



# Chapter 5

## Social Responsibility

### | 5.1 Protection of Human Rights

#### Human Rights Management Policy

- Provide a safe and healthy working environment
- Ensure equal opportunity at work
- Prohibit any form of discrimination and harassment.
- Provide fair and reasonable wages and working conditions
- Respect employees' freedom of assembly and association
- Prohibit child and forced labour
- Provide fair and sufficient living wages on time
- Adhere to the values of integrity, anti-corruption, and prohibition of accepting or offering bribes
- Provide channels for stakeholder communication
- Conduct human rights risk assessment and implement mitigation measures

#### 2024 targets and results:

| Item                                                                                                                                   | Target  | Implementation results |
|----------------------------------------------------------------------------------------------------------------------------------------|---------|------------------------|
| 1.Zero violations of our guidelines to human rights management.                                                                        | 0 cases | 1 case <sup>Note</sup> |
| 2.Completion rate of human rights policy education and training courses for all employees in Taiwan (those with indefinite contracts). | 100%    | 99.6%                  |

Note: The case has been handled properly, and we will continue to strengthen the education and training of our employees in the future.

Note: Individuals who did not complete the training were either on maternity leave or on overseas assignments.

#### 2025 targets:

| Item                                                                                                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.Zero violations of our guidelines to human rights management.                                                                                |
| 2.Completion rate of human rights policy education and training courses for all employees in Taiwan (those with indefinite contracts) is 100%. |



### 5.1.1 Human Rights Policy

“Putting people first” is a core value of BenQ. Therefore, BenQ supports and follows the internationally recognised human rights norms and principles, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, complying with the laws and regulations of the jurisdictions where the Company is located when formulating and implementing its human rights policies. We implement human rights protection through the human rights principles of “protection, respect, and remedy” for our employees, customers, suppliers, and partners. At the same time, we also require our suppliers and partners to work with us to protect human rights at the same level of compliance with this policy.

### 5.1.2 Human Rights Management Mechanism

In addition to declaring our determination to protect employees’ rights and interests and safeguard human rights in our policies, BenQ adopted the P-D-C-A method for global management to promote our human rights management mechanism. At the same time, BenQ has formulated a number of regulations and management procedures, such as employee handbooks and work rules, which have been published to serve as concrete criteria for the implementation of our policies and to help track the effectiveness of the Company’s policy implementation. Furthermore, the Company also evaluates and adjusts policies in the labour-management meetings to continuously promote the protection of human rights and labour rights.

Also, to ensure the rights and interests of both the employees and the employer, the employee handbook handed out on the first day of employment states the minimum notice period required for each change of operations. In addition, the employment contract between BenQ and the employees clearly states the minimum notice period for contract termination.

|              |                                                                                                                                                                                                                                                                                                                                                                                |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Plan</b>  | <ul style="list-style-type: none"> <li>• We established a human rights policy.</li> <li>• We have internal education and training Programmes.</li> <li>• We integrated human rights policies into each unit’s operating procedures, regulations and management procedures, such as employee handbooks and work rules.</li> <li>• We established complaint channels.</li> </ul> |
| <b>Do</b>    | In our daily operations, we follow human rights policies, regulations, and management procedures in order to manage affairs, implement education and training, and respond to complaints in order to minimise the extent of human rights violations.                                                                                                                           |
| <b>Check</b> | Through the Company’s auditing mechanism, we regularly detect human rights management risks or violations in our management system, and require units to correct and prevent them in order to achieve self-improvement.                                                                                                                                                        |
| <b>Act</b>   | <ul style="list-style-type: none"> <li>• We regularly evaluate and optimise the management mechanism, workflow, regulations, and management procedures.</li> <li>• Based on the results of the audits, the Company will take appropriate mitigation or remedial measures, formulate improvement plans, and continue to follow up on the improvements.</li> </ul>               |

#### Human Rights Management Mechanism

As of 31 December 2024, after going through BenQ’s review mechanism, human rights management measures that were designed in accordance with laws and regulations related to labour as well as the effectiveness of their implementation are as follows.





| Management measure                                       | Description                                                                                                                                                                                                                                                                                                                                                                                                               | Effectiveness of implementation in 2024                                                                                          |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| We maintain a healthy and safe work environment.         | We obtained the ISO 14001 environmental management system and the ISO 45001 occupational safety and health management system certification, which shows we provide a good working environment.                                                                                                                                                                                                                            | There have been no major incidents, and the work environment has been continuously optimised according to the management system. |
| No discrimination                                        | We do not discriminate based on race, gender, marital status, age, political stance or religious beliefs in our recruitment and retention of talent.                                                                                                                                                                                                                                                                      | 0 complaints filed.                                                                                                              |
| Zero tolerance for harassment                            | New employees take a sexual harassment prevention course as soon as they join the Company to convey our zero-tolerance stance on harassment.                                                                                                                                                                                                                                                                              | 1 complaint filed.                                                                                                               |
| Provide fair and reasonable wages and working conditions | <ul style="list-style-type: none"> <li>Hours of work adhere to local labour laws and regulations.</li> <li>Salaries and benefits are in accordance with local laws and industry standards, and wages are not reduced for disciplinary purposes.</li> </ul>                                                                                                                                                                | Handled in accordance with labour laws.                                                                                          |
| Prohibition of child labour                              | We comply with local minimum age laws and regulations prohibiting child labour.                                                                                                                                                                                                                                                                                                                                           | There have been no cases of child labour.                                                                                        |
| Prohibition of forced labour                             | <ul style="list-style-type: none"> <li>We respect the wishes of employees and prohibit forced labour of any kind.</li> <li>All employees sign an employment contract to protect their rights and interests and to perform the work he or she agreed upon with the Company according to their wishes.</li> <li>Overtime work is voluntary, and there is no forced labour or physical or psychological coercion.</li> </ul> | There have been no cases of forced labour.                                                                                       |
| Respect employees' freedom of assembly and association   | We have established a diversified and open communication system. Employees can form their own associations, and we emphasise harmony between labour and management.                                                                                                                                                                                                                                                       | There have been no cases of prevention or hindrance of employees' freedom of association.                                        |

#### Human Rights Management Measures and Implementation

### 5.1.3 Human Rights Education and Training

To ensure that all employees are aware of the importance that the Company places on human rights and labour rights, the Company requires each employee to complete 2 hours of human rights training per year. In 2024, the completion rate of the human rights education and training courses for all employees at BenQ's locations in Taiwan (those with indefinite contracts) was 99.6%.

Note: Individuals who did not complete the training were either on maternity leave or on overseas assignments.

### 5.1.4 Reporting and Supervision Mechanisms

BenQ has formulated policies and management procedures for social responsibility, the environment, health and safety, emphasising the Company's ethical management, strict adherence to ethical norms, and continuous improvement in management. Each year, the Company's internal auditing department follows human rights policies and management approaches to conduct its audit of the Company's various units. In 2024, the labour rights and interests of all Company employees were in compliance with local laws and regulations, international norms, and the requirements of organisations with relevant interests.

In terms of social responsibility, the Company complies with social responsibility standards and meets the requirements of customers as well as laws and regulations in order to achieve our goal of sustainable management.





## 5.2 Attraction of Talent

### 5.2.1 Promoting a Diverse, Equal and Inclusive Workplace Culture

BenQ has an innovative and open corporate culture that actively attracts and motivates talents from all over the world, bringing diverse perspectives to the Company and driving its development. From talent recruitment to employee development, BenQ has implemented a fair talent management system, providing an equal platform for the development of aspiring individuals from recruitment to promotion and salary adjustment. At the same time, BenQ's working environment empowers employees with autonomy and growth, and pays attention to the welfare of female employees and those raising children to ensure that every employee can feel a sense of belonging and job satisfaction in the Company.

#### 1. Promote Workplace Equality and Gender Equality

BenQ strictly prohibits any form of discrimination or harassment, and is committed to providing a work environment free from bias and harassment. This policy applies to hiring, training, performance evaluations, promotions, transfers, compensation and all other Company activities. This policy applies to and protects senior executives, employees, job applicants, customers, and business partners alike. Any decision related to employee

rights and interests must exclude all non-work-related factors, such as race, ethnicity, ancestry, social class, skin colour, age, sex, sexual orientation, gender identity and expression, nationality or region, disability, pregnancy, religion, political affiliation, group background, family responsibilities, veteran status, genetic information, marital status, and any other categories explicitly protected by law. All forms of harassment – including defamatory remarks, offensive or sexually suggestive language, images, objects or physical contact that cause discomfort; humiliation, threats or intimidation – are strictly prohibited by the Company. Discrimination during recruitment and work is not permitted, and shall not impact compensation, promotions, rewards, training opportunities, termination, or retirement.

BenQ firmly believes that a diverse workforce has the potential for limitless growth. As such, female employees are provided with the same rights and opportunities as their male counterparts across all areas. To ensure full compliance with the “BenQ Employee Code of Conduct,” all employees undergo annual training in the fourth quarter. In 2024, 100% of global staff completed the training. Topics include conflict of interest, legal compliance, workplace fairness, and zero tolerance for discrimination. The Code of Conduct and related policies are published on the Company's internal website for reference at any time. Performance goals are reviewed semiannually and adherence to the Code of Conduct is a key performance indicator to ensure Company-wide compliance.





| Rank                     | Remuneration | Total compensation |
|--------------------------|--------------|--------------------|
| Senior executives        | 0.95         | 0.95               |
| Management level         | 0.96         | 0.97               |
| Non-management employees | 0.95         | 0.94               |

Ratio of female to male base salary and total compensation



### 5.2.2 Hiring of Diverse Talents

BenQ's corporate culture adheres to the principles of DEI and people-oriented values and regards talent as our most valuable asset. To attract diversified talents from all over the world, BenQ not only actively explores different recruitment channels, but also endeavours to create a friendly, diverse, and inclusive workplace. We continuously conduct annual tracking to ensure the effective implementation of the strategy. In order to strengthen the human capital in the regions in which BenQ operates, BenQ has prioritised the hiring of local workers, who takes up 99.2% of the workforce; 100% of the management (above the assistant manager level) are local workers. As of 31 December 2024, BenQ Taiwan had 589 full-time employees (including 4 physically or mentally disabled persons, excluding current students and interns).

| Item        |                   | 2024 |
|-------------|-------------------|------|
| Gender      | Male              | 325  |
|             | Female            | 264  |
| Age         | Under 30          | 123  |
|             | 30--50            | 392  |
|             | 50 or above       | 74   |
| Worker type | Direct employee   | 0    |
|             | Indirect employee | 589  |
| Rank        | Management        | 94   |
|             | Non-management    | 495  |



| Employee Distribution |                    | 2022             |            |                  |            | 2023             |            |                  |            | 2024             |            |                  |            |
|-----------------------|--------------------|------------------|------------|------------------|------------|------------------|------------|------------------|------------|------------------|------------|------------------|------------|
|                       |                    | Male             |            | Female           |            | Male             |            | Female           |            | Male             |            | Female           |            |
|                       |                    | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Type of employment    | Direct staff       | 0                | 0.0%       | 0                | 0%         | 0                | 0.0%       | 0                | 0%         | 0                | 0.0%       | 0                | 0.0%       |
|                       | Indirect staff     | 326              | 100%       | 256              | 100%       | 324              | 100%       | 250              | 100%       | 325              | 100%       | 264              | 100%       |
| Age                   | Under 30           | 55               | 16.9%      | 73               | 28.5%      | 53               | 16.3%      | 76               | 30.4%      | 44               | 13.5%      | 79               | 29.9%      |
|                       | 30-50              | 232              | 71.1%      | 170              | 66.4%      | 229              | 70.7%      | 162              | 64.8%      | 222              | 68.3%      | 170              | 64.4%      |
|                       | 50 or above        | 39               | 12.0%      | 13               | 5.1%       | 42               | 13.0%      | 12               | 4.8%       | 59               | 18.2%      | 15               | 5.7%       |
| Position              | Managerial staff   | 58               | 17.8%      | 29               | 11.3%      | 54               | 16.7%      | 33               | 13.2%      | 63               | 19.4%      | 31               | 11.7%      |
|                       | Professional staff | 268              | 82.2%      | 227              | 88.7%      | 270              | 83.3%      | 217              | 86.8%      | 262              | 80.6%      | 233              | 88.3%      |
| Managerial staff      | Under 30           | 0                | 0.0%       | 0                | 0.0%       | 0                | 0.0%       | 0                | 0.0%       | 0                | 0.0%       | 0                | 0.0%       |
|                       | 30-50              | 42               | 72.4%      | 24               | 82.8%      | 39               | 72.2%      | 29               | 87.9%      | 42               | 66.7%      | 27               | 87.1%      |
|                       | 50 or above        | 16               | 27.6%      | 5                | 17.2%      | 15               | 27.8%      | 4                | 12.1%      | 21               | 33.3%      | 4                | 12.9%      |
| Non-managerial staff  | Under 30           | 55               | 20.5%      | 73               | 32.2%      | 53               | 19.6%      | 76               | 35.0%      | 44               | 16.8%      | 79               | 33.9%      |
|                       | 30-50              | 190              | 70.9%      | 146              | 64.3%      | 190              | 70.4%      | 133              | 61.3%      | 180              | 68.7%      | 143              | 61.4%      |
|                       | 50 or above        | 23               | 8.6%       | 8                | 3.5%       | 27               | 10.0%      | 8                | 3.7%       | 38               | 14.5%      | 11               | 4.7%       |

Human Resource Structure Analysis



| Item                |                                                                                                                                                                                                                                                                                                                                                 |                                             |                                             |                          | Taiwan |        |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|--------------------------|--------|--------|
|                     |                                                                                                                                                                                                                                                                                                                                                 |                                             |                                             |                          | Male   | Female |
| Contract Type       | Permanent employment (indefinite term)                                                                                                                                                                                                                                                                                                          |                                             |                                             |                          | 325    | 264    |
|                     | Fixed term (definite term)                                                                                                                                                                                                                                                                                                                      |                                             |                                             |                          | 14     | 32     |
| Total               |                                                                                                                                                                                                                                                                                                                                                 |                                             |                                             |                          | 339    | 296    |
| Employment Type     | Full-time                                                                                                                                                                                                                                                                                                                                       |                                             |                                             |                          | 325    | 264    |
|                     | Part-time <sup>(Note 1)</sup>                                                                                                                                                                                                                                                                                                                   |                                             |                                             |                          | 14     | 32     |
| Total               |                                                                                                                                                                                                                                                                                                                                                 |                                             |                                             |                          | 339    | 296    |
| Non-employee Worker | Type                                                                                                                                                                                                                                                                                                                                            | Organisational activity                     | Job description                             | Legal relations          | Male   | Female |
|                     | Contractor                                                                                                                                                                                                                                                                                                                                      | Dispatched (outsourced) <sup>(Note 2)</sup> | On-site workers with highly repetitive work | Contractual relationship | 0      | 2      |
|                     | Contractor                                                                                                                                                                                                                                                                                                                                      | Cleaners                                    | Cleans workplace environment                | Contractual relationship | 1      | 7      |
|                     | Contractor                                                                                                                                                                                                                                                                                                                                      | Security guards                             | Maintains workplace safety                  | Contractual relationship | 5      | 0      |
|                     | Contractor                                                                                                                                                                                                                                                                                                                                      | Group catering                              | Provides Company with catering services     | Contractual relationship | 2      | 4      |
| Note                | 1. Interns in Taiwan are categorised as part-time workers but are not counted as part of the regular workforce; their contracts are still an employment contract.<br>2. The number of dispatch workers vary according to business volume.<br>3. There were no significant changes in the total number of employees during the reporting period. |                                             |                                             |                          |        |        |

Analysis of Employee and Non-Employee Workers in 2024

### 5.2.3 Analysis of New Employees

#### 1. Diversified Recruitment Channels to Attract Top Talents

To attract more outstanding talents, BenQ has developed a comprehensive and diversified recruitment Programme to draw professional talents with high potential through various channels such as job search platforms, social media, campus recruitment events, industry-academia collaborations, internships, and headhunting services. In addition, BenQ adheres to the principles of matching the right talent to the right job and prioritising internal over external appointments in talent selection, does not discriminate against people on the basis of gender, religion, race, skin colour, social status, nationality, age, or political affiliation, and strictly prohibits the employment of child labour. In 2024, BenQ had a total of 78 new employees.

BenQ adheres to its philosophy of corporate sustainability, and implements internal rotation and internal recommendation mechanisms to attract top talents. At the same time, in order to stimulate the momentum for growth, BenQ has organised six campus seminars to have students be prepared to join the workplace, highlighting our commitment to talent cultivation.





| Item        | 2022              |            | 2023             |            | 2024             |            |       |
|-------------|-------------------|------------|------------------|------------|------------------|------------|-------|
|             | Number of people  | Percentage | Number of people | Percentage | Number of people | Percentage |       |
| Gender      | Male              | 56         | 17.2%            | 21         | 6.5%             | 31         | 9.5%  |
|             | Female            | 49         | 19.1%            | 34         | 13.6%            | 47         | 17.8% |
| Age         | Under 30          | 64         | 50.0%            | 38         | 29.5%            | 45         | 36.6% |
|             | 30--50            | 41         | 10.2%            | 17         | 4.3%             | 29         | 7.4%  |
|             | 50 or above       | 0          | 0.0%             | 0          | 0.0%             | 4          | 5.4%  |
| Worker type | Direct employee   | 0          | 0.0%             | 0          | 0.0%             | 0          | 0.0%  |
|             | Indirect employee | 105        | 18.0%            | 55         | 9.6%             | 78         | 13.2% |
| Rank        | Management        | 0          | 0.0%             | 0          | 0.0%             | 2          | 2.1%  |
|             | Non-management    | 105        | 21.2%            | 55         | 11.3%            | 76         | 15.4% |

Note 1: Based on the number of employees as of 31 December 2024, the end date of the reporting period.

Note 2: In the calculation of the percentage, the total number of employees in each category serves as the denominator, e.g. the denominator of the percentage of new employees under the age of 30 is the total number of employees under the age of 30.

Note 3: There were no significant changes in the total number of employees during the reporting period.

Note 4: Employees in management are those who are actually in charge of the unit.

#### Analysis of New Recruits in Taiwan

| Item                                  | 2022  | 2023  | 2024  |
|---------------------------------------|-------|-------|-------|
| Total number of new recruits          | 105   | 55    | 78    |
| Recruitment rate (%)                  | 18.0% | 9.6%  | 13.2% |
| Internal vacancy replacement rate (%) | 60.9% | 75.1% | 71.2% |

Note 1: Recruitment rate = total number of new recruits / total number of employees.

Note 2: Internal vacancy replacement rate = (Number of promotions + number of assignments by managers + number of internal transfers) / (human resource application forms + number of promotions + number of assignments by managers).

