



BenQ 2024
Sustainability Report

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Chapter 1

Our Commitment to Sustainability

| Unchanging Commitment

The sustainability of a company relies on solid management of its environmental, social, and corporate governance affairs. Only through continuous implementation of ESG management can we build momentum for sustainable growth in the future.

Since its establishment, BenQ has continued to expand its corporate vision of “Bringing Enjoyment ‘N’ Quality to Life.” BenQ has diversified its operations and expanded from 3C products to the four areas of L.I.F.E. (Living Better, Increasing Efficiency, Feeling Healthier, Enhancing Learning) with the aim of providing customers with a more enjoyable digital lifestyle, higher-performance operations, advanced medical equipment services, and more flexible learning. We also hope to pursue profits and growth while fulfilling our corporate responsibility and having a positive impact on society and the public to achieve sustainable operations.

Fulfilling ESG Commitments and Bringing Enjoyment ‘N’ Quality to Life

With regard to corporate governance, BenQ is committed to sustainable corporate development. Since its establishment in July 2010, BenQ’s Corporate Social Responsibility Committee has integrated CSR objectives into the Company’s daily work goals. In 2022, the committee was renamed and reorganised as BenQ’s ESG Implementation Committee to further strengthen our management of ESG issues deemed to be important by our stakeholders and track our effectiveness.

In 2024, BenQ adhered to its philosophy of serving the needs of people through technology and strived to integrate eye-protection technologies certified by TÜV Rheinland – our exclusive “CinematicColor™” colour management technology, and “ClassroomCare™,” our technology for healthy and smart classrooms – into our products. We also continued



to create products to fulfill a wide variety of needs, including retouching monitors for photographers based on the WYSIWYP-principle (“what you see is what you print”), fast-rendering gaming monitors for e-sports players, monitors for Mac users, mini home projectors, interactive touchscreens for educational settings, and desk lamps that help protect the eyes.

With regard to the environmental aspect of ESG management, BenQ products are designed with the entire product life cycle in mind. During the R&D and design stages, their impact on the environment from delivery to usage is considered, and measures to reduce energy consumption and packaging and to improve product recyclability are adopted.

Through improvements in every stage of production, we have created green products that are environmentally friendly. In 2023, we conducted product carbon footprint inventories for our large touchscreens (RE7503A), becoming the first company in the industry to obtain carbon footprint certification for such products. In 2024, we expanded carbon footprint assessments and disclosures to include the full range of our display products, projectors, lighting equipment, and gaming mice. All BenQ products are environmentally friendly and energy efficient, and have earned Energy Star certification. In addition, BenQ regularly undergoes third-part verification to ensure that work regarding environmental management is carried out, and we encourage our employees to take part in the work.

With regard to the social aspect of ESG management, we believe that talent is our most important asset and the key to business growth. Therefore, BenQ actively invests in diversified education and training to foster employees’ innovative and competitive strengths, which adds to the Company’s organisational capacity and competitiveness for sustainable growth. From 2019 to 2024, BenQ has won the “Asia’s Best Employer Award” for six consecutive years, which shows that our employees recognise our efforts to nurture talent and foster a good working environment.

Since 2016, BenQ has been awarded the “Sports Enterprise Certification” by the Ministry of Education’s Sports Administration every year, and has continuously innovated in sports facilities and events to provide a five-star workplace environment that lets employees “Work Smart, Play Hard.” In 2024, event planning incorporated sustainability elements, with active participation in carbon reduction initiatives, charitable donations, and ethical procurement, fulfilling the Company’s corporate social responsibility. Examples include donation drives, recycled leather DIY charity workshops, and creek clean-up activities. We also provide incentives above the industry standard: we encourage our employees to participate in the Group Stock Ownership Trust Plan to align Company performance with employee interests, which enable the Company to take care of our employees’ life after retirement. Since the plan’s inception, employee participation has been approximately 90%, facilitating a virtuous cycle for the Company and its employees.





Aligning with SDGs, Education, Health, and Earth-friendly Sustainable Development

To keep our sustainable development aligned with global practice, BenQ actively responds to the United Nations Sustainable Development Goals (SDGs), committing itself to “quality education,” “good health and well-being,” and “climate action.” Our sustainable operations respond to the SDGs related to clean energy, responsible production, and climate action, all of which are embedded in our daily operations.



Take “climate action” as an example – BenQ considers the entire product lifecycle and applies four green design principles: materials reduction, energy efficiency, hazardous substance control, and recyclability. These principles help create products that meet user expectations and are environmentally friendly. In 2024, BenQ promoted lightweight design across its product lines. For instance, the XL series of gaming monitors underwent casing thickness optimisation and weight reduction, successfully lowering resource consumption and carbon emissions. Innovative design also reduced the footprint of the base by approximately 41%,

balancing users’ needs with environmental benefits and showcasing BenQ’s strength in incorporating sustainability into product design.

In addition, BenQ has upgraded its green packaging by designing it to be reusable and by reducing the amount of plastic used, applying sustainability principles throughout the manufacturing, usage, and recycling stages to minimise packaging waste. Paper and other eco-friendly materials have been used to replace plastic. For example, packaging cartons now consist of over 80% recycled paper. The amount and volume of packaging materials have also been reduced through innovative product assembly and structural design. BenQ continues to explore new materials and structural innovations as part of its ongoing commitment to environmental protection.

BenQ is a people-centred brand. We believe that design and technology should meet the real needs of consumers to function optimally. If we can expand our efforts from individuals to society as a whole, we can spread our corporate values and exert a positive influence. We hope that BenQ’s spirit can reach every corner of society and make “Bringing Enjoyment ‘N’ Quality to Life” a reality.

President
Peter Huang





Chapter 2

About BenQ

2.1 About BenQ

Company name	BenQ Corporation
Establishment date of the company	April 21, 1984 (OEM operations were fully spun off on September 1, 2007)
Affiliated Group	- BenQ Corporation - A subsidiary that is 100% owned by Qisda Corporation.
Establishment date of the brand	December 5, 2001
Capital	TWD 3.2 billion
Revenue	TWD 23.5 billion (2024 global revenue)
Head office	No. 16, Jihu Road, Neihu District, Taipei City, Taiwan 114
Number of employees	1,708 employees worldwide / 570 employees in Taiwan (as of December 2024)
Chairperson	Michael Tseng
President	Peter Huang

LCDs: Total sales volume was around 1.627 million units in 2024. High resolution 4K is ranked 10th globally and high refresh rate (refresh rate >100Hz; gaming) is ranked 11th globally.

Projectors: Among the top 5 in terms of global sales volume in 2024 (general projectors and mini projectors).

Commercial Displays



Projectors



Large LCD Displays



Smart Lighting



LCD Displays



Remote Work and Learning





2.2 BenQ's Core Corporate Culture



Corporate Vision and Brand Mission

BenQ is a people-centred brand. We believe that design and technology should meet the real needs of consumers to function optimally. Guided by our vision of "Bringing Enjoyment 'N' Quality to Life", BenQ has diversified its operations and expanded from 3C products to the four areas of L.I.F.E. (Living Better, Increasing Efficiency, Feeling Healthier, Enhancing Learning). Our aim is to provide customers with a more enjoyable digital lifestyle, higher-performance operations, advanced medical equipment services, and more flexible learning. We also hope to pursue profits and growth while fulfilling our corporate responsibility and having a positive impact on society and the public to achieve sustainable operations.

