon reduction goals. In addition, in October 2025, the Taipei headquarters applied 3M PR40 heat insulation film to all glass panels in the southeast office area on the 33rd floor, which receives extended hours of sunlight and experiences higher indoor temperatures, to reduce air conditioning demand. The resulting energy savings will continue to be monitored.



Installation of heat insulation film on glass



Cleaning air conditioning filters and air outlets



Installation of smart electricity meters

The Kapok Computer (Kunshan) plant operates production lines and therefore consumes a relatively large amount of electricity. To effectively reduce energy use and greenhouse gas emissions, Kapok Computer (Kunshan) assessed energy consuming equipment on its production lines and throughout the plant in 2025 and installed the following energy efficient equipment. Details are provided in the table below. In addition, the Company installed smart electricity meters in 2025. The system automatically reads the meters and records electricity consumption, allowing the plant to obtain more timely information on its electricity use.

Based on the energy conservation initiatives implemented by Kapok Computer (Kunshan) in 2025, total annual energy savings are estimated at 1,250.53 GJ, with annual carbon reductions estimated at 202.41 tonCO_2e. CLEVO will continue to review potential improvements at its facilities and offices and remain committed to implementing energy-saving and carbon reduction initiatives.

January 2025 Energy Savings (kWh/year) 185,350 Energy Saved (GJ) 667.26 Carbon Reduction (tonCO_2e) 108.00

Energy-Saving and Carbon Reduction Initiative Installation of 10 5 Horsepower Air Conditioning Units in the SMT Workshop

The SMT workshop requires cooling throughout the year. Previously, different combinations of cooling equipment and air handling units were required depending on the season, resulting in complex operations and relatively high overall electricity consumption

Energy-Saving and Carbon Reduction Measures

10 5 horsepower air conditioning units were installed to replace some of the original cooling equipment.





July 2025 Energy Savings (kWh/year) 45,619 Energy Saved (GJ) 164.23 Carbon Reduction (tonCO_2e) 26.58

Energy-Saving and Carbon Reduction Initiative Installation of 6 5 Horsepower Ceiling Mounted Air Conditioning Units on the First Floor Assembly Line

The air handling units in the first floor assembly workshop had been in use for many years. As the equipment aged, its cooling performance deteriorated, reducing the effectiveness of temperature control in the workshop.

Energy-Saving and Carbon Reduction Measures

6 5 horsepower ceiling mounted air conditioning units were installed to replace the aging air handling units.





November 2025 Energy Savings (kWh/year) 50,400 Energy Saved (GJ) 181.44 Carbon Reduction (tonCO_2e) 29.37

Energy-Saving and Carbon Reduction Initiative Complete Shutdown of SMT Equipment During Nonoperating Periods

Previously, SMT equipment remained on standby during days off or production shutdowns, resulting in unnecessary electricity consumption

Energy-Saving and Carbon Reduction Measures

All SMT equipment is now shut down during nonoperating periods, and engineers check the equipment before work resumes to prevent any impact on production.

December 2025 Energy Savings (kWh/year) 66,000 Energy Saved (GJ) 237.60 Carbon Reduction (tonCO_2e) 38.46

Energy-Saving and Carbon Reduction Initiative Replace one air compressor

The existing main air compressor had been in use for many years. Its efficiency declined as the equipment aged, resulting in increased energy losses.

Energy-Saving and Carbon Reduction Measures

One old air compressor was replaced to improve operating efficiency.



Total Energy Savings (kWh/year) 347,369 Energy Saved (GJ)1250.53 Carbon Reduction (tonCO_2e) 202.41

Note 1: The electricity carbon emission factor was obtained from the notice on the 2023 electricity carbon dioxide emission factors issued by the Ministry of Ecology and Environment on December 31, 2025. The average provincial electricity carbon dioxide emission factor for Jiangsu in 2023 was 0.5827 kgCO_2/kWh.

3.3 Water resource management

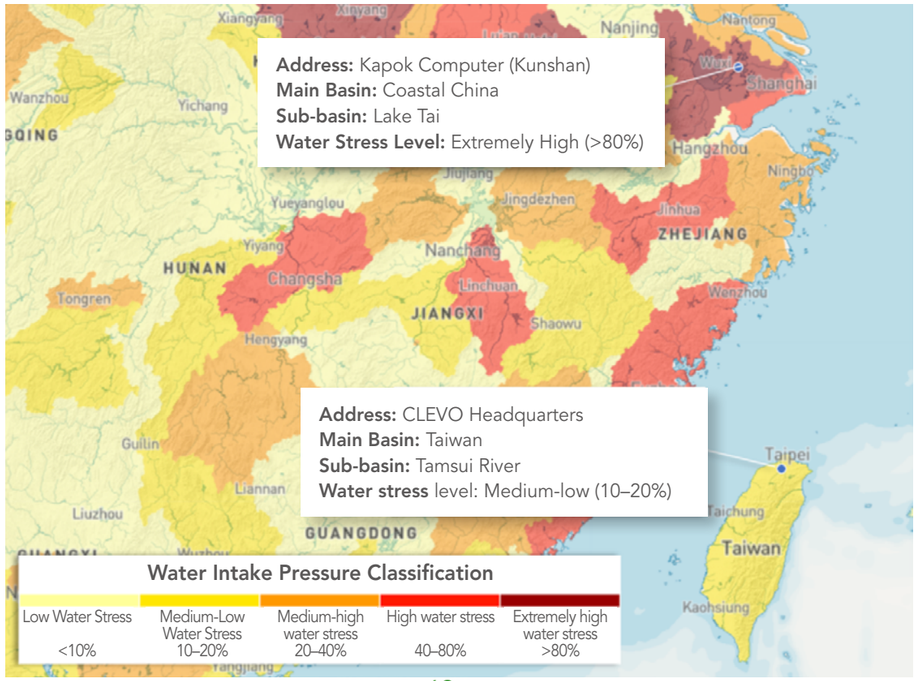
In recent years, the impacts of climate change have become increasingly apparent, and rainfall patterns have grown more uneven and uncertain in both their timing and geographic distribution. As a result, Taiwan and mainland China have become more vulnerable to extreme weather events such as droughts and heavy rainfall, creating further challenges for corporate water management. For businesses, these conditions may not only affect the water required for daily plant operations and production but also disrupt the upstream supply of raw materials, increasing the risk of supply chain interruptions and operational disruptions. In response to these changes, CLEVO has incorporated water related risks into its key operational management issues. The Company will continue to monitor climate developments and changes in the external environment, gradually enhancing its water management measures to strengthen overall operational resilience and mitigate the potential impacts of extreme weather.

3.3.1 Water Risk Assessment

CLEVO uses the Aqueduct Water Risk Atlas to assess water risks in the areas where its Taipei headquarters and Kapok Computer (Kunshan) are located. By analyzing total water demand within the relevant basins and the availability of surface water and groundwater, the Company evaluates the potential water scarcity risks faced by each operating location.

The assessment results indicate that the Taipei headquarters is located in an area of medium low water stress and therefore faces relatively low overall water withdrawal risk. Kapok Computer (Kunshan), however, is located in an area of high water stress and faces a relatively higher risk of water scarcity. However, water use at Kapok Computer (Kunshan) is primarily for employees' daily needs rather than direct use in production processes. Its actual impact on local water resources is therefore relatively limited.

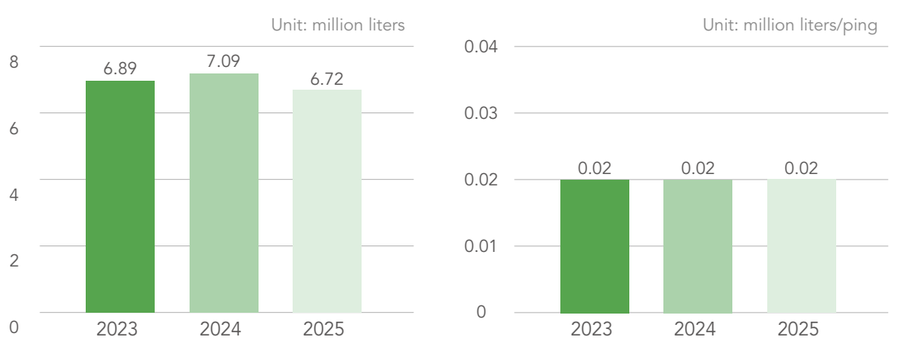
To mitigate the operational impacts of water shortages or supply interruptions, Kapok Computer (Kunshan) has further enhanced its emergency response mechanisms. Response measures have been planned in advance for scenarios including droughts, water supply interruptions, and abnormal water supply conditions. The plant also continues to implement routine water conservation management to strengthen its ability to respond to water related risks.



3.3.2 Water Resources Usage and Conservation Measures

CLEVO's Taipei headquarters primarily performs business, R&D, and administrative functions. Water is mainly used for domestic purposes, and 100% of its water supply is obtained from municipal water. Since the relocation of the headquarters from the former Sanchong office building to Xinzhuang in March 2022, water usage data has been recorded by the building's property management and allocated based on the number of leased floors. Water withdrawal totaled 6.72 million liters in 2025, representing a decrease of approximately 5.2% from the previous year, primarily due to the effectiveness of CLEVO's enhanced water conservation awareness efforts in 2025.

Water resource usage by the Taipei headquarters in recent 3 years



Note 1: Taipei headquarters does not have water intake from seawater, areas with high water stress, or water sources with total dissolved solids greater than 1,000 mg/L.

Note 2: The type of wastewater discharged from the Taipei headquarters is solely domestic. The office building has a water treatment pool installed according to regulations that treats wastewater from living activities and discharges it only when the quality has met the statutory standards.

Note 3: As the office building does not track wastewater discharge or water consumption data, only water withdrawal volume and water withdrawal intensity are disclosed.

Note 4: The denominator used to calculate intensity was floor area in ping: (1) 3,810.36 ping from January 2023 to April 14, 2024; (2) 3,711.07 ping from April 15 to December 2024; and (3) 3,825.14 ping in 2025.

Kapok Computer (Kunshan) has established an ISO 14001 Environmental Management System and continues to manage water use and wastewater discharge through relevant internal requirements, ensuring that clear standards are in place for both water resource use and pollution prevention. In addition, the Company has incorporated water resource management requirements into its "Energy Operation Control Procedure," integrating water conservation principles into its daily operational management.

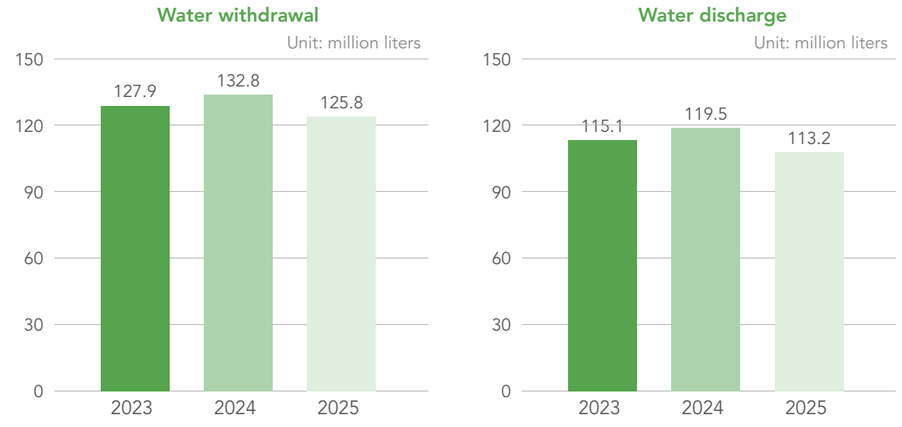
In addition to implementing management systems, Kapok Computer (Kunshan) continues to raise employee awareness of the importance of water resource protection and promote routine water conservation measures, thereby enhancing employees' understanding of water related issues and encouraging concrete action. Its key awareness measures include:

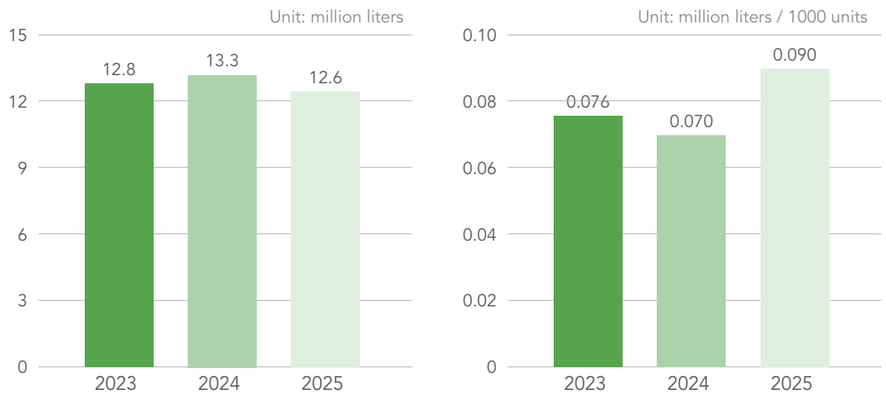
1. Having good habits such as conserving water and turning off faucets after use; preventing continuous water flow.
2. Strengthening daily inspection, maintenance, and management of water-using equipment to promptly address any leaks, drips, or other water wastage.
3. Reporting any damaged faucets or valves immediately for repair.
4. Posting water conservation signage in prominent areas and promoting awareness through internal communication.

Meanwhile, the Facilities Department regularly reviews the rationality of water usage across departments. In cases of abnormal water consumption, investigations are conducted to identify the cause and implement improvements.

In 2025, total water withdrawal at the Kapok Computer (Kunshan) plant and dormitory area amounted to 125.8 million liters, with a water withdrawal intensity of 0.090 million liters per thousand units. Water withdrawal at the plant decreased by approximately 5.3% compared with the previous year, primarily due to lower production volume and fewer employee working hours onsite during the year. Looking ahead, Kapok Computer (Kunshan) has set a water conservation target for 2026 to reduce water withdrawal by 3% compared with the previous year and plans to replace toilet cisterns in the dormitories in 2026. Kapok Computer (Kunshan) will continue to track its water use data to ensure the achievement of its water resource management targets.

Water Resource Usage at Kapok Computer (Kunshan) Over the Past Three Years:





Note 1: Kapok Computer (Kunshan) is located in an extremely high water stress area. No water is sourced from seawater or sources with total dissolved solids (TDS) greater than 1,000 mg/L.

Note 2: Water withdrawal intensity = annual total water withdrawal / annual notebook computer production volume (thousand units). The production volume used as the denominator for the intensity calculation is the notebook computer production volume reported by Kapok Computer (Kunshan): 1,679 thousand units in 2023; 1,899 thousand units in 2024; and 1,397 thousand units in 2025.

Note 3: The water withdrawal intensity data for 2023 and 2024 were misstated and were therefore restated in 2025.

3.3.3 Wastewater Treatment

CLEVO places great importance on wastewater discharge management and requires all discharge operations at its operating locations to comply with applicable local environmental laws and regulations. The Taipei headquarters is an office location where wastewater primarily consists of domestic sewage, which is discharged into the public sewer system.

The production activities of Kapok Computer (Kunshan) are not highly dependent on water resources. Nevertheless, the Company continues to place importance on water use management and wastewater discharge risks. If wastewater is discharged without proper treatment, it may adversely affect the surrounding environment, ecosystems, and communities. CLEVO therefore continues to invest in water recycling and management and strives to improve overall water use efficiency.

All water used by Kapok Computer (Kunshan) is supplied by the Kunshan Municipal Water Supply Company. All domestic wastewater generated at the plant is treated collectively at the wastewater treatment plant in the Precision Machinery Industrial Park before being discharged into the Wusong River. Although the plant does not generate process wastewater, the Company continues to implement management measures and engages a third party professional institution to test wastewater quality at least once a year to further mitigate the potential environmental impacts of wastewater discharge. The testing covers parameters such as pH, ammonia nitrogen, total phosphorus, and oil and grease to ensure that wastewater discharges comply with applicable standards. In 2025, all wastewater test results at Kapok Computer (Kunshan) complied with applicable regulatory limits, and no violations of discharge regulations were recorded.

2025 Wastewater Discharge Compliance Status – Kapok Computer (Kunshan)

Water quality standard/factory area	Compliance status	Local regulatory requirements
pH	7.9	6.5~9.5
COD (mg/L)	32	≦ 500
Ammonia nitrogen (mg/L)	8.97	≦ 45
Total phosphorus (mg/L)	1.12	≦ 8
Grease (mg/L)	0.57	≦ 100
BOD_5 (Biochemical Oxygen Demand, 5-day) (mg/L)	7.9	≦ 350

Note 1: Kapok Computer (Kunshan) conducts wastewater discharge in accordance with the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Emission Limits of Major Water Pollutants for Municipal Wastewater Treatment Plants and Key Industrial Sectors in the Taihu Basin.

Note 2: Annual water quality testing is outsourced, with testing standards based on Discharge Standard of Water Pollutants into Urban Sewers GB/T 31962-2015, Table 1, Class B standard.



3.4 Waste Management

CLEVO considers proper waste management an essential part of fulfilling its corporate responsibility. The production of notebook computers requires the use of various components and chemical materials. If waste is not properly managed, it may result in heavy metal or chemical pollution, adversely affecting the surrounding environment and human health.

3.4.1 Value Chain Waste Assessment

CLEVO has established the Operating Procedure for Waste Management, which all employees are required to follow to ensure that all types of waste are properly managed and disposed of. In addition, any chemicals used during the manufacturing process must be managed in accordance with relevant procedures to reduce the risk of chemical leaks. CLEVO is also committed to designing products that comply with international hazardous substance regulations, reducing the use or generation of hazardous waste during production at the source. The Company also continuously improves its manufacturing processes to further minimize waste generation.

3.4.2 Generation and Disposal of Waste

CLEVO's Taipei headquarters primarily serves business, R&D, and administrative functions. Waste generated from its daily operations therefore consists mainly of general domestic waste and a small amount of general business waste. All general domestic waste is collected and disposed of by the building's property management. In 2025, the estimated total volume of domestic waste was 57.46 metric tons (Note[1]).
General industrial waste generated during operations, such as discarded notebook computer casings and cardboard boxes, is collected and treated by qualified contractors separately engaged by the Taipei headquarters. Approximately 100 cubic meters of such waste were treated in 2025. With respect to confidential document management, the Taipei headquarters regularly engages qualified contractors to destroy confidential documents through secure pulping. The resulting materials can be reused as raw materials for recycled paper pulp. Approximately 150 kg of confidential documents was processed in 2025. Looking ahead, the Taipei headquarters will continue to implement waste management practices and strengthen resource recycling measures to enhance overall management performance and make continued progress toward the Company's annual waste management targets.

2025	Increase the volume of waste packaging materials recycled by 30% compared with the 2024 level of approximately 50 cubic meters	Achieved
2026	Increase the volume of resources recycled by more than 5% compared with 2025	During Execution



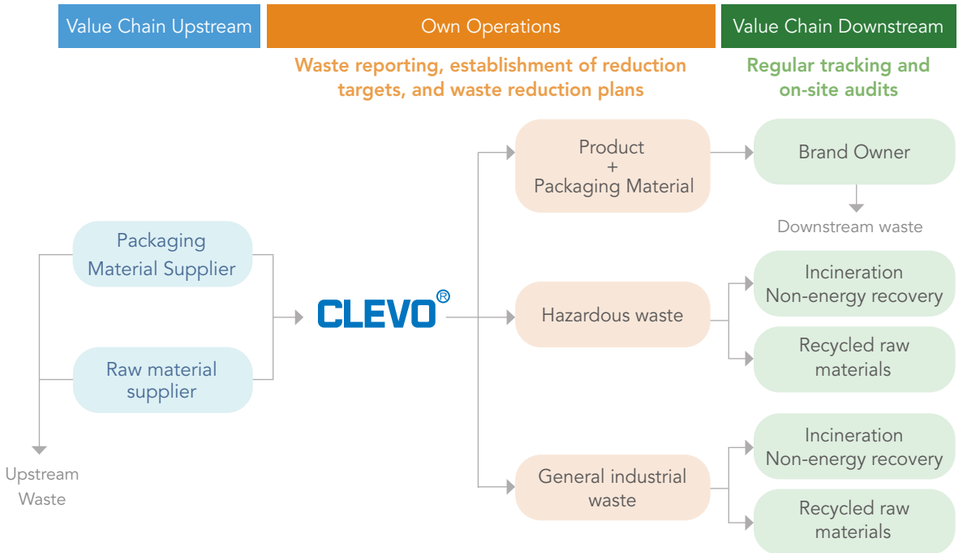
Photo of Confidential Document Destruction via Hydropulping



General Industrial Waste Disposal

Note1: According to data published by the Ministry of Environment, the average daily general waste generation per person in New Taipei City in 2024 was approximately 1.30 kg. Estimation Formula: (1.30 kg / 24 hours) * 8 hours * 539 employees * 246 working days / 1,000 = 57.46 metric tons

Kapok Computer (Kunshan) Value Chain Waste Disposal Flow Chart



As the Group's primary production base, Kapok Computer (Kunshan) adopts more stringent waste management practices and implements relevant management measures in accordance with local laws and regulations and the Company's internal procedures. The Environmental Safety Office is primarily responsible for the collection, transportation, storage, utilization, and disposal of hazardous waste, while the Administration Department is responsible for the disposal of all other waste. All waste is handled by legally qualified waste collection and transportation contractors. In 2025, Kapok Computer (Kunshan) also reviewed the licenses and permits of three downstream waste disposal contractors. All three met the applicable requirements and passed the review.

The total volume of waste generated by Kapok Computer (Kunshan) in 2025 was 1038.69 metric tons. General waste accounted for 94.97% of the total, primarily consisting of waste cardboard, plastic, and industrial refuse from packaging and raw material suppliers. Hazardous waste made up 5.03% of the total, mainly consisting of scrap materials such as PCB edge trims and spent activated carbon from production processes. Hazardous waste is stored in a dedicated hazardous waste warehouse that was built in accordance with local regulations and internal procedures. This facility includes hardened flooring, surveillance systems, drainage channels, waterproof barriers, and lockable doors to ensure that collection, storage, transfer, utilization, and disposal are compliant with government requirements.

In 2025, the waste resource reuse rate was 20.83%, with the main waste categories reused including cardboard boxes, plastics, PCB edge trims, spent activated carbon, and waste foam. CLEVO will strive to reduce waste by 2% by 2027 from the 2024 baseline by continuously optimizing its manufacturing processes and reducing waste generated during production.

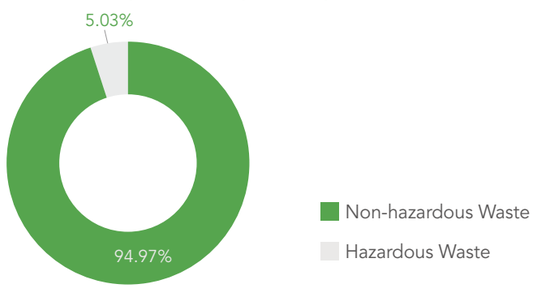
Waste Generation by Kapok Computer (Kunshan) in 2025

Total Waste Divided by Item				
Category	Waste Items	Production Volume (tons)	%	Waste Treatment Method
General waste	Carton boxes	70.00	7.10%	Recycled raw materials
	Plastic	46.00	4.66%	
	Waste foam	51.00	5.17%	
	Waste paper	346.00	35.07%	Recycle
	Waste plastic	184.50	18.70%	
	Industrial waste	192.00	19.46%	
	Domestic waste	61.56	6.24%	Incineration (non-energy recovery)
	Food waste	35.40	3.59%	
Total general waste		986.46	100.00%	

Category	Waste Items	Production Volume (tons)	%	Waste Treatment Method
Hazardous waste	Waste Items	45.00	86.17%	Recycled raw materials
	Circuit board edges	4.40	8.43%	
	Waste activated carbon	0.03	0.05%	Incineration (non-energy recovery)
	Waste red plastic box	1.00	1.91%	
	Waste dust-free cloth	0.00	0.00%	
	Waste dust-free paper	0.30	0.57%	
	Waste packaging barrel	0.50	0.96%	
	Waste cleaning agent	1.00	1.91%	
Total hazardous waste		52.23	100.00%	

Note: Waste data is based on daily recorded weights collected within the facility.

Hazardous vs. General Waste Proportion – Kapok Computer (Kunshan)



04 Product Innovation



In 2025, generative artificial intelligence (AI) technologies continued to gain momentum across a wide range of applications, becoming a key driver of digital transformation and product advancement. As AI applications continue to mature, the market has developed higher expectations for computer products in terms of computing performance, system integration capabilities, and energy efficiency. CLEVO is dedicated to providing customers with a high quality user experience and continues to advance product innovation through AI technologies. The Company also integrates sustainable management principles throughout the product development process, taking environmental impacts into consideration from product design and manufacturing through to end use, while striving to improve energy efficiency and enhance the value of its products.