#### Recruitment Rate and Internal Vacancy Replacement Rate in Past Years

| Category | 2022   | 2023 | 2024 | 2024 |
|----------|--------|------|------|------|
| Gender   | Male   | 71   | 82   | 77   |
|          | Female | 46   | 54   | 54   |
| Age      | < 30   | 17   | 15   | 23   |
|          | 30~50  | 96   | 109  | 93   |
|          | > 50   | 4    | 12   | 15   |

#### Distribution of Internal Replacement of Vacancies

| Distribution of new recruits |                   | 2022 | 2023 | 2024 |
|------------------------------|-------------------|------|------|------|
| Gender                       | Male              | 56   | 21   | 31   |
|                              | Female            | 49   | 34   | 47   |
| Age                          | Under 30          | 64   | 38   | 45   |
|                              | 30-50             | 41   | 17   | 29   |
|                              | 50 or above       | 0    | 0    | 4    |
| Worker type                  | Direct employee   | 0    | 0    | 0    |
|                              | Indirect employee | 105  | 55   | 78   |
| Rank                         | Management        | 0    | 0    | 2    |
|                              | Non-management    | 105  | 55   | 76   |

#### Distribution of New Recruits



## Fulfilling Our Commitment of Educational Sustainability with More Activities at Schools

To strengthen our collaborations with the academic sector, BenQ organised 6 campus recruitment events and 6 campus seminars in 2024, as well as a series of recruitment activities and internship Programmes targeting a diverse array of faculties and expatriate students. In addition, the Company has signed memoranda of understanding (MOU) with a number of schools to provide young students with a platform for practical learning and a stage for personal development.

| Event type                                                                | Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                               | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Main result/benefit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Campus recruitment                                                        | <ol style="list-style-type: none"> <li>Identifying and reserving potential talents in advance</li> <li>Enhancing exposure for the BenQ brand and increasing the favorability of the Group among the new generation of students</li> </ol>                                                                                                                                                                                                             | Participated in sessions at: National Taiwan University (NTU), National Chengchi University, National Taiwan University of Science and Technology (NTUST), National Central University, National Cheng Kung University (NCKU), National Taipei University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <ol style="list-style-type: none"> <li>We successfully organised a series of campus recruiting events at six top universities, receiving over 2,200 resumes.</li> <li>The Recruitment Department recommends suitable candidates to managers for interviews according to the needs of each unit to enhance recruiting efficiency.</li> </ol>                                                                                                                                                                                                                     |
| Recruitment of expatriate talent                                          | <ol style="list-style-type: none"> <li>Enhances the diversity of talents and brings in multinational perspectives</li> <li>Satisfies the need for talents in specific markets and enhances the Company's global competitiveness</li> </ol>                                                                                                                                                                                                            | Participated in: NTUST's job fair for foreign students, Kun Shan University's Vietnamese talent recruitment event, Wenzao Ursuline University of Languages' job fair for foreign students and a collaboration with St. John's University focusing on Vietnamese talent                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>In response to the New Southbound Policy, there is a growing demand for Southeast Asian marketing talent.</li> <li>The Recruitment Department recommends suitable candidates to managers for interviews according to the needs of each department.</li> </ol>                                                                                                                                                                                                                                                            |
| Campus career seminars                                                    | <ol style="list-style-type: none"> <li>Helped students understand industry trends and the Group's development strategy</li> <li>Lead students to plan their careers in advance through experience-sharing by middle and senior executives</li> <li>Guided students in exploring different possibilities in the future through employee testimonials</li> <li>Bridged the gap between industry and academia to fulfil social responsibility</li> </ol> | <ol style="list-style-type: none"> <li>NTU session: Emphasised that uncertainty is the starting point of infinite possibilities, encouraging students to explore the unknown and grow through challenges. Through distinctive business philosophies and strategies, students were encouraged to make bold choices and commit to continuous learning in their careers.</li> <li>NCKU session: Shared insights on the constant need to adapt to technological innovation and evolving market demands in the healthcare sector, highlighting the importance of interdisciplinary knowledge and adaptability.<br/>(Only a number of the seminars are listed)</li> </ol>                                                                                                                                                                                   | <ol style="list-style-type: none"> <li>Each seminar received positive feedback from students, who not only saw the value of their learning from experiences shared by managers and alumni, but also gave them clarity and direction for their endeavours through an in-depth understanding of the Group and their ideal job positions.</li> <li>These sessions furthered students' understanding of BenQ's corporate culture and potential career development, strengthened BenQ's image as a good employer and contributed to campuses and society.</li> </ol> |
| Enhance memorandums of understanding between the Company and universities | <ol style="list-style-type: none"> <li>Sharing resources between industry and academia to support academic development and industrial innovation.</li> <li>Enhance talent cultivation and technology R&amp;D capabilities</li> </ol>                                                                                                                                                                                                                  | <ol style="list-style-type: none"> <li>Partner schools: National Taiwan University, National Taipei University, National Taiwan University of Science and Technology, National Cheng Kung University, National Taiwan Normal University, National Chengchi University, Wenzao Ursuline University of Languages and St. John's University.</li> <li>Scope of collaboration: <ul style="list-style-type: none"> <li>Planning of degree Programmes, courses, and teachers</li> <li>Organising talent exchange, academic exchanges, innovative learning, and service, etc.</li> <li>Industry-academia collaboration and student internships</li> <li>Technology, knowledge, and research and development related to intellectual property</li> <li>Promoting collaboration projects, organising and planning for the use of spaces</li> </ul> </li> </ol> | <ol style="list-style-type: none"> <li>Benefits for the Company: Access to potential talents, reinforcement of the BenQ brand, and enhancement of students' favourability toward the Company</li> <li>Benefits for students: Connecting with the industry through internships and visits, and laying the foundation for their careers</li> <li>Benefits for schools: Providing students with diversified learning resources and timely knowledge of the latest industry trends</li> </ol>                                                                       |
| Diversified internship opportunities                                      | <ol style="list-style-type: none"> <li>Advance identification and attraction of potential talents</li> <li>Fulfilling our social responsibility of nurturing the next generation of talents</li> </ol>                                                                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>Number of interns: A total of 71 in 2024</li> <li>Internship specialties: Industrial design, visual communication, marketing management, digital marketing, customer service, marketing planning, e-commerce, and other fields</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <ol style="list-style-type: none"> <li>Benefits for the Company: Nurture potential talents and retain them through the transfer-to-full-time-employee mechanism.</li> <li>Benefits for students: Apply what they have learned in practice and enhance their professional skills and workplace adaptability through the guidance of supervisors and instructors.</li> </ol>                                                                                                                                                                                      |

### Summary of Results of Campus Events



### 5.2.4 Employee Turnover Analysis

BenQ is committed to the effective management of employee turnover. When an employee submits an application to leave the company, we will immediately notify the relevant supervisor to conduct an exit interview to understand the reasons for the employee's departure and provide timely comfort to the employee. At the same time, in the face of environmental and economic changes, a healthy turnover rate ensures that new blood continues to join the Company. BenQ is committed to providing high-quality working conditions and reducing employee turnover by strengthening managerial leadership, supporting employees' sense of well-being at the Company, offering job rotation and learning opportunities, and implementing key talent incentive Programmes as part of its employee retention efforts. In 2024, the voluntary turnover rate at BenQ Taiwan was 10.4%.



| Year                        |                | 2022             |       | 2023             |       | 2024             |       |
|-----------------------------|----------------|------------------|-------|------------------|-------|------------------|-------|
|                             |                | Number of people | Ratio | Number of people | Ratio | Number of people | Ratio |
| Total turnover rate (%)     |                | 63               | 10.8% | 57               | 9.9%  | 67               | 11.4% |
| Voluntary turnover rate (%) |                | 61               | 10.5% | 47               | 8.2%  | 61               | 10.4% |
| Total turnover rate (%)     | Male           | 36               | 11.0% | 24               | 7.4%  | 36               | 11.1% |
|                             | Female         | 27               | 10.5% | 33               | 13.2% | 31               | 11.7% |
| Voluntary turnover rate (%) | Male           | 35               | 10.7% | 18               | 5.6%  | 32               | 9.8%  |
|                             | Female         | 26               | 10.2% | 29               | 11.6% | 29               | 11.0% |
| Total turnover rate (%)     | Under 30       | 18               | 13.4% | 18               | 14.0% | 17               | 13.8% |
|                             | 30--50         | 45               | 11.6% | 37               | 9.5%  | 43               | 11.0% |
|                             | 50 or above    | 0                | 0.0%  | 2                | 3.7%  | 7                | 9.5%  |
| Voluntary turnover rate (%) | Under 30       | 18               | 13.4% | 18               | 14.0% | 17               | 13.8% |
|                             | 30--50         | 43               | 11.1% | 29               | 7.4%  | 38               | 9.7%  |
|                             | 50 or above    | 0                | 0.0%  | 0                | 0.0%  | 6                | 8.1%  |
| Total turnover rate (%)     | Management     | 3                | 3.4%  | 5                | 5.7%  | 6                | 6.4%  |
|                             | Non-management | 60               | 12.1% | 52               | 10.7% | 61               | 12.3% |
| Voluntary turnover rate (%) | Management     | 3                | 3.4%  | 3                | 3.4%  | 5                | 5.3%  |
|                             | Non-management | 58               | 11.7% | 44               | 9.0%  | 56               | 11.3% |

Note 1: The above turnover rate statistics do not include employees with less than 3 months of service.

Note 2: Based on the number of employees as of 31 December 2024, the end date of the reporting period.

Note 3: Total turnover rate = (number of voluntary resignations + number of involuntary departures + number of retirees) / total number of employees; voluntary resignation rate = number of voluntary resignations / total number of employees.

Note 4: There were no significant changes in the total number of employees during the reporting period.

Note 5: Employees in management are those who are actually in charge of the unit.

#### Analysis of Turnover Statistics



## 5.3 Talent Retention

### 5.3.1 Remuneration Management System

#### 1. Remuneration Policy and System

In order to attract and retain outstanding talents, BenQ not only follows the labour laws and regulations for starting salary, salary, bonuses, and employee remuneration, but also does not have any differential or discriminatory treatment based on factors such as race, class, language, religion, politics, nationality, gender, age, marriage, or union status.

Therefore, in order to provide employees with a competitive salary, the Company adjusts employee salaries based on individual education and experience, professional skills, and performance to ensure that employee salaries are in line with market conditions and fair.

BenQ will never pay employees (including those in managerial positions) less than the statutory basic wage. Therefore, every year, BenQ refers to the salary survey report of an independent third-party salary consultant, the Company's operational status, and the evaluation of the academic qualifications, work experience, professional skills, job responsibilities, potential for development, and work performance of employees as the basis for the payment of salaries and bonuses. After analysing the results, the ratio of the standard salary of entry-level staff to the local minimum wage in Taiwan in 2024 was 1.

| Item                          | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Remuneration                  | <ul style="list-style-type: none"> <li>The Company does not pay salaries below the statutory minimum wage.</li> <li>Adjustment shall be made with reference to the salary survey report of a third-party independent salary consultant and the status of the Company.</li> <li>Salaries depend on the overall status of the Company and an overall evaluation based on the employee's academic qualifications, work experience, professional skills, job responsibilities, future potential, and performance.</li> </ul> |
| Bonus/dividend                | <ul style="list-style-type: none"> <li>Distributed according to the Company's performance and the performance of employees in the current year.</li> <li>Three-festival bonus: Bonuses for Mid-Autumn Festival, Dragon Boat Festival, and the end of the year.</li> <li>Performance bonus.</li> <li>Employee dividend.</li> </ul>                                                                                                                                                                                        |
| Long-term incentive Programme | <ul style="list-style-type: none"> <li>Employee stock ownership trust.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                        |

Remuneration System and Measures





BenQ is a wholly-owned subsidiary of Qisda. Our remuneration system for senior executives follows the approach of the parent company, Qisda. Annual remuneration is given after an examination of the achievement rate of the performance index related to the annual remuneration.

## 2. Living Wage Commitment

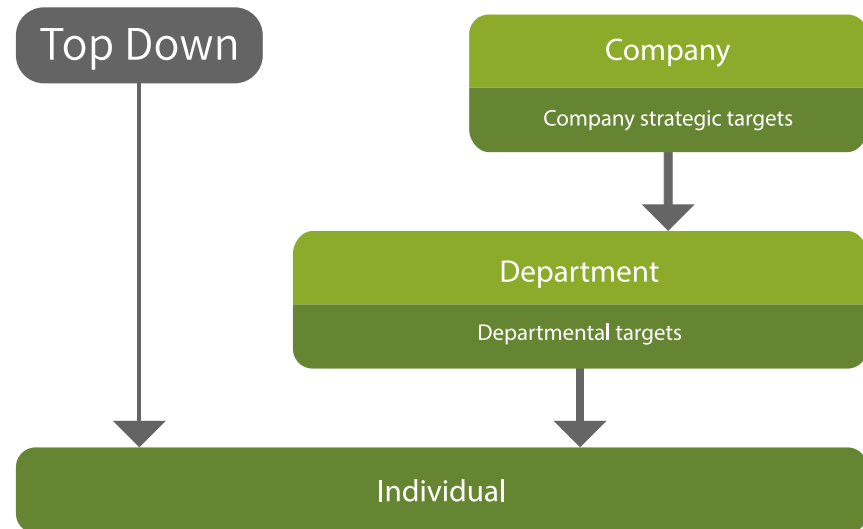
BenQ is committed to ensuring that 100% of our employees earn an income that meets the living wage standard. The purpose of a living wage is to ensure a basic standard of living for workers, enabling them to cover essential living expenses. BenQ cares deeply about its employees and their families. By committing to a living wage, we provide greater security for families and ensure that employees' compensation consistently meets household needs.

The Anker Methodology for estimating living wages:

BenQ Corporation calculates living wages based on the methodology developed and refined over 15 years by Richard Anker (formerly of the International Labour Organisation) and Martha Anker (formerly of the World Health Organisation), both of whom being experts in living wage research. This methodology is a newly developed and now widely accepted approach for estimating living wages. It offers both international comparability and local specificity, making it suitable for estimating living wages in various settings around the world, including rural, urban, and peri-urban areas. The living wage components calculated using this methodology include the costs of food, clothing, housing, transportation, and education.

## 3. Performance Evaluation Management System

In order to strengthen the mechanism of transmitting the Company's strategic goals down the hierarchy, the Company has implemented a KPI system for all employees. This system starts from the organisation's strategic goals, which are linked top-down to the goals of the Company, its departments, and its individuals. Through quantitative goal setting, clear scoring principles, and the allocation of weights to different goals, the members are driven to take actions to achieve targets.



The Company conducts a multi-dimensional performance evaluation every six months, which includes such things as performance target setting (settlement of the performance of the current period and target-setting for the next period), multi-dimensional feedback, and performance evaluation. For those who rank at the bottom of the performance evaluation list, a performance improvement plan is drawn up for them to provide appropriate and timely counselling as well as resources and assistance in order to continuously help employees improve their performance.





## Performance Management Methods

| Type                          | Execution method                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Performance target management | <b>Department and team target management</b> <ul style="list-style-type: none"> <li>Operational target alignment meetings are held every six months to align targets and development plans for the next phase with first-tier departments</li> <li>Each department sets team targets, which are then cascaded down and assigned to individual team members, so that the organisation's strategic goals can be achieved collaboratively.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                               | <b>Individual performance target management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                               | <b>Indirect employees:</b> <ul style="list-style-type: none"> <li>Once the department has set team targets, these targets are entered into each employee's individual performance target form. After gaining a clear understanding of the department's tasks, employees take on their assigned projects.</li> <li>Every six months, individual performance targets are set, and action plans are proposed to increase the likelihood of target attainment. Supervisors manage employee performance through periodic tracking, providing timely guidance and feedback to support target completion.</li> <li>A daily feedback mechanism is in place to ensure effective two-way communication for target achievement. During target execution, employees may use the platform at any time to inform their supervisor of any matter and seek assistance. Conversely, supervisors can also use the platform to provide feedback and track progress periodically, enabling two-way communication.</li> <li>During the final evaluation stage, employees conduct self-assessments first. Supervisors then assess performance based on indicators such as target achievement rate, code of conduct, risk management, and information security.</li> </ul> |
|                               | <b>Direct employees</b> <ul style="list-style-type: none"> <li>Performance targets are linked to production capacity and product quality.</li> <li>Supervisors at each facility evaluate and select the best-performing team and employee each month based on indicators such as work quality, discipline, efficiency and attendance, as part of a regular target management process.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                               | <b>Transparent and open business briefings</b> <ul style="list-style-type: none"> <li>Each quarter, a business briefing is held in the form of a public meeting, during which first-tier executives report to all employees on their respective department's progress and target achievement for the previous quarter. This ensures that employees have a clear understanding of both Company-wide and departmental operations, and can make timely adjustments to their own KPI targets as needed.</li> <li>Business briefings ensure alignment and transparency between organisational and personal goals. They also serve as a mechanism for evaluation and feedback to ensure efficiency and quality, supporting both employee development and corporate performance.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                               | <b>Team-based performance system</b> <ul style="list-style-type: none"> <li>Performance management begins from the organisation's strategic goals, and links the Company's goals to those of its departments and individual employees in a top-down manner, launching level by level. Through quantitative goal setting, clear scoring principles and weighted goals, members of the organisation are driven to take actions to achieve their goals, in turn realising the organisation's strategic goals.</li> <li>When performance targets are being evaluated, contributions to performance begin at the frontline employee level and progress upward through departments to the company as a whole, establishing a shared performance accumulation mechanism that operates as a bidirectional feedback loop within the team.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                         |

| Type                              | Execution method                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Individual Development Plan (IDP) | During the target-setting period, employees are required to develop an Individual Development Plan (IDP) with their supervisors based on the functions required of their role. Development goals are pursued through experiential learning, on-the-job coaching and training Programmes. At the end of the assessment period, supervisors review the progress of the IDP and provide feedback accordingly.                                                                                                                                                                                                                                                                                                                                                                                               |
| Performance evaluation            | <ul style="list-style-type: none"> <li><b>Indirect employees:</b> All employees are grouped by management positions, non-management positions and different grade groups and ranked and rated based on the achievement of departmental performance goals and multi-dimensional feedback for the purposes of promotion, personal development, performance improvement and remuneration planning.</li> <li><b>Direct labour:</b> since their performance goals are tied to production capacity and quality, supervisors at each facility evaluate and rank direct employees based on criteria such as work quality, discipline, efficiency and attendance.</li> </ul>                                                                                                                                      |
| Multi-directional feedback        | In order to have more diversified channels for evaluation, multi-dimensional feedback is conducted once a year. The feedback pertains to the core functions that employees should possess in their respective positions. In addition to managers evaluating their subordinates (top-down), subordinates are also able to give feedback to their managers (bottom-up). The two-way feedback mechanism allows both employees and managers to refer to feedback they receive during the stage when performance goals are set, supporting future career planning and development. Beginning in 2023, this mechanism was expanded globally.                                                                                                                                                                   |
| Agile performance management      | <ul style="list-style-type: none"> <li>Establishing daily feedback mechanisms: During target execution, employees can use the platform to communicate any support they need from supervisors and request assistance. Conversely, supervisors can also provide feedback on specific targets through the platform to track progress periodically. This enables a two-way communication mechanism.</li> <li>Dynamic performance target management: teams set flexible performance targets together to adapt to changing environments. Goals are reviewed periodically and adjusted when necessary to ensure alignment with organisational needs and objectives. This helps to formulate optimal action plans and ensures that both individuals and the organisation achieve performance targets.</li> </ul> |
| New Hire Mentor Guidance System   | BenQ assigns each new hire a senior staff member to serve as a mentor so new employees can make a smooth transition into the workplace. Mentors guide new hires through job-related coaching and knowledge sharing, enabling them to quickly grasp their responsibilities and adapt to the Company's culture. In addition, mentors facilitate interaction between new hires and their colleagues, provide essential work resources, and offer mental and emotional support beyond job duties. This comprehensive mentorship experience helps new hires adapt more easily to the organisation and achieve performance targets.                                                                                                                                                                            |



#### Performance Targets and Performance Evaluation Analysis for 2024

|        | Performance Target Completion Rate | Performance Evaluation Completion Rate |
|--------|------------------------------------|----------------------------------------|
| Male   | 99.1%                              | 100%                                   |
| Female | 98%                                | 100%                                   |

Note: The percentage of completion of 2024 performance targets and performance appraisal reviews is based on statistics on BenQ's Taiwan headquarters.