Core Values

In addition to the direction and ideal corporate vision we pursue, BenQ has adopted the four values of "Integrity and Self-Discipline," "Passion and Service," "Pursuit of Excellence," and "Care and Contribution" as the beliefs and fundamental principles for all employees.

- Integrity and Self-Discipline : We are committed to moral integrity, leading by example, abiding by the Company's code of conduct and regulations, upholding our promises, and not engaging in dishonest tactics.
- Passion and Service : We approach tasks with a proactive attitude, and treat our work and colleagues with care.
- Pursuit of Excellence : We embrace innovation and change with an open mind, continuously learning, growing, and seeking improvement.
- Care and Contribution: We are committed to environmental protection and sustainable development, as well as the interests of our customers, society, and the environment.





2.3 Status of Operations

2.3.1 Operating Principles

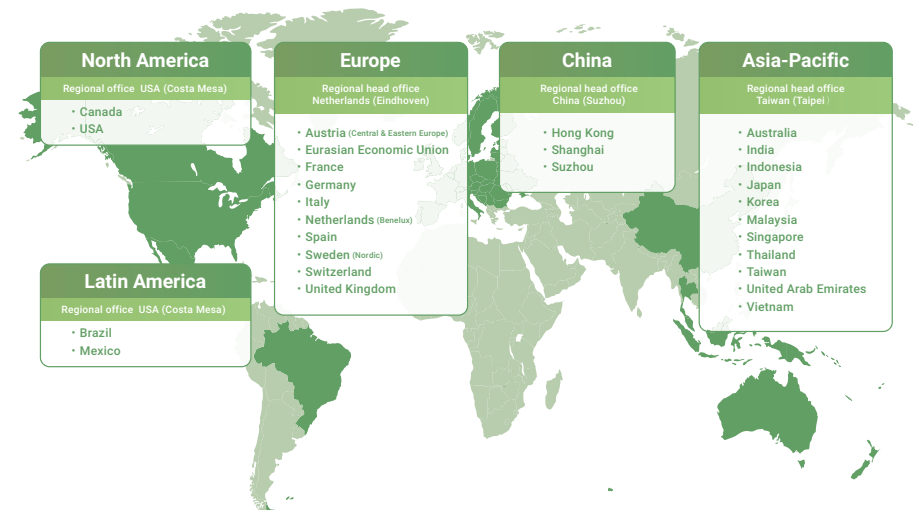
BenQ's corporate governance operations adhere to Taiwan's Corporate Governance Best-Practice Principles, whose five major principles are listed below:

- Protecting shareholders' rights and interests
- Strengthening the functions of the Board of Directors
- Utilising the functions of supervisors
- Respecting the rights and interests of stakeholders
- Enhancing information transparency



2.3.2 Global Business Strategy

BenQ's global operations are divided into five regions: Europe, North America, Latin America, China, and Asia-Africa-Middle East, with 28 operating bases in 26 countries and marketing to more than 100 countries.



BenQ's Operating Locations

BenQ's management team follows an operational strategy of "global decision-making at the headquarters and local execution at the regional marketing centres" and a growth strategy of "deepening the core markets and pursuing innovation-based growth" to bring the BenQ brand into the global arena and achieve our goal of sustainable operations.



Global Decision-making at the Headquarters and Local Execution at the Regional Marketing Centres

To strengthen the foundation of its international brand, BenQ has established a global marketing decision centre and a service management system at its headquarters. These initiatives streamline and optimise its marketing and service operations, enabling the Company to understand markets, anticipate demand, improve service and vendor management, and enhance overall operational efficiency.

Deepening the Core Markets and Pursuing Innovation-based Growth

We continuously develop our products and expand our markets by collaborating with upstream technology partners to launch market-leading, differentiated products, such as eye-protecting monitors, gaming monitors, DLP 4K projectors, large commercial displays, interactive touchscreens for education, and smart eye-protecting desk lamps. These products enhance our competitiveness, strengthen brand value, and consolidate our market position. Leveraging our R&D strengths in vision technology, mobile technology, and design, together with our extensive expertise in key components and technologies, we remain committed to developing value-added, innovative products and expanding our market footprint by staying ahead of industry trends.

2.3.3 Description of Operations

LCDs:

The total sales in 2024 reached 1.627 million units. Due to the optimisation of product portfolio and the increase in average selling price, profit performance also exceeded 2023. Profit performance also surpassed that

of the previous year. In the Chinese market, the ZOWIE brand has been established for a decade. Its marketing strategy has proven highly effective, making it a major contributor to both revenue and profit growth in the gaming monitor category. High-end ZOWIE gaming monitors equipped with proprietary DyAc technology and 240Hz/360Hz refresh rates achieved strong sales, further driving sustained growth in the overall gaming monitor category.

Despite a downturn in the B2C market for professional monitors, product mix optimisation meant that sales of high-end models gradually increased in Q4. In addition, we launched two new market segments in 2024: the world's first monitor designed specifically for software engineers and a series of external displays tailored for MacBook users. Both product lines received high praise upon their release.

Projectors:

In 2024, 274,000 units were sold. Compared with the same period last year, the gross margin increased by 0.5% as a result of the product portfolio. The Company continues to cultivate the home theatre market with 4K resolution and our world-leading CinematicColor™ colour management technology. We have integrated Android TV, added gaming features to expand into new markets, and introduced new professional segments such as miniature projectors, sports and flight simulation, and other forms of interactive entertainment. In response to the shortage of key components, we adjusted our product portfolio and inventory management to minimise the impact on our supply chain, while focusing on models with high profitability in both production and sales.



2.3.4 Industry Overview and Impacts

(1) Current Situation and Development of the Industry

LCDs: According to market research reports, global LCD monitor shipments in 2024 are estimated at approximately 127.7 million units, representing a year-on-year increase of 3.8%. Following a decline in end-user demand in 2023, the monitor market in 2024 has finally returned to positive post-pandemic growth. Differentiated products and continuous enhancement of economies of scale and market share will therefore be crucial. In the future, the Company will accelerate the development of high-end gaming monitors, professional monitors, and products for segmented markets; enhance added value; optimise the supply chain; and strengthen vertical integration to improve overall competitiveness.

Projectors: Market research organisations estimate that global projector shipments amounted to approximately 4.91 million units in 2024 and the global projector market growth rate expected to remain steady or slightly decline in 2025. However, the proportion of high-brightness, High-resolution and lamp-free projectors will continue to rise. Home projectors are expected to remain steady or grow slightly, especially in overseas markets such as North America, Europe and the Asia- Pacific. By contrast, demand for projectors used in educational or commercial settings may decline due to the growing prevalence of large-sized panels.

