良維科技 股份有限公司
Longwell COMPANY

2024 SUSTAINABILITY REPORT

Contents

Message from the Chairman

This is Longwell's inaugural Sustainability Report. The Company sincerely thanks all colleagues, shareholders, customers, suppliers, business partners, and stakeholders for their longstanding support and trust, which have been instrumental to the Company's growth and development. This report communicates Longwell's commitments across environmental, social, and governance (ESG) aspects and aims to foster effective engagement with stakeholders. Through transparent disclosures, Longwell seeks to align our strategies and objectives with the principles of sustainable development.

Longwell remains committed to maintaining the principles of integrity, transparency, and accountability in our business operations. The Company has established ethics-based policies and implemented robust corporate governance and risk management mechanisms. These include the appointment of Independent Directors and the establishment of the Remuneration Committee, Audit Committee, and Sustainable Development Committee, all of which aim to foster an environment conducive to sustainable development. Through comprehensive internal controls, risk management, and internal audit systems, all of which are supported by an effective corporate governance framework, Longwell ensures compliance with laws and regulations. These efforts safeguard the rights and interests of both our shareholders and broader stakeholders, while enhancing the Company's long-term sustainable value.

In response to the escalating challenges of global climate change, governments worldwide have begun implementing carbon reduction regulations for businesses. As a member of the electronics supply chain, the Company recognizes the importance of collaborating with both upstream and downstream partners to reduce carbon emissions. Beginning in 2024, we have progressively initiated greenhouse gas (GHG) inventories across our Group and integrated sustainability transformation into our ESG governance framework. We are actively working with our supply chain to advance carbon reduction efforts and to foster a resilient ecosystem for sustainable development. Additionally, the Company is committed to the research and development of green products, aiming to contribute to environmental sustainability while pursuing business growth.

In recent years, Longwell has proactively expanded into the environmentally friendly and new energy sectors, extending our product portfolio to include EV charging units and related green energy products, advancing efforts toward environmental protection for the earth. Our main product offerings include power supply cord sets for 3C applications; environmentally friendly, low smoke halogen-free (HF) power cord sets; high speed data transmission cables (USB 3.0, USB 3.1 Type-C); EV charging units; AI PC; AI servers; and plastic parts, among others. Through continuous innovation and an unwavering commitment to quality, Longwell sustains enduring global market competitiveness and remains at the forefront of industry advancement.

At Longwell, we regard our employees as our most valuable asset. We remain committed to ensuring ethical treatment of our employees and compliance with the Labor Standards Act, the Gender Equality in Employment Act, the Occupational Safety and Health Act, and other applicable laws and regulations, thereby safeguarding their legal rights and interests. In a highly competitive market, we strive to attract and retain talent by fostering a diverse, equitable, and inclusive work environment. The Company also encourages continuous learning and provides support for the ongoing development of employee skills.

Longwell remains committed to sustainable operations and the fulfillment of corporate social responsibility, while steadily implementing long-term development strategies to enhance the Group's operational performance and profitability. Guided by the principle of strengthening both corporate brand value and social value, the Company is dedicated to expanding our impact across economic, environmental, and social dimensions. Through these efforts, Longwell aims to create greater value and well-being for the benefit of all stakeholders.

Longwell Company

Chairman: C. T. Lee

Editorial Policy

In pursuit of sustainable business operations and enhanced information transparency, Longwell has published the 2024 Sustainability Report (hereinafter referred to as "this Report"). Through this report, we aim to communicate to our stakeholders the Company's ongoing efforts and performance in aspects such as strengthening ethical governance, implementing environmental protection and occupational safety measures, and enhancing employee compensation and benefits. Longwell looks forward to the continued attention and valuable feedback from our stakeholders. This will motivate us to make meaningful advancement on the path toward sustainable corporate development.

Reporting Boundary and Scope

This report covers business data for the period from January 1, 2024 to December 31, 2024, primarily focusing on the operations of Longwell Company (hereinafter referred to as "Longwell" or "Taiwan Headquarters") and its manufacturing subsidiary in China, Longwell Electronics (Shenzhen) Co., Ltd. (hereinafter referred to as "Longwell Electronics (Shenzhen factory)").

Reporting Basis and Information Assurance Approach

This report has been compiled in accordance with the GRI Universal Standards 2021 issued by the Global Reporting Initiative (hereinafter referred to as "GRI"), while also complying with the Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies, and incorporating the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Sustainability Accounting Standards Board (SASB) Standards, and the Sustainability Disclosure Indicators for the Electronic Parts/Components Industry. For stakeholders' reference, the appendices of this report include indexes for the GRI Standards, SASB Standards, Sustainability Disclosure Indicators for the Electronic Parts/Components Industry, and the Climate-Related Information of TPEx Listed Companies.

The financial data disclosed in this report has been formally audited by PricewaterhouseCoopers Taiwan in accordance with the International Financial Reporting Standards (IFRS) and is presented in NT$ thousand. Environmental, employment, and other non-financial data have been compiled by the respective departments, verified by department heads, and presented using internationally recognized metrics and calculation methodologies. For environmental and occupational safety aspects, the Company has implemented applicable ISO management systems, with associated data subject to sampling assurance by third-party organizations and certified accordingly. Where the Company's disclosures involve operations across different years or regions, detailed explanations are provided separately within this Report. Given that emissions data are disclosed on a voluntary basis, it has not been externally verified.

This report is the Company's inaugural Sustainability Report and contains no restatement of previously disclosed information.

This report has been independently assured by Great International Certification Co., Ltd. in accordance with the Account Ability 1000 Assurance Standards (AA1000AS), applying Module Type 1 assurance at a moderate level. The assurance opinion statement is provided in the appendices of this report.

The management systems certified for Longwell Taiwan Headquarters and Longwell Electronics (Shenzhen factory) are detailed in the table below. The Company continues to ensure the validity and ongoing compliance of all relevant certifications.

Taiwan Headquarters	None
Longwell Electronics (Shenzhen factory)	ISO 9001, ISO 14001, ISO 45001, and IATF 16949

Publication Frequency

This is Longwell's inaugural Sustainability Report. Beginning with this edition, Longwell will publish a report on an annual basis. To ensure transparency and accessibility of the disclosed information, the complete electronic copy of this report will be made available for download via the Market Observation Post System (MOPS) and the Company's official website. Printed copies will not be distributed.

Current Publication Date: August 2025
Next Scheduled Publication Date: August 2026

Feedback and Suggestions

We welcome any comments or suggestions you may have regarding this Report. Please contact us at your convenience.

Longwell Company Sustainability Promotion Team

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- Company website: http://www.longwell.com/

Sustainability Highlights for the Year 2024

Environmental Sustainability

ISO14064-1:2018

Beginning in 2024, the Company has voluntarily conducted organization-level greenhouse gas (GHG) inventories for Scope 1 and Scope 2 emissions, covering both the Taipei Headquarters and Longwell Electronics (Shenzhen factory).

Additionally, the Company has implemented an Emissions Assurance Mechanism (EAM) and integrated climate risks into its operational strategies, with the objective of enhancing organizational resilience and sustainability.

0 instances of violations

There were no recorded environmental violations and penalties in 2024. The waste management practices of partner manufacturers were in compliance with both contractual requirements and applicable legal obligations.

100% compliance rate

All shipped products achieved 100% compliance rate in third-party inspections for the European Union's Restriction of Hazardous Substances (EU RoHS) Directive and halogen-free standards.

Mutual Prosperity

0 tolerance

There were no reported human rights complaints in 2024.

4 labor management meetings

Labor-management meetings were convened in accordance with applicable regulations to promote harmonious labor relations.

0 instances of violations

There were no recorded violations and penalties related to occupational safety in 2024.

Top 10%

The median and average salaries for the Company's non-managerial positions ranked within the top 10% among TPEx listed peer companies in 2024.

Sustainability Highlights for the Year 2024

Corporate Governance

NT$ 8.04 billion

Longwell's consolidated revenue for the year 2024 was NT$ 8.04 billion, representing a 9.24% increase compared to 2023.

NT$ 1.011 billion

Longwell's net profit for the year 2024 amounted to NT$ 1.011 billion, representing an increase of NT$ 374 million compared to the previous year, with a year-on-year growth rate of 58.78%.

NT$ 6.41

Earnings per share (EPS) for the year 2024 was NT$ 6.41, representing an increase of NT$ 2.24 compared to the previous year.

19.54%

Sales of green products accounted for 19.54% of the Company's total revenue for the year 2024.

0 occurrences

There were no recorded major information security breaches in 2024.

01 Identification of Stakeholder Groups and Material Topics

1 Identification of Stakeholder Groups and Material Topics

Stakeholders and Material Topics Identification Process

STEP 1.

Understanding the organizational context

With reference to sustainability-related industry standards, the organization reviews its operational activities, business relationships, and stakeholder identification processes to understand the overall organizational context and its associated impacts, thereby identifying sustainability-related stakeholders.

STEP 2.

Identifying actual and potential impacts

Based on the organizational context and business relationships, the organization identifies both actual and potential impacts on the economy, environment, and people, regardless of whether they are positive or negative, short- or long-term, intentional or irreversible. A total of 27 sustainability-related topics of concern have been identified for consideration.

STEP 3.

Assessing the materiality of impacts

Materiality is assessed based on scores for "stakeholder impact" and "economic, environmental, and social impacts," derived from questionnaires and voting involving both internal and external stakeholders.

STEP 4.

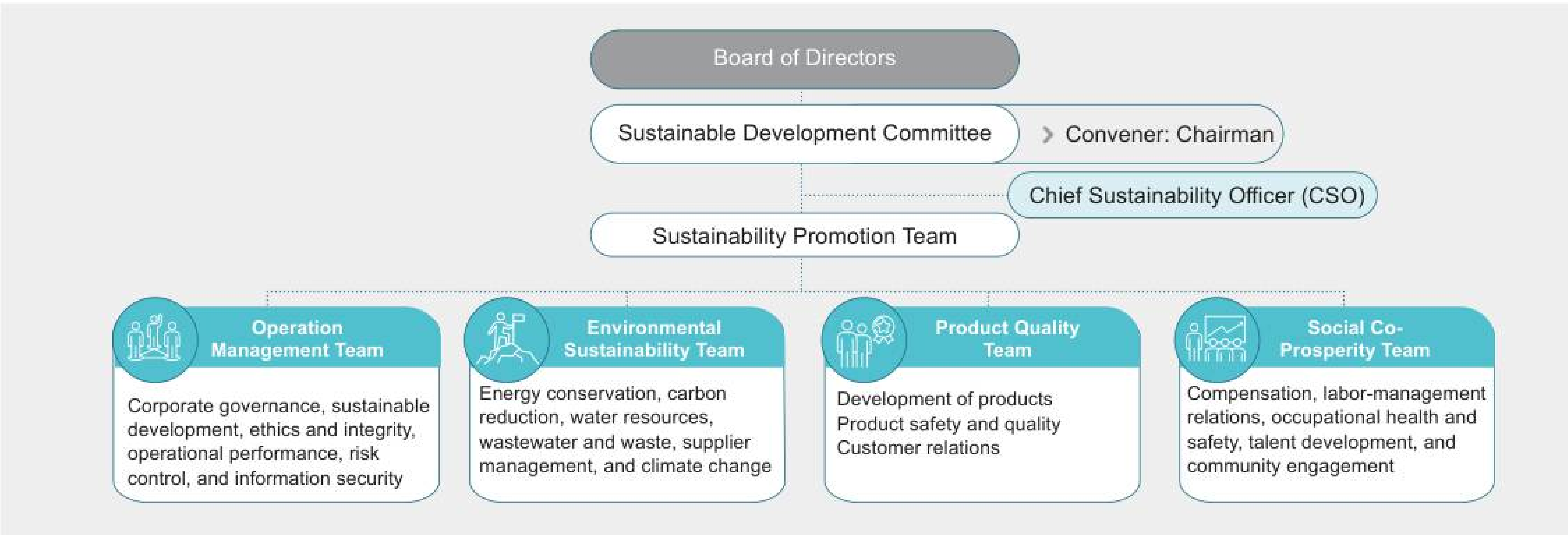
Determining the prioritized reporting sequence for the most significant impacts

Following the prioritization of the identified topics of concern, their significance is reviewed with consultants. A total of nine material topics have been determined.

1.1 Sustainable Development Committee

The Board of Directors of Longwell has approved the Sustainable Development Committee Organizational Charter, which established the Sustainable Development Committee. Convened by the President and made up of the highest-ranking officers from each department, this Committee serves as a non-exclusive department responsible for advancing the Company's sustainable development initiatives across operational management, environmental sustainability, and social responsibility. The Committee regularly reports the progress of its initiatives to the Board. Sub-functional task forces have been established within the Committee structure, each chaired by its respective departmental officer.

Organizational Structure of the Sustainable Development Committee



The Sustainable Development Committee is responsible for formulating the Company's sustainability policies, covering environmental, social, and governance (hereinafter referred to as "ESG") aspects. Stakeholders may engage in consultations with the Board or designated authorized departments regarding economic, environmental, and social topics through appropriate internal or external communication channels, as applicable to their respective identities. Following such engagement, material topics undergo thorough review and follow-up by the responsible departments. Prior to each Committee meeting, the Secretary of the Sustainable Development Committee issues a formal meeting notice and consolidates agenda items submitted by the respective sub-functional task forces for discussion at the Committee meeting. The results of such discussions are subsequently submitted to the Board for resolution. The Company has established the Operational Procedures Governing the Preparation, Filing, and Assurance of Sustainability Reports, which have been incorporated into its internal control system. The President reports to the Board at least once per year on the progress and implementation status of the Company's sustainability initiatives for the reporting year.

1.2 Identification of Stakeholder Groups

Determination of Key Stakeholder Groups

Engaging with stakeholders through routine business interactions

Conducting internal meetings and benchmarking against comparable industry practices

A total of 4 key stakeholder groups were identified

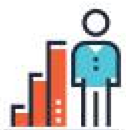
Stakeholders refer to parties that have an impact on Longwell. Each department conducts a preliminary identification of stakeholders based on routine business interactions. This is followed by further assessment through internal discussions and benchmarking against industry peers. The assessment considers the frequency of interaction, degree of mutual influence, and each stakeholder's relative significance to Longwell. Upon completion of this assessment, four key stakeholder groups have been identified as material to Longwell: shareholders, customers, suppliers, and employees.

1.3 Stakeholder Engagement and Topics of Concern

Given the differing identities of Longwell's key stakeholder groups, the topics of concern for each group vary. The designated departmental task forces proactively maintain constructive communication with stakeholders through diverse channels, enabling stakeholders to stay informed of the Company's operational developments in a timely manner. This engagement also enables Longwell to gain insight into stakeholder expectations and to respond appropriately. The Company reports to the Board of Directors on the status of communications with its key stakeholder groups on an annual basis.

Each department collects topics of concern raised by key stakeholder groups during routine business interactions, which are subsequently consolidated by the Sustainable Development Committee. By referencing the GRI Standards (2021) and benchmarking against Sustainability Reports of industry peers, sustainability topics covering economic, environmental, and social aspects are then identified. This process ensures Longwell's sustainability disclosures fully align with the GRI Standards' principles of completeness and inclusiveness.

Key stakeholder group	Significance to the Company	Topics of Concern	Engagement Approach and Frequency	Corresponding Chapter(s)
Shareholders	Investors serve as the Company's primary source of capital. Longwell remains committed to delivering stable operational performance as a means to generate investment value, thereby strengthening investor confidence and ensuring a steady flow of capital.	• Product quality management • Environmental compliance • Labor relations • Products and services • Procurement and management of materials	Market Observation Post System (MOPS) and the Company's official website (update on an ad-hoc basis), general shareholders' meetings (on an annual basis), participation in investors conferences (convened as needed), and through designated spokesperson contacts (on an as-needed basis)	II. About Longwell III. Ethical Governance IV. Environmental Sustainability V. Social Care
Customers	The Company maintains open and effective communication channels with its customers, while respecting and safeguarding their rights and interests. Additionally, the Company continuously improves both its customer service and product quality in pursuit of customer satisfaction.	• Procurement and management of materials • Product quality management • Waste management • Environmental compliance • Health and safety • Products and services	Business visits / regular meetings (on a weekly basis), coordination meetings (convened as needed), audit feedback / self-management performance feedback (as needed), and communication via emails and telephone (as needed)	III. Ethical Governance IV. Environmental Sustainability

Key stakeholder group	Significance to the Company	Topics of Concern	Engagement Approach and Frequency	Corresponding Chapter(s)
 **Suppliers**	Business partners play a vital role in Longwell's sustainable development, as their influence extends beyond production, services, and operations, further shaping the Company's corporate social responsibility and reputation. By maintaining effective communication channels, Longwell seeks to identify and respond to partners' topics of concern, thereby minimizing operational risks and enhancing cost efficiency.	• Product quality management • Training and education • Products and services • Energy management • Procurement and management of materials	Procurement contracts (as needed), business interactions / communication via emails and telephone (as needed), supplier evaluation system (on an annual basis), and supplier meetings (convened as needed)	IV. Environmental Sustainability V. Social Care
 **Employees**	Employees are regarded as the most valuable partners in Longwell's sustainable development. In addition to safeguarding their employment rights and providing market-competitive compensation and benefits, the Company is committed to respecting and caring for its employees, thereby attracting outstanding talent and empowering them to realize their full potential.	• Health and safety • Training and education • Energy management • Environmental compliance • GHG emissions	Fire drills (semi-annual), occupational safety training sessions (annual), the Company's internal website, communication via emails, employee suggestion box, employee welfare meetings (convened as needed), and labor-management meetings (quarterly)	V. Social Care

1.4 Identification of Material Topics

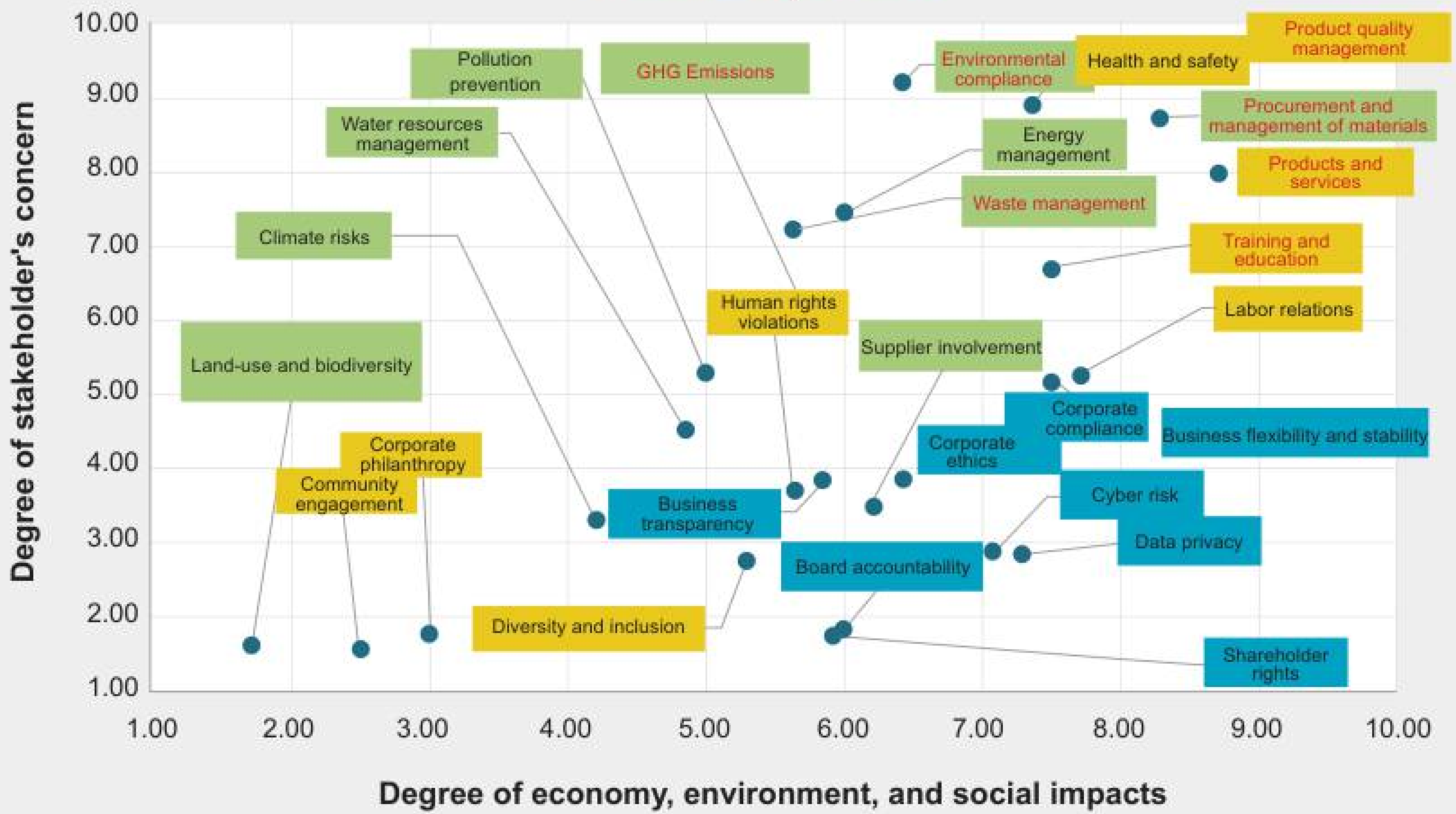
Material Topics Identification Process

- sustainability-related topics of concern: **27**
- survey on the degree of concern: **Questionnaire**
- survey on the degree of impact: **Questionnaire**
- A total of 9 material topics were identified: **9**

Aspect	Environment	Social	Economy
Sustainability topics	• Energy management • Water resources management • Procurement and management of materials • Waste management • Land-use and biodiversity • Pollution prevention • Environmental compliance • GHG emissions • Climate risks • Supplier involvement	• Labor relations • Health and safety • Training and education • Diversity and inclusion • Human rights violations • Cyber risk • Product quality management • Products and services • Data privacy • Corporate philanthropy • Community engagement	• Corporate ethics • Board accountability • Shareholder rights • Business transparency • Corporate compliance • Business flexibility and stability

Longwell's Sustainable Development Committee identified 27 sustainability topics. A questionnaire was distributed among key stakeholder groups to assess their degree of concern for each topic, while a parallel set of questionnaires was distributed to the Company's internal management to evaluate the degree of impact of each topic on Longwell's operations. The results of both assessments were consolidated into a materiality matrix. Following Committee discussions, the eight highest-scoring topics across environmental, social, and economic aspects were selected as the material topics for the reporting year. Additionally, recognizing the growing significance of greenhouse gas emissions concerns, the Company proactively included "GHG emissions" as a material topic. Accordingly, Longwell has identified the following nine material topics for prioritized disclosure in the current reporting year, namely product quality management, procurement and management of materials, products and services, health and safety, environmental compliance, training and education, energy management, waste management, and GHG emissions. The impacts of each material topic were subsequently discussed by the Committee in consultation with relevant experts. This included both actual and potential impacts, as well as positive and negative ones. The corresponding management approach and relevant disclosure items for each material topic will be detailed in this report.

Materiality Matrix



Shadings indicate impacts on various aspects: blue represents the economy, green represents the environment, and orange represents the society. Text in red indicates material topics.

Determination of Material Topics and Corresponding Boundaries

Aspect	Material Topic	Positive/Negative Actual/Potential	Description of Impact	Internal Boundary	External Boundary			GRI Correspondence(s)	Correspondence Sustainability Report
				The Company	Supplier	Customer	Local Community		
Social	Product quality management	Actual Positive	Through the effective implementation of the quality management system, no major regulatory violations or product recall was recorded in 2024.	●		●		Self-defined Topic	3.5 Products and Services
	Products and services	Actual positive	Through continuous efforts in product design innovation, production technology advancement, cost optimization, and operational efficiency improvement, sales of green products accounted for 19.54% of total revenue for the year 2024.	●	●	●		Self-defined Topic	3.5 Products and Services
	Health and safety	Actual Positive	Through the effective implementation of the ISO 45001: Occupational Health and Safety Management Systems, no occupational accidents were recorded in 2024.	●	●			GRI 403: Occupational Health and Safety 2018	5.3 Occupational Safety and Health
	Training and education	Actual Positive	Both trainings for new recruits and in-service staff were duly implemented in 2024.	●				GRI 404 Training and Education: 2016	5.2 Proper Talent Assignment
Environment	Procurement and management of materials	Actual Positive	Ensuring 100% use of conflict-free minerals and compliance with the EU RoHS Directive, the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Regulation, and other relevant regulations to minimize environmental impacts. Through sustainable supply chain management, the Company collaborates with its partners to collectively contribute to sustainability efforts.	●	●	●		GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	4.6 Supply Chain Management
	Environmental compliance	Actual Positive	There were no recorded environmental regulatory violations in 2024.	●	●	●	●	GRI 2-27: General Disclosures 2021	4. Environmental Sustainability

Aspect	Material Topic	Positive/Negative Actual/Potential	Description of Impact	Internal Boundary	External Boundary			GRI Correspondence(s)	Correspondence Sustainability Report
				The Company	Supplier	Customer	Local Community		
Environment	Energy management	Actual Positive	Effective energy conservation initiatives were implemented to reduce energy intensity.	•		•	•	GRI 302: Energy 2016	4.1 Energy Resources Management
	Waste management	Actual Positive	Waste was duly reported in compliance with regulatory requirements, and proper classification practices to reduce waste generation were implemented.	•		•	•	GRI 306: Waste 2020	4.5 Waste Management
	GHG emissions	Potential positive	Greenhouse gas emissions have been proactively inventoried and are scheduled for third-party assurance in 2025.	•		•	•	GRI 305: Emissions 2016	4.2 Greenhouse Gas Management

1.5 Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a set of 17 interconnected goals comprising 169 targets, adopted by the United Nations in 2015. These goals serve as a global blueprint to assist member states and enterprises in advancing sustainability efforts through 2030.

Longwell has integrated the SDGs into its business strategies, expanding its previous focus on economic performance to include environmental protection and regulatory compliance, enhancement of employee benefits to retain outstanding talent, elimination of workplace inequalities, and reduction of effluent and greenhouse gas emissions. Additionally, the Company collaborates with its suppliers to advance improvements on environmental practices and workplace conditions. Moving forward, Longwell remains committed to deepening its contributions to the SDGs and fulfilling its corporate social responsibility.

SDG	Target	Longwell's actions
1 NO POVERTY	1.4 Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources.	• Provides market-competitive compensation packages that exceed legal requirements, complemented by comprehensive benefits. These measures are intended to enable employees to work with dignity while improving the economic well-being of both themselves and their families. • Adjusts employee compensation based on the Company's profitability to enhance employee engagement.
4 QUALITY EDUCATION	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations. 4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, and promotion of a culture of peace and non-violence.	• Assigns employees across various job functions to receive professional/functional training, ensuring equal access to occupational training opportunities. • Offers and encourages employee participation in training sessions on sustainable development, workplace gender equality, and labor rights.

5 GENDER EQUALITY	5.1 End all forms of discrimination against all women and girls everywhere. 5.4 Recognize and value domestic work through the provision of social protection policies.	• Does not consider gender as a factor in recruitment, assessment, or promotion decisions. • Provides all employees, regardless of gender, the right to apply for job-protected parental leave without pay.
8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Elimination of the worst forms of child labour and eradicate forced labour. 8.8 Protect labour rights and promote safe and secure working environments for all workers, in particular women, and those in precarious employment.	• Does not consider gender as a factor in recruitment, assessment, or promotion decisions. • Adjusts employee compensation based on the Company's profitability to enhance employee engagement. • Respects labor rights, including the prohibition of child labor and any form of workplace discrimination. • Provides substantial protection for pregnant employees by adjusting job responsibilities and reducing workload in compliance with applicable laws. • Ensures the effective implementation of the Occupational Safety and Health Management System to enhance workplace safety for employees.
10 REDUCED INEQUALITIES	10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory practices. 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	• Does not consider individuals' physical or psychological differences as factors in recruitment, assessment, or promotion decisions. • Established a whistleblower system supported by a comprehensive process that ensures protection for whistleblowers.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.5
Substantially reduce waste generation through prevention, reduction, recycling, and reuse.

12.6
Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

- Sustainable resource management: Enhances utilization efficiency and promotes recycling initiatives to reduce raw material wastage and resource loss throughout the manufacturing process.
- Publishes Sustainability Report on an annual basis, disclosing data on sustainability topics to ensure transparency and facilitate effective communication with stakeholders.

13 CLIMATE ACTION

13.2
Integrate climate change measures into national policies, strategies and planning.

13.3
Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning systems.

- Conducted a greenhouse gas (GHG) inventory in 2024, which serves as a foundation for developing and demonstrating progress on emission reduction plans.
- Identifies significant climate-related risks and other related issues and develops corresponding measures to address the associated risks and opportunities.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.6
Develop effective, accountable, and transparent institutions at all levels.

16.7
Ensure responsive, inclusive, participatory and representative decision making at all levels.

- Strengthens corporate governance by implementing effective internal control measures to ensure compliance with the Company's regulations by all personnel. This is complemented by an independent whistleblower system and comprehensive whistleblowing procedures.
- Collects stakeholder expectations through various engagement approaches and regularly reports such insights to the Board of Directors.