### 4. Long-term incentive Programme

BenQ provides long-term incentives to attract and retain talented employees and to achieve the goal of having talented employees working with the Company for the long term to realise the Company's vision. The long-term incentives are as follows.



#### Implementation of Long-term Incentive Programmes

| Incentive Programme             | Target                                                                                                                                                        | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees stock ownership trust | At the end of the probation period (i.e. three months after being hired), full-time employees in Taiwan may apply to join the employee share ownership trust. | <ul style="list-style-type: none"> <li>Employees who participate in the employee share ownership trust will be entitled to purchase shares of the Company based on their rank and the Company's incentive payments.</li> <li>The higher the rank of the employee, the higher the amount of incentive payment from the Company, so this encourages employees to work hard to achieve their performance goals in order to have the opportunity to advance in rank, which in turn has a multiplier effect on the Company's overall business performance.</li> <li>Employee contributions: Participants contribute a fixed amount of their monthly salary to purchase company stock based on their individual rank.</li> <li>Company incentive bonus: The Company provides an amount equal to 100% of the employee's contribution as an incentive; an additional incentive bonus of 50% and 100% of employee contributions is granted to participants who have been employed by the Group for five and ten years, respectively.</li> </ul> |
| Talent retention bonus          | Talents in key positions that are critical to the development of the organisation                                                                             | To ensure the retention of key talents in the organisation and to create long-term stable operating results, a three-year guaranteed annual salary is provided to key talents with outstanding performance through retention bonus contracts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

### 5.3.2 Employee Care and Welfare Mechanisms

BenQ strives to create a happy and healthy workplace, and has planned a variety of employee benefits to enable all employees to enjoy a quality workplace environment and a healthy and happy corporate culture. As of now, benefits include the following:



| Type                          | Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Measures and activities for employee care and welfare                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Exceeding legal requirements                                                                                                                                                                                                                            |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee attendance and leave | To allow employees to rest fully, take care of their health as well as their families and affairs, achieve work-life balance, build a leisure life, and develop interests.                                                                                                                                                                                                                                                                                                            | <ol style="list-style-type: none"> <li>1. Period leave, maternity leave, paternity leave (male employees)</li> <li>2. Leave for caring for family members who have Covid-19, vaccination leave</li> <li>3. Vaccination leave</li> <li>4. Volunteer leave, engagement leave</li> <li>5. Pregnancy checkup leave, paternity leave</li> </ol>                                                                                                                                                                   | <ol style="list-style-type: none"> <li>1. 8 days of pre-natal checkup accompaniment and paternity leave</li> <li>2. 8 days of prenatal checkup leave</li> <li>3. Volunteer leave, engagement leave</li> <li>4. Flexible working hours system</li> </ol> |
| Insurance system              | <p>We comply with local social insurance laws and regulations to protect the basic rights and interests of our employees.</p> <p>We have further established a company insurance system to provide group insurance for employees and their dependents; they may take out additional insurance at their own discretion. At the same time, we have arranged for an insurance company to be stationed at our offices to provide insurance counseling and claim application services.</p> | <ol style="list-style-type: none"> <li>1. Contribute to retirement reserve funds</li> <li>2. Contribute to the wage advance fund</li> <li>3. Health insurance and labour insurance</li> <li>4. Contribute to occupational accident insurance</li> <li>5. Group insurance: life insurance, accident insurance, critical illness insurance, hospitalisation insurance)</li> <li>6. Self-funded group insurance for employees' families</li> <li>7. Travel insurance for short business trips abroad</li> </ol> | <ol style="list-style-type: none"> <li>1. Group insurance provided by the Company for employees</li> <li>2. Self-funded group insurance for employees' families</li> </ol>                                                                              |
| Subsidies                     | Comprehensive employee and dependents care mechanism to facilitate emergency relief or living subsidies.                                                                                                                                                                                                                                                                                                                                                                              | <ol style="list-style-type: none"> <li>1. Meal subsidies</li> <li>2. Subsidies for weddings, funerals, illnesses, injuries, and births.</li> <li>3. Labour Day subsidie</li> <li>4. Subsidies for meals at company canteen</li> <li>5. Meal subsidies</li> <li>6. Father's Day and Mother's Day appreciation gifts for employees' dependents</li> <li>7. In 2023, childcare subsidies from the Employee Welfare Committee were added</li> <li>8. Compensation system.</li> </ol>                             | <ol style="list-style-type: none"> <li>1. Subsidies for weddings, funerals, illnesses, injuries and births</li> <li>2. Annual childcare subsidy of NT\$30,000 for children aged 0-6</li> <li>3. Bereavement compensation system</li> </ol>              |
| Training subsidies            | Talent cultivation to enhance employees' capabilities and experiences so they can add value to themselves.                                                                                                                                                                                                                                                                                                                                                                            | <ol style="list-style-type: none"> <li>1. Employee training Programme.</li> <li>2. Education and training</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                         | <ol style="list-style-type: none"> <li>1. Employee training Programmes</li> <li>2. External training subsidy for employees</li> </ol>                                                                                                                   |

#### Care and Welfare Measures at BenQ's Locations in Taiwan



Table of Measures and Activities for Employee Care and Welfare

| Aspect               | Item                                                                                                                                                                                                                    | Target                                                                                                                                         | Description of advantages                                                                                                                                                                                                                                                                                                                                             |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Welfare activities   | <ul style="list-style-type: none"> <li>Fitness courses</li> <li>Welfare Committee activities</li> <li>Employee discount for company products.</li> </ul>                                                                | Planning and promoting diverse activities to create a quality environment for work-life balance.                                               | This year, the Company organised a diverse array of events such as sports day, family day and the annual year-end banquet, encouraging employees to bring their families - helping them relax and enhance the quality of their family life.                                                                                                                           |
| Community activities | Employees form clubs of different nature on their own, and are provided with funding and resources                                                                                                                      | We help employees cultivate hobbies and provide them with activities after work.                                                               | The Company actively encourages the creation of employee clubs and supports them by providing funding and venues. This year, more than 30 clubs regularly hosts activities, giving employees the freedom to participate in and enjoy a diverse range of experiences.                                                                                                  |
| Workplace facilities | <ul style="list-style-type: none"> <li>Employee canteen/dormitory</li> <li>Doctor's office</li> <li>Breastfeeding room</li> <li>Exercise centre</li> <li>Parking lot</li> <li>Coffee machine.</li> <li>7ATMs</li> </ul> | By building facilities, we have enhanced spaces to provide employees with care and convenience so as to create a friendly working environment. | Our facilities are fully equipped with a fitness centre, coffee machines, ATMs, employee dormitories and breastfeeding rooms, enabling employees to rest promptly and adequately as well as take care of everyday personal matters quickly. Additionally, our breastfeeding rooms have been certified as "Excellent Breastfeeding Rooms" by the Department of Health. |
| Healthcare           | <ul style="list-style-type: none"> <li>Contracted hospitals</li> <li>Contracted resident doctors</li> <li>Regular health checkups for employees</li> </ul>                                                              | Continuous care and tracking of employees' health.                                                                                             | The Company provides annual health checkups for employees. In addition, we collaborate with medical service providers to offer on-site physicians and designated partner hospitals, enabling employees to access medical resources and health consultation services promptly and thoroughly, thereby safeguarding their physical and mental well-being.               |

### 5.3.3 Childcare Leave

BenQ allows employees of any gender to apply for childcare leave as long as they are eligible, and they will not be discriminated against. This is to allow employees to take proper care of their children, to comply with local labour laws and regulations, to protect the rights and interests of employees, and to enable them take care of their families so that they can work and not worry about the matter.

| Gender                                                                                                | Male | Female |
|-------------------------------------------------------------------------------------------------------|------|--------|
| Number of applicants eligible for childcare leave in the current year                                 | 22   | 14     |
| Number of applicants who applied for childcare leave in the current year                              | 4    | 2      |
| Estimated number of reinstatements in the current year (A)                                            | 2    | 1      |
| Actual number of people reinstated (B)                                                                | 2    | 1      |
| Reinstatement rate (B)/(A)                                                                            | 100% | 100%   |
| Number of employees who remained on the job for more than 12 months after ceasing childcare leave (C) | 0    | 4      |
| Actual number of people who were reinstated after taking childcare leave in the previous year (D)     | 1    | 4      |
| Retention rate (C)/(D)                                                                                | 0%   | 100%   |

2024 Statistics on Employee Suspension and Reinstatement Due to Childcare Leave at BenQ's Locations in Taiwan



### 5.3.4 Retirement Mechanism

BenQ complies with local retirement laws and regulations. Employees who are eligible for retirement can apply for retirement at any time. The standard of pension payment is in accordance with the relevant labour laws to protect the rights of employees.

#### 1. Contributions to the Retirement Reserve in Accordance with the Labor Standards Act

The Company makes monthly contributions to an employee's pension fund, which is given to the Labour Pension Fund Supervisory Committee and then deposited by the Committee into an account at the Bank of Taiwan dedicated to the employee. As of the end of 2024, the fair value of the plan assets was NTD 197,692,000, and NTD 0 was recognised as expense for the year 2024. The shortfall in the contributions has been recorded as an accrued pension liability and the amount as of the end of 2024 was -NTD 69,483,000.

#### 2. Pension Contributions Under the Labour Pension Act

Contributions based on 6% of the employees' monthly wages are deposited into their individual accounts at the Bureau of Labour Insurance, and the recognised expense amounted to NTD 37,977,000 as of the end of 2024.

### 5.3.5 Diversified and Smooth Communication Channels

#### 1. Communication Mechanism

In order to protect the rights and interests of employees, BenQ has set up diverse and open communication channels within the Company. Employees can communicate through the suggestion box, email, phone, and face-to-face appointments. At the same time, to allow employees to have the opportunity to express their opinions or give suggestions at any time, the Company promotes these communication channels to all employees regularly to ensure that employees fully understand and dare to use those channels to help them resolve issues regarding labour rights and interests. In addition, the Company takes a proactive and prudent attitude to employee feedback, and engages in appropriate communication and handling measures so that employee feedback can be dealt with as soon as possible to drive the optimisation of the rules and systems, and the case can be closed in an appropriate manner. The Company strives to meet the expectations and needs of employees, enhance the rights and interests of all employees, and promote barrier-free communication in the workplace while complying with the laws and regulations and principles of fairness and reasonableness. As a result, since the establishment of the Company, labour-management relations have been harmonious, and the Company has been able to respond directly to employee's needs and opinions and receive adequate feedback.





| Item                        | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Communication mechanism     | <ul style="list-style-type: none"> <li>The Company has an encouraging attitude toward communications with employees and maintains open grievance channels; cases are handled by immediate supervisors or communicated directly to the human resources department.</li> <li>Employees can make suggestions for improvement of work practices and measures, voice unfair treatment, report illegal activities or sexual harassment, or mention other rights and interests they wish to defend in life and work.</li> </ul> |
| HR mailbox                  | This collects employees' feedback and suggestions, so that employees' feedback can be handled as soon as possible so as to enhance the rights and interests of all employees.                                                                                                                                                                                                                                                                                                                                            |
| 2885 Online Feedback System | A channel for employees to voice concerns about issues in their daily lives, such as assisting with improvements to meals and the cleanliness of the environment as well as notifications of equipment failures, so that the Company can take immediate action and preventive measures to minimise the risk of serious failures.                                                                                                                                                                                         |
| Employee Welfare Committee  | The Employee Welfare Committee meets on a regular and irregular basis to discuss and decide on what activities to organise during the year. It boosts employee morale and strengthens labour-management relations through various benefits and activities.                                                                                                                                                                                                                                                               |
| Labour-management meetings  | <ul style="list-style-type: none"> <li>Quarterly labour-management meetings are held to coordinate labour-management relations, improve work efficiency, and promote cooperation and communication between labour and management.</li> <li>During the meetings, we report on labour dynamics and discuss labour conditions, labour welfare planning, revision of work rules, work environments, and employee feedback.</li> </ul>                                                                                        |
| Other channels              | Employee opinion surveys, Food Committee, secretary/assistant seminars, and showing care to workers on a regular basis.                                                                                                                                                                                                                                                                                                                                                                                                  |

#### Diverse Communication Channels

## 2. Reporting or Grievance Mechanisms

A set of "Communication Management Procedures" has been established for internal employee grievances. Employees who experience any sexual harassment or mistreatment may make a complaint directly to the human resources department or the President's mailbox in accordance with the "Reporting and Grievance Handling Procedure."

In 2024, the Company received one sexual harassment complaint regarding labour rights and human rights issues. The Company has filed a complaint and has completed the handling of the complaint in a positive manner, and will continue to strengthen education and training on sexual harassment in the future.

#### Flowchart for reports or grievances:





### 3. Employee Dedication

BenQ firmly believes that employees are the key to the Company's sustainable operations. Since 2020, the Company has been listening to employee opinions and feedback through employee dedication surveys, conducting annual surveys and tracking. The scope of the surveys focuses on indirect employees at BenQ's Taiwan headquarters, and the results of the surveys are published. Through the dedication survey, the Company can ascertain its own strengths, areas that need improvement, and employees' expectations of the Company, so that it can continue to capitalise on its strengths and plan for improvements, demonstrating the importance that the Company attaches to the opinions of its employees. BenQ strives to create a better working environment for its employees, who in turn will lead to the enhancement of the Company's operations and management.

In order to make the survey more scientific and credible, the survey structure, questions and analysis methods are consistent. In addition, the Company also conducts trend and horizontal comparison analyses for different employee groups, regions, and survey years so as to enhance the overall effectiveness of the survey. In the 2024 dedication survey for indirect employees in Taiwan, a total of 355 people participated, with 298 respondents and a response rate of 84%. The overall dedication score of the employees in BenQ's locations in Taiwan was 4.66 out of 6.

BenQ conducts an employee dedication survey across its global workforce. The purpose of this survey is to assess employees' level of commitment to their work, which is positively correlated with job satisfaction. Based on the results of the 2024 employee dedication survey, the Company has proposed corresponding improvement measures to further enhance employee well-being. These plans generally focus on key items such as work resources, recognition of achievements, and career development. In 2024, the Company made plans to further integrate AI tools and learning resources to ensure employees have the resources they need to complete tasks efficiently. Leadership communication and motivational training Programmes will continue to be offered for managers, with a strengthened focus on helping supervisors and the Company better support employees in career planning and development. These initiatives are designed to further enhance employee satisfaction with the work environment, increase motivation, and improve employee well-being and trust. Through these initiatives, BenQ is committed to creating a supportive and motivating work environment, which in turn creates a better employee experience and a more attractive employer brand, laying the foundation for the company's strategic goal of sustainable growth.



| Year                                        | 2022                                                                                                                                                                                                                                  | 2023 | 2024 |      |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|
| Survey content and target                   | 1.Survey content: Refers to the Q12 questionnaire structure and includes four components: basic needs, manager support, teamwork and learning and growth.<br>2.Survey target: Indirect employees (IDL) at BenQ's Taiwan headquarters. |      |      |      |
| Questionnaire scale                         | 6-point scale: 1=Strongly disagree, 2=Disagree, 3=Slightly disagree, 4=Slightly agree, 5=Agree, 6=Strongly agree.                                                                                                                     |      |      |      |
| Number of surveys sent                      | 561                                                                                                                                                                                                                                   | 567  | 355  |      |
| Number of surveys received                  | 489                                                                                                                                                                                                                                   | 482  | 298  |      |
| Response rate                               | 87%                                                                                                                                                                                                                                   | 85%  | 84%  |      |
| Overall average dedication score (out of 6) | 4.58                                                                                                                                                                                                                                  | 4.63 | 4.66 |      |
| Gender                                      | Male                                                                                                                                                                                                                                  | 4.65 | 4.68 | 4.70 |
|                                             | Female                                                                                                                                                                                                                                | 4.51 | 4.53 | 4.59 |
| Age                                         | Under 30                                                                                                                                                                                                                              | 4.64 | 4.73 | 4.75 |
|                                             | 30--50                                                                                                                                                                                                                                | 4.47 | 4.58 | 4.61 |
|                                             | 50 or above                                                                                                                                                                                                                           | 4.63 | 4.75 | 4.87 |
| Rank                                        | Management                                                                                                                                                                                                                            | 4.67 | 4.70 | 4.77 |
|                                             | Non-management                                                                                                                                                                                                                        | 4.49 | 4.62 | 4.64 |

2022--2024 Statistics from Employee Dedication Surveys

| Item                                                         | Percentage of highly dedicated employees (4–6 points) (%) |     |
|--------------------------------------------------------------|-----------------------------------------------------------|-----|
| Percentage of highly dedicated employees among all employees | 82%                                                       |     |
| Gender                                                       | Male                                                      | 84% |
|                                                              | Female                                                    | 78% |
| Age                                                          | Under 30                                                  | 83% |
|                                                              | 30--50                                                    | 80% |
|                                                              | 50 or above                                               | 95% |
| Rank                                                         | Management                                                | 87% |
|                                                              | Non-management                                            | 81% |

Employee Dedication Survey Results from 2024



## 5.4 Learning and Development

### BenQ University

BenQ's training system is built on the foundation of BenQ University and is structured around four main schools, namely the Professional Development School, the Learning and Development School, the Innovation and Improvement School, and the Leadership and Management School, which are categorised according to their attributes and target participants. These four colleges provide comprehensive training Programmes for different learning needs, and are committed to assisting colleagues to utilise what they have learned more effectively in their work.

To provide employees with real-time access to learning resources, we established the internal QLMS platform. Apart from in-person courses, colleagues can also participate in online courses and knowledge learning through these platforms. Since 2019, we have been promoting action learning, increasing the proportion of digital courses, and developing learning apps to enable colleagues to make full use of their spare time to learn new knowledge on their mobile phones. By the end of 2024, the proportion of the Company's online courses reached 79%. These measures are designed to ensure that employees can quickly and easily enhance their professional skills to cope with a fast-changing work environment.



|                                    |                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Professional Development Institute | <ol style="list-style-type: none"> <li>1. Design training blueprints to enhance the professional competence of employees according to the professional differences of different positions in the company.</li> <li>2. In response to external trends, introduce trend-themed seminars to enhance the sensitivity of internal supervisors to external trends.</li> </ol> |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                |                                                                                                                                                                                                                                   |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| College of Learning and Growth | Includes comprehensive training for new recruits and internal instructor training. Launches four types of function-related development Programmes: decision-making, communication, digital application, and self-competitiveness. |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                     |                                                                                                                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| School of Leadership and Management | Designs training Programmes according to the leadership and management needs of executives at different levels to enhance their leadership, management, and business thinking skills. |
|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Innovation and Improvement Institute | <ol style="list-style-type: none"> <li>1. Courses on innovative development, introduction of business model innovations, design thinking and other topics are provided to allow employees to give full play to their creativity and shape the organisation's innovation culture.</li> <li>2. In response to the rise of AI, courses on generative AI tools and applications have been introduced.</li> </ol> |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Four Schools Training Programmes

|                    | School of Leadership and Management                                                                                                                                                                                               | School of Learning and Growth                                                                                                                                                                                                                                 | School of Innovation and Continuous Improvement                                                              | School of Professional Competence                                                                                                                                                                                                                                                                  |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Main Axis          | Supervisor Leadership Enhancement Career Talent Cultivation                                                                                                                                                                       | Continuous enhancement of employees' diversified professional skills                                                                                                                                                                                          | CIP Digital Programmes                                                                                       | Search Talent Professional Development Programme                                                                                                                                                                                                                                                   |
| Training Direction | <ul style="list-style-type: none"> <li>• Seminar for Senior Executives</li> <li>• Leadership development training for junior to senior executives</li> <li>• Mentor Programme</li> <li>• New Supervisor Training (FLP)</li> </ul> | <ul style="list-style-type: none"> <li>• Win Camp Newcomer Training</li> <li>• Cognitive thinking courses</li> <li>• Communication and influence courses</li> <li>• Digital application capability courses</li> <li>• Self-competitiveness courses</li> </ul> | <ul style="list-style-type: none"> <li>• CIP Programme</li> <li>• DMAIC Programme</li> <li>• TRIZ</li> </ul> | <ul style="list-style-type: none"> <li>• Software Talent Training</li> <li>• Overseas Customer Service Talent Training</li> <li>• Brand Newcomer Training</li> <li>• R&amp;D Newcomer Training</li> <li>• RD/medical professional training</li> <li>• PM/BM/Sales professional training</li> </ul> |



## Management Approach

The sustainable operation and growth of the Company depends on the full utilisation of the professional and managerial skills of its employees. Talent management is a key factor for an enterprise to surpass its peers. To this end, BenQ considers its employees its most important asset and spares no effort in talent cultivation and development, providing a diversified training system to enhance the overall competitiveness of its employees and to promote the knowledge and skills required for their duties. This enable employees to continue to grow in their professional knowledge and skills, and it also strengthens their sense of loyalty toward the Company and imbues a high level of commitment to the organisation.