(2) Trends in the Industry's Development and Competitiveness

LCDs: Entry-level mainstream monitors are increasingly being replaced by models featuring 100Hz/120Hz high refresh rate panels. Gaming

monitors are also progressing toward 200Hz–300Hz refresh rates. Despite this advancement in specifications, price growth remains limited, and market competition is becoming more intense. OLED technology is becoming dominant in high-end gaming monitors due to its superior colour saturation and response time, as well as the absence of halo effects common in mini-LED displays. For gamers who prioritise high-resolution performance, it delivers an exceptional gaming experience.

Projectors: Rising environmental awareness and the EU's mercury ban, along with advancements in lamp-free light sources, have increased market willingness to procure new-generation light-source projectors. In addition, open-source solutions are emerging for smart-home projector systems. With the rapid growth of the streaming media market, personal and household audiovisual applications are expected to become even more widespread.





2.3.5 Status of Operations

Unit: NTD/100 million

Item	Amount
Net operating income	128.48
Operating costs	117.15
Salaries and benefits	10.87
Interest payments or dividend distribution	14.29
Income tax	2.11

Note: The scope of disclosure is limited to BenQ's head office in Taiwan.

The operating income in 2024 was NT\$12,847,671,000, which marked an increase of 5.02% compared to NT\$12,233,627,000 in 2023. Additionally, the operating loss increased by NT\$120,959,000. In 2024, pension funds were allocated according to the law and pensions were paid to retired employees.

BenQ is a wholly-owned subsidiary of Qisda Corporation. Therefore, for information on BenQ's total assets, liabilities, net worth, and operating income/ earnings after tax for the current period listed above, please refer to the information on the operational status of affiliated companies disclosed in the annual report of Qisda Technology Corporation, on the Market Observation Post System of the Taiwan Stock Exchange, or download information from the annual report using the QR code below.



Information from
Qisda's Shareholders'
Meetings and
Annual Report

2.4 Board of Directors' Governance Structure

BenQ is a wholly-owned subsidiary of Qisda Corporation. Therefore, all members of BenQ's Board of Directors are appointed by a single corporate shareholder, Qisda Corporation and their terms of office are in accordance with their appointment. There are no independent directors because the Company is a privately held company.

2.4.1 Governance of the Board of Directors

BenQ's Board of Directors comprises four directors; three males, and one female. Among them, one director is an employee of the Company. Michael Tseng, the Chairman of the Board of Directors for this term, also serves as the President of BenQ China. He is dedicated to leading, managing, and organising communication channels with various organisations. At the same time, he is capable of planning the blueprint for the Company's sustainable development in the areas of environmental protection (E), social responsibility (S), and corporate governance (G), as well as managing relevant targets. With his extensive industry experience, he can accurately and efficiently fulfil the needs of customers and respond to stakeholders' expectations through his holistic approach to sustainable development.

All directors hold quarterly meetings to evaluate the Company's operations and discuss major proposals. In case of major events, ad hoc board meetings are convened.

The average attendance rate for 2024 was 100%.



Director	Position	Position in the Company	Gender	Nationality	Age (Age group)	Professional experience							
						Business management	Industry experience	Electrical engineering	Risk management	Accounting	Law	Venture capital	Sustainability
K. Y. Lee	Chairperson (~2024.8.30)	BenQ Chairperson	Male	Taiwan	71-80	V	V	V	V			V	
Michael Tseng	Chairperson (2024.8.30~)	BenQ Chairperson	Male	Taiwan	61-70	V	V						
Peter Chen	Director	Qisda Chairperson	Male	Taiwan	61-70	V	V	V	V			V	V
Jasmin Hung	Director	Qisda CFO	Female	Taiwan	51-60	V			V	V		V	
Conway Lee	Director (~2024.8.30)	BenQ President	Male	Taiwan	61-70	V	V		V				
Peter Huang	Director (2024.8.30~)	BenQ President	Male	Taiwan	61-70	V	V						
Feng-lin Hsu	Supervisor	Qisda Finance Department of Management Senior manager	Male	Taiwan	41-50	V				V			

BenQ's Directors and Supervisors

Note: Public information on BenQ's directors and supervisors can be found in the Commercial Industrial Services Portal's Commercial and Industrial Registration Information Publication and Search System.



2.4.2 Prevention of Conflicts of Interest

All directors prioritise the interests of the Company and its shareholders above all else. None of the directors are related to one another, and in order to avoid conflicts of interest, they strictly adhere to the principle of recusal, refraining from participating in discussions or voting on issues that involve their own interests, and may affect the Company or the other directors. For more details, please refer to the information disclosed in the annual report of Qisda Technology Corporation, the parent company of BenQ, on the Market Observation Post System of the Taiwan Stock Exchange, or download information from the annual report from the QR code below.



Information from Qisda's Shareholders' Meetings and Annual Report

All directors exercise their authority independently and ensure that the Board of Directors operates with transparency in its decision-making. The Company also appoints supervisors and hires accountants to play a supervisory role. They carefully review the Company and its Board of Directors to make sure that the implementation of operations in accounting, auditing, financial reporting processes, financial control, internal control, legal compliance, investment decision quality, and integrity are all effective, transparent, and compliant with the law. These corporate governance principles strengthen the Board of Directors' functions and allow the supervisors to perform their roles.

2.4.3 Continuing Education for Directors

Through continuing education courses on the Company's business and sustainability issues, organised either by the Company's staff or facilitated by them, members of the Board of Directors continuously enhance their knowledge, competence, legal literacy, decision-making quality, and operational effectiveness on economic, environmental, and social issues. They also acquire a certain level of knowledge on new trends, the Company's operations, and sustainability issues. In 2024, the directors received a total of 33 hours of continuing education.

Director	Training date	Organiser	Course title	Hours
Peter Chen	2024/6/13	Independent Director Association Taiwan	Introduction to IFRS Sustainability Disclosure Standards and Insights into Net-Zero Trends Domestically and Abroad	3
Jasmin Hung	2024/4/11	Accounting Research and Development Foundation	Latest Revisions to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and Compliance Practices in Internal Auditing and Control Related to the Preparation of Financial Reports	6
Jasmin Hung	2024/4/12	Accounting Research and Development Foundation	Latest Analysis of the Impacts of ESG and Sustainability Policies and Regulations, and Net-Zero Carbon Emissions on Practices in Annual Report Preparation	6
Jasmin Hung	2024/6/13	Independent Director Association Taiwan	Introduction to IFRS Sustainability Disclosure Standards and Insights into Net-Zero Trends Domestically and Abroad	3



2.4.4 Directors' Remuneration and Performance

BenQ is a wholly owned subsidiary of Qisda Corporation. Therefore, the members of BenQ's Board of Directors are representatives of juridical persons directly appointed by the parent company and do not receive any remuneration in their capacity as directors. The remuneration and bonuses they receive by the parent company are regulated in detail by the parent company and are submitted to the Remuneration Committee for review annually. The parent company's management meetings, functional committees, and Board of Directors also review BenQ's operations, the effectiveness of its Board, and the performance of each director at least once a year, and evaluate the candidate appointed as the representative of the juridical person.

In addition, the parent company will continue to focus on sustainable development and support the members of the Board of Directors in enhancing their capabilities to manage the impact of the ESG material topics, and include them in the performance evaluations from the Group's perspective.

