

Message from Management

Chairman

劉建泰



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

Integrity in Governance and Corporate Sustainability

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

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

Green Operations and Environmental Protection

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

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



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

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

Talent, Society, Diversity, and Inclusion

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

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

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