02 About Longwell

2 About Longwell

2.1 Company Overview

Longwell, founded in 1972, is one of the largest worldwide cable and electronic components producer and has been dedicated to the fields for over 50 years. Our products are applied by leading electronic manufacturers throughout the world, and they have come to rely on Longwell as a global supplier for all cable and connector demands. Meanwhile, Longwell has demonstrated highly efficient and flexible operations which lead to greater responsiveness and shorter time-to-market. Longwell's rise to market leadership is the result of a persistent focus on delivering the best possible customer experience by offering market-leading products and a world-class service.

To meet the growing demand for outsourcing of both multinational and regional OEMs, Longwell provides a host of services covering product design, engineering, volume manufacturing, and global logistics. Through these capabilities, Longwell consistently meets and exceeds customer requirements impeccably and is recognized as a full-service global partner and technology leader. By leveraging best-in-class technology, efficient manufacturing, and a vertically integrated model that incorporates copper plants and tooling capabilities, Longwell offers market-leading products and gains a competitive advantage in the global market.

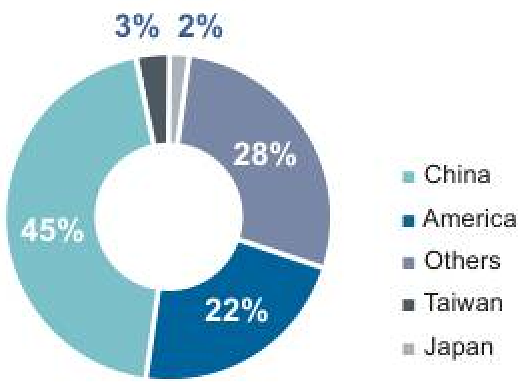
Note: Please refer to the 'About Us' section on the Company's official website for details regarding Longwell's corporate development history.

Company official website - About Us

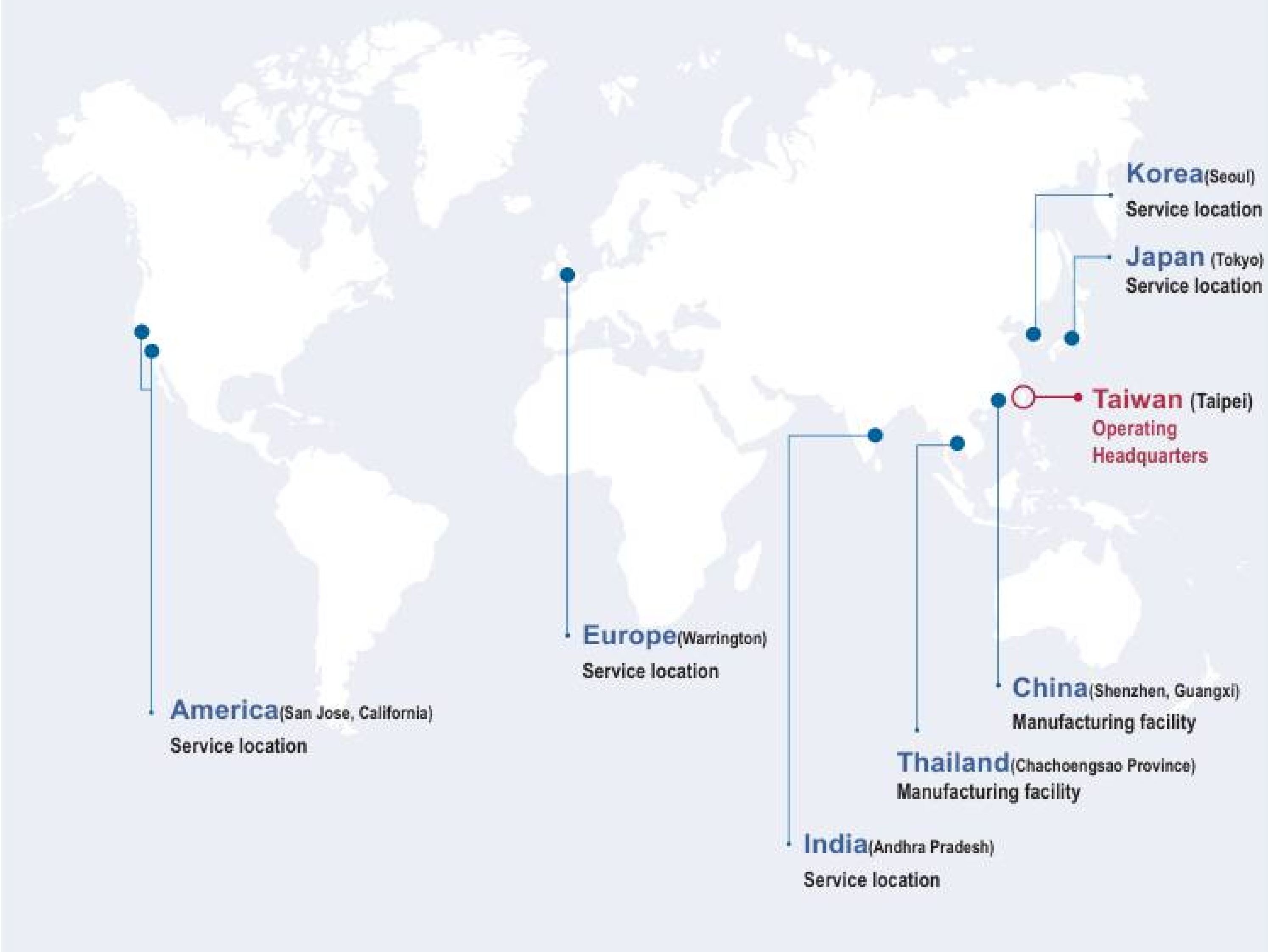
Basic Information

Company Name	Longwell Company
Stock Code	6290
Industry category	Listed under the Electrical Equipment & Parts on the TPEx
Main Products and Services	Power supply and signal data cables (including automotive cables), power supply cord sets, signal data cable assemblies, hi-amp power cords and connectors, and AC adapter (duck-head) & mechanical components.
Location of Headquarters	10F., No. 36, Sec. 1, Chang'an E. Rd., Zhongshan Dist., Taipei City 104, Taiwan (R.O.C.)
Total Capital (NT$ thousand)	1,590,787
Revenue for the Year 2024 (NT$ thousand)	8,040,447

Revenue Contribution by Region



Operating Sites



Longwell's Position and its Up-, Middle-, and Down-stream Relationships in the Industry Chain

(1) Power supply and signal data cables (including automotive cables):

(2) Power supply cord sets:

(3) Signal data cable assemblies:

Up-stream

- Connectors
- Housing
- Terminal
- Wire & Cable (Connector)
- PVC, PE, TPR, TPE
- H, S Tube/ I, S Tube
- EMI Core
- Copper Foil/Tinplates

Middle-stream

- Signal transmission cable assembly/ manufacturing

Down-stream

- Manufacturing of computers and peripheral equipment such as monitors, printers, desktops (DTs), notebooks (NBs), floppy disk drives (FDDs), hard disk drives (HDDs), and keyboards.
- Manufacturing of communication products such as mobile phones, network products, Voice over Internet Protocol (VoIP) hardwares, digital subscriber line multiplexers (DSLAMs), set-top boxes (STBs), routers, asymmetric digital subscriber line (ADSL) hardwares, and ethernet hubs.
- Manufacturing of consumer products such as programmed data processors (PDPs), digital televisions (DTVs), high-definition televisions (HDTVs), digital cameras, camcorders, and digital versatile discs (DVDs).

(4) AC adapter (duck-head) & mechanical components:

Up-stream

- Plastic pellets (PC, PE, ABS, PBT)
- Copper blades/ inserts

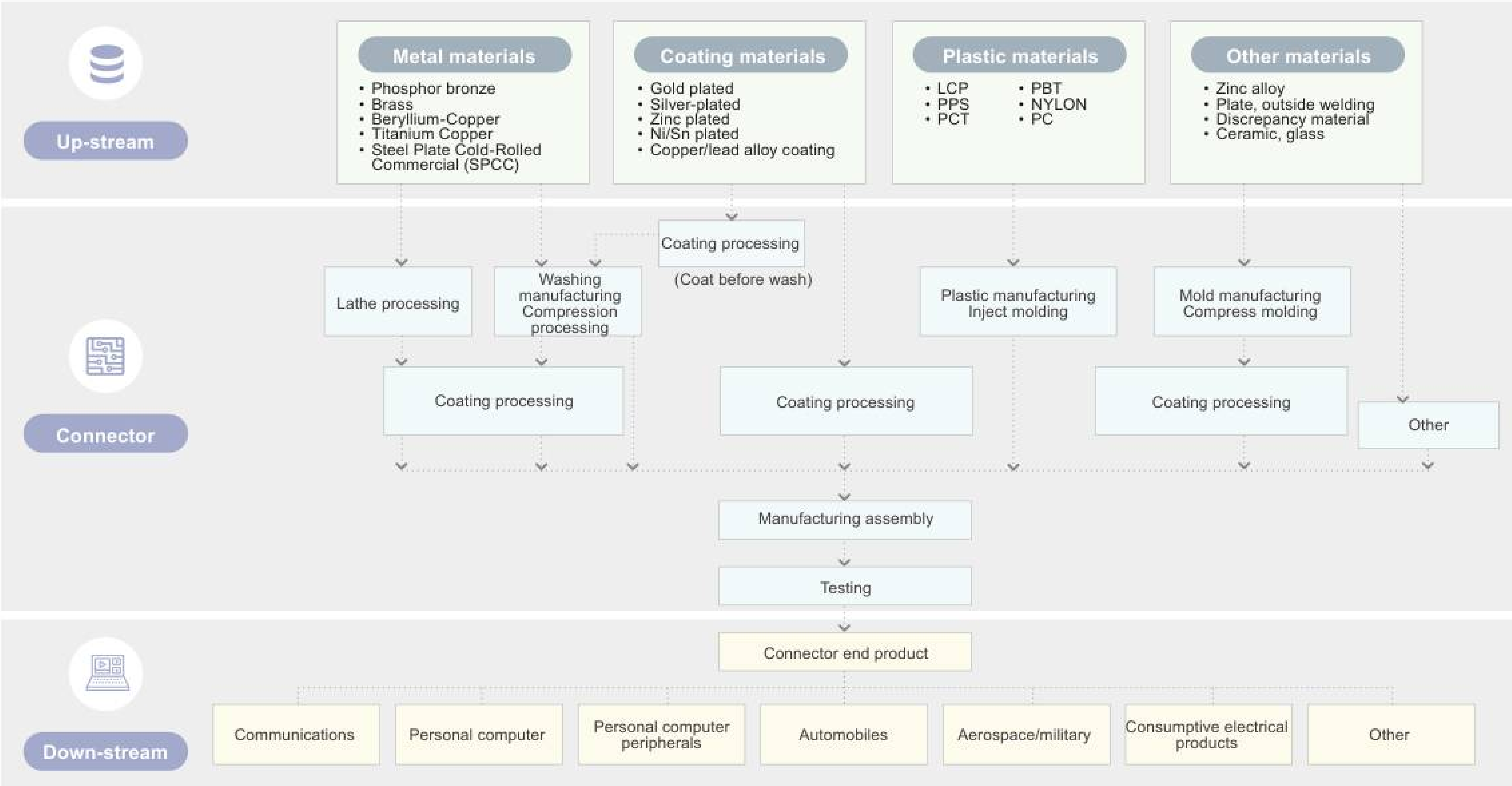
Middle-stream

- Injection Molding/ Ultrasonic / Assembly

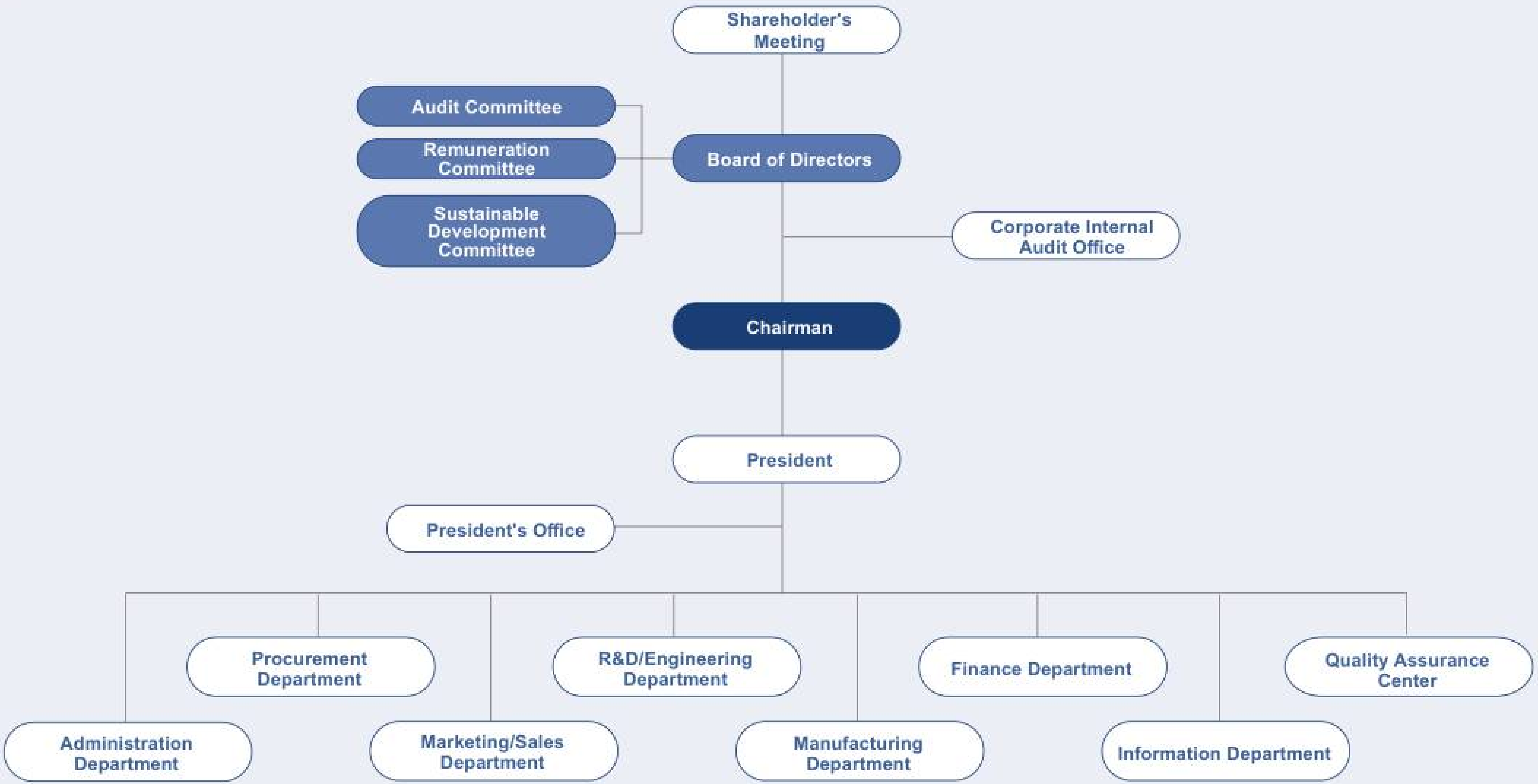
Down-stream

- Power adapters for computers and peripheral equipment such as notebooks (NBs) and tablet PCs.
- Power adapters for communication products such as mobile phones.
- Display stands for use in consumer experience stores of major U.S.-based brand clients.

(5) Hi-amp power cords and connectors:



Organization Chart



2.2 Business Philosophy

Longwell Company, since its founding in 1972, has remained committed to its business philosophy of "technological innovation, customer service, integrity and practicality, and sustainable development," dedicating itself to delivering outstanding products and services in the global market.

Technological innovation

Regarding technological innovation, Longwell focuses in both research and development and manufacturing of power supply cord sets, signal data cable assemblies, and AC adapters. The Company continuously invests resources in technological advancement to ensure its products meet market demands and are designed to meet global safety certification standards. These efforts have established Longwell's position as a globally recognized manufacturer of power cords and AC adapters, with products distributed worldwide.

Customer service

Regarding customer service, Longwell places great emphasis on addressing the needs of each customer and is committed to delivering high-quality products and services. Supported by a competent management team, the Company maintains stable operations and has demonstrated consistent profitability growth, thereby establishing Longwell's position as one of the leading manufacturers in the domestic market.

Integrity and practicality

Regarding integrity and practicality, Longwell maintains its corporate social responsibility by prioritizing ethical management and risk control. The Company has established specific objectives, along with corresponding management policies and implementation plans, to advance its commitments in corporate social responsibility and sustainable development. These measures aim to ensure the effective promotion and implementation of ethical business conduct and risk management practices across the organization. Through these efforts, the Company has strengthened its operational resilience and corporate reputation.

Sustainable development

Regarding sustainable development, Longwell is committed to advancing its economic, social, and environmental sustainability objectives. The Company continues to make dedicated efforts to advance improvements across these aspects, with the goal of achieving sustainable development.

2.3 Participation in Associations

Association	Participation Role
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	Member
Member of USB-IF	Member
Taiwan Merchant Association Shenzhen (TMAS)	Member
Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC)	Member

03 Ethical Governance

3 Ethical Governance

Effective corporate governance includes a well-structured Board of Directors, robust internal control systems, and stable financial management. These elements not only help mitigate operational risks but also enhance corporate competitiveness and create brand value. Additionally, developing a culture that prioritizes ethical business practices and compliance, backed by a sound governance framework, ensures the Company's growth while safeguarding the interests of investors and stakeholders.

The Company has established its corporate governance framework in compliance with the Securities and Exchange Act and related regulations. To strengthen the protections of shareholder rights, enhance the functionality of the Board, respect stakeholder interests, and improve transparency, the Board has implemented the Corporate Governance Best Practice Principles, which emphasize fairness, impartiality, and transparency. Under these principles, a director nomination process has been implemented, and independent directors have been appointed to reinforce the Board's supervisory and management capabilities. To prevent improper use of non-public information, the Board has implemented the Management Procedures for Preventing Insider Trading, which prohibit directors, managerial officers, and employees from using undisclosed information for personal gain. The Board has also established the Ethical Corporate Management Operation Procedures and Behavior Guidelines, which are grounded in integrity, transparency, and accountability. These policies are intended to strengthen the Company's corporate governance framework and risk control mechanisms, thereby fostering a sustainable operating environment. Additionally, the Company remains committed to timely, accurate, and fair information disclosure. A comprehensive disclosure system has been established to ensure that shareholders and stakeholders have access to relevant information regarding the Company's operations, financial performance, Board activities, and shareholders' meetings. Such information is made available through the Company's official website and the Market Observation Post System (MOPS).

Information regarding the implementation and operational details of the Company's corporate governance policies is disclosed on the Company's official website and in the annual report, and is reported to the Board of Directors at least once a year.

Please refer to the 'Articles of Incorporation and Key Regulations' section on Longwell's official website for details regarding the operational procedures mentioned above.

Please refer to the 'Articles of Incorporation and Key Regulations' section on Longwell's official website for details regarding the operational procedures mentioned above.

Articles of Incorporation and Key Regulations

3.1 Governance Practices

Comprising all shareholders, the General Shareholders' Meeting serves as the highest decision-making body of the Company, responsible for making resolutions on material matters and receiving regular reports from the Board of Directors. The Board functions as the highest governance body, with all members exercising their duty of care as prudent administrators, developing business strategies, reviewing financial performance, and ensuring legal compliance across all Company operations. To enhance corporate governance practices and strengthen the Company's competitiveness, the Board has established an Audit Committee and a Remuneration Committee to reinforce the Board's supervisory and management capabilities. Additionally, an independent Corporate Internal Audit Office was established under the Board, conducting regular audits and reporting its findings to both the Audit Committee and the Board.

The Company places great emphasis on corporate governance, with a commitment to sustainable growth and ethical business practices. It continuously enhances its governance framework and maintains the principles of information transparency, supported by an effective internal control system to safeguard the rights and interests of stakeholders. The Company's internal control system is designed and implemented based on a full assessment of its operations in line with the Regulations Governing Establishment of Internal Control Systems by Public Companies. The system is regularly reviewed and adjusted in response to changes in both internal and external criteria, thereby ensuring its continued effectiveness in both design and implementation. Through a comprehensive management mechanism, the Company remains committed to enhancing operational performance and achieving the goal of sustainable development.

To strengthen the support provided to the directors in fulfilling their duties and thereby enhance the functionality of the Board of Directors, the Company appointed Sandy Ning, Chief Financial Officer (CFO), as the Corporate Governance Officer in 2020, as approved by the Board. This appointment aims to safeguard the rights and interests of stakeholders and enhance the functionality of the Board. The Corporate Governance Officer is responsible for assisting directors in performing their duties, providing necessary information, coordinating continuing education, handling matters related to Board and general shareholders' meetings in compliance with applicable laws, supporting the Company's compliance with Board and shareholders' resolutions, and maintaining investor relations. Moving forward, the Company remains committed to further enhancing the effectiveness of corporate governance and reinforcing stakeholder confidence.

The Company's financial statements are regularly audited and attested by an independent accounting firm. All legally mandated disclosures are accurately and promptly completed by designated personnel. To ensure prompt and appropriate disclosure of material information, the Company has established a spokesperson system, enabling shareholders and stakeholders to access relevant financial and operational information. Moving forward, the Company remains committed to strengthening Board operations, enhancing information transparency, and progressively integrating sustainability governance strategies into its corporate governance framework. The Company was ranked among the upper 36% to 50% of TPEx Listed companies in the 2024 Corporate Governance Evaluation System.

Overview of Performance of Duties by the Corporate Governance Officer for the Year 2024

1.Assisting directors and independent directors in performing their duties, providing necessary information, and coordinating continuing education

(1) Provided Board members with updates upon appointment and regularly thereafter on Company operations and the latest developments and amendments in laws and regulations related to corporate governance.

(2) Conducted reviews of the confidentiality classification of relevant information and provided directors with the necessary Company information, thereby ensuring effective communication and coordination between the Board and business executives.

(3) Assisted directors and independent directors in developing their annual continuing education plans and arranging corresponding training sessions, taking into account the Company's industry characteristic as well as the directors' professional experience and educational backgrounds.

2.Assisting the Board and General Shareholders' Meetings with meeting procedures and ensuring legal compliance in relation to resolutions:

(1) Ensured that the convening of the General Shareholders' Meeting and Board Meetings complied with relevant laws and the Corporate Governance Best Practice Principles.

(2) Assisted and reminded directors to comply with applicable laws and regulations when performing their duties or making formal Board resolutions, and provided recommendations when proposed Board resolutions posed legal risks.

(3) Reviewed the disclosure of material information following Board meetings, ensuring the legality and accuracy of the disclosed content to safeguard equal access to trading information for investors.

3. Drafting the Board meeting agenda and notifying directors at least seven days prior to the meeting date, covering meetings, and providing relevant materials. Providing prior reminders concerning conflict of interest recusals and trading blackout periods, when applicable. Completing the minutes of the Board meetings within twenty days following the conclusion of each meeting.

4. Managing the pre-registration of General Shareholders' Meeting dates, ensuring regulatory compliance, as well as preparing meeting notices, manuals, and minutes within statutory deadlines and processing registration changes in relation to amendments to the Articles of Incorporation or elections of board members.

5. Purchasing Directors & Officers (D&O) Liability Insurance with a coverage amount of US$ 2 million. The current insurance policy covers the period from July 2024 to July 2025.

3.1.1 Board of Directors

The Board of Directors is responsible for developing the Company's business strategies and is accountable to shareholders and other stakeholders. Directors are expected to faithfully perform their duties and exercise prudent oversight, acting with due diligence in the exercise of their powers. Except for matters that are legally or statutorily mandated to be resolved at the general shareholders' meeting, decisions related to the conduct of Company operations and the establishment and implementation of governance systems are to be resolved by the Board. The Company's Articles of Incorporation clearly stipulate the adoption of a candidate nomination system for the election of directors and adhere to the principle of merit-based selection through regular re-elections. In addition to maintaining the number of directors concurrently serving as managerial officers at no more than one-third of the total number of Board seats in line with Corporate Governance Best Practice Principles, the Board also considers diversity in its composition, including but not limited to aspects of personal attributes and values, as well as professional knowledge and skills. All directors are expected to possess the knowledge, expertise, and character required to fulfill their responsibilities. The Company's directors collectively demonstrate strong industry expertise and practical experience, with a deep understanding of industry trends and developments. The current Board comprises nine directors, including four independent directors. This composition enhances the Board's independence and complies with applicable regulatory requirements. Each director serves a three-year term. As the current Board term has not yet expired, gender representation has not yet reached one-third. The Company intends to align with this objective in the next Board term. The Board meeting convenes at least once per quarter to review operational performance and deliberate on material issues, including economic, environmental, and social impacts, as well as related risks and opportunities. Responsible departments are assigned during each meeting to follow up on resolutions and are required to report progress at subsequent Board meetings for ongoing tracking and oversight.

Details such as personal profiles, educational background, concurrent positions in other companies, the independence of independent directors, and the operations of various functional committees have been fully disclosed in the Company's annual report or on its official website. The annual report and related information are also accessible via the Market Observation Post System (MOPS) and the Company's official website.

Statistical Overview of Board Composition:

Diversity Overview/Year			2022		2023		2024	
			Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Director	Gender	Male	8	88.89%	8	88.89%	7	77.78%
		Female	1	11.11%	1	11.11%	2	22.22%
	Age	Under 50	1	11.11%	1	11.11%	2	22.22%
		50 to 64	4	44.44%	4	44.44%	4	44.44%
		65 and above	4	44.44%	4	44.44%	3	33.33%
	Educational background	Doctorate	1	11.11%	1	11.11%	1	11.11%
		Master's Degree	4	44.44%	4	44.44%	3	33.33%
		Bachelor's Degree or equivalent	4	44.44%	4	44.44%	5	55.56%

Note: Please refer to the 2024 Annual Report for details regarding the professional experience and educational background of Longwell's Board members, their concurrent positions, and the list of major shareholders.

Attendance of Members of the Board of Directors:

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Commentary
Chairman	C. T. Lee	6	0	100%	Re-elected on June 18, 2024. Should attend 6 times.
Director	Y. F. Huang	2	0	67%	Newly-elected on June 18, 2024. Should attend 3 times.
Director	Kinlihong Co., Ltd. Representative: T. F. Hsieh / W. H. Hsieh (Note)	2	1	67%	Newly-elected on June 18, 2024. Should attend 3 times.
Director	Link World Investments Co., Ltd. Representative: L. S. Chen	6	0	100%	Re-elected on June 18, 2024. Should attend 6 times.
Director	K. T. Chen	6	0	100%	Re-elected on June 18, 2024. Should attend 6 times.
Independent	Hong Ouyang	6	0	100%	Re-elected on June 18, 2024. Should attend 6 times.
Independent Director	C. R. Chen	6	0	100%	Re-elected on June 18, 2024. Should attend 6 times.

Director	Representative:	Attendance in Person	By Proxy	Attendance rate (%)	Commentary
Independent Director	M. H. Chang	3	0	100%	Newly-elected on June 18, 2024. Should attend 3 times.
Independent Director	C. N. Yu	2	1	67%	Newly-elected on June 18, 2024. Should attend 3 times.
Director (Discharged)	T. F. Hsieh	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.
Director (Discharged)	Park Wise Investment Ltd. Representative: Yu-Mi Huang	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.
Independent Director (Discharged)	W. J. Huang	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.
Independent Director (Discharged)	Tao-Yu Sun	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.

Note: The representative of Kinlihong Co., Ltd. was reappointed from T. F. Hsieh to W. H. Hsieh on December 2, 2024.

To ensure effective Board operations and strengthen its supervisory role, while ensuring the independence of independent directors in the performance of their duties, the Board of Directors has implemented the Regulations Governing Procedure for Board Directors Meetings and established the Audit Committee Charter, which clearly defines the scope of responsibilities for independent directors. All directors demonstrate a high level of self-discipline and strictly comply with recusal requirements. For Board meeting agenda items involving a conflict of interest between a director or the legal entity they represent and the Company, the director is required to disclose the nature and significance of such conflict. Where the conflict may impair the Company's interest, the director must recuse himself/herself from both the discussion and voting, and is prohibited from exercising voting rights on behalf of other directors. C. T. Lee, Chairman of the Company, concurrently serves as the President. This arrangement is based on operational considerations to improve management efficiency and streamline decision-making. To ensure balanced governance and compliance with applicable laws under such circumstances, the number of independent directors has been increased by one, and recusal is strictly mandatory in discussions involving matters related to the Chairman.

To enhance the effectiveness of Board decision-making, the Board has established the Rules for Board of Directors Performance Assessments. An internal performance assessment is conducted on an annual basis, covering the Board as a whole, individual directors, and functional committees. The Board's Meeting Affairs Unit distributes self-assessment questionnaires to Board members and compiles the results for submission to the Board. The outcomes of the Board performance assessment serve as a reference for the future selection or nomination of directors, while the results of individual director assessments serve as a reference in determining their respective compensation.