2.4.5 Monitoring and Control of Sustainability Issues

The Board of Directors is the highest governance body, as well as the Company's risk management and supervisory authority, overseeing development strategies and management-level executives, and remaining accountable to the Company and its shareholders. It carries out its duties according to the operational processes, internal controls, and internal audit procedures in the corporate governance system, as well as laws and regulations, the Company's Articles of Incorporation, and resolutions passed at shareholders' Meetings. In addition, the Board must review and approve the annual and quarterly financial statements, together with an assessment of the effectiveness of the internal control system.

On sustainability issues, the Board of Directors authorises the President to chair the ESG Promotion Committee, which reviews operational and sustainability-related strategies, and risk management measures. The Committee checks the contents of reports as well as obstacles and results arising from the measures' implementation; effectively supervises progress and resource allocation; confirms short-, medium- and long-term plans; and manages performance assessment results. The President of BenQ then makes a report at the parent company's ESG operation management meeting on a quarterly basis depending on the issues' significance and includes relevant resolutions for subsequent follow-up.

For the annual sustainability report, the ESG Promotion Committee discusses material topics with each unit and reviews the contents of the report. In order to ensure the completeness and accuracy, an independent third-party verification agency is appointed to audit the contents of the report. The Board of Directors and senior management participate in the verification process with a supportive and proactive attitude or delegate employees to complete the task. The final sustainability report is then released.





2.5 Accolades



BenQ's unique design positioning has been recognised by the international design community ever since its establishment. By 2024, the Company had garnered over 358 design awards. These include honours from the four major international design competitions, including 156 iF Awards, 58 Red Dot Awards, 6 IDEA Awards, and 84 G Mark Awards. The RP series of interactive touchscreens for education was honoured with the

Silver Award at the Taiwan Excellence Award. In addition, seven other products, including eye-care monitors – projectors, quantum dot TVs, and medical displays – were recognised with Taiwan Excellence Awards.

BenQ's design strength has also drawn the attention of international media and has been featured on the cover of BusinessWeek several times, which commended the Company's innovative design for breaking free from the constraints of slim profits and helping to maintain Taiwan's competitiveness. As the Lifestyle Design Centre gains visibility, Taiwan's overall design strength is increasingly receiving exposure and recognition.

Furthermore, BenQ actively promotes zero-waste green trade shows. While generating business opportunities through exhibitions, the Company also ensures that spectacular exhibitions do not place a burden on the environment. By adopting the ISO 20121 event sustainability management standards and launching initiatives like the BenQ Education Roadshow in the UK, BenQ has organised over 2,000 green exhibitions, attracting more than 250,000 visitors. This innovative and pragmatic approach earned the Company the Gold Award – the highest honour – at its first participation in the 3rd Asia-Pacific Sustainability Action Awards (APSAA).





IF DESIGN AWARD	156
RED DOT AWARD	58
G MARK	84
IDEA	6
GOLDEN PIN	32
OTHER	40
376+ International Design Awards	

International design awards (2002–2024)



BenQ's entire line of monitors won the 2024 Taiwan Excellence Award.

Award	Product/project name
Good Design Awards (G Mark)	GV50 Laser Portable Projector
	Gaming Monitor - ZOWIE XL Series
	ZOWIE U Series Wireless Mouse
	MA Series Monitor
Red Dot Award (Red Dot)	BenQ PianoLight Grand
Asia-Pacific Sustainability Action Awards (APSAA) - SDG12: Gold Award	Empowering Sustainability: Creating Zero-Waste Green Exhibitions
Taiwan Excellence Award - Silver Award	RP Series of Interactive Touchscreens for Education
Taiwan Excellence Award	EX321UX 4K Mini LED Gaming Monitor
	RD280U 4K Programmable Monitor
	MA270U Monitor for MacBook User
	X3100i 4K HDR Flagship Console Gaming Projector
	J65-760 Quantum Dot Gaming Google TV
	The GV50 Google TV Laser Portable Projector
	SE27205 4K Medical Display for Endoscopy and Operating Rooms

List of awards



2.6 Participation in Associations

Industry associations and professional associations are important references for BenQ's operational strategy. Through these associations, BenQ can obtain relevant resources for its business development (e.g. through industry events, brand management, government projects) or provide its CSR results as feedback (e.g. experience sharing, and results presentations).

In 2024, BenQ joined the following associations related to the information industry:

Name of association	Management role	Membership role
Neihu Technology Park Development Association (NTPDA)	■	■
Association of Taiwan Bio-based and Sustainable Material Industry (TBSM)	■	■
Taiwan Excellent Brand Association (TEBA)	□	■
ICC (International Color Consortium)	■	■
Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)	□	■

Role in associations

In addition, BenQ continues to pay attention to energy conservation and carbon footprint management through Climate Savers Computing and the Carbon Trust, as well as the international advocacy from Greenpeace and the International Electronics Manufacturing Initiative (iNEMI) aimed at eliminating harmful substances and developing halogen-free products.





Chapter 3

Material Topic

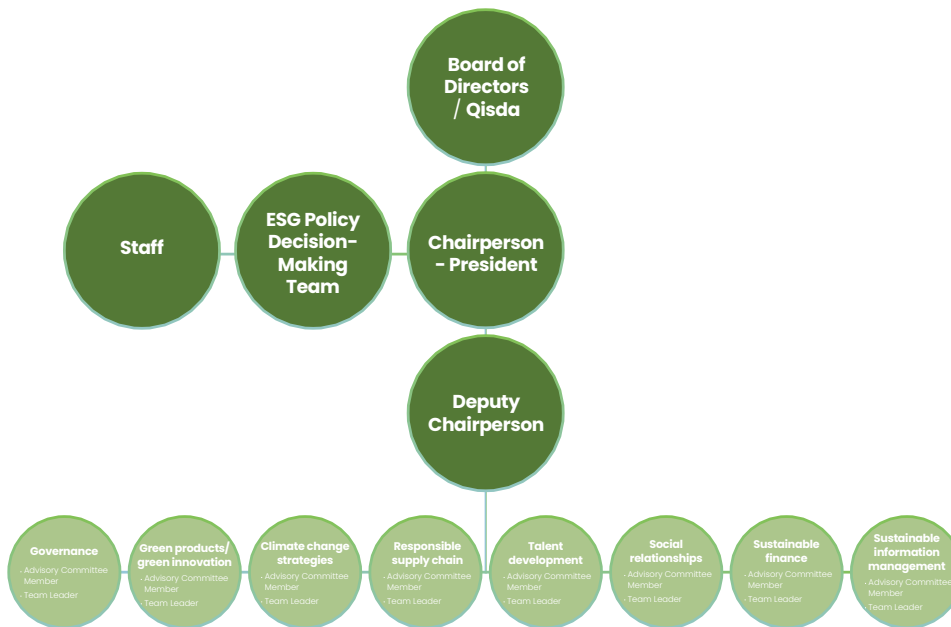
| 3.1 Sustainable Organisation – BenQ ESG Promotion Committee

To advance CSR in a more comprehensive manner, BenQ's CSR Committee was established in July 2010 to integrate CSR goals into daily work objectives and to achieve co-prosperity of individuals, our enterprise, society, and the environment. In line with global trends in sustainable development, the committee was renamed and reorganised as the BenQ ESG Promotion Committee in August 2022.