### 2024 targets and results:

| Item                      | Target   | Performance |
|---------------------------|----------|-------------|
| Training hours per capita | 25 hours | 28 hours    |

Note: Compared to 2023, the focus in 2024 was shifted to developing online learning resources for employees, reducing the proportion of in-person courses.

### 2025 targets:

| Item                      | Target   |
|---------------------------|----------|
| Training hours per capita | 25 hours |

## 5.4.1 Employee Training System

The Company has built a comprehensive and diversified education and training system based on job duties. Training courses required for employees' career development are systematically planned in order to enhance their professional knowledge and skills in a comprehensive way.

In 2024, BenQ's Taiwan headquarters invested a total of USD 466,432 in training for a total of 16,537 hours of training, with an average of USD 792 per employee and an average of 28 hours of training per employee. In addition, in order to enable employees to learn anytime, anywhere, the percentage of the Company's digital courses reached 79% by the end of 2024.

Unit: Hours/person

| Category                 | Group          | Average training hours in 2022 | Average training hours in 2023 | Average training hours in 2024 |
|--------------------------|----------------|--------------------------------|--------------------------------|--------------------------------|
| Gender                   | Female         | 38                             | 52                             | 30                             |
|                          | Male           | 39                             | 46                             | 26                             |
| Age                      | Under 30       | 46                             | 52                             | 29                             |
|                          | 30--50         | 38                             | 50                             | 26                             |
|                          | 50 or above    | 25                             | 29                             | 38                             |
| Rank                     | Management     | 46                             | 69                             | 40                             |
|                          | Non-management | 37                             | 45                             | 26                             |
| Average of all employees |                | 39                             | 48                             | 28                             |

Analysis of the Average Training Hours of Each Employee at BenQ's Taiwan Headquarters in 2024 by Gender, Age, and Rank



### 5.4.2 Talent Development Programmes

BenQ has devised a job-oriented learning and development system and a systematic structure for talent cultivation and development, which can be divided into employee training Programmes, leadership and management development Programmes, and high-potential talent development Programmes. The key points for 2024 are as follows:

#### 1. Professional Function Development Programmes for Employees: Constructing a 4C Capability Development Blueprint to Create All-around Talent

**a. Newcomer Training:** Excellent talents are the key driving force of the Company's sustainable growth. In order to continuously cultivate and enhance our employees' skills so that they can adapt to the Company's work environment and cope with external changes, a series of learning and growth courses are planned for all employees, from new recruits to veterans, to build a talent cultivation strategy for cognitive thinking, communication and influence, digital application, and self-competitiveness. In 2024, we continued to enhance employee training groups; After the pandemic, employee participation was eager, with a total of 744 people participating in the courses. The average satisfaction score of the courses in 2024 reached 4.5.

**b. Cognitive Thinking:** To cultivate employees' systematic thinking, gain a macroscopic perspective, understand the Company's operational priorities through financial thinking, stimulate creative thinking to develop innovative product

processes, develop multi-dimensional thinking, and enhance personal decision-making and innovation in the workplace.

**c. Communication and Influence:** Based on the understanding of human nature through two-way communication, the course extends to parallel and upward communication skills, as well as their applications in presentations and business negotiation scenarios, building the necessary skills required for communication in and outside of the Company.

**d. Digital Application:** This course helps employees understand how to define problems, identify necessary data, and learn data analysis methods. Through systematic problem-solving methods and the application of data analysis tools, students enhance their problem-solving skills through the use of data.

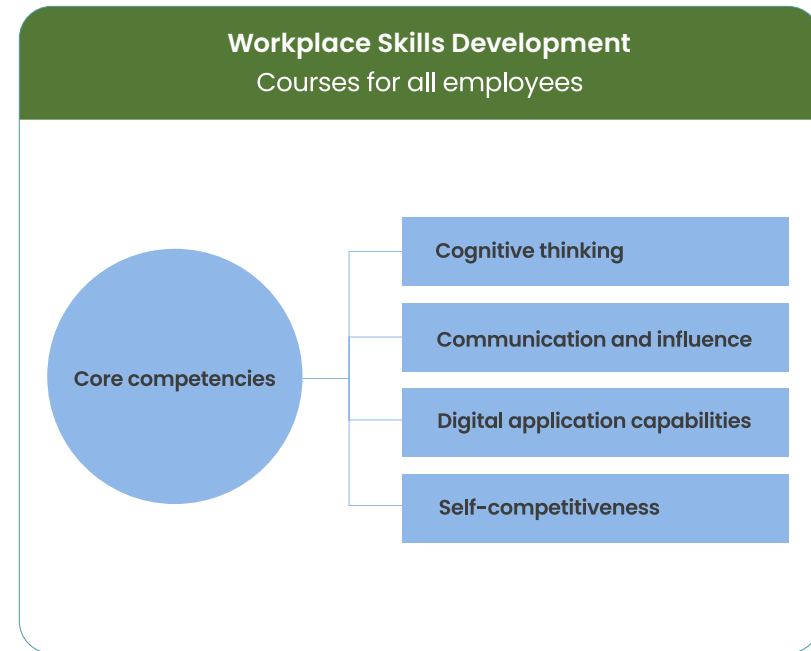
**e. Self-competitiveness:** The development of self-management, learning and growth is the main focus of the course, which includes topics such as understanding one's own strengths, creating an efficient learning mode, work time management, and career growth mindsets, serving to enhance one's work planning and competitiveness in the workplace.

Through the combination of compulsory and elective courses, and physical and digital courses, the Programme equips employees with the necessary skills for the workplace, and also allows them to flexibly choose the courses they want to take at any time and place according to their needs at work and in career development, thus creating a more personalised learning environment in the organisation.





## Blueprint of BenQ's Employee Learning and Growth Program



### Blueprint of Employee Learning and Growth Programme

In order to help employees face changes that come with a new era and the challenges of work in the future, continue to improve and grow in their careers, and develop their competencies in all areas, the Company has planned different training Programmes according to the needs of employees in different positions to help them develop relevant professional skills and strengthen their competitiveness in the workplace.

In addition, the Company promotes internal job rotation, provides online learning platforms and resources, and encourages employees to participate in external professional seminars and training courses organised by training institutions, the relevant costs of which are fully subsidised by the Company, in order to encourage each employee to continue to improve and grow in their professional fields.



## Key Employee Development Programme of 2024 – AI Tools Course

With the rapid advancement of technology, employee demand for AI courses has continued to grow. In response, the “AI Future Classroom” Programme was launched in 2024. This Programme focuses on training employees in the use of AI tools to improve internal operational efficiency, effectiveness, and execution quality – fostering continuous innovation to stay aligned with industry trends and to develop domain expertise. The Programme emphasises professionalism, efficiency, and excellence. Its goals include enhancing professional standards, optimising workflows and automating repetitive tasks with AI tools. This allows teams to concentrate on higher-value work and gives employees more time to acquire new knowledge and skills in pursuit of a future defined by excellence.

In 2024, a total of 747 participants enrolled in the online AI tools course, accumulating a total of 3,815 training hours. The average satisfaction score was 4.5, reflecting strong learning outcomes and value. The Programme demonstrated significant impact on AI knowledge and skill enhancement and was well received by employees.

In addition to the online AI tools course, we actively sought external resources and participated in the government-led AIGO Project. Three in-person AI application courses were held for employees in different roles, with a total of 120 participants and 1,038 cumulative training hours. Topics included: “AI-Powered Branding and Video Content Workshop for the New Generation,” “ChatGPT x E-commerce Consumer Sentiment Analysis,” and “Word/Excel x ChatGPT Practical Applications.” These courses were designed to closely align with job functions and strengthen employees’ capabilities in applying AI tools at work.

Looking ahead, we will continue to explore new technologies, enhance course content, and adapt to evolving industry demands to ensure employees can acquire the latest AI application skills. This will empower them to maintain a competitive edge in the workplace while continuously striving for professionalism, efficiency, and excellence.





## 2. Leadership Development Programme for Managers

In order to cultivate key leadership and management competencies for different levels of executives and to build up reserve capacity for future organisational growth, we have developed a training and development system for executives at all levels in accordance with the company's core management functions. This system provides novice and experienced executives with a dedicated competency development blueprint, and enables them to systematically learn the leadership and management competencies required of a benchmark leader through planned management courses at all levels and job rotations. Through planned management Programmes and job rotations, they systematically learn the leadership and management skills required of a benchmark leader.

The training targets include supervisors at all levels, with a total of 20 supervisory training courses to be organised in 2024, and the total number of trainees to be 76% of the company's managerial staff.

Training target: Managers of different levels, amounting to a total of 72 trainees (76% of managers).

| Programme name             | Participant                                | Role and mission                                               | Focus                                                                                                                                                             |
|----------------------------|--------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Visionary Leader Programme | Senior managers/<br>business unit managers | Industry pioneer<br>Transformation driver<br>Management master | Establishment of strategic planning and business layout thinking, development of organisational leadership and cultural environment shaping skills                |
| Strategic Leader Programme | Middle managers                            | Strategy expert<br>Team soul<br>Enterprise expert              | Emphasis on departmental strategic goal planning and execution, development of the ability to take on, and implement the strategic goals of the senior management |
| Action Leader Programme    | Junior managers                            | Professional leader<br>Management expert<br>Subordinate mentor | Cultivation of management and leadership skills in order to lead teams and accomplish the tasks and goals assigned by upper management                            |
| Fresh Leader Programme     | Potential talent                           | Professional leader<br>Management expert<br>Subordinate mentor | Inspiration of management awareness and concepts, and provision of basic management knowledge and understanding of leadership                                     |

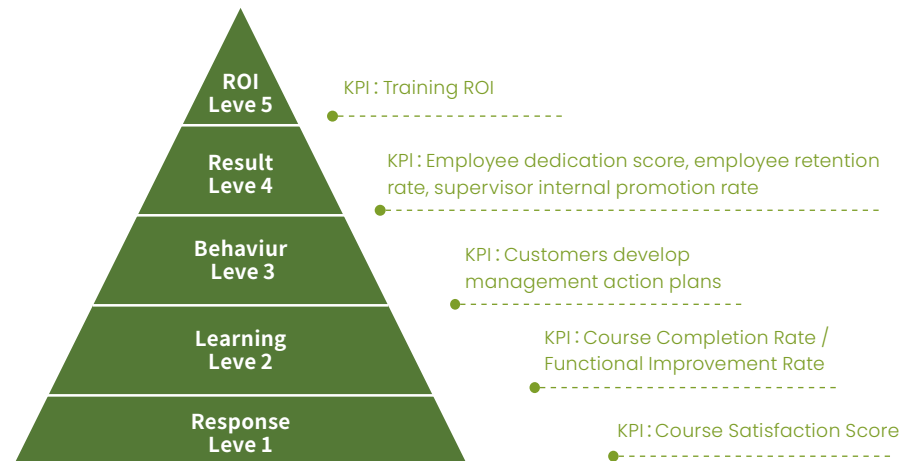


Key Points of the Leadership Development Programme



## Leadership Development Methods

1. Systematised training resources: We have launched a hybrid learning method of physical or online management courses to facilitate multiple learning channels for supervisors. In 2023, a new version of the manager development training blueprint was fully launched, with the key points of training for each level of managers as described in the table above. In 2024, a total of 72 trainees completing the training, and the total hours of learning reached 858. The average satisfaction rating of supervisors for this programme is 4.76 marks.
2. Job Rotation and Experience: Through planned job rotation, supervisors are able to accumulate experience in different positions in the organisation and cultivate diversified thinking and professional abilities. The job rotation method promotes the career development of managers and enhances their ability to adapt to the organisation as well as their leadership skills.



Results from the Leadership Development Programme Training:

- **Training Programme Name:** Leadership Programme

- **Training Target:** Everyone from potential talents to senior executives (including business unit managers)

| Training Programme Focus |                                                                                             |
|--------------------------|---------------------------------------------------------------------------------------------|
| Leadership               | Development Focus                                                                           |
| <b>Senior</b>            | Visionary Leadership Leading Innovation<br>Operational Decision-Making<br>Developing Talent |
| <b>Middle</b>            | Vision Execution Driving Innovation<br>Resource Planning Developing Talent                  |
| <b>Junior</b>            | Vision Delivery Continuous Improvement<br>Problem-Solving Effective Selection               |
| <b>Potential</b>         | Managerial Role Recognition<br>Establishment of basic concepts of leadership management     |

| Training effectiveness                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Results of Level 4:</b> <ul style="list-style-type: none"> <li>Improvement of the employee's respect score (4.57 → 4.63)</li> <li>Percentage of highly dedicated employees has reached 82%</li> </ul> |
| <b>Results of Level 3:</b> <ul style="list-style-type: none"> <li>Everyone from potential talents to middle managers are required to complete the post-Programme action plan.</li> </ul>                 |
| <b>Results of Level 2:</b> <ul style="list-style-type: none"> <li>Everyone from potential talents to middle managers are given pre/post-course function assessments</li> </ul>                           |
| <b>Results of Level 1:</b> <ul style="list-style-type: none"> <li>Average satisfaction with overall Programme up to 4.75</li> </ul>                                                                      |

## 3.High-Potential Talent Development Programme

| Training targets                                                      | Training direction                                                                                                                                                   |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Fresh Leader</b><br>High-potential talents/<br>new managers        | Inspiration of management awareness and concepts, and provision of basic management knowledge and understanding of leadership                                        |
| <b>Action Leader</b><br>Junior managers                               | Cultivation of management and leadership skills in order to lead teams and accomplish the tasks and goals assigned by upper management                               |
| <b>Strategic Leader</b><br>Middle managers                            | Emphasis on departmental strategic goal planning and execution, and development of the ability to take on and implement the strategic goals of the senior management |
| <b>Visionary Leader</b><br>Senior managers/<br>business unit managers | Establishment of strategic planning and business layout thinking, development of organisational leadership and cultural environment shaping skills                   |



Since 2018, in order to continue promoting the Company's sustainable growth and strategic development of its business talent needs, we have provided employees with comprehensive training and development. In the face of external uncertainties, talents in the organisation face succession or assignment challenges. It is necessary to establish a talent ladder, in order to reduce the talent gap and the risks of succession.

In this regard, the Company has begun to build a Programme to develop talents with high potential identified by the highest-ranking manager of each unit, establishing a database of potential talents to facilitate the immediate filling of management vacancies in the future if necessary. In the future, a personal development plan will be set every six months for each talent in accordance with his/her own cognitive needs.

#### Execution Method:

- 1 Establish a core management function system.

- 2 Establishment of the potential talent database: The highest-ranking manager of a first-level unit provides a list of potential talents in his or her unit and gives an assessment of the current status of their core functions, analysing their strengths and weaknesses and the potential direction for their future development.

- 3 The talent's personal positioning is evaluated according to their past performance, assessment results, future potential and personal development wishes.

- 4 Based on the 3P (Prospective/Personal/Professional) functional requirements of management positions at different levels, and with reference to points (2) and (3) of the above, an Individual Development Plan (IDP) is to be formulated with the individual and his/her manager.

- 5 The IDP is implemented through the 3E (Experience/Exchange/Education) model and job rotation.

Sustainability is not only about product innovation and continuous process improvement, but also requires an organisation to be like an organism, adjusting and growing at any time in response to a competitive environment. BenQ upholds such a philosophy, and continues to spare no effort in cultivating and developing talents to strengthen the competitiveness of the organisation in order to meet future challenges.

#### 4. Business Unit Key Talent Development Programme

Given the highly competitive external environment, product managers and marketing professionals play a critical role in the Company. As a technology branding company, we focus on enhancing the professional skills of our product managers and marketing professionals in order to develop products that are more relevant to consumers and to market our products globally. In 2024, we optimised our professional competency development roadmap and created training plans aligned with the professional skills required at each level. These plans include key courses such as project management, business presentation skills, customer relationship management, and strategic sales techniques, with the goal of continuously enhancing capabilities such as product design, customer engagement, and product sales for key position holders. In 2024, the number of participants in the marketing team development Programme reached 42, and the total number of training hours reached 288.





## 5.5 Healthy Workplace and Community Relations

### 5.5.1 Healthy Workplace

Healthy employees not only improve work efficiency but also contribute to the Company's long-term stability. BenQ regards employee health as a core element of its corporate culture and is committed to providing comprehensive and systematic health management services. Based on our analyses of data from health checkups, we organise a variety of wellness activities, and promote a healthy and safe workplace through six aspects of health promotion.

#### BenQ's Health Management – Six Aspects of Health Promotion

##### Wellness Centre outpatient services

- Occupational health and safety inspections
- Annual physical exam report and consultation
- Outpatient medical services (covered by National Health Insurance)
- Monitoring of individuals at risk of ischemic heart disease

##### Parenting and protection of mothers

- Breastfeeding promotion
- Childcare subsidy
- Comfortable breastfeeding rooms
- Women-focused seminars

##### Disease prevention and care

- Physical exams for new hires
- Annual routine health checkups
- Advanced health checkups for middle-aged and senior employees
- Physical exam for expatriate staff
- Cancer screening
- Influenza vaccination
- Employee assistance Programme (EAP)
- Promotion of specialised health knowledge and new insights



##### LOHAS activities

- Health seminars
- Mental health seminars
- Positive psychology seminars
- Meridian massage therapy
- Blood drives

##### Health management and monitoring

- Monitoring of individuals with high ergonomic risks
- Risk monitoring and care for overworked individuals
- Occupational care
- Care for individuals involved in accidents
- Care for individuals on long sick leave

##### Response to emergencies and injuries

- First aid certification courses
- Health and safety training for new hires
- Emergency response training courses
- Company-wide CPR training



### Wellness Centre outpatient services (occupational health care)

We provide accessible health checkups and medical consultation services. Based on employee health checkup reports, risk assessments are conducted to identify potential health issues early and provide personalised health recommendations.