Across every stage of notebook computer development, including design and R&D, manufacturing, sales, and after sales service, CLEVO maintains a comprehensive and reliable service framework. Through its diverse product portfolio, the Company addresses the needs of different markets and customers. The Company's main product categories include "Mainstream," "Commercial," "Gaming," "Studio," "Energy-saving, Long-lasting, and Environmentally Friendly," and "AI Laptop," which continue to evolve in response to AI application needs. In addition, CLEVO introduced a new "Mini PC" this year, further expanding its product portfolio to meet the demand for space efficiency and flexibility across different use scenarios. This new product demonstrates the breadth and adaptability of CLEVO's product planning.

With customer experience as its starting point, CLEVO continues to strengthen its efforts in "Innovation," "Flexibility," and "Environmental Friendliness," gradually delivering tangible results. These achievements demonstrate CLEVO's continued efforts to optimize its products and services and steadily advance long-term development under the guidance of its sustainable management principles.

Performance highlights

- In 2025, CLEVO's next generation featherweight Commercial laptop incorporated energy saving technologies, achieving a weight reduction from 990g to 899g while maintaining strong performance and battery life.
- In 2025, CLEVO developed a new Mini PC with an ultra slim and environmentally friendly chassis to support a wide range of commercial applications.
- In 2025, CLEVO invested NT$709 million in innovation and R&D and continued to optimize resource allocation and the effectiveness of its R&D investments.
- CLEVO has obtained a total of 52 patents across five countries worldwide.
- In 2025, due diligence on conflict minerals was conducted across all suppliers, with 100% of sourced raw materials confirmed to be free from conflict-related origins.
- In 2025, there were no violations of restricted or prohibited substance regulations, and no incidents of non-compliance with health and safety regulations related to products and services.
- According to the 2025 customer satisfaction survey, quality-related scores improved by approximately 14% compared to the previous year and have shown consistent growth for three consecutive years.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

4.1 R&D and Innovation

Material topics: Innovative R&D

Explanation of Impacts

- Innovative R&D is a key factor for companies to enhance market competitiveness and brand value. It also enables companies to achieve technological leadership in the market, promote collaboration among industry peers and academia, accelerate technology application and implementation, and strengthen networks among industry peers through multi-party collaboration. In contrast, if the Company fails to properly manage innovation issues, its technology and products may fall behind in a rapidly changing market, affecting product sales and layout.
- While pursuing economic growth, the Company is also committed to addressing environmental and social needs, working collaboratively with society to build a sustainable future.

Policy Commitments

- CLEVO's ESG vision is to prioritize environmental, social, and corporate governance issues, put the spirit of altruism and mutual benefit into practice, serve as one of the driving forces behind a sustainable planet, and integrate innovation into products, technologies, and ecosystem collaboration.
- CLEVO seeks to make innovation a core driver of its response to global ESG trends and build long-term organizational competitiveness. Corporate sustainability is not only a responsibility, but also a business strategy for the Company's next stage of development.
- Elevate innovation management to a strategic priority in corporate development, strategically promote external co creation, and capture business opportunities.

Goals

Cumulative number of global patents obtained

- **Short-term (2026):** Accumulate 55 global patents
- **Mid-term (2028):** Accumulate 60 global patents
- **Long-term (2030):** Accumulate 65 global patents

Responsible Unit

- **Taipei Headquarters:** Product Strategy Division, Legal and Intellectual Property Division, and Human Resources Division.

Material topics: Innovative R&D

Resources Invested

- Invest human and material resources to establish R&D teams.
- Invest in fixed annual R&D budgets, product testing costs, safety regulations fees, and ISO certification fees.

Grievance System

- **Tel:** 886-2-22789696
- **Website:** http:// www.clevo.com.tw
- **E-mail:** marketing@clevo.com.tw

Action Plans

- Invest in low carbon product development, with all CLEVO products complying with the U.S. ENERGY STAR 9.0 and EU ErP Directive, and all models sold in China complying with the CEL standard (GB 28380-2025).
- Introduce sustainable and environmentally friendly materials into product design, including halogen-free PCBs, recycled plastics, and fully recyclable paper-based packaging.

Annual Performance

As of December 2025, CLEVO's intellectual property achievements were as follows:

- **Patents:** 52 registered
- **Trademarks:** 282 registered

Evaluation Mechanism

- R&D Innovation: Annual investment tax credit reports are used to assess the status of patent applications filed by the Legal and Intellectual Property Division.

CLEVO continues to design and develop a diverse range of products in accordance with its core principles of "Innovation," "Flexibility," and "Environmental Friendliness," while strictly adhering to its commitments during the product design and development stage, including requirements prohibiting the use of specified hazardous substances. Through the establishment and ongoing implementation of the CLEVO HSF (Hazardous Substances Free) technical standard, the Company ensures that its products do not contain hazardous substances regulated under international environmental laws and regulations, including the Restriction of Hazardous Substances Directive (RoHS Directive), the Packaging and Packaging Waste Directive (PACKAGING Directive), the EU Battery Directive (Battery Directive), the EU regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), the EU Perfluorooctane Sulfonate Directive (PFOS Directive), and the Polycyclic Aromatic Hydrocarbons Directive (PAHs). CLEVO continues to incorporate environmentally friendly design principles into its products, providing product options that meet environmental protection requirements while maintaining product quality and user experience.

CLEVO Innovation and R&D Milestones in the Past Five Years

2025

Integrated R&D for New Generation Featherweight Commercial laptop Design and Multidimensional Power Consumption Optimization

1. Dynamic RPM fan control and variable frequency noise suppression technology.
2. Featherweight design for lightweight Commercial laptop: system engineering that reduced product weight from 990g to 899g.
3. Automatic energy saving backlight energy efficiency management architecture: integrates a dynamic load prediction algorithm, optimizes linear Display Power allocation, and maximizes incremental improvements in system battery life during web browsing.
4. Integrated design combining an OLED pixel shift algorithm with intelligent static image detection and nonuniformity correction–OLED Care burn in prevention technology.

2024

1. For DC mode, DC OVR-M TSP technology was developed for RTX AI Gaming/Studio Laptops, increasing GPU processing speed at the same power level, reallocating idle power from the CPU and other components (ROS) to the GPU, and thereby improving the price–performance ratio of gaming and studio laptops.
2. The energy efficiency enhancement technology combining Intel DTT (Dynamic Tuning Technology) and EPO (Energy Performance Optimizer) automatic mode allocates resources more efficiently, improving the performance of applications that support the technology. It enables processors in Copilot+ AI laptops to operate optimally while accounting for thermal and battery power constraints, and combines artificial intelligence and machine learning algorithms to predict future workloads and optimize performance.

2023

1. The Company developed a new line of AI-integrated laptops capable of running generative AI directly on the device.
2. A newly designed fan control algorithm dynamically adjusts fan speed in real time based on system load, maintaining optimal energy efficiency and acoustic performance at all times.
3. Replaced traditional extruded aluminum heat dissipation components with high-strength graphite blocks. This change reduces weight by approximately 30% for the same volume and allows for flexible 3D surface designs, enabling more diversified structural forms.
4. Patents for optical fiber connectors and optical fiber connector modules.

2022

1. Developed a liquid metal thermal pad in combination with an enhanced thermal structure design to improve the heat dissipation rate of the CPU and GPU through optimized thermal mechanisms. The power design achieved a TPP of 300 watts, setting a benchmark in the industry.
2. Applied laser engraving technology to expand thermal contact area, thereby enhancing overall heat dissipation performance.

2021

1. Developed liquid metal sealing technology to improve thermal conductivity from the GPU or CPU to the heat pipe.
2. Introduced a shared heat dissipation mechanism by overlapping specific sections of the GPU and CPU heat pipes, forming cross-linked heat pipes to enable shared thermal pathways.

4.1.1 Main Products

CLEVO has developed the following products and services:



Mainstream Laptop

From a strategic perspective on mainstream models, CLEVO aims to meet replacement purchase demand in mature and emerging markets and among government institutions, as well as the first time purchase needs of large enterprises, small and medium sized enterprises, and consumer or household markets in emerging markets. The Company continues to develop products equipped with Intel Raptor Lake-U Refresh (15W) processors (NL40/50/70AW and V64/65AW series), as well as AMD Lucienne U Refresh and Cezanne processors (NL40/50NUx series).

Features that meet the needs of all customer types

Commercial Laptop



In 2025, CLEVO's product planning continued to focus on lightweight designs combined with high performance batteries, and the Company introduced commercial laptops featuring H45 and U15 series processors based on Intel "Raptor Lake," "Raptor Lake Refresh," and "Meteor Lake" platforms, integrating Intel "PPM" (Processor Power Management), TPM 2.x, fingerprint recognition and facial recognition, spill resistant designs, and Microsoft "Secured-core PCs," while also meeting Intel EVO specifications and military grade standards (MIL-STD-810H).

Improved performance and stability for commercial users

Gaming Laptop



CLEVO has cultivated deep expertise in this field over many years, accumulating strong R&D capabilities and developing 15.6"/16"/17.3"/18" gaming laptop models, while the new X580/X560WNT flagship gaming laptops feature Intel Arrow Lake-HX Refresh processors and NVIDIA RTX-5090 graphics, incorporate a newly designed leak resistant thermal structure, further optimize the thermal module design to significantly reduce temperatures, and feature dynamic power adjustment for the CPU and GPU, providing players with a faster gaming experience when running next generation games.

Higher quality and power-optimized gaming experience

In 2025, CLEVO continued to expand its range of gaming laptop products, leveraging the advantages of Intel "Arrow Lake" and AMD "Fire Range," "Strix Point," and "Krackan" platforms, as well as the NVIDIA GeForce RTX 50 Series d GPUs (featuring the NVIDIA Blackwell architecture, fifth generation Tensor Cores, and fourth generation RT Cores), while AI enhanced gaming performance and intelligent thermal management became mainstream market trends, further expanding the gaming laptop market by delivering the ultimate high performance gaming experience.

Studio Laptop



CLEVO launched the new V540, V550 and V560 Studio laptops in 14", 15.3" and 16" models, combining high performance with energy efficiency. Featuring 16:10 aspect ratio displays in both 14" and 16" sizes, these laptops offer a more expansive visual workspace for enhanced user experience. The new V550/560TNx models, equipped with Intel Meteor Lake-H Core Ultra 7/5 processors, and the V540/550/560ENx/KNx models, powered by AMD Hawk Point, Strix Point, or Krackan processors along with NVIDIA RTX-5070 graphics, combine advanced GPU acceleration technologies with exclusive Studio drivers. This configuration significantly enhances application performance and system stability. With a slim and lightweight 19.9 mm chassis, these laptops enable content creation anytime, anywhere, making them the fastest laptops for creative and gaming applications. We introduced a new heat dissipation design that significantly lowers temperatures, increases the power output of the graphics card and processor, and effectively maintains quiet operation. We further incorporate Pantone certification (color calibration) to meet the needs of creative professionals.

Improve the performance and functionality of authoring applications

Energy-Saving, Long-Lasting, and Environmentally Friendly Laptop



While complying with environmental regulations across various countries, the L240JU, L340JU, and L260JU 14"/16" models incorporate sustainable material design. Over 7% of the total device weight consists of environmentally friendly post-consumer recycled (PCR) plastics and recyclable packaging materials. Additionally, the products are designed in accordance with the latest energy-saving standards to meet customer demands for long battery life. CLEVO has also developed battery swelling prevention technology and fast-charging capabilities, combining environmental responsibility with enhanced user satisfaction.

Energy efficiency focus and optimal energy management

AI Laptop



AI laptops are equipped with NPUs (Neural Processing Units), enabling on-device execution of generative AI tasks and offering strong development potential. CLEVO is proactively responding to the 2025 AI PC replacement trend by launching the L240JU, L260JU, and L340JU models equipped with the next generation Intel Panther Lake platform (integrated NPU+OpenVINO AI), as well as the V540KU, V550KU, and V560KU models equipped with the AMD Strix Point/Krackan platforms (integrated NPU+Ryzen AI SW).

The local system can execute generative AI tasks independently

Mini PC



CLEVO is actively expanding its Mini PC portfolio, launching the R100AU model equipped with Intel's next generation Raptor Lake Refresh platform, the R100KU model equipped with the AMD Hawk Point/ Strix Point/Krackan platforms, and the R100GU model equipped with AMD's next generation Gorgon Point platform (integrated NPU+Ryzen AI SW), with a fingerprint sensor built into the power button, support for Windows Hello fingerprint recognition, and a design created specifically for powerful and efficient multitasking. Smart AI acceleration capabilities enable AI tasks to be performed efficiently on the device, such as enhanced visual effects, speech recognition, and real time translation. A quiet fan design is available, with a thermal design that enhances durability. To provide secure and high speed network connectivity, the chassis is equipped with dual LAN ports (2.5G/1G), delivering ideal performance in commercial applications that require a stable and efficient network environment.

Ultra-thin, environmentally friendly chassis to meet diverse commercial Application Needs

4.1.2 Major R&D and Innovation Outcomes

Energy-Efficient AI PC R&D and Innovation

With the rapid growth of the AI PC market, CLEVO launched its newly developed AI PCs in 2025 – the Intel Panther Lake based L240/260JU/L340JU laptop models. This product series features next generation Intel Panther Lake processors and integrates advanced AI technologies to improve energy efficiency, delivering substantial performance gains while maintaining battery life and providing users with a faster, more energy efficient, and more secure AI PC experience.

1. Intel Panther Lake: A New Milestone in the AI PC Strategy, Panther Lake is Intel's next generation AI PC processor, manufactured using advanced 18A process technology. Compared with the previous generation of processors, overall performance has improved significantly, while power consumption has been reduced, enabling laptops to maintain strong energy efficiency during high performance computing.

2. Equipped with the Intel® Core™ Ultra 7 Processor 355 to enhance performance and battery life, this product series features four performance cores and four efficiency cores, with the system allocating computing workloads according to usage requirements, thereby improving computing performance while effectively reducing power consumption and extending battery life.

3. The memory supports LPDDR5x-6800, which helps reduce power consumption.

4. In office use scenarios, the Panther Lake processor can run AI applications offline through an NPU delivering 50 TOPS of AI computing performance, meaning that confidential corporate files do not need to be uploaded to the cloud for processing, thereby providing greater security.

5. The platform also integrates Intel DTT's Energy Performance Optimizer (EPO) AutoMode technology, allowing the processor to operate optimally under thermal and power constraints. Combined with AI and machine learning algorithms, the system can predict future workloads to dynamically optimize performance. This configuration enables low power consumption and extended battery life while maintaining high performance and improving overall energy efficiency.



R&D Innovation in Ultra-Thin OLED Design

In response to growing demand for mobile work and high performance applications, CLEVO developed the new V830AU in 2025, featuring a 13.3" OLED FHD display, a featherweight ultra-thin design weighing less than 900 g in its lightest configuration, sufficient battery life for use over multiple days, and a design that effortlessly delivers outstanding performance, enabling users to remain productive wherever they are.

At the same time, to address the potential risk of burn in on OLED displays, CLEVO has developed multiple burn in prevention mechanisms, including automated display features (such as pixel shifting, pixel refresh, and brightness adjustment), as well as usage practices that prevent static images from remaining on the screen for extended periods (such as reducing brightness, hiding the taskbar, moving windows frequently, using a black desktop background, and turning off the display promptly).

The OLED Care (OLED Display Protection) features provided by Control Center are described below:

1. Automatically hide the taskbar

   The Windows taskbar (Taskbar) is the area most frequently displayed in a fixed position on the screen. Once automatic hiding is enabled, the taskbar temporarily disappears when not in use, allowing the pixels in that area to stop emitting light and helping reduce the risk of image retention caused by prolonged display.

2. Windows Taskbar transparency effect

   Transparent or semitransparent effects allow the pixel colors in the taskbar area to change with the desktop background, preventing a single color (such as solid black or dark gray) from remaining fixed for an extended period. Although this is less effective than hiding the taskbar entirely, it can reduce the strain on the pixels.

3. Dark Mode

   When an OLED display shows black, the corresponding pixels are turned off and do not emit light. Using Dark Mode allows most areas of the Windows interface to remain in a low power or inactive state, effectively extending the overall service life of the panel and conserving power.

4. Turn off the display

   Setting the system to turn off the display automatically after a period of inactivity (for example, 2–5 minutes) allows the pixels to stop emitting light completely when the device is not in use, providing the most direct and effective protection for an OLED display.

5. Screen Saver

   A screen saver uses moving images to prevent pixels from displaying the same color for an extended period.





R&D Innovation in Dynamic RPM Fan Control

To enhance product comfort and stability in everyday business environments, CLEVO introduced "Dynamic RPM Fan Control and Low Load Noise Suppression Technology" on the L240LU/V540TNK platforms, using algorithm calibration and optimized control strategies to effectively reduce noise fluctuations and sudden changes in fan speed under low load conditions while meeting thermal management requirements, thereby enhancing the overall user experience.

This R&D innovation integrates the following key technologies:

1. Multifactor Closed Loop Algorithm Control: The system detects temperature, overall power consumption, and processor utilization in real time, and uses an algorithm to calculate the appropriate fan speed, enabling more precise and stable fan operation.
2. Dynamic Debounce Control: By controlling the response time for fan speed adjustments, this technology reduces sudden changes during fan speed transitions, making noise variations smoother and less noticeable to users.
3. RPM Feedback Control: Unlike conventional methods that control only the fan output ratio, this technology directly sets and maintains a target fan speed (Target RPM), enabling the system to maintain a stable low noise operating level of approximately 25 dB under low load conditions.

The benefits of this R&D innovation are as follows:

1. User Experience: When running general business applications (YouTube, Office), noise levels consistently remain below 25 dB.
2. Product Competitiveness: Improves the acoustic ratings of OEM products in the commercial laptop market.
3. Technical Assets: Establishes a standardized process for fine tuning fan speed parameters, accelerating acoustic calibration for subsequent models and reducing development time by approximately 15%.

R&D Innovation in Elevating Foldable Stand Design

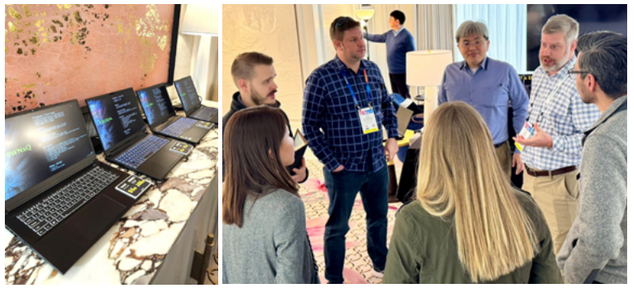
To enhance the thermal efficiency and user comfort of thin and lightweight models during mobile work and various usage scenarios, CLEVO introduced an elevating foldable stand (Foldable Stand) design on platforms such as the V255/NL55. This design increases the clearance beneath the chassis to provide more air intake space and optimize airflow circulation under the device, thereby reducing unnecessary high speed fan operation during general use, improving noise performance, and enhancing the overall user experience.

1. By detecting whether the stand is open or closed, the system automatically switches to the corresponding fan operating settings, and this function is enabled only in the Entertainment and Performance usage modes.
2. When the usage scenario is set to Entertainment or Performance and the foldable stand is open, the system control unit automatically switches to the fan control settings designed for the elevated position, without requiring additional user adjustments and regardless of the current manual fan mode.



Demonstrating Innovation Achievements

In early 2025, CLEVO participated in two overseas roadshow events, using physical product displays and customer interactions to present its annual product planning and marketing strategy, while engaging in in depth discussions regarding potential areas of collaboration and market opportunities, thereby further strengthening customer relationships and expanding business opportunities.



2025 CLEVO roadshow in Las Vegas, U.S.A.

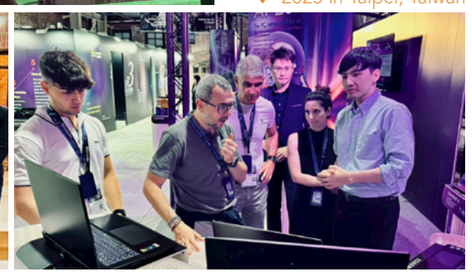
From January 5 to January 9, 2025, CLEVO held its Americas product roadshow (CLEVO roadshow Las Vegas) at Bellagio in Las Vegas, United States, and presented its AI PC products concurrently with the Consumer Electronics Show (CES). Subsequently, from February 25 to February 26, CLEVO held its European roadshow (CLEVO roadshow Amsterdam) at W Amsterdam in the Netherlands, focusing on the performance of its high end gaming models and using the results of multiple mainstream performance benchmarks to demonstrate the competitive advantages of its products in processing and graphics performance, thereby strengthening customer confidence in CLEVO's high performance platform design capabilities.

In addition, from May 20 to May 22, concurrent with COMPUTEX TAIPEI 2025, CLEVO established an independent exhibition venue at Huashan 1914 Creative Park to present its complete product line and announce its product planning and design direction for 2026. During the exhibition, executives and distinguished guests from major partners including Intel, AMD, and NVIDIA visited the venue for discussions, further strengthening technical partnerships. Compared with previous years, CLEVO expanded the scale of its annual exhibition, comprehensively presenting the diverse applications of its products and fully demonstrating the Company's overall roadmap and long-term direction for future product design and technology development.



2025 CLEVO roadshow in Amsterdam, Europe



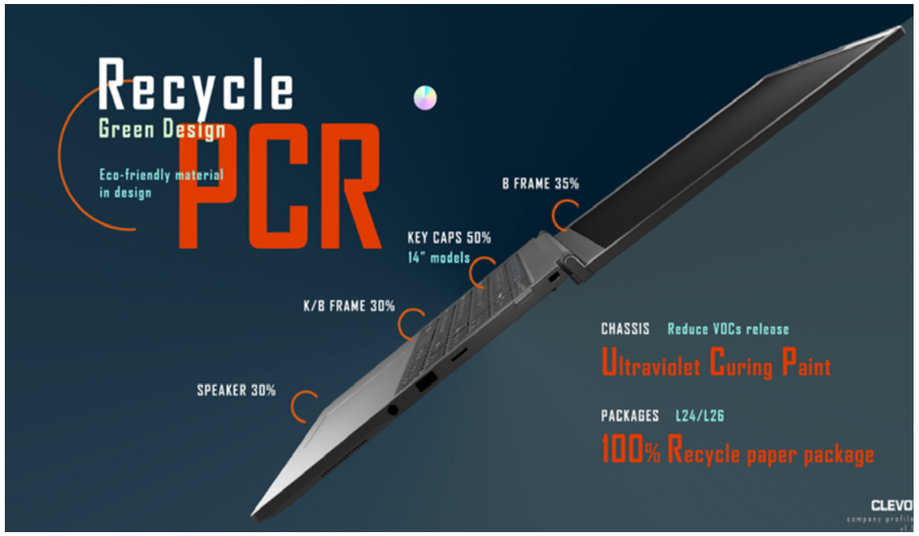


COMPUTEX TAIPEI 2025 in Taipei, Taiwan

4.1.3 Green Product Design

CLEVO began incorporating post-consumer recycled (PCR) plastics into the design of new models developed since 2023. PCR materials are environmentally friendly plastics produced by collecting, sorting, and cleaning plastic products discarded by consumers and reprocessing them at recycling facilities.

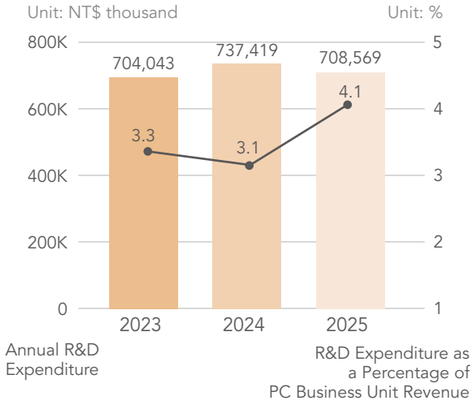
Currently, selected CLEVO laptop models use PCR plastics for the front bezel, speaker, keyboard keycaps, and outer frame. Since 2023, models manufactured by the Company have adopted PC+ABS materials for the front bezel, with 35% PCR content, accounting for approximately 3% to 5% of the total device weight. From 2024, additional components such as the keyboard frame (KB FRAME), speaker units (SPK), and keycaps have adopted varying proportions of PCR materials, raising the overall PCR content to more than 7% of the total product weight. In 2025, CLEVO continued its existing approach to incorporating PCR materials by using them in relevant components, maintaining their share at more than 7% of the total device weight.



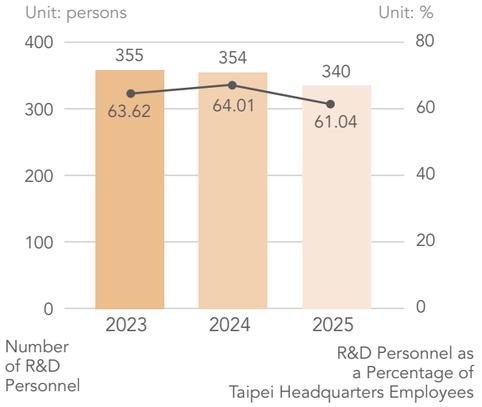
4.1.4 R&D Investment and Patent Layout

CLEVO remains committed to delivering an exceptional user experience and products that meet customer needs, with customer oriented development serving as the primary focus of product design. In response to sustainable development trends, product R&D continues to focus on high performance, low carbon emissions, recyclability, and reduced environmental impacts, integrating sustainability principles into the R&D process. Upholding a sustainable approach to R&D, CLEVO continues to invest R&D resources and recruit professional talent to strengthen its internal capacity for innovation. In 2025, CLEVO invested NT$709 million in innovation and R&D, accounting for approximately 4.1% of the PC Business Unit's revenue, and the continued increase in R&D expenditure as a percentage of the PC Business Unit's revenue demonstrates that CLEVO is steadily strengthening the intensity of its R&D investment. In addition, the approval rate for the amounts claimed for R&D investment tax credits by product model has continued to increase in recent years, reflecting the gradual optimization of R&D resource allocation and investment effectiveness. With respect to the recruitment of R&D professionals, the proportion of R&D personnel decreased slightly compared with the previous year, reflecting adjustments to CLEVO's workforce allocation, while the overall R&D team remained stable. CLEVO is committed to investing in innovation and R&D, aiming to deliver outstanding products through market-driven solutions that align with the ongoing trends of sustainable operation and development.