The BenQ ESG Promotion Committee is chaired by the CEO, who is also a director and is authorised by the Board of Directors to lead each functional team. The head of each relevant unit serves as a team leader, responsible for reviewing, formulating, and promoting action strategies and risk management measures. They jointly identify short-, medium-, and long-term plans, manage the results of the performance evaluation, and present a report at Qisda's ESG operation management meeting at least once every quarter.

Afterwards, the Company's performance in sustainable development is reviewed by the President of Qisda (a director of BenQ), who also evaluates BenQ's CEO (a director of BenQ) on work related to sustainable development and management as well as the achievement of relevant targets.

The functional teams, which include employees from the Company's departments and sustainability-related organisations, collect information on sustainability trends and issues from the government, customers, industry peers and from around the world; review the results of the risks and opportunities identified by each unit through the Company's risk management and performance evaluation mechanisms; and manages the progress of the implementation of the measures as well as the obstacles that arise during the implementation process.



Organisational Chart of the BenQ ESG Promotion Committee

ESG Policy – BenQ’s Corporate Social Responsibility Pledge:

We are committed to transforming BenQ into a green enterprise, pursuing the triple outcomes of economic growth, social responsibility and environmental protection under our corporate structure of stable profit and sustainable growth, working as a positive force in society and creating better co-existence between humans and the Earth. This is BenQ’s firm commitment to corporate sustainability.



3.2 Analysis of Material Topics

We compile sustainability issues from stakeholders’ opinions, the views of international evaluation organisations, global trends, industry characteristics, internal and external business activities, the Global Reporting Initiative (GRI), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB).



Step 1: Communication and Analysis: Presentation of the Results of Stakeholder Communication

As a global brand, BenQ believes that maintaining barrier-free communication facilitates a full understanding of the thoughts and needs of stakeholders. Therefore, based on the five principles of the AA1000 SES (Stakeholder Engagement Standard, 2015 edition) – namely dependency, influence, tension, responsibility and diverse perspectives – and the stakeholders listed by our industry peers, the ESG Promotion Committee has identified five categories of stakeholders after discussion and confirmation: shareholders (BenQ’s parent company, Qisda), customers (branch offices), employees (head office staff), suppliers and communities and social groups.



Stakeholder	Purpose of engagement	Target	Issue of concern	Communication method/ involvement of top governance body	Frequency of communication	Effectiveness of engagement
Shareholders	To continuously create profit, strengthen corporate governance, control and manage risks in a steady manner, promote innovative products and services, and achieve the goal of sustainable development.	Parent company	Customers' interests and social responsibility Brand management Innovative technology products and services	Business presentations Board of Directors	Quarterly Quarterly	Please refer to Chapter 2 for details.
Customers	The Company has to interact with customers, only by maintaining close relationships, strengthening innovative services, improving quality and satisfying customer demand can the Company expand and develop.	Customers of BenQ's main business	Customers' interests and social responsibility Human rights assessment, social diversity and inclusion Innovative technology products and services	Reports on the subsidiary's businesses Global customer service centre channels Website/system platform Channel vendors	Monthly Anytime Anytime Anytime	Please refer to Chapter 6 for details.
Employees	We are only able to pursue steady sustainable development if we value our employees and view them as the cornerstone of our company, make employee retention our goal, respect labour rights, adopt a strategy of nurturing and retaining talent plus diverse communication strategies, and create a healthy and friendly workplace culture.	All employees	Employee welfare and care; talent cultivation, recognition, and retention Human rights assessment, social diversity and inclusion Privacy of personal data, information security	E-newsletters Business presentations Brand/cultural events Welfare Committee Labour-management meetings Food Committee Employee feedback surveys	Sporadically Monthly Quarterly Quarterly Quarterly Quarterly Annually	Please refer to Chapter 5 for details.
Suppliers	The Company's operation and development has always needed the support and growth of suppliers. Therefore, in the pursuit of environmental protection, social responsibility and corporate governance of sustainable development issues, it is even more necessary to continue to communicate with suppliers and grow hand in hand with them as we march toward shared sustainability goals.	Suppliers of raw materials, equipment, or services	Privacy of personal data, information security Innovative technology products and services Sustainable supply chain management	Supplier QBR Email Info-sharing meetings	Quarterly Sporadically Annually	Please refer to Chapter 8 for details.
Communities and social groups	To participate in activities organised by communities and social groups to promote sustainable development and co-create sustainable prosperity.	Local communities Corporation aggregates and charitable foundations	Greenhouse gases and climate change Social welfare Human rights assessment, social diversity and inclusion	Taipei Neihs Technology Park Management Association/Taipei Neihs Technology Park Development Association meetings BenQ Foundation Representative's mailbox, fax, and telephone	Quarterly Sporadically Anytime	Please refer to Section 5.5 of Chapter 5 for details.

Stakeholder communication channels



Step 2: Identification and Assessment of Material Topics

We invite all working groups and members to assess the impact of each issue of concern, such as the environment, people, or the economy, as well as the issue's positive/negative and actual/potential impacts. After integrating stakeholder feedback and the opinions of consultants and experts, we compile and analyse the most significant impacts, and determine their ranking. It was decided that BenQ will continue to use the ranking of material topics from 2023 to the present to the ESG Promotion Committee in order to serve as an important guideline for resolutions on material topics.

Step 3: Ranking and Confirmation of Material Topics

All members of the ESG Promotion Committee attend a meeting to review the results of the identification and assessment process from the previous step as well as the ranking of the most significant impacts, and

to hear updates on the Company's implementation of the objectives and action plans of the Company's sustainable development Programme, operational impacts and stakeholder requests. Based on the stability of the objectives and action plans of the sustainable development Programme and the feedback on the allocation of resources during this step, the Company has decided that the material topics of 2024 and their ranking will remain the same as those of 2023, while continuing to evaluate and adjust the objectives and action plans of the sustainable development Programme as needed in the future.

BenQ will report on its management approach, action plans, and management measures for the material topics of 2024 in each relevant section of this report.





Item	Corresponding GRI Topic	Impact to value chain					Aspect impacted				United Nations Sustainable Development Goals (SDGs)
		Internal	External								
		Employees	Investors	Customers	Suppliers	Communities and Social groups	E	S	G	Positive/ Negative	
Greenhouse gases and climate change	GRI 305	△	○	○	△	△	Actual		Actual	Negative	  
Customer interests and social responsibility	Customised topic	△	○	□	△	△		Actual		Positive	  
Employee welfare and care; talent cultivation, recognition, and retention	GRI 401 GRI 404	□	○			△		Actual		Positive	  
Social welfare	Customised topic	△				□		Actual		Positive	    
Human rights assessment and social diversity and inclusion	Customized topic	□	○	△	△	△		Actual		Positive	  
Risk management	Customised topic	□	○	△	□	△			Potential	Negative	  
Brand management	Customised topic	○	○	○					Actual	Positive	    
Privacy of personal data and information security	GRI 418	□	○	△	□			Potential		Negative	 
Innovative technology products and services	Customized topic	□	○	○	□				Actual	Positive	  
Sustainable Supply Chain Management	GRI 308 GRI 414				□	△	Potential	Potential	Potential	Negative	   

□ Direct △ Indirect ○ Commercial

Note 1 : Impacts related to GRI topics were assessed in two aspects according to the GRI Standards, namely the significance of the impact to the Company (whether the impact is positive or negative) and the likelihood of the impact to occur (whether it is actual or potential).