1. On-site health services: We conduct occupational safety inspections to implement preventive measures against workplace accidents and reduce their incidence.
2. Health risk assessment

We conduct annual employee health risk assessments using the Framingham Cardiac Risk Score, which evaluates six factors – age, cholesterol, HDL cholesterol, blood pressure, diabetes status, and smoking – to identify those who may be at risk of developing ischemic heart disease in the next ten years. For high-risk individuals (>20%), we conduct regular phone interviews and issue health advisory letters to confirm that those employees are receiving medical care and following prescribed treatment. Additionally, on-site physicians provide ongoing follow-ups. Based on the top three health risks identified in the annual health checkup reports, we organise a series of health promotion activities such as cancer screenings, fitness activities, disease awareness seminars and nutrition-related seminars for employees.

#### Distribution of Individuals with Health Risks in 2024::

| Health risk level | Distribution (%) | Management measure                                                                                                                                                                                          |
|-------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Low (<10%)        | 96.6             | Provide health education and related health promotion activities                                                                                                                                            |
| Moderate (10–20%) | 3.1              | *Notify individual of risk level<br>*Proactively offer health education and care<br>*Reminders for follow-up examination three months after initial checkup<br>*Provide related health promotion activities |
| High (>20%)       | 0.3              | *Provide comprehensive medical evaluation and recommendations from facility physician<br>*Ensure 100% of high-risk employees are seeing a doctor regularly for follow-up                                    |

3. To date, BenQ has had no reported cases of occupational disease caused by work-related factors. Furthermore, no employees are engaged in high-risk roles or roles with elevated rates of specific diseases.

### Parenting and protection of mothers

- Breastfeeding support: Since 2007, BenQ has actively promoted workplace breastfeeding policies, including the establishment of designated breastfeeding rooms for working mothers to breastfeed in a comfortable and secure environment at work. The Company offers comprehensive childcare and maternity protection policies, ensuring care and support for pregnant and breastfeeding employees. In 2024, eight employees benefited from these policies. We also conducted health assessments for high-risk employees and implemented corresponding preventive and health promotion measures.
- Childcare subsidy: To acknowledge the challenges faced by families with newborns and alleviate the burden of childcare, BenQ launched a childcare subsidy Programme in 2023 for children aged 0 to 6. Eligible employees receive an annual subsidy of NT\$30,000 per child. This subsidy aims to support employees in balancing work and family life and fosters a more family-friendly workplace. In 2024, a total of 116 BenQ babies benefited from the subsidy, reflecting the Company's commitment to offering care and support to the families of employees.

### Disease prevention and employee care

Disease prevention is a top priority in our health promotion plan. Our Wellness Centre actively implements disease prevention and health education initiatives to raise employees' health awareness:

- Preventive health activities such as employee health checkups, cancer screenings, health seminars and vaccinations are organised annually – exceeding regulatory requirements. Educational campaigns are also launched for prevalent infectious diseases.
  - a. Promotion of specialised health knowledge and new insights: Monthly wellness articles and periodic health bulletins are published, covering topics such as epidemic prevention, food safety and infectious diseases (e.g., measles), with 15 articles issued in total.
  - b. Women's well-being: Women's health and personal safety seminars were held, attracting 257 participants and receiving an average satisfaction score of 4.7 out of 5.
- Mental illness prevention: In response to increasing workplace stress, the "Heartfelt Support" Employee Assistance Programme was launched in 2012. A free 0800 hotline is provided to employees and each employee is also entitled to six complimentary face-to-face counseling sessions.
- We continue to promote training courses on communication and care skills for supervisors, and established a stress safety net – the EAP Gatekeeper Programme – providing professional training for middle managers. A total of 240 participants took part, achieving a 100% completion rate. This Programme enables supervisors to promptly identify and respond to irregularities in workplace interactions, ensuring timely reporting and intervention.



### Response to emergencies and injuries

Emergency equipment and professional first-aid training are in place to ensure prompt and effective response to workplace accidents. Training covers both common ailments (e.g., muscle cramps, nosebleeds) and emergencies (e.g., lacerations, drowning, shock). E.g.: new hire orientation, first aid certification courses and emergency response training courses.

In pursuit of a safe workplace, CPR training for all employees was launched. In 2024, CPR and AED training had 37 participants, amounting to 6% of the workforce.

2025 goal: Save every life! 100% training completion rate

### Health management and monitoring

- All significant abnormalities detected during annual health checkups are followed up with 100% completion. Employees are reminded of the importance of seeking medical attention and adhering to prescribed treatments.
- Abnormal results from employees' health checkups are identified through an electronic health management system. Employees are then notified through group messaging, followed by the arrangement of one-on-one consultations with the on-site physician to help them better understand their health status and to provide further medical consultation services.
- The Framingham Risk Score (ATPIII) is used to assess the 10-year risk of ischemic heart disease. Medium- and high-risk individuals receive follow-up calls and health education. Among them, 70% of sub-healthy individuals received education and were tracked - while fully maintaining privacy.

### LOHAS activities

To enhance employee well-being, the Wellness Centre obtained the "Healthy Workplace Certification" from the Health Promotion Administration of Taiwan's Ministry of Health and Welfare in 2024, and remains committed to fostering a healthy work environment. Our Wellness Centre believes that healthy employees increase productivity and enhance the overall potential of the Company. That's why we continue to roll out a series of diverse health promotion activities to support physical and mental health, helping employees strike a balance between work and life. A list of activities is shown below:

#### List of LOHAS activities

| Activity name                                                                  | Activity description                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Blood drives                                                                   | Employees are encouraged to actively participate in community service while taking care of their health. Two sessions were held, with a total of 48,250cc of blood donated.                                                                                                                                                                                 |
| Maternal Care Seminar - Comprehensive Understanding of Gynaecological Diseases | <ul style="list-style-type: none"> <li>• Supporting the physical and mental well-being of female employees, particularly during pregnancy and post-partum period.</li> <li>• Two sessions were held with 137 participants and a satisfaction score of 4.7 out of 5.</li> </ul>                                                                              |
| Maternal Care Seminar - Women's Self-Defence Techniques                        | Employees learned practical escape techniques and how to respond to different scenarios involving strangers and acquaintances. Two sessions were held with 120 participants and a satisfaction score of 4.7 out of 5.                                                                                                                                       |
| Healthy Diet and Nutrition Seminar - Eat Well, Stay Fit                        | Promoted healthy eating habits and helped employees develop the concept of a balanced diet. Two sessions were held with 195 participants.                                                                                                                                                                                                                   |
| Employee Health Checkups - Routine Physical Exams                              | Annual health screening services are provided to employees with a 95% participation rate. The number of items in our screenings exceed regulatory requirements, and include items such as abdominal ultrasound, cancer screening and thyroid checks. These exams allow employees to learn about their health status and trends year by year.                |
| Special Employee Health Checkups - Cancer Screening                            | Regular cancer screenings are arranged for employees to increase the chance of early detection. One session was held with 78 participants.                                                                                                                                                                                                                  |
| Vaccination                                                                    | Regular flu vaccinations are offered to protect employees from illness. One session was held with 123 participants.                                                                                                                                                                                                                                         |
| CPR training for all employees                                                 | <p>Employees participated in CPR and emergency first-aid training to enhance emergency response capabilities.</p> <p>In pursuit of a safe workplace, CPR training for all employees was launched. In 2024, CPR and AED training had 37 participants, amounting to 6% of the workforce.</p> <p>2025 goal: Save every life! 100% training completion rate</p> |



BenQ has always strived to create a healthy and energetic work environment, so that employees can be free from worries and devote themselves to their work. Since 2005, BenQ has participated in the Taipei City Healthy Workplace Assessment in Taiwan, and stood out from more than a hundred other workplaces to win the highest award for healthy workplaces, the Special Award, for two consecutive years, and was even honored with the Health Promotion Badge of Workplace Health Autonomy Certification by the Bureau of Health Promotion of the Executive Yuan in 2007. In 2011, BenQ was even awarded the Taipei City Three Stars Award, the highest honor for a Happy Enterprise. In order to provide breastfeeding mothers with a quality environment for breastfeeding, we have set up a warm and safe breastfeeding room, which has been selected as “especially excellent” by the Department of Health of the Taipei City Government since 2010.

**BenQ's health awards and achievements in recent years are as follows:**

- 2005 Taipei City Healthy Workplace Special Award
- 2006 Taipei City Healthy Workplace Legacy Award
- 2007 Health Leadership Award, Health Promotion Administration, Department of Health
- 2007 Health Promotion Badge of Workplace Health Autonomy Certification
- 2008 Visit to Healthy Workplaces by the Director of the National Health Bureau
- 2009 Health Promotion Badge for Workplace Health Autonomy Certification
- 2010 Taipei City Excellent Breastfeeding Room
- 2011 Taipei City Excellent Breastfeeding Room
- 2011 Taipei City Three Stars Award, the highest honor for a Happy Enterprise
- 2012 Health Promotion Badge of Workplace Health Autonomy Certification
- 2012 Taipei City Excellent Breastfeeding Room
- 2013 Taipei City Outdoor Smoking Certification
- 2014 Taipei City Outdoor Smoking Certification
- 2016 Health Promotion Badge of Workplace Health Autonomy Certification
- 2016 Sports-Friendly Enterprise Certification
- 2017 Taipei City Excellent Breastfeeding Room
- 2018 Taipei City Excellent Breastfeeding Room
- 2019 Sports-Friendly Enterprise Certification
- 2019 Taipei City Excellent Breastfeeding Room
- 2020--2022 Taipei City Excellent Breastfeeding Room
- 2023--2026 Taipei City Excellent Breastfeeding Room



### 5.5.2 Relationship with Communities

BenQ is committed to caring for the land and for society in order to realise our commitment to use the influence of technology to facilitate the prosperity of remote rural communities. Over the years, BenQ has provided employment opportunities to the physically-disabled, responded to the blood drives within the Neihu Technology Park every year, given Village Safe Boxes (which contains food and other necessities) to low-income households during festivals, provided public welfare organisations with space to set up booths for bazaars, and chosen products made by disadvantaged groups to give to employees as gifts. BenQ also actively engages in carbon reduction and resource donation initiatives to fulfil its corporate social responsibility. The aim is to utilise the core competencies of the Company and cultivate

**In 2024, we achieved the following:**

- Provided Village Peace Boxes to low-income households during the Chinese New Year Festival
- Organise 4 charity sales events
- Provided employment opportunities for the physically challenged, employing 5 physically challenged persons
- Organised 2 blood donation campaigns for the public, with a total of 128 participants who donated 193 bags of 48,250 cc of blood
- One creek cleanup event was held, collecting 40 kg of waste and 40 used clothing items
- Two charity DIY events were held, reducing carbon emissions by 3,000 kg, recycling 160 pieces of leather and donating 1,000 receipts
- In 2024, we collaborated with 2 charitable organisations (Yu-Cheng Social Welfare Foundation and Yunlin County Welfare Association of the Deaf) to support charitable causes and increase product sales opportunities
- Held one tree planting event, distributing 2,400 potted plants and reducing carbon emissions by 0.2 metric tons
- A month-long carbon reduction campaign using the ESG Carbon Reduction Handbook was held, achieving a cumulative carbon reduction of 2,650 kg by employees
- Three Volunteer Day events were held, with a total of 106 volunteer attendance
- Collaborated with charitable organisations (Taoyuan Nursing Institute and Step30 International Ministries) to host two material donation drives



## 5.6 Occupational Health and Safety Management

### Management Approach

BenQ is committed to providing a safe and healthy work environment and safeguarding employees' physical and mental well-being. Through Company-wide participation, audits, and effective communication, we continuously improve, reduce occupational health and safety risks and enhance performance as a part of our sustainability goals.

#### 2024 Targets and Results

| Item                                                      | Target | Performance |
|-----------------------------------------------------------|--------|-------------|
| Zero occupational accidents and fires throughout the year | 0      | Achieved    |

#### 2025 Targets:

| Item                                                      | Target |
|-----------------------------------------------------------|--------|
| Zero occupational accidents and fires throughout the year | 0      |

### Social responsibility and environmental health and safety policy

BenQ sets and implements social responsibility and environmental health and safety policies based on the following principles:

- Promote corporate social and environmental responsibility, and comply with regulatory standards. Design green products to reduce the use of substances that may impact the environment.
- Prevent pollution, save energy, ensure health and safety, and continuously improve processes and products to reduce risks to health and safety.
- Provide a healthy and safe working environment to maintain the physical and mental health of employees.



Policy commitments  
on official website

#### The Social Accountability and Environmental Safety & Health Policy

- > Facilitating corporate social and environmental responsibility & complying with laws and regulations.
- > Reducing the use of environmental-related substances & eliminating environmental impacts with green design.
- > Preventing pollution, conserving energy, improving safety & health, and continuously reducing hygiene risks.
- > Creating a safe and healthy workplace for better physical and mental health of the employees.
- > Fully participating in continuous enhancement to the environment, safety, and health through auditing and communication.



### Approach:

- Internal checks, reviews, and improvements to improve the rights of employees
- Proactively and continuously improve to maintain health and safety
- Comply with regulations and standards promulgated by governments and meet customer requirements
- Promote the importance of health and safety so employees can fully understand and implement related practices

BenQ's social responsibility and environmental health and safety policy



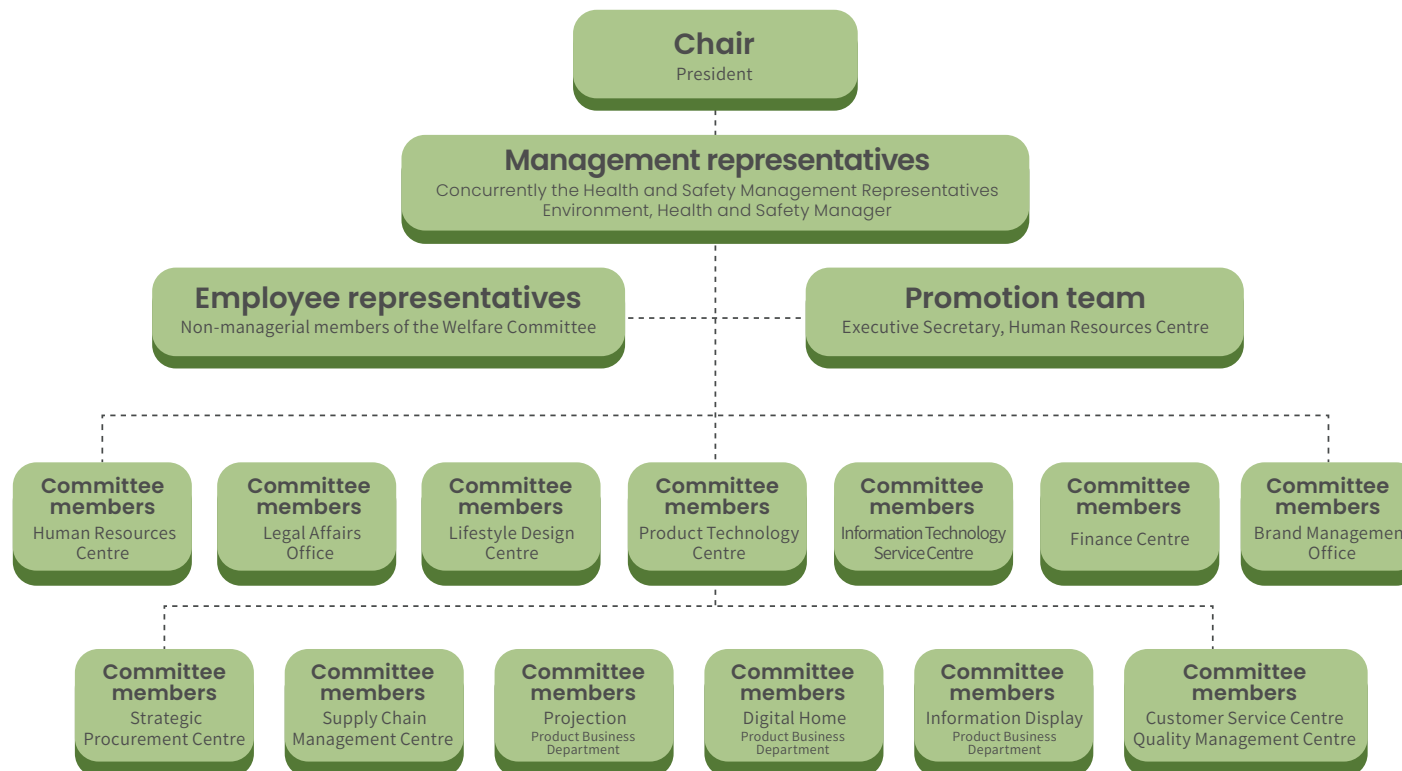


### 5.6.1 BenQ's Occupational Health and Safety Organisation and Responsibilities

The Company's President convenes the heads of all departments to form the "Social Responsibility and Environmental Health and Safety Management Committee" at the Company's head office to implement environmental health and safety management. The President appoints a management representative to manage occupational safety matters and set up a promotion team within the Company.

The direction of BenQ's occupational health and safety strategy is formulated by the President and the details of the planning and implementation are carried out by the management representatives and the promotion team. Through regular management reviews, committee members are briefed on implementation performance and propose approaches to take for the future.

Organisational chart of the Social Responsibility and Environmental Health and Safety Management Committee



CSR and ESH Management Committee Organisational Chart



### 5.6.2 Occupational Safety Certification and Monitoring

BenQ's headquarters has implemented the ISO 45001 Occupational Health and Safety Management System, and successfully passed certification by an independent third-party organisation. The current methods for monitoring the effectiveness of management measures are as follows:

- Internal audits are conducted once a year so that departments can observe and monitor each other.
- A third-party verification agency conducts external audits every year.
- We request our suppliers and contractors to value occupational health and safety, and strive to maintain it.
- We conduct labour working environment monitoring every six months to understand what the working environment is actually like for

employees in order to ensure their health and safety during operations.

- We execute automatic inspection Programmes at the frequency required by law to ensure safe operation of equipment.
- We regularly conduct on-the-job education and training sessions on health and safety as well as fire drills to enhance our employees' safety and fire awareness.

BenQ has a well-established Social Responsibility and Environmental Health and Safety Management Committee and a promotion team to make sure that health, safety, and hygiene requirements are met. Up until now, BenQ has yet to have any cases of occupational diseases caused by work, and the average occupational injury rate for 2024 is 0 per million working hours, and the incidence rate of occupational diseases is also 0.

Comparison chart of performance in health and safety management

| Item                                    | 2021 |        |       | 2022 |        |       | 2023 |        |       | 2024 |        |       |
|-----------------------------------------|------|--------|-------|------|--------|-------|------|--------|-------|------|--------|-------|
|                                         | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Disabling Frequency Rate (FR)           | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |
| Lost Day Rate (LDR)                     | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |
| Occupational Diseases Rate (ODR)        | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |
| Total number of work-related fatalities | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     | 0    | 0      | 0     |



ISO 45001 certificate

Note 1: Disabling Frequency Rate (FR) = Cases of occupational accidents × 200,000\* / total number of hours worked (\* refers to the rate per 100 employees based on 40 hours of work per week for 50 weeks per year.)

Note 2: Lost Day Rate (LDR) = Total number of lost workdays × 200,000 / total number of hours worked.

Note 3: Occupational Diseases Rate (ODR): Total number of cases of occupational disease × 200,000 / total number of hours worked.

Note 4: Occupational accidents refer to cases in which a worker's performance of duties results in death, permanent total disability, permanent partial disability, temporary total disability, or other injuries or illnesses that result in a loss of more than one day (including traffic accidents that occur during commute).