CLEVO's R&D Investment Trend in Recent Years



CLEVO's R&D Personnel Trend in Recent Years



Intellectual Property Management

In the rapidly evolving technology industry, CLEVO regards intellectual property as an important foundation for corporate development and innovation, and has therefore established a comprehensive management system to effectively manage and protect its intellectual property rights. These policies not only cover the development and utilization of innovative technologies, but also include protective measures to ensure that the results of innovation are properly secured. CLEVO is committed to ensuring that every employee adheres to these guidelines in order to protect the Company's intellectual property rights, promote fair competition, and drive continuous innovation. Through institutionalized management and ongoing implementation, CLEVO seeks to consolidate its technological advantages and contribute positive momentum to the sound and long-term development of the industry.

2025 Intellectual Property Management Policy

- Effectively manage the Company's intellectual property to protect its interests and maintain its competitive advantage.
- Continuously create, maintain, and utilize the Company's intellectual property to preserve the flexibility of its operating model.
- Enhance employees' awareness of intellectual property protection to prevent and mitigate intellectual property risks.

In July 2021, CLEVO established the "Intellectual Property Management Task Force," comprising members from multiple departments and responsible for promoting the establishment and optimization of the intellectual property management system, thereby enhancing CLEVO's intellectual property protection capabilities and strengthening related risk controls. The Legal and Intellectual Property Division serves as the dedicated unit responsible for managing CLEVO's intellectual property affairs and ensuring the protection, maintenance, and utilization of its intellectual property.

To comply with the Taiwan Intellectual Property Management System (TIPS), CLEVO continues to review and revise its intellectual property management procedures. The Company first obtained TIPS Class A certification in 2023, subsequently applied for Class A recertification in August 2024, and completed the review in the same year, once again obtaining TIPS Class A certification. The certificate is valid from January 1, 2025, to December 31, 2026. TIPS Class A certification demonstrates that CLEVO has established institutionalized and implementable intellectual property management procedures covering the management and maintenance of R&D achievements, confidential information protection, and related risk control mechanisms, with their operational effectiveness confirmed through an independent third party audit.

In addition, to cultivate and reinforce employees' awareness of intellectual property protection, CLEVO provides internal training for both personnel responsible for intellectual property management and all employees, promoting the concept of intellectual property protection through in-person classes or e-learning courses. This year, CLEVO conducted two intellectual property-related training courses, namely "Basic Concepts of Intellectual Property and Issues Related to Generative AI" and "Intellectual Property Rights and Confidential Information Management," with 100% of the employees who registered completing the post-training assessments, thereby confirming the effectiveness of the training.

To encourage internal innovation, CLEVO also continues to promote the patent and trademark management of its R&D achievements and publicly recognizes employees whose trademark proposals are approved, thereby strengthening the Company's R&D momentum and intellectual property portfolio.



Taiwan Intellectual Property Management System (TIPS) Certification

Application Process for Patent and Trademark

STEP 1
- The applicant fills out the application and submits it to the Legal and Intellectual Property Division after the unit supervisor approves.

STEP 2
- An external patent and trademark firm is appointed by the Legal and Intellectual Property Division to conduct a patent/trademark search.

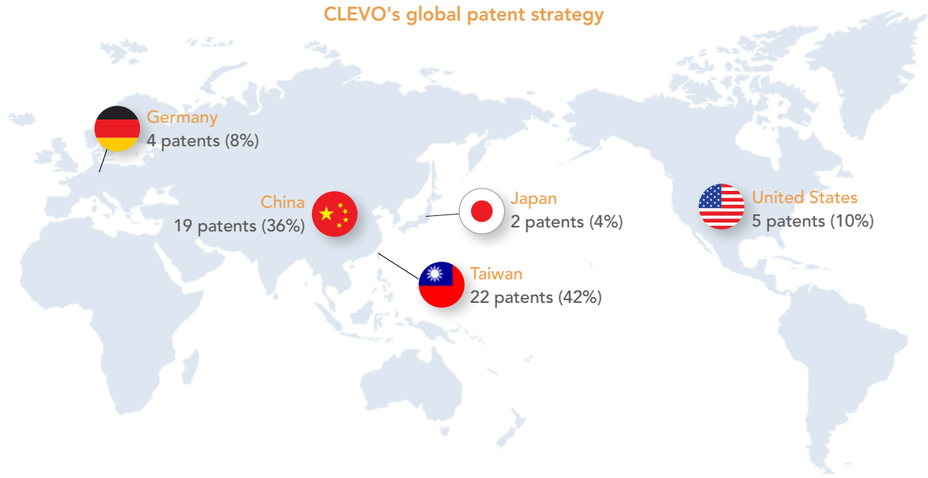
STEP 3
- If we have any doubts about the feasibility of the registration, we will discuss with the applicant how to modify and adjust the creative content and formulate countermeasures (including, but not limited to, requesting the proposer to modify the text or graphics of the applied trademark before reapplying).

STEP 4
- Upon receiving a notice of review comments or an administrative disposition issued by the competent authority, the Legal and Intellectual Property Division informs the proposer of the review results and conducts further communication and discussion.

STEP 5
- Inform the proposer after the preceding Legal and Intellectual Property Division receives the approval notice issued by the competent authority. The relevant operations, such as paying registration fees and obtaining certificates, are executed after the head of the Legal and Intellectual Property Division gives confirmation.

STEP 6
- After the approval letter is delivered, the external patent and trademark office shall complete the registration fee payment and obtain the certificate within the official deadline.

CLEVO continues to regard its R&D achievements as an important foundation for sustainable operations and market competitiveness, and places great importance on protecting the intellectual property rights arising from these achievements. As of December 31, 2025, CLEVO had obtained a total of 52 patents across five countries, with seven additional patent applications pending; in addition, the Company had registered 282 trademarks, with two trademark applications pending. Looking ahead, CLEVO will continue to strengthen its global patent and trademark portfolio to protect the innovative achievements of its R&D personnel, while enhancing the Company's overall market competitiveness and supporting its long-term sustainable operations.





4.2 Supply Chain Management

Material topic: Supply Chain Management

Explanation of Impacts

- Supply chain management is an issue that every enterprise must address in light of the global sustainable trend and laws. Good supply chain management can help businesses reduce their carbon footprint and increase consumer trust and brand loyalty. In contrast, as environmental and human rights laws and regulations in various countries tighten each year, failing to conduct due diligence on suppliers will increase the reputational risk for enterprises due to supply chain management failures and may indirectly lead to human rights violations or environmental damage.

Policy Commitments

- Continue to monitor the new suppliers' sustainable policy conditions and work with suppliers to build CLEVO's sustainable value chain.
- Develop supplier management specifications and screening criteria to thoroughly examine suppliers' capabilities, such as delivery quality and delivery schedule, to reduce CLEVO's operational risks and increase market competitiveness.
- To ensure that CLEVO's products do not have a negative impact on the environment and comply with customer expectations as well as domestic and international regulations. CLEVO requires its suppliers to prohibit the use of hazardous substances or substances that are internationally banned. The Company will also continue to pay close attention to the requirements and regulations of such hazardous substances to fulfill its social responsibility to the Earth.
- CLEVO is committed to not using hazardous substances, not violating labor policies, and not engaging with suppliers that infringe on human rights. The Company conducts strict audits of its annual trading suppliers to prevent the occurrence of such issues.

Goals

Taipei Headquarters:

Supplier quality management is continuously verified based on annual evaluation scores covering quality and service performance.

- Short-term (2026): Achieve a supplier evaluation score of 75 points [Note]
- Mid-term (2028): Achieve a supplier evaluation score of 85 points
- Long-term (2030): Achieve a supplier evaluation score of 95 points

Note: The supplier evaluation score refers to the total score of each individual supplier.

Kapok Computer (Kunshan):

Supplier quality management is continuously verified based on annual evaluation scores covering quality and service performance.

- Short term (2026): Achieve a supplier evaluation score of 80 points [Note]
- Mid-term (2028): Achieve a supplier evaluation score of 85 points
- Long term (2030): Achieve a supplier evaluation score of 95 points

Note: The supplier evaluation score refers to the total score of each individual supplier.

Material topic: Supply Chain Management

Responsible Unit

- **Taipei Headquarters:** Electronic Procurement Division, Mechanical Resource Development Division
- **Kapok Computer (Kunshan):** Supplier Quality Management Department

Resources Invested

- Establish a cross-organizational dedicated unit to execute annual audits, evaluations, risk assessments, and follow-up improvements for supply chain manufacturers.
- Establish audit fee budget.

Grievance System

- **Tel:** 886-2-22789696
- **E-mail:** public@clevo.com.tw
- **Website:** https://www.clevo.com.tw

Action Plans

- Use conflict mineral material number identification to determine whether the metals purchased each year come from conflict mineral-producing regions.
- Annual evaluations are conducted for all suppliers, and each supplier complies with the requirements set forth in CLEVO's supplier contract.

Evaluation Mechanism

Taipei Headquarters:

- Disclose the annual supplier audit results in the sustainability report, review the annual compliance rate, check the implementation status, and conduct due diligence for the responsible supply chain.

Kapok Computer (Kunshan):

- In 2025, there were no violations of regulations, and no adverse incidents occurred within the supply chain.

CLEVO continues to recognize the impact of supply chain stability on product manufacturing and delivery, and is committed to establishing long-term relationships of mutual trust with its suppliers to mitigate operational risks and ensure smooth production. Through its established supplier management policies, CLEVO maintains effective communication with its suppliers and continues to require their compliance with the Company's standards for service quality, delivery schedules, environmental protection, and human rights, thereby jointly strengthening operational resilience and sustainable competitiveness.

4.2.1 CLEVO Value Chain

CLEVO primarily operates at the downstream end of the value chain by selling products to brand companies or regional distributors, and integrates resources and capabilities across the upstream, midstream, and downstream segments of the notebook computer industry value chain to maximize overall operating efficiency. The value chain of the notebook computer industry includes passive component, chipset, graphics processor, memory module, central processing unit, and parts suppliers in the upstream; case, keyboard, power supply, display, and lens suppliers in the midstream; and system designers, manufacturers, and sellers in the downstream.

CLEVO is primarily engaged in the manufacture and sale of notebook computers, with its business scope encompassing the R&D, design, and manufacture of portable computers and related products, as well as B2B and after sales services, and its principal product offerings spanning seven major categories of notebook computers. In recent years, CLEVO has continued to cultivate niche markets and, benefiting from growth in the gaming market, has established competitive advantages through flexible production and customized product strategies. This has driven steady growth in operating performance and has continued to earn global market recognition and numerous accolades.

CLEVO Value Chain Diagram



4.2.2 Supplier Evaluation and Management Approach

CLEVO continues to regard its suppliers as important partners and aims to build long-term and stable cooperative relationships with them, working together toward sustainable development goals. CLEVO places strong emphasis on the selection of new suppliers and the management and evaluation of existing suppliers, and all new suppliers must meet CLEVO's relevant standards to qualify as approved suppliers. Qualified new suppliers are required to sign the social and environmental declarations specified by CLEVO, including: the REACH SVHC Substance Survey, Chemical Substance Guarantee Letter, and Environmental Declaration, and, depending on the nature of the supplier, may also be required to sign additional documents such as the Conflict Minerals Declaration, Red Phosphorus Declaration, and PAHs Declaration. In 2025, CLEVO engaged 10 new suppliers, all of whom were screened based on environmental and social standards.

CLEVO conducts monthly comprehensive evaluations of its suppliers based on material quality, timeliness of issue resolution, and the effectiveness of corrective actions. Suppliers are then categorized into four tiers: A, B, C, and D. In the event of a material abnormality, CLEVO immediately notifies the supplier and requires a short-term corrective response within 24 hours, followed by a formal corrective action report within three days. This mechanism enables CLEVO to manage quality risks in real time, enhance supply chain responsiveness, and strengthen continuous improvement capabilities.

Based on the results of supplier evaluations, CLEVO provides varying levels of support and guidance. For suppliers rated C or D, the Company initiates targeted improvement mechanisms, including quality review meetings (such as weekly sessions or monthly quality review meetings), and may conduct irregular on-site process audits to ensure continuous quality improvement. If a supplier fails to meet CLEVO's standards or expectations after receiving guidance, and such deficiencies pose risks to production or CLEVO's reputation, a performance downgrade report will be issued. In such cases, CLEVO may terminate the partnership to safeguard the overall quality and risk management standards of its supply chain.

Supplier Quality Issue Management and Score

A: Quality 100 points * 80%			B: Service 100 points *20%		Total score (A+B)	Evaluation Class
IQC feed batch return rate (50%)	Abnormal production line (30%)	Number of customer complaints concerning defects (20%)	Improvement report responses (80%)	Quality service (20%)	≥ 90	A Grade
					≥ 80	B Grade
					≥ 70	C Grade
					≥ 60	D Grade

Every January, CLEVO conducts a comprehensive evaluation of each supplier based on the previous year's performance, including quality, delivery, and technical process capabilities. These evaluations serve as the basis for supplier management.

Supplier Quality Management Table

Evaluation Item	Evaluation Content	Weighting (%)
Quality	Quality management system and execution (defect correction and improvement management)	10
	Batch rejection rate (IQC inspection records)	10
	Production line issues (IPQC inspection records)	10
	Customer complaint issues (customer satisfaction and complaint handling)	10
	5S implementation at the factory	10
Delivery	Planned production capacity and execution	10
	On-time delivery rate	10
	Production and delivery schedule follow-up and coordination management	10
	Logistics, warehousing, and transportation management capabilities	5
Technical Process	Capability in new technology development, design, and production	5
	Use of automated equipment	5
	Process innovation capability	5
Total Scores		100

4.2.3 Conflict Minerals

As global attention to human rights issues continues to grow, conflict minerals have become a critical consideration in CLEVO's procurement practices. Conflict minerals refer to metals and minerals sourced from environments associated with human rights abuses and armed conflict, including the 3TG raw materials commonly used in the electronics industry: tungsten, tin, tantalum, and gold. These minerals are primarily sourced from regions such as the Democratic Republic of the Congo (DRC), where mineral resources have long been controlled by illegal armed groups, giving rise to risks of human rights abuses such as forced labor and child labor, which continue to draw international attention.

CLEVO recognizes the human rights issues and related risks associated with conflict minerals and has designated conflict minerals as prohibited raw materials in its procurement policy to prevent indirect contributions to social and human rights violations during the product manufacturing process. CLEVO is committed to not using minerals sourced from mining areas in the eastern DRC or surrounding regions associated with human rights concerns, and has continued to conduct conflict minerals due diligence since 2022, incorporating the relevant requirements into its internal management practices. CLEVO expects its suppliers to comply with requirements concerning the avoidance of conflict minerals and to provide information on the sources of their 3TG metal part numbers, ensuring that CLEVO products do not contain raw materials sourced from conflict affected areas.

In 2025, CLEVO conducted conflict minerals due diligence on 116 suppliers with purchase records within the past two years. Suppliers were required to submit the Conflict Minerals Reporting Template (CMRT) and trace the smelter locations of the sourced minerals. In 2025, CLEVO did not use any raw materials originated from conflict-affected regions. In the future, CLEVO will continue to conduct conflict minerals due diligence and enhance its sustainable supply chain management mechanisms to reduce the potential risk of human rights violations within the supply chain.

4.2.4 Local Procurement

Amid the continued advancement of global carbon reduction and sustainable development trends, CLEVO remains attentive to greenhouse gas emissions generated by supply chain transportation and actively promotes its local procurement strategy. Selecting local suppliers not only effectively reduces carbon emissions associated with the transportation of raw materials, but also helps mitigate the risk of accidents and cargo damage during long distance transportation.

In 2025, the local procurement[Note] rate for product raw materials was 0.23% at the Taipei headquarters and 67.43% at Kapok Computer (Kunshan). For the Group as a whole, the overall local procurement rate reached 33.80%. CLEVO will continue to consider the geographic locations of its suppliers and enhance its supply chain management to reduce greenhouse gas emissions generated during transportation.

Note: Local suppliers for the Taipei headquarters are defined as those whose shipping origin is Taiwan. For Kapok Computer (Kunshan), local suppliers are defined as those whose shipping origin is in China. Local procurement statistics are based on the purchase amount of mechanical and electronic materials.

4.3 Responsible Production

4.3.1 Green Purchase

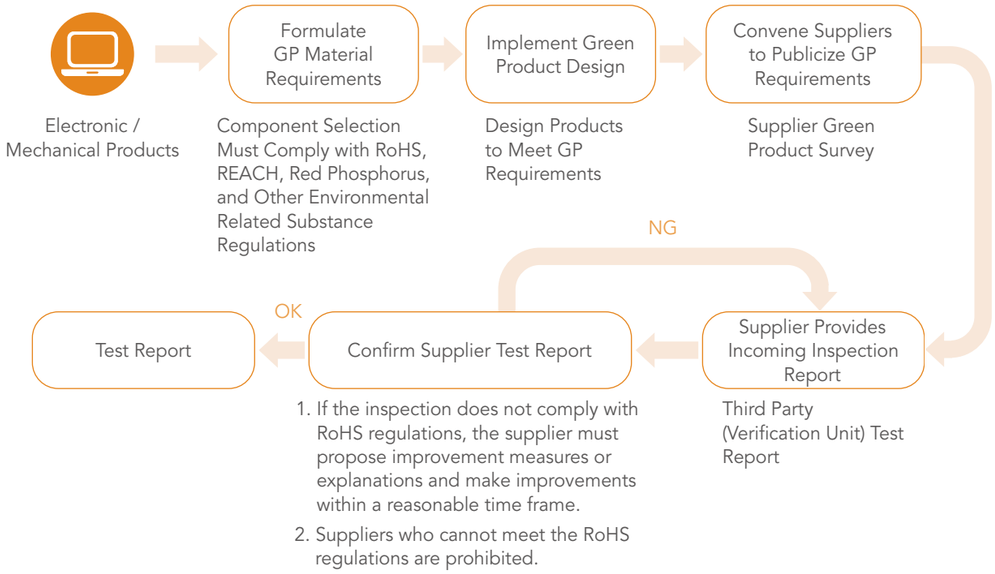
To meet growing consumer and customer preferences for environmentally friendly products, as well as increasingly stringent environmental and product regulations across various regions, CLEVO has proactively adjusted its raw material procurement strategy to ensure that materials used in new products are safe and compliant with both international and national standards. To guarantee that all raw materials meet global environmental requirements, CLEVO has established the GP (Green Product) Operational Management Procedure. This policy requires suppliers to avoid the use of hazardous substances and any materials that are internationally restricted or prohibited, ensuring that CLEVO's products fully comply with customer expectations.

CLEVO's environmental compliance is aligned with key international directives, including the EU Restriction of Hazardous Substances (RoHS) Directive, the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, and the Waste Electrical and Electronic Equipment (WEEE) Directive, and the Company introduced China Environmental Labeling Product Certification in June 2025. In addition, CLEVO avoids the use of conflict minerals. For more details, please refer to Section 4.2.3.

CLEVO requires its partners to sign documents such as the REACH SVHC Substance Declaration, the Chemical Substance Guarantee Statement, and the Environmental Declaration. Suppliers must also provide chemical substance analysis reports issued by third-party verification bodies or qualified laboratories to ensure that the raw materials and components procured by CLEVO are free from hazardous substances. This supports the development and production of green products while minimizing potential environmental and health impacts associated with harmful substances. In 2025, there were no incidents involving violations of applicable health and safety regulations related to CLEVO's products or services.

To monitor suppliers' implementation of environmental management practices, CLEVO requires suppliers to provide ISO 14001 Environmental Management System certification and conducts green manufacturing factory evaluation. The evaluation procedures and requirements for green products and green factories are as follows:

GP Green Product Supply Chain Management



Evaluation Item for Green Product

Directive or Regulation	Evaluation Stage	CLEVO Product Compliance Status
EU RoHS	Production Manufacturing	All raw materials procured by CLEVO are subject to 100% compliance verification and control at the time of inbound registration, in accordance with the GP (Green Product) Management Procedure. Materials that do not meet compliance requirements will not be approved for procurement.
REACH		
PFOA		
PFOS		
WEEE		
China Environmental Labeling Product Certification		

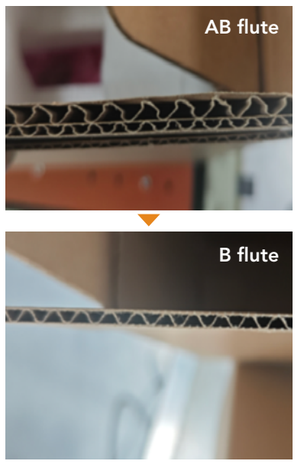
Evaluation Item for Green Factory

Confirm Supplier ISO 14001 Environmental Management System Certification	
Suppliers are inspected for implementation and adherence to the environmental management system	1. Confirmation of the management organization and execution system
	2. Commitment from the senior management
	3. Environmental strategies, goals, policies, and action plans
	4. Compliance with environmental protection laws
	5. Elimination of hazardous substances in production procedures
	6. External reporting on environmental performance and activities
	7. Environmental protection education for employees

4.3.2 Carbon Reduction in Logistics

Supply chain decarbonization is a critical component of achieving corporate carbon reduction targets. To reduce carbon emissions from product transportation, CLEVO optimizes packaging design and proactively consolidates shipments to improve the efficiency of each ocean shipment, thereby reducing direct emissions caused by frequent transportation. For 17" notebook computers, the inner carton was changed from an AB flute design to a B flute design, effectively reducing packaging material use while maintaining the required level of product protection. This change conserved packaging materials, reduced environmental impacts, and lowered packaging costs.

In addition, following the redesign of the product packaging, the reduction in packaging volume and improvement in stacking efficiency enable the 1-in-1 packing configuration for 14" notebook computers to increase shipment volume per load by approximately 7% compared with the original packaging design, while the 4-in-1 packing configuration can increase shipment volume per load by approximately 17%. Through packaging optimization and improved logistics efficiency, CLEVO can effectively reduce the number of shipments, thereby lowering overall carbon emissions and energy consumption across the value chain, while demonstrating tangible results in advancing supply chain decarbonization and environmental sustainability.



Inner carton changed from AB flute to B flute

4.3.3 Improved Energy Efficiency in Consumer Use

As the impacts of climate change continue to intensify, consumer awareness of and willingness to purchase environmentally friendly products have also increased year by year. In response to market expectations, CLEVO continues to integrate environmental protection and energy conservation principles into product R&D and design, conducting in depth analyses of product energy consumption under various usage scenarios, and striving to reduce energy consumption during operation, standby, and shutdown while maintaining both energy efficiency and user experience.

In 2025, three CLEVO notebook computer products received the China Energy Conservation Certification, and all models met the U.S. ENERGY STAR 9.0 and EU ErP Directive. This represents an important achievement and a tangible demonstration of CLEVO's ongoing commitment to energy conservation. CLEVO continues to place "Enhancing Energy Efficiency" and "Providing the Best User Experience" at the core of its product design philosophy, enabling consumers not only to enjoy an exceptional user experience when using CLEVO products, but also to choose products that are more environmentally friendly.



China Energy Conservation Certification



4.3.4 Reduction of Resource Waste from End-of-Life Products

CLEVO continues to uphold an environmentally friendly product design philosophy by addressing environmental considerations at the design stage, adopting modular designs that use a single material, and optimizing component structures for easy disassembly and recycling, thereby facilitating product disassembly, sorting, and reuse during the recycling process and integrating circular economy principles into product design and R&D to reduce waste generated throughout the product life cycle.

At the same time, CLEVO follows an integrated product and packaging design approach, continuously reviewing and adjusting packaging structures to reduce the variety of materials used and design complexity, thereby increasing willingness to recycle and improving recycling efficiency at the end of product life while meeting product transportation and protection requirements. To continue reducing plastic use and carbon emissions from packaging, CLEVO has gradually reduced the use of EPE cushioning materials and PE plastic packaging, replacing them with recyclable or reusable materials such as folded paper structures and nonwoven fabrics, while continuing to incorporate handle designs made from biodegradable materials, thereby reducing the time and resources required for disassembly during recycling and putting its green packaging and sustainable design goals into practice.