Note 2 : According to the GRI Standards, there are three levels of involvement in describing the impact boundaries of a GRI topic and assessing the relationship between stakeholders: whether there is a direct contribution to the impact, an indirect impact brought about in conjunction with other groups, or a link to the impact through business relationships.

Analysis of Material Topics



3.3 Summary of Policy Commitments and Management Approaches for Material Topics

Material Topics	Impact assessment	Policy commitments	Management approach	2024 targets:	2024 performance
Greenhouse gases and climate change (CH.4)	To respond to laws and regulations as well as trends in the market, we will continue to invest resources and manpower in greenhouse gas inventories every year, and at the same time take into account the risks and opportunities of climate change in order to achieve the Company's goal of sustainable development.	We support sustainable development, and implement energy conservation and carbon-reduction measures.	In the future, BenQ will follow the pathway approved by the SBTi for Qisda Group, establishing phased, goal-oriented plans to set annual targets for energy conservation and carbon reduction while monitoring the impact of climate change controls on the Company.	- Reduce total Scope 1 and Scope 2 greenhouse gas emissions by 1% annually, using 2021 as the base year. - Reduce total Scope 3 greenhouse gas emissions by 1% annually, using 2021 as the base year. - Evaluation of the current status of the supply chain. - Complete evaluation of green electricity usage. - Disclose product carbon footprints covering 95% of total revenue.	- Target not achieved (for causes and improvement measures, please refer to the corresponding chapters) - Target not achieved (for causes and improvement measures, please refer to the corresponding chapters) - Target achieved - Target achieved - Target achieved
Customers' interests and social responsibility (CH.6)	We continuously optimise the quality of our products and services, enhance the quality management of our customer service, provide the best service quality and deepen the good relationships and long-term collaborations we have with customers in order to implement our goal of being the industry benchmark.	BenQ's priority is to improve the quality of customer service. We are committed to providing better products and services to ensure customers' needs are met.	- Our system management mechanism tracks customer feedback on product or service quality in order to make improvements and to optimise product and service processes. - Our regular product knowledge and technical service training helps improve customer service quality and efficiency. - We actively listen to and collect customers' opinions and needs to enhance our products and meet market demand.	- Achievement rate for our target in timely processing of customer quality feedback is 95%. - Achievement rate for target in completion of product and technical service education and training by all trainees is 95%.	- Target achieved - Target achieved

Policy commitments and management approaches for Material Topics



Employee welfare and care; talent cultivation, recognition, and retention (CH.5)	We see our employees as important assets. In addition to responding to the requirements stipulated in the labour laws and regulations of local governments, the Company is also actively building a system of employee welfare, care and talent cultivation to gain employee recognition and retain talent for the Company's sustainable and stable development.	BenQ regards employees as its most important asset. Our robust welfare and care system allow employees to be worry-free; our diversified training system helps to enhance overall employee competitiveness and facilitate the acquirement of the knowledge and skills employees need for their positions.	- We recruit employees based on the principles of equal opportunity, matching the right talent to the right job, and prioritising internal over external appointments. - In line with our business strategy and organisational development needs, BenQ runs a comprehensive and diversified education and training system that consists of job orientation and training courses for employees' career development to enhance their professional knowledge and skills in a comprehensive manner. - We do not discriminate based on race, gender, marital status, age, political stance or religious beliefs in our recruitment and retention of talent. - Salaries and benefits are in accordance with regulatory and industry standards, and salaries are not reduced for disciplinary purposes. - We maintain a healthy and safe work environment. - We have established a diversified and open communication system to ensure that there are smooth communication channels for employees to voice concerns about their rights and interests. Employees can set up their own associations as part of our emphasis on harmony between the workers and the management.	a. Zero violations of our guidelines to human rights management. b. Completion rate of human rights policy education and training courses for all employees in Taiwan (those with indefinite contracts) is 100% c. Zero occupational accidents and fires have occurred at the Company throughout the year.	a. Target achieved b. Target not achieved (for causes and improvement measures, please refer to the corresponding chapters) c. Target achieved
Human rights assessment, social diversity and inclusion (CH.5)	Increase the Company's social influence by recognising the human rights of labour and providing a reasonable salary, bonus, and welfare system	Not to discriminate based on race, ethnic or social origin, ancestry, social class, nationality, religious beliefs, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, pregnancy status, age or political affiliations, and not to employ child labour and forced labour.	- We comply with local minimum age laws and regulations prohibiting child labour. - We respect the wishes of employees and prohibit forced labour of anykind. - We care about working conditions and do not treat employees in an inhumane manner; we prohibit any type of insulting behaviour..	BenQ has established a Human Rights Policy.	No violations have occurred.

Policy commitments and management approaches for material topics



Social welfare (CH.5)	We have long paid attention to public welfare, and we are fulfilling our corporate social responsibility by continuously investing in healthcare, education, the environment, as well as assistance and support for public welfare organisations, thus enhancing the Company's social influence.	We are a leader in the green revolution, introducing sustainable management and actively promoting the following three strategies to demonstrate ESG values. • Making sustainability a reality in the field • Expanding the promotion and practice of sustainability values • Using sustainable co-creation to promote local economic development	• With smart technology and innovation at the heart of our efforts, we are moving toward our goal of zero-waste events, communicating and demonstrating our ability to make green, sustainable events a reality to all participants.	The BenQ Foundation has long been committed to community engagement activities.	Target achieved. For implementation details, refer to Chapter 5.7
Risk management (CH.6)	In order to meet the expectations of our stakeholders, we must establish a sound governance structure that can identify and control risks and proactively respond to impacts so as to ensure the stable growth of our Company's performance.	BenQ has formulated business continuity plans (BCP) to manage the major risk scenarios identified by Qisda's Risk Management Committee. The plans include the identification and prevention of risks before events occur, response and mitigation for when events occur, and recovery and risk transfer after events have occurred.	• Through regular drills and exercises, BenQ collects, integrates, evaluates, assesses, and decides on situations in real time, and achieves our recovery objectives in order to strengthen our employees' familiarity with BCP.	The employee education and training rate for risk management awareness training is 100%.	Achieved

