CLEVO®

Message from Management

Chairman

許東泰

Although there are still many challenges such as intensifying geopolitical tensions, tightening monetary policies and extreme weather in 2023, the factors at both ends of the demand and supply have supported the growth of major economies. As inflation eases and economic growth stabilizes, the global economy is entering the final stage of achieving a soft landing.

As economies around the world transform and develop toward a green economy, "net zero emissions" has become the goal announced by various countries. While pursuing operational performance, Clevo has upheld its business philosophy of integrity and pragmatism, and continued to pay attention to topics, such as energy conservation and carbon reduction, climate change, and energy transformation, and strives for the balanced practice of sustainable development. In addition to integrating them into product R&D and design, we also increase investment in research and development of environmentally friendly technologies and materials, promote the establishment of a green supply chain, actively face the challenges of changes in the business environment, and demonstrate our commitment and actions to environmental protection.

Sustainability and Strengthening Corporate Governance (Governance)

Sustainability is a corporate governance principle that Clevo actively practices. According to the 2023 corporate governance evaluation results, Clevo has maintained the level of the top 6%-20% among listed companies. This achievement underscores the Company's outstanding dedication and hard work in governance. In the future, we will continue to self-examine and make rolling amendments to realize the commitment and vision of sustainable corporate governance.

In order to strengthen the management of information security, Clevo applied to become the Taiwan Computer Emergency Response Team and Coordination Center (TWCERT/CC) in 2023. In the future, we will also consider introducing ISO 27001 information security certification.

In recent years, in response to the wave of digital transformation and the emergence of new business models that give rise to intellectual property-related topics, Clevo set up an Intellectual Property Management Task Force in July 2021 to enhance the Company's intellectual property protection capabilities, strengthen the risk management of intellectual property, and improve the management of the relevant systems, and thus comply with the Taiwan Intellectual Property Management System (TIPS). At the same time, Clevo applied for external verification in August 2023, completed the review, and obtained TIPS A-level certification.

In the future, Clevo will continue to take corporate social responsibility by providing open and transparent information, and strictly complying with the laws and regulations on integrity management and various operating sites, thereby contributing to the future sustainable development of Taiwan.

Actively Reduce Carbon and Promote Environmental Sustainability (Environment)

Clevo has been paying attention to climate change issues for a long time, and is deeply aware of the Company's responsibilities and obligations to the environment. By improving the

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environmental management system and tracking domestic and international trends, we actively seek more environmentally friendly operations to reduce energy and resource consumption, as well as carbon emissions, hoping to achieve the goal of environmental sustainability while pursuing operational performance. Clevo is committed to complying with government regulations, publicly disclosing environmental information and performance, and enhancing the awareness and knowledge of environmental sustainability among all employees. Both the Taipei Headquarters and the Kunshan Plant completed greenhouse gas inventories in 2023, and expanded the inventory experience to the locations of Buynow in China, thereby gradually establishing the greenhouse gas inventory and management system for the Group's locations. Moreover, the Kunshan Plant has passed the ISO 14001:2015 environmental management system certification in April 2023 and the ISO 50001:2018 energy management system certification in May of the same year. Clevo will continue to encourage all employees to practice environmental protection, and work together with suppliers, clients, and consumers to create environmental sustainability value for the common good of the overall industry, supply chain, and society.

Talent Sustainability and Investing in Social Welfare (Social)

Employees are the foundation of the Company's sustainable development and are important partners in the Company's growth. Clevo is committed to creating a friendly, diverse and inclusive workplace and developing a positive workplace culture to enhance employee job satisfaction and loyalty, thereby contributing to the Company's long-term development. In 2023, Clevo spent approximately NT$14.33 million and RMB137.8 million on employee welfare projects, which increased by 16.5% compared to the previous year.

In terms of talent sustainability, Clevo provides employees with professional knowledge and skills in different fields through systematic training programs. In 2023, the Company continued to support the "Taiwan Talent Sustainability Action Alliance—TALENT, in Taiwan," by upholding the people-oriented core value, actively promoting the corporate culture, inspiring employees to pursue common goals, and contributing to industrial talents.

Clevo has always adhered to the sustainability spirit of "Take It from Society, Give Back to Society" and "Show gratitude for the Source of Benefit and Give Back to Society." In 2023, we invested a total of NT$2.61 million in social welfare activities. We hope to reach out to every corner in need in Taiwan through charity trusts, donations, and group purchases to support the underprivileged and promote social harmony and sustainable development.

Looking forward to 2024, The Company will continue to uphold the concept of integrity and sustainable management, and create a positive, good and honest corporate culture for all employees. In the ever-changing global environment, Clevo has maintained its flexible ability to adapt to the times and actively face challenges and difficulties. We expect the Company to overcome the obstacles and fly high against the winds in the face of various challenges, and to create new peaks in its growth curve.