Five Key Practices in Product Design

Modular design

Increasing the consistency of materials used helps reduce hassle in recycling and sorting

Design for easy disassembly

Products can be disassembled using ordinary tools without specialized fixtures

Design for easy separation

Electronic components are designed to be easily detachable

Reduced use of materials

Reduce the number of bolts, washers, and nuts used

Use of recyclable materials

Using recyclable materials as the priority

4.4 Customer Relationship Management

Material Topic: Customer Relationship Management

Explanation of Impacts

- Customer relationship management is an important aspect of sustainable business operations, and effective customer relationship management and timely responses can enhance a business's brand image in the eyes of its customers, while also demonstrating CLEVO's sincerity and efficiency in resolving issues. In contrast, ignoring customers' needs may harm the business's reputation and long-term operations.
- CLEVO is confident that its core goal of improving product and service quality will allow the business to maintain market competitiveness and gain a foothold in the increasingly competitive consumer electronics market.

Policy Commitments

- CLEVO has well-defined "Customer Service Management," "Nonconforming Product Control," and customer grievance handling procedures in place to ensure standardized services to customers.
- The Customer Service Division and Customer Quality Service (CQS), R&D, and sales teams jointly devise responses to consumers' needs.
- Build a positive market image to enhance customer loyalty and satisfaction, thereby strengthening business performance and competitiveness.
- CLEVO is committed to taking every customer's feedback seriously and ensures that all customer complaints are addressed within the specified time frame, with appropriate solutions and corrective actions provided.

Goals

The Company responds to all customer complaints and provides resolution plans within the required time each year.

Taipei Headquarters:
- Short-term (2026): Overall customer satisfaction score of 85 points; Return Merchandise Authorization (RMA) rate of 1.1%
- Mid-term (2028): Overall customer satisfaction score of 90
- Long-term (2030): Overall customer satisfaction score of 91

Kapok Computer (Kunshan):
- Short-term (2026): Overall customer satisfaction score of 85; Return Merchandise Authorization (RMA) rate at 1.1%
- Mid-term (2028): Overall customer satisfaction score of 90
- Long-term (2030): Overall customer satisfaction score of 95

Responsible Unit

- **Taipei Headquarters:** Customer Service Division, Planning Support Division
- **Kapok Computer (Kunshan):** Customer Complaint Management Department

Material Topic: Customer Relationship Management

Resources Invested

- Annual Customer Satisfaction Survey
- Customer Complaint Handling Team

Grievance System

- **Tel:** 886-2-22789696
- **E-mail:** marketing@clevo.com.tw

Action Plans

- Use online conferences and exhibitions to develop foreign clients and maintain customer relationships.
- Conduct customer satisfaction surveys twice yearly, and respond to customer complaints within the deadline.

Evaluation Mechanism

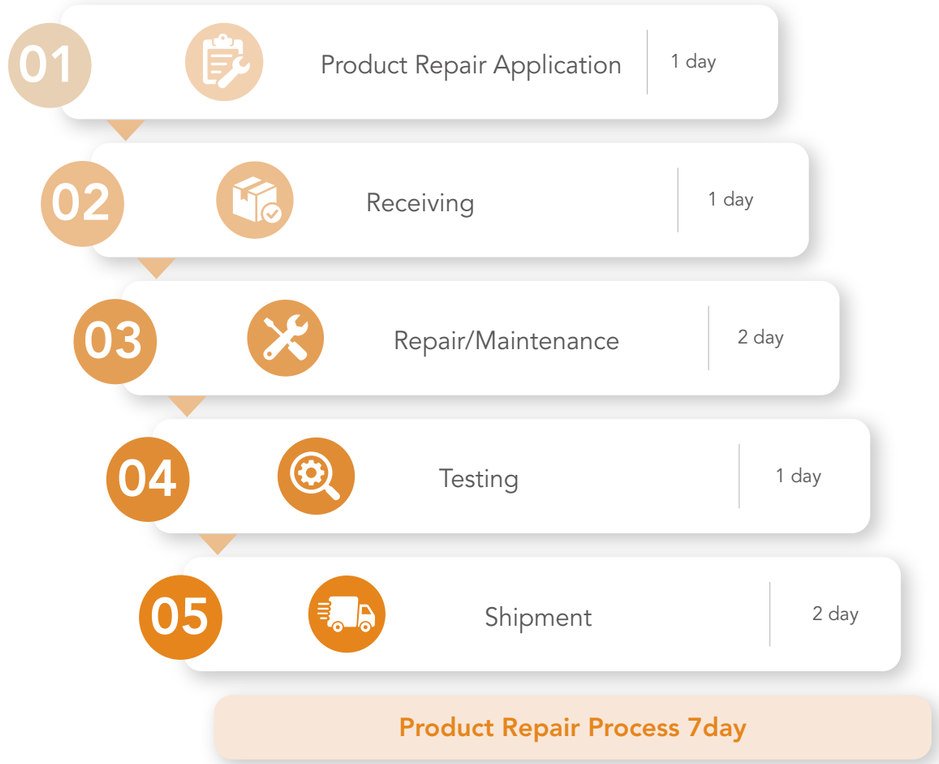
- **Taipei Headquarters:** In 2025, the overall customer satisfaction score reached 85, and the Return Merchandise Authorization (RMA) rate was 0.92%, meeting the targets set for the year.
- **Kapok Computer (Kunshan):** In 2025, the overall customer satisfaction score reached 85.1, the Return Merchandise Authorization (RMA) rate decreased to 1.19%, meeting expectations, and achieving the 2025 performance goals.

CLEVO continues to regard customer feedback and suggestions as an important basis for improving service and product quality, and is committed to refining its service processes to respond to customer needs and expectations. CLEVO has established dedicated customer service units at both the Taipei headquarters and Kapok Computer (Kunshan), providing real time support and repair services to help customers promptly resolve issues encountered during product use and ensure a positive user experience.

In addition, CLEVO follows standard operating procedures such as “Customer Service Management” and the “Nonconforming Product Control Procedure” to ensure that employees properly handle customer feedback and quality related issues in accordance with established mechanisms, and systematically retain relevant records as a reference for subsequent product and service improvements. CLEVO places great importance on establishing long-term, stable relationships of trust with its customers. Looking ahead, the Company will continue to enhance customer service quality and product performance to improve customer satisfaction and brand value, providing an important foundation for long-term business operations and sustainable development.

CLEVO’s Customer Quality Service (CQS) continues to regard customer relationship management and regular customer follow ups as important responsibilities. Customers are CLEVO’s most valuable asset, and strong customer relationships are critical to stable business growth. For customers in China, the responsible unit at Kapok Computer (Kunshan) continues to understand customer needs and feedback through telephone calls, instant messaging software, and visits to customer premises, and promptly provides appropriate solutions. For customers outside China, customer relationship management is handled by the sales team and Field Application Engineers (FAE) at the Taipei headquarters. The sales team and FAE collect customer feedback and respond promptly to customer needs through Skype, Line, social media, and regular customer visits, thereby improving customer satisfaction and continuously strengthening customer trust in CLEVO.

CLEVO Product Repair Process



Product Repair Process 7day

4.4.1 Customer Satisfaction Survey

Through an institutionalized customer feedback mechanism, CLEVO continuously monitors market needs and customers' user experiences as an important basis for improving its products and services. The customer service unit regularly conducts customer satisfaction surveys, systematically collecting, compiling, and analyzing customer feedback on product quality, service processes, and user experience. The results serve as a reference for quantitative KPI indicators related to customer service and product design, supporting internal management and the planning of improvement initiatives.

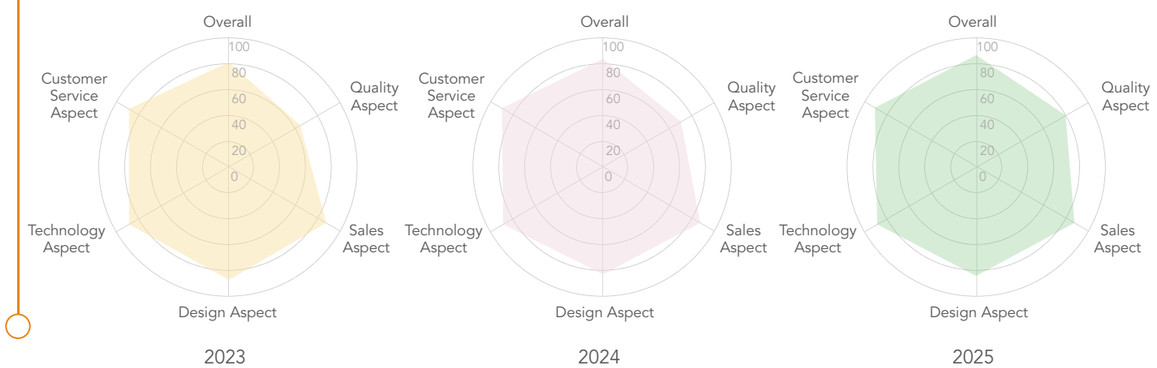
The customer satisfaction survey covers five key dimensions: "Sales," "Quality," "Technology," "Customer Service," and "Design," enabling a comprehensive assessment of product and service performance. The survey results are provided to the R&D and manufacturing departments for consideration in product design adjustments and process optimization, enabling the Company to continue responding to customer expectations and enhance overall product competitiveness.

In 2025, CLEVO achieved an overall customer satisfaction survey score of 85 points, representing a continued improvement from the previous year and successfully meeting the established annual target. Compared with 2024, the score for the Quality dimension increased significantly by 14% and has shown an upward trend for three consecutive years, indicating strong customer recognition of CLEVO's improvements in product quality. This achievement also reflects the continued efforts and commitment of CLEVO's R&D, manufacturing, quality assurance, and other relevant units. Looking ahead, CLEVO will continue to strengthen product quality and service standards, with the goal of deepening long-term customer relationships and steadily driving continued business growth.

Customer Satisfaction Survey Results Over the Past Three Years

Year	Overall	Quality	Sales	Design	Technology	Customer service
2023	81.7	63.7	83.4	86.9	85.9	88.7
2024	82.5	70.2	85.5	81.4	86.8	89.1
2025	85.1	80.1	85.4	82.1	87.3	90.3

Historical Customer Satisfaction Scores – CLEVO



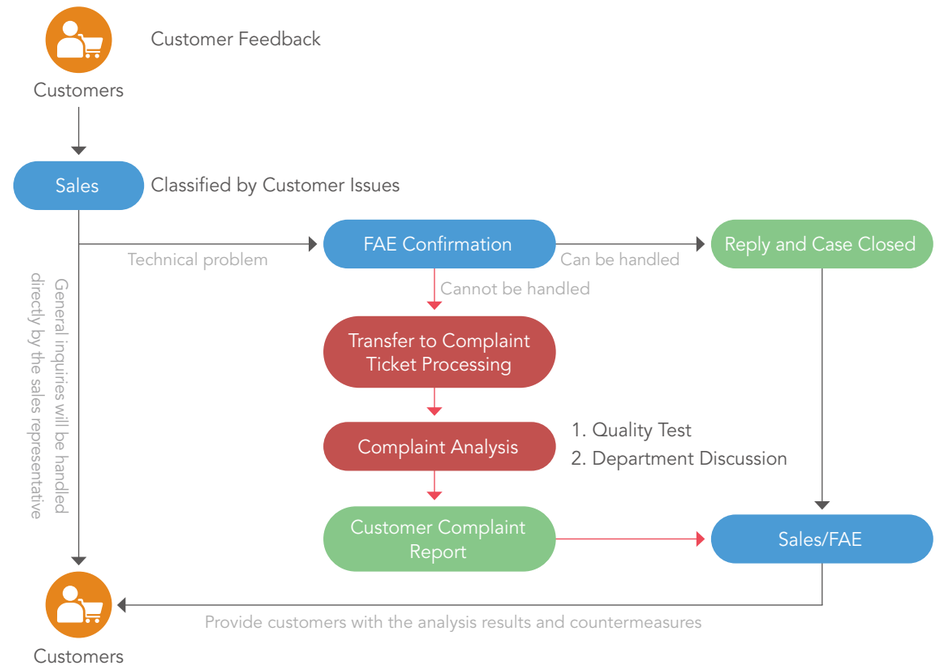
4.4.2 Customer Complaint Analysis and Feedback

Through its customer complaint management system, CLEVO effectively consolidates and manages customer feedback, while the Customer Quality Service (CQS) unit conducts annual customer satisfaction surveys to promptly gather feedback on product quality and satisfaction with complaint handling. After each survey is completed, the results are analyzed and corresponding improvement plans are developed as a basis for the continuous enhancement of product quality and service processes, ensuring that products continue to meet user needs over the long term.

In response to customer feedback, Field Application Engineers (FAE) serving as sales contacts proactively reach out to customers in a timely manner, provide professional and prompt product technical consultation services, and relay relevant feedback to internal units as a reference for subsequent improvements. For more complex issues or those requiring coordination across departments, dedicated project teams are established to conduct investigations and take appropriate action, ensuring that the issues are effectively resolved. At the same time, CLEVO continues to increase the frequency of communication between regional sales teams and customers, provide updated product information, enhance the quality and efficiency of Return Merchandise Authorization (RMA) repair services, and ensure that inspections, repairs, and returns are completed within the specified number of working days, thereby continuously improving the overall customer service experience.

In 2025, CLEVO successfully achieved the RMA rate improvement target set in 2024. Looking ahead, CLEVO will continue to optimize its service processes and quality management mechanisms to enhance customer satisfaction and steadily advance toward its annual service performance targets.

Procedures for CLEVO Customer Complaint Analysis and Feedback



05 Harmonious Workplace



CLEVO is committed to fostering a friendly, diverse, and inclusive workplace, firmly believing that employees are the driving force behind sustainable business operations and important partners who grow alongside the Company. The Company treats every employee with the care and respect extended to family, regarding each individual as an indispensable member of the CLEVO family. By fostering a positive and proactive workplace culture, the Company enhances overall organizational effectiveness while attracting more outstanding talent. To realize this vision, CLEVO has refined its human resource management system, developed systematic talent development programs, and continues to provide a safe, secure, and healthy working environment.

In terms of career development, the Company has established a comprehensive promotion system and job rotation mechanism. In addition to prioritizing the advancement of internal talent, the Company combines a fair and impartial performance evaluation system with competitive compensation and benefits structure to provide employees with diverse development pathways, further strengthening talent development and the organization's long-term competitive advantage. At the same time, the Company offers a diverse range of training programs tailored to the needs of different job levels and departments, helping employees continuously enhance their professional capabilities and competitiveness in the workplace.

Performance highlights

- In 2025, employee training hours increased for the third consecutive year. Average training hours per employee were 25.5 hours at Taipei headquarters and 22.1 hours at Kapok Computer (Kunshan).
- Employee welfare expenditures for the Notebook Business Unit totaled NT$27.44 million in 2025.
- CLEVO received no complaints from any employee in 2025.
- In 2025, CLEVO recorded no major occupational accidents, while Taipei headquarters continued its multiyear record of zero occupational accidents.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

5.1 Talent Diversity

5.1.1 Diverse Workforce Composition

Upholding the talent philosophy of "shared values and the right people in the right positions," CLEVO respects the expertise and individual qualities of talent from different fields through a fair and impartial selection system and is committed to building a diverse team in which every employee can apply their strengths and pursue development suited to their abilities. At the same time, CLEVO complies with relevant government laws and policies and upholds its principle of not employing child labor, demonstrating its commitment to lawful employment practices and the protection of human rights. As of the end of 2025, CLEVO's Taipei headquarters and Kapok Computer (Kunshan) had a combined total of 1,856 employees.

2025 Employee Composition

Category		Taipei Headquarters			Kapok Computer (Kunshan)		
		Male	Female	Subtotal	Male	Female	Subtotal
Non-fixed-term contract (regular employees)	Full-time	374	176	550	357	314	671
	Part-time	0	0	0	0	0	0
Fixed-term contract (contract employees)	Full-time	5	2	7	390	238	628
	Part-time	0	0	0	0	0	0
Total		379	178	557	747	552	1,299

Note 1: The employee headcount represents the number of employees actively employed as of December 31, 2025.

Note 2: One employee at Taipei headquarters applied for leave without pay for personal reasons. As the employee was not actively at work on the reporting date, the employee was excluded from the year-end employee headcount.

2025 Composition of Workers Who Are Not Employees

Category	Taipei Headquarters			Kapok Computer (Kunshan)		
	Male	Female	Total	Male	Female	Total
Contract workers	0	0	0	138	122	260
Cleaning staff	0	4	4	7	0	7
Total	0	4	4	145	122	267

Employee Diversity Distribution in 2025

2025	Sex	Taipei Headquarters		Kapok Computer (Kunshan)	
Under 30 years old	Male	46	8.3%	435	33.5%
	Female	15	2.7%	232	17.9%
Age 30–50	Male	193	34.6%	306	23.5%
	Female	99	17.8%	319	24.5%
Over 50 years old	Male	140	25.1%	6	0.5%
	Female	64	11.5%	1	0.1%
Total		557	100.0%	1,299	100.0%

Supporting and Creating Shared Values With Local Residents

Since its establishment, CLEVO has continuously promoted gender equality and mutual respect in the workplace and has implemented the "Regulations Governing the Prevention of Sexual Harassment, Complaints, and Disciplinary Actions." The Company actively maintains comprehensive mechanisms for preventing sexual harassment and handling complaints to create a safe, equitable, and inclusive workplace. Throughout the recruitment and retention processes, the Company applies consistent standards of fairness and does not discriminate on the basis of race, skin color, gender, nationality, disability, sexual orientation, religious belief, political affiliation, or any other factor. The Company expressly prohibits all forms of discrimination, harassment, and violence and continues to foster a friendly, equitable, diverse, and inclusive workplace culture. CLEVO places great importance on gender equality in the workplace. Managerial employees accounted for 4.7% of the total workforce, with women representing 29.5% of all managerial employees. In addition, Taiwanese nationals accounted for 96.6% of all managerial employees.

By prioritizing the recruitment of local talent, CLEVO strengthens the connection between the business and local communities and takes concrete action to support local development and residents' employment rights. At both Taipei headquarters and Kapok Computer (Kunshan), local residents accounted for more than 90% of employees, demonstrating the tangible results of the Company's active recruitment of outstanding local talent. This talent policy not only creates more local employment opportunities and supports regional economic development but also enables the business to better understand employees' actual needs regarding workplace safety and working conditions. This, in turn, helps improve the quality of life for local residents and achieves the goal of creating shared value between the business and the community.

In addition to emphasizing local recruitment, CLEVO continues to focus on employee relations and the quality of internal communication. The Company actively strengthens the communication and coordination capabilities of production line supervisors. By improving interactions between management and frontline employees, the Company seeks to foster stronger employee relations, bridge internal communication gaps, and cultivate a more supportive and cohesive workplace culture.

CLEVO has also taken concrete action to promote diversity and inclusion. In 2025, Taipei headquarters employed five persons with disabilities; Kapok Computer (Kunshan) employed 94 individuals from ethnic minority groups and one person with a disability. CLEVO will continue to foster a friendly workplace environment that encourages people from diverse backgrounds to participate in the workforce.

2023–2025 Employee Gender and Nationality Statistical Table

Category		2023			2024			2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Taipei Headquarters	Taiwanese	359	181	540	359	176	535	363	176	539
	Foreigner	2	0	2	3	0	3	3	0	3
Kapok Computer (Kunshan)	Taiwanese expatriate	14	2	16	13	2	15	13	2	15
	Mainland resident	937	634	1,571	662	860	1,522	747	552	1,299

Note: All Taiwanese employees stationed at Kapok Computer (Kunshan) had signed their employment contracts with Taipei headquarters, and therefore the headcount was listed under "Taipei headquarters."

2023–2025 Employee Distribution by Job Level

Category		2023			2024			2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Taipei Headquarters	Supervisors	57	23	80	54	24	78	60	26	86
	Non-supervisors	318	160	478	321	154	475	319	152	471
Kapok Computer (Kunshan)	Supervisors	2	0	2	2	0	2	2	0	2
	Non-supervisors	935	634	1,569	660	860	1,520	745	552	1,297

Note: All Taiwanese employees stationed at Kapok Computer (Kunshan) had signed their employment contracts with Taipei headquarters, and therefore the headcount was listed under "Taipei headquarters."

5.1.2 Recruitment and Retention Policy

CLEVO regards workforce planning as an important foundation for supporting operational development. To better align talent allocation across all units with organizational objectives, the Human Resources Department annually consolidates the staffing plans and additional workforce requirements submitted by each department and conducts an overall assessment and planning process through the "Annual Manpower Plan" and "Manpower Request Form." This preliminary systematic review provides the Company with a basis for subsequent recruitment activities, ensuring that workforce planning addresses both current operational needs and future development directions.

CLEVO conducts recruitment and appointment in accordance with its established procedures, recruits talent through open channels, and selects and appoints candidates in accordance with the "Regulations for New Employee Recruitment." The Company emphasizes objectivity and fairness in talent selection. Employment decisions are not influenced by gender, age, race, or other such factors, but are based on a comprehensive assessment of each candidate's professional capabilities, practical experience, academic background, and personal qualities.

In addition to maintaining a comprehensive recruitment mechanism, CLEVO actively develops attractive talent retention programs. The Company offers salaries above the statutory minimum wage and provides year-end bonuses, employee remuneration, and other incentives based on employee performance in recognition of their contributions. The Company has also established a fair and comprehensive performance evaluation and compensation system. Through transparent reward mechanisms and positive incentives, the Company encourages continued employee engagement, strengthens employees' willingness to remain with the organization, and further promotes individual development and sustainable business growth.

Assisting Individual Development and Understanding Employees' Thoughts for Workplace Improvement

In 2025, the Taipei headquarters recorded an overall new hire rate of 9.5% and a turnover rate of 8.6%. At Kapok Computer (Kunshan), due to production line adjustments in recent years, both the new hire rate and turnover rate have increased slightly, reaching 213.9% and 231.1%, respectively. CLEVO remains committed to actively attracting talent and strengthening internal communication in order to improve employee retention.

CLEVO incorporates exit interviews with departing employees into its human resource management framework and systematically collects information on the reasons for their departure as a key reference for reviewing the workplace environment and employee experience. Based on the interview results, the Company continues to adjust and optimize its human resource strategies to enhance employee satisfaction and overall talent retention. In addition, CLEVO continues to improve the working environment and provide more diverse and competitive benefits, compensation packages, career development and advancement opportunities, and more flexible work arrangements, thereby further strengthening employees' willingness to remain with the organization and improving the overall retention rate.

Analysis of 2025 Turnover Rate Trends and Causes

Region	Analysis of Turnover Rate Trends and Causes	Corresponding strategy
Taipei Headquarters	The turnover rate was 11.2% in 2024 and declined further to 8.6% in 2025, indicating that the Company's talent retention strategies have gradually produced results and that employee attrition has been effectively controlled. Further analysis of the reasons for employee departures in 2025 found that "Other Employment Opportunities" (39%) and "Personal Factors" (29%) were the primary reasons. Of these, the relatively high proportion of employees leaving for better employment opportunities reflects strong external market demand for talent and also indicates that the Company has room to further improve the retention of key and high performing talent.	To strengthen talent retention, the Company has begun reviewing and optimizing its compensation system and incentive mechanisms. It plans to enhance the willingness of high performing talent to remain with the Company through a competitive market salary structure, performance based rewards, and career development opportunities. At the same time, the Company continues to promote employee care initiatives and diverse communication channels to strengthen employee cohesion, reduce the risk of involuntary turnover, ensure operational stability, and support the Company's long-term sustainable business objectives.
Kapok Computer (Kunshan)	The unfavorable economic environment in 2025 resulted in lower employee income, causing the turnover rate in 2025 to increase by 4.4% compared with 2024.	1. Eliminate harsh management practices on production lines 2. Implement reasonable production line scheduling

Recruitment Rate at Taipei Headquarters

Category	2024				2025			
	Male		Female		Male		Female	
	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)
Under 30 years old	18	32.1%	8	14.3%	22	41.5%	8	15.1%
Age 30–50	19	33.9%	9	16.1%	14	26.4%	7	13.2%
Over 50 years old	2	3.6%	0	0.0%	2	3.8%	0	0.0%
Percentage of new employees by gender	39	69.6%	17	30.4%	38	71.7%	15	28.3%
Number of new employees	56				53			
Total number of employees at year end	553				557			
New recruitment rate	10.1%				9.5%			

Note 1: Headcount percentage by category (%) = number of new employees in each age group/total number of new employees
Note 2: Percentage of new employees by gender (%) = number of new employees of each gender/total number of new employees
Note 3: Recruitment rate (%) = total number of new employees/total number of employees at year end

Turnover Rate at Taipei Headquarters

Category	2024				2025			
	Male		Female		Male		Female	
	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)
Under 30 years old	16	25.8%	11	17.7%	12	25.0%	6	12.5%
Age 30–50	16	25.8%	11	17.7%	16	33.3%	8	16.7%
Over 50 years old	7	11.3%	1	1.7%	5	10.4%	1	2.1%
Percentage of departing employees by gender	39	62.9%	23	37.1%	33	68.7%	15	31.3%
Number of departing employees	62				48			
Total number of employees at year end	553				557			
Resignation rate	11.2%				8.6%			

Note 1: Headcount percentage by category (%) = number of departing employees in each age group/total number of departing employees
Note 2: Percentage of departing employees by gender (%) = number of departing employees of each gender/total number of departing employees
Note 3: Turnover rate (%) = total number of departing employees/total number of employees at year end

Recruitment Rate at Kapok Computer (Kunshan)

Category	2024				2025			
	Male		Female		Male		Female	
	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)
Under 30 years old	1,809	53.2%	925	27.2%	1,397	50.3%	707	25.4%
Age 30–50	361	10.6%	307	9.0%	337	12.1%	338	12.2%
Over 50 years old	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Percentage of new employees by gender	2,170	63.8%	1,232	36.2%	1,734	62.4%	1,045	37.6%
Number of new employees	3,402				2,779			
Total number of employees at year end	1,522				1,299			
New recruitment rate	223.5%				213.9%			

Note 1: Headcount percentage by category (%) = number of new employees in each age group/total number of new employees
Note 2: Percentage of new employees by gender (%) = number of new employees of each gender/total number of new employees
Note 3: Recruitment rate (%) = total number of new employees/total number of employees at year end
Note 4: The new hire rate exceeded 100% due to production needs and production line adjustments, which required the recruitment of new employees to supplement the workforce

Turnover Rate at Kapok Computer (Kunshan)

Category	2024				2025			
	Male		Female		Male		Female	
	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)	Headcount (persons)	Percentage (%)
Under 30 years old	1,811	52.5%	895	25.9%	1,503	50.1%	768	25.6%
Age 30–50	406	11.8%	339	9.8%	372	12.4%	359	12.0%
Over 50 years old	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Percentage of departing employees by gender	2,217	64.2%	1,234	35.8%	1,875	62.5%	1,127	37.5%
Number of departing employees	3,451				3,002			
Total number of employees at year end	1,522				1,299			
Resignation rate	226.7%				231.1%			

Note 1: Headcount percentage by category (%) = number of departing employees in each age group/total number of departing employees
Note 2: Percentage of departing employees by gender (%) = number of departing employees of each gender/total number of departing employees
Note 3: Turnover rate (%) = total number of departing employees/total number of employees at year end
Note 4: The turnover rate exceeded 100% for the following reasons: production line adjustments; student workers and hourly workers left upon the expiration of their employment agreements

Organize Campus Recruitment and Participate in Career Fairs

Amid intense competition for talent within the industry, CLEVO continues to diversify its recruitment channels and proactively engage with young people and talent from different backgrounds. In 2025, CLEVO participated in two campus recruitment events and three career fairs. By engaging with job seekers directly on campuses and at recruitment venues, the Company introduced its distinctive strengths, corporate culture, and job responsibilities, improving the effectiveness of its interactions and strengthening connections with potential talent.