The 2024 Board of Directors' Performance Assessment was completed, and the results were reported at the 4th meeting of the 18th Board of Directors. The assessment results are as follows:

Board of Directors' Performance Assessment

Board of Directors	Audit Committee	Remuneration Committee	Sustainable Development Committee
4.9 points	5.0 points	5.0 points	5.0 points
2022/2023/2024	**2022/2023/2024**	**2022/2023/2024**	**2024**

Explanation of rating criteria: There are five rating levels, namely Excellent (5), Good (4), Fair (3), Improvement Needed (2), and Major Improvement Needed (1). The maximum score for each assessment item is 5 points.

Note: The Sustainable Development Committee was established in 2024.

To effectively manage risks and encourage qualified professionals to serve as directors, the Company has secured Directors & Officers (D&O) Liability Insurance. This insurance protects directors from personal liability while performing their duties while also minimizing the risk of significant losses to the Company and its shareholders due to errors or negligence.

Given the potential regulatory and governance challenges directors may face in participating in the Company's operational decision-making, the Company actively promotes and organizes relevant professional continuing education sessions for its directors. In 2024, the Board of Directors collectively completed a total of 69 hours of continuing education. Looking ahead, the Corporate Governance Officer intends to expand training sessions related to corporate governance and sustainable business practices. The Company is confident that, under the leadership of a Board demonstrating a strong commitment to ethical management and deep industry experience, its operations will continue to prosper and maintain a leading position in sustainable development.

Title	Name	Course	Training hours
Chairman	C. T. Lee	Essential Knowledge for Directors and Supervisors to Protect Themselves: Understanding How Perpetrators Exploit Irregular Transactions and Related-Party Transactions	3
		The Net-Zero Path with Unlimited Business Opportun~ities - Analyzing Strategic Directions from an Industrial Perspective	3
Director	Y. F. Huang	The Boardroom Dispute and Commercial Case Adjudication Act	3
		NVidia's Three-Gigabit Miracle: New Thinking on the Semiconductor Industry Revolution behind Artificial Intelligence	3
	K. T. Chen	Practicing Sustainable Enterprise Management: Analysis of Legal Liability Cases of the Three Laws of Sex Equality	3
		Challenges and Opportunities of Sustainable Development Path and Introduction of Greenhouse Gas Inventory	3
Representative Director	W. H. Hsieh	Training Course for Newly Appointed Directors, Supervisors and Corporate Governance Officers	12
	L. S. Chen	Director's Responsibility in Corporate Control Disputes - Focusing on the Protection of Shareholders' Rights	3
		A Practical Guide to Joint Venture, Shareholders' Agreement and Shareholding Percentage	3
Independent Director	Hong Ouyang	Sustainability Equals Innovation: Value Management Trends under the Net-zeros Challenge	3
		Talking About the Natural Positive Growth of Enterprises from the COP28 Theme	3
	C. R. Chen	Introduction to IFRS Sustainability Disclosure Standards and Insights into Global and Domestic Net-Zero Carbon Emission Trends	3
		New Trends in Green Finance - Perspectives from Renewable Energy Industry Leaders	3
	M. H. Chang	Global Economic Outlook (Inflation, Interest Rate Policy, Green Trade War)	3
		Development Trends in the Generative AI Industry	3
	C. N. Yu	Briefing Session on Regulations Governing Insider Shareholding for OTC Listed and Emerging Companies	3
		Analysis on Important Court Decisions on Corporate Governance	3
		Legal Obligations and Responsibilities of Directors under the Securities and Exchange Act	3
		M&A Strategies and Regulatory Risk Management	3
		Corporate Sustainability and Family Business Succession	3

3.1.2 Functional Committees

To ensure the effectiveness of its supervisory and management capabilities, the Board of Directors has established the Audit Committee, Remuneration Committee, and Sustainable Development Committee. Unless otherwise mandated by applicable laws or regulations that mandate independent authority, these functional committees are accountable to the Board, and all proposals submitted by them shall be resolved by the Board.

Audit Committee

The Audit Committee assists the Board of Directors in overseeing the quality of the Company's accounting, auditing, and financial reporting and control processes and submits its assessment outcomes to the Board for discussion. The Board has adopted Audit Committee Organization Regulations and established the Audit Committee, which is composed of three independent directors, one of whom serves as the convener. At least one member must possess accounting or financial expertise. The Audit Committee meeting convenes at least once per quarter. In 2024, the Committee convened five meetings with a 100% attendance rate.

Attendance of Audit Committee Members

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Commentary
Independent Director	Hong Ouyang	5	0	100%	Re-elected on June 18, 2024. Should attend 5 times.
Independent Director	C. R. Chen	5	0	100%	Re-elected on June 18, 2024. Should attend 5 times.
Independent Director	M. H. Chang	2	0	100%	Newly-elected on June 18, 2024. Should attend 2 times.
Independent Director	C. N. Yu	2	0	100%	Newly-elected on June 18, 2024. Should attend 2 times.
Independent Director (Discharged)	W. J. Huang	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.
Independent Director (Discharged)	Tao-Yu Sun	3	0	100%	Discharged on June 18, 2024. Should attend 3 times.

The internal audit supervisor reports in writing on a quarterly basis to the independent directors regarding the implementation of audit operations. This includes the implementation of audit activities, matters related to internal operations, and amendments to internal control procedures. Additionally, the internal audit supervisor presents audit reports during Board meetings. This ensures thorough communication regarding the implementation and effectiveness of audit activities. In 2024, the certified public accountant (CPA) provided written guidance on regulatory compliance and discussed with the Board, in addition to reporting the audit findings of the financial statements to the independent directors.

Remuneration Committee

To establish a reliable compensation system for directors and managerial officers, Longwell assesses whether their compensation fairly and reasonably reflects their operational performance. Accordingly, the Board of Directors has implemented the Remuneration Committee Organizational Regulations and formed the Committee within the Board, which shall be composed of a majority of independent directors. Currently, all three members of the Committee are independent directors. In 2024, the Committee held three meetings, all of which had full attendance.

Attendance of Remuneration Committee Members

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Commentary
Convener	C. R. Chen	3	0	100%	Re-appointed on June 21, 2024
Member	Hong Ouyang	1	0	100%	Newly-appointed on June 21, 2024
Member	M. H. Chang	1	0	100%	Newly-appointed on June 21, 2024
Convener	Tao-Yu Sun	2	0	100%	Discharged on June 21, 2024
Member	W. J. Huang	2	0	100%	Discharged on June 21, 2024

The primary responsibilities of the Remuneration Committee are to establish and periodically review the performance assessment and compensation systems and standards for directors and managerial officers, as well as to regularly assess their compensation. The Committee shall perform the duties under the preceding paragraph in accordance with the following principles:

- Ensuring that the compensation arrangements of this Corporation comply with applicable laws and regulations and are sufficient to recruit outstanding talent.
- Performance assessments and compensation levels of directors and managerial officers shall take into account the general pay levels in the industry, individual performance assessment results, the time spent by the individual and their responsibilities, the extent of goal achievement, their performance in other positions, and the compensation paid to employees holding equivalent positions in recent years. Also to be evaluated are the reasonableness of the correlation between the individual's performance and the Company's operational performance and future risk exposure, with respect to the achievement of short-term and long-term business goals and the financial position of the Company.
- There shall be no incentive for the directors or managerial officers to pursue compensation by engaging in activities that exceed the tolerable risk level of the Company.
- For directors and senior managerial officers, the percentage of compensation to be distributed based on their short-term performance and the time for payment of any variable compensation shall be decided with regard to the characteristics of the industry and the nature of the Company's business.
- Reasonableness shall be taken into account when the contents and amounts of the compensation of the directors and managerial officers are set. It is not advisable for decisions on the compensation of the directors and managerial officers to run contrary to financial performance to a material extent. It is not advisable for said compensation to be higher than that in the preceding year in the event of a material decline in profits or of long-term losses. If it is still higher than that in the preceding year, the reasonableness shall be explained in the annual report and reported at a general shareholders' meeting.
- No member of the Committee may participate in discussion and voting when the Committee is deciding on that member's individual compensation.

Sustainable Development Committee

To implement the Company's sustainable development goals and strengthen sustainability governance, the Company has established the Sustainable Development Committee (hereinafter referred to as "the Committee") and has implemented the Sustainable Development Committee Organizational Charter as its guiding framework in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Under the delegation of authority from the Board of Directors, the Committee is expected to faithfully perform the following duties, exercise the duty of care of a prudent administrator and submit its proposals to the Board for resolution:

- Formulating, promoting, and strengthening the Company's sustainability policies, annual plans, and strategies.
- Reviewing, monitoring, and amending the implementation and effectiveness of sustainability initiatives.
- Supervising the disclosure of sustainability-related information and reviewing sustainability reports.
- Overseeing the implementation of the Company's Sustainable Development Best Practice Principles and other sustainability-related tasks as directed by the Board.
- The dedicated (or ad-hoc) sustainable development organization assists the Committee in implementing various initiatives and is responsible for reporting the implementation status of sustainability-related matters to the Committee.

Attendance of Sustainable Development Committee Members

Title	Name	Expected attendance in person (A)	Attendance in person (B)	Attendance rate (%) (B/A)
Convener	C. T. Lee	1	1	100%
Member	M. H. Chang	1	1	100%
Member	C. N. Yu	1	1	100%

3.1.3 Internal Auditing

The purpose of the Company's internal auditing is to assist the Board of Directors and managerial officers in examining deficiencies in the internal control system, assessing operational effectiveness and efficiency and providing timely recommendations for improvement. This ensures the continued effective implementation of the internal control system and serves as a basis for its review and enhancement. In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, the Company has established an effective internal control system based on a comprehensive assessment of its overall operational activities and those of its subsidiaries. The system is regularly reviewed and adjusted in response to changes in both internal and external criteria, thereby ensuring its continued effectiveness in both design and implementation. To ensure auditors maintain objectivity and impartiality in the performance of audit activities, the Company has established an independent Corporate Internal Audit Office under the authority of the Board, as required by the aforementioned regulations. One audit supervisor is appointed to lead this office. The appointment and dismissal of the audit supervisor must be approved by the Audit Committee and resolved by the Board. The appointment, performance assessment, and compensation of internal auditors shall be submitted by the audit supervisor to the Chairman for approval.

The audit supervisor attends Board meetings, in accordance with applicable regulations, to report on the implementation of audit activities. Approved and follow-up audit reports are submitted to the members of the Audit Committee for review by the end of the following month. Each internal unit of the Company conducts a self-assessment at least once a year. These self-assessment reports are subsequently reviewed by the internal audit unit and consolidated with the status of corrective actions taken in response to internal control deficiencies or irregularities identified by the audit unit. These findings serve as the primary basis for the Board and the President to assess the overall effectiveness of the internal control system and to issue the Statement of Internal Control System.

The Company's auditors are in full compliance with the competency requirements prescribed by the competent authority. To further enhance their professional capabilities, the Company provides continuing education and ensures their participation in audit-related training sessions conducted by designated institutions. These measures are intended to improve and maintain the quality and effectiveness of the auditors' work. All in-service auditors complete the required annual training hours as part of regulatory compliance. In 2024, the auditors collectively completed a total of 12 hours of training.

The Company, through its auditors, continuously monitors the implementation of operational procedures to establish effective governance practices and risk control mechanisms, thereby developing a sustainable operating environment. In 2024, the Corporate Internal Audit Office conducted a total of 487 audit activities. No major deficiencies were identified, and all minor deficiencies were rectified within the prescribed deadlines.

3.1.4 Ethics and Integrity

Integrity forms the foundation of the Company's business operations. To establish an ethical workplace and culture, all employees are mandated to fully understand and comply with the Company's code of ethical conduct. The Company honors legal compliance and integrity as its core corporate values, conducting its business in compliance with laws and regulations. To ensure the effective implementation of ethical management practices across the organization, the Company places great emphasis on employee character. New recruits are briefed on the Company's internal integrity policies by the Human Resources Unit during onboarding to embed awareness of ethical practices from the start of employment, while management is expected to lead by example and strictly comply to principles of integrity, thereby shaping a corporate culture that prioritizes ethical conduct throughout the organization.

Internally, the Company has designated the President's Office as the dedicated unit responsible for advancing the Ethical Corporate Management Regulation. Internal regulations, including the Ethical Corporate Management Operation Procedures and Behavior Guidelines, have been established and approved by the Board of Directors. These regulations are disclosed on the Company's official website for stakeholder reference, and a designated contact channel is available for stakeholders to provide feedback. Employees with questions regarding the Company's ethical guidelines may consult the official website or any appropriate personnel through various channels, including email or telephone.

In the operation of the Board, any director who, either personally or on behalf of a legal entity they represent, has a conflict of interest in a matter under discussion that may impair the Company's interest must disclose the nature and significance of such conflict, respond to inquiries as necessary, recuse themselves from both the discussion and voting, and is prohibited from exercising voting rights on behalf of other directors. The Company places great emphasis on ethical corporate management and has established a comprehensive internal control system, including an accounting system, in compliance with applicable laws and regulations. The design and effectiveness of the system are assessed and self-reviewed on an annual basis, with the results subject to verification by the internal audit.

The Company has established a comprehensive whistleblower system in accordance with the Ethical Corporate Management Operation Procedures and Behavior Guidelines, enabling stakeholders to submit reports via the Stakeholder Section on the Company's official website, the President's mailbox, or the Corporate Internal Audit Office mailbox. Designated investigator will be assigned by the Corporate Internal Audit Office to conduct investigations accordingly. In principle, whistleblowers are required to disclose their identity and provide a detailed description of the incident, including but not limited to the name of the accused, the time and venue of the incident, and any other supporting evidence. However, where anonymous reports are accompanied by concrete evidence, the designated investigator of the Corporate Internal Audit Office may proceed with the investigation. Should the designated investigator have any conflict of interest or relationship with the whistleblower or the accused that may compromise the impartiality of the investigation, they are required to disclose such circumstances and recuse themselves. A substitute investigator shall then be appointed. All investigations shall be conducted impartially and confidentially, with the identity of the whistleblower being strictly protected. The Company is committed to safeguarding whistleblowers from any form of adverse treatment or reprisal resulting from their disclosure. All employees are obligated to report unethical conduct through the established whistleblower system. The Company is committed to safeguarding employees who file such reports or participate in investigations from any form of adverse treatment or reprisal.

In the course of business interactions, employees of the Company are required to inform counterparties of the Company's Ethical Corporate Management Regulation and related policies, and to clearly refuse to directly or indirectly offer, promise, demand, or accept any form of improper benefit. Employees must also avoid engaging in business transactions with agents, suppliers, customers, or other counterparties known for dishonest practices. Upon discovering any unethical conduct by a counterparty, the Company shall assess whether to designate such party as ineligible for future dealings, thereby maintaining the Company's commitment to ethical business practices. Upon entering into contracts, the Company shall conduct a thorough assessment of the counterparty's integrity and incorporate contractual terms requiring compliance with the Company's Ethical Corporate Management Regulation. To the extent practicable, such terms shall include provisions requiring either party, upon becoming aware of any personnel violating prohibitions against the offering or acceptance of commissions, kickbacks, or other improper benefits, to promptly disclose the identity of the individuals involved and the nature and manner of such benefit (including its value or amount), provide supporting evidence, and fully cooperate with any investigation conducted by the other party. If a party suffer damages as a result of such misconduct, it may claim compensation based on an agreed percentage of the contract value and deduct the corresponding amount from any payments due under the contract. Furthermore, should either party be found to have engaged in dishonest conduct during the course of the contractual relationship, the other party reserves the unconditional right to terminate or rescind the contract at any time.

To further embed ethical and integrity standards within employees' business conduct, the Corporate Governance Officer has established a phased implementation plan to provide online integrity training for all in-service employees. Beginning in 2025, senior executives will be tasked with promoting the importance of a corporate culture that prioritizes ethical conduct during internal meetings. The Corporate Governance Officer shall also assess the effectiveness of the preventative measures implemented by management to ensure ethical conduct and assess compliance with relevant business procedures. The outcomes of these assessments will be reported to the Board at least once per year. The Corporate Internal Audit Office is responsible for supervising and auditing the overall implementation of the Company's integrity practices and reporting the findings to the Board.

The Company monitors and investigates potential corruption through its internal control and internal audit mechanism. Significant corruption risks identified through risk assessment include breaches of trade secret obligations, embezzlement of Company funds, unauthorized disposal of Company assets, and the offering or acceptance of kickbacks, among other improper benefits. As of the end of 2024, the Company has neither identified nor received any reports concerning violations of professional ethics.

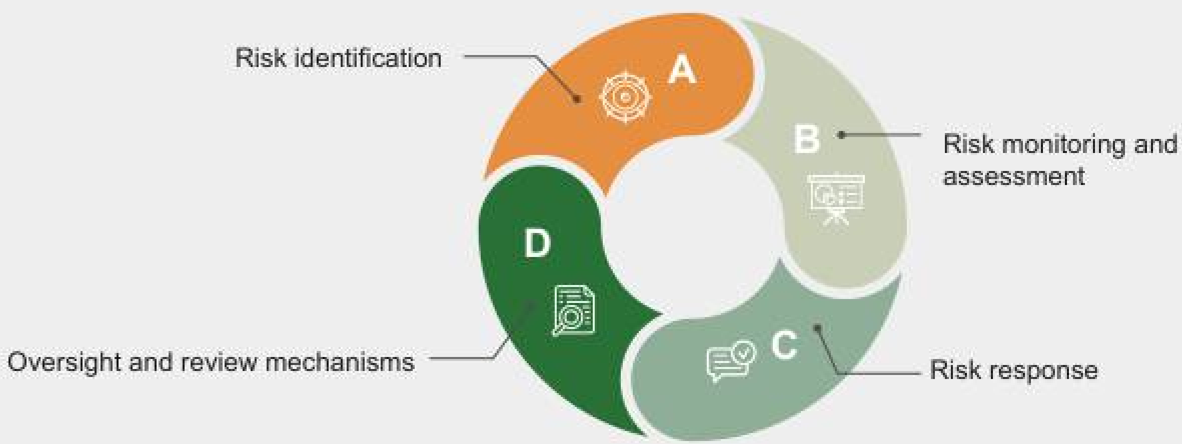
3.2 Risk Management

Longwell's risk management framework defines potential risks in alignment with its overall operational strategy and is designed to establish mechanism for early identification, effective oversight, and control of various types of risk. The Company operates within an acceptable level of risk tolerance to mitigate potential losses and continually refines its risk management practices in response to changes in both internal and external factors. This approach is intended to safeguard the interests of employees, shareholders, business partners, and customers, enhance corporate value, and ensure the optimal allocation of resources.

Longwell's Risk Management Framework (RMF)

Unit	Duties
Board of Directors	The Board of Directors serves as the highest authority for the Company's risk management, with the objective of ensuring legal compliance and advancing the effective implementation of risk management across the organization. The Board is responsible for maintaining a clear understanding of operational risks and ensuring the effectiveness of the risk management framework.
Senior management	Implementing risk management decisions, coordinating cross-departmental communication and interaction regarding risk management, issuing early warnings for significant risks, assessing potential losses, tracking the implementation of response measures, reporting on risk mitigation or resolution outcomes, and consolidating the results of major risk incident handling.
Corporate Internal Audit Office	Conducting regular assessment to ensure each department has properly implemented the internal control system.
Functional units	Implementing daily risk management activities, implementing the Company's risk management decisions, and assessing the effectiveness of risk control measures.

Four Key Elements of Risk Management Process



Risk Management

Material Topic	Assessment Item	Description
Economy (Including corporate governance)	Operational risks	Includes risks impacting the Company resulting from changes in its business model, organizational restructuring, concentration of sales, and factors related to product design and quality management.
	Financial risks	Includes risks impacting the Company's financial condition and business operations resulting from domestic and international economic and industrial changes, including but not limited to fluctuations in interest rates and foreign exchange rates, and inflation.
	Supply chain risks	Includes risks impacting the Company resulting from procurement practices, including but not limited to concentration of supply, quality of purchased goods, pricing, delivery schedules, and corporate social responsibility considerations.
	Information security risks	Includes risks impacting the Company related to cybersecurity, General Data Protection Regulation (GDPR), and other related factors.
	Legal risks	Includes risks resulting from non-compliance with various legal and regulatory requirements, as well as other legal risks that may infringe upon the Company's rights and interests.
Environment	Environmental risks	Includes risks associated with the Company's response to climate change and natural disasters, such as the management of GHG emissions, carbon credits, and energy-related issues, as well as risks resulting from compliance with international and local environmental regulations, including but not limited to the management of gaseous emissions, effluents, waste, hazardous substances, noise emissions, and requirements related to environmental impact assessment.
Social	Occupational risks	Includes risks impacting the Company associated with factors related to occupational safety and health, chemical management, safety, and emergency response, as well as risks resulting from human error or improper management practices.
	Human resources risks	Includes risks associated with human rights issues involving employees or suppliers, as well as risks resulting from the Company's talent development and management practices, including but not limited to recruitment, retention, and employee development mechanisms.
Other	Other risks	Refers to risks not included in the categories listed above that may result in significant losses to the Company. For any other risks causing losses, appropriate risk control and management measures shall be determined based on the nature of the risk and the degree of its impact.

In August 2024, the Company conducted an online training on Risk Management Policies and Procedures, attended by approximately 70 individuals, including Board members and all employees. This training covered topics such as the objectives of the risk management policies, the organizational structure and responsibilities related to risk management, and the risk management procedures. This initiative is intended to enhance the understanding and awareness of risk management among Company personnel.

3.3 Legal and Regulatory Compliance

Regulatory compliance is fundamental to corporate operations. Given the breadth and complexity of applicable laws and regulations, each department actively monitors relevant legal developments through engagement with government agencies and review of media reports. Accordingly, these departments provide internal and external training to their personnel as needed, to ensure the Company's operations remain in full compliance with all applicable legal requirements.

From a corporate governance perspective, the Company has established functional committees to oversee its financial operations and internal control systems. It has implemented the Corporate Governance Best Practice Principles and the Rules for Board of Directors Performance Assessments to promote active participation of the Board of Directors in key corporate decision-making. Additionally, the Company has appointed a Corporate Governance Officer to assist in the operation of the Board and to provide professional advice, thereby strengthening the Board's capacity. Moving forward, the Company remains committed to follow the Corporate Governance Evaluation System and the Corporate Governance Best Practice Principles in its efforts to promote awareness of legal compliance among all employees.

From a personnel management perspective, the Company has established internal policies emphasizing ethical practices, consistently reinforcing that integrity and honesty are core corporate values. A comprehensive framework has been established accordingly, covering policy development and implementation, self-review mechanisms, an accessible whistleblower system, and protections for whistleblowers, thereby creating an effective compliance firewall. Management is expected to lead by example and ensure that all personnel conduct their business activities in full compliance with applicable laws, Company policies, and internal regulations. Compliance is reviewed annually through internal control self-assessments and is subject to internal audits. To guide employee conduct, the Company has developed standards requiring compliance from all employees, regardless of position, rank, or location. These include the Ethical Corporate Management Operation Procedures and Behavior Guidelines and the Employee Handbook. These documents address workplace standards, opportunity equality, confidentiality, restrictions on outside employment, avoidance of conflicts of interest, the offering or receiving of gifts, business etiquette, mutual respect among employees and customers, and whistleblower protections and exemptions. This framework is designed to cultivate public trust, enhance the Company's reputation, and ensure sustainable corporate development. By fully complying with principles of integrity and fairness in industry competition, the Company cultivates a culture of regulatory compliance, with the objective of establishing a trustworthy and respected corporate image.

From a personnel training perspective, the Company is committed to enhancing employees' awareness of professional ethics and regulatory compliance. The Company regularly provides compliance training aligned with laws and regulations applicable to different departments and job levels. Training sessions are tailored to employees' job roles and include onboarding training for new recruits, in-person courses, internal departmental briefings, and external training sessions. Additionally, regulatory compliance guidelines are made readily available through posters and the Company's internal website, enabling employees to continuously access and strengthen their understanding of applicable legal requirements.

From an environmental, occupational health and safety, and social responsibility perspective, the Company has established the Procedures Governing Procurement Management and the Procedures Governing Supplier Corporate Social Responsibility Management to ensure that all business partners fully comply with environmental and occupational safety regulations throughout the product life cycle. These procedures require business partners to effectively operate environmental and occupational safety management systems, identify potential issues through a structured management cycle, and implement appropriate control measures in a timely manner to prevent harm to the Company. Furthermore, the Company promotes awareness of corporate social responsibility among suppliers and encourages their participation in the Company's corporate social responsibility initiatives, with the objective of building a green and sustainable supply chain.

Regarding legal and regulatory compliance practices, no material violations were recorded in 2024 relating to corporate governance, environmental protection, occupational safety, breaches of customer privacy, product liability, or marketing and labeling.

3.4 Operational Performance

Longwell's main business policy is to provide the highest quality power cords, external cable assemblies, internal wire harnesses and related components in various industrial fields. At present, the main products provided by Longwell include consumer electronic products such as smart home appliances, personal beauty and hair care products, computers and peripheral products, high-end servers for data centers or storage devices, EV and charging stations, etc.

In 2024, Longwell sold about 149 million power cord sets, about 8.3 million signal cable assemblies, about 4.14 million charger adapters (duck-heads), and about 400,000 hi-amp power cord sets, and about 20.02 million power and signal transmission cables (including those used in automobiles). In 2025, due to the explosion of demand in the fields of cloud computing (Data Center) and electric vehicles (EV) in the next 10 years, it is estimated that the demand and amount of the Longwell's hi-amp power cords and charging cables will increase in the future. The growth rate is expected to be significant for the Longwell's future revenue and gross profit contribution.

Longwell's Operating Revenue, Net Profit, and Earnings for the Three Most Recent Fiscal Years

(Unit: NT$ thousand)

Item / Year	2022	2023	2024
Operating revenue	7,787,768	7,360,126	8,040,447
Net gross profit	1,436,475	1,761,368	1,998,960
Operating income	687,891	602,657	955,725
Non-operating income and expenses	343,011	119,632	340,247
Net profit for the year	831,035	655,964	1,018,324
Earnings per share (EPS) (NT$)	5.5	4.17	6.41
Cash dividends (NT$)	2.00	2.11	5.00

Longwell's Income Allocation for the Three Most Recent Fiscal Years

(Unit: NT$ thousand)

Economic value	Item / Entry	2022	2023	2024
Direct income	Net operating revenue	7,787,768	7,360,126	8,040,447
	Revenue from financial investments	114,107	144,488	92,271
	Revenue from sale of assets	7,107	6,765	10,142
	Financial assistance received from government	33,532	25,719	30,206
	Other revenue	361,216	116,532	311,737
Direct economic value generated		8,303,730	7,653,630	8,484,803
Economic allocation	Operating costs	6,182,216	5,531,474	6,039,362
	Employee wages and benefits	1,038,167	1,244,379	1,142,754
	Payments to providers of capital Note 1	322,873	342,472	479,982
	Payments to government Note 2	244,226	233,722	618,028
	Community investments	0	0	0
	Other expenses	9,675	116,357	(18,254)
Economic value distributed		7,797,157	7,468,404	8,261,872
Economic value retained Note 3		506,573	185,226	222,931

Note 1: Includes financial costs and cash dividends as resolved in the earnings distribution plan for the reporting year.

Note 2: Refers to taxes and various fees paid to the government, including income tax expenses for the reporting year.

