

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

2025 Sustainability Report

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

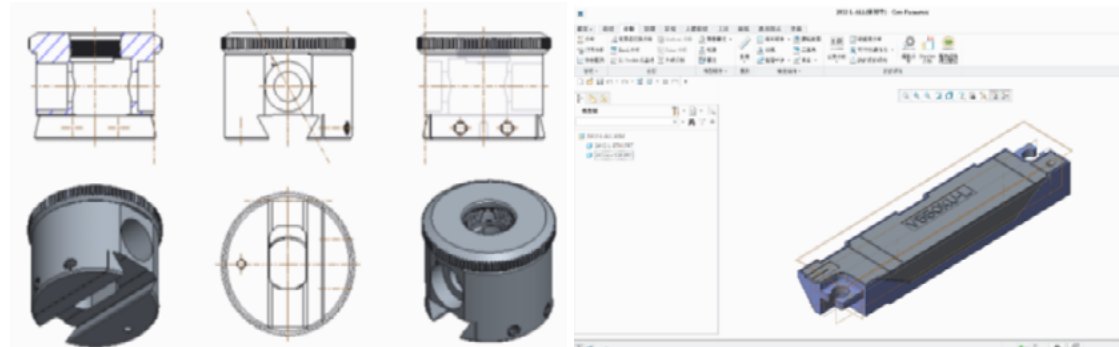
Since 2020, CLEVO has collaborated with Ming Chi University of Technology to establish a long-term internship and talent development mechanism, providing one year internships for students majoring in Electronic Engineering, Mechanical Engineering, Industrial Design, and related disciplines to cultivate 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.

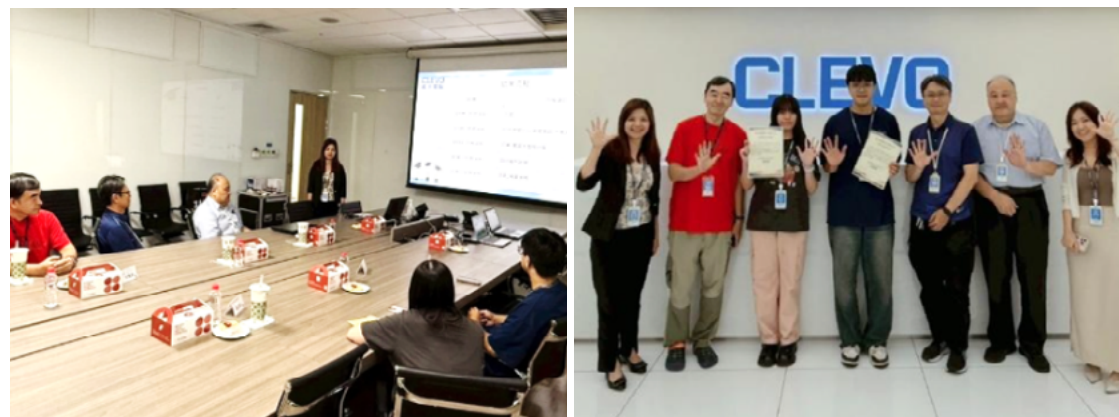


Computer aided 3D drafting

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 million, 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

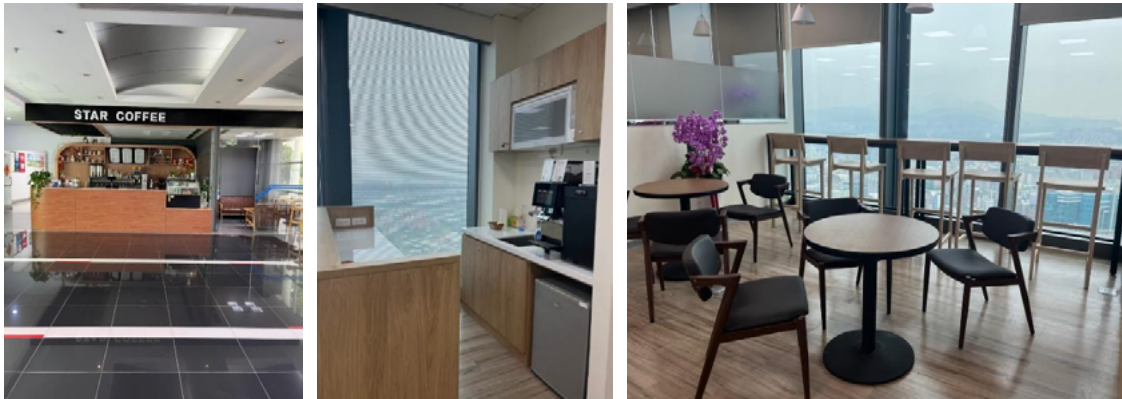


Others

- 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

2025 Sustainability Report

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

2025 Sustainability Report



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%

Kapot 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

	Orientation training			On-the-Job Training		Self-growth	
High-ranking executives	Company Introduction	Labor Safety Statutory Course	General Education Courses	Job-related Skills and Professional Courses	Core Function Courses	General Education Courses	Language training
Intermediate supervisor							
Base level supervisor							
General Staff							
						Book club	Computer skills training

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.