Campus Recruitment

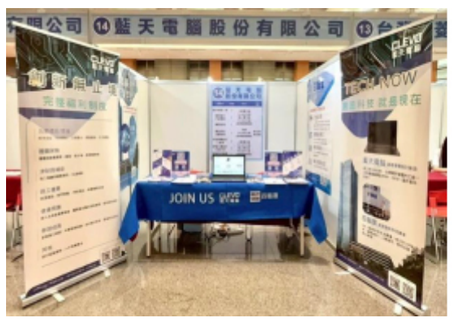
Through campus recruitment events, CLEVO engages with students face to face, introduces its corporate culture, and attracts outstanding talent with professional capabilities and a sustainability mindset. These events also help students gain an early understanding of the workplace environment and potential career paths, facilitating reciprocal engagement between talent development and business growth.





Job Fair

Through open and diverse recruitment platforms, CLEVO broadens its recruitment channels and introduces job seekers to its development direction, job responsibilities, and career development opportunities. Job vacancy information, resume submission channels, and immediate consultation services are provided on site to help job seekers gain a deeper understanding of the Company's staffing needs and working environment and attract talent with diverse expertise and backgrounds.




5.1.3 Industry–Academia Collaboration

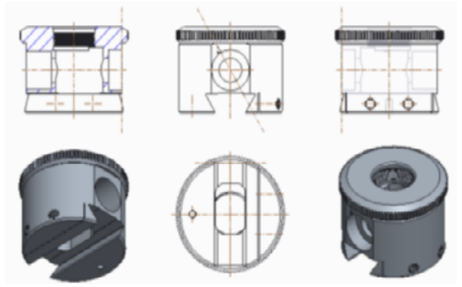
Since 2020, CLEVO has collaborated with Ming Chi University of Technology to establish a long-term internship and talent development mechanism, providing one year internships for students majoring in Electronic Engineering, Mechanical Engineering, Industrial Design, and related disciplines to cultivate future talent at an early stage. By 2025, this industry–academia collaboration program had entered its sixth year, demonstrating the Company's continued investment in talent development. To build on the results of the program, CLEVO also offers outstanding interns the opportunity to return after graduation, helping them transition smoothly into the workplace. As of the end of 2025, three interns who participated in the program had formally joined the Company through this return employment mechanism.

Number of Industry–Academia Cooperation Interns

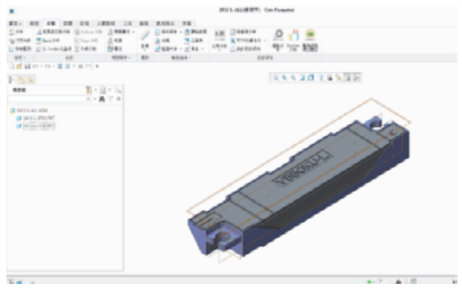
Department	2023	2024	2025
Mechanical Engineering	3	2	3
Electronic Engineering	5	0	1
Visual Communication	2	0	0
Total	10	2	4

2025 Industry–Academia Collaboration Project

Interns	Project	Project Contents
2024~2025 mechanical engineering interns (Internship completed)	New model design verification and prototype assembly	Assisted with new model design verification and prototype production, including 3D drawing revisions, model and mold inspections, functional testing, and analysis of supplier model assembly and production issues.
2025~2026 mechanical engineering interns (Internship in progress)	Mechanical design optimization and thermal module implementation	Participated in mechanical design optimization and preproduction reviews, including component disassembly and assembly, thermal module implementation, 3D and component drawing, mechanical verification, and assembly support.
2025~2026 electronic engineering interns (Internship in progress)	New model performance verification and mass production documentation support	Assisted with performance and stability verification for new models, compiled test results and prepared reports, and supported the preparation of mass production documentation and technical tasks related to components.



Computer aided 3D drafting



Speaker measurements for the top and bottom covers





Presentation of Results





Completion of the Internship and the Closing Ceremony

5.2 Friendly Workplace

CLEVO is committed to creating a workplace grounded in trust and mutual understanding and continues to deepen its open management culture by advancing communication improvement initiatives. The Company has established transparent communication mechanisms, encourages employees to express their views, and provides internal grievance channels to ensure that supervisors at all levels respond promptly to employee needs. In addition, the Company regularly holds meetings between labor and management to broadly gather employee feedback on operational management and address relevant issues through consultation and cooperation, thereby promoting harmonious labor relations.

In terms of its policies, CLEVO strictly complies with labor laws and formulates relevant management policies in accordance with fundamental international human rights principles to safeguard employee rights and interests. The Company believes that employee health and well-being are not only an important foundation of a positive workplace culture, but also contribute to improving work efficiency and strengthening talent attraction and retention. Therefore, CLEVO continues to uphold its core principle of "putting employees first," supporting employees as they embrace challenges, realize their potential, and continuously pursue excellence.

5.2.1 Employee Rights and Protection

CLEVO regards all categories of employees as important partners in business development. Both regular and contract employees are treated with equality and respect and participate in the Company's growth and value creation. To safeguard employee rights, the Company continues to create a safe and healthy working environment while helping employees balance work and life and relieve stress through diverse benefits, reasonable rest arrangements, and employee friendly policies. In its management mechanisms, CLEVO values the expression of and response to employee opinions and encourages two way communication between employees and supervisors to ensure that employee needs are fully understood and taken into consideration. By combining institutional support with effective communication, the Company is committed to creating a workplace that fosters a sense of identification and pride among employees, thereby further enhancing their sense of belonging and overall well-being.

CLEVO's Human Rights Policy

CLEVO adheres to internationally recognized human rights standards, including the "United Nations Global Compact," the "Universal Declaration of Human Rights," and the "International Labour Organization Conventions," and has formulated its Human Rights Policy accordingly. The Administrative Center is the responsible unit, and the policy applies to all employees. CLEVO strictly prohibits all acts that infringe upon or violate human rights, ensuring that all employees and related parties are treated fairly and with dignity.

CLEVO's management of human rights issues includes the following

- Providing a safe and healthy work environment (please see Ch5.4 Safe Workplace for detailed management practices)
- Eliminating discrimination and ensuring equal work opportunities (please see Ch5.1 Talent Diversity for detailed management practices)
- Prohibition against forced labor (please see Ch 5.2 Friendly Workplace for detailed management practices)
- Prohibition against child labor (please see Ch 5.1 Talent Diversity)
- Helping employees maintain physical/mental health and work–life balance (please see Ch 5.4 Safe Workplace for detailed management practices)
- Regular examination and assessment of relevant systems and behaviors

5.2.2 Communication Channels

To foster a diverse and open workplace culture, CLEVO encourages employees to express their opinions freely and has established diverse and accessible communication and grievance mechanisms that serve as important channels for dialogue between employees and management. Taipei headquarters has dedicated Chinese and English whistleblower mailboxes and a hotline; Kapok Computer (Kunshan) has established a General Manager's mailbox, and employees may also submit grievances to the head of their division, department, or the Human Resources Department.

In addition to its routine communication mechanisms, the Company regularly holds meetings between labor and management to gather employee feedback on its operating locations and operational processes. Through joint discussions, clarification of issues, and the implementation of improvement measures, the Company promotes mutual understanding and consensus between employees and management and maintains positive working relationships. In 2025, CLEVO received no employee complaints.

Employees who wish to raise a complaint may do so through the following channels:

Grievance mailbox	P.O. BOX 3-96, Sanchong, New Taipei City 24199 Taiwan (R.O.C.)
E-mail	audit@clevo.com.tw
Tel	886-2-29950299

In the event of significant operational changes, such as the relocation of operating locations, workforce restructuring, business outsourcing, acquisitions, or mergers, that affect staffing arrangements, working conditions, or the working environment, CLEVO will proactively explain the changes and notify employees in accordance with the minimum notice periods set out in the table below. This ensures that employees receive relevant information at an early stage and have sufficient time to adjust their work and career plans accordingly. Through advance notice and transparent communication mechanisms, the Company not only strengthens mutual trust between employees and management, but also further safeguards employee rights and helps the organization maintain operational stability and overall resilience during periods of transformation or significant change.

Minimum notice periods for major operational changes

Employees having worked continuously for 3 months but less than 1 year	Announce 10 days in advance
Employees having worked continuously for 1 year but less than 3 years	Announce 20 days in advance
Employees having worked continuously for 3 years or more	Announce 30 days in advance

Note: Kapok Computer (Kunshan) observes rules of the local labor authority and announces changes 30 days in advance

5.2.3 Employee Welfare Policy

Total investment in employee benefits in 2025

NT$**27.44 million**



Note: RMB exchange rates are calculated based on the average exchange rate for the reporting year.

To help employees balance work and life and promote interaction across departments, CLEVO continues to provide a diverse range of employee benefits. In addition to standard benefits such as travel subsidies, personal allowances, and holiday bonuses, the Company also provides free health consultations and a variety of club activities that employees may choose to join based on their interests, further enriching their experiences outside of work.

Through its comprehensive benefits system, CLEVO not only enhances employees' quality of life and work life balance, but also promotes interaction and stronger connections among employees from different departments, further fostering a positive and harmonious workplace culture. The Company is committed to creating a positive working environment. In 2025, employee welfare expenditures for the Notebook Business Unit reached NT$27.44 millionNote, demonstrating the Company's commitment to employee care and well-being.

Employee Benefits Overview at Taipei Headquarters

Employee Activity Subsidies

- Department gathering and birthday party: the Company subsidizes each department for birthday parties, gatherings, and various activities. Monthly welfare allowance increased from NT$100 per person per month to NT$200 per person per month starting March 2023.
- Travel subsidies: In addition to organizing a one day Family Day event at Tamkang Farm, the Company provides a subsidy of NT$12,000 per person for group domestic or overseas travel, or NT$6,000 per person for independent travel.

Employee Personal Subsidies

- Childbirth subsidy: NT$3,200 for the employee and NT$1,600 for the employee's spouse.
- Funeral subsidy: NT$10,000 for the employee, NT$5,000 for the employee's spouse, and NT$3,000 for the employee's parents or children.
- Birthday bonus: NT$1,000 or gift of equivalent value.
- Wedding bonus: NT$4,800 for the employee.
- Transportation Subsidy: NT$1,000 per person per month; an additional NT$1,000 to NT$1,340 per month for those using company-leased parking spaces.
- Meal Subsidy: A lunch subsidy of NT$35 per meal is provided for meals ordered through the General Affairs Office or consumed in the employee cafeteria. For overtime work in the evening, dinner is provided free of charge to support employees' dining needs.
- Group insurance (covering spouse and children): depending on job grade, employees are offered term life, accident, inpatient treatment, injury treatment, and cancer treatment coverage.
- Compassionate cash for injury/illness: employees who undergo 5 days of inpatient treatment or more may request compassionate cash.

Festive Cash

- Chinese New Year, Labor Day, Dragon Boat Festival, and Mid-Autumn Festival: A total of NT$4,000 in cash gifts or gift items is provided.

Others

- Year-End Party and Employee Raffle: An annual year-end banquet is held featuring performances and a raffle draw for employees.
- Online library: Provides employees with the ability to reserve and pick up books online.
- Purchasing products of affiliated enterprises with discounted prices: Employees and their family members are eligible to purchase products from affiliated companies at prices more favorable than market rates.
- Flexible working hours: Employees may start work between 8:30 and 9:30 a.m. and leave between 5:30 and 6:30 p.m., offering flexibility in their daily schedules.
- Health consultation: Ongoing health consultation services are provided for employees with abnormal health check results to help them monitor and manage their health conditions.
- Nursing room: A private and secure space is available for female employees to breastfeed or prepare breast milk.

Employee Benefits Overview at Kapok Computer (Kunshan)

Fixed Subsidies

- Employee group insurance and dependent insurance: group accident insurance is provided
- Transportation subsidy

Flexible Subsidies

- Wedding and funeral subsidies: RMB 100 as a wedding gift for employees and RMB 200 as a funeral condolence payment
- Birthday gift vouchers: RMB 100 for employees with at least one year of service, RMB 50 for employees with at least 180 days of service, and RMB 20 for employees with at least 30 days of service
- Injury and illness assistance
- Continuing education subsidy
- Children's education subsidy
- Travel subsidy: the Company organizes employee trips and provides travel subsidies based on seniority

Centrally Allocated Benefits

- Festive treats: mooncakes are distributed for the Mid-Autumn Festival, rice dumplings and salted duck eggs for the Dragon Boat Festival, beverages for Christmas, and an additional meal for the Lantern Festival
- Refreshments: the production workshop pantry provides sour plum drinks during the summer to help employees stay cool, ginger tea during cold weather to keep employees warm, and complimentary beverages on International Women's Day

Others

- Nursing room: a dedicated space is provided for female employees to breastfeed
- Manager birthday celebrations: for department heads and above
- Departmental gatherings: Year-end party and departmental dining expenses
- Year-end party: activities include prize drawings, performances, and recognition of outstanding and long serving employees (including contract workers employed through staffing agencies)
- Movie vouchers: Distribution of movie vouchers

Café

CLEVO places great importance not only on employee performance, but also on continuously enhancing the office environment and workplace atmosphere. The Company has installed free coffee machines and created a comfortable café style lounge where employees can relax and take short breaks from work while interacting and building stronger connections with their colleagues. Through a friendly and supportive work environment, the Company further enhances team cohesion and employee job satisfaction.



Coffee Bar and Reception Area

Pension Plan

In accordance with the Labor Standards Act and related regulations, CLEVO makes monthly pension contributions based on each employee's salary and the labor pension scheme applicable to the employee (the new or old scheme), as follows:

I. Employees covered by the new scheme: monthly contributions are calculated based on each employee's individual salary in accordance with the "Monthly Contribution Wage Classification Table of Labor Pension," at a contribution rate of no less than 6%, and are deposited into the employee's individual labor pension account established by the Bureau of Labor Insurance, Ministry of Labor.

II. Employees covered by the old scheme: the Company makes monthly contributions to the labor pension reserve fund at a rate of 2% to 15% in accordance with applicable regulations, with the funds deposited into a dedicated labor pension reserve fund account at the Bank of Taiwan.

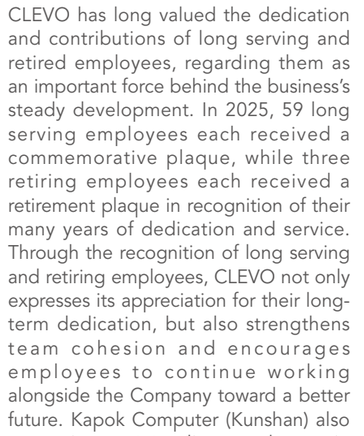
For its overseas operations, the Company also establishes retirement plans in accordance with local labor laws and retirement regulations.

Defined Benefit Pension Plan Amounts for 2025	
Present Value of Defined Benefit Obligations	302,364,829
Fair Value of Plan Assets	-415,879,291
Net Defined Benefit Liability (Asset)	-113,514,462

Note: Unit in NT$

Recognition of Long Serving, Retiring, and Outstanding Employees

CLEVO has long valued the dedication and contributions of long serving and retired employees, regarding them as an important force behind the business's steady development. In 2025, 59 long serving employees each received a commemorative plaque, while three retiring employees each received a retirement plaque in recognition of their many years of dedication and service. Through the recognition of long serving and retiring employees, CLEVO not only expresses its appreciation for their long-term dedication, but also strengthens team cohesion and encourages employees to continue working alongside the Company toward a better future. Kapok Computer (Kunshan) also recognizes outstanding employees in appreciation and acknowledgment of their performance and dedication to their roles.







Recognition of Outstanding Employees





Retired Staff Rewards





Senior Staff Rewards

Family Friendly Support for Marriage, Childbirth, and Family Care

CLEVO recognizes employees' practical needs relating to marriage, childbirth, and family care and is committed to creating a friendly and supportive workplace that helps employees balance career development with family responsibilities. The Company provides benefits such as wedding gifts, childbirth subsidies, and funeral subsidies, as well as group insurance covering employees' spouses and children, thereby easing the financial burden on employees and their families at different stages of life. In addition, the Company provides a private nursing room for female employees and offers flexible working hours, enabling employees to arrange their schedules according to their personal and family needs.

In 2025, CLEVO also organized a Family Day excursion to Tamkang Farm and invited employees to participate with their families. The itinerary combined recreation with educational experiences, allowing employees to enjoy quality time with their families in a relaxed and pleasant atmosphere. The event strengthened emotional connections between employees and their families and demonstrated the Company's care and support for employees' family lives. A total of 332 people participated in the event, comprising 114 employees and 218 family members. Through diverse policies and benefit programs, CLEVO continues to create a more caring, inclusive, and employee friendly workplace.




CLEVO Family Day excursion

Diverse Recreational Activities

In addition to providing a variety of activity and personal subsidies, CLEVO continues to organize social and networking events, including domestic and overseas group trips, employee birthday celebrations, and year-end banquets. These activities promote interaction among employees, strengthen collaboration across departments and team cohesion, and foster a friendly, caring workplace culture. Honhui Siyuan Plaza, where Taipei headquarters is located, holds market events during the Dragon Boat Festival, Mid-Autumn Festival, and Christmas, and invites employees to participate. These events allow employees to relax outside of work and promote communication and interaction among colleagues.



Employee Birthday Celebrations



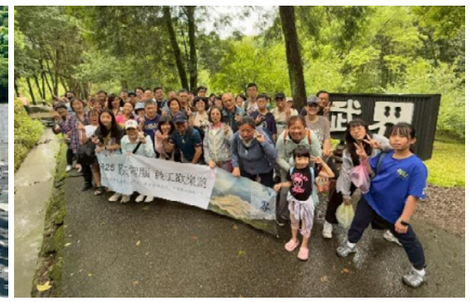

Group Trip to Kyushu, Japan




Group Trip to Cebu, Philippines




Group Trip to Da Nang, Vietnam

Group Trip to Wujie, Nantou





Group Camping Trip to Keelung





Year-End Party




Dragon Boat Festival Market






Mid-Autumn Festival Market






Christmas Market Festival

Sustainability Report Cover Design Competition

Through its annual Sustainability Report, CLEVO transparently discloses its environmental, social, and governance (ESG) efforts, providing a bridge for communication with stakeholders.

A total of 12 entries were submitted for this year's cover design competition, with "Urban Greenery" selected as the winning design. Featuring a forest extending from a notebook computer, the design symbolizes the coexistence of technology and nature and demonstrates employees' efforts to translate sustainability ideals into core business values.



Winner of the Sustainability Report Cover Design Competition

Parental Leave

CLEVO places great importance on gender equality and complies with the Gender Equality in Employment Act and other related regulations. The Company encourages eligible employees to apply for parental leave, supporting them in balancing career development with family responsibilities. In addition to promoting gender friendly measures in the workplace, the Company has established a comprehensive leave management system that allows employees with family care needs to apply flexibly for relevant types of leave according to their individual circumstances. In 2025, the unpaid parental leave application rate at Taipei headquarters reached 25%, while the paid parental leave application rate at Kapok Computer (Kunshan) remained at 100%, demonstrating the effective implementation and active utilization of these policies.



2025 Parental Leave Application, Reinstatement, and Retention Rates – Taipei Headquarters

Item	Male	Female	Total
A. No. of employees qualified to apply for unpaid parental leave in 2025	17	11	28
B. No. of employees applied for unpaid parental leave in 2025	0	1	1
C. No. of employees expected to be reinstated from unpaid parental leave in 2025	0	0	0
D. No. of employees reinstated from unpaid parental leave in 2025	0	0	0
E. No. of employees reinstated in 2024	0	2	2
F. No. of employees reinstated from unpaid parental leave in 2024 and continued working for 1 year	0	1	1
Application rate (B/A)	0.0%	9.1%	3.6%
Reinstatement rate (D/C)	-	-	-
Retention rate (F/E)	-	50.0%	50.0%

Note:

A. Number of employees eligible to apply for parental leave without pay in 2025: employees who had children under the age of three during 2025/01/01–2025/12/31

B. Number of employees who applied for unpaid parental leave in 2025: The number of employees who applied for unpaid parental leave between 2025/01/01 and 2025/12/31.

C. No. of employees expected to be reinstated from unpaid parental leave in 2025: number of employees whose unpaid parental leaves were due to expire between 2025/01/01 and 2025/12/31

D. No. of employees reinstated from unpaid parental leave in 2025: number of employees whose unpaid parental leaves were due to expire between 2025/01/01 and 2025/12/31 and had been reinstated during this time

E. No. of employees reinstated from unpaid parental leave in 2024: number of employees who had been reinstated from unpaid parental leave between 2024/01/01 and 2024/12/31

F. No. of employees reinstated from unpaid parental leave in 2024 and continued working for 1 year: number of employees who had been reinstated from unpaid parental leave between 2024/01/01 and 2024/12/31 and continued working for one year since reinstatement

2025 Parental Leave Application, Reinstatement, and Retention Rates – Kapok Computer (Kunshan)

Item	Male	Female	Total
A. No. of employees qualified to apply for unpaid parental leave in 2025	28	38	66
B. No. of employees applied for unpaid parental leave in 2025	28	38	66
C. No. of employees expected to be reinstated from unpaid parental leave in 2025	0	0	0
D. No. of employees reinstated from unpaid parental leave in 2025	0	0	0
E. No. of employees reinstated in 2024	0	0	0
F. No. of employees reinstated from unpaid parental leave in 2024 and continued working for 1 year	0	0	0
Application rate (B/A)	100.0%	100.0%	100.0%
Reinstatement rate (D/C)	-	-	-
Retention rate (F/E)	-	-	-

Note:

A. Number of employees eligible to apply for parental leave without pay in 2025: employees who had children under the age of three during 2025/01/01–2025/12/31

B. Number of employees who applied for unpaid parental leave in 2025: The number of employees who applied for unpaid parental leave between 2025/01/01 and 2025/12/31.

C. No. of employees expected to be reinstated from unpaid parental leave in 2025: number of employees whose unpaid parental leaves were due to expire between 2025/01/01 and 2025/12/31

D. No. of employees reinstated from unpaid parental leave in 2025: number of employees whose unpaid parental leaves were due to expire between 2025/01/01 and 2025/12/31 and had been reinstated during this time

E. No. of employees reinstated from unpaid parental leave in 2024: number of employees who had been reinstated from unpaid parental leave between 2024/01/01 and 2024/12/31

F. No. of employees reinstated from unpaid parental leave in 2024 and continued working for 1 year: number of employees who had been reinstated from unpaid parental leave between 2024/01/01 and 2024/12/31 and continued working for one year since reinstatement

5.3 Career Development

5.3.1 Salary and Remuneration

CLEVO has established a competitive and equitable compensation system and is committed to providing an equal working environment free from discrimination based on gender, race, or religion, enabling every employee to develop with confidence and realize their full potential. In addition to offering compensation above the statutory minimum wage, the Company provides a diverse range of rewards, including fixed salaries, year-end bonuses, and bonuses based on individual and departmental performance, to recognize employee contributions and enhance work engagement.