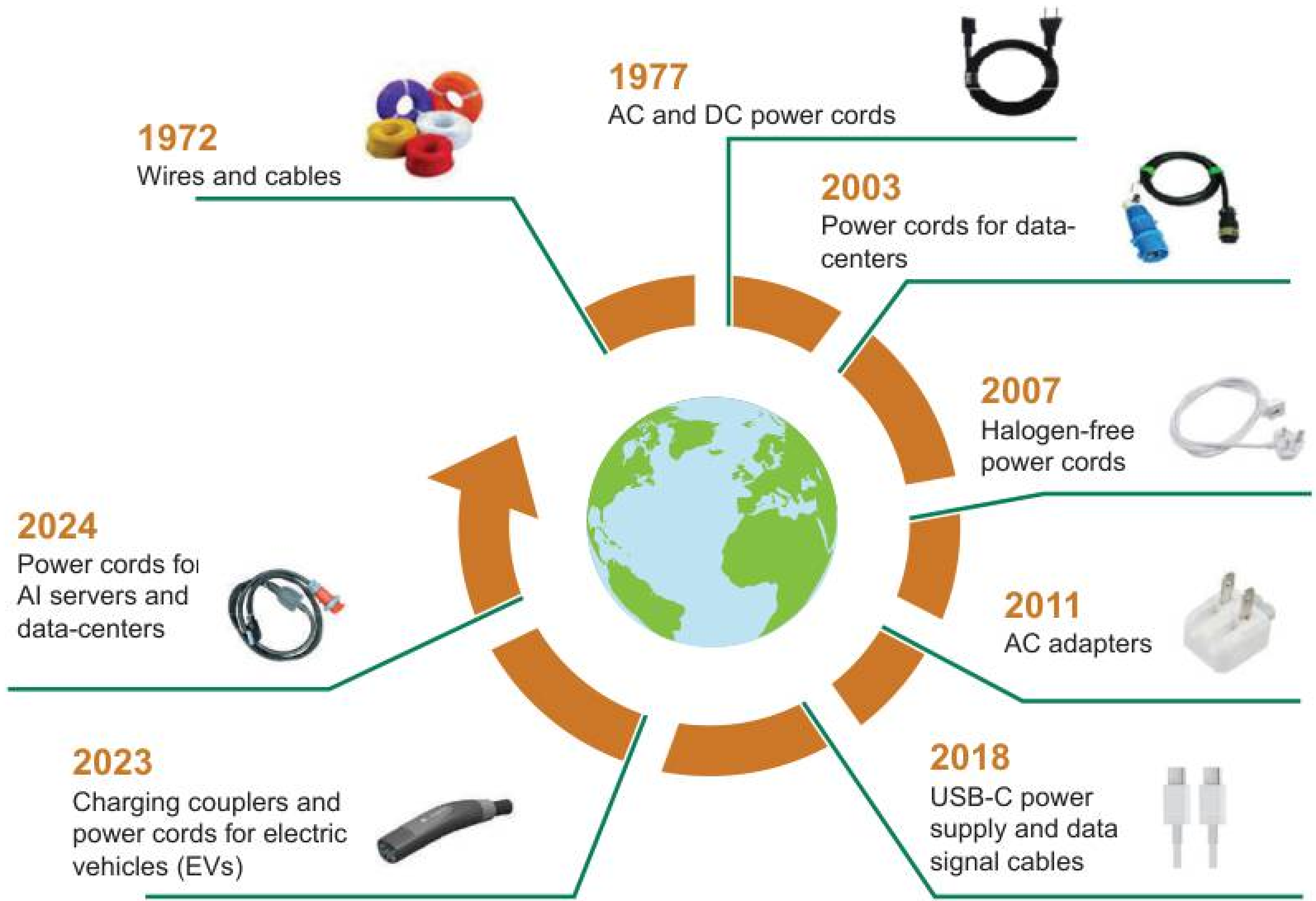
Note 3: Economic value retained = Direct economic value generated - Economic value distributed

Note 4: The financial performance and economic values disclosed above are derived from the Company's consolidated financial statements.

3.5 Products and Services

Longwell, founded in 1972, specializes in the manufacturing and sale of power cords and cable assemblies for a wide range of applications, covering computers and peripherals, telecommunications, smart-home appliances, consumer electronics, automotive transportation, aerospace, and AI data infrastructure. The Company serves leading global brands, and is dedicated to delivering high standards of quality and service to meet customer demands. To support global operations, Longwell has established multiple regional sales and service teams responsible for business development, market and product expansion, and after-sales support. These teams are dedicated to responding to customer inquiries accurately and promptly, providing comprehensive solutions that foster customer trust through exceptional service.

Longwell holds 33 major global safety certifications covering 229 markets, reflecting its commitment to meeting diverse market demands and enhancing market share. Dedicated to environmental sustainability, Longwell began developing, producing, and selling halogen-free products in 2007 in collaboration with internationally renowned brands. (Please refer to the following link for the definition of halogen-free: https://www.bureauveritas.com.tw/cps/regulations/Halogen)


1972
Wires and cables
1977
AC and DC power cords
2003
Power cords for data-centers
2007
Halogen-free power cords
2011
AC adapters
2018
USB-C power supply and data signal cables
2023
Charging couplers and power cords for electric vehicles (EVs)
2024
Power cords for AI servers and data-centers

3.5.1 Innovation and Research & Development

Material topic		Products and services
Significance to the Company		1. Compliant with environmental regulations and green product requirements. 2. Compliant with international standards and regulations of various countries. 3. Products fully certified for safety regulations to ensure user protection.
Policy and Commitment		Actively developing green products that comply with global safety certifications and environmental standards.
Goals	Short-term	Proportion of green product sales in total revenue exceeds 20%.
	Medium- to Long-term	Proportion of green product sales in total revenue exceeds 25%.
Resources Committed and Outcomes for the Year		1. R&D expenses for the year 2024 amounted to NT$ 87,548,000. 2. Development of TCO Certified 10.0 compliant products was completed in 2024 and is scheduled for mass production in Q1 2025. 3. Sales of green products accounted for 19.54% of total revenue in 2024.
Responsible Department and Grievance Mechanism		Submission of complaints or suggestions via the phone number or email address provided in the Stakeholder Section of the Company's official website.
Assessment Mechanisms and Outcomes		Assessment of outcomes is conducted based on the proportion of green product sales in total revenue.

Note: The Company's green products refer to halogen-free products or those compliant with the European TCO Certified 10.0 standard. (TCO Certified 10.0 represents the most up-to-date global sustainability certification for IT products in Europe. For details, please refer to the following link: https://tcocertified.com/zh-tw/industry/generation-10/)

About TCO Certified: TCO Certified is the global sustainability certification for IT products, empowering both IT buyers and brands to make more responsible choices. TCO Certified comprehensive criteria are designed to drive social and environmental responsibility and are updated continuously to push sustainability. TCO Certified Roadmap for Sustainable IT is the long-term plan for addressing issues in four key areas: climate, substances, circularity, and supply chain.

Longwell possesses substantial experience in both the development and manufacturing of environmentally friendly, low-smoke, halogen-free power cords. This has resulted in a significant technological and experiential advantage over industry peers. With growing global awareness of environmental protection prompting mature markets to implement regulatory requirements for various products and emerging markets to establish relevant legal frameworks, the Company's products have gained enhanced competitiveness. In 2024, Longwell successfully developed its TCO Certified 10.0 compliant power cord products.

Proportion of Green Product Sales in Total Sales Amount for the Most Recent Three Fiscal Years

(Unit: NT$ thousand)

	2022	2023	2024
Green product sales	1,506,634	1,672,851	1,571,481
Total sales amount	7,787,768	7,360,126	8,040,447
Proportion	19.35%	22.73%	19.54%

* In 2024, green products sales declined compared to the previous period, primarily due to the downturn in the electric vehicle (EV) market.

Successful Product Development and Technological Advancement in the Three Most Recent Fiscal Years

Category	Description
Power supply and signal data cables	• TCO Certified 10.0 compliant multi core composite cables for computers, communications, and related peripheral devices.
Hi-amp power cords and connectors	• High current halogen-free power cords for large-scale servers in data center. • High current power cords for electric vehicles (EVs) • Charging cables for AI PCs and AI servers.
Power supply cord sets	• Power supply cord sets for DYSON Vacuum Cleaners, Air Purifiers, Hair Dryers, and Multi-Styler.

3.5.2 Product Quality

Material topic		Product quality management
Significance to the Company		1. Product quality is one of the core competitive advantages of a company and helps establish a strong brand image. 2. Meeting customer and market demands supports a company's long-term sustainable operations and development.
Policy and Commitment		Quality Policy: 1. Deliver products and services that satisfy customers. 2. Ensure correctness in the first execution of all tasks. 3. Continuously pursue improvement and excellence in quality.
Goals	Short-term	1. Maintaining the effectiveness of quality-related management systems, including ISO 9001 and IATF 16949. 2. No occurrence of major customer complaints or product recall incidents. 3. Achieving a compliance rate of 100% or higher for product safety certifications.
	Medium- to Long-term	1. Enhancing manufacturing efficiency: Improving product quality and shortening manufacturing cycles by optimizing manufacturing processes, upgrading equipment maintenance, and providing employee skill training. 2. Improving quality: Ensuring compliance with industry standards, market expectations, and customer requirements by strengthening inspection procedures and enhancing product consistency and stability. 3. Controlling costs: Reducing expenditures by optimizing production layout and workforce allocation, as well as developing suppliers that offer more cost-effective raw materials.
Resources Committed and Outcomes for the Year		The following information pertains to Longwell Electronics (Shenzhen factory) • In 2024, a total of 25 self-initiated improvement projects were implemented, resulting in cost savings of RMB 1.1 million. • Laboratory optimization and introduction of new equipment: Investment cost of RMB 0.6 million • Laboratory calibration: Investment cost of RMB 0.22 million • Product safety certifications: RMB 5 million • Number of products certified and compliance rate: 100% 1. No major quality- or safety-related product recall incidents were recorded in 2024. 2. In 2024, the effective operation of the ISO9001: Quality Management Systems and the IATF16949: Automotive Quality Management System was continuously maintained.
Responsible Department and Grievance Mechanism		Department: Quality Assurance Center Mail address: ray.huang@longwell-sg.com.cn
Assessment Mechanisms and Outcomes		No major quality- or safety-related product recall incidents were recorded in the reporting year.

Longwell Company has consistently followed the principles of innovation, quality, and service development, consistently providing professional solutions that align with market trends and customer demands. Through ongoing advancements in research and development, the Company delivers industry-leading products and strengthens the competitiveness of its manufacturing process to enhance both product supply and customer service capabilities.

The Company's development objectives (vision) and strategic direction include the identification and assessment of both internal factors, such as the Company's values, culture, knowledge, and performance, as well as external factors, such as international, national, regional, and local laws and regulations, technology, competition, and cultural and social considerations, that may affect the achievement of the intended outcomes of the quality management system. These factors may include both positive and negative influences. A structured process is implemented to identify, monitor, and regularly review both internal and external criteria, to ensure the adequacy and relevance of the quality management system.

The scope of the Company's Quality Management System is defined with consideration of internal and external environmental criteria, the requirements of relevant interested parties, and the nature of the Company's products. The Quality Management System is established, documented, implemented, maintained, and consistently improved in full compliance with all applicable requirements of ISO 9001 and IATF 16949.

In 2024, a total of 32 customer audits were conducted, and corresponding improvements were implemented to consistently fulfill customer expectations.

The Company's products are independently certified by third-party organizations to ensure compliance with multiple global safety certifications, thereby providing customers with stable, reliable, safe, and high-quality products.

▲ Perfect Quality Award presented at 2023 Lenovo Supplier Conference

◀ Honor Supplier Award presented at 2024 Lenovo Supplier Conference

In 2024, a total of 25 self-initiated production line optimization initiatives were implemented, focusing on quality enhancements, efficiency improvements, customer feedback responses, the introduction of new equipment and tools at multiple workstations, and adjustments to operational processes, resulting in cumulative cost savings totaling RMB 1.1 million.

Laboratory management: To ensure product compliance with environmental requirements and the accuracy of testing equipment, all testing personnel are required to complete specialized training and be certified through competency evaluations prior to assignment. Daily inspections are conducted on all equipment to maintain measurement stability. Environmental conditions such as temperature and humidity are strictly controlled within the laboratory to ensure product reliability in accordance with safety regulations and customer requirements. The laboratory monitors product reliability to accelerate the identification of potential defects, promptly implements corrective actions for any nonconformities, and is responsible for ensuring the accuracy of test data and the integrity of samples.

The Company places great importance on the health and environmental impacts of its products during their use. Starting from the research and development stage, materials that may pose risks or hazards to human health or the environment are proactively avoided. All products are in full compliance with the Hazardous Substance Process Management, the EU RoHS Directive, and the REACH Regulation, with a compliance rate of 100%.

Laboratory equipment

▲ Temperature and humidity tester

▲ Plastic pellets melt flow indexer

3.5.3 Customer Relations

Material topic		Products and services
Significance to the Company		Longwell is committed to becoming a company recognized by its customers for highest quality products and services.
Policy and Commitment		Longwell places great importance on customer satisfaction and conducts surveys to collect relevant feedback on an annual basis. Through the analysis of customer satisfaction data, the Company continuously improves product quality , delivery performance, and service standards to create value that meets customer requirements.
Goals	Short-term	Achieving an average customer satisfaction score above 90 points.
	Medium- to Long-term	Achieving an average customer satisfaction score above 95 points.
Resources Committed and Outcomes for the Year		1. Participated in exhibitions held in Japan in 2024. 2. Achieved a comprehensive score of 95.2 points in the customer satisfaction survey for the year 2024. 3. Initiated optimization of the enterprise resource planning (ERP) system in 2024, with full implementation scheduled for 2025. 4. Began expansion of the Phase 2 facility at the Thailand factory in 2024, with production expected to commence in the first half of 2025.
Responsible Department and Grievance Mechanism		Department: Sales Department Mail address: steven.shaw@longwell.com.tw
Assessment Mechanisms and Outcomes		Assessment of outcomes is conducted based on the results of the annual customer satisfaction survey.

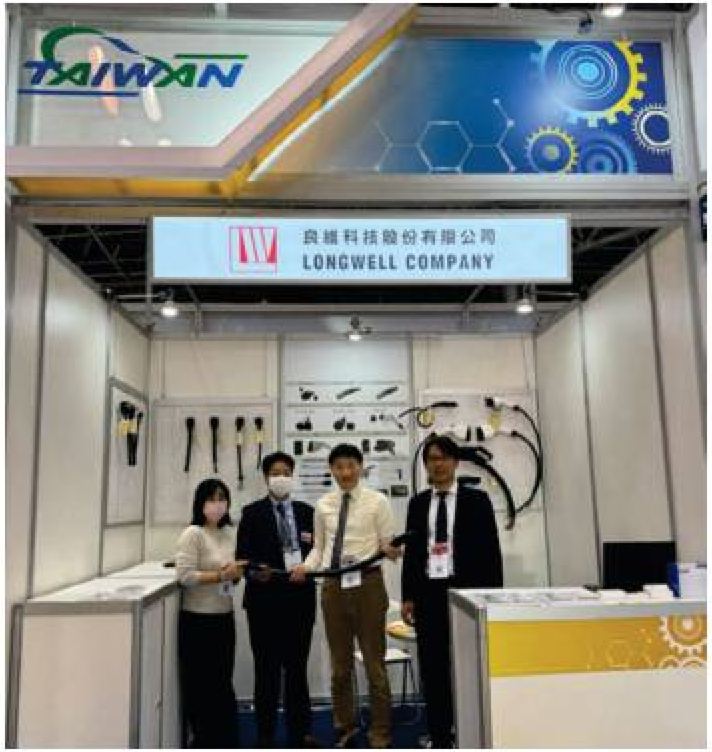
Longwell actively enhances customer recognition by securing certification for its quality management system and by maintaining effective control throughout all stages of the product development lifecycle to ensure product quality. Guided by a customer-centric service philosophy, Longwell delivers comprehensive services, covering business acquisition, product research and development, manufacturing, quality control, delivery, cost management, and after-sales support. Customer satisfaction surveys are conducted regularly. The Company promptly and appropriately addresses customer issues and feedback by providing effective responses and comprehensive solutions.

Longwell has established a customer satisfaction procedure to conduct surveys on an annual basis, with the objective of gaining insight into customer expectations and ensuring the delivery of reliable and sustainable services. Survey results are systematically analyzed to identify areas for improvement and potential opportunities, enabling timely and effective corrective actions, as well as regular follow-ups. This process is intended to ensure proper resolution of customer concerns and the continuous enhancement of customer satisfaction.

Additionally, Longwell manages customer inquiries and quality complaints through its customer service procedures. This allows for prompt assessment and oversight of the resolution process. The Company maintains real-time communication with customers to minimize delays in communication, both internal and external, thereby enhancing service efficiency.

Statistical data/Year	2022	2023	2024
Customer satisfaction score	96.1	95.7	95.2

In response to increasing customer demand, Longwell has expanded its manufacturing capacity beyond the primary manufacturing operations in Shenzhen by constructing a Phase 2 facility at its Thailand factory. This expansion is intended to increase manufacturing capacity and mitigate supply chain risks. Simultaneously, the Company is actively developing professionals qualified to engage directly with safety certification authorities, with the objective to reduce approval lead times. To maintain a competitive advantage, Longwell continuously assesses and improves cost structures involving raw materials, labor, and product design, while increasing automation levels across production lines. Supported by a dedicated procurement team that closely monitors fluctuations in raw material markets, the Company is positioned to respond promptly to potential supply disruptions and minimize associated risks. Furthermore, Longwell is committed to expanding into new product markets, with the objective to improve order stability and advancing sustainable growth. As part of this effort, the Company participated in the EV Japan 2024 to seek opportunities for direct engagement with customers and strengthen its understanding of market trends and demands.



3.6 Information Security Protection

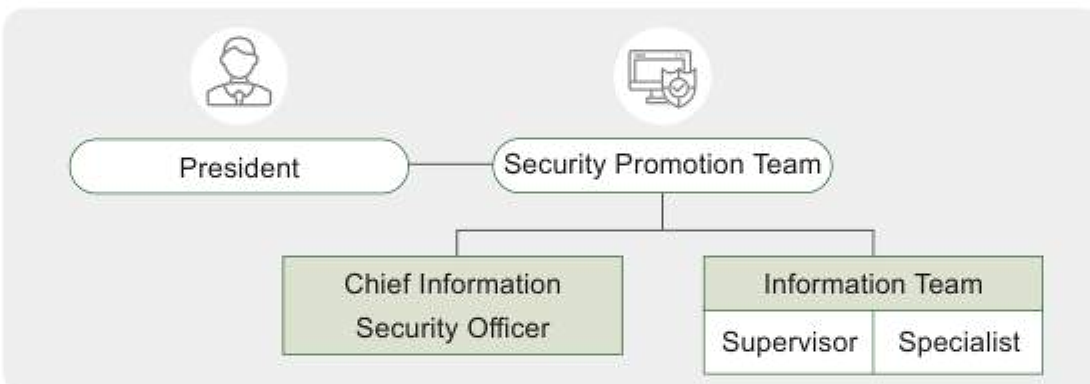
Longwell places great importance on information security and has established a comprehensive cybersecurity and data protection framework with the objective of mitigating the risks of data breaches or corruption. Internally, the Company has implemented cybersecurity control mechanism, application security standards, and data security standards. A data backup mechanism has been established for critical systems, with periodic recovery tests conducted annually to ensure effective system restoration. These measures are intended to reduce the risks of unexpected system interruptions caused by natural disasters or human error and to ensure compliance with the Company's defined system recovery objectives.

To ensure the effectiveness of cybersecurity measures and corresponding management mechanisms, thereby reducing operational risks and safeguarding the Company's critical information assets, Longwell has established an Information Security Promotion Team, chaired by the President. The Chief Information Security Officer (CISO) is responsible for overseeing all cybersecurity-related operations, while the Information Department leads and develops cybersecurity initiatives. All business units are required to cooperate in implementing these initiatives to ensure the effectiveness of the Company's information security management system through collective efforts. This structure is intended to enhance the Company's cybersecurity defense capabilities while promoting strong information security awareness among all employees.

Longwell has established information security management policies and implemented a self-assessment mechanism based on information security risk assessments. Specific self-assessment standards have been defined, covering areas such as backup and redundancy, software licensing compliance, network security, and account management. Risk management protocols are applied to each of these areas to ensure that the Company's cybersecurity policies and protective technologies remain up-to-date and effective. Additionally, the Company conducts cybersecurity policy awareness campaigns and training sessions. These aim to ensure proper communication and implementation of security policies. In 2024, such campaigns were conducted biannually year. Moving forward, Longwell will continue to enhance its information security management in accordance with the Cybersecurity Management Guidelines for TWSE/TPEx Listed Companies, and will conduct periodic reviews of its information security management systems in response to technological developments. The Company is actively evaluating the feasibility of introducing the ISO 27001: Information Security Management Systems.

In 2023, Longwell became a member of the Taiwan Computer Emergency Response Team/ Coordination Center (TWCERT/CC). This membership enhances the Company's cybersecurity defense capabilities by providing timely access to up-to-date cybersecurity technologies and practices, thereby supporting the protection of the confidentiality, integrity, and availability of the Company's information assets. These efforts are intended to prevent the misuse, leakage, alteration, destruction, or loss of critical information due to human error, malicious acts, or natural disasters, thereby ensuring operational continuity and the protection of corporate interest. No cybersecurity incidents or customer complaints in relation to data breaches were recorded in 2024.

Organizational Structure of the Information Security Promotion Team



04 Environmental Sustainability

4 Environmental Sustainability

Material topic		Environmental compliance
Significance to the Company		Longwell's applicable environmental regulations are primarily focused on waste management. As public awareness of environmental protection continues to grow, regulatory authorities have been tightening enforcement of related environmental legislation. Consequently, compliance with environmental regulations has become increasingly critical to the Company's operations.
Policy and Commitment		Longwell closely monitors amendments to environmental regulations, including revision trends and official announcements regarding implementation timelines. This ensures that relevant personnel are promptly informed and able to assess whether responsive measures are required to maintain compliance. Violations of environmental regulations may result in financial penalties as well as reputational damage, potentially undermining investor confidence. Accordingly, Longwell places great emphasis on compliance with all applicable environmental regulations.
Goals	Short-term Goals	1. Conducting regular reviews of regulatory items within each department. 2. No occurrence of environmental penalties.
	Medium- to Long-term Goals	1. Achieving continuous improvement and best practices by establishing a comprehensive environmental management system. 2. Adapting to evolving legal requirements and market conditions by regularly assessing and updating environmental objectives.
Resources Committed, Concrete Actions, and Outcomes		1. All environmental regulatory audits conducted throughout 2024 were found to be in full compliance with applicable regulatory requirements. 2. No environmental compliance violations were recorded in 2024.
Responsible Department and Grievance Reporting Contact		Department: Plant Affairs Unit Mail address: alouba@longwell.com.tw lihua-zeng@longwell-sg.com.cn

In alignment with its longstanding commitment to balanced development and sustainable operations, Longwell has established a Safety, Health, and Environmental Protection Policy, formally approved and signed by the President. The Company integrates sustainable development principles into its daily operations and strictly complies with applicable environmental laws and regulations at both national and local levels. Longwell fully complies with the highest environmental standards in guiding its manufacturing, management, and service activities, with the objective of continuously delivering environmentally and socially beneficial products. Environmental protection, occupational health, and workplace safety constitute fundamental elements of the Company's sustainability framework. As of the end of 2024, Longwell Electronics (Shenzhen factory) continues to maintain effective implementation of the ISO 14001: Environmental Management Systems and the ISO 45001: Occupational Safety and Health Management Systems. These systems are subject to regular audits by external assurance bodies and the internal Environmental Protection, Health, and Safety (EHS) Committee. Identified deficiencies are incorporated into targeted improvement plans and addressed through continuous enhancement efforts in accordance with the PDCA (Plan-Do-Check-Act) methodology, thereby ensuring ongoing regulatory compliance and the effective operation of the Company's Environmental Protection, Health, and Safety (EHS) management systems.

Our Policy

1. **Fully comply with local laws and environmental regulations across all applicable jurisdictions and customers.**
2. **Implement green procurement, green development, and green manufacturing practices, with a commitment to avoiding the use of toxic and hazardous raw materials throughout all stages of circulation.**
3. **Effectively control and manage solid waste discharge to reduce environmental impact.**
4. **Implement water conservation measures and optimize the efficient use of water resources.**
5. **Provide environmental protection training to employees to enhance their awareness of energy conservation and environmental safety.**
6. **Apply the PDCA (Plan-Do-Check-Act) methodology to continuously improve the Company's environmental, health, and safety performance, with the objective of achieving zero occupational accidents and promoting a green marketing-oriented Safety, Health, and Environmental Protection Policy.**

Aspect of Concern	Our Approach
Carbon reduction	• Improving manufacturing processes to maximize energy efficiency and reduce carbon emissions, with annual reduction targets incorporated into management objectives to fulfill corporate citizenship responsibilities. • Reducing paper consumption by optimizing meeting management practices. This is achieved by implementing digital platforms for Board meetings, replacing conventional paper-based materials with digital alternatives such as tablets. The adoption of paperless meetings supports the Company's sustainability goals while improving meeting efficiency and quality.
Waste reduction - waste sorting	• Promoting waste sorting efforts by installing recycling bins to reduce waste generation. • Eliminating the use of disposable tableware to minimize household waste.
Business waste	• Managing internally generated business waste in compliance with management regulations. Waste is classified and stored by chemical characteristics and subsequently disposed of through qualified and licensed waste disposal vendors.
Green procurement	• Committing to provide products free of Substance of Very High Concern (SVHC) specified under the REACH Regulation. • Fully complying with the EU RoHS Directive and implementing green procurement management. This includes requiring suppliers to provide materials free of hazardous substances and ensuring no use of raw or auxiliary materials containing harmful chemicals throughout the manufacturing process.
Green products	Longwell has established comprehensive procedures for managing environmental restricted substances, incorporating the following key practices: • Fully complying with the EU RoHS Directive, halogen-free standards, colorimetric differentiation for halogenated products, supplier raw material management system within supply chain management (SCM) system, and requiring regular updates of third-party reports on an annual basis. • Implementing a Hazardous Substance Free (HSF) management mechanism with material suppliers to proactively control risks at the source. • No complaints related to HSF management have been recorded since 2024.

Aspect of Concern	Our Approach
Emergency response	• Taiwan Headquarters operates as an office-based facility and regularly conducts fire safety inspections and building safety checks to ensure a safe working environment for its employees. • Longwell Electronics (Shenzhen factory) has established an Emergency Response Plan (Safety Production Accident Emergency Plan), supported by an Emergency Response Command Center and a designated Emergency Response Team which manages emergency situations promptly. Emergency response training and fire drills are conducted on a semi-annual basis. New recruits receive hands-on training with fire extinguishers, and simulation exercises are conducted by the emergency response training unit to enhance employees' emergency response capabilities and safety management skills. These measures are designed to ensure timely containment of accidents and minimize the impact and harm caused by emergencies. • The company coordinates with the local fire department to provide employees with training in fire evacuation and first aid. • In 2024, two emergency response drills were conducted in accordance with the Emergency Response Plan. Task-based teams were designated as on-site commanders for different factory zones, coordinating rescue operations, security communications, evacuation guidance, and serving as safety officer. These drills aim to enhance employees' ability to respond swiftly in emergency situations, thereby reducing the risk of injury and environmental impact.

▲ Receiving instruction on the proper use of fire extinguishers in collaboration with the local fire department.

▲ Conducting roll call at designated assembly points during fire drills.

▲ Practicing emergency excavation procedures during fire drills.

4.1 Energy Resources Management

Material topic		Energy management
Significance to the Company		• Addressing climate change: By improving on energy efficiency and adopting renewable energy sources, the Company reduces emissions and thereby contributes to global efforts to mitigate climate change. • Reducing operational costs: Optimizing energy use lowers consumption and minimizes waste, thereby reducing energy procurement costs and improving the Company's overall economic efficiency.
Policy and Commitment		In alignment with its commitment to sustainable development, Longwell is actively advancing energy conservation and carbon reduction initiatives, aiming to improve operational efficiency and reduce environmental impact.
Goals	Short-term Goals	• Reducing energy consumption: Achieving a significant reduction in energy use in the short term through technological improvements and equipment upgrades. • Implementing energy conservation projects, with an expected electricity savings totaling 940,000 kWh by 2025.
	Medium- to Long-term Goals	• Continuous improvement of energy performance: Continuously monitoring and assessing energy consumption to identify opportunities for improvement and achieve ongoing enhancements in energy performance. • Promoting renewable energy: Reducing dependence on fossil fuels by progressively increasing the proportion the use of renewable energy in long-term planning.
Resources Committed, Concrete Actions, and Outcomes		Longwell Electronics Initiated energy conservation projects in 2024, resulting in electricity savings totaling 1,060,000 kWh. Total electricity consumption of the factory area for the year 2023: 20,925,930 kWh. Total electricity consumption of the factory area for the year 2024: 20,040,849 kWh. Electricity consumption in 2024 decreased by 885,081 kWh from 2023, representing a reduction of 4.23%.
Responsible Department and Grievance Reporting Contact		Department: Plant Affairs Unit Mail address: alex.chiu@longwell-sg.com.cn lihua-zeng@longwell-sg.com.cn

Recognizing the scarcity of the Earth's energy resources, Longwell places great emphasis on effective energy management to prevent unnecessary waste. The Company's primary energy resources include natural gas, water, electricity, and diesel or gasoline.