Policy commitments and management approaches for material topics





Brand management (CH.2)	As a leading brand of technology products and integrated solutions, if the Company fails to incorporate social responsibility and sustainable development into its brand positioning and to reshape its brand connotation, not only will the Company fail to keep up with the trend of sustainable innovation in the market, but the Company's brand positioning and commitments in the market will be impacted.	With our vision of "Bringing Enjoyment 'N' Quality to Life" as our starting point, BenQ aims to provide our customers with a more enjoyable digital lifestyle, higher-performance operations, advanced medical equipment services, and more flexible learning. We also hope to pursue profits and growth while fulfilling our corporate responsibility and having a positive impact on society and the public to achieve sustainable operations.	- Integrity and Self-Discipline : We are committed to moral integrity, leading by example, abiding by the Company's code of conduct and regulations, upholding our promises, and not engaging in dishonest tactics. - Passion and Service : We approach tasks with a proactive attitude, and treat our work and colleagues with care. - Pursuit of Excellence : We embrace innovation and change with an open mind, continuously learning, growing, and seeking improvement. - Care and Contribution : We are committed to environmental protection and sustainable development, as well as the interests of our customers, society, and the environment.	We have consistently upheld our policy commitments, so there have been no cases of violations.	Achieved
Privacy of personal data, information security (CH.6)	We maintain the privacy of the personal data kept by the Company and information security of our systems, and actively protect our customers' information and business secrets in order to effectively safeguard our customers' interests and corporate competitiveness.	BenQ adhered to ISO 27001, the international standard for information security, when formulating its information security policy to ensure the confidentiality, integrity, availability and legality of information assets and to prevent intentional or accidental threats.	Through its information security management system, BenQ implements information security policies, protects customer data and the Company's intellectual output, enhances information security incident response capabilities, meets information security policy measurement targets and stakeholder expectations, and continuously improves the Company's information security control mechanism through the PDCA mechanism, all of which helps to improve the Company's competitiveness.	a. The number of information security or network security incidents is 0. b. The number of data breaches is 0. c. The number of people affected by data breaches is 0. d. The amount of fines (NTD) for information security or network security-related incidents is 0.	a. Target achieved b. Target achieved c. Target achieved d. Target achieved
		BenQ respects and is committed to protecting the privacy of customers, employees and vendors. We comply with laws and regulations regarding the protection of personal privacy and the security of personal data, and we are committed to ensuring the privacy of customers when doing business with them.	- We regularly train new employees on personal data protection and privacy-related issues. - We conduct personal data privacy protection inventories for the major risk points in information systems, service platforms, products under development, and customers and vendors in contact with each department of our Company. Each unit must make improvements when deficiencies are identified.	The amount of fines (NTD) for personal data or privacy-related incidents is 0.	Achieved

Policy commitments and management approaches for material topics



Innovative technology products and services (CH.7)	Through innovative technology and continuous investment, we improve our products and services, gain recognition in the international market, and build up our Company's capability for sustainability; this is a key strategy for future business development and environmental protection.	To facilitate the Company's sustainable development and keep it in line with international standards, BenQ actively responds to a number of United Nations Sustainable Development Goals (SDGs). We are committed to "quality education," "good health and well-being," and "climate action."	- We provide incentives and professional assistance to create quality patents and to encourage innovation. - Through diversified development, we encourage industry-academia collaboration, expand R&D capabilities, and cultivate outstanding talent for society. - We are customer-oriented, and we address consumer feedback, run innovative technology processes, improve products and services, and resolve consumer pain points. - In response to the needs of society, we continuously make improvements to our products to reduce carbon emissions and protect the environment.	a. The percentage of revenue of flat panel displays that have obtained the ENERGY STAR label is higher than 60%. b. Semiconductor light source (laser or LED) projectors accounted for more than 15% of revenue. c. Scope of product carbon footprint inventory covers 95% (based on revenue).	a. Target achieved b. Target achieved c. Target achieved
Sustainable supply chain management (CH.8)	To us, suppliers are important partners in achieving sustainable development, and only when they share the same philosophy and proactive attitude as us can we effectively realize our sustainable development goals.	BenQ takes responsibility and actively works with vendors to build a sustainable supply chain that protects the environment and upholds human rights, safety, health, and sustainable development.	BenQ is committed to establishing a long-term collaboration model with suppliers, grow together with them, and establish a complete set of targets and plans according to schedule, all of which will be completed gradually according to the plan for each stage so that we can improve upon our sustainable supply chain.	The signing rate of first-tier suppliers whose CSR documents have expired and are required to sign the Supplier's Code of Conduct Agreement has reached 100%.	Achieved

Policy commitments and management approaches for material topics



Chapter 4

Our Commitment to Climate Action

Climate change has become a global issue. In particular, the rapid evolution of domestic regulations and market dynamics has made it an unavoidable systemic risk for the Company, posing significant impacts on ecosystems, human society and the Company's viability, as well as challenges in formulating corresponding response strategies.

In the fields of consumer electronics, business operations, healthcare, and education, BenQ enhances and enriches human life through superior products, systems, and solutions. The Company's greenhouse gas emissions originate primarily from purchased electricity required for operations. Therefore, the Company proactively identifies, develops, and implements actions to mitigate climate change. At the same time, we leverage our leadership role to promote collaboration across the value chain, addressing risks and opportunities related to climate change and continuously strengthening organisational resilience.

In response, BenQ adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework as its methodology for climate action. The Board of Directors and senior executives direct operational strategy and drive initiatives to respond to identified climate-related risks and

opportunities. The Company regularly monitors targets, enhances transparency in climate governance disclosures, and engages with stakeholders proactively to foster sustainable development.

| 4.1 BenQ's Climate Governance

Climate change has emerged as a major issue affecting the Company's sustainability. To address this in a prudent manner, a three-tier governance structure has been established. Each level has distinct responsibilities, enabling top-down leadership and performance oversight, as well as bottom-up implementation and reporting of progress and challenges. This structure fosters a cycle of continuous improvement.

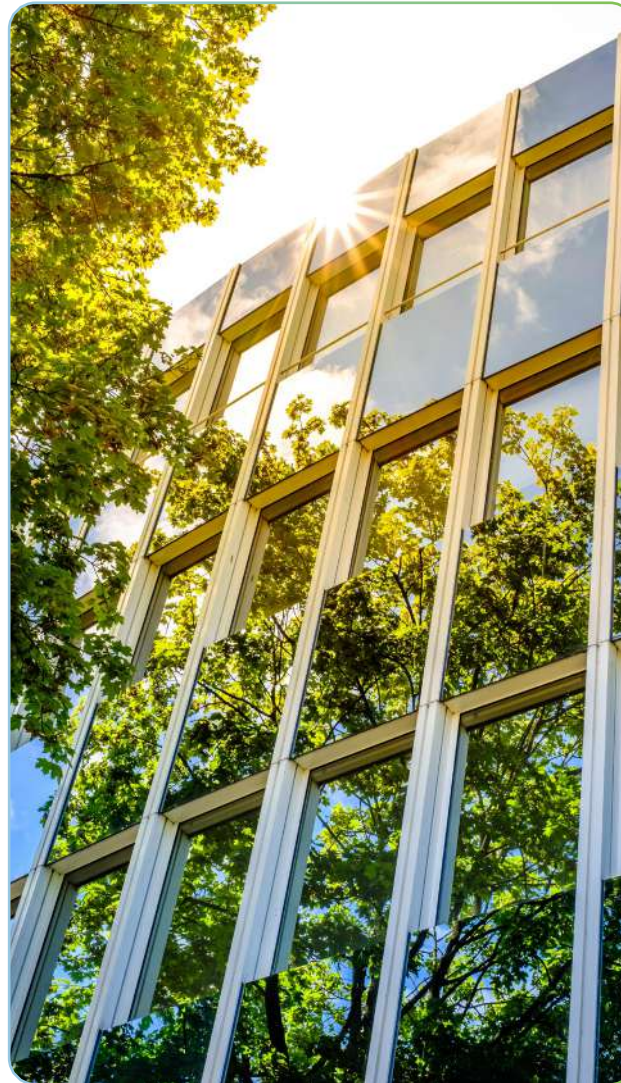
As a key member of the Qisda Group, BenQ board members and senior executives regularly participate in the Group's ESG Committee to discuss issues related to climate change. Insights from these discussions are brought back to the Company and used to iteratively refine the Company's internal climate change strategies, risk management practices, and relevant metrics and targets, thereby maintaining an appropriate and effective climate risk management system.