Note 5: Occupational diseases refer to diseases caused by long-term exposure to chemical, physical, biological, anthropogenic, and psychosocial hazards during the performance of one's duties, which results in a physical illness, and is diagnosed by a specialist physician or identified as an occupational disease by the competent authority.



## 5.7 BenQ Foundation – Beauty of the Land and People

Qisda Corporation (formerly named BenQ Corporation) approved the donation of funds to establish the BenQ Foundation by a resolution of its Board of Directors on August 22, 2002 (thus the BenQ Foundation was founded through a donation from Qisda Corporation). True to BenQ Qisda Group's mission to deliver a joyful life to all humanity, the BenQ Foundation is dedicated to celebrating the beauty of Taiwan and conveying a message of authenticity, kindness, and beauty.

Rooted in its care for people and the land, the BenQ Foundation operates along two axes – “Caring for the Land” and “Caring for Society.” These intersect with its four main pillars: “Caring for the Land,” “Advancing Digital Equity,” “Cultivating Honest and Smart Individuals” and “Enhancing the Value of Art and Culture.” Leveraging the Group's core strengths, the Foundation actively supports the United Nations Sustainable Development Goals (SDGs), addressing issues such as eradicating poverty (SDG1), ending hunger (SDG2), ensuring good health and well-being (SDG3), ensuring quality education (SDG4), achieving gender equality (SDG5), promoting decent work and economic growth (SDG8), making sustainable cities and communities (SDG11), ensuring responsible consumption and production (SDG12), conserving and sustainably using the oceans (SDG14), and strengthening partnerships to implement the goals (SDG17). The Foundation focuses on environmental sustainability, digital equity, quality education and cultural value through targeted initiatives. Projects are reassessed to ensure strong ties to sustainability indicators, integrating ESG principles – Environmental, Social and Governance – into stakeholder engagement. These efforts aim to

strengthen sustainability awareness among citizen communities within the Group, foster positive influence in the wider community, deepen corporate culture, nurture talent and shape responsible global citizens.

### 5.7.1 ESG Achievements in 2024

#### E – Environmental Protection

Through long-term sponsorship of contract farming of eco-friendly cultivated rice paddies, over 120.5 hectares of premium farmland have been cultivated across Taiwan between 2008 and 2024. Group employees are encouraged to purchase produce from small-scale farmers, contributing over NT\$7.35 million annually to green food economies in remote rural communities. The Foundation continues to engage in beach cleanup initiatives along the southern Miaoli shoreline, with Group volunteers participating in beach cleanups at Yuanli. These actions raise awareness about marine debris and promote a coexisting mindset with the ocean from the perspective of local groups. As part of the International Coastal Cleanup (ICC) initiative, some 2,160 kilograms of sorted marine waste have been uploaded to serve as long-term environmental monitoring data.

In addressing environmental issues, the Company recognises its responsibility for the impact of business activities on the natural environment. This year, a new initiative was launched – “Biodiversity Preservation and TNFD Alignment” – in collaboration with the Department of Soil and Water Conservation at National Chung Hsing University. Ecological surveys and soil sampling assessments were conducted in long-term contract farming sites, namely tea plantations in Hengshan Township, Hsinchu County and Pure Garden in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the initiative aims to integrate biodiversity protection and sustainability into business operations, thereby enhancing the Company's long-term value and competitiveness.





## S – Social Responsibility

In alignment with the United Nations Sustainable Development Goals (SDGs), the BenQ Foundation serves as a bridge between urban and rural communities and the Group, leveraging technology in remote areas to provide quality education enriched with diverse information and cultural content. By doing so, it enhances digital literacy and application capabilities among local populations, while supporting the long-term development of urban-rural engagement. Through the concept of brand empowerment, the Foundation supports the transformation of rural agricultural and artisanal industries toward digital marketing. It encourages female artisans to launch micro e-commerce businesses and emphasizes its commitment to food security by promoting a responsible green food economy starting at the source.

With years of commitment to digital inclusion and empowerment in remote rural communities, the BenQ Foundation has made tangible achievements under its mission of “Leveraging Technology to Realize Social Inclusion in Remote Rural Communities.” In 2021, it received the Social Inclusion Leadership Award at the Taiwan Corporate Sustainability Awards (TCSA), recognizing its long-term, education-driven strategy that connects economic, cultural, and social dimensions in support of the UN SDGs. Furthermore, through its 17-year involvement in the Ministry of Education’s Digital Opportunity Centre (DOC) Project, the Foundation has received multiple honours from the Taiwan Sustainability Action Awards (TSAA): the 2021 Bronze Award for “Sustainable Community Building: A New Model of Digital Inclusion in Historic Shiqiang Village;” the 2022 Gold Award for “Revitalising Tea Routes and Establishing the Local Brand ‘Shakeng Red Gems’ to Enrich Community Industries”; the 2023 Gold Award for “DOC Volunteer Mini-Trips: Traveling Volunteers for

for Sustainable Cities and Communities” and the 2024 Gold Award for “Sustainable Homestead Economy for Small-Scale Artisan Farmers.” The Foundation has a long-standing model of social companionship, learning and mutual benefit, and held 202 external community events, including IT courses, health seminars, volunteer activities, and campus seminars. Related digital education programmes and volunteer activities have benefited a total of 40,377 participants. Of these, some 1,075 elderly individuals (aged 65 and over) received specialised services such as hearing health screenings and online seminars featuring pharmacists.

## G – Governance

The BenQ Foundation collaborated with the management departments of suppliers to organise the 2024 Qisda Group Supplier Conference, which focused on sustainability trends and the challenges of global supply chain restructuring. The event brought together 275 suppliers, and over 500 partners from both domestic and international locations participated either in person or online. The combined market value of participating companies exceeded USD 1 trillion. Through keynote speeches by academics and experts, the conference shared insights on global trends and sustainability strategies, emphasised internal communication and governance as well as co-creating a resilient supply chain to continue expanding the Group’s influence.

Building on years of accumulated experience, the BenQ Foundation has redefined its role as an ESG outreach platform, strengthening the citizenship culture within the Group and fostering a sustainable impact ecosystem. Through its four major initiatives – “Caring for the Land,” “Advancing Digital Equity,” “Cultivating Honest and Smart Individuals” and “Enhancing the Value of Art and Culture” – the Foundation continues to convey messages of authenticity, kindness and beauty.





## 2024 Implementation of BenQ Foundation Projects

### Annual performance

| 202 events organised                                                                       | 40,377 participants                                                   | 1,075 participants                                                   | NT\$7.35 million                                                                                                                            |
|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Information technology courses, health seminars, volunteer activities, and campus seminars | Beneficiaries of digital education initiatives and volunteer services | Elderly participants served through hearing care and health seminars | Promoting green economy through contract farming of eco-friendly cultivated fields, responsible consumption, and place-of-production travel |

| Focus of public welfare efforts                                                                                                                                                                           | Beneficiaries                                                                                                                                                                                                                                                                                                                                                          | Observed Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Social Impact Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Caring for the Land</li> <li>Advancing Digital Equity</li> <li>Cultivating Honest and Smart Individuals</li> <li>Enhancing the Value of Art and Culture</li> </ul> | <ul style="list-style-type: none"> <li>Ethical producers/NGO workers</li> <li>Local small-scale farmers and businesses</li> <li>Elderly individuals, indigenous peoples and immigrants</li> <li>Elementary, secondary and university students</li> <li>Teachers and students in remote areas</li> <li>Group employees</li> <li>Partners in the supply chain</li> </ul> | <ul style="list-style-type: none"> <li>Environmental degradation and hardships in rural communities</li> <li>Urban-rural digital divide and unequal access to IT education</li> <li>Limited access to healthcare and general lack of health education in remote areas</li> <li>Limited experience and spirit of exploration in interdisciplinary learning</li> <li>Lack of cultural and artistic experiences in public spaces</li> <li>Environmental and social responsibility awareness remains to be strengthened among supply chain partners</li> </ul> | <ul style="list-style-type: none"> <li>Focus on environmental issues, match volunteers with service opportunities, and strengthen employee engagement in corporate sustainability culture</li> <li>Provide digital learning resources to remote areas, promoting lifelong learning and digital literacy</li> <li>Collabourate with the Group's companies to allocate medical resources, hold health education seminars, and offer channels to consultation services</li> <li>Offer themed lectures and camp experiences to inspire creative thinking in youth and children</li> <li>Promote art exhibitions and performances to enhance spatial aesthetics and artistic literacy among employees</li> <li>Strengthen supply chain resilience and competitiveness and work together toward carbon reduction and sustainable operations</li> </ul> |





## 5.7.2 Eco-Friendly Symbiosis

### Link to SDGs

| Corresponding item                 | Corresponding BenQ Foundation initiative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Caring for the Land      |                                                          |                                    | Advancing Digital Equity                                                                       |                                                        | Cultivating Honest and Smart Individuals |                                      | Enhancing the Value of Art and Culture |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------|--------------------------------------|----------------------------------------|
|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | DOC Volunteer Mini-Trips | Contract Farming of Eco-Friendly Cultivated Rice Paddies | ESG Sustainability Action Workshop | Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County | BenQ Kindness Academy – Smart Hearing for Better Sound | BenQ Honest and Smart Learning Camp      | BenQ Dream n' Action Campus Seminars | BenQ International Sculpture Workshop  |
| SDG2<br>Zero Hunger                | <p>Ensure food security, end hunger and promote sustainable agriculture</p> <ul style="list-style-type: none"> <li>Following Taiwan's Agriculture and Food Agency's guidelines for organic agriculture and eco-friendly farming, we engage in contract farming to preserve terrestrial ecosystems. We maintain an annual contract area of 10 hectares, continually expanding the area of land that is farmed using eco-friendly practices.</li> <li>We encourage local sourcing of agricultural products farmed using eco-friendly practices, and invest Company resources to coordinate rice paddy adoption by employees, agricultural produce subscription Programmes and farming experience activities. These initiatives foster Group employee engagement with green production sites and promote a sustainable agricultural economy.</li> <li>We donate eco-friendly rice to disadvantaged groups and senior care Centres, ensuring their access to safe and healthy grains.</li> </ul> | V                        | V                                                        |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |
| SDG3<br>Good Health and Well-being | <p>Ensure healthy lives and promote well-being for all at all ages</p> <ul style="list-style-type: none"> <li>In collaboration with BenQ Healthcare Corporation and Best-Sound, we connect the Group's medical experts with individuals who may need them in remote communities. Programmes include "Health Online," which shares healthcare knowledge remotely and "BenQ Kindness Academy – Smart Hearing for Better Sound," which offers hearing tests and health education courses that enhance public awareness of preventive care.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |                                                          | V                                  | V                                                                                              |                                                        |                                          |                                      |                                        |



| Corresponding item        | Corresponding BenQ Foundation initiative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Caring for the Land      |                                                          |                                    | Advancing Digital Equity                                                                       |                                                        | Cultivating Honest and Smart Individuals |                                      | Enhancing the Value of Art and Culture |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------|--------------------------------------|----------------------------------------|
|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | DOC Volunteer Mini-Trips | Contract Farming of Eco-Friendly Cultivated Rice Paddies | ESG Sustainability Action Workshop | Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County | BenQ Kindness Academy – Smart Hearing for Better Sound | BenQ Honest and Smart Learning Camp      | BenQ Dream n' Action Campus Seminars | BenQ International Sculpture Workshop  |
| SDG4<br>Quality Education | <p>Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all</p> <ul style="list-style-type: none"> <li>ICT education for all: In line with Taiwan's digital development policy, we leverage the Group's ICT and branding expertise to provide multi-faceted digital literacy education – including tech in daily life, health applications and design/marketing – to residents, immigrants, indigenous peoples and seniors in Hsinchu and Miaoli. These efforts aim to bridge the digital divide between urban and rural communities.</li> <li>ICT access in elementary schools: partnering with education scholars and R&amp;D teams, we draw on current trends in classroom teaching to effectively integrate scientific knowledge and hands-on use of AR and VR devices. Through exploring real-world product applications, the initiative aims to spark creative thinking in elementary school students and enhance their ability to apply both software and hardware technologies.</li> <li>Positive career empowerment for high school and vocational students: Outstanding young role models from various fields were invited to serve as speakers and share their journeys of perseverance and resilience as they made their dreams a reality, with the aim of inspiring more high school students to pursue their dreams.</li> <li>Arts and culture promotion: Since 2010, we have hosted six BenQ International Sculpture Workshops, creating a platform for artistic exchange. By selecting and inviting artists from Taiwan and abroad for on-site creation, the Programme has helped establish a positive image and experience of Taiwan in the international art community, leaving behind 90 sculptural masterpieces for Taiwan. Since 2021, public art spaces have been created for the Group's various companies, exhibiting sculptures and models at their corporate facilities.</li> </ul> |                          |                                                          |                                    | V                                                                                              | V                                                      | V                                        | V                                    | V                                      |



| Corresponding item                          | Corresponding BenQ Foundation initiative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Caring for the Land      |                                                          |                                    | Advancing Digital Equity                                                                       |                                                        | Cultivating Honest and Smart Individuals |                                      | Enhancing the Value of Art and Culture |
|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------|--------------------------------------|----------------------------------------|
|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DOC Volunteer Mini-Trips | Contract Farming of Eco-Friendly Cultivated Rice Paddies | ESG Sustainability Action Workshop | Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County | BenQ Kindness Academy - Smart Hearing for Better Sound | BenQ Honest and Smart Learning Camp      | BenQ Dream n' Action Campus Seminars | BenQ International Sculpture Workshop  |
| SDG5<br>Gender Equality                     | Achieving gender equity and empowering women <ul style="list-style-type: none"> <li>Offered dedicated courses for women to ensure their access to learning opportunities.</li> <li>Encouraged women professionals to enhance their ICT skills and increase income through online marketing.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                                                          |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |
| SDG8<br>Decent Work and Economic Growth     | Promote inclusive and sustainable economic growth to ensure decent work for all <ul style="list-style-type: none"> <li>Created video content of farmers engaging in eco-friendly practices, small-scale artisan farmers, and skilled craftspeople and built an online marketing platform.</li> <li>Through contract farming sponsorships, market events, employee purchase Programmes, volunteer tourism, and procurements of gifts for Group promotion, the initiative has boosted agricultural economies in remote rural communities by over NT\$6 million annually and ensured that approximately 5.5 full-time jobs were devoted to eco-friendly agriculture at contract farming sites.</li> </ul> | V                        | V                                                        |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |
| SDG11<br>Sustainable Cities and Communities | Building inclusive, safe, resilient and sustainable urban and rural communities. <ul style="list-style-type: none"> <li>In accordance with sustainable tourism principles, we engaged with community stakeholders to develop learning-through-service trips that promote local economic benefits, cultural translation and environmental sustainability.</li> <li>Integrated volunteer service and travel experiences to serve as a bridge between the Company and external communities, strengthening positive engagement between the two through on-site service and promoting a continuous improvement cycle (PDCA) in communities.</li> </ul>                                                      | V                        | V                                                        |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |



| Corresponding item                            | Corresponding BenQ Foundation initiative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Caring for the Land      |                                                          |                                    | Advancing Digital Equity                                                                       |                                                        | Cultivating Honest and Smart Individuals |                                      | Enhancing the Value of Art and Culture |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------|--------------------------------------|----------------------------------------|
|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | DOC Volunteer Mini-Trips | Contract Farming of Eco-Friendly Cultivated Rice Paddies | ESG Sustainability Action Workshop | Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County | BenQ Kindness Academy - Smart Hearing for Better Sound | BenQ Honest and Smart Learning Camp      | BenQ Dream n' Action Campus Seminars | BenQ International Sculpture Workshop  |
| SDG 12 Responsible Consumption and Production | <p>Advancing a green economy to ensure sustainable consumption and production patterns</p> <ul style="list-style-type: none"> <li>Group employees participated in hands-on services during volunteer leave or holidays, assisting with farm harvests and coastal cleanups.</li> <li>Promoted local procurement of eco-friendly agricultural products and organised employee group buys of farm products and agricultural experience events in order to support a sustainable circular economy.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                | V                        | V                                                        |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |
| SDG14 Life Below Water                        | <p>Conserve and sustainable use marine ecosystems to preserve biodiversity and prevent ocean degradation</p> <ul style="list-style-type: none"> <li>Collabourated with townships along the southern coast of Miaoli and assisted local partners with beach cleanups, uploading categorised records of waste to the International Coastal Cleanup (ICC) database, contributing to citizen science efforts.</li> <li>Identified issues of concern among coastal NGOs and utilised capabilities in creating digital content to help raise awareness of urgent marine conservation issues.</li> </ul>                                                                                                                                                                                                                                                                                                        | V                        |                                                          |                                    | V                                                                                              |                                                        |                                          |                                      |                                        |
| SDG17 Partnerships for the Goals              | <p>Fostering diverse partnerships to advance the shared vision of sustainability</p> <ul style="list-style-type: none"> <li>Develops ESG general education Programmes annually to cultivate a common sustainability language among diverse partners.</li> <li>Partners of the Hsinchu and Miaoli Digital Opportunity Centres are encouraged to reassess and review local economic development, cultural preservation, and environmental sustainability plans through the lens of sustainability goals, aligning resources and corresponding targets across the three ESG dimensions.</li> <li>In alignment with the Company's net-zero goals, ISO 14064-1:2018 verification training courses was introduced across the supply chain and the Group. This helps cultivate sustainability talents for the Group and ensures compliance and execution of net-zero and decarbonization strategies.</li> </ul> |                          |                                                          | V                                  | V                                                                                              |                                                        |                                          |                                      |                                        |



### 5.7.3 Caring for the Land

|                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Issues Addressed | Ensuring food security, and promoted sustainable agriculture; advancing the green economy to ensure sustainable consumption and production patterns; building inclusive, safe, resilient, and sustainable cities and rural communities; conserving and sustainable using marine ecosystems to preserve biodiversity and prevent ocean degradation; fostering diverse partnerships to advance the shared vision of sustainability and enhancing policy coherence for sustainable development |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                              |                                                                                                                                                                        |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| United Nations Sustainable Development Goals | SDG2 Zero Hunger, SDG8 Decent Work and Economic Growth, SDG11 Sustainable Cities and Communities, SDG12 Responsible Consumption and Production, SDG14 Life Below Water |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We have long engaged in contract farming, providing stable support for eco-friendly agriculture. Following Taiwan's Agriculture and Food Agency's guidelines for organic agriculture and eco-friendly farming, we engage in contract farming to preserve terrestrial ecosystems and help expand the area of land that is farmed using eco-friendly practices. Advocates of local sustainable food initiatives encourage the procurement of locally grown, eco-friendly agricultural products. By allocating corporate resources to support the planning of employee-led rice paddy adoption Programmes, agricultural product subscriptions and hands-on farming experiences, the initiative helps Group employees connect with green production sites and contributes to the development of a sustainable agricultural economy and circular system. Through contract farming sponsorships, market events, employee purchase Programmes, volunteer tourism, and procurements of gifts for Group promotion, the initiative has ensured stable sales for agricultural products in remote rural communities. We work to promote urban-rural cultural exchange. In accordance with sustainable tourism principles, we engaged with community stakeholders to develop learning-through-service trips that promote local economic benefits, cultural translation, and environmental sustainability. We serve as a bridge between the Company and external communities, strengthening positive engagement between the two and promoting a continuous improvement cycle (PDCA) in community-based tourism.

We partnered with environmental organisations along the southern Miaoli coastline, identifying key concerns among local groups, and utilising capabilities in creating digital content to help raise awareness of urgent marine conservation issues. We collaborated with townships along the southern coast of Miaoli and assisted local partners with beach cleanups, uploading categorised records of waste to the International Coastal Cleanup (ICC) database, contributing to citizen science efforts.