Through its comprehensive compensation and reward mechanisms, CLEVO seeks to attract and retain outstanding talent, further enhance employee satisfaction and willingness to remain with the organization, and provide a foundation for continued business growth and sound development.

Item	2024	2025	Explanation of Differences
Average salary of full-time nonmanagerial employees (NT$)	1,209,344	1,221,320	The Company implemented salary adjustments during the year, which increased employees' base salaries and resulted in an increase in the annual average salary compared with the previous year.
Median salary of full-time nonmanagerial employees (NT$)	1,116,000	1,133,250	

Note: This table includes only the salaries of full-time nonmanagerial employees at Taipei headquarters.

5.3.2 Promotion System

To support employees' diverse development, CLEVO provides open and transparent information on internal job vacancies, enabling employees to explore different career paths, pursue more learning and growth opportunities, and promote internal talent mobility. To support employee career development, the Company has also established a performance evaluation and promotion system that serves as an important basis for assessing competency performance and advancement potential.

In addition, CLEVO regularly reviews employees' competencies and training needs and provides professional development subsidies to encourage employees to continuously enhance their professional capabilities and explore development opportunities beyond their current roles. Through institutionalized talent cultivation and development mechanisms, the Company not only strengthens employees' capacity for growth, but also further enhances the organization's overall competitiveness.

Performance Evaluation

Each year, supervisors at all levels conduct performance evaluations based on employees' annual performance, with the evaluation results serving as an important reference for subsequent promotions and salary adjustments. To strengthen employee capability development, the Company encourages department supervisors and employees to communicate face to face, jointly establish annual objectives, formulate implementation plans, and track progress to improve the effectiveness of objective management. In addition, supervisors dynamically review and adjust individual or team key performance indicators (KPIs) in response to market changes and the Company's business direction, ensuring that performance objectives remain aligned with the organization's overall development. Through continuous communication and dynamic management mechanisms, CLEVO further enhances the relevance and development focus of its performance management.

Number of Employees Who Received Periodic Performance and Career Development Reviews in 2025

Taipei Headquarters

Category	Male			Female		
	Number of employees receiving performance evaluations	Total number of employees	Percentage of employees receiving performance evaluations	Number of employees receiving performance evaluations	Total number of employees	Percentage of employees receiving performance evaluations
Supervisors	56	60	93.3%	26	26	100.0%
Non-supervisors	298	319	93.4%	147	152	96.7%
Total	**354**	**379**	**93.4%**	**173**	**178**	**97.2%**

Kapok Computer (Kunshan)

Category	Male			Female		
	Number of employees receiving performance evaluations	Total number of employees	Percentage of employees receiving performance evaluations	Number of employees receiving performance evaluations	Total number of employees	Percentage of employees receiving performance evaluations
Supervisors	2	2	100.0%	0	0	-
Non-supervisors	694	727	95.5%	579	552	98.1%
Total	**696**	**729**	**95.5%**	**579**	**552**	**98.1%**

Note 1: The following categories of employees are not required to participate in the periodic performance evaluation:

1. Employees who joined the Company in 2025 and are still within their probationary assessment period.
2. Employees on occupational injury leave exceeding three months and still on leave.
3. Employees who have returned from unpaid leave but have not yet completed two full months of service.

Note 2: The 2025 year-end performance evaluation process at Kapok Computer (Kunshan) commenced on December 1, 2025. Therefore, both the number of employees who received performance evaluations and the total number of employees disclosed in the table are based on employees actively employed as of November 30, 2025.



5.3.3 Lifelong Learning System

CLEVO firmly believes that employees are an essential foundation for advancing sustainable development and is committed to creating a supportive and inspiring work environment that enables every employee to grow continuously throughout their career. Through systematic training mechanisms, the Company helps employees continuously enhance their professional knowledge and skills across various fields, while encouraging them to participate in external seminars, workshops, and academic exchange activities to broaden their perspectives and stay abreast of the latest industry trends. The Company encourages employees to continue learning through their work, progressively achieve their personal career goals, and grow alongside the Company.

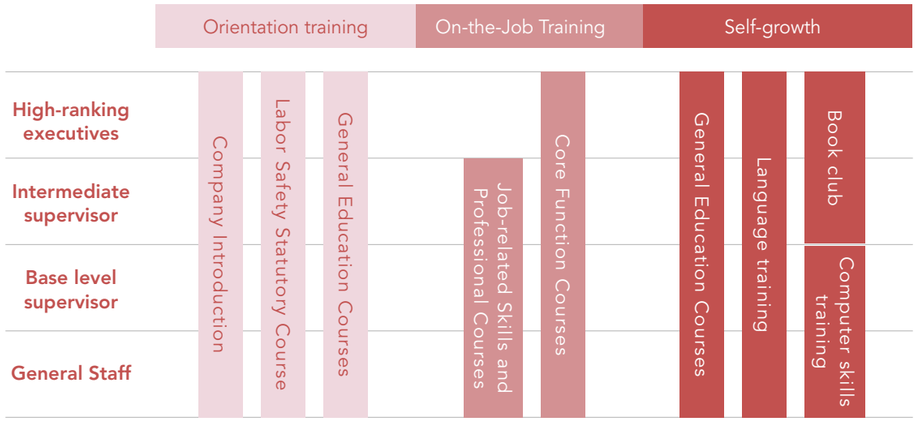
Education and Training Plan

To ensure that annual education and training plans better address the actual needs of employees in each department, the Company develops courses for different job levels and functional categories each year in accordance with the "Regulations for Education and Training," taking into account its overall strategic objectives, departmental training needs, and the Education and Training Development Framework. The overall training process encompasses needs assessments, course planning, course delivery, effectiveness evaluations, and feedback mechanisms, thereby ensuring the consistency and traceability of the education and training system. In addition to internal training, CLEVO provides subsidies for a diverse range of external courses and learning resources, encouraging employees to proactively pursue external learning opportunities and continuously strengthen their professional capabilities and competency development.



CLEVO values employee career development and plans appropriate education and training courses for employees at different job levels and in different functions in accordance with the "Training and Development Framework." The training content covers a range of areas, including professional R&D capabilities, managerial competencies, and personal development, helping employees continuously enhance their professional knowledge and overall capabilities. In the future, the Company will continue to expand its professional skills courses and strengthen management capability training for supervisors to enhance overall management effectiveness. At the same time, to encourage greater employee participation in learning, the training unit will gradually convert in-person courses to online formats, continue to optimize the learning platform, and expand the range of online learning resources, thereby further strengthening the Group's core competitiveness.

Training Execution Procedures and Workflows



Training System for New and Existing Employees

New Recruit Preemployment Training

Upon onboarding, new employees are first required to complete mandatory occupational safety courses and general orientation training arranged by the training unit. Once they have been assigned to their departments, the head of the department would also organize training courses relevant to their duties. The required education and training courses for new employees are also posted on the internal website, allowing new employees to access the information at any time.

On-job Skills (knowledge) Training

Professional skills training is divided into the following categories of courses according to functions:

- Professional knowledge
- Occupational health and safety
- Computer skills training
- Management training
- Language training

Manager Capacity Training

- CLEVO provides "EMBA Subsidy Policy" to subsidize supervisors to further their education and enhance their personal competitiveness.
- We have subscribed to 19 electronic magazines such as EMBA, Business Week, and Managers Monthly for supervisors to review and help to improve their management capabilities.
- Supervisors are encouraged to actively participate in external courses to acquire the skills they need to lead the CLEVO on a sustainable path.

Management Competency Development Project

To accurately assess managerial competencies, the Company introduced a management competency assessment mechanism in 2023 and, in 2024, identified and refined key core competency areas. Through the Management Competency Development Project, the Company aims to build a competency model aligned with organizational needs and establish a systematic training framework. This helps identify and address competency gaps among managerial staff, enhancing the effectiveness of training resource allocation and the overall quality of talent development. In addition, CLEVO introduced the following courses in 2025 to strengthen employees' managerial competencies and keep them abreast of industry trends:

Type of courses	Type of Employees Receiving Training	Course content and benefits
Managerial Competencies (digital courses)	Managers from the manager to division head levels	A diverse range of digital management courses is designed to strengthen supervisors' management concepts and leadership capabilities and enhance their skills in team leadership, communication across departments, teamwork, and other areas.
Effective Interviewing Skills Training (In-person course)	Heads of all units	In a rapidly changing environment, recruitment is critical to strengthening organizational capabilities. In response to the rise of Generation Z, practical exercises help supervisors accurately identify suitable talent. The course teaches supervisors how to use effective communication and key conversations to strengthen candidates' sense of alignment with CLEVO. It also explores talent retention strategies to help supervisors achieve the goal of "selecting the right people, placing them in the right roles, and retaining them," thereby comprehensively optimizing the Company's talent strategy.
Institute for Information Industry Digital Academy	RD and PM staff, as well as other employees interested in participating	Professional skills development courses are designed based on market trends and future development directions to help employees acquire knowledge of emerging technologies and trends and enhance their competitiveness.





Effective Interviewing Skills Training

Over the past three years, the average number of training hours per employee has continued to increase, reflecting the Company's commitment to continuous employee learning and capability development. In 2025, employees at Taipei headquarters completed a total of 14,198.5 training hours, averaging 25.5 hours per employee; employees at Kapok Computer (Kunshan) completed a total of 28,665.5 training hours, averaging 22.1 hours per employee. Approximately NT$974,000 was invested in education and training during the year. Through diverse training resources and learning opportunities, the Company encourages employees to continuously enhance their capabilities and grow, further improving their job performance and providing sustained momentum for business development.

2025 Employee Education and Training Data

Taipei Headquarters	Male			Female		
	Total hours of training	Total number of employees	Average training hours per employee	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	1,433.5	60	23.9	1,094.5	26	42.1
Non-supervisors	7,631.5	319	23.9	4,039.0	152	26.6
Total	**9,065.0**	**379**	**23.9**	**5,133.5**	**178**	**28.8**

Taipei Headquarters	Total sessions	Number of trainees	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	176	1,231	2,528.0	86	29.4
Non-supervisors	227	6,485	11,670.5	471	24.8
Total	**234**	**7,716**	**14,198.5**	**557**	**25.5**

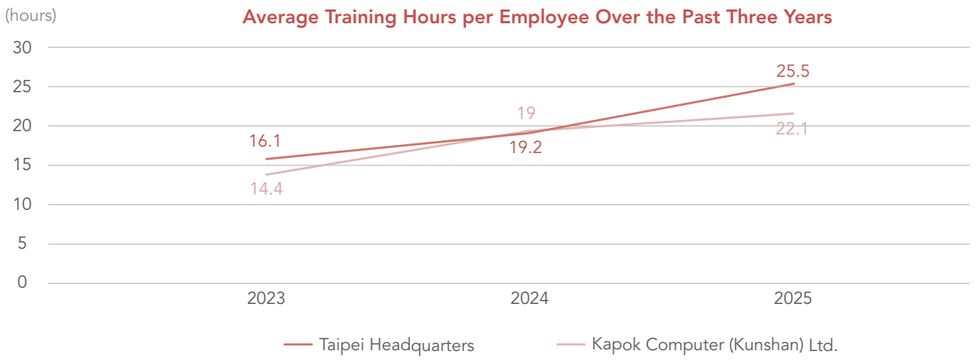
Note: Average training hours per employee = total training hours for the year / number of employees at year end

Kapok Computer (Kunshan)	Male			Female		
	Total hours of training	Total number of employees	Average training hours per employee	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	80.0	2	40.0	0	0	-
Non-supervisors	16,143.0	745	21.7	12,442.5	552	22.5
Total	**16,223.0**	**747**	**21.7**	**12,442.5**	**552**	**22.5**

Kapok Computer (Kunshan)	Total sessions	Number of trainees	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	40	80	80.0	2	40.0
Non-supervisors	551	8,534	28,585.5	1,297	22.0
Total	**591**	**8,614**	**28,665.5**	**1,299**	**22.1**

Note: Average training hours per employee = total training hours for the year / number of employees at year end

Average Training Hours per Employee Over the Past Three Years



Note: The calculation method for average training hours in 2023 and 2024 was revised to divide total training hours for the respective year by the number of employees at year end. Accordingly, the average training hours for 2023 and 2024 were restated.

5.4 Safe Workplace

Material topic: Occupational Health and Safety

Explanation of Impacts

- CLEVO places great importance on a corporate culture of environmental, health, and safety (EHS), striving for zero workplace accidents through continuous improvement and review. These efforts not only enhance workplace safety but also actively promote employees' physical and mental well-being, as well as their work–life balance. To this end, the Company advocates for the implementation of the four key programs promoted by the Occupational Safety and Health Administration, which include: prevention of ergonomic hazards, prevention of diseases caused by abnormal workload, protection of maternal health in the workplace, and preventive measures against unlawful acts encountered during duty. In addition to early-stage employee education and awareness campaigns, the Company also conducts regular audits and maintains follow-up records. Furthermore, to implement occupational safety and health policies, foster a safety-oriented culture, and build a healthy workplace environment, the Company has established ten management objectives. These goals are promoted through company-wide consultation and participation to ensure their effective achievement.

Policy Commitments

- The Company has formulated the corresponding target indicators to implement the Occupational Safety and Health Management Plan, construct a safety and health culture, and create a healthy workplace environment. All employees participate in the execution to achieve the goal.
- Comply with the Occupational Safety and Health Act to improve workplace safety.
- Creating a safe and healthy work environment enables employees to work with peace of mind, perform with high efficiency and quality, and safeguards their safety and health.
- The Company strictly adheres to occupational safety and health regulations and implements the requirements of ISO 45001, integrating them into every aspect of daily operations. These efforts are aimed at continuously enhancing health and safety performance, thereby creating a safe and healthy working environment for all employees.

Goals

- CLEVO places a strong emphasis on fostering a corporate culture of environmental, health, and safety (EHS). The Company regularly reviews and discusses regulatory compliance for the four major occupational safety programs, and conducts awareness training at the end of each year to maintain zero incidents.
- **Annual goals:** Zero cases of occupational disease, food poisoning, or major accidents resulting in injury or fatality.
- **Short-term (2026):** Perform a 100% physical examination of all employees in positions with potential occupational hazards; conduct two escape drills; and conduct two safety and occupational health training sessions.
- **Mid-term (2028):** Implement occupational health and safety management for outsourced contractors; maintain occupational safety and health management records; and raise employee awareness of occupational safety and health.
- **Long-term (2030):** Maintain comprehensive occupational safety and health management records; enhance employee awareness of occupational safety and health.

Material topic: Occupational Health and Safety

Responsible Unit

- **Taipei Headquarters:** Occupational Safety and Health Committee
- **Kapok Computer (Kunshan):** Occupational Safety Committee

Resources Invested

- The Company is committed to providing a healthy and safe working environment to protect the physical and mental well-being of employees and reduce occupational safety and health risks. Through company-wide participation and consultation, CLEVO continuously improves its performance in environment, health, and safety.
- A fire safety response team has been assembled to organize drills and promote awareness of fire safety.
- **Taipei Headquarters:** The site has three full-time occupational safety and health personnel and has established an Occupational Safety and Health Committee composed of 23 members. Committee meetings are held quarterly. Each quarter, legal compliance reviews and on-site inspections are conducted, and the results are reported during the committee meetings.
- **Kapok Computer (Kunshan):** The Occupational Safety Committee includes three full-time and 11 part-time occupational safety and health personnel. All personnel have passed the required assessments and hold valid certifications for their respective roles.

Grievance System

Taipei Headquarters

- Raise issues through the Occupational Safety and Health Committee.
- Communicate concerns to the Human Resources or Occupational Safety and Health unit.
- Use the grievance hotline: 886-2-29950299 or dedicated grievance email address: audit@clevo.com.tw

Kapok Computer (Kunshan)

- Internally, employees may report safety concerns through occupational safety committee personnel, directly to the EHS Office, or via the General Manager's mailbox. Externally, safety issues can be reported through the national safety reporting hotline on 12350.

Action Plans

Taipei Headquarters

- Safety and health awareness is included as part of the onboarding process for new employees.
- Conduct annual assessments and follow up on the prevention of unlawful infringement in the workplace.
- Implemented safe work instructions and a self-inspection system to enhance workplace safety.
- Continue to implement the four major programs, including the Prevention of Ergonomic Hazards, Prevention of Diseases Induced by Abnormal Workloads, Maternal Health Protection, and Prevention of Unlawful Infringement in the Performance of Duties, and reinforce related awareness through employee refresher training in 2025.

Kapok Computer (Kunshan)

- Formulate management plans related to safety and sanitation operations, and conduct regular inspections every year.
- Conduct fire response, emergency first aid, and other drills in accordance with the annual plan.
- Full-time occupational safety and health personnel are assigned to promote various safety and health training programs.
- Conduct internal and external audits annually to maintain ISO 45001 certification.

Material topic: Occupational Health and Safety

Annual Performance

Taipei Headquarters

- Conduct two fire safety training sessions
- Conduct five occupational safety and health refresher training sessions for all employees
- No violations of occupational safety and health laws or regulations were recorded in 2025
- Zero occupational accidents occurred in 2025

Kapok Computer (Kunshan)

- 100% of employees in positions exposed to occupational hazards completed health examinations
- Conduct two evacuation drills
- Conduct two occupational safety and health training sessions

Evaluation Mechanism

- The Company complies with all applicable laws and regulations, and no major occupational accidents occurred during the reporting year.
- Quarterly audits are conducted on environmental, health, and safety (EHS) practices, and evaluations are carried out through the Safety and Health Committee.
- In 2025, no major irregularities or employee complaints were identified through assessments and audits.



5.4.1 Occupational Health and Safety

Occupational Health and Safety Management System

In addition to implementing 5S workplace management, Taipei headquarters continues to strengthen the implementation of the four major programs, including the Prevention of Ergonomic Hazards, Prevention of Diseases Induced by Abnormal Workloads, Maternal Health Protection, and Prevention of Unlawful Infringement in the Performance of Duties. Briefing sessions are held, and relevant content is incorporated into employee education and training to raise awareness of, and attention to, occupational health and safety issues.

Kapok Computer (Kunshan) follows the ISO 45001:2018 Occupational Health and Safety Management System standard and has established a prevention oriented occupational health and safety management system. Annual audits are conducted to ensure the effective implementation of relevant management measures. The occupational health and safety management system covers all employees, contractors, labor dispatch workers, interns, and other nonemployee workers entering the plant.

Occupational Safety and Health Committee

Taipei headquarters has established an Occupational Safety and Health Committee. In 2025, the Committee consisted of 23 members, including 14 employee representatives, exceeding the statutory requirement that employee representatives account for at least one third of the Committee. The Occupational Safety and Health Committee meets quarterly to discuss the implementation of occupational health and safety measures and other related matters. In 2025, the committee primarily discussed the following topics:

1. Provide recommendations on the occupational health and safety policies formulated by the employer.
2. Coordination and recommendations for the occupational safety and health management plan.
3. Review of the implementation plan for safety and health education and training.
4. Review of workplace environment monitoring plans, monitoring results, and follow-up measures.
5. Review of health management, occupational disease prevention, and health promotion initiatives.
6. Review of various safety and health proposals.
7. Review of self-inspections and safety and health audit matters within the organization.
8. Review of preventive measures related to machinery, equipment, raw materials, and substances.
9. Review of occupational injury investigation reports.
10. Evaluation of on-site safety and health management performance.
11. Review of safety and health management for contracted operations.
12. Others

In addition to the meetings described above, Taipei headquarters also convenes the following meetings to promote employee health and environmental management:

1. Employee health promotion meeting: plan annual health promotion activities, including health seminars, exercise classes, and health management measures, to enhance employee health awareness and foster a healthier workplace environment.
2. Annual employee health examination planning meeting: discuss the annual employee health examination program, examination items, and partner medical institutions to improve the employee health management system.
3. Work life balance promotion meeting: discuss applications for work life balance subsidies from the Ministry of Labor and plan parent child activities for employees to promote their physical and mental well-being and foster a family friendly workplace.
4. Office environment and hygiene management meeting: discuss office cleaning and maintenance, vector control, greenery and plantings, year-end cleaning, and other matters to continuously improve the quality of the office environment.

Kapok Computer (Kunshan) has also established an Occupational Safety Committee comprising three management representatives and 11 employee representatives, with employee representatives accounting for no less than 50% of the Committee. The Committee is responsible for proposing and reviewing occupational health and safety matters and supervising their implementation. The Occupational Safety Committee meets monthly to discuss occupational health and safety conditions in a timely manner. In 2025, the committee primarily discussed the following topics:

1. Review and adjust annual occupational health and safety objectives, including occupational injury rate control and occupational disease prevention indicators.
2. Evaluate the effectiveness of employee safety education and training.
3. Revise emergency response plans.
4. Reports on fire drills and emergency chemical spill drills.

Location	Taipei Headquarters	Kapok Computer (Kunshan)
Number of members	23 members	14 members
Highest-level reporting officer	Vice Chairman	Vice President, Kapok Computer (Kunshan)

Contractor Management

To ensure the health and safety of contractors operating within CLEVO's workplaces, CLEVO has established the Contractor Management Operating Guidelines, which provide detailed procedures for managing occupational health and safety in contractor-related work environments. These guidelines not only represent a commitment to contractors but also reflect the Company's responsibility toward all its business partners. The Company emphasizes that contractors should align with CLEVO's values and safety culture and requires their active participation in occupational safety and health training to jointly foster a safe working environment.

Education, Training, and Awareness

CLEVO provides occupational safety training courses for new employees each year and regularly conducts workplace safety training for existing employees to ensure that all employees possess the necessary safety and health knowledge, risk identification skills, and proper work practices. In addition, CLEVO provides contractors with safety information and awareness briefings to ensure that all personnel better understand potential hazards in the workplace, thereby effectively preventing occupational accidents.

Region	Type of courses	Participants	Training hours	Training attendances	Number of sessions	Total training hours (Training hours × training attendances)
Taipei Headquarters	General safety and health education and training	All employees	3	488	5	1,464
Kapok Computer (Kunshan)	Training on laws, regulations, and internal policies	All employees	2	11	1	22
	Occupational health management training	Manufacturing Division, MOFA Division, Quality Assurance Division, Warehousing, and other units	2	9	1	18
	Safety training for special operations	Facilities Management and departments involved in outsourced operations	2	10	1	20
	Emergency rescue and safety response training	Plant emergency response team members	2	11	1	22



Occupational Safety and Health Refresher Training for All Employees at Taipei Headquarters



Training on Laws, Regulations, and Internal Policies at Kapok Computer (Kunshan)



Plant Construction Safety Management Training at Kapok Computer (Kunshan)



Emergency Rescue and Safety Response Training at Kapok Computer (Kunshan)

In addition to regularly conducting education and training courses, CLEVO implements the following awareness and inspection measures to ensure that employees remain informed of occupational safety precautions and that workplaces comply with government regulations and the Company's internal requirements.

Item	Description
Awareness and Communication	The occupational safety and health page on CLEVO's corporate Website provides safety, health, and wellness information, records of occupational safety activities, and publicly available information on environmental monitoring. Kapok Computer (Kunshan): regularly maintains and updates the occupational health bulletin board to promote relevant information.
Safety Performance Evaluation	Kapok Computer (Kunshan): conducts annual production safety performance evaluations for each department, covering safety objectives, fundamental safety management, onsite operational safety management, and other items. Employees also undergo annual safety performance evaluations covering accountability for occupational safety incidents, incident reporting and handling, implementation of internal policies, and other items.
Work Environment Monitoring	Taipei headquarters: conducts work environment monitoring every six months to ensure workplace safety.
Routine Inspections	Taipei headquarters: Established a self-inspection plan and conducted self-inspections to ensure the safety of work equipment and the workplace environment. Kapok Computer (Kunshan): regularly conducts workshop safety inspections, fire access route inspections, inspections of special equipment, and other inspection activities.

5S Workplace Management

To protect the safety of every employee, CLEVO has adopted Japan's 5S management system to establish principles for a healthy and safe workplace. To ensure that all work areas comply with health and safety requirements, designated occupational safety and health personnel are responsible for conducting 5S performance assessments in office areas. Identified deficiencies must be corrected within one week, and audit reports are provided accordingly.

Meanwhile, the Company encourages employees to perform laboratory inspections independently and adopt the 5S procedure in their daily work to detect anomalies and rectify the matters as soon as possible.



5.4.2 Occupational Accident and Prevention

Hazard Identification and Risk Assessment

To identify potential hazards arising from the working environment and operational processes, CLEVO's dedicated occupational health and safety units conduct annual hazard identification and operational safety risk assessments and formulate relevant measures to reduce the risk of occupational accidents.