Statistics on Energy Resources (Internal Energy Consumption)

Year	Longwell		
	Electricity (GJ)	Gasoline (GJ) (Official vehicles)	Diesel (GJ) (Official vehicles)
2022	762.49	552.08	38.58
2023	628.93	516.01	28.65
2024	672.83	430.10	35.05

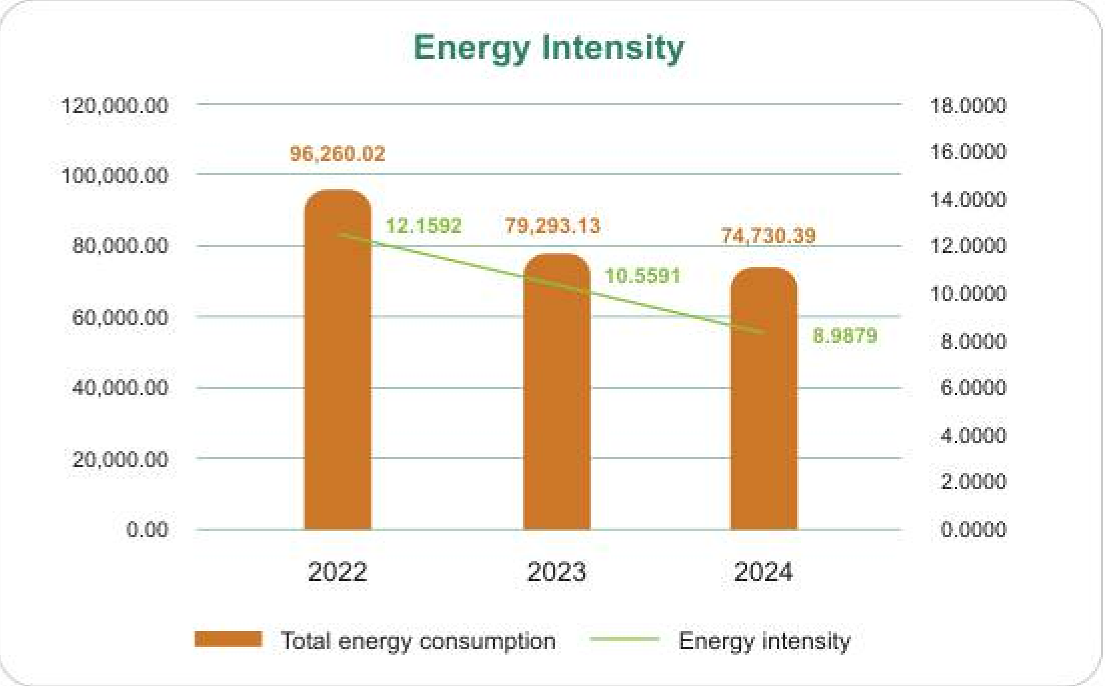
Year	Longwell Electronics				Total (GJ)
	Electricity (GJ)	Gasoline (GJ) (Official vehicles)	Diesel (GJ)	Natural gas (GJ)	
2022	91,634.52	389.27	2,712.24	170.84	96,260.02
2023	75,333.35	465.36	2,189.98	130.84	79,293.13
2024	72,147.06	339.43	975.08	130.84	74,730.39

Note: From 2022 to 2023, diesel-fueled water heaters were used in employee dormitories for personal hygiene purposes.

Statistics on Energy Resources (Energy Intensity)

Unit: GJ, NT$ million	Total energy consumption	Total revenue	Energy intensity
2022	96,260.02	7,916.64	12.1592
2023	79,293.13	7,509.47	10.5591
2024	74,730.39	8,314.52	8.9879

Note: Revenue figures include contribution from Longwell (Headquarters) and Longwell Electronics (Shenzhen factory).



4.1.1 Reduction of Energy Consumption

The Company is committed to energy conservation and carbon reduction and has actively implemented initiatives to reduce overall energy consumption and minimize environmental impact. Through equipment upgrades, operational improvements, employee training, and ongoing monitoring and refinement of energy strategies, the Company remains dedicated to enhancing energy performance across operations. In 2024, energy optimization at the Shenzhen factory yielded electricity savings of 1,064,544 kWh, equivalent to 3,832.36 GJ. In 2025, the factory is projected to achieve electricity savings of 942,240 kWh, equivalent to 3,392.06 GJ.

Energy conservation projects implemented at Shenzhen factory are as follows:

Specific item	Category	Brief description of energy conservation initiative	2024		Plans for the year 2025	
			Number of machines deployed	Energy conservation performance (kWh)	Number of machines deployed	Energy conservation performance (kWh)
Automatic wire stripping machine	Electricity conservation	Pre-improvement condition: Operating two wire stripping machines with two operators, requiring multiple machines to complete the task. Post-improvement condition: Introduced an automatic wire stripping machine, enabling single-machine operation, thereby contributing to energy conservation. Electricity consumption decreased after improvement, with a daily saving of 10 kWh.	5	15,600	5	15,600
Automatic terminal crimping machine	Electricity conservation	Pre-improvement condition: Operating with two wire stripping machines and three terminal crimping machines, requiring multiple machines to complete the task. Post-improvement condition: Introduced an automatic terminal crimping machine, thereby enabling single-machine operation and contributing to energy conservation. Electricity consumption decreased after improvement, with a daily saving of 52 kWh.	16	259,584	10	162,240
Terminal crimping machine	Electricity conservation	Pre-improvement condition: The use of conventional motor drives results in relatively higher energy consumption. Post-improvement condition: Introduced a terminal crimping machine driven by a variable frequency motor, thereby contributing to energy conservation. Electricity consumption decreased after improvement, with a daily saving of 25 kWh.	35	273,000	50	390,000

Specific item	Category	Brief description of energy conservation initiative	2024		Plans for the year 2025	
			Number of machines deployed	Energy conservation performance (kWh)	Number of machines deployed	Energy conservation performance (kWh)
Stripping and crimping machine	Electricity conservation	Pre-improvement condition: Wire stripping is done by the wire stripping machine, while terminal crimping is done manually by an operator. Post-improvement condition: Automatic wire stripping and terminal crimping. Electricity consumption decreased after improvement, with a daily saving of 25 kWh.	25	195,000	5	39,000
Ultrasonic welding machine	Electricity conservation	Pre-improvement condition: The soldering process contributes to air pollution and necessitates the use of heated soldering irons. Post-improvement condition: Replaced the conventional soldering with ultrasonic welding, thereby eliminating pollution and contributing to energy conservation. Electricity consumption decreased after improvement, with a daily saving of 50 kWh.	5	78,000	2	31,200
Molding machine	Electricity conservation	Pre-improvement condition: The use of conventional motor drives results in relatively higher energy consumption. Post-improvement condition: Introduced a molding machine driven by a variable frequency motor, thereby contributing to energy conservation. Electricity consumption decreased after improvement, with a daily saving of 65 kWh.	12	243,360	15	304,200
		Energy conservation performance for the year		1,064,544		942,240

4.2 Greenhouse Gas Management

Material topic		GHG emissions
Significance to the Company		Demonstrating the Company's commitment to environmental responsibility and protection, a greenhouse gas inventory is being conducted as an initial effort to address climate change. This initiative lays the foundation for the development of energy conservation and carbon reduction measures by providing a concrete basis and guidance for green development.
Policy and Commitment		Through the greenhouse gas inventory, the Company accurately assesses its emissions status, establishes a comprehensive database, and develops actionable greenhouse gas reduction auction plans for effective implementation. These efforts include: 1. Promotes full employee participation in advancing energy conservation and carbon reduction measures. 2. Fully complies with environmental laws, customer requirements, and other applicable regulations. 3. Effectively manages the Company's emissions and enhances information management, with the objective of providing a critical basis for future greenhouse gas reduction policies and the continuous refinement of action plans, in fulfillment of the Company's commitment to sustainable development.
Goals	Short-term Goals	Starting in 2024, the Company has been voluntarily conducting organization-level greenhouse gas inventories in accordance with ISO 14064-1, covering both the Taiwan Headquarters and Longwell Electronics in China. A separate greenhouse gas inventory for the Taipei Headquarters is scheduled in 2025 for external assurance.
	Medium- to Long-term Goals	Targeting a 30% carbon reduction by 2030 through ISO 14064-1-aligned greenhouse gas inventory operations, securing third-party assurance, and developing annual emissions reduction plans.
Resources Committed, Concrete Actions, and Outcomes		Voluntarily conducted organization-level greenhouse gas inventory, covering both the Taipei Headquarters and Longwell Electronics in China in 2024. Two personnel were assigned to participate in the ISO 14064-1 Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course.
Responsible Department and Grievance Reporting Contact		Department: Sustainability Promotion Team Mail address: yolanda@longwell.com.tw

Greenhouse gas emissions are a key driver of climate change and represent a critical global environmental challenge. Though not a major energy consumer, Longwell acknowledges its responsibility as a global corporate citizen and recognizes that reducing greenhouse gas emissions is a shared responsibility and a common goal among enterprises. In 2024, Longwell voluntarily conducted greenhouse gas inventory in accordance with ISO 14064-1. In parallel, Longwell Electronics (Shenzhen factory) initiated its greenhouse gas inventory in compliance with local government regulations and engaged third-party assurance bodies to conduct annual assurances. These inventories enable the Company to accurately assess its current emissions status and take proactive measures. The Shenzhen factory continues to assess emissions resulting from energy consumption, providing a basis for monitoring progress and enhancing energy conservation and carbon reduction performance over time.

Direct emissions (Scope 1)

Emissions directly from sources owned or controlled by the Shenzhen factory primarily result from the consumption of natural gas, diesel, and gasoline.

Indirect energy emissions (Scope 2)

Longwell estimates its annual emissions based on electricity consumption expenditures. Indirect emissions at the Shenzhen Factory are primarily attributed to purchased electricity consumed by production equipment, office areas, and public spaces. Data collection for other indirect emissions (Scope 3 to 6) is not required under local greenhouse gas quantification reporting requirements.

Statistics on Emission Volume by Source Type for the Year 2024 - Longwell

Source type		Scope 1	Scope 2	Total emission equivalency
		Direct emissions	Indirect energy emissions	
2022	Emission equivalency (metric tons CO_2e/year)	42.75	104.84	147.59
	Percentage composition (%)	29.0%	71.0%	100%
2023	Emission equivalency (metric tons CO_2e/year)	39.40	86.30	125.70
	Percentage composition (%)	31.3%	68.7%	100%
2024	Emission equivalency (metric tons CO_2e/year)	33.68	92.33	126.01
	Percentage composition (%)	26.7%	73.3%	100%

Note 1: According to the announcement by the Energy Administration, Ministry of Economic Affairs, the electricity carbon emission factors were 0.495kg CO_2e/kWh for 2022 and 0.494 kg CO_2e/kWh for 2023. The estimation of emissions for the year 2024 was calculated using the 2023 factor.

Note 2:The global warming potential (GWP) values are based on the Sixth Assessment Report (AR6) published by the United Nations Intergovernmental Panel on Climate Change (IPCC).

Note 3:Longwell's greenhouse gas inventory data are based on self-estimation.

Statistics on Emission Volume by Source Type for the Year 2024 - Longwell Electronics (Shenzhen factory)

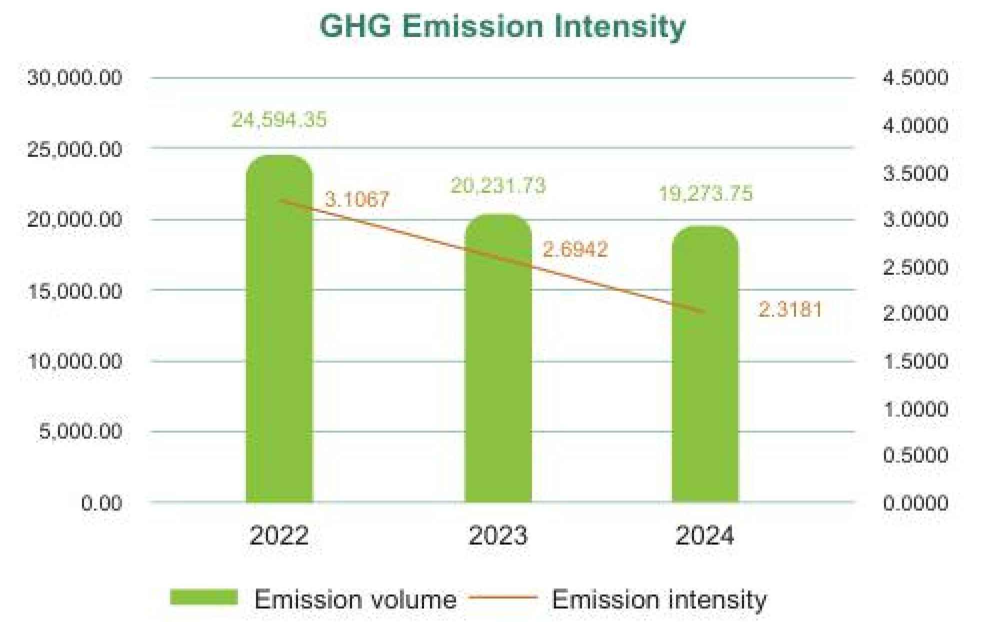
Source type		Scope 1	Scope 2	Total emission equivalency
		Direct emissions	Indirect energy emissions	
2022	Emission equivalency(metric tons CO_2e/year)	293.43	24,153.33	24,446.76
	Percentage composition (%)	1.2%	98.8%	100%
2023	Emission equivalency(metric tons CO_2e/year)	249.42	19,856.61	20,106.03
	Percentage composition (%)	1.2%	98.8%	100%
2024	Emission equivalency(metric tons CO_2e/year)	130.98	19,016.76	19,147.74
	Percentage composition (%)	0.7%	99.3%	100%

Note: The data were calculated with reference to the Guidelines for Provincial Greenhouse Gas Inventories (Guangdong Province, June 2020).

Statistics on Greenhouse Gas (Emission Intensity)

Unit: GJ, NT$ million	Emission volume	Total revenue	Emission intensity
2022	24,594.35	7,916.64	3.1067
2023	20,231.73	7,509.47	2.6942
2024	19,273.75	8,314.52	2.3181

Note: Revenue figures include contribution from Longwell (Headquarters) and Longwell Electronics (Shenzhen factory).

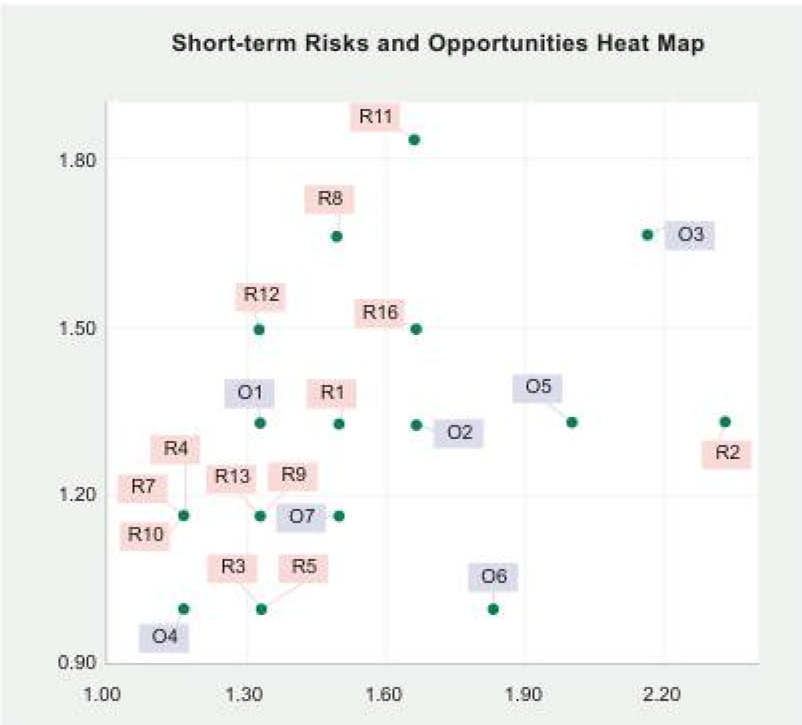


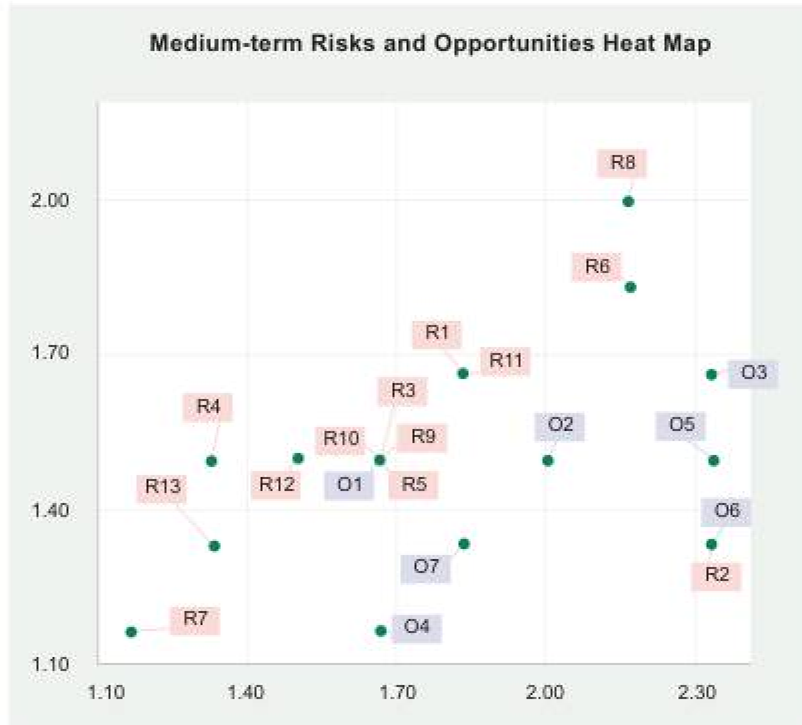
4.3 Climate-related Financial Disclosures

Longwell has established effective internal controls and audit systems, along with a comprehensive risk management policy, to integrate risk management across environmental, social, and governance aspects in support of sustainable operations. With the intensifying impacts of extreme weather events caused by global warming and the growing significance of energy and climate change issues continue to intensify, Longwell recognizes that fulfilling corporate responsibility for sustainable development is essential for long-term viability in the industry. Aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework, Longwell structures its climate-related actions around four pillars, namely Governance, Strategy, Risk Management, and Metrics and Targets. Members of the Sustainable Development Committee identify climate-related risks and opportunities, formulate corresponding response strategies, and report to the Board of Directors on an annual basis on the implementation of these strategies. The Board oversees the effectiveness of implementation.

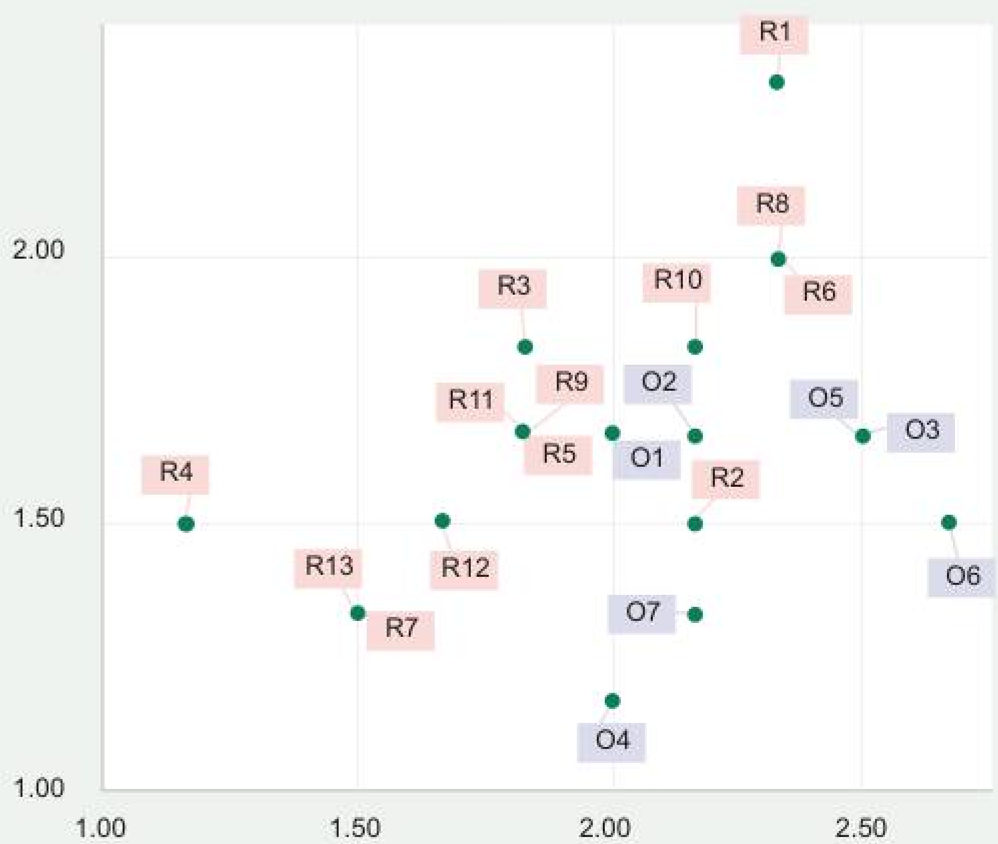
Governance	Strategy	Risk management	Metrics and Targets
Longwell's governance of climate-related risks and opportunities.	Actual and potential impacts of climate-related risks and opportunities on the Company's businesses, strategy, and financial planning.	Processes for managing climate-related risks.	Metrics and targets used to assess and manage relevant climate-related risks and opportunities.
The Sustainable Development Committee reports to the Board of Directors on an annual basis on the governance of climate-related risks and opportunities, including sustainable risk management issues for the year. The Board oversees the effectiveness of the implementation.	Please refer to the Overview of Climate-related Risks and Opportunities for the Year 2024	The process for identifying, assessing, and managing climate-related risks is as follows: Step1 Completing the climate change and environmental background information collection by members of the Sustainable Development Committee Assessing climate risks and operational boundaries Step2 Establishing a list of climate-related risks and opportunities Developing an internal questionnaire survey to assess operational impacts Step3 Conducting climate risks and opportunities assessments and Operational Impact Analysis (OIA) by members of the Sustainable Development Committee Determining significant risk items Step4 Developing implementation strategies and defining corresponding objectives Step5 Conducting rolling reviews of the effectiveness of implementation strategies and objectives on an annual basis through the Sustainable Development Committee meetings	• Completion of greenhouse gas inventory for the reporting year, with results disclosed on the Company's official website and the Market Observation Post System (MOPS). • Securing external assurance for Longwell's scheduled greenhouse gas inventory for the year 2025.

Governance	Strategy	Risk management	Metrics and Targets
The Chairman serves as the convener of the Sustainable Development Committee. The Sustainability Promotion Team, in collaboration with the highest-ranking officers from each primary business unit identifies, assesses, and manages identified risks.	Please refer to the Climate-related Impacts and Response Mechanisms The Company used the 2°C Scenario (2DS) during discussions in the Sustainability Promotion Team meetings and utilized tools provided by the Taiwan Climate Change Projection and Information Platform (TCCIP) to assess climate-related physical risks. Following this assessment, the Company adopted 2DS/RCP2.6 Scenario as the basis for evaluating climate-related risks. In this scenario, the Company has outlined the risks and opportunities associated with physical risks and legal transition risks.	The Company's risk management framework has integrated climate-related risks and opportunities into the operations of each business unit.	The Scope 1 and Scope 2 emissions for the year 2024 were 164.66 metric tons CO_2e and 19,109.09 metric tons CO_2e, respectively.





Long-term Risks and Opportunities Heat Map



No.	Topic
R1	Increased pricing of GHG emissions
R2	Enhanced emissions-reporting obligations
R3	Substitution of existing products and services with lower emissions options
R4	Unsuccessful investment in new technologies
R5	Costs to transition to lower emissions technology
R6	Changing customer behavior
R7	Uncertainty in market signals
R8	Increased cost of raw materials
R9	Shifts in consumer preferences - stigmatization of sector
R10	Increased stakeholder concern or negative stakeholder feedback
R11	Increased severity of extreme weather events such as cyclones and floods
R12	Changes in precipitation patterns and extreme variability in weather patterns
R13	Rising mean temperatures
O1	Use of more efficient modes of transport
O2	Use of more efficient production and distribution processes
O3	Use of recycling
O4	Reduced water usage and consumption
O5	Use of lower-emission sources of energy
O6	Participation in carbon market
O7	Shift toward decentralized energy generation

Overview of Climate-related Risks and Opportunities for the Year 2024

No.	Climate-related risks	Risk level	Time horizon
R1	Increased pricing of GHG emissions	Low	Medium-, and Long-term
R2	Enhanced emissions-reporting obligations	High	Short-term
R3	Substitution of existing products and services with lower emissions options	Low	
R4	Unsuccessful investment in new technologies	Low	
R5	Costs to transition to lower emissions technology	Low	
R6	Changing customer behavior	Moderate	Medium-, and Long-term
R7	Uncertainty in market signals	Low	
R8	Increased cost of raw materials	Moderate	Medium-, and Long-term
R9	Shifts in consumer preferences - stigmatization of sector	Low	
R10	Increased stakeholder concern or negative stakeholder feedback	Low	
R11	Increased severity of extreme weather events such as cyclones and floods	High	Short-term
R12	Changes in precipitation patterns and extreme variability in weather patterns	Low	
R13	Rising mean temperatures	Low	
No.	**Climate-related opportunities**	**Opportunity level**	**Time horizon**
O1	Use of more efficient modes of transport	Low	
O2	Use of more efficient production and distribution processes	Moderate	
O3	Use of recycling	High	Short-, Medium-, and Long-term
O4	Reduced water usage and consumption	Low	
O5	Use of lower-emission sources of energy	Moderate	Medium-, and Long-term
O6	Participation in carbon market	Low	Long-term
O7	Shift toward decentralized energy generation	Low	

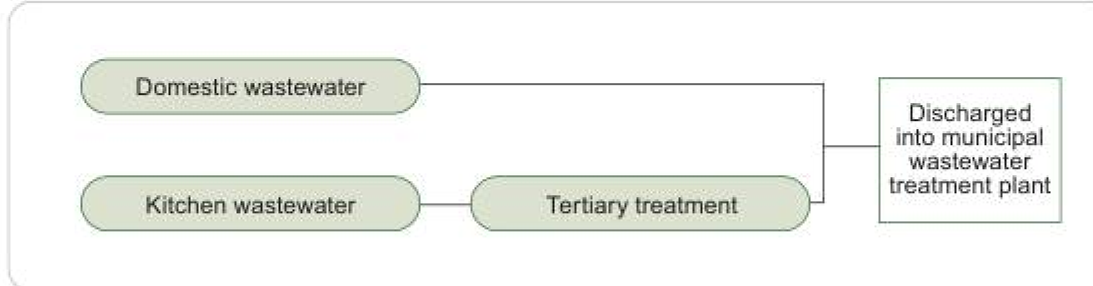
Note 1: The short-, medium-, and long-term refer to time horizons of 1 to 3 years, 4 to 6 years, and more than 6 years, respectively.

Climate-related Impacts and Response Mechanisms

Risk and opportunity	Financial impacts	Impacts and response mechanisms
Enhanced emissions-reporting obligations	Increased compliance costs due to government regulations mandating implementation of greenhouse gas inventory mechanisms, annual assessments, and third-party assurances.	1. Allocates sufficient operating budgets and personnel resources to support tasks related to the Group's greenhouse gas inventory, emissions reduction planning, and third-party assurance. 2. Establishes an internal greenhouse gas inventory system. 3. Establishes concrete emission reduction targets and implements carbon mitigation strategies, including adoption of renewable energy, phased replacement of equipment with energy-efficient alternatives, and the promotion of energy conservation awareness through employee education and training. These initiatives aim to reduce both energy consumption and associated emissions, thereby lowering potential environmental costs. 4. Continuously monitors evolving emission regulations and conducts inventory assessments and third-party assurance processes accordingly.
Increased severity of extreme weather events such as cyclones and floods	Extreme climate conditions may cause severe disruptions, leading to reduced manufacturing capacity or a complete shutdown of production lines, thereby impairing regular business operations.	• Reduces reliance on a single manufacturing location by diversifying manufacturing locations, thereby mitigating production pressure in the event that extreme climate conditions impact any specific facility. • Assesses the potential increase in fixed operating costs due to higher electricity expenditures and usage associated with increased operational electricity demands due to more frequent high-temperature days caused by global warming. In the short term, the Company promotes energy conservation awareness and progressively replaces outdated equipment to reduce electricity usage and improves manufacturing efficiency through the use of up-to-date equipment. To address the impacts of rising temperatures caused by emissions over the medium to long term, the Company has been implementing greenhouse gas inventories beginning in 2022 and establishes energy conservation and carbon reduction targets. These targets are designed to be achieved through specific annual carbon reduction projects, with the objective of aligning with government policies.
Use of recycling	1. Increased revenue through the joint development of power cord products incorporating recycled copper and recycled polycarbonate (PC) materials in collaboration with customers. 2. Enhanced corporate image in the perception of customers through the reduction of plastic packaging usage.	1. Reduces the use of plastic packaging to enhance value in the circular economy. 2. Recycling management: Collaborates with recycling vendors to establish stable recycling channels, thereby reducing environmental impacts.
The Company' reduction targets	Relevant information will be disclosed once the Company's base year (Note) has been determined. (Note): According to Note 2 of Table 2-2-3 Climate-Related Information of TWSE/TPEx Listed Company, "The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. (Omitted)" The entities included in the Company's consolidated financial statements for the year 2024 have not yet been fully incorporated into the greenhouse gas inventory boundary.	

4.4 Water Resources Management

The water source for both Longwell and Longwell Electronics (Shenzhen factory) is entirely tap water (100%). Longwell's Taipei City facility primarily operates as an office-based site and therefore has no water-related risks associated with manufacturing processes. The Shenzhen factory, located in Bao'an District, Shenzhen City, is situated in a region classified as having low to medium water stress (10% to 20%). This facility does not consume water in its manufacturing processes. All water usage is limited exclusively to domestic purposes. The facility is equipped with a segregated drainage system for rainwater and wastewater. Rainwater is channeled through on-site drainage systems into the municipal drainage network and subsequently discharged into local waterways. Domestic wastewater is conveyed through the facility's sewage infrastructure to the municipal sewer system then routed to a wastewater treatment plant for proper processing. Kitchen wastewater is subjected to oil-water separation before being combined with other domestic wastewater for preliminary treatment, in accordance with applicable local water discharge regulations. The facility conducts regular monitoring and testing of all discharged wastewater to ensure compliance with the water quality standards required for acceptance into the municipal wastewater treatment system.



