

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

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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

Stakeholder Type	Implications to the Company	Communication Methods and Channels	Frequency of Communication	Concerned Issues
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: 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

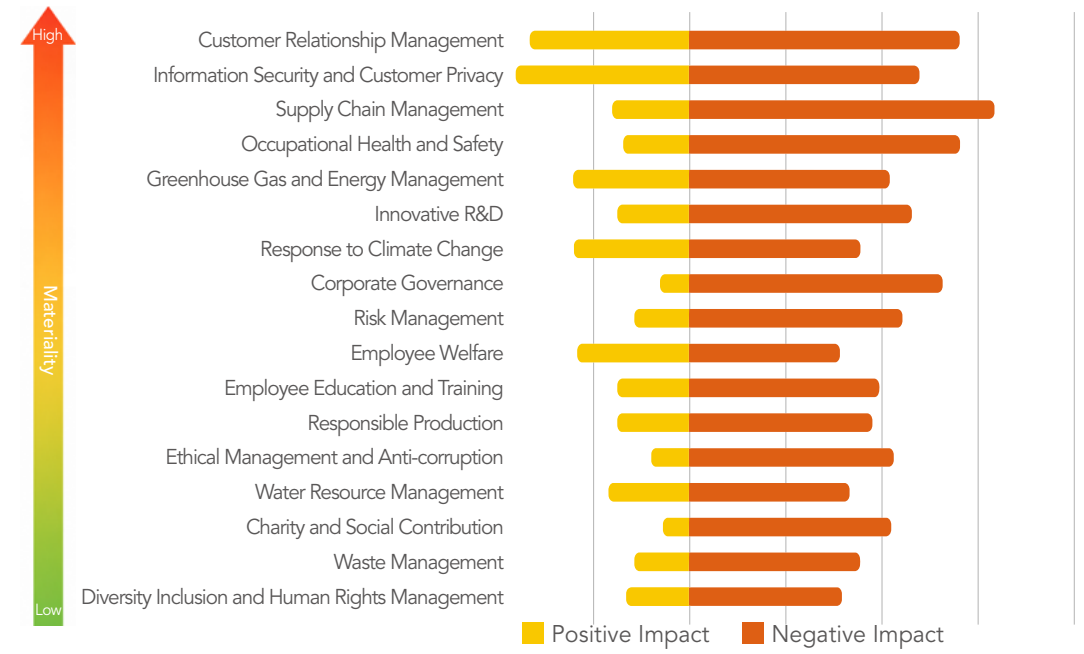
Step 2: Impact and Likelihood Assessment

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		✓	✓	

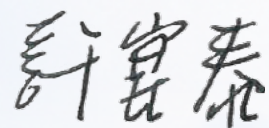
Step 4

Impact Boundaries and List of Material Topics

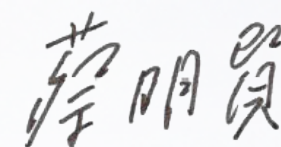
Material Topics	Explanation of Impacts	Corresponding Chapter	Value Chain Impact Scope			
			Upstream	CLEVO	Downstream	
			Supplier		Distributor	User
Innovative R&D	Amid the global push for sustainable development, companies are increasingly relying on research and innovation to explore viable pathways 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.