The primary working environment at Taipei headquarters is office based, while some employees conduct R&D activities in laboratories. Overall, occupational safety risks are relatively low. Risk assessments for the prevention of unlawful infringement in the workplace and workplace environment inspections are conducted annually in accordance with applicable requirements. Corresponding work instructions or self-inspection plans are established for hazards identified in the workplace to effectively control occupational safety risks.

Kapok Computer (Kunshan) has established the "Management Procedure for Hazard Identification and Risk Assessment" and the "Occupational Disease Management Procedure." The EHS Office is responsible for consolidating information from each department concerning hazard identification, risk assessment, and risk control measures. The major high risk hazards identified in 2025 and their corresponding control measures were as follows:

Hazard Type	Control Measures
Fire, electric shock, falls from height, and collapse	1. Establish safety management rules and safe operating procedures and post warning signs onsite 2. Require personnel to complete fire safety training before commencing work 3. Require the proper use of personal protective equipment 4. Install safety risk warning signs (including emergency response measures) 5. Provide fire extinguishers
Collapse, falls from height, and being struck by objects	1. Install guardrails and protective nets 2. Install safety interlock devices on forklifts 3. Strictly prohibit open flames and smoking in warehouses and post "No Open Flames" signs in prominent locations 4. Require personnel to complete fire safety training before commencing work 5. Require the proper use of personal protective equipment 6. Install safety risk warning signs (including emergency response measures) 7. Provide fire extinguishers 8. Provide safety nets
Mechanical injury	1. Install guardrails and protective nets 2. Install safety interlock devices 3. Establish safety management rules and safe operating procedures and install warning signs and emergency stopping devices onsite 4. Require personnel to complete fire safety training before commencing work 5. Require the proper use of personal protective equipment 6. Install safety risk warning signs (including emergency response measures) 7. Provide protective gloves and safety footwear

Hazard Type	Control Measures
Noise induced hearing loss	Install sound insulation in high noise areas, provide hearing protection and supervise its proper use, and conduct annual hearing examinations.
Poisoning and asphyxiation	Install exhaust and adsorption systems in organic solvent areas, prioritize the use of materials with lower toxicity, and conduct annual complete blood count and liver function tests.
Chemical eye burns	Provide chemical resistant goggles, install eyewash stations onsite, conduct chemical handling training, and regularly inspect emergency facilities.
Chemical skin burn	Provide protective equipment such as nitrile gloves, standardize chemical handling procedures, provide skin rinsing solutions, and implement training before employees commence work.
Other pneumoconiosis	Install exhaust and dust removal systems at workstations, provide dust masks, regularly remove dust from the workplace, and conduct health examinations.
Photokeratitis	Install protective shields to prevent radiation leakage, provide ultraviolet protective goggles, and standardize equipment operating procedures.
Cataracts	Control illumination levels in work environments involving intense light, provide protective goggles, and include vision examinations in annual occupational health examinations.

Emergency Response Drills

In addition to establishing various occupational safety management procedures, CLEVO organizes emergency response drills to familiarize employees with disaster response procedures, evacuation routes, and the operation of protective equipment. Taipei headquarters conducted two fire drills in 2025, providing employees with practical experience in evacuation and firefighting procedures.



Workplace Disaster Prevention Seminar



Fire Safety Education and Training

In 2025, Kapok Computer (Kunshan) conducted a total of eight emergency response drills, including fire evacuation drills, chemical spill response drills, hands on emergency evacuation training, and cardiopulmonary resuscitation (CPR) drills. These practical drills enhanced employees' ability to respond effectively to emergencies.



Fire Emergency Evacuation Drills



Chemical Spill Emergency Response Drill



Cardiopulmonary Resuscitation (CPR) Drill

Occupational Injuries and Diseases

CLEVO places great importance on the prevention of occupational injuries, and Taipei headquarters has maintained a record of zero occupational accidents for several consecutive years. Only two minor accidents occurred at Kapok Computer (Kunshan) in 2025. One was a traffic related accident, and the other involved an employee who fell while handling materials. Following the accidents, the Company promptly arranged medical treatment and completed the required occupational injury reporting. No fire incidents occurred at Taipei headquarters or Kapok Computer (Kunshan) in 2025, and there were no casualties resulting from fire.

Post incident investigations identified insufficient employee safety awareness and inadequate onsite warning signs as the principal causes. Accordingly, the Company implemented the following improvement measures:

1. Traffic related injury: optimized traffic routes within the plant, installed additional collision prevention signs and speed bumps, standardized material stacking, conducted dedicated training on plant traffic safety and accident prevention, and strengthened employee safety awareness.
2. Fall while handling materials: conducted a comprehensive inspection of work areas within the plant and installed additional door locks and warning signs. Plantwide notices were issued regarding the accidents, and targeted preventive training was conducted to apply the lessons learned more broadly, including hazard anticipation training, rectification of improper material stacking, and training on procedures for working alone.

In addition, CLEVO recorded no confirmed cases of occupational disease among employees in 2025. CLEVO will continue to emphasize the prevention of occupational diseases and maintain the effectiveness of the following preventive measures. CLEVO will continue to improve its occupational safety management to safeguard employee safety and health at work.

2025 Occupational Injury Statistics for Taipei Headquarters

Type	Employees	Workers Who Are Not Employees
Working hours[1]	1,060,536	7,872
Lost days[2]	0	0
Number of recordable occupational injuries	0	0
Recordable occupational injury rate[3]	0	0
Number of high consequence occupational injuries[4]	0	0
High consequence occupational injury rate[5]	0	0
Number of fatalities resulting from occupational injuries	0	0
Rate of fatalities resulting from occupational injuries[6]	0	0
Number of occupational disease cases	0	0

Note 1: Employee hours worked are based on the total annual hours reported to the Occupational Safety and Health Administration.
Note 2: Lost days refer to the number of days during which an injured person is temporarily unable to return to work. The total number of lost days excludes the day of the injury and the day on which the person returns to work. However, it includes all intervening days (including Sundays, holidays, and days on which the business suspends operations), as well as any full days on which the person is unable to work after returning due to the occupational injury.
Note 3: Rate of recordable occupational injuries = [number of recordable occupational injuries (number of persons with occupational injuries + number of fatalities resulting from occupational injuries) x 106] / total hours worked.
Note 4: A high consequence occupational injury refers to an injury resulting in more than 180 lost workdays.
Note 5: Rate of high consequence occupational injuries = [number of high consequence occupational injuries (excluding fatalities) x 106] / total hours worked.
Note 6: Rate of fatalities resulting from occupational injuries = [number of fatalities x 106]/total hours worked.

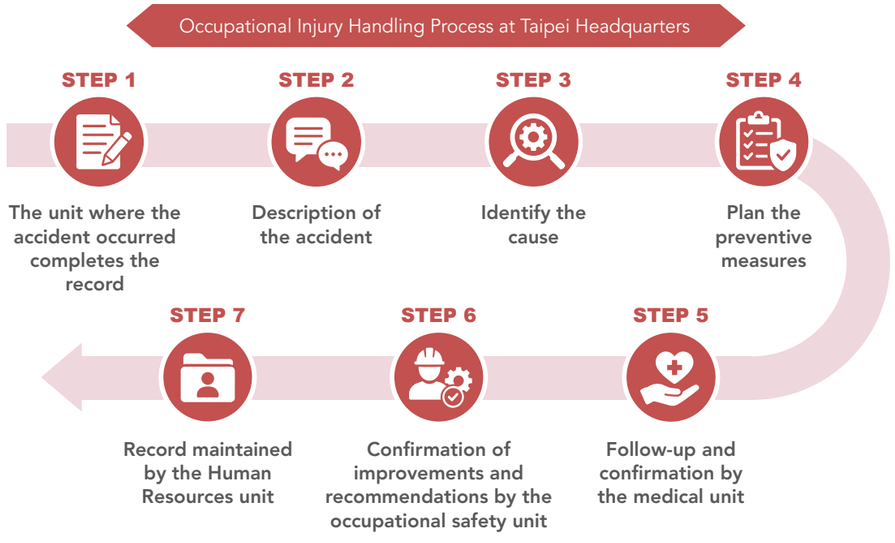
2025 Occupational Injury Statistics for Kapok Computer (Kunshan)

Type	Employees	Workers Who Are Not Employees
Working hours[1]	3,758,333	75,953
Lost days[2]	270	0
Number of recordable occupational injuries	2	0
Recordable occupational injury rate[3]	0.53	0
Number of high consequence occupational injuries[4]	0	0
High consequence occupational injury rate[5]	0	0
Number of fatalities resulting from occupational injuries	0	0
Rate of fatalities resulting from occupational injuries[6]	0	0
Number of occupational disease cases	0	0

Note 1: Lost days refer to the number of days during which an injured person is temporarily unable to return to work. The total number of lost days excludes the day of the injury and the day on which the person returns to work. However, it includes all intervening days (including Sundays, holidays, and days on which the business suspends operations), as well as any full days on which the person is unable to work after returning due to the occupational injury.
Note 2: Rate of recordable occupational injuries = [number of recordable occupational injuries (number of persons with occupational injuries + number of fatalities resulting from occupational injuries) x 106] / total hours worked.
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Note 4: Rate of high consequence occupational injuries = [number of high consequence occupational injuries (excluding fatalities) x 106] / total hours worked.
Note 5: Rate of fatalities resulting from occupational injuries = [number of fatalities x 106]/total hours worked.

Occupational Accident Investigation

CLEVO has established procedures for handling and investigating occupational injuries to ensure that injured employees receive appropriate medical treatment. The Company also investigates the causes of each incident, develops recommendations for improvement, and reports the incident and communicates relevant preventive information at occupational safety meetings.



Safety Accident Handling Process at Kapok Computer (Kunshan)

STEP 1
When an accident occurs

- When a safety accident occurs, the EHS Office shall immediately proceed to the scene and take appropriate action.
- In the event of a major accident involving casualties, the General Manager shall be notified immediately, and the accident shall be reported to the local emergency management authority within one hour.

STEP 2
Accident handling

- The EHS Office shall immediately arrange treatment for injured personnel, secure the accident scene, conduct an investigation, and analyze the causes of the accident.
- Accidents shall be handled in accordance with the "Four Principles of No Leniency" (the cause of the accident must be fully identified; responsible personnel must be held accountable; corrective measures must be implemented; relevant personnel must receive appropriate education).

STEP 3
After the accident

- The accident analysis and handling results shall be documented in the "Accident Handling Report."

Regulations for Occupational Injury Compensation

CLEVO is committed to minimizing occupational injury risks. In the unfortunate event that an employee experiences a work-related injury or illness, the Company fulfills its social responsibility by providing compensation in accordance with internal regulations to support the employee through the recovery process. CLEVO's Regulations for Occupational Injury Compensation is as follows:

- If an employee is injured or diagnosed with an occupational disease, the Company shall cover the necessary medical expenses. The types of occupational diseases and the scope of medical coverage are based on the relevant provisions of the Labor Insurance Act.
- Employees who are unable to work while undergoing medical treatments shall be compensated with full salary. If an employee cannot recover after two years of treatment and has been diagnosed by a medical institution as having lost the ability to work but does not qualify for disability benefits, the Company may pay a one-time sum totaling 40 months of average salary and be exempt from further liabilities.
- Employees who have completed their treatments but are diagnosed by a medical institution to have carried partial disabilities are entitled to receive a one-time disability compensation calculated based on average salary and the severity of the disability. Disability compensations are to be calculated according to the standards laid out in the Labor Insurance Act.
- Employees who suffer death from occupational injury or illness shall be given funeral subsidies totaling 5 months of average salary; meanwhile, the family members of the deceased are entitled to receive a one-time death compensation totaling 40 months of average salary.

5.4.3 A Healthy Workplace that Balances Work and Life

CLEVO places great importance on the physical and mental well-being of all employees and has actively promoted health initiatives over the years. The Company was awarded the "Healthy Workplace – Health Promotion Label" by the Ministry of Health and Welfare, reflecting its commitment to employee health. The Company also received approval from the Ministry of Labor for its Work–Life Balance Subsidy Program and organized a variety of activities to promote both physical and mental wellness among employees.

Mind-Body Balance and Employee Well-being Program

To promote the health of all employees, the Company organized a diverse range of health promotion activities in 2025. In addition to offering various health seminars and exercise classes to provide employees with accurate health information, the Company increased the frequency of its healthy meal box ordering service and arranged a variety of seminars, exercise classes, and vaccination activities to protect employee health.



Healthy Workplace Certification – Health Promotion Label

(Valid from January 1, 2024 to December 31, 2026)

Health Promotion Activities	Description	2025 Performance
Healthy Meal Ordering	Healthy meals have been offered for lunch twice a week since 2024. Beginning in 2025, the frequency was increased to three times a week to improve access to healthy food options.	Approximately 4,500 healthy meal boxes ordered
Health seminar: Brain Science: Calm Your Brain Before Trying to Lose Fat	Develop healthy eating concepts and knowledge and learn how to make smarter food choices to achieve more effective fat loss.	122 participants

Health Promotion Activities	Description	2025 Performance
Health seminar: Effective Ways for Office Workers to Prevent Aches and Pain	As most employees at Taipei headquarters perform office based work, the seminar introduced common physical discomfort associated with this type of work and methods of prevention. Employees gained a basic understanding of their physical condition and correct posture and learned simple, practical office exercises to prevent aches and pains.	96 participants
Health seminar: Emotional Management and Stress Adjustment	Understand the nature of emotions, the sources and effects of stress, and how to effectively relieve stress and physical and mental fatigue through guided breathing, body scan meditation, and artistic creation.	76 participants
Online health seminar: Why Do I Have Fatty Liver Disease?	Understand the causes and treatment of fatty liver disease.	83 participants
Online health seminar: Am I at High Risk of Cardiovascular Disease?	Understand the causes of cardiovascular disease and available treatment approaches.	37 participants
Exercise class: 12 Week Energizing Aerobics Program	Combine aerobic exercise and resistance band training to improve cardiopulmonary fitness, increase muscle mass, and prevent sarcopenia.	35 participants
Exercise class: 8 Week Pilates Program	Practice breathing techniques, improve posture, and train the core muscles to strengthen the entire body, particularly the deep muscles, enhance physical balance, and correct postural imbalances caused by prolonged standing, sitting, and other poor postural habits.	31 participants
Parent Child DIY Activity: Creative Fuse Bead Fun	Parents and children enjoyed creating various fuse bead designs together, strengthening their relationships through shared activities.	34 participants
Parent Child DIY Activity: Clay Succulent Planters	Parents and children experienced a new type of craft activity, working together and using their creativity to produce unique pieces.	35 participants
Influenza Vaccination Activities	Promote influenza vaccination among employees, with three vaccination sessions held in total. Enhance employee health protection and put employee health care and the business's culture of care into practice.	203 participants



Order Healthy Lunchbox Program arranged by the Company



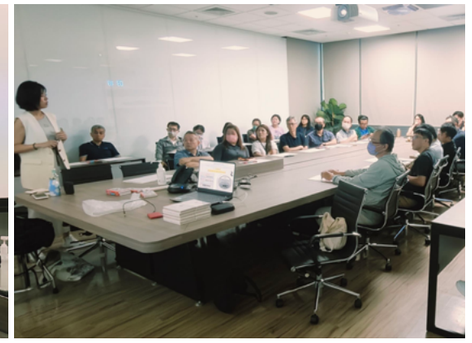
Health seminar: Brain Science: Calm Your Brain Before Trying to Lose Fat



Health seminar: Effective Ways for Office Workers to Prevent Aches and Pain



Health seminar: Emotional Management and Stress Adjustment







Exercise class: 8 Week Pilates Program



Exercise class:
12 Week Energizing Aerobics Program



Influenza Vaccination Activities

In 2025, CLEVO organized two parent child DIY activities to relieve employee work stress and strengthen relationships between employees and their children. Employees and their families were invited to participate in craft activities and enjoy quality time together.



Parent Child DIY Activity:
Creative Fuse Bead Fun





Parent Child DIY Activity: Clay Succulent Planters

Four Major Labor Health Protection Plans

In accordance with the Occupational Safety and Health Act, CLEVO's Taipei headquarters has implemented the Four Major Labor Health Protection Plans promoted by the Occupational Safety and Health Administration for many years. These include the Ergonomic Hazard Prevention Plan, the Prevention of Diseases Induced by Abnormal Workload Plan, the Maternity Health Protection Plan in the Workplace, and the Prevention of Unlawful Infringement during Duty Plan. For each plan, the Company has established dedicated management procedures and mechanisms for reporting and follow-up to strengthen both the physical and mental well-being of employees in the workplace. In 2025, the relevant programs were also incorporated into employee refresher training to strengthen awareness.

Program	Description	2025 Performance
Ergonomic Hazard Prevention Program	Occupational health personnel and dedicated occupational safety and health staff conduct injury and illness investigations. For cases with suspected risks, ergonomic assessments are performed using appropriate evaluation methods to identify hazard factors. Department supervisors, facilities personnel, and others collaborate to discuss improvement measures. Occupational safety and health personnel then set improvement targets and regularly monitor the progress and effectiveness of these measures.	Following the musculoskeletal injury and illness questionnaire survey, the onsite physician conducted further interviews and assessments with high-risk employees and completed follow-up care for 100% of them. No hazards have been identified in any of the cases.
Prevention Program for Diseases Induced by Abnormal Workloads	The onset of cardiovascular and cerebrovascular diseases is influenced not only by personal factors such as pre-existing conditions or lifestyle habits, but also by workload. Shift work, night shifts, and extended working hours are associated with increased health risks for various illnesses. The Company identifies high-risk individuals among employees who work shifts, night hours, or frequently engage in overtime, and arranges physician consultations and health guidance accordingly. In addition to conducting health examinations, the Company also evaluates the feasibility of adjusting job responsibilities to help reduce the likelihood of health issues caused by excessive workload.	A total of six high risk employees were identified through the assessment. Follow-up records are completed every three months, and all cases are currently under appropriate control.
Maternal Health Protection Program in the Workplace	The Company implements appropriate measures for female employees engaged in work that may pose risks to maternal health. These measures include hazard assessment and control, physician consultations and guidance, risk classification and management, and suitable job placement. The aim is to provide a safe and comfortable working environment for female employees, particularly those who are pregnant or within one year postpartum.	No cases were reported in 2025.
Prevention of Unlawful Infringement during Duty Plan	Employees may face inappropriate treatment in the workplace from supervisors, colleagues, or clients, including physical harm, verbal abuse, or invasion of privacy. At CLEVO, the occupational safety and health personnel, along with the Human Resources Department, are responsible for planning and implementing the prevention plan for unlawful workplace infringements. Through internal and external investigations, potential risks and individuals at risk of perpetration or victimization are identified in advance. The Company takes proactive measures and ensures proper documentation and evaluation of the entire process and its outcomes.	Hazard identification and risk assessment for unlawful infringement have been completed, ensuring that appropriate preventive measures are in place for all identified risks.

Providing a Safe, Healthy, and Comfortable Working Environment

To provide a favorable working environment, CLEVO regularly carries out the following environmental management and maintenance activities as concrete actions that reflect responsible environmental management and concern for employee health and well-being, thereby strengthening employee trust in and identification with the Company's environmental hygiene and safety culture.

- Vector control management: The Company engages qualified professional contractors every six months to conduct vector control, environmental disinfection, and the removal of breeding sources to reduce the risk of vector borne disease transmission and protect employee health and safety.
- Office greenery: The Company promotes office greening measures by installing and regularly maintaining indoor plants to improve environmental quality, create a natural, comfortable, and welcoming workspace, and support employee physical and mental well-being and concentration at work.
- Office environment cleaning and maintenance: The Company regularly engages professional cleaning contractors to remove dust from and wet mop vinyl flooring on each floor, reducing the accumulation of dust and allergens and maintaining a clean and safe office environment.



Vector Control Management



Office Greening



Specialized Office Floor Cleaning and Dust Removal Operations



06 Social Co-Prosperity



CLEVO adheres to the philosophy of "giving back to society" and "Grateful for our roots, committed to giving back to society," actively leveraging and integrating resources from all sectors and continuing to engage in charitable initiatives to fulfill its corporate social responsibility. Since 2024, the Company has continued to set a five-year public welfare investment goal of NT$10 million and has actively engaged in various public welfare initiatives and social care activities. Through long-term and tangible resource investments, the Company continues to generate a positive impact on society and promote shared prosperity between itself and society.

In 2025, CLEVO continued to promote charitable initiatives, with total charitable contributions amounting to approximately NT$2.073 million. Of this amount, NT$2 million was allocated to "Care for Disadvantaged Families" and "Educational Support," to assist disadvantaged families in Tainan and to provide subsidies to students in financial need, alleviating their financial burdens and supporting their educational needs. The Company also continues to provide financial support and take concrete action to direct resources to those in need, foster social inclusion, and advance sustainable development.

Performance highlights

- CLEVO Charity Trust provided NT$2 million in financial assistance to low- to middle-income households and students in financial need.
- Contributed NT$20,000 to CHIA YI HANGSHAN TUAN to support infrastructure development in rural areas of Taiwan.
- Participated in the "Green Miracle Sustainable Public Welfare Project" by donating 30 notebook computers, 3 monitors, 1 desktop computer, and a batch of other computer peripherals to disadvantaged families and nonprofit organizations.
- Participated in a charitable blood donation drive together with business partners, collecting 149 bags of blood.
- Donated NT$10,000 to the Genesis Social Welfare Foundation to support care services for people in a persistent vegetative state through concrete action.
- Made group purchases totaling approximately NT$28,000 for Dragon Boat Festival charity gift sets from the Children Are Us Foundation and the Taiwan Foundation for the Blind.

Association with SDGs



Note: SDGs refer to the United Nations Sustainable Development Goals (SDGs).

6.1 Demonstrating Compassion Through Public Welfare

Charity Trust

As part of its longstanding commitment to social welfare, CLEVO continues to support the charitable trust initiative launched by Land Bank of Taiwan. Since establishing the "Social Welfare and Public Welfare Trust, CLEVO CO." account in 2019, the Company has consistently provided assistance to disadvantaged groups. The trust primarily helps cover basic living and care expenses for elderly people and people with disabilities from low- and middle-income households, as well as individuals under case management who urgently require residential care subsidies. CLEVO continues to work closely with government agencies and social service networks to share responsibility for social care and ease the financial burden on disadvantaged groups. Through its own example, the Company hopes to inspire more businesses to support charitable causes.

In 2025, CLEVO contributed a total of NT$2 million to the charitable trust account to support the living and educational needs of disadvantaged families and students in financial need.

"Social Welfare and Public Welfare Trust, CLEVO CO." has continuously and steadily devoted resources to supporting disadvantaged groups in society since its establishment. Its ongoing support for daily living and education has produced tangible results and brought meaningful change to the people and communities it serves. CLEVO will continue to make long-term charitable contributions through an established framework while refining how resources and assistance are delivered to make its support more reliable and accessible. Through these efforts, the Company aims to broaden its social impact and deepen its support for disadvantaged groups.

Land Bank Charitable Trust
Donation Ceremony

Charitable Group Purchasing Event

To help disadvantaged groups achieve greater economic independence and participate more fully in society, CLEVO continues to organize charitable group purchases during major festivals. For the Dragon Boat Festival, employees were invited to purchase charity gift sets from the Children Are Us Foundation and the Taiwan Foundation for the Blind. Group purchases totaled approximately NT$28,000 in 2025. By choosing these products, employees helped support stable vocational training and employment opportunities for people with intellectual disabilities and visual impairments, while also helping them build life skills, confidence, and greater independence in the community.



Certificate of Appreciation from
the Children Are Us Foundation



Certificate of Appreciation from
the Taiwan Foundation for the Blind





Photos of Charitable Group Purchasing Event



2025 Dragon Boat Festival
Charitable Group Purchasing

6.2 Promote Community Prosperity

CHIA YI HANGSHAN TUAN

CHIA YI HANGSHAN TUAN is dedicated to building bridges and paving roads throughout Taiwan. It has long carried out a range of charitable work, including bridge construction, road repairs, coffin donations, and emergency aid for people in need. By improving transportation and basic infrastructure, the organization helps address mobility challenges and the limited access to resources in rural communities. A total of 22 bridges were completed in 2025. By the end of the year, the organization had helped build a total of 662 bridges, strengthening transportation links between communities, improving accessibility and road safety in rural areas, and taking concrete steps to narrow the urban rural divide.

CLEVO has supported CHIA YI HANGSHAN TUAN for more than 20 years by donating NT$20,000 annually, reflecting its longstanding concern for infrastructure and social needs in rural communities. Through steady and ongoing contributions, the Company supports the organization's charitable construction projects and efforts to improve transportation in rural areas. CLEVO hopes that this long-term commitment will help enhance well-being across society.