Statistics on Water Withdrawal and Discharge for the Years 2022 to 2024 - Longwell

Unit: ML	Total water withdrawn	Total water discharge	Total water consumption
2022	1.513	1.513	0
2023	1.430	1.430	0
2024	1.319	1.319	0

Statistics on Water Withdrawal and Discharge for the Years 2022 to 2024 - Longwell Electronics (Shenzhen factory)

Unit: ML	Total water withdrawn	Total water discharge	Total water consumption
2022	314.704	314.704	0
2023	248.973	248.973	0
2024	206.075	206.075	0

Note: The Shenzhen factory terminated the lease at Factory Site No. 20 in March 2024, resulting in a decrease in total water consumption compared to the previous year.

4.5 Waste Management

Material topic	Waste management
Significance to the Company	1. Environmental protection: The Company reduces negative environmental impacts through the implementation of effective waste and hazardous material management. This includes minimizing waste discharge, reducing pollution, and protecting natural resources. These efforts support compliance with environmental regulations and help avoid penalties or other legal consequences arising from violations. 2. Cost reduction: Effective waste management reduces the Company's processing costs, for example, raw material procurement expenses may be lowered through the recycling and reuse of materials. Additionally, reducing waste generation decreases the costs associated with waste handling and disposal. 3. Enhancement of corporate image: Active environmental management practices demonstrate the Company's commitment to social responsibility and help build a positive public reputation. This enhances the Company's brand image and strengthens trust and support from consumers and other stakeholders. 4. Risk management: The Company reduces the occurrence of accidents and safeguards the safety of both employees and the community by identifying and managing potential environmental and health hazards, thereby minimizing legal liabilities and potential financial losses. 5. Regulatory compliance: Compliance with relevant environmental laws and standards constitutes a fundamental requirement for business operations. The Company ensures that its operations align with both domestic and international legal and industry regulations by implementing GRI 306 Standard, thereby avoiding legal risks and financial losses.
Policy and Commitment	1. Establishment of management framework: The Company is committed to establishing, implementing, and continuously improving its waste and hazardous material management system to achieve its environmental goals and objectives. 2. Legal compliance: Ensures that all operations comply with applicable laws, regulations, rules, standards, and other mandatory requirements. 3. Prioritization of preventive approach: Emphasizes source reduction in waste and hazard management, including in product design, manufacturing processes, and the raw material selection. 4. Continuous improvement: Enhances the efficiency and effectiveness of waste and hazard management through regular review and updating of the management system. 5. Employee training: Provides necessary training to ensure that employees fully understand and are competent to effectively implement the Company's waste and hazardous material management policies and procedures. 6. Emergency response: Develops and maintains emergency response plans to enable prompt and effective action in the event of waste leakage or other emergency circumstances. 7. Communication and participation: Encourages employees, suppliers, and other stakeholders to actively engage in the Company's waste and hazardous material management processes and to provide feedback or suggestions. 8. Monitoring and reporting: Regularly monitors waste generation, treatment, and discharge, and communicates relevant information to management and regulatory authorities. 9. Transparency: Publicly discloses the Company's waste and hazard management policies, practices, and performance to enhance transparency and credibility.

Material topic		Waste management
Goals	Short-term Goals	• Improvement of employee awareness: Ensuring employees' familiarity with waste and hazardous management policies and procedures by enhancing employee awareness of relevant practices through training and promotional activities. • Optimization of management mechanism: Establishing or enhancing the waste and hazard management framework by developing detailed procedures, monitoring mechanisms, and emergency response plans. • Reduction of waste generation: Implementing source reduction measures, such as optimizing manufacturing processes and product design, as well as increasing use of environmentally friendly materials. • Compliance inspections: Ensuring that all operations comply with applicable laws, regulations, standards, and other mandatory requirements by conducting regular internal and external audits. • Preparation of emergency response: Ensuring swift and effective action in the event of waste leakage or other emergency situations by establishing and testing emergency response plans. • Ensuring that waste is handled in compliance with regulations by performing on-site inspections of waste removal and treatment facilities.
	Medium- to Long-term Goals	• Continuous improvement: Achieving continuous improvement by enhancing the efficiency and effectiveness of waste and hazard management through regular reviews and updates of the established management system. • Promotion of circular economy: Reducing dependence on virgin raw materials by promoting the circular resource use, including increased recycling and reuse of waste. • Achievement of carbon neutrality: Working toward the Company's carbon neutrality goals within a specified timeframe by developing and implementing targeted carbon reduction strategies. • Enhancement of corporate image: Increasing trust and support from consumer and other stakeholders by strengthening the Company's brand image through active environmental management practices. • Fulfillment of corporate social responsibilities: Fulfilling the Company's corporate social responsibilities by collaborating with local communities on environmental protection initiatives. • Technological innovation: Improving safety and efficiency of waste treatment, while reducing associated processing costs, by investing in the research and development of relevant technologies and methodologies.
Resources Committed, Concrete Actions, and Outcomes		• No regulatory penalties were recorded in 2024. • Hazardous waste is reported periodically in compliance with applicable regulations.
Responsible Department and Grievance Reporting Contact		Department: Plant Affairs Unit Mail address: alouba@longwell.com.tw lihua-zeng@longwell-sg.com.cn

Longwell Electronics (Shenzhen factory) categorizes waste generated from workshop operation into hazardous and non-hazardous waste for proper storage, collection, and disposal. Waste materials such as scrap iron, plastic waste, non-ferrous metals, and paper are managed by certified recycling vendors approved by the competent authorities. Domestic waste is uniformly collected and processed by the municipal sanitation department. Hazardous waste generated during the manufacturing process is strictly entrusted to licensed local waste disposal contractors, authorized by the competent authorities for detoxification treatment and proper disposal. All hazardous waste is centrally collected and treated by hazardous waste processing facilities approved by the Shenzhen Environmental Protection Bureau.

Taiwan Headquarters, which primarily operates as an office-based headquarters, manages general waste through a licensed disposal service contracted by the building. While detailed waste quantification is not conducted, recyclable materials are properly sorted and recycled by the cleaning service provider.

Hazardous Waste Handling Process

On-site packaging and transport of hazardous waste

Pre-trip inspection

Loading onto transport vehicle

Transfer form for hazardous wastes

Statistics on Waste for the Years 2022 to 2024 - Longwell Electronics (Shenzhen factory)

Metric tons	Waste	2022	Treatment method in 2022	2023	2024	Treatment method	Off-site/On-site treatment	Intermediate treatment/Final disposal
Hazardous business waste	Used lubricating oil	0.070	Used oil re-refining	0.200	0.050	Reuse	Off-site	Used oil re-refining
	Used fluorescent lamps	0.080	Warehouse storage	0.020	0.020	Warehouse storage	Off-site	Incineration
	Waste ink	0.20	Incineration	0.200	0.200	Physiochemical treatment	Off-site	Physiochemical treatment
	Spent activated carbon	0.430	Incineration	0.300	0.300	Warehouse storage	Off-site	Incineration
	Oil-contaminated rags and gloves	0.10	Incineration	0.090	0.030	Warehouse storage	Off-site	Incineration
	Waste containers contaminated with ink	0.097	Incineration	0.040	0.045	Warehouse storage	Off-site	Incineration
	Subtotal	0.977	-	0.850	0.645	-	-	-
General business waste	Plastic waste	941.130	-	604.698	686.330	Reuse	Off-site	-
	Waste paper	115.520	-	118.160	146.120	Reuse	Off-site	-
	Waste wood	88.100	-	108.830	48.510	Reuse	Off-site	-
	Non-ferrous metal scrap	347.200	-	348.568	423.343	Reuse	Off-site	-
	Scrap iron	6.580	-	25.660	70.030	Reuse	Off-site	-
	Domestic waste	0	Incineration	0		Incineration	Off-site	-
	Subtotal	1,498.530	-	1,205.916	1,374.333	-	-	-
Total		1,499.507	-	1,206.766	1,374.978	-	-	-

4.6 Supply Chain Management

Material topic		Procurement and management of materials
Significance to the Company		• Optimizing material flow and inventory management reduces costs, improves production efficiency and product quality , thereby enhancing the Company's market competitiveness. • By committing to environmental protection and resource conservation practices, the Company creates a win-win situation between economic benefits and social responsibility, thereby enhancing its brand image and long-term development potential.
Policy and Commitment		• Ensures that all suppliers operate in compliance with applicable international standards and that they adhere to the ISO 9001:2015 - Quality Management Systems. • Demonstrates commitment to environmental responsibility by signing the Environmental Commitment Letter, which prohibits the use of conflict minerals and commits to concrete efforts to reduce carbon emissions. Major suppliers are expected to possess the capability to manufacture green products. • Ensures that all suppliers fully comply with the requirements of the Responsible Minerals Initiative (RMI) by conducting regular assessments to jointly advance sustainable development. • Information transparency, data sharing
Goals	Short-term Goals	1. Improving material utilization rate and ensuring continuity of supply, targeting an on-time delivery rate of over 98%. 2. Ensuring that all procured raw materials comply with quality standards and maintaining an incoming material acceptance rate of over 99% through strict quality control. 3. Maintaining the annual disqualification rate of suppliers under review below 1%. 4. Requiring all material suppliers to sign a Social Responsibility Compliance Commitments as a measure to advance responsible sourcing. Newly engaged suppliers are required to sign said commitment as prerequisite for qualification beginning in 2024. 5. Classifying suppliers and conducting ESG assessments on 60 major suppliers, with the requirement that at least 15 of such suppliers comply with ESG standards. Major suppliers are defined as those with annual procurement value exceeding RMB 1 million and more than five procurement transactions per year. 6. Increasing the effective reuse rate to exceed 15%. 7. Promoting the use of environmentally friendly materials, such as recycled copper and plastics, and achieving 20% usage of TCO Certified 10.0 compliant materials within applicable product categories. 8. Conducting full-scale sustainability advocacy among suppliers, and achieving a target of at least 80% of suppliers signing the Social Responsibility Compliance Commitments. This includes those with ESG certifications.
	Medium- to Long-term Goals	1. Reducing the proportion of foreign procurement to below 30%, and ensuring that the number of local suppliers accounts for more than 95% of total suppliers. 2. Requiring major suppliers to conduct ESG self-assessments, with the results being continuously monitored and integrated into performance assessments, and ensuring that at least 30 of these suppliers, representing 50% of current major suppliers, comply with ESG standards. 3. Further enhancing recycling efforts, with a target of increasing the combined weight of recycled materials and packaging to over 20% of total shipment weight, and progressively increasing the use of TCO Certified 10.0 compliant materials to exceed 80% within applicable product categories. 4. Conducting full-scale sustainability advocacy among suppliers, and achieving a target that at least 90% of suppliers have signed the Social Responsibility Compliance Commitments. This includes those with ESG certifications.

Material topic	Procurement and management of materials
Resources Committed, Concrete Actions, and Outcomes	1. Achieved an on-time delivery rate of over 99%. 2. Maintained the batch rejection rate of raw materials at below 0.1%. 3. Achieved a 100% compliance rate in annual supplier audits. 4. Conducted full-scale sustainability advocacy among suppliers, with 58% having signed the Social Responsibility Compliance Commitments. 5. Actively advanced the use of recycled materials and packaging, with such materials accounting for 13% of total material procurement for the year 2024. 6. Local suppliers accounted for 91% of the total supplier base. 7. Initiated small-scale mass production using TCO Certified 10.0 compliant materials.
Responsible Department and Grievance Reporting Contact	Department: Procurement Department Mail address: otto.tai@longwell-sg.com.cn

Policy

Longwell remains committed to the continuous pursuit of improvement and excellence in quality, while fostering innovation to deliver products and services that ensure customer satisfaction. The Company strictly complies with all applicable laws and regulations, implements green procurement practices, and prohibits the use of restricted substances. These commitments form the foundation of Longwell's management policy, which prioritizes quality, safety, and green product offerings and serves as guidance for its supplier management approach. Longwell actively encourages its suppliers to emphasize quality, environmental protection, and safety management, and to fully implement risk management and business continuity planning, with the objective of building a sustainable and value-driven green supply chain.

Management Mechanism

Longwell's management remains committed to providing customers with high-quality and safe products and services that fully comply with all applicable laws, regulations, and standards, fulfilling its corporate social responsibilities through efforts in the prevention of occupational accidents, environmental protection, and pollution control. It also ensures that all procured raw materials and consumables fully comply with relevant legal, environmental, and safety requirements. To support these objectives, Longwell has implemented ISO 9001, ISO 14001, and ISO 45001, and fully complies with the requirements of the Responsible Business Alliance (RBA), aligning its management framework with these internationally recognized standards to advance continuous improvement.

Beginning in 2024, Longwell requires newly engaged suppliers to sign the Social Responsibility Compliance Commitments as a prerequisite for qualification, and to operate in full compliance with the principles prescribed in the Responsible Business Alliance (RBA) Code of Conduct.

Longwell has established a supply chain management mechanism that incorporates the Responsible Business Alliance (RBA) Code of Conduct, providing guidance and conducting audits across aspects including human rights, environmental protection, occupational safety, hygiene, and management systems. These efforts are intended to assess the implementation and effectiveness of suppliers' practices in these aspects. Longwell continues to encourage its suppliers to maintain high standards of business ethics, safeguard labor rights, ensure safe and healthy working environments, and actively develop materials and processes that minimize environmental impact.

Longwell Electronics (Shenzhen factory) has completed the signing of the Social Responsibility Compliance Commitments with 116 suppliers, including 12 newly engaged suppliers. Major suppliers are defined as those who have engaged in commercial transactions with the Company within the past two fiscal years, with a cumulative transaction value of no less than US$ 100,000. The Company aims for 80% of its major suppliers to sign the said commitments by the end of 2025. No suppliers were disqualified due to non-compliance with social responsibility requirements relating to environmental protection, human rights, or occupational safety in 2024.

4.6.1 Localized Procurement

As the technology advances and industrial output grows, the resulting environmental impact has significantly intensified, prompting increased global focus on environmental protection. The 2015 United Nations Climate Change Conference (COP21) was convened to establish legally binding measures to address climate change and curb global temperature rise. Widely regarded as the "world's last best chance" to combat climate change, the agreement committed to mitigating the escalating impacts of global warming by restricting the increase in global average temperature to below 1.5°C above pre-industrial levels. In alignment with the principles set forth by COP21, Longwell incorporates environmental considerations into its supplier selection process. Suppliers location is considered in light of lead times, delivery efficiency, and transportation costs, and aims to minimize potential environmental impact of long-distance raw material transport.

In addition to prioritizing localized sourcing, the risk associated with geographic concentration is also considered in supplier selection. Procurement is preferably conducted in proximity to production sites, with full-load shipping strategies implemented to optimize transportation efficiency. For overseas suppliers, maritime transport is prioritized over air freight wherever feasible, as it produces significantly lower emissions than air transport, thereby reducing the environmental impact of logistics operations.

4.6.2 New Supplier Evaluation and Selection Process

Longwell's supplier selection is not based solely on pricing but on a balanced assessment of each supplier's competitive strengths in relation to potential risks. Maintaining solid and effective relationships with suppliers is essential to ensuring full compliance with Longwell's procurement requirements across all aspects, namely Quality, Cost, Delivery, Service, Management, and Environmental Protection.

In 2024, Longwell Electronics (Shenzhen factory) engaged 12 new suppliers, all of whom were deemed qualified through the new supplier evaluation and approved as suppliers for the Shenzhen factory.

4.6.3 Raw Material Management

Longwell Electronics (Shenzhen factory) maintains records of recyclable materials used in production and then reintroduced into the manufacturing process. This includes plastic resins and copper connectors. Certain packaging materials and cartons used for customer shipments are designed to be reusable after delivery.

Unit: metric tons	2022	2023	2024
Total weight of materials used	31,102	25,149	28,885
Total recycled materials used	4,623	3,442	3,739
Percentage of recycled materials used	14.9%	13.7%	12.9%

05

Social Care

5 Social Care

Longwell places great emphasis on safeguarding the labor rights and interests of its employees and is committed to creating a safe and fulfilling workplace. The Company provides friendly and equitable employment opportunities, upholds gender equality policies, and fosters a culture of mutual respect. By offering competitive compensation packages, Longwell enhances employee engagement and reduces turnover, thereby contributing to stable and sustainable business operations. To enhance employee competencies and workplace competitiveness, Longwell offers comprehensive training programs and regularly conducts professional development sessions. Transparent promotion mechanisms are in place to assist employees in planning for future career development. The Company maintains harmonious labor-management relations, encouraging open communication through labor-management meetings where employees are free to express their opinions. The Company responds attentively and constructively to achieve a labor-management consensus and mutual understanding. Finally, in alignment with its longstanding commitment to corporate social responsibility, Longwell continues to deliver outstanding financial performance while actively participating in charitable initiatives and supporting underprivileged groups in accordance with group-wide policies, remaining dedicated to giving back to the community in meaningful ways.

5.1 Employment Overview

Longwell treats all employees equally and implements a range of equity measures to eliminate labor conditions that could lead to workplace inequality, thereby safeguarding employees' labor rights. The Company recruits and retains professional talent in accordance with legal requirements, operational needs, and other relevant considerations. Recruitment, retention, compensation and benefits, as well as training and development, are governed by defined annual planning and targets.

5.1.1 Human Rights Protection

Longwell treats all employees equally and implements a range of equity measures to eliminate labor conditions that may lead to workplace inequality, thereby safeguarding employees' labor rights. Recognizing that establishing a work environment aligned with human rights standards and respectful of employee dignity is essential to sustainable business performance, Longwell affirms its commitment to international human rights conventions, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the conventions of the International Labour Organization (ILO). The Company fully complies with applicable labor and gender equality laws at all operating locations and is committed to safeguarding the rights and interests of all workers, including regular employees, contract personnel, and migrant workers.

Longwell has established Employee Working Rules in compliance with the Labor Standards Act to fully safeguard the lawful rights and interests of its employees and affirms its commitment to internationally recognized fundamental human rights. These include the prohibition of child labor, the elimination of all forms of forced labor, the eradication of discrimination in hiring and employment, the prevention of any conduct that violates human rights, the promotion of gender equality, and the fair and equitable treatment of all employees. Suppliers are likewise required to comply with the aforementioned international human rights conventions. The Company's compensation policy ensures that compensation determinations are made without discrimination based on gender, age, race, religion, or political affiliation. Longwell's full compliance with labor and human rights regulations applies across all countries where it operates. Training and education on human rights and labor protections are consistently provided to both new recruits and in-service employees. A comprehensive and accessible whistleblower system is in place for reporting any suspected violations of human rights by employees. Designated investigators are assigned to conduct due diligence investigations, and the identity of whistleblowers is kept strictly confidential. The Company is committed to safeguarding employees who file such reports or participate in investigations from any form of adverse treatment or reprisal. No incidents of human rights violations were recorded in 2024.

5.1.2 Employment Statistics

Longwell specializes in the manufacturing and sale of power cords and cable assemblies for a wide range of applications, including computers and peripherals, telecommunications, smart home appliances, consumer electronics, automotive transportation, aerospace, and AI data infrastructure. The Company's principal operating sites are its Taiwan Headquarters and Longwell Electronics (Shenzhen factory). All employees are employed under regular, non-fixed-term contracts. The Company is committed to providing stable and long-term employment, enabling employees to focus on their duties without concern for job insecurity, thereby supporting their economic well-being.

The organizational structure of the Taiwan Headquarters has remained stable with no significant changes over the past three fiscal years. In 2024, six employees were assigned to overseas postings. Longwell Electronics (Shenzhen factory) expanded its workforce in 2024 in response to increased production requirements driven by business demand, with the expansion supported by favorable labor market conditions.

	Taiwan Headquarters		
	2022	2023	2024
Total employee headcount	61	64	64
Male	25	25	23
Female	36	39	41

	Longwell Electronics (Shenzhen factory)		
	2022	2023	2024
Total employee headcount	1,602	1,319	1,862
Male	822	654	940
Female	780	665	922

Note 1: “Employed staff” refers to employees under non-fixed term contracts, while “temporary staff” refers to employees under fixed-term contracts (short-term, seasonal, or project-specific periods).
Note 2: Employee numbers are based on the total headcount as of the end of the reporting year (December 31).
Note 3: Despite legal requirements in China where employees are primarily engaged under fixed-term contracts, the Company regards non-fixed term contracts as its preferred form of employment arrangement when recruiting.

In 2024, the Taiwan Headquarters engaged three non-employee workers, all of whom served as technical consultants under indirect agreements. Due to recruitment difficulties in 2023, Longwell Electronics (Shenzhen factory) relied on dispatched personnel to supplement its workforce. However, due to the substantial hiring of regular employees in 2024, the number of non-employee workers declined significantly.

Operating site	Taiwan Headquarters		
	2022	2023	2024
Total non-employee headcount	3	1	3
Contract type	Indirect agreement	Indirect agreement	Indirect agreement
Headcount by category	3 technical consultants	1 technical consultant	3 technical consultants

Operating site	Longwell Electronics (Shenzhen factory)		
	2022	2023	2024
Total non-employee headcount	59	434	64
Contract type	Indirect agreement	Indirect agreement	Indirect agreement
Headcount by category	29 operators 30 security personnel	404 operators 30 security personnel	34 operators 30 security personnel

The number of new recruits and departing employees at the Taiwan Headquarters has remained relatively consistent over the most recent three fiscal years, indicating a stable workforce structure within the Company.

Item/Year		2022		2023		2024	
Statistics on New Recruits and Departing Employees at Taiwan Headquarters		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
New recruits							
Age	Under 30	2	3.28%	5	7.81%	5	7.81%
	30 to 49	9	14.75%	7	10.94%	3	4.69%
	50 and above	1	1.64%	2	3.13%	0	0.00%
Gender	Male	4	6.56%	3	4.69%	1	1.56%
	Female	8	13.11%	11	17.19%	7	10.94%
Educational background	Master's Degree	1	1.64%	0	0.00%	1	1.56%
	Bachelor's Degree or equivalent	11	18.03%	11	17.19%	7	10.94%
	Other	0	0.00%	3	4.69%	0	0.00%

Item/Year		2022		2023		2024	
Statistics on New Recruits and Departing Employees at Taiwan Headquarters		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Departing employees							
Age	Under 30	3	4.92%	2	3.13%	3	4.69%
	30 to 49	5	8.20%	7	10.94%	2	3.13%
	50 and above	4	6.56%	2	3.13%	3	4.69%
Gender	Male	5	8.20%	3	4.69%	3	4.69%
	Female	7	11.48%	8	12.50%	5	7.81%
Educational background	Master's Degree	0	0.00%	1	1.56%	1	1.56%
	Bachelor's Degree or equivalent	11	18.03%	7	10.94%	6	9.38%
	Other	1	1.64%	3	4.69%	1	1.56%

Note 1: Recruitment rate = (Total number of new recruits in a given category during the reporting year / Total employee headcount as of the end of the reporting year) *100%. For example, the recruitment rate for female employees = (Total number of female new recruits during the reporting year / Total employee headcount as of the end of the reporting year) *100%.

Note 2: Turnover rate = (Total number of departing employees in a given category during the reporting year / Total employee headcount as of the end of the reporting year) *100%. For example, the turnover rate for employees under the age of 30 = (Total number of departing employees under 30 during the reporting year / Total employee headcount as of the end of the reporting year) *100%.

Due to recruitment difficulties in 2023, Longwell Electronics (Shenzhen factory) relied on dispatched personnel to supplement its workforce, resulting in fewer new recruits compared to 2024. In 2022, employee turnover was high due to the coronavirus pandemic, while figures for both 2023 and 2024 remained relatively consistent by comparison.

Item/Year		2022		2023		2024	
Statistics on New Recruits and Departing Employees at Longwell Electronics (Shenzhen factory)		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
New recruits							
Age	Under 30	1,602	100.00%	466	35.33%	816	43.82%
	30 to 49	1,641	102.43%	525	39.80%	957	51.40%
	50 and above	2	0.12%	3	0.23%	1	0.05%
Gender	Male	1,831	114.29%	496	37.60%	964	51.77%
	Female	1,414	88.26%	498	37.76%	810	43.50%
Educational background	Master's Degree	1	0.06%	3	0.23%	1	0.05%
	Bachelor's Degree or equivalent	178	11.11%	78	5.91%	291	15.63%
	Other	3,066	191.39%	913	69.22%	1,482	79.59%

Item/Year		2022		2023		2024	
Statistics on New Recruits and Departing Employees at Longwell Electronics (Shenzhen factory)		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Departing employees							
Age	Under 30	1,851	115.54%	517	39.20%	514	27.60%
	30 to 49	1,998	124.72%	715	54.21%	678	36.41%
	50 and above	25	1.56%	43	3.26%	39	2.09%
Gender	Male	2,140	133.58%	665	50.42%	678	36.41%
	Female	1,734	108.24%	610	46.25%	553	29.70%
Educational background	Master's Degree	3	0.19%	4	0.30%	0	0.00%
	Bachelor's Degree or equivalent	203	12.67%	72	5.46%	249	13.37%
	Other	3,668	228.96%	1,199	90.90%	982	52.74%

Regarding diversity, all employees at the Taiwan Headquarters are indirect personnel, with a gender (male-to-female) ratio of approximately 1:2, primarily engaged in administrative roles related to finance, sales, and IT. At Longwell Electronics (Shenzhen factory), the ratio of direct to indirect personnel is about 2:1. Direct personnel, mainly involved in parts assembly operations on the production line, have a nearly equal gender ratio. Indirect personnel, on the other hand, have a gender ratio of approximately 1:1.7, with females in the majority. Regarding age distribution, over 90% of employees are under 50 years old, regardless of whether they are direct or indirect employees, indicating that Longwell currently relies on a predominantly middle-aged workforce, with experienced senior officers leading younger teams. The workforce structure remains stable, with no risk of manpower shortages. The Company employs individuals with disabilities in compliance with legal requirements.

Diversity Overview/Year				2022		2023		2024	
				Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Employees based at Taiwan Headquarters	Indirect	Gender	Male	25	40.98%	25	39.06%	23	35.94%
			Female	36	59.02%	39	60.94%	41	64.06%
		Age	Under 50	29	47.54%	32	50.00%	32	50.00%
			50 to 64	24	39.34%	25	39.06%	27	42.19%
			65 and above	32	52.46%	32	50.00%	32	50.00%
		Educational background	Master's Degree	9	14.75%	8	12.50%	8	12.50%
			Bachelor's Degree or equivalent	44	72.13%	49	76.56%	49	76.56%
			Other	8	13.11%	7	10.94%	7	10.94%
Employees based at Longwell Electronics (Shenzhen factory)	Direct	Gender	Male	452	28.21%	310	23.50%	594	31.90%
			Female	482	30.09%	373	28.28%	622	33.40%
		Age	Under 30	154	9.61%	81	6.14%	363	19.50%
			30 to 49	758	47.32%	584	44.28%	832	44.68%
			50 and above	22	1.37%	18	1.36%	21	1.13%
		Educational background	Master's Degree	0	0.00%	0	0.00%	0	0.00%
			Bachelor's Degree or equivalent	9	0.56%	6	0.45%	45	2.42%
			Other	925	57.74%	677	51.33%	1171	62.89%
	Indirect	Gender	Male	370	23.10%	344	26.08%	346	18.58%
			Female	298	18.60%	292	22.14%	300	16.11%
		Age	Under 30	110	6.87%	101	7.66%	106	5.69%
			30 to 49	495	30.90%	471	35.71%	475	25.51%
			50 and above	63	3.93%	64	4.85%	65	3.49%
		Educational background	Master's Degree	9	0.56%	9	0.68%	10	0.54%
			Bachelor's Degree or equivalent	149	9.30%	156	11.83%	158	8.49%
			Other	510	31.84%	471	35.71%	478	25.67%

5.2 Proper Talent Assignment

A robust human resource foundation is key to Longwell's sustainable development. The Company offers a market-competitive compensation and benefits package that rewards both performance and long-term contributions, with the objective of attracting outstanding talents. Committed to the principle of equal treatment, Longwell has established a transparent performance assessment and reward system, fostering a culture of fair competition that motivates employees to dedicate greater effort to their job performance. This approach enhances talent retention and cultivates a corporate culture that encourages employee engagement and active participation in company affairs. In terms of career advancement, the Company ensures that promotion information is openly communicated. High-performing employees are offered promotion opportunities, setting positive examples and inspiring others to pursue excellence. Structured training sessions are consistently provided to support continuous learning, enabling employees to grow within their professional fields and achieve personal fulfillment. The Company maintains multiple channels for open communication with employees, ensuring timely feedback and constructive responses. This ongoing dialogue helps to build mutual trust and sustain a harmonious labor-management relationship.

5.2.1 Compensation and Benefits

Longwell is committed to providing employee benefits that exceed local legal requirements, complemented by market-competitive compensation packages, with the objective of attracting outstanding talents worldwide. Employee rewards and promotion opportunities are defined primarily by individual performance. High-performing employees are recognized with generous bonuses and promotion opportunities, demonstrating the Company's commitment to acknowledging excellence. At Longwell Electronics (Shenzhen factory), performance assessments are conducted on a quarterly basis for all employees, ensuring equal opportunities across the workforce. The Company actively develops employees with technical expertise and leadership potential, preparing them for future management role. This reflects Longwell's commitment to achieving both organizational development and individual growth. Through this talent development strategy, the Company cultivates a resilient and dynamic corporate culture that empowers employees to realize their full potential and pursue both career advancement alongside personal success.