2025 Sustainability Report

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

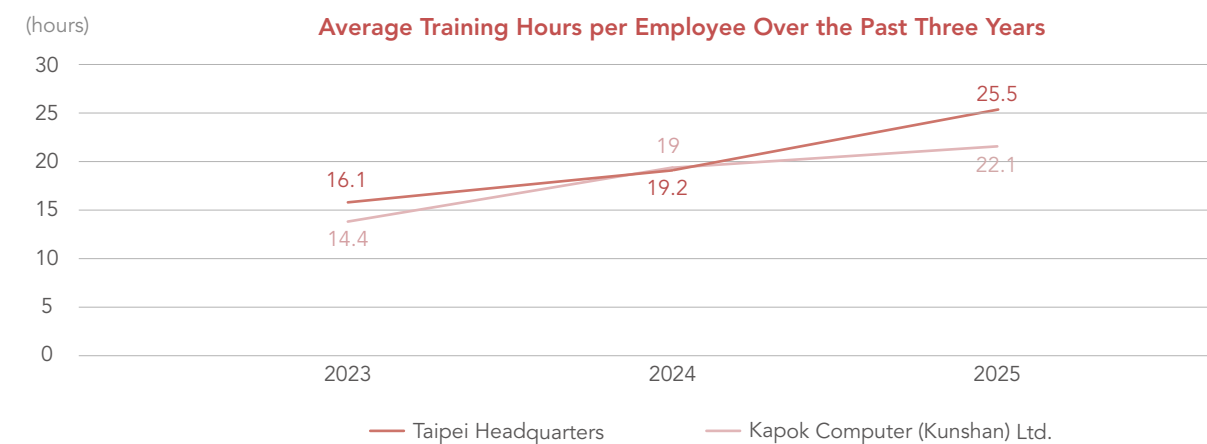
Taipei Headquarters					
	Total sessions	Number of trainees	Total hours of training	Total number of employees	Average training hours per employee
Supervisors	176	1,231	2,528.0	86	29.4
Non-supervisors	227	6,485	11,670.5	471	24.8
Total	234	7,716	14,198.5	557	25.5

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



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.

2025 Sustainability Report

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.



SEIRI

Retain or dispose



SEITON

Labeling and positioning



SEISO

Clearing of waste



SEIKETSU

Maintain cleanliness



SHITSUKE

Consistently maintain 5S standards

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.

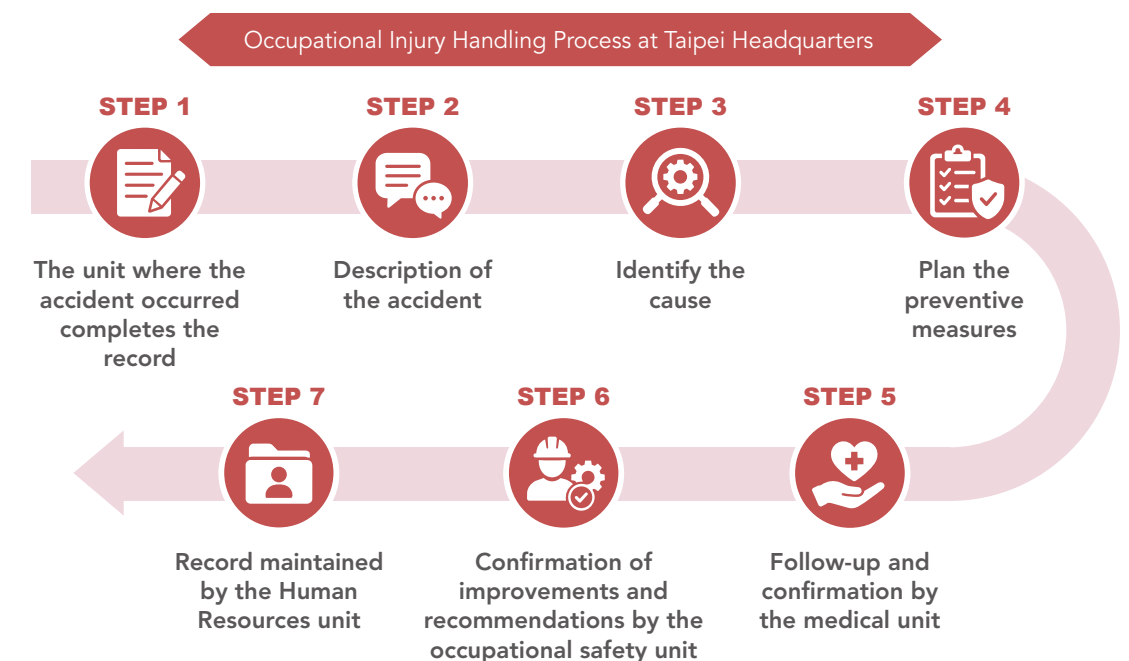
Note 3: A high consequence occupational injury refers to an injury resulting in more than 180 lost workdays.

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