Charitable Blood Donation

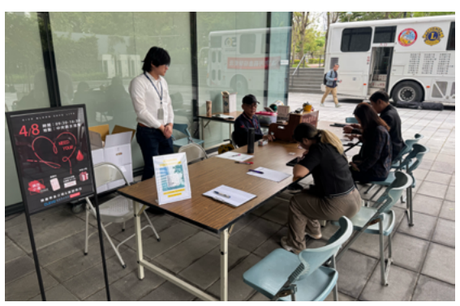
CLEVO held one charitable blood donation drive in 2025 and invited other companies in the same building to participate, extending the reach of the event and bringing together support from across organizations. To encourage participation, the Company purchased "Star Wish Rice" from the Taiwan Autism Family Care Association as gifts for blood donors. This approach both supported a charitable organization and thanked participants, extending the impact of the event. The drive collected a total of 149 bags of blood, providing timely support for medical needs and demonstrating the Company's commitment to public health through collaboration with employees and community partners.



Blood Donation Gift: Star Wish Rice



Certificate of Appreciation from Taipei Blood Center





On-Site Photos of Blood Donation

Kapok Computer (Kunshan) Initiative to Support Disadvantaged Students

CLEVO continues to support education and care for disadvantaged groups. The Company participated in the "Joint Care and Vocational Education Guidance Program for Disadvantaged Grade 9 Students" organized by Pingba Secondary Vocational School and Pingba No. 4 Middle School. Representatives visited both schools and donated daily necessities valued at approximately RMB 5,000 to ease students' financial burdens and help them focus on their studies. Guided by the spirit of "Passing on Warmth, Pursuing Vocational Education, Embarking on a New Journey toward Dreams, and Transforming Lives through Skills," the initiative provided practical assistance and personal support for students' education and career development, helping lay a stronger foundation for their future.



Initiative to Support Disadvantaged Students

Care Initiative for People in a Persistent Vegetative State

As demand for social care continues to rise, many people with severe disabilities and their families continue to face the strain of providing long-term care. Recognizing the urgent need for long-term care for people in a persistent vegetative state, CLEVO donated NT$10,000 to Genesis Social Welfare Foundation in 2025 to help disadvantaged families access more appropriate care resources and support residential care services. Upholding its mission of "caring for the disadvantaged and upholding humanitarian values," Genesis Social Welfare Foundation has long provided care for people in a persistent vegetative state, helping families receive support during difficult times. Through practical support and sustained commitment, CLEVO hopes to stand alongside more individuals and families in need and reaffirm the Company's commitment to humanitarian care and social welfare.



Receipt from Genesis Social Welfare Foundation

6.3 Environmental Awareness

As the global population continues to grow and resource consumption accelerates, the environmental impact of rising waste volumes is becoming increasingly severe. CLEVO believes that proper waste sorting and reduction are essential to improving resource recovery and reuse while reducing the burden on the environment. The Company continues to promote environmental education and environmentally responsible behavior, encouraging employees to practice recycling, waste sorting, and waste reduction both at work and in their daily lives. Through collective action, CLEVO is advancing toward more sustainable lifestyles and putting its commitment to conserving resources and protecting the planet into practice.

Garbage Recycling, Environmental Friendliness

CLEVO's Taipei headquarters complies with the Waste Disposal Act and continues to implement waste reduction and sorting measures. Clear labels and reminders reinforce employees' awareness of proper sorting, while recycling stations are available on every floor. These measures ensure that waste generated in the building is properly managed and sorted, supporting subsequent reuse and recycling.



Green Building Landmark

CLEVO's headquarters is located in Honghui Plaza in Xinzhuang District. The building has received Diamond-level Green Building certification, the highest rating under Taiwan's green building system. It meets all nine major evaluation criteria, including greening capacity, site water retention, water resource management, daily energy conservation, carbon reduction, waste reduction, wastewater and garbage treatment, biodiversity, and indoor environmental quality (such as soundproofing, lighting, ventilation, and building materials). Environmentally friendly and energy efficient features have been incorporated throughout the building's design and operation, including water saving fixtures, high efficiency lighting, environmentally friendly building materials, and Low-E glass. Together, these measures improve energy performance and indoor environmental quality, helping create a healthy, safe, and comfortable workplace while reducing energy use and environmental impacts from operations. They also demonstrate CLEVO's long-term commitment to green office practices and sustainable operations.







Reusing Computers, Spreading Love

Drawing on its core expertise in computer manufacturing, CLEVO continues to expand access to digital resources and address unequal access to information among rural and disadvantaged communities. In 2025, the Company continued to support the "Green Miracle Sustainable Public Welfare Project" organized by the Green Miracle Public Welfare Service Network Association. Computers and other electronic equipment replaced by the Company were inventoried and sorted, and devices that remained in usable condition were donated to organizations in need.



Certificate of Appreciation from the Green Miracle Public Welfare Network Association

Donating refurbished computers gives students, disadvantaged families, and nonprofit organizations in Taiwan and overseas access to essential digital equipment, helping them use technology more effectively in education and daily life. The number of devices donated increased from the previous year. The donations included 30 notebook computers, twice the number donated in 2024, as well as one desktop computer, three LCD monitors, and a batch of other computer peripherals. By extending the useful life of its equipment, CLEVO aims to narrow the digital divide while supporting the circular economy and carbon reduction and reducing the generation of electronic waste. Through these efforts, the Company advances digital inclusion and sustainable development.

Used Book Donation Drive

To promote knowledge sharing and reuse while reducing the environmental burden associated with reprinting books, CLEVO held the "Charitable Book Donation: Send Books, Share Hope, Let Love Shine" campaign in 2025 and invited employees to donate used books. The collected books were donated to a participating charity bookstore that partners with Sunshine Social Welfare Foundation, giving each book a new reader and extending its useful life. Employees and the CLEVO Library donated a total of 111 used books during the year. Proceeds generated through the donations will support Sunshine Social Welfare Foundation's psychological rehabilitation services for burn survivors and people with facial disfigurements, further promoting the well-being of disadvantaged groups.



Certificate of Appreciation from Sunshine Social Welfare Foundation



Book Donation Drive Poster



Group Photo from the Book Donation Drive

Appendix



Appendix 1. GRI Index

Statement of Use	CLEVO prepares a sustainability report according to the GRI guidelines, and the scope of data and information is from January 1 to December 31, 2025.
GRI 1 Applied	GRI 1: Foundation 2021
Applicable GRI Industry Code	GRI Standards 2021

GRI Standards	Disclosures	Corresponding Chapter	Page	Supplement Instruction
GRI 2: General Disclosures 2021				
GRI 2: General Disclosures 2021	2-1 Organizational details	1.1 About CLEVO	16	
	2-2 Entities included in the organization's sustainability reporting	About this Report	2	
	2-3 Reporting period, frequency and contact point	About this Report	2	
	2-4 Restatements of information	3.2.1 Energy Use and Greenhouse Gas Emissions 5.3.3 Lifelong Learning System	56 126	
	2-5 External assurance	About this Report	2	
	2-6 Activities, value chain and other business relationships	1.1 About CLEVO 4.2.1 CLEVO Value Chain	16 88	
	2-7 Employees	5.1.1 Diverse Workforce Composition	102	
	2-8 Workers who are not employees	5.1.1 Diverse Workforce Composition	102	
	2-9 Governance structure and composition	1.3.2 Board of Directors	27	
	2-10 Nomination and selection of the highest governance body	1.3.2 Board of Directors	27	
	2-11 Chair of the highest governance body	1.3.2 Board of Directors	27	
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3.3 Functional Committees	28	
	2-13 Delegation of responsibility for managing impacts	1.3.3 Functional Committees	28	
	2-14 Role of the highest governance body in sustainability reporting	About this Report	2	
	2-15 Conflicts of interest	1.3.2 Board of Directors	27	
	2-16 Communication of critical concerns	1.3.3 Functional Committees	28	
	2-17 Collective knowledge of the highest governance body	1.3.2 Board of Directors	27	
	2-18 Evaluation of the performance of the highest governance body	1.3.4 Performance Evaluation	32	
	2-19 Remuneration policies	1.3.5 Remuneration Policies	33	
	2-20 Process to determine remuneration	1.3.3 Functional Committees	28	
	2-21 Annual total compensation ratio	Confidentiality Restrictions		As compensation information is classified as confidential internal data, the Company is not in a position to disclose it.
	2-22 Statement on sustainable development strategy	Message from Management	12	
	2-23 Policy commitments			Please refer to the management approach for each material topic
	2-24 Embedding policy commitments			
	2-25 Processes to remediate negative impacts			
	2-26 Mechanisms for seeking advice and raising concerns			
	2-27 Compliance with laws and regulations	1.4.2 Legal Compliance	36	
	2-28 Membership associations	1.1.3 External Participation	20	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Identification of Material Topics	4	
	2-30 Collective bargaining agreements	Not applicable		Although the Company has not established a labor union and does not have a collective bargaining agreement, it holds labor management meetings quarterly and maintains transparent communication channels. Resolutions adopted at these meetings apply to all employees.

GRI Standards	Disclosures	Corresponding Chapter	Page	Supplement Instruction
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Identification of Material Topics	4	
	3-2 List of material topics	Stakeholder Engagement and Identification of Material Topics	4	
Corporate Governance				
3-3 Management of material topics		1.3 Sustainable Governance	22	
Information Security and Customer Privacy				
3-3 Management of material topics		1.5 Information Security Management	36	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.5 Information Security Management	36	In 2025, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.
Response to Climate Change				
3-3 Management of material topics		CH2 Response to Climate Change	42	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2.2.2 Climate Risks and Opportunities, Identification Results, and Countermeasures	45	
Greenhouse Gas and Energy Management				
3-3 Management of material topics		3.2 Energy and Greenhouse Gas Management	54	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
	302-3 Energy intensity	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
	302-4 Reduction of energy consumption	3.2.3 Energy-Saving and Carbon Reduction Measures	61	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
	305-4 GHG emissions intensity	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
	305-5 Reduction of GHG emissions	3.2.3 Energy-Saving and Carbon Reduction Measures	61	
Occupational Health and Safety				
3-3 Management of material topics		5.4 Safe Workplace	130	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.4.1 Occupational Health and Safety	133	
	403-2 Hazard identification, risk assessment, and incident investigation	5.4.2 Occupational Accident and Prevention	137	
	403-3 Occupational health services	5.4.3 A Healthy Workplace that Balances Work and Life	143	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.4.1 Occupational Health and Safety	133	
	403-5 Worker training on occupational health and safety	5.4.1 Occupational Health and Safety	133	
	403-6 Promotion of worker health	5.4.3 A Healthy Workplace that Balances Work and Life	143	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4.1 Occupational Health and Safety	133	

GRI Standards	Disclosures	Corresponding Chapter	Page	Supplement Instruction
Material Topics				
Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	5.4.1 Occupational Health and Safety	133	
	403-9 Work-related injuries	5.4.2 Occupational Accident and Prevention	137	
	403-10 Work-related ill health	5.4.2 Occupational Accident and Prevention	137	
Supply Chain Management				
3-3 Management of material topics		4.2 Supply Chain Management	86	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	4.2.4 Local Procurement	90	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4.2.2 Supplier Evaluation and Management Approach	88	
	308-2 Negative environmental impacts in the supply chain and actions taken	4.2.2 Supplier Evaluation and Management Approach	88	In 2025, no business relationships were terminated due to non-conformities identified through audit results.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.2.2 Supplier Evaluation and Management Approach	88	
	414-2 Negative social impacts in the supply chain and actions taken	4.2.2 Supplier Evaluation and Management Approach	88	In 2025, no business relationships were terminated due to non-conformities identified through audit results.
Customer Relationship Management				
3-3 Management of material topics		4.4 Customer Relationship Management	95	
Not Applicable for Custom Topics	No Corresponding GRI standards			
Innovative R&D				
3-3 Management of material topics		4.1 R&D and Innovation	72	
Not Applicable for Custom Topics	No Corresponding GRI standards			
General Topics				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.2 Economic Performance	20	
	201-3 Defined benefit plan obligations and other retirement plans	5.2.3 Employee Welfare Policy	113	
	201-4 Financial assistance received from government	1.2 Economic Performance	20	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	1.4.1 Integrity within CLEVO	35	
	205-3 Confirmed incidents of corruption and actions taken	1.4.2 Legal Compliance	36	There were no corruption cases in 2025
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.4.2 Legal Compliance	36	In 2025, there were no fine incidents for anti-competitive, anti-trust, or monopolistic behaviors.

GRI Standards	Disclosures	Corresponding Chapter	Page	Supplement Instruction
General Topics				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	3.3.1 Water Risk Assessment	63	
	303-2 Management of water discharge-related impacts	3.3.3 Wastewater Treatment	66	
	303-3 Water withdrawal	3.3.2 Water Resources Usage and Conservation Measures	64	
	303-4 Water discharge	3.3.2 Water Resources Usage and Conservation Measures	64	
	303-5 Water consumption	3.3.2 Water Resources Usage and Conservation Measures	64	
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.2.1 Energy Usage and Greenhouse Gas Emissions	56	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	3.4.1 Value Chain Waste Assessment 3.4.2 Generation and Disposal of Waste	67	
	306-2 Management of significant waste-related impacts	3.4.1 Value Chain Waste Assessment 3.4.2 Generation and Disposal of Waste	67	
	306-3 Waste generated	3.4.2 Generation and Disposal of Waste	67	
	306-4 Waste diverted from disposal	3.4.2 Generation and Disposal of Waste	67	
	306-5 Waste directed to disposal	3.4.2 Generation and Disposal of Waste	67	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1.2 Recruitment and Retention Policy	104	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.3 Employee Welfare Policy	113	
	401-3 Parental leave	5.2.3 Employee Welfare Policy	113	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational change	5.2.2 Communication Channels	112	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.3.3 Lifelong Learning System	126	
	404-2 Programs for upgrading employee skills and transition assistance programs	5.3.3 Lifelong Learning System	126	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.3.2 Promotion System	124	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1.3.2 Board of Directors 5.1.1 Diverse Workforce Composition	27 102	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	4.3.1 Green Purchase	91	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.3.1 Green Purchase	91	In 2025, there were no incidents of non-compliance concerning the health and safety impacts of products and services.

Appendix 2. Sustainability Disclosure Indicators – Computer and Peripheral Equipment Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
I.	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	Total energy consumption: 279,091 GJ Percentage of purchased electricity: 100% Renewable energy usage rate: 15.64%[Note 1] Note1: Electricity consumption data cover only Kapok Computer (Kunshan)	Gigajoule (GJ), percentage (%)
II.	Total water withdrawn, total water consumption	Quantitative	Total water withdrawal: 132.52 thousand cubic meters Total water consumption volume: 13.27 thousand cubic meters[Note 2] Note2: As the Taipei headquarters is an office building without a flow meter installed, water consumption is estimated based on the same proportional usage as the Kunshan plant.	Thousand cubic meters (1000 m^3)
III.	Total hazardous waste generated and percentage recycled	Quantitative	Weight of hazardous waste: 52.23 t Hazardous waste recycling percentage: 94.58 %	Metric tons (t), percentage (%)
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	Occupational hazard category: Traffic accident, fall while handling materials Nnumber of occupational accidents: 2 Occupational accident rate:0.11%	Quantity, Percentage (%)
V.	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	Weight of Electronic waste: 45.00 t Percentage of recycling: 100%	Metric tons (t), percentage (%)
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	See 4.2.3 Conflict Minerals for details	Not applicable
VII	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	0	Report currency
VIII	Production by product category	Quantitative	1,397,374 Laptops	Varies by product category

Appendix 3 Climate-Related Information of TWSE/TPEx Listed Company

Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the Company

Item	Disclosure Contents	Corresponding Section on Implementation Status	Page
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	2.1. Climate Governance	44
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	2.2. Climate Change Response Strategies	44
3	Describe the financial impact of extreme weather events and transformative actions.	2.2. Climate Change Response Strategies	44
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	2.3 Climate Risk Management	48
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Scenario analysis has not yet been conducted.	
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	A transition plan has not yet been established.	
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The carbon pricing tool has not yet been implemented.	
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	2.4 Indicators and Goals	49
9	Greenhouse Gas Inventory and Assurance Status and Reduction Targets, Strategies, and Action Plans (fill in 1-1 and 1-2 separately).	-	-
1-1	Greenhouse Gas Inventory and Assurance Status of the Company for the Last Two Years	-	-
1-1-1	GHG Inventory Information	3.2.1 Energy Usage and Greenhouse Gas Emissions	56
1-1-2	GHG Assurance Information	The assurance status of the total greenhouse gas emissions disclosed by the consolidated entities in 1-1-1 is as follows: 1. Kapok Computer (Kunshan) The Category 1 and Category 2 greenhouse gas emissions of CLEVO's subsidiary, Kapok Computer (Kunshan) Ltd., for 2024 and 2025 were assured by SGS in accordance with ISO 14064-3:2019, issued by the International Organization for Standardization (ISO). SGS issued an unmodified conclusion with a reasonable level of assurance for both years. 2. CLEVO CO. and subsidiaries included in the consolidated financial statements The 2025 Scope 1 and Scope 2 greenhouse gas emissions of CLEVO CO. and its subsidiaries included in the consolidated financial statements were assured by PwC Taiwan in accordance with Taiwan Standard on Assurance Engagements No. 3410, "Assurance Engagements on Greenhouse Gas Statements." PwC Taiwan issued an unmodified conclusion at a limited level of assurance.	59 170
1-2	GHG Reduction Targets, Strategies, and Specific Action Plans	-	-
	Specify the base year and data for greenhouse gas reduction, reduction targets, strategies and specific action plans, and progress toward achieving the reduction targets.	2.4 Indicators and Goals 3.2.3 Energy-Saving and Carbon Reduction Measures	49 61

Appendix 4. SASB Standards Mapping Table – Sustainability Accounting Metrics for "Electronic Manufacturing Services & Original Design Manufacturing"

Sustainable Industry Classification System (SICS) TC-ES, Version 2023-12

Topic	Metric	Corresponding Chapter	Code
Water management	(1) Total water withdrawn percentage of each in regions with High or Extremely High Baseline Water Stress (2) Total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	3.3.2 Water Resources Usage and Conservation Measures (covering only total water withdrawal and consumption) Percentage of total water withdrawal and consumption in regions with High or Extremely High Baseline Water Stress: 94.93% Note: As Taipei Headquarters is located in an office building without a water meter, its water consumption ratio is assumed to be the same as that of Kapok Computer (Kunshan)	TC-ES-140a.1
Waste Management	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	3.4.2 Generation and Disposal of Waste	TC-ES-150a.1
Labor Practices	(1) Number of work stoppages (2) Total days idle	(1) Number of work stoppages: 0 (2) Total days idle: 0	TC-ES-310a.1
Workforce Conditions, Health and Safety	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	(1) Total Recordable Incident Rate (TRIR): 0.53 (2) Near Miss Frequency Rate (NMFR): 0	TC-ES-320a.1
	Percentage of (1) the entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	CLEVO factories have undergone BSCI audits but have not been audited under RBA VAP or an equivalent program.	TC-ES-320a.2
	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities		TC-ES-320a.3
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered; percentage recycled	Weight of electronic waste (PCB edge trim): 45.00 t Percentage of recycling: 100%	TC-ES-410a.1
Material Sourcing	Description of the management of risks associated with the use of critical materials	4.2.3 Conflict Minerals	TC-ES-440a.1

Activity Metrics	Data	Code
Number of manufacturing facilities	1	TC-ES-000.A
Area of manufacturing facilities	5,592,970.23 m2	TC-ES-000.B
Number of employees	1856	TC-ES-000.C

Appendix 5. CPA Limited Assurance Report

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會計師有限確信報告

資會綜字第 26002839 號

藍天電腦股份有限公司　公鑒：

本會計師受藍天電腦股份有限公司（以下簡稱「貴公司」）之委任，對　貴公司選定民國 114 年度永續報告書所報導之關鍵績效指標(以下簡稱「所選定之關鍵績效指標」)執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係　貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於　貴公司民國 114 年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「報告發行時間與範疇」段落述明。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

會計師之獨立性及品質管理

本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

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本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述　貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估　貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述　貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標進行分析性程序，並選取樣本進行包括查詢、觀察、檢查等測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對　貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對民國 114 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

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有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述　貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係　貴公司管理階層之責任，對於確信報告於　貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師　馮敏娟

中華民國 115 年 8 月 5 日

Summary Table of Assurance Items

No.	Subject Information	Page	Applicable Standards
1	The external gray electricity purchased by the Taipei headquarters in 2025 was 624,871kWh.	p.57	According to the payment voucher provided by Taiwan Power Company, the gray electricity consumption of the Taipei headquarters in 2025.
2	Kunshan Plant purchased 5,866,403 kWh of gray electricity and 1,087,781.2 kWh of solar energy in 2025.	p.57	The gray electricity consumption and solar energy consumption of the Kunshan manufacturing plant in 2025, according to the value-added tax invoice payment certificate issued by the Jiangsu Electric Power Company's Kunshan City Power Supply Branch and Stronergy Power.
3	Employee management and non-management positions are divided according to the "2025 Taipei Headquarters and Kunshan Manufacturing Plant Education and Training Sessions, Hours, and Participants".	p.129	CLEVO divided the education and training sessions, hours, and participants in 2025 based on employee management and non-management positions according to the internal "Regulations for Education and Training".

Taipei Headquarters	Total sessions	Number of trainees	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	176	1,231	2,528.0	86	29.4
Non-supervisors	227	6,485	11,670.5	471	24.8
Total	**234**	**7,716**	**14,198.5**	**557**	**25.5**

Kapok Computer (Kunshan)	Total sessions	Number of trainees	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	40	80	80.0	2	40.0
Non-supervisors	551	8,543	28,585.5	1,297	22.0
Total	**591**	**8,614**	**28,665.5**	**1,299**	**22.1**

Note: Average training hours per employee = total training hours for the year / number of employees at year end

4	In 2025, the proportion of Taiwanese management staff to all management staff was 96.6%.	p.103	The number of Taiwanese managerial personnel at CLEVO in 2025 divided by the total number of managerial personnel, according to the internal "Regulations for Job Grade and Title Management".

Appendix 6. CPA Assurance Report on the Greenhouse Gas Inventory

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藍天電腦股份有限公司溫室氣體聲明
會計師有限確信報告

資會綜字第 25013517 號

藍天電腦股份有限公司　公鑒：

本會計師受託執行藍天電腦股份有限公司及其子公司(以下簡稱「藍天集團」)民國 114 年 1 月 1 日至 12 月 31 日溫室氣體聲明之有限確信案件，該溫室氣體聲明包含溫室氣體盤查報告及解釋性附註。

管理階層對溫室氣體聲明之責任

藍天集團之責任係依照 溫室氣體盤查議定書 GHG protocol、「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊暨經金融監督管理委員會發布之「上市櫃公司永續發展路徑圖」問答集(請參見溫室氣體聲明-第六章　報告書之責任、目的及格式)編製溫室氣體聲明，且設計、付諸實行及維持與溫室氣體聲明編製有關之內部控制，以確保溫室氣體聲明未存有導因於舞弊或錯誤之重大不實表達。

溫室氣體之量化受先天不確定性之影響，此主要係因用以決定排放係數之科學知識並不完整，以及報導之數值須彙總不同氣體之排放。

會計師之獨立性及品質管理

本會計師及事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密與專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3410 號「溫室氣體聲明之確信案件」 及「上市上櫃公司永續報告書確信機構管理要點」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述藍天集團溫室氣體聲明是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3410 號及「上市上櫃公司永續報告書確信機構管理要點」之規定，本有限確信案件工作包括評估藍天集團採用溫室氣體盤查議定書 GHG protocol、「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊

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暨經金融監督管理委員會發布之「上市櫃公司永續發展路徑圖」問答集編製溫室氣體聲明之妥適性、評估溫室氣體聲明導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估溫室氣體聲明之整體表達。有關風險評估程序(包括對內部控制之瞭解)及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述藍天集團溫室氣體聲明所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查、分析性程序、對量化方法與報導政策是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

1. 已透過查詢，取得對藍天集團與排放量化及報導攸關之控制環境及資訊系統之瞭解，但並未評估特定控制作業之設計、取得該等控制作業付諸實行之證據或測試其執行有效性。
2. 已評估藍天集團建立估計方法之適當性及一致性。然而，所執行程序並未包含測試估計所依據之資料或單獨建立會計師之估計，以評估藍天集團所作之估計。
3. 已實地訪查五個據點，以評估排放源之完整性、資料蒐集方法、排放源資料及該等據點所適用之攸關假設。對於執行實地訪查據點之選擇，已考量該等據點之排放對總排放之貢獻、排放源性質，以及前期所選擇之據點。所執行程序包含測試該等據點用以蒐集及彙整設施資料之資訊系統或控制。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對藍天集團溫室氣體聲明在所有重大方面，是否依照溫室氣體盤查議定書 GHG protocol、「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊暨經金融監督管理委員會發布之「上市櫃公司永續發展路徑圖」問答集編製，表示合理確信之意見。

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述藍天集團民國 114 年 1 月 1 日至 12 月 31 日溫室氣體聲明在所有重大方面有未依照溫室氣體盤查議定書 GHG protocol、「公開發行公司年報應行記載事項準則」之上市上櫃公司氣候相關資訊暨經金融監督管理委員會發布之「上市櫃公司永續發展路徑圖」問答集編製之情事。

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其他事項

藍天集團網站之維護係藍天集團管理階層之責任，對於確信報告於藍天集團網站公告後任何溫室氣體聲明之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 [signature] 

中華民國 115 年 6 月 30 日

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