Non-executive employee	Gender	Ratio of standard wage to local minimum wage
Taiwan Headquarters	Male	-
	Female	1.13
Longwell Electronics (Shenzhen factory)	Male	1.2
	Female	1.12

Note: 1. There are no male non-executive employee at the Taiwan Headquarters.
2. The minimum wage for the year 2024 in Taiwan and China was NT$ 27,470 and RMB 2,360, respectively.
3. Standard wages refer to the fixed monthly regular wage paid to direct employees.

Statistics on Performance Assessment

Operating site		Taiwan Headquarters			Longwell Electronics (Shenzhen factory)		
Employees subject to performance assessment in 2024		Employees Actually Assessed	Total headcount in the category	Percentage	Employees Actually Assessed	Total headcount in the category	Percentage
Gender	Male	18	23	78.26%	940	940	100.00%
	Female	41	41	100.00%	922	922	100.00%
Employee type	Direct	-	-	-	1,216	1,216	100.00%
	Indirect	59	64	92.19%	646	646	100.00%

Note: At the Taiwan Headquarters, five employees were exempted from the performance assessment. These include the Chairman, the Spokesperson, and the Vice President of Sales, whose roles involve specialized responsibilities and were exempted from assessment upon the Chairman's approval. The remaining two were drivers, for whom no written assessments were conducted.

To ensure that employee compensation fairly and reasonably reflects job performance, the Company conducts regular performance assessments, with the results serving as a reference for employees' career development and promotion opportunities. In principle, employee compensation at Longwell is determined by individual tenure, educational background, professional experience, and technical expertise, without discrimination based on physical or psychological differences. As employees' tenure increases, their industry knowledge and professional expertise become more refined and consistent, contributing positively to the Company's profitability. In return, the Company shares the fruits of its operational success with its workforce. In 2024, driven by overall revenue growth, both the average and median annual salaries of non-managerial employees at the Taiwan Headquarters increased compared to 2023. This motivates employees to contribute their expertise without financial concerns and enhances their engagement and sense of belonging within the Company.

Unit: person/NT$ thousand

Non-managerial full-time employee	Employee headcount	Average annual salary	Median annual salary
2023	52	1,080	805
2024	52	1,117	850
Difference	0	37	45

Longwell determines employee salaries by benchmarking against local salary surveys standards and aligning them with the Company's organizational hierarchy, ensuring that compensation is defined without discrimination based on gender, age, marital status, political affiliation, race, or other personal characteristics. The compensation structure varies according to job level, position, rank, and nature of work, with corresponding compensation components structured accordingly. For new recruits, the Human Resources Unit proposes starting salaries based on each individual's educational background and professional experience, as documented in the recruitment assessment form. This proposal is reviewed by the hiring officer and subsequently approved by the authorized management.

There are no direct personnel at the Taiwan Headquarters. As most managerial positions among indirect personnel are held by male employees, both basic salary and total compensation for male employees are higher than those for female employees. At Longwell Electronics (Shenzhen factory), no significant differences in base salary or total compensation are observed among direct personnel. However, for indirect personnel, since the R&D department and mid-level management positions are predominantly occupied by males, male employees typically receive relatively higher base salaries and total compensation compared to female employees.

Ratio of basic salary to total compensation			2022		2023		2024	
Principal operating site	Employee type	Item	Male	Female	Male	Female	Male	Female
Taiwan Headquarters	Direct	Basic salary	1.93	1	2.03	1	1.98	1
		Compensation	2.15	1	2.19	1	2.19	1
Longwell Electronics (Shenzhen factory)	Direct	Basic salary	1.04	1	1.08	1	0.96	1
		Compensation	0.99	1	1.06	1	0.91	1
	Indirect	Basic salary	1.24	1	1.22	1	1.15	1
		Compensation	1.54	1	1.54	1	1.48	1

To ensure sustainable development and maintain a positive working environment, Longwell is committed to supporting employees' stable livelihoods and empowering them to realize their full potential, with the objective of achieving mutual growth for both employees and the Company. In compliance with legal requirements, the Company has established an Employee Welfare Committee and regularly allocates welfare funds. Elected by employees, committee members, are responsible for planning and implementing welfare programs, including employee trips, holiday gifts, and birthday presents. At Longwell Electronics (Shenzhen factory), the Company contributes to social insurance programs that cover pension, unemployment, medical, maternity, and work-related injury, in compliance with the Social Insurance Law of the People's Republic of China and the Labor Law of the People's Republic of China. All employees are entitled to paid annual leave.

Employee benefit

Labor Insurance and National Health Insurance	All employees are enrolled in in compliance with regulatory requirements, effective from their first day of employment.
Pension appropriation	A 6% appropriation is made to each employee's individual labor pension accounts under the New Labor Pension System (New Scheme), effective from their first day of employment.
Annual paid leave	A specific amount of annual paid leave is granted in compliance with the Labor Standards Act, based on the employee's length of continuous service with the Company.
Parental/maternity leave	Granted in compliance with local regulatory requirements.
Pregnancy checkups/ pregnancy checkup accompaniment/ paternity leave	Granted in compliance with local regulatory requirements.
Regular health checkup	Company-wide health examinations are conducted regularly to monitor and safeguard employees' well-being.
Profit sharing	Employees' compensation is distributed based on both the Company's operational performance for the year and individual performance.
Bonuses	Performance bonuses are awarded based on both the Company's operational performance for the year and individual performance.

Job-Protected Parental Leave without Pay

In 2024, one employee at Longwell Taiwan Headquarters was eligible to apply for parental leave. However, no applications were submitted. At Longwell Electronics (Shenzhen factory), although no regulatory provisions for parental leave have been established in the region, the Company provides one hour of nursing leave on a daily basis and has equipped the workplace with designated nursing rooms to support employees returning to work after maternity leave.

Employee Welfare Activities

▲Annual year-end banquet▲

▲ Lucky draw event during the annual year-end banquet

▲ Meeting room

To safeguard employees' financial planning for retirement, Longwell adjusted its pension system in compliance with the Labor Pension Act (hereinafter referred to as the "New Scheme") effective July 1, 2005. Employees originally covered under the previous regulations who opted to switch to the New Scheme, as well as employees hired after the implementation of the New Scheme, have their years of service accounted for under the defined contribution plan (DC). The Company allocates at least 6% of each employee's monthly wage to their individual labor pension accounts on a monthly basis, ensuring employees' rights to future pension benefits are protected. For those covered under the Defined Benefit Plan (DB, Old Labor Pension System), the Company makes contributions to the designated accounts as mandated by applicable law.

Employees who have completed 15 years of service with the Company and are aged 55 or above are eligible to apply for voluntary retirement, in accordance with Longwell's Employee Pension Plan. The Company ensures the protection of employee rights in compliance with applicable local legal requirements. All employees are enrolled in labor and health insurance on their first day of employment, and pension appropriations are made as mandated by applicable law. Additionally, the Company provides group and medical insurance coverage for all employees to provide more comprehensive protection.

At Longwell Electronics (Shenzhen factory), employee compensation is determined by benchmarking against local labor market conditions, ensuring reasonable and competitive salary levels. The Company also offers both short-term and long-term incentive bonuses, taking into account local legal requirements, industry peer practices, and the Company's operational performance. These incentives are intended to encourage sustained employee contributions and achieve mutual growth for both employees and the Company. Social insurance programs for all employees at Longwell Electronics (Shenzhen factory) are governed in full compliance with applicable local regulatory requirements.

5.2.2 Talent Development

Material topic		Training and education
Significance to the Company		Longwell regards talent as the cornerstone for sustainable development and is committed to achieving its talent development goals by enhancing employee performance and facilitating the transfer of professional knowledge and skills.
Policy and Commitment		Longwell establishes a Regulations for Education and Training Management to support organizational learning and talent development through structured training programs designed to enhance both job-related knowledge and individual competencies, thereby supporting employees' long-term professional growth. The policy is regularly reviewed and updated to ensure continued alignment with applicable regulatory requirements. Competency analyses identify training needs for specific roles and professional functions, ensuring the relevance and effectiveness of the training sessions provided. Each department develops an annual training plan based on the competencies required for various job functions in alignment with the Company's development goals, and conducts both internal and external training programs accordingly. Employees are encouraged to apply for external training aligned with their job roles, including vocational courses and certification programs, to further enhance their professional expertise.
Goals	Short-term	1. Addressing immediate needs: Rapidly enhancing employees' knowledge, skills, and capabilities in specific areas or tasks through training and education sessions to fulfill current organizational needs. 2. Addressing tasks under specific objectives: Providing targeted training solutions that help employees master the necessary skills and methodologies to address specific problems or challenges encountered by the Company or individuals. 3. Balancing short- and long-term objectives: Designing short-term training plans that align with the Company's long-term development needs to ensure training activities fulfill current demands and lay a foundation for future growth. 4. Achieving an average of 24 annual training hours per direct employee and over 5 hours per indirect employee at the factory.
	Medium- to Long-term	1. Applying current learning to future work: Continuously providing training sessions that enable employees to apply acquired knowledge and skills in their future tasks, thereby improving both individual and Company performance. 2. Integrating cognition, skills, and values: Long-term training programs are designed to comprehensively enhance employees' cognitive capabilities, professional skills, and personal values, thereby supporting their adaptation to an ever-evolving work environment and dynamic market demands. 3. Lifelong learning: Training and education constitute a continuous process. The Company's long-term objective emphasizes continuous learning and improvement to ensure employees are well-prepared for future challenges and poised to seize emerging opportunities.
Resources Committed and Outcomes for the Year		The average hours of training per employee for the year 2024 at the Taiwan Headquarters and Longwell Electronics (Shenzhen factory) amounted to 5.89 hours and 23.10 hours, respectively.
Responsible Department and Grievance Mechanism		Department: Human Resources Unit Mail address: alex.chiu@longwell-sg.com.cn

At Longwell, sustainable business operations are driven by the continuous learning and development of our employees, with education and training serving as the critical means of ensuring the ongoing enhancement of human capital. The Company has established a comprehensive training framework that includes pre-employment training for new recruits, in-service staff training, and management development programs. Practical on-the-job training is conducted regularly based on functional requirements. Employees are encouraged to participate in external training sessions or pursue continuing education to further enhance their skills and knowledge. Additionally, the Company fosters team alignment and leadership development through monthly meetings and departmental discussions, where corporate values are communicated and experiences are shared. Accordingly, Longwell places great emphasis on employee training and development. The overarching learning and development strategy is centered around in-service staff training, complemented by onboarding programs and professional training aligned with annual goals and evolving business needs, thereby establishing a well-structured training system.

New recruits' orientation and induction

New recruits are required to attend a one- to two-day orientation and training session conducted by the Administration Department upon joining the Company. This program covers essential topics, including corporate culture, management philosophy, an overview of ISO 14001, fire safety and general safety protocols, environmental protection knowledge, RBA Code of Conduct, Company regulations, and workplace etiquette. The training materials are compiled and updated by the Administration Department based on the current versions of relevant policies provided by each department.

In-service staff professional/functional training

- Training content is determined according to job requirements and generally includes: equipment operation, manufacturing technology, work instructions, quality management, occupational safety, and other related knowledge.
- Quality inspection and product testing training covers topics such as quality inspection standards, product testing requirements, mechanical drafting, use of measuring tools, engineering tolerances, and engineering fits.
- Quality management staff training includes knowledge of quality system standards, corporate management, on-site quality control, and statistical process control (SPC).
- Specialized job training is provided based on employees' needs to perform specific tasks, with training content tailored to the requirements of each specialized role.
- Customized personnel training is conducted according to the qualification requirements of their positions, offering targeted skill development.

At the Taiwan Headquarters, the average hours of training per employee in 2024 increased compared to 2022 and 2023, primarily due to the Company requiring employees to participate in professional ESG-related training sessions in that year. At Longwell Electronics (Shenzhen factory), the average hours of training for full-time employees in the first half of 2024 decreased significantly compared to the second half of 2023, because of the exclusion of training hours for dispatched workers, who accounted for a larger proportion of the workforce during this period.

Statistical data/Year		2022		2023		2024	
Operating Site		Taiwan Headquarters	Longwell Electronics (Shenzhen factory)	Taiwan Headquarters	Longwell Electronics (Shenzhen factory)	Taiwan Headquarters	Longwell Electronics (Shenzhen factory)
Average hours of training per employee		2.56	42.83	2.91	32.42	5.89	23.10
Average hours of training per employee by gender	Female	3.56	73.27	4.03	32.44	7.16	24.01
	Male	1.14	42.42	1.18	32.39	3.63	22.22
Average hours of training per employee by type	Direct	-	32.08	-	22.53	-	15.45
	Indirect	2.56	20.72	2.91	31.13	5.89	31.94

▲ Employee training

▲ On-site training ▼

▲ Online video course

5.2.3 Labor-Management Communication

Effective labor-management communication strengthens cooperation by helping employees understand the Company's production plans, business operations, and market conditions, while keeping management informed about employees' working conditions. This approach supports the creation of an employee-oriented and friendly workplace environment. Longwell fully complies with all applicable legal and regulatory requirements, ensuring that internal personnel and administrative practices at each operating site align with local labor laws. Although the Company does not maintain a formal labor union, regular labor-management meetings are held as required by law to coordinate labor relations. Through ongoing dialogue, both parties strengthen collaboration and mutual understanding. These meetings also provide a platform for employees to voice opinions and advocate for improved working conditions, thereby enhancing their overall welfare and standing.

The Company also supports two-way dialogue through multiple communication channels, allowing employees to express their opinions while enabling the Company to respond promptly and systematically translate employee suggestions into policies for effective implementation. In 2024, Longwell Taiwan Headquarters maintained harmonious labor-management relations with no labor disputes reported. At Longwell Electronics (Shenzhen factory), one labor dispute arose concerning the termination of an employee during the probation period. This issue has since been resolved through mutual agreement. As of 2024, the Company has not conducted any mass layoffs. Should such an event occur, the Company will comply with the Act for Worker Protection of Mass Redundancy, providing employees with at least 60 days' advance notice to ensure proper acknowledgement.

Statistical data	2022	2023	2024
Number of labor disputes	2	0	1
Number of resolved cases	2	0	1

5.3 Occupational Safety and Health

Material topic		Health and safety
Significance to the Company		Longwell Group provides employees with a safe and healthy working environment as part of its commitment to corporate social responsibility. The Company actively follows standardized occupational safety and health management practices to ensure their effective implementation.
Policy and Commitment		The Company has implemented standardized procedures for workplace safety and health management across all factory sites, covering the management of work environments, equipment, and chemical substances. Regular training programs and emergency drills are conducted to ensure that employees operate in a safe and healthy environment, demonstrating the Company's ongoing commitment to maintaining occupational safety and health standards.
Goals	Short-term Goals	The Company places great importance on safeguarding the safety and health of workers in the operational environment. The Occupational Safety and Health Unit performs hazard identification and risk assessments for all factory personnel, following the Procedures Governing Risk Identification and Control. Based on the assessed risk level, corresponding control lists are established, with the objective of achieving zero work-related injuries. 1. Achieving a 95% implementation rate for training and education sessions. 2. Achieving 100% implementation of health checkups to prevent work-related sickness.
	Medium- to Long-term Goals	1. Establishing a comprehensive occupational safety and health management system to support continuous improvement and best practice implementation. 2. Integrating occupational safety and health management into strategic planning and decision-making processes, making them an important part of the Company's corporate culture. 3. Continuously reducing accident rates and employee injury risks through technological innovation and management optimization. 4. Regularly assessing and updating safety and health objectives to ensure alignment with changing legal requirements and market dynamics.
Resources Committed, Concrete Actions, and Outcomes		1. A total of 7 work-related injuries were recorded in 2024, including 6 crush injuries and 1 sprain. 2. Maintained zero safety production violations as reviewed by the Occupational Safety and Health Monitoring Unit throughout 2024.
Responsible Department and Grievance Reporting Contact		Department: Plant Affairs Unit Mail address: alouba@longwell.com.tw lihua-zeng@longwell-sg.com.cn
Assessment Mechanisms and Outcomes		1. Confirming zero occurrences of occupational safety and health violations throughout the reporting year. 2. Maintaining the objective of achieving zero work-related injuries throughout the reporting year.

Management Mechanism

Longwell Electronics (Shenzhen factory) has implemented and is maintaining the ISO 45001: Occupational Safety and Health Management Systems, covering all 1,862 employees and all 64 non-employee dispatched personnel. Longwell fully complies with the Occupational Safety and Health Act and is committed to delivering high-quality and safe products and services that adhere to all applicable laws, regulations, and standards. In addition, the Company is dedicated to preventing occupational accidents, promoting employee well-being, and promoting a friendly and supportive workplace as part of its commitment to corporate social responsibility.

Longwell actively advances occupational safety and employee wellbeing. The Company continuously improves working conditions to safeguard employee safety and health, prevent occupational accidents and ill health, and mitigate potential risk factors in accordance with the Occupational Safety and Health Management System and other applicable international social responsibility standards in order to prevent occupational accidents. These efforts are intended to ensure compliance with the Occupational Safety and Health Act and to establish a high-quality, safe, and healthy working environment.

For years, the Company has stayed committed to fulfilling its corporate social responsibility by safeguarding employee care, health, and safety, while pursuing sustainable business development. The Company firmly believes that the safety and wellbeing of its employees are invaluable assets to the Company.

Highlights of occupational safety and health activities

▲ First responder training ▲

▲ Employee health checkups ▲

▲ Promotion and consultation on regulatory compliance

▲ Safety education session

5.3.1 Worker Participation, Consultation, and Communication

1. An EHS (Environment, Health, and Safety) Team has been established, led by certified safety management personnel. This team conducts unscheduled plant-wide inspections to identify and promptly address potential occupational safety and health hazards, with findings compiled into monthly reports for internal review.

2. Qualified third-party organizations are annually engaged to assess occupational hazard environments as part of the Company's occupational safety management practices. Additionally, a comprehensive occupational hygiene status assessment is conducted every three years, along with the compilation and revision of the Safety Production Accident Emergency Plan. These measures are intended to maintain occupational safety risks at a minimum, in accordance with the SG-EICC-002 Management Procedures Governing Employee Health and Safety.

3. Occupational health checkups are provided for employees in positions exposed to occupational hazards. These examinations are conducted prior to job placement, during employment, and upon resignation. Employees with abnormal results undergo timely re-examinations and, if necessary, are reassigned from hazardous positions, in accordance with the SG-EICC-032 Management Procedures Governing Occupational Health Surveillance.

4. Personal protective equipment (PPE), including safety shoes, protective gloves, and masks, is regularly distributed to employees in positions exposed to occupational hazards in compliance with the SG-G-036 Management Procedures Governing the Use of Personal Protective Equipment.

5. Occupational safety and health training is provided to all employees to enhance safety awareness and foster a culture of workplace safety and well-being. Training is conducted prior to job assignment and during employment, in accordance with the SG-OP-005 Management Procedures Governing Occupational Safety Education and Training.

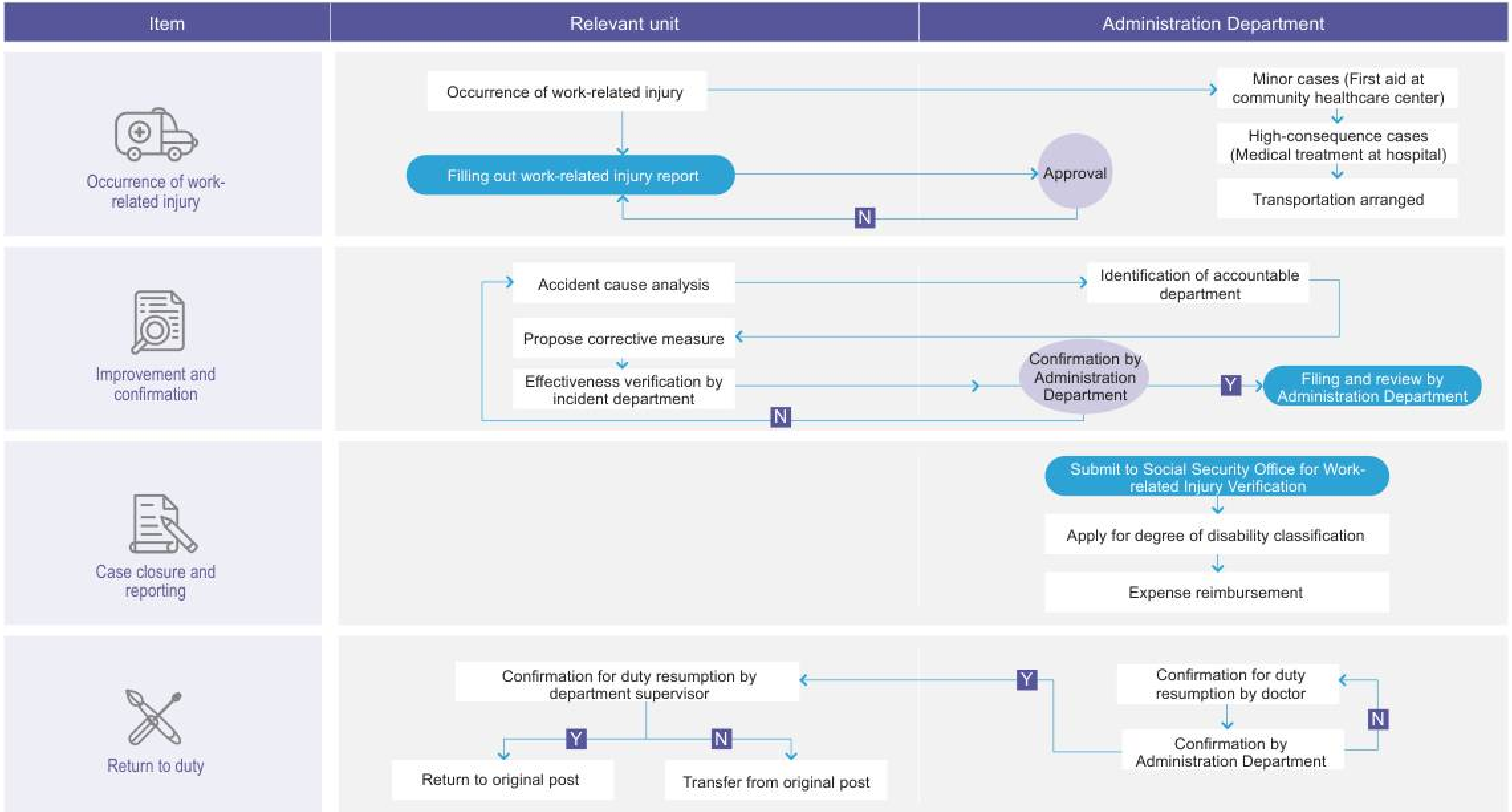
5.3.2 Occupational Safety and Health Management System

Longwell complies with all applicable local legal requirements and is actively enhancing workplace safety and health. Each factory site has independently implemented the occupational safety and health management system. Longwell Electronics (Shenzhen Factory) first obtained OHSAS 18001 certification on July 5, 2012, and successfully transitioned to ISO 45001 certification in July 2020. The Occupational Health and Safety Management System applies to all workers at the Shenzhen factory, including both regular employees and contract personnel.

5.3.3 Hazard Identification, Risk Assessment, and Incident Investigation

Longwell Electronics has established the Management Procedures Governing Occupational Safety and Health Hazard Identification and Risk Assessment to ensure the effective implementation of hazard identification and risk assessment processes. This management system requires responsible personnel from relevant departments to identify and register occupational safety and health hazards associated with the Company's activities, facilities, processes, and services, including those involving suppliers, subcontractors, and contractors. Identified hazards must be documented in the Major Occupational Safety and Health Factors Control Table. This table outlines sources of risk in each operational process, including energy use, raw materials, machinery and equipment, unsafe behaviors, and unsafe environments. It also addresses risks coming from nearby or external activities that may affect the health and safety of individuals within the workplace. Hazard identification takes into account both the safety risks faced by workers in routine operations and those resulting from operational changes. Items assessed as high risk must be reviewed and approved by the Occupational Safety and Health Committee. Upon approval, corresponding safety and health objectives and initiatives are developed and assigned to responsible units for implementation. The outcomes are monitored and reported to the Occupational Safety and Health Committee on a quarterly basis.

The Company has established the Operational Procedures Governing Work-related Injury Management to ensure thorough investigation and management of accidents. This includes documenting near-miss incidents and implementing policies that empower workers to leave any work conditions they believe may cause injury or ill health. In the event of any work-related injury, the notification and corrective action process are initiated with the procedures outlined below:


Item
Relevant unit
Administration Department
Occurrence of work-related injury
Occurrence of work-related injury
Minor cases (First aid at community healthcare center)
High-consequence cases (Medical treatment at hospital)
Transportation arranged
Filling out work-related injury report
Approval
N
Improvement and confirmation
Accident cause analysis
Identification of accountable department
Propose corrective measure
Effectiveness verification by incident department
Confirmation by Administration Department
Y
Filing and review by Administration Department
N
Case closure and reporting
Submit to Social Security Office for Work-related Injury Verification
Apply for degree of disability classification
Expense reimbursement
Return to duty
Confirmation for duty resumption by department supervisor
Y
N
Return to original post
Transfer from original post
Y
Confirmation for duty resumption by doctor
N
Confirmation by Administration Department

5.3.4 Occupational Accident Statistical Analysis

The table below contains the statistical analysis of work-related injuries and work-related illnesses. No fatal work-related injuries or illnesses were recorded throughout 2024. The primary types of work-related injuries at the Shenzhen factory included machinery-related injuries, tool-related cuts, and falls. The Company remains committed to reducing the occurrence of occupational accidents through effective hazard identification, continuous improvement of the on-site environment, and the provision of ongoing safety training sessions.

Statistics on Work-related Injuries and Ill Health – Employee

Statistical data/Year		2022	2023	2024
Total hours worked (Note 1)		5,023,663	3,980,102	3,730,472
Fatalities as a result of work-related injury (Note 1)	Headcount	0	0	0
	Percentage	0	0	0
High-consequence work-related injury (Note 2)	Headcount	0	0	0
	Percentage	0	0	0
Recordable work-related in-jury (Note 3)	Headcount	5	2	7
	Percentage	0.20	0.10	0.38
Work-related ill health	Headcount	0	0	0
	Percentage	0	0	0
Recordable work-related ill health (Note 3)	Headcount	0	0	0
	Percentage	0	0	0

Statistics on Work-related Injuries and Ill Health – Non-employee Dispatched Personnel

Statistical data/Year		2022	2023	2024
Total hours worked (Note 1)		222,221	571,174	1,258,757
Fatalities as a result of work-related injury (Note 1)	Headcount	0	0	0
	Percentage	0	0	0
High-consequence work-related injury (Note 2)	Headcount	0	0	0
	Percentage	0	0	0
Recordable work-related in-jury (Note 3)	Headcount	0	3	3
	Percentage	0	1.05	0.48
Work-related ill health	Headcount	0	0	0
	Percentage	0	0	0
Recordable work-related ill health (Note 3)	Headcount	0	0	0
	Percentage	0	0	0

Note 1: Percentages are calculated based on every 200,000 total hours worked.
Note 2: High-consequence work-related injury: Work-related injury that results in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months, excluding fatalities.
Note 3: Recordable work-related injury or ill health: work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.
Note 4: The accident rate of recordable work-related injuries is calculated as: (Number of recordable work-related injuries * 200,000) / Total hours worked.

Statistics on Work-related Injury by Type – Employee / Non-employee

Type/Year		2022	2023	2024	Hazards and Corrective Measures
Types of occupational accidents	Crush injury	5	1	6	Crush injuries occurred during molding and crimping operations when workers inadvertently placed their fingers into machinery. All incidents were primarily caused by workers taking shortcuts for convenience. Fortunately, no major injuries were sustained. In re-sponse, safety training has been reinforced, and workers have been repeatedly reminded not to prioritize convenience over safety. Ef-forts are being made to correct unsafe mindsets and prevent recur-rence of similar incidents.
	Cut	-	3	1	A cleaner sustained a finger laceration while cutting waste card-board boxes for recycling. Safety training has been reinforced to address proper handling techniques and use of sharp tools.
	Fall injury	-	1	2	Two employees sustained fall injuries while walking without paying attention to their surroundings. All employees have since been in-structed to avoid using mobile phones while walking and to remain alert to road conditions to prevent recurrence.
	Sprain	-	-	1	One employee experienced a lower back sprain while handling cardboard boxes. Additional safety training will be provided to raise awareness of potential hazards during such tasks and to prevent sim-ilar incidents in the future.

Note: No work-related illnesses have been recorded in recent years; therefore, such cases are not included in the occupational accident statistical analysis.