We operate a Group ESG outreach platform to align sustainability efforts across the Group's citizen partners, and develop ESG general education programs annually to cultivate a common sustainability language among diverse partners. In alignment with the Company's net-zero goals, ISO 14064-1:2018 verification training courses was introduced across the supply chain and the Group. This helps cultivate sustainability talents for the Group and ensures compliance and execution of net-zero and decarbonisation strategies.

#### Our Role

BenQ adopted a 0.6-hectare greenbelt that was created as a part of the Agency of Rural Development and Soil and Water Conservation's restoration project at Jiufen-ershan and Zhongguakeng Creek. Jiufen Ershan was one of the areas most severely impacted by the 921 Earthquake. This year marks the 25th anniversary of the disaster, and to commemorate it, the Company held an official adoption ceremony alongside a Group-wide tree planting event. Participants also visited the 921 Earthquake National Memorial Site and Taomi Community, a model for post-disaster reconstruction, so they realise the importance of disaster preparedness education and ecological restoration. A total of 101 employees from 9 Group companies took part in the event. Also, the project that created the buffer greenbelt at the Zhongguakeng Creek restoration area employed subtractive engineering, dismantling old concrete embankments to create a buffer greenbelt and overflow space for excess water and sediment. Centred on the concept of "rewilding rivers," the project included riparian afforestation and land preparation for tree planting to restore the natural ecosystem of the stream. Through nature-based solutions (Nbs), the project aims to achieve harmonious coexistence between humans and nature, aligning with the UN Sustainable Development Goals (SDGs) to protect terrestrial ecosystems and supporting the Group's environmental and social decarbonisation pathway.

In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University, ecological surveys and soil sampling assessments were conducted in long-term contract farming sites, namely tea plantations in Hengshan Township, Hsinchu County and Pure Garden in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the initiative aims to disclose the Company's resilience to nature-related risks and its approach to managing related opportunities in response to societal expectations on sustainability.

Annual survey results showed that the eco-friendly tea plantation in Hengshan supports significant biodiversity, with 58 species identified in the inner area and 37 species in the outer and border areas. This creates a biodiversity-friendly habitat, maintains a balanced tea plantation ecosystem and strengthens the diversity and integrity of the food chain.

The eco-friendly rice fields in Xizhou not only exhibited significant biodiversity but also maintained stable crop yields while improving long-term soil fertility. Each hectare of land stores approximately 40 metric tons more carbon compared to conventional farming methods. Agricultural areas that use eco-friendly methods generally contain over 50% more organic carbon than those that use conventional farming methods.



## Our Actions

- **DOC Volunteer Mini-Trips and Contract Farming of Eco-Friendly Cultivated Rice Paddies:**  
Through contract farming of rice paddies, we have provided long-term support to the Nanpu community in Beipu, Hsinchu, and the “Water Farmer” rice initiative in Xizhou, Changhua, cultivating 10 hectares of rice paddies annually and ensuring stable employment for 31 agricultural partners. In collaboration with 12 local cultural groups (including Yuanli DOC, Coastline Environmental Protection Association, Xindiaoju, Taiwan Yuan Li Handiwork Association, Hengshan DOC, Guanxi DOC, Xiaohengkeng Cultural Industry Development Association, Tongluo DOC, Tongluo Bay Revitalisation Association, Qioumeiren Chrysanthemum Baking Centre, Nanpu Community Development Association, and Water Farmer Agricultural Products Co., Ltd.), we organised 6 low-carbon cultural and environmental education events. These included one coastal cleanup in Yuanli, Miaoli and five agricultural service activities in Hengshan and Guanxi (Hsinchu), Yuanli and Tongluo (Miaoli) and Xizhou (Changhua). A total of 461 volunteers from the Group and from communities took part, and a total of 345 volunteers were family members of Group employees, contributing a combined 2,076 hours of service.
- **Qisda Group's ESG Sustainability Action Workshop:**  
The Qisda Group Supplier Conference was held, bringing together 275 suppliers and over 500 supply chain partners as well as recognising 31 outstanding suppliers for excellence. Specialised Group training classes: The “ESG Sustainability Strategy Workshop” involved 60 participants from 19 companies; 62 individuals completed training and were certified in the second session of the “Sustainability Manager Certification Programme”; 38 individuals completed training and were certified in the “Net Zero Manager Certification Programme”; two sessions of the “Product Carbon Footprint Strategy Training Programme” trained representatives from 113 suppliers; and the English-language “Greenhouse Gas Inventory Training Programme for Suppliers” were attended by representatives from 19 suppliers.
- **Qisda Group's tree planting and afforestation initiatives:**  
BenQ adopted a 0.6-hectare greenbelt that was created as a part of the Agency of Rural Development and Soil and Water Conservation's restoration project at Jiufen-ershan and Zhongguakeng Creek. Jiufen Ershan was one of the areas most severely impacted by the 921 Earthquake. The Company held an official adoption ceremony alongside a Group-wide tree planting event. The Zhongguakeng Creek restoration area employed subtractive engineering, dismantling old concrete embankments to create a buffer greenbelt and overflow space for excess water and sediment. Centred on the concept of “rewilding rivers,” the project included riparian afforestation. Through nature-based solutions (NbS), the project aims to achieve harmonious coexistence between humans and nature.  
This year marks the 25th anniversary of the 921 Earthquake, and to commemorate it, the Company held an official adoption ceremony alongside a Group-wide tree planting event. Participants also visited the 921 Earthquake National Memorial Site and Taomi Community, a model for post-disaster reconstruction, so they realise the importance of disaster preparedness education and ecological restoration. A total of 101 employees from 9 Group companies took part in the event.
- **Biodiversity Preservation and TNFD Alignment:**  
In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University. Ecological surveys and soil sampling assessments were conducted in long-term contract farming sites, namely tea plantations in Hengshan Township, Hsinchu County and Pure Garden in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the initiative aims to disclose the Company's resilience to nature-related risks and its approach to managing related opportunities in response to societal expectations on sustainability.  
Annual inventory results show that the eco-friendly tea plantations in Hengshan demonstrate significant biodiversity, contributing to a more diverse and intact food chain. The Xizhou eco-friendly rice paddies not only exhibit significant biodiversity but also maintain crop yields and enhance long-term soil fertility. Each hectare of rice paddy cultivated using eco-friendly methods can store approximately 40 metric tons more carbon compared to one using conventional farming practices.

Collaborating with  
Stakeholders

Government agencies, experts and academics, communities and organisations, agricultural professionals, suppliers and Group employees

## 1. DOC Volunteer Mini-Trips

From 2013 to 2024, we have continuously supported the “DOC Volunteer Mini-Trips” initiative for 12 consecutive years. Integrating the principles of sustainable tourism, we engaged with community stakeholders to develop learning-through-service trips that promote local economic benefits, cultural translation, and environmental sustainability. Through these efforts, we have helped small-scale farmers build a model that connects local communities, volunteers and Digital Opportunity Centres through meaningful travel and physical experiences. We called upon Group employees and their families and friends to travel to production sites to assist with agricultural harvesting and coastal cleanups in southern Miaoli. These activities provided immersive, hands-on experiences in the fields, mountains, and coastal areas, fostering a spirit of exploration and a deep appreciation for land-based service work.



|                   | 2017                 |                      | 2018                 |                      | 2019                 |                      | 2020                 |                      | 2021                 |                      | 2022                 |                      | 2023                 |                      | 2024                 |                      | Total |
|-------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
|                   | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers |       |
| Beach cleanups    |                      |                      |                      |                      |                      |                      |                      |                      |                      |                      | 125                  | 59                   | 46                   | 15                   | 26                   | 13                   | 284   |
| Agricultural work | 227                  | 35                   | 382                  | 49                   | 340                  | 156                  | 250                  | 75                   | 224                  | 52                   | 105                  | 54                   | 213                  | 63                   | 204                  | 42                   | 2471  |
| Total             | 262                  |                      | 431                  |                      | 496                  |                      | 325                  |                      | 276                  |                      | 343                  |                      | 337                  |                      | 285                  |                      | 2755  |

### DOC Volunteer Mini-Trips



The DOC Volunteer Mini-Trips Programme enables Group volunteers to engage in land-based service and experience the value of physical effort and traveling by foot.



## 2. Contract Farming of Eco-Friendly Cultivated Rice Paddies

In 2016, the United Nations announced 17 Sustainable Development Goals (SDGs). Among them, Goal 12 – “Ensure sustainable consumption and production patterns and promote a green economy” – has long aligned with the BenQ Foundation’s promotion of “Caring for the Land,” which began in 2008 to advocate the core values of eco-friendly farming.

The BenQ Foundation has engaged in contract farming of rice paddies for 17 consecutive years (2008–2024), with adoption efforts spanning across northern, central, southern and eastern Taiwan. This initiative supports the practice of eco-friendly farming by local farmers, with the cumulative area of contracted rice paddies reaching 120.5 hectares.

In 2024, the contract farming of eco-friendly cultivated rice paddies included

rice paddies in the Nanpu Community of Beipu, Hsinchu and the “Water Farmer” rice paddies in Xizhou, Changhua, totaling 10 hectares for the year. Rice from two harvests were packaged into rice gift sets and shared with Group employees. Additionally, some 2,694 kilograms of rice from the two harvests were donated to 27 organisations serving underprivileged groups. These activities promote the cultivation and consumption of high-quality, safe rice. Through participating in the autumn rice harvest, group volunteers were led into the fields to engage in hands-on agricultural labour and learn about farming practices. By bending down and working hard under the sun to cut rice, they experienced the physical demands of a farmer’s work. This hands-on involvement helped deepen their appreciation for environmentally- friendly land stewardship and embodied “Caring for the Land” – one of our core values.

|                            | 2017                 | 2018                 |                      | 2019                 |                      | 2020                 |                      | 2021                 |                      | 2022                 |                      | 2023                 |                      | 2024                 |                      | Total |
|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------|
|                            | Corporate volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers | Corporate volunteers | Community volunteers |       |
| Area (hectares)            | 50.5                 | 10                   |                      | 10                   |                      | 10                   |                      | 10                   |                      | 10                   |                      | 10                   |                      | 10                   |                      | 120.5 |
| Volunteer/number of people |                      | 109                  | 40                   | 145                  | 25                   | 200                  | 23                   | 102                  | 30                   | 147                  | 31                   | 140                  | 20                   | 115                  | 23                   | 1150  |
| Total                      |                      | 149                  |                      | 170                  |                      | 223                  |                      | 132                  |                      | 178                  |                      | 160                  |                      | 138                  |                      | 1150  |



During the autumn rice harvest at contract farming sites in Xizhou, Changhua, Group volunteers demonstrated their commitment to the land through concrete actions.



### 3. ESG Sustainability Action Workshop

Since 2022, the BenQ Foundation has launched the ESG Sustainability Action Workshop to support Group employees and partners across the supply chain in translating sustainability from abstract concepts into practical actions. In 2024, we collaborated with the Commonwealth Sustainability League to host the “ESG Strategic Sustainability Workshop,” bringing together sustainability experts from industry, academia, and research institutes to guide the Group’s ESG teams in stimulating their thinking to create positive value and developing strategic thinking for sustainable transformation. A total of 60 employees from 19 companies participated. In partnership with the Taiwan Institute for Sustainable Energy (TAISE), we conducted the second session of the “Sustainability Manager Certification Programme” and launched the first-ever “Net Zero Manager Certification Programme.” These two training Programmes provided systematic learning in ESG and net-zero emissions, incorporating practical case studies and

certification assessments. As a result, 62 employees obtained Sustainability Manager certifications, and 38 employees obtained Net Zero Manager certifications.

To help supply chain partners better understand global carbon reduction trends, strengthen collaboration across the supply chain, and build competency in carbon footprint inventorying practices, we hosted two sessions of the “Product Carbon Footprint Strategy Training Programme,” attended by representatives from 113 suppliers. In addition, we offered an English-language “Greenhouse Gas Inventory Training Programme for Suppliers,” with representatives from 19 suppliers participating. The Qisda Group Supplier Conference was held, bringing together 275 suppliers and over 500 supply chain partners as well as recognising 31 outstanding suppliers for excellence. At the event, insights into economic trends and the ASEAN market was shared, with the goal of building a sustainable and resilient supply chain together.



The ESG Sustainability Action Workshop fosters co-creation of a sustainable value chain between the Group and its suppliers, jointly advancing toward our net-zero goal.



#### 4. Qisda Group's Tree-planting and Afforestation Initiative

BenQ adopted a 0.6-hectare greenbelt that was created as a part of the Agency of Rural Development and Soil and Water Conservation's restoration project at Jiufen-ershan and Zhongguakeng Creek. Jiufen Ershan was one of the areas most severely impacted by the 921 Earthquake. This year marks the 25th anniversary of the disaster and to commemorate it, the Company held an official adoption ceremony alongside a Group-wide tree planting event. Participants also visited the 921 Earthquake National Memorial Site and Taomi Community, a model for post-disaster reconstruction, so they realise the importance of disaster preparedness education and ecological restoration. A total of 101 employees from 9 Group companies took part in the event. Also, the project that created the buffer greenbelt at the Zhongguakeng Creek restoration area employed subtractive engineering, dismantling old concrete embankments to create a buffer greenbelt and overflow space for excess water and sediment. Centred on the concept of "rewilding rivers," the project included riparian afforestation and land preparation for tree planting to restore the natural ecosystem of the stream. Through nature-based solutions (NbS), the project aims to achieve harmonious coexistence between humans and nature, aligning with the UN Sustainable Development Goals (SDGs) to protect terrestrial ecosystems and supporting the Group's environmental and social decarbonisation pathway.



The Zhongguakeng Creek restoration project employed a "nature-based solutions (NbS)" approach Centred on "rewilding rivers." By dismantling old concrete embankments to create a buffer greenbelt and overflow space for excess water and sediment, the project aims to restore the original ecosystem.

##### Disaster mitigation Water and sediment overflow

By widening the cross-section of the river, flood peak flows can be effectively dispersed, preventing disasters downstream caused by excessively high flood peaks.

##### Conservation Buffer greenbelt

Tree planting and afforestation helps mitigate the impact of human activity on the environment and enhances the effectiveness of natural carbon sinks.

##### Ecosystem Habitat-friendly

Embankments and pond banks are designed with gentle slopes and primarily use natural materials to create a natural riparian environment.

Qisda Group's tree planting and afforestation initiatives: The Group's adoption of the buffer greenbelt at the Zhongguakeng Creek restoration area demonstrates the use of nature-based solutions to restore the natural ecosystem of the stream



Qisda Group's tree planting and afforestation initiatives: The Group's tree-planting and afforestation initiatives at Jiufen-ershan help foster sustainability and coexistence between people and the environment.



## 5. Biodiversity Preservation and TNFD Alignment

In collaboration with the Department of Soil and Water Conservation at National Chung Hsing University. Ecological surveys and soil sampling assessments were conducted in long-term contract farming sites, namely tea plantations in Hengshan Township, Hsinchu County and Pure Garden in Xizhou Township, Changhua County. Following the framework recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), the initiative aims to disclose the Company's resilience to nature-related risks and its approach to managing related opportunities in response to societal expectations on sustainability.

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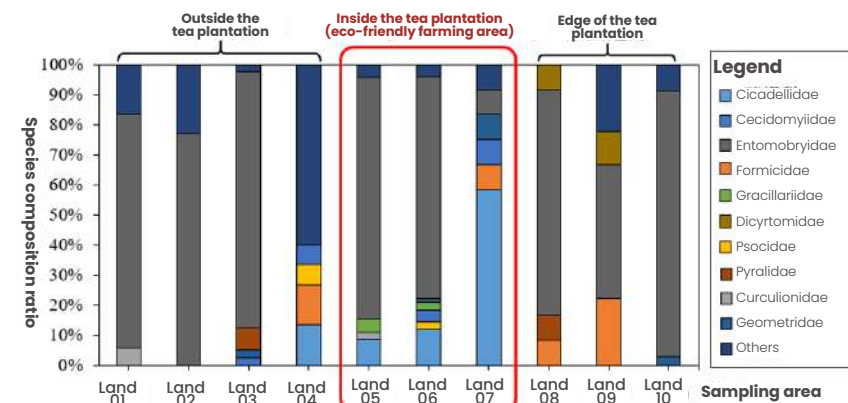
Biodiversity Preservation and TNFD Alignment - Notable Biodiversity at Shakeng Tea Plantation in Hengshan Township



Biodiversity Preservation and TNFD Alignment - Distribution of Protected Species at Shakeng Tea Plantation in Hengshan Township



Biodiversity Preservation and TNFD Alignment - Distribution of Protected Species around "Water Farmer" Rice Paddies in Xizhou Township



Biodiversity Preservation and TNFD Alignment - Notable Biodiversity at Shakeng Tea Plantation in Hengshan Township



## 5.7.4 Advancing Digital Equity

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Issues Addressed</b>                             | Ensuring healthy lives and promoting well-being for all at all ages; ensuring inclusive, equitable and high-quality education while promoting lifelong learning opportunities for all; achieving gender equality and empowering women; promoting inclusive and sustainable economic growth to ensure decent work for all; building inclusive, safe, resilient and sustainable urban and rural communities; advancing a green economy and ensuring sustainable consumption and production patterns; conserving and sustainably using marine ecosystems to preserve biodiversity and prevent ocean degradation; fostering diverse partnerships to advance the shared vision of sustainability                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>United Nations Sustainable Development Goals</b> | SDG 3 Good Health and Well-being, SDG 4 Quality Education, SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG 11 Sustainable Cities and Communities, SDG 12 Responsible Consumption and Production, SDG 14 Life Below Water, SDG 17 Partnerships for the Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Our Role</b>                                     | <p>We leverage technological capabilities to enhance ICT education in remote areas, and ensure women's rights to digital learning are upheld annually. In line with Taiwan's digital development policy, we leverage the Group's ICT and branding expertise to provide multi-faceted digital literacy education – including tech in daily life, health applications and design/marketing – to residents, immigrants, indigenous peoples and seniors in Hsinchu and Miaoli. These efforts aim to bridge the digital divide between urban and rural communities. Dedicated courses for women are offered to ensure their access to learning opportunities. Female entrepreneurs are encouraged to join professional networks to strengthen ICT skills and boost their income by applying online marketing strategies.</p> <p>We promote digital literacy among end users of medical technologies in partnership with BenQ Healthcare Corporation and Best-Sound. We connect the Group's healthcare expertise with potential users in remote areas, providing accurate health knowledge via the "Health Online" Programme and offering hearing care, hearing tests, and health education through "BenQ Kindness Academy – Smart Hearing for Better Sound," to promote preventive care awareness.</p> <p>As a leader in promoting the green economy and circular sustainability, we empower farmers engaging in eco-friendly practices, small-scale artisan farmers and skilled artisans to build online platforms and create video content. Through contract farming sponsorships, market events, employee purchase Programmes, volunteer tourism and procurement of gifts for group promotions, the initiative has stimulated urban-rural consumption exchange, generating over NT\$2 million annually in DOC-based agricultural economies in remote rural communities. In accordance with sustainable tourism principles, we engaged with community stakeholders to develop learning-through-service trips that promote local economic benefits, cultural translation and environmental sustainability. These initiatives integrate the Group's volunteer Programmes to promote local sourcing and support the UN Sustainable Development Goals (SDGs). Partners of the Hsinchu and Miaoli Digital Opportunity Centres are encouraged to reassess and plan their annual key initiatives based on the SDGs, aligning their efforts with benchmarks in economic development, cultural preservation, and environmental sustainability.</p> |
| <b>Our Actions</b>                                  | <p>The BenQ Foundation has long been implementing the Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County, committing to digital outreach in remote areas. Since 2008, we have supported DOCs in Hsinchu and Miaoli in applying digital skills to foster local development – marketing agricultural specialties, documenting community history and preserving cultural heritage. Through initiatives spanning education, culture and industry, we promote emerging technology learning and digital literacy for children, youth, older adults and immigrants in remote areas.</p> <p>Grounded in education and aligned with strategic objectives across economic, cultural and social aspects, we integrated our experience in digital creativity and branding aesthetics to develop six digital competency modules. These modules guide learners in remote areas to explore emerging fields, enabling sustainable development of rural and urban communities to drive economic growth in remote rural areas of Hsinchu and Miaoli. We enhance digital literacy through community-based digital education Programmes tailored to the public's informational needs, promote industrial and economic development by integrating brand aesthetics and design and support small-scale farmers and skilled craftspeople in building marketing platforms, producing audiovisual content, and conducting live-stream promotions to strengthen their marketing capabilities. We also preserve cultural and historical heritage by collaborating with local groups to develop the region's characteristics, thereby building and expanding the region's capacity for sustainable revitalisation and transformation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Collaborating with Stakeholders</b>              | Government agencies, experts and academics, communities and organisations, agricultural professionals, skilled craftspeople, Group employees and non-profit organisations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |



### 1. Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County

The BenQ Foundation has long been implementing the Ministry of Education's Digital Opportunity Centre Project in Hsinchu County and Miaoli County, committing to digital outreach in remote areas. Since 2008, we have supported DOCs in Hsinchu and Miaoli in applying digital skills to foster local development – marketing agricultural specialties, documenting community history and preserving cultural heritage. Through initiatives spanning education, culture and industry, we promote emerging technology learning and digital literacy for children, youth, older adults, and immigrants in remote areas.