5.3.5 Promotion of a Healthy Workplace

Longwell fully complies with international labor conventions, including the Responsible Business Alliance (RBA) Code of Conduct, the International Labour Organization (ILO) Convention, as well as applicable government regulations. The Company is committed to sustaining a balance between work and personal life while pursuing sustainable business development and creating a positive and fulfilling workplace. In addition to statutory leave entitlements, Longwell offers employee benefits that exceed legal requirements and maintains a safe and healthy work environment. The Company regularly conducts health education campaigns, provides preventive care consultations, and offers routine health examinations for employees. Performance evaluations are carried out periodically in a fair and objective manner, forming the basis for promotions, bonuses, and compensation policies. These efforts are designed to boost employee morale and establish a respectful, inclusive, and supportive workplace culture.

Health Management

The Shenzhen factory does not currently have an on-site medical specialist. Emergency medical supplies are only available in the manufacturing area and plant affairs management units.

In 2024, a total of 1,678 pre-employment medical checkups were conducted for new recruits, with all associated costs covered by the Company. These included individuals requiring re-examinations after abnormal results to obtain a health certificate.

Additional occupational health checkups are provided for employees in positions exposed to noise and similar occupational hazards. A total of 150 such checkups were conducted throughout 2024. This includes those who completed re-examinations and obtained an Occupational Health Check Report. In the event of any abnormalities identified, the Company takes timely actions to ensure that employees' working environment comply with applicable standards. No occurrences of work-related ill health or suspected work-related ill health were recorded.

The Shenzhen factory has established green channels with the local Tangxiachong Community Healthcare Center, located approximately three minutes away, and Songgang People's Hospital, located approximately ten minutes away, ensuring that employees receive prompt and nearby medical treatment in the event of any medical emergency.

5.3.6 Occupational Safety and Health Training

The Shenzhen factory complies with legal requirements by ensuring that all workers have a thorough understanding on regulations related to occupational safety and health, and by enhancing their awareness of personal safety and hygiene. Occupational Safety and Health-related training sessions are conducted regularly to strengthen all employees' recognition of and compliance with the Company's safety and health management culture.

Across the entire factory/facility in 2023

internal / external training sessions were conducted	total training sessions were conducted	a cumulative attendance of participants	a total of training hours(hr)
internal training sessions were conducted	19	5,566	11,122
external training sessions were conducted	10	55	980

External Occupational Safety and Health Training Sessions for the Year 2024

No.	Course	Headcount	Course hours	Cumulative hours
1	First responder knowledge training	26	2	52
2	Safety production management personnel training	3	8	24
3	Fusion welding and thermal cutting operations training	1	8	8
4	Low voltage electrical operations training	5	8	40
5	Forklift operator certification training	12	40	480
6	Vehicle safety management personnel training	1	40	40
7	Elevator safety management training	1	8	8
8	Hazardous chemicals handler certification training	2	40	80
9	Fire control room operator training	3	80	240
10	Occupational hygiene management personnel training	1	8	8
		55		980

Internal Occupational Safety and Health Training Sessions for the Year 2024

No.	Course	Headcount	Course hours	Cumulative hours
1	Basic IS045001 knowledge training	11	2	22
2	Basic ISO45001 knowledge training	1,104	2	2,208
3	RBA knowledge training	19	2	38
4	Basic RBA knowledge training	1,267	2	2,524
5	Personal protective equipment (PPE) knowledge training	199	2	398
6	Personal protective equipment (PPE) training	102	2	204
7	Basic personal protective equipment (PPE) knowledge training	22	2	44
8	Personal protective equipment (PPE) knowledge training	165	2	330
9	Personal protective equipment (PPE) training	537	2	1,074
10	Personal protective equipment (PPE) knowledge training	1	2	2
11	Safety production in workshop knowledge training	37	2	74
12	Safety production in workshop training	487	2	974
13	Safety operation for welding operator knowledge training	6	2	12
14	Safety production knowledge training	20	2	40
15	Safety production training	534	2	1,068
16	Safe firefighting knowledge training	1,019	2	2,038
17	Basic safe firefighting knowledge training	23	2	46
18	Practical electrical knowledge training	6	2	12
19	Fire safety knowledge training	7	2	14
		5,566		1,122

5.3.7 Preventive Measures for Occupational Safety and Health Risks

The Shenzhen factory is committed to safeguarding employees' safety and health. It maintains Safety Data Sheet (SDS) for all chemical substances used in the manufacturing, enabling workers to understand and prevent potential hazards. Warning signs are posted at workstations exposed to elevated noise levels or at risk of crush injuries. Additionally, the factory provides employees with earplugs and other protective equipment. On-site supervisors conduct periodic inspections and actively monitor the proper use of personal protective equipment to ensure a safe working environment.

Contracting operations management is governed in compliance with the Occupational Safety and Health Act, under which the Company has established the Procedures Governing Contractor Worksite Management. These guidelines require contractors to fully comply with regulatory requirements related to labor protection, environmental protection, and other applicable government-issued laws and regulations. This approach is intended to ensure the safety and health of both Company personnel and contractor workers, while minimizing environmental impacts.

Control Measures for Major Occupational Safety and Health Risks

No.	Subject/Location	Risk factor	Source of risk	Existing mitigation measures	Additional measures
1	All areas of the facility	Coronavirus pandemic	Virus hazard	Use of face mask, Frequent handwashing, Provision of epidemic prevention supplies, Medical monitoring	
2	Chemical storage facility	Impact on opera-tor health	Volatilization of harmful chemicals	Installation of explosion proof air conditioners and exhaust fans	
3		Combustible gas explosion	Volatilization of harmful chemicals		
4	Ink tuning operations for AC/DC cables	Inhalation of toxic gases	Volatilization of harmful chemicals	Installation of exhaust fans/Use of PPE such as face mask and industrial safety gloves	
5	Quality assurance laboratory	Radiation	Operation of radiological equipment	Use of PPE, Regular health checkups	Third-party inspection
6	Manufacturing of AC/DC cables	Noise hazard	Operation of stranding ma-chine	Use of ear-plugs/Regular health checkups	
7		Crush injury	Exposed gears of extruder	Installation of protec-tive devices, Use of industrial safety gloves	
8		Noise hazard	Operation of extruder	Use of ear-plugs/Regular health checkups	

No.	Subject/Location	Risk factor	Source of risk	Existing mitigation measures	Additional measures
9	Manufacturing of AC/DC cables	Noise hazard	Operation of insulation ma-chine	Use of earplugs/Regular health checkups	
10			Operation of weaving ma-chine		
11	Manufacturing of AC/DC	Toxic gases emis-sions from PVC	Operation of molding ma-chine	General exhaust ven-tilation, Use of PPE, Regular health check-ups	
12		Potential fire hazard or explo-sion	Use of hazard-ous chemicals	Use of PPE/Proper operation	
13		Laser radiation	Use of laser marking ma-chine	Use of PPE, Regular health checkups	Third-party inspection
14		Noise hazard	Ultrasonic die casting	Use of ear-plugs/Installation of protective co-vers/Regular health checkups	
15	Manufacturing of AC/DC-Welding operations	Hazard of tin fume	Welding opera-tion	Local exhaust ventila-tion, Use of face mask	Environmentally friendly exhaust gas treatment facility
16		Thermal hazard	Burns from soldering fur-nace	Use of face mask/Environmentally friendly smoke duct exhaust fan	
17		Burn/Thermal radiation	Thermal hazard of soldering furnace	Ventilative cool-ing/Use of PPE/Reducing expo-sure time	Regular health checkups
18	Mechanical and electrical room operations	Noise hazard	Operation of cutting machine	Use of ear-plugs/Installation of protective co-vers/Regular health checkups	
19	Mechanical and electrical room - Oil storage tank	Potential fire hazard	Oil storage in storage tank	Installation of light-ning arresters, regular inspections, strict pro-hibition of open flames and smoking	
20			Potential fire hazard	Loading and unloading pro-cedures of die-sel	Strictly require suppli-ers and personnel to operate in compliance with established regu-lations
21	Mechanical and electrical room	Noise hazard	Noise emissions from air com-pressor	Use of ear-plugs/Installation of protective co-vers/Regular health checkups	
22	Energy use	Personnel injuries and fatali-ties/ Property damage	Fire caused by cable ag-ing/short cir-cuit	1. Conducted comprehensive electrical inspections of the entire facility, with follow-up inspections scheduled every two years. 2. Avoid overloading electrical circuits.	

5.4 Community Engagement

Recognizing its role within broader society, Longwell fully acknowledges its interdependent relationship with investors, employees, local communities, and other stakeholders. The Company actively leverages its influence to fulfill its corporate social responsibility, setting a positive example for others. The Company ensures that resources are directed to those most in need and allocated effectively through direct partnerships with local organizations, with the shared objective of building a better society.

In 2024, Longwell sponsored the Vox Nativa Association with a contribution of NT$ 300,000.

For fifteen years, Vox Nativa has empowered indigenous children through academic support and choral trainings. It has built a safety net through education to catch indigenous children at risk of setback or dropping out. Regardless of how remote they live or how underprivileged they may be, the Association believes that in a nurturing educational environment, indigenous children will be empowered to make different life choices. Yuan Sheng International Academy (Grades1-12) will create different educational opportunities for indigenous children who have long been disadvantaged, allowing them to shape a brighter future.

06 Appendices

Appendix 1:
GRI Content Index

Appendix 2:
SASB Standards - Electrical & Electronic Equipment

Appendix 3:
Sustainability Disclosure Indicators - Electronic Parts/Components Industry

Appendix 4:
Climate-Related Information of TPEx Listed Company

Appendix 5:
Assurance Opinion Statement

6 Appendices

Appendix 1: GRI Content Index

Statement of use	Longwell Company has reported in accordance with the GRI Standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	The Company is listed under the industry category of Electrical Equipment & Parts on the TPEx, for which no applicable GRI Sector Standards have been established to date.
Material topic(s)	★ indicates material topics.

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
GRI 2: General Disclosures 2021					
The organization and its reporting practices	2-1	Organizational details	2.1 Company Overview	22	
	2-2	Entities included in the organization's sustainabil-ity reporting	Editorial Policy	04	
	2-3	Reporting period, fre-quency and contact point	Editorial Policy	04	
	2-4	Restatements of infor-mation	Editorial Policy	04	
	2-5	External assurance	Editorial Policy	04	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
Activities and workers	2-6	Activities, value chain and other business relationship	2.1 Company Overview	22	
	2-7	Employees	5.1 Employment Overview	84	
	2-8	Workers who are not em-ployees	5.1 Employment Overview	84	
Governance	2-9	Governance structure and composition	3.1 Governance Practices	31	
	2-10	Nomination and selection of the highest governance body	3.1 Governance Practices	31	
	2-11	Chair of the highest gov-ernance body	3.1 Governance Practices	31	
	2-12	Role of the highest gov-ernance body in oversee-ing the management of impacts	3.1 Governance Practices	31	
	2-13	Delegation of responsibil-ity for managing impacts	3.1 Governance Practices 3.2 Risk Management	31 43	
	2-14	Role of the highest gov-ernance body in sustaina-bility reporting	1.1 Sustainable Development Committee	10	
	2-15	Conflicts of interest	3.1 Governance Practices	31	
	2-16	Communication of critical concerns	3.1 Governance Practices	31	
	2-17	Collective knowledge of the highest governance body	3.1 Governance Practices	31	
	2-18	Evaluation of the perfor-mance of the highest gov-ernance body	3.1 Governance Practices	31	
	2-19	Remuneration policies	3.1 Governance Practices	31	
	2-20	Process to determine re-muneration	3.1 Governance Practices	31	
	2-21	Annual total compensation ratio	-		Highest annual total compensation is confidential.
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Message from the Chairman	02	
	2-23	Policy commitments	3.1.4 Ethics and Integrity	41	
	2-24	Embedding policy com-mitments	3.1.4 Ethics and Integrity	41	
	2-25	Processes to remediate negative impacts	3.1.4 Ethics and Integrity	41	
	2-26	Mechanisms for seeking advice and raising con-cerns	3.1.4 Ethics and Integrity	41	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
Strategy, policies and practices	2-27	Compliance with laws and regulations	3.3 Legal and Regulatory Compliance IV. Environmental Sustainability	45 82	
	2-28	Membership associations	2.3 Participation in Associa-tions	28	
Stakeholder engagement	2-29	Approach to stakeholder engagement	1.3 Stakeholder Engagement and Topics of Concern	12	
	2-30	Collective bargaining agreements	5.2.3 Labor-Management Communication	97	No collective bargaining agreement has been signed due to the absence of an established labor union in Taiwan.
GRI 3: Material Topics 2021					
Disclosures on material topics	3-1	Process to determine ma-terial topics	1.4 Identification of Material Topics	14	
	3-2	Lists of material topics	1.4 Identification of Material Topics	14	
Economy					
Economic performance					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3.4 Operational Performance	46	
	201-2	Financial implications and other risks and opportuni-ties due to climate change	4.3 Climate-related Financial Disclosures	69	
	201-3	Defined benefit plan ob-ligations and other retire-ment plans	5.2.1 Compensation and Benefits	90	
Market presence					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local mini-mum wage	5.2.1 Compensation and Benefits	90	
	202-2	Proportion of senior management hired from the local community	5.2.1 Compensation and Benefits	90	
★ Procurement practices (Procurement and management of materials)					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.6 Supply Chain Manage-ment	79	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	4.6 Supply Chain Manage-ment	79	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
Environment					
Materials					
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	4.6.3 Raw Material Man-agement	81	
★Energy management					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.1 Energy Resources Man-agement	62	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.1 Energy Resources Man-agement	62	
	302-2	Energy consumption out-side of the organization	4.1 Energy Resources Man-agement	62	The information is currently incomplete and will be disclosed upon completion of the organization-level GHG inventory.
	302-3	Energy intensity	4.1 Energy Resources Man-agement	62	
	302-4	Reduction of energy con-sumption	4.1 Energy Resources Man-agement	62	
	302-5	Reduction in energy re-quirements of products and services	-		Not applicable, as Longwell is a manufacturer of cables and electronic components, which serve as subsidiary parts within customers' equipment, making it unfeasible to quantify the reduction in energy consumption attributable to the products.
Water and effluents					
GRI 303: Water and Ef-fluents 2018 Topic management disclosures	303-1	Interactions with water as a shared resource	4.4 Water Resources Man-agement	74	
	303-2	Management of water discharge-related impacts	4.4 Water Resources Man-agement	74	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
GRI 303: Water and Ef-fluents 2018	303-3	Water withdrawal	4.4 Water Resources Man-agement	74	
	303-4	Water discharge	4.4 Water Resources Man-agement	74	
		Water consumption	4.4 Water Resources Man-agement	74	
★Emissions (GHG emissions)					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.2 Greenhouse Gas Man-agement	66	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse Gas Man-agement	66	
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Greenhouse Gas Man-agement	66	
	305-3	Other indirect (Scope 3) GHG emissions	-		The information is currently incom-plete and is expected to be disclosed in the following year.
	305-4	GHG emissions intensity	4.2 Greenhouse Gas Man-agement	66	
	305-5	Reduction of GHG emis-sions	4.2 Greenhouse Gas Man-agement	66	
	305-6	Emissions of ozone-depleting sub-stances (ODS)	-		Not applicable, as the Company does not produce any related substances, as confirmed by the emission inventory.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emis-sions	-		Not applicable, as the Company does not produce any related substances, as confirmed by the emission inventory.
★Waste (Waste management)					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.5 Waste Management	75	
GRI 306: Waste 2020 Topic management dis-closures	306-1	Waste generation and sig-nificant waste-related im-pacts	4.5 Waste Management	75	
	306-2	Management of significant waste-related impacts	4.5 Waste Management	75	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
GRI 306: Waste 2020	306-3	Waste generated	4.5 Waste Management	75	
	306-4	Waste diverted from dis-posal	4.5 Waste Management	75	
	306-5	Waste directed to disposal	4.5 Waste Management	75	
★Supplier environmental assessment (Procurement and management of materials)					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.6 Supply Chain Manage-ment	79	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environ-mental criteria	4.6 Supply Chain Manage-ment	79	
	308-2	Negative environmental impacts in the supply chain and actions	4.6 Supply Chain Manage-ment	79	
People (including human rights)					
Employment					
GRI 401: Employment 2016	401-1	New employee hires an employee turnover	5.1.2 Employment Statistics	85	
	401-2	Benefits provided to full time employees that are not provided to temporary or part time employees	5.2.1 Compensation and Benefits	90	
	401-3	Parental leave	5.2.1 Compensation and Benefits	90	
	Compensation	Descriptions including the number of full-time em-ployees who are not in a managerial position, the average and medium of the salaries of the full-time employees who are not in a managerial position, and the difference of the three figures from the previous year shall be disclosed.	5.2.1 Compensation and Benefits	90	
Labor/management relations					
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.2.3 Labor-Management Communication	97	
★Occupational health and safety (Health and safety)					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.3 Occupational Safety and Health	98	
GRI 403: Occupational Health and Safety 2018 Topic management disclosures	403-1	Occupational health and safety management system	5.3.2 Occupational Safety and Health Management System	101	
	403-2	Hazard identification, risk assessment, and incident investigation	5.3.3 Hazard Identification, Risk Assessment, and Inci-dent Investigation	101	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
GRI 403: Occupational Health and Safety 2018 Topic management disclosures	403-3	Occupational health ser-vices	5.3.5 Promotion of a Healthy Workplace	105	
	403-4	Worker participation, consultation, and commu-nication on occupational health and safety	5.3.1 Worker Participation, Consultation, and Commu-nication	100	
	403-5	Worker training on occu-pational health and safety	5.3.6 Occupational Safety and Health Training	106	
	403-6	Promotion of worker health	5.3.5 Promotion of a Healthy Workplace	105	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business rela-tionships	5.3.5 Promotion of a Healthy Workplace	105	
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	5.3.4 Occupational Accident Statistical Analysis	103	
	403-9	Work-related injuries	5.3.4 Occupational Accident Statistical Analysis	103	
	403-10	Work-related ill health	5.3.4 Occupational Accident Statistical Analysis	103	
★Training and education (Training and education)					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.2.2 Talent Development	94	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.2.2 Talent Development	94	
	404-2	Programs for upgrading employee skills and tran-sition assistance programs	5.2.2 Talent Development	94	
	404-3	Percentage of employees receiving regular perfor-mance and career devel-opment reviews	5.2.1 Compensation and Benefits	90	
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	3.1.1 Board of Directors 5.1.2 Employment Statistics	33 85	
	405-2	Ratio of basic salary and remuneration of women to men	5.2.1 Compensation and Benefits	90	
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	5.1.1 Human Rights Protec-tion	84	
Freedom of association and collective bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to free-dom of association and collective bargaining may be at risk	5.1.1 Human Rights Protec-tion	84	

Topic	Disclo-sure	Description	Location	Page num-ber	Reason for omission/ Re-quired expla-nation
Child labor					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for inci-dents of child labor	5.1.1 Human Rights Protec-tion	84	
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for inci-dents of forced or com-pulsory labor	5.1.1 Human Rights Protec-tion	84	
★Supplier social assessment (Procurement and management of materials)					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.6 Supply Chain Manage-ment	79	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social cri-teria	4.6 Supply Chain Manage-ment	79	
	414-2	Negative social impacts in the supply chain and ac-tions taken	4.6 Supply Chain Manage-ment	79	
★Customer health and safety (Product quality management)					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.2 Product Quality	51	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service cate-gories	3.5.2 Product Quality	51	
	416-2	Incidents of non-compliance concern-ing the health and safety impacts of products and services	3.5.2 Product Quality	51	
Customer Privacy					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.6 Information Security Protection	56	
Self-defined Topic					
★Environmental compliance					
GRI 3: Material Topics 2021	3-3	Management of material topics	IV. Environmental Sustaina-bility	57	
Self-defined Material Topics	Self-defined	Environmental compliance violations	IV. Environmental Sustaina-bility	57	
★Products and services					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.1 Innovation and Re-search & Development	49	
Self-defined Material Topics	Self-defined	Proportion of green prod-uct sales in total revenue	3.5.1 Innovation and Re-search & Development	49	

Appendix 2: SASB Standards - Electrical & Electronic Equipment

Topic	Accounting Metric	Category	Unit of Measure	Code	Content of Disclosure	Remark
Energy Manage-ment	(1) Total energy consumed (GJ) (2) Percentage grid electricity (%) (3) Percentage renewable (%)	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	(1) 74,730.39 (2) 97.4% (3) 0	
Hazardous Materials Manage-ment	(1) Amount of hazardous waste generated (tons) (2) Percentage recycled (%)	Quantitative	Tons (t), Per-centage (%)	RT-EE-150a.1	(1) 0.645 (2) 7.8%	
	(1) Number of reportable spills (number), and (2) Quantity recovered (KG)	Quantitative	Number, Kilo-grams (kg)	RT-EE-150a.1	(1) 0 (2) 0	
Product Safety	Number of recalls and total units re-called	Quantitative	Number	RT-EE-250a.1	0	
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Amount	RT-EE-250a.2	0	
Product Lifecycle Manage-ment	Percentage of products by revenue that contain IEC 62474 declarable substances (%)	Quantitative	Percentage (%)	RT EE 410a.1	n/a	The product does not contain such hazard-ous substances.
	Percentage of eligible products by revenue meeting ENERGY STAR® criteria (%)	Quantitative	Percentage (%)	RT-EE-410a.2	n/a	
	Revenue from renewable ener-gy-related and energy efficien-cy-related products	Quantitative	Amount	RT-EE-410a.3	n/a	
Material Sourcing	Discussion of the management of risks associated with the use of critical ma-terials	Discussion and Analysis	n/a	RT-EE-440a.1	No critical raw materials have been identified as having sup-ply risk, as the Company's primary raw materials are copper and plastics.	The primary raw materials are copper and plastics.

Topic	Accounting Metric	Category	Unit of Measure	Code	Content of Disclosure	Remark
Business Ethics	Description of policies and practices for prevention of: 1. Corruption and bribery, and 2. Anti-competitive behavior	Discussion and Analysis	n/a	RT-EE-510a.1	3.1.4 Ethics and Integrity	
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Amount	RT-EE-510a.2	0	
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regula-tions	Quantitative	Amount	RT-EE-510a.3	0	
Activity Metrics	Number of units produced by product category	Quantitative	Number (KPCS/KM)	RT-EE-000.A	338,590	
	Number of employees	Quantitative	Number (person)	RT-EE-000.B	1,926	

Appendix 3: Sustainability Disclosure Indicators - Electronic Parts/Components Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percent-age of purchased electricity, utiliza-tion rate (renewable energy)	Quantitative	(1) 74,730.39 (2) 97.4% (3) 0	Gigajoules (GJ), percentage (%)	
2	Total water withdrawn, total water consumption	Quantitative	Water withdrawn: 207,394 Water consumption: 0	Thousand cubic meters (1,000m³)	
3	Total hazardous waste generated and percentage recycled	Quantitative	(1) 0.645 (2) 7.8%	Metric tons (t), percentage (%)	
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Crush injury, cut, fall injury, sprain 7 individuals 0.38	Quantity, percentage (%)	
5	Product Lifecycle Management Dis-closure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Not applicable, as the Com-pany's manufacturing process does not generate any waste related to electronic parts or components.	Metric tons (t), percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative description	No critical raw materials have been identified as having sup-ply risk, as the Company's primary raw materials are copper and plastics.	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regu-lations	Quantitative	NT$ 0	Reporting currency	
8	Production by product category	Quantitative	338,590 (KPCS/KM)	Varies by prod-uct category	

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Appendix 4: Climate-Related Information of TPEx Listed Company

Item	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company established the Sustainable Development Committee, approved by the Board of Directors on June 21, 2024, as the highest governing body for climate-related management. The Committee includes three directors, led by the Chairman, and a senior executive designated as the Chief Sustainability Officer (CSO) to ensure effective implementation of sustainability initiatives and the advancement of the Company's sustainability policies. The Sustainability Promotion Team identifies material climate-related risks and opportunities that may affect the Company in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework and regularly reports corresponding response measures and outcomes to both the Sustainable Development Committee and the Board of Directors.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	In response to the potential impact of climate-related risks, the Company, through the Sustainability Promotion Team, has identified material climate-related risks and opportunities that may impact the Company, including the following: • Transition risk: Enhanced emissions reporting obligations • Physical risk: Increased severity and frequency of extreme weather events such as cyclones and floods • Opportunity: Advancement of resource recycling and reuse initiatives The Company has integrated climate-related factors into both its short-term and medium- to long-term strategic planning, with the objectives of ensuring operational resilience and long-term sustainability.
3. Describe the financial impact of extreme weather events and transformative actions.	Extreme weather events may disrupt product lines and supply chains. In response, the Company has adopted a transformative strategy that includes diversifying manufacturing facilities to reduce dependence on a single site, strengthening GHG emissions regulation and reduction, advancing low-carbon product development and manufacturing processes, and enhancing energy efficiency technologies, all designed to mitigate long-term financial risks.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The Sustainability Promotion Team identifies potential climate-related risks that may impact the Company, formulates corresponding mitigation strategies, and regularly reports on these measures to both the Sustainable Development Committee and the Board of Directors.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	The Company referred to the 2°C Scenario (2DS) during dis-cussion in the Sustainability Promotion Team meetings and uti-lized tools provided by the Taiwan Climate Change Projection and Information Platform (TCCIP) to assess climate-related physical risks. Following this assessment, the Company adopted 2DS/RCP2.6 Scenario as the basis for evaluating climate-related risks. Guided by this scenario, the Company has outlined the risks and opportunities associated with physical risks and legal transition risks.

Item	Implementation Status
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Please refer to the climate section of the Company's Sustainabil-ity Report for the management plans formulated in response to the climate-related risks identified by the Sustainability Promo-tion Team that may impact the Company.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company has not yet implemented internal carbon pricing.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Target: The parent company is scheduled to complete GHG emissions inventories for Scope 1, Scope 2, and Scope 3 in 2025, with third-party assurance to be completed. The Company has not yet implemented carbon offset mechanisms or the use of renewable energy certificates (RECs).
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Please refer to the table below.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO_2e), intensity (metric tons CO_2e/NT$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Company	2023 (ton CO_2e)		2024 (ton CO_2e)	
	Scope 1	Scope 2	Scope 1	Scope 2
Longwell	39.40	86.30	33.68	92.33
Subtotal	125.70		126.01	
Longwell Electronics	249.42	19,856.61	130.98	19,016.76
Subtotal	20,106.03		19,147.74	
Total	288.82	19,942.91	164.66	19,109.09
	1.43%	98.57%	0.85%	99.15%
	20,231.73		19,273.75	
Revenue (Note 1)	7,509		8,315	
Intensity (Note 2)	2.69		2.32	

(Note 1) Unit: NTD million. Revenue figures include contribution from Longwell (Headquarters) and Longwell Electronics (Shenzhen factory).

(Note 2) Intensity = ton CO2e/NTD million

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

(1) The GHG emissions data for 2023 from Longwell Electronics (Shenzhen factory) was audited by Greem Industrial (Shenzhen) Co., Ltd., while the data for 2024 has been subjected solely to internal audit, with third-party audit pending.

(2) The GHG emissions data for 2023 and 2024 from Longwell (Headquarters) have been internally audited by the Company.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

Relevant information will be disclosed once the Company's base year (Note) has been determined.

Note: According to Note 2 of Table 2-2-3 Climate-Related Information of TWSE/TPEx Listed Company, "The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Article 10, paragraph 2 of the Regulations, a company with capital of NT$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years."

Appendix 5: Assurance Opinion Statement

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2024 Sustainability Report of LONGWELL COMPANY

Statement No.:2505011

LONGWELL COMPANY (hereinafter referred to as LONGWELL) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with LONGWELL.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant LONGWELL's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by LONGWELL to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by LONGWELL.

The Scope of Assurance

The verification scope of LONGWELL and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of LONGWELL from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of LONGWELL's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of LONGWELL's sustainability report, and provide a fair standpoint of LONGWELL 's related operations and performance. We believe that the specific performance indicators of LONGWELL in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate LONGWELL's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by LONGWELL is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to LONGWELL 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of LONGWELL about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of LONGWELL on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- **Inclusivity**
  LONGWELL has established a process of cooperation with major stakeholders, including shareholders, customers, suppliers, and employees, etc., and will launch a series of stakeholder activities in 2024, involving environment, society, economy and

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格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

  a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of LONGWELL.
- **Materiality**
  The report has stated that LONGWELL focuses on environment, society and economy topics, and identified 9 major topics including product quality management, material procurement and management, products and services, health and safety, environmental compliance, training and education, energy management, waste management and greenhouse gas emissions, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of LONGWELL.
- **Responsiveness**
  LONGWELL responds to requests and opinions from stakeholders. Implementation methods include public information observatory, company website, shareholders' meeting, legal briefing sessions, spokesperson channels, customer business visits/routine meetings/communication meetings/audit feedback/self-management performance feedback, supplier assessment/meetings, employee feedback box, welfare committee meetings, labor-management meetings, phone and email, those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of LONGWELL.

-Impact

LONGWELL has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. LONGWELL has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of LONGWELL.

-GRI Guidelines

LONGWELL provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers LONGWELL 's social responsibility and sustainability themes.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of LONGWELL. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team MAY 23 2025

GREAT International Certification Co., Ltd.

Taiwan, Republic of China

Signed by General Manager W. J. Chen

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良維科技 股份有限公司
Longwell COMPANY

2024 SUSTAINABILITY REPORT