Results and impact of the BenQ Foundation's operations:

Through close collaboration with Qisda's volunteer teams, the BenQ Foundation has cultivated strong partnerships with DOCs over many years. We uncover and preserve local economic and cultural value, leveraging digital tools to promote digital equity, promote local industry development, support regional revitalisation and work toward a more equitable and harmonious society. In line with Phase 6 of the Ministry of Education's Digital Inclusion and Empowerment Project, value-added service initiatives have been planned to promote sustainable and digital development in the remote areas of Hsinchu and Miaoli. The development approach focuses on sustainable urban-rural development and stimulating economic growth in remote areas, with the goal of building a sustainable urban-rural digital ecosystem that fosters symbiotic development and transforms remote areas into hubs for innovative practices and the convergence of tradition and new ventures.

We assist DOCs in implementing development Programmes tailored to local needs. Building on gradual progress over time, we integrated local needs with diverse development strategies, working steadily and collaboratively to support regional growth. From initial setup to daily operations to the offering of both basic and advanced digital literacy courses to help each Digital Opportunity Centre (DOC) promote the unique culture and characteristics of each region, we have achieved significant results.

In 2024, 558 hours of digital literacy courses were offered in Hsinchu and Miaoli to establish a comprehensive digital empowerment framework through systematic training. The initiative aims to reduce the digital divide caused by geographic and age-related disparities and to cultivate digital talent in remote areas. It includes Group-supported Programmes such as "DOC Kindness Academy – Smart Hearing for Better Sound" and "Health Online," which collectively encouraged 2,787 individuals to participate in digital learning. As a pioneer in digital applications, the BenQ Foundation designs Programmes that offer engaging, innovative digital experiences. Leveraging the Group's expertise in healthcare and ICT, we continuously develop new course content to expand the impact of quality education and health and wellness.

To expand local sustainable impact in the face of post-pandemic digital transformation, and the rapid development of the metaverse and generative AI, it is especially critical for the communities where the Hsinchu and Miaoli Digital Opportunity Centres (DOCs) are located – including agricultural, fishing, and indigenous villages – to build resilience against broader environmental and societal changes. In 2024, with the vision of building a sustainable urban-rural digital ecosystem, three strategic development pillars have been planned: "Smart Citizenship," "Local Economies" and "Cultural Continuity." These initiatives integrate digital education with sustainability issues to strengthen the resilience of remote communities in responding to global sustainable development trends.

"Smart Citizenship:" cultivate residents' ability to engage in local public affairs while enhancing digital literacy and awareness of technology ethics.

"Local Economies:" Support local industries in adopting innovative marketing strategies and developing sustainable business models for community-based industries.

"Cultural Continuity:" use emerging technologies to revitalise local cultural assets, encouraging intergenerational learning and cultural heritage preservation.

The "Smart Citizenship" initiative targeted middle-aged and older adults with Programmes on mobile digital living, enhancing personal health and





cybersecurity awareness and strengthening capabilities in the use of emerging digital technologies, holding classes in 14 townships. The “Local Economy” initiative supported sustainable economic development in communities by offering 45 hours of digital training to 47 small-scale farmers and merchants. For ten consecutive years, we have partnered with Group companies to host the “DOC Mini Market,” an event that promotes care for the environment, supports eco-friendly farming, and raises awareness of small farmer brands and their commitment to clean farming practices and environmental protection. The initiative provided direct economic benefits needed by local residents, generating NT\$2,465,688 in revenue for local producers through the annual event. Additionally, we organised the “DOC Volunteer Mini-Trips” Programme, where the Group’s volunteers assisted with farming in or conducted coastal clean-ups based on the seasons to further their awareness of the land, the natural environment and the agricultural industry. In collaboration with 11 Group companies, 230 volunteers were recruited, resulting in five ESG activities connecting businesses with rural communities in Hsinchu and Miaoli. The “Cultural Continuity” initiative used digital technologies to help community members preserve local cultural and historical landscapes. By building digital archives, the Programme fostered a sense of cultural identity and pride, with 995 participants engaged in cultural preservation education and outreach activities.



Through the Ministry of Education’s Digital Opportunity Centre Project in Hsinchu County and Miaoli County, we continue to enhance digital empowerment, promote digital equity, document cultural and geographical landscapes, market local industries and support regional revitalisation.





## 2. BenQ Kindness Academy – Smart Hearing for Better Sound

Leveraging the Group's influence in smart healthcare, the BenQ Foundation and Best-Sound – a subsidiary of Qisda Group – jointly launched the “BenQ Kindness Academy – Smart Hearing for Better Sound” Programme. In partnership with village chiefs and community care Centres, we host health education seminars in local communities. Each mobile seminar consists of three components: expert talks by audiologists, individual hearing tests and the promotion of digital health resources. The initiative educates the public on hearing care and everyday digital health tools, promotes proper use of assistive devices to delay auditory degeneration and integrates physical retail locations and online customer support systems to build a reliable professional consultation network for effective hearing protection.

The “BenQ Kindness Academy – Smart Hearing for Better Sound” Programme has been running since 2020. Originally based at the Digital Opportunity Centres in Hsinchu and Miaoli, it has steadily expanded its outreach to remote areas. In 2022, the Programme was extended to regions near the Group's headquarters, incorporating care Centres in Taoyuan City's

Guishan and Taoyuan districts. In 2024, it further expanded to care sites in Bade District, strengthening a comprehensive hearing care network across Taoyuan City. In 2024, a total of 40 mobile health education sessions took place. In Guishan District, 5 sessions were held across Dakeng Village, Changgeng Village, Shanding Village, Xinxing Village, and Xinlu Village. In Taoyuan District, 14 sessions took place in Xipu Village, Ruiqing Village, Huiji Village, Nanmen Village, Dongpu Village, the Taipei Veterans General Hospital Taoyuan Branch, the Taoyuan City Government Social Affairs Bureau North District Senior Activity Centre, the Taoyuan U-Land Foundation, the Xiangyang Social Services Association and the Taoyuan Social Services Care Association (Zhongning site), as well as two sessions each in Fenglin Village and Qingxi Village. In Bade District, 11 sessions were held in Jiaming Village, Jiadong Village, Ruitai Village, Ruifeng Village, Zhuyuan Village, Da'an Village, at the Taiwan Pluralistic Social Welfare Foundation and two sessions each in Daming Village and Daqian Village. Including 10 sessions in the Hsinchu and Miaoli areas, a total of 40 sessions were held, providing hearing screening and consultations for 1,075 elderly individuals, raising awareness among senior citizens about the importance of hearing care.

|         | 2020            |                  | 2021            |                  | 2022            |                  | 2023            |                  | 2024            |                  | Session | No. of beneficiaries |
|---------|-----------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|------------------|---------|----------------------|
|         | No. of sessions | Number of people | No. of sessions | Number of people | No. of sessions | Number of people | No. of sessions | Number of people | No. of sessions | Number of people |         |                      |
| Taoyuan | -               | -                | -               | -                | 20              | 558              | 26              | 736              | 30              | 898              | 76      | 2,192                |
| Hsinchu | 7               | 123              | 1               | 17               | 5               | 114              | 6               | 136              | 4               | 62               | 23      | 452                  |
| Miaoli  | 8               | 167              | 2               | 63               | 7               | 146              | 8               | 188              | 6               | 115              | 31      | 679                  |
| Total   | 15              | 290              | 3               | 80               | 32              | 818              | 40              | 1060             | 40              | 1075             | 130     | 3,323                |



The “BenQ Kindness Academy – Smart Hearing for Better Sound” project offers hearing tests and health education during a community seminar that tours the Taoyuan, Hsinchu, and Miaoli regions.



### 5.7.5 Cultivating Honest and Smart Individuals

**Issues Addressed** Ensuring inclusive, equitable, high-quality education, and promoting lifelong learning opportunities

**United Nations Sustainable Development Goals** SDG 4 Quality Education

**Our Role** Centred on “Scientific Literacy and Creative Thinking,” we designed learning journeys that integrate science with the humanities. We incorporated creative problem-solving and experimentation into interactive learning experiences, emphasized values of integrity and encouraged elementary school students to explore, collaborate, and develop a pro-active, positive attitude toward learning. The Programme focuses on hands-on science education and positive career empowerment for high school and vocational students. Outstanding young role models from various fields are invited to serve as speakers and share their journeys of perseverance and resilience as they made their dreams a reality, with the aim of inspiring more high school students to pursue their dreams.

**Our Actions** The “BenQ Honest and Smart Learning Camp” – held in collaboration with the Centre for Indigenous Science Development of National Tsing Hua University, the faculty team from the Department of Materials Science and Engineering at National Cheng Kung University and university student counselors – introduced students from Xinxing Elementary School in Hsinchu County and Sanwan, Daping, Xinnan, Jianggong and Qiwen Elementary Schools in Miaoli County to scientific knowledge and creative thinking. The Programme featured diverse hands-on science activities including “Materials and Rotation,” “Lenz’s Law and Rotation,” and “Bernoulli’s Law and Rotation.” These modules encouraged students to observe and reflect on everyday life with a scientific mindset and to explore solutions independently. The “Go Go Giwas” module expanded students’ cultural horizons through science-based animations, AR and VR experiences, and creative projects involving the traditional indigenous instrument kakeng, helping them discover the innovative value of traditional wisdom through interactions with technology. The BenQ Dream n’ Action Campus Seminars brought inspirational youth role models across 18 cities and counties in Taiwan: Taoyuan City, Taichung City, Tainan City, Kaohsiung City, Hsinchu County, Miaoli County, Changhua County, Nantou County, Yunlin County, Chiayi County, Pingtung County, Yilan County, Hualien County, Taitung County, Hsinchu City, Chiayi City, New Taipei City and Taipei City. In 2023, a total of 70 seminars were conducted, reaching 35,959 high school and vocational school students and teachers, sharing motivational stories that encourage young people to pursue their dreams. The Programme received 97 media exposures through news reports, school websites and social media platforms.

**Collaborating with Stakeholders** Experts and academics, university faculty and students, elementary school teachers and students, youth role models, and high school and vocational school students and teachers



### 1. BenQ Honest and Smart Learning Camp

The “BenQ Honest and Smart Learning Camp” is a summer learning journey that sparks curiosity and knowledge. The camp explores the world of creativity, challenges students to think beyond boundaries, fosters teamwork and cultivates a positive and diligent learning spirit. Guided by Professor Li-yu Fu of National Tsing Hua University, Professor Wang-long Li of National Cheng Kung University and former Yuan T. Lee Foundation instructor Cheng-li Tsai, the Programme combines science education, hands-on experimentation and indigenous cultural learning. It inspires an interest in scientific exploration and artistic creativity, helping students in remote areas engage in critical thinking and expand their imagination and humanistic perspective.

| Year                                          | 2020 | 2021                          | 2022 | 2023 | 2024 | Total |
|-----------------------------------------------|------|-------------------------------|------|------|------|-------|
| Sessions held                                 | 6    |                               | 2    | 2    | 2    | 12    |
| Number of participating elementary schools    | 23   | Suspended due to the pandemic | 7    | 3    | 6    | 39    |
| Number of participating students and teachers | 278  |                               | 60   | 86   | 110  | 534   |



The “BenQ Honest and Smart Learning Camp” fosters values of honesty and integrity – a journey through science and the humanities for students in remote areas



## 2. BenQ Dream n' Action Campus Seminars

Inspirational young role models are invited to serve as Dream Ambassadors, visiting high schools and vocational schools in remote mountain and coastal regions across Taiwan to share their journeys of pursuing their dreams. Through these lectures, they spread positive energy and encourage students to explore their limitless potential. Since 2015, the Programme has toured high schools and vocational schools in northern, central, southern and eastern Taiwan for ten consecutive years. A total of 556 sessions have been held, reaching more than 466,787 students and teachers, and inspiring countless young people to pursue their dreams. In 2024, the "BenQ Dream n' Action Campus Seminars" featured ten influential youth role models, including: social advocate Shen Hsin-Ling; Huang Ming-Cheng, also known as Mr. Candle; former Cirque du Soleil performer Chen Hsing-ho, yo-yo master Yang Yuan-Ching, "The Magic Castle" magician Pohan Huang; The Grand Master Asia champion Jeff Lee; adversity coach Wu Chia-ying; Miwango owner Lai Yung-kun; Againstwind director Cheng Wei-sheng and grassroots education promoter Huang Ya-sheng. These speakers visited 70 high schools and vocational schools across 18 cities and counties – including Keelung City, Taipei City, New Taipei City, Taoyuan City, Hsinchu City, Hsinchu County, Miaoli County, Taichung City, Nantou County, Changhua County, Yunlin County, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, Yilan County, Hualien County and Taitung County – reaching 35,959 students and teachers with their inspirational stories.

| City/<br>County        | 2015   | 2016   | 2017   | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | Total   |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Keelung City           |        |        |        |        |        |        | 1      |        |        |        | 1       |
| Taipei City            |        |        |        |        |        |        |        |        |        | 2      | 2       |
| New Taipei City        |        |        |        |        | 1      | 1      |        | 1      |        | 1      | 4       |
| Taoyuan City           | 9      | 10     | 8      | 9      | 1      | 3      | 1      | 3      | 3      | 3      | 50      |
| Hsinchu City           | 4      | 5      | 1      | 3      |        |        |        | 1      | 0      | 1      | 15      |
| Hsinchu County         | 6      | 4      | 5      | 5      | 2      | 1      | 1      | 1      | 2      | 3      | 30      |
| Miaoli County          | 4      | 5      | 4      | 7      | 2      | 1      | 2      | 2      | 1      | 4      | 32      |
| Taichung City          |        | 9      | 13     | 22     | 13     | 11     | 4      | 6      | 5      | 10     | 93      |
| Nantou County          | 1      | 2      | 9      | 7      | 2      | 1      |        | 5      | 3      | 5      | 35      |
| Changhua County        |        | 5      | 13     | 12     | 9      | 8      | 7      | 3      | 6      | 4      | 67      |
| Yunlin County          |        | 1      | 1      | 8      | 1      | 2      |        | 1      | 2      | 1      | 17      |
| Chiayi County          |        | 1      | 3      | 4      | 7      | 4      | 2      | 3      | 3      | 1      | 28      |
| Tainan City            |        |        |        | 3      | 12     | 14     | 4      | 4      | 13     | 15     | 65      |
| Kaohsiung City         |        |        |        | 3      | 14     | 12     | 4      | 6      | 5      | 10     | 54      |
| Pingtung County        |        |        |        | 2      | 6      | 4      | 1      | 3      | 4      | 3      | 23      |
| Yilan County           |        | 1      |        | 3      | 1      | 1      | 3      | 2      | 4      | 5      | 20      |
| Hualien County         |        |        |        | 3      |        | 4      | 1      | 2      | 1      | 1      | 12      |
| Taitung County         |        |        |        |        | 1      | 3      |        | 2      | 1      | 1      | 8       |
| Total sessions         | 24     | 43     | 57     | 91     | 72     | 70     | 31     | 45     | 53     | 70     | 556     |
| Number of participants | 24,040 | 42,922 | 59,000 | 80,962 | 77,349 | 57,046 | 24,652 | 30,107 | 35,299 | 35,959 | 467,336 |



The "BenQ Dream n' Action Campus Seminars" empowers students by featuring outstanding youth role models who share their life stories and deliver a message of positivity.



### 5.7.6 Enhancing the Value of Art and Culture

|                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Issues Addressed                             | Ensuring inclusive, equitable, high-quality education, and promoting lifelong learning opportunities                                                                                                                                                                                                                                                                                                                                                       |
| United Nations Sustainable Development Goals | SDG 4 Quality Education                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Our Role                                     | To promote art and culture, we have built international exchange platforms, and supported local and international sculptors in on-site creation. These sculptures are installed in public spaces across the Group's facilities and donated to government-run art spaces to enhance public cultural literacy. The Group's facilities feature permanent exhibitions of sculptures and models that enrich employees' appreciation of aesthetics and the arts. |
| Our Actions                                  | We organise exhibitions of sculptures and models within the Group's premises to create public art spaces.                                                                                                                                                                                                                                                                                                                                                  |
| Collaborating with Stakeholders              | Experts and scholars, artists and craftspeople, Group employees                                                                                                                                                                                                                                                                                                                                                                                            |

#### BenQ International Sculpture Workshop

The BenQ International Sculpture Workshop fosters exchange among sculptors from Taiwan and abroad. Through a month-long onsite creation process, the Programme draws in students and members of the public who are interested in sculpture, giving them the opportunity to engage closely with the process of creating a sculptural work. The BenQ Foundation is deeply invested in the development of modern sculpture in Taiwan and has promoted interdisciplinary and diverse artistic perspectives. Since 2010, it has hosted six editions of the BenQ International Sculpture Workshop, creating a positive image and experience of Taiwan for the international art scene and leaving behind 90 outstanding sculptures as cultural treasures for Taiwan.

To promote public art appreciation, starting in 2021, the BenQ Foundation organised permanent exhibitions of sculptures and models in the public spaces of 16 Group companies – BenQ Corporation, BenQ Materials, Qisda Corporation, Darfon, DFI, Ace Pillar, Data Image, Aewin, Alpha Networks, Hitron, Interactive Digital Technologies, Unictron Technologies, Partner Tech, Data Image, MetaAge and Web-Pro. These exhibitions aim to elevate employees' cultural and aesthetic awareness and to bring the emotional resonance of sculpture into everyday life.



The sculpture and model exhibitions from the BenQ International Sculpture Workshop introduce a sense of aesthetics and art into the public areas of the Qisda Group companies.