BenQ's ESG Committee is chaired by the President and comprises key representatives from each unit. The committee conducts annual sustainability issue assessments, taking into account potential financial impacts and developing plans accordingly, to ensure alignment with the Group's strategic direction.

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

The President approves the strategic direction for environmental health and safety initiatives. Next, management representatives and teams develop and implement action plans. Performance is monitored through regular corporate social responsibility and environmental health and safety management reviews, enabling continual adjustments to future priorities.



4.2 BenQ's Strategy and Risk Management

BenQ identifies and assesses the risks and opportunities associated with climate change by considering potential financial impacts, the urgency of risk responses, ancillary benefits, economic benefits, and technical feasibility. Based on these assessments, the Company develops and implements climate adaptation action plans.

The Company's climate risk management process includes climate risk identification, risk assessment, risk response, risk monitoring, and risk reporting. The Company takes into account international policies and industry characteristics to define short-term as 0 to 3 years (inclusive), medium-term as more than 3 years up to 5 years (inclusive) and long-term as more than 5 years up to 10 years. These timeframes are used to assess the likelihood of occurrence. The severity of risk impact is evaluated based on effects on assets and finances, products and services, personnel, and reputation and is categorised into five levels. Through this framework, climate-related risks and opportunities are identified. To enhance resilience to climate risks, the Company seeks opportunities within the broader context of sustainable development and implements corresponding strategies, indicators, and targets.



4.2.1 Climate Change Strategies

On 24 October 2024, the United Nations Environment Programme (UNEP) released the Emissions Gap Report 2024, emphasising that in order to limit global warming to 1.5°C, global greenhouse gas (GHG) emissions must be reduced by 42% by 2030. This highlights the severity and urgency of the global warming crisis. However, recent developments in international affairs suggest that negotiations at global summits related to climate and environmental issues appear to be in a state of stagnation. For example, although COP28 and COP29 were in alignment with the framework of the 2015 Paris Agreement – resulting in major agreements to mitigate the impact of climate change such as resolutions to transition away from fossil fuels – they merely succeeded in setting timelines and targets for carbon reduction. These conferences fell short of providing concrete descriptions of how to achieve those goals or making firm commitments to reduce fossil fuel consumption.

Despite ongoing global efforts in climate adaptation, GHG emissions reduction, carbon pricing, and the development of green and low-carbon technologies, progress remains constrained by differing levels of resource investment, lack of consensus among major emitting countries, as well as international carbon leakage. In response, BenQ uses the TaiESMI climate model under the SSP2-4.5 “middle-of-the-road” scenario. This scenario assumes moderate conditions for land use and aerosol pathways compared with other SSPs, representing a combination of medium societal vulnerability and medium radiative forcing, and corresponding to moderate greenhouse gas emissions. Under this scenario,

projected climate trends are as follows: an average temperature of 24.9°C and 6.3 mm/day by 2030, and 25.1°C and 5.2 mm/day by 2050.

The material climate-related risks and opportunities identified this year were determined by integrating internal expertise, resources, and personnel with practical experience and market dynamics, alongside analyses of external trends. This rolling process is used to continuously validate the impact on the Company's business and operations, and to accordingly adjust response measures to material climate change risks and opportunities.



Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)



Based on climate scenarios published by the Intergovernmental Panel on Climate Change (IPCC) and data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform, the Company evaluated the potential financial impacts of transition risks to formulate appropriate climate strategies. The following are the climate-related risks and opportunities identified in 2024:

Climate Risk Analysis Table				
Aspect	Risk type	Description	Likelihood	Impact level
Transition risks	Policies and regulations	Requirements and regulations affecting existing products and services	Short to long term	High level
	Technology	Cost increases due to low-carbon transition of products or services	Short term	Medium level
	Market	Changes in customer behaviour	Long term	Medium level
	Reputation	Increasing concern and negative feedback from stakeholders	Short term	High level

Note 1: For likelihood, short-term is defined as 0 to 3 years (inclusive), medium-term as more than 3 years up to 5 years (inclusive), and long-term as more than 5 years up to 10 years.

Note 2: Impact level is assessed based on factors such as impact on assets and finance, products and services, personnel, and reputation. They are categorised into five levels: low, medium-low, medium, medium-high, and high.





climate-related risks	Topic	Impact to value chain	Financial impact	Overall response strategy
Regulatory requirements for existing products and services	Local regulations regulate or restrict product design and packaging	Raw materials and packaging must be redesigned, causing adjustments or changes in the supply chain and manufacturing processes, in turn increasing costs or even resulting in exclusion from certain markets.	Estimated to reach over NT\$210 million.	Comply with local regulations and restrictions by modifying product design and packaging in the short term. In the long term, establish development procedures and control mechanism and incorporate them into circular economy and sustainable supply chain targets.
Increased costs due to low-carbon transition of products or services	Development of low-carbon products	Materials and packaging must be assessed during product design and development stage, with requirements imposed on supply chains and production processes. Also, low-carbon materials typically come at a higher cost.	Estimated to reach approximately NT\$10 million.	1. Evaluate low-carbon designs and carbon reduction actions; continue to adopt low-carbon and high-efficiency designs. 2. Implementing product carbon footprint tracking to continuously monitor the carbon emissions of each product, analyze the entire process and thereby effectively reduce the carbon footprint of each product and obtain better data.
Changes in customer behaviour	Consumers, after becoming aware of the impacts of climate change, expect products with low energy consumption features.	1. Products without energy labels will be hard to sell. 2. Low-carbon materials and processes may drive up manufacturing cost, in turn increasing sales costs.	Estimated to reach approximately NT\$30 million.	1. Leverage the energy-efficiency trend to enhance brand image, gain consumer trust and boost sales. 2. All PDP-related products have obtained energy labels, and sales efforts for existing Energy Star-certified models are being strengthened. 3. Besides energy labels, proactively obtain EPEAT labels to enhance the environmental competitiveness of products.
Growing stakeholder concerns and negative feedback	Failure to manage response strategies for sustainability-related issues effectively results in poor performance on ESG-related ratings (e.g., DJSI, EcoVadis).	Adversely affects BenQ's reputation in terms of sustainability, leading to poor market reputation or ineligibility for public tenders and hindering business opportunities.	Estimated financial impact is approximately NT\$330 million.	1. Establish a professional ESG task force within the Company, bring in external consultants and accelerate the formulation of climate change response strategies. 2. Conduct inventory of current status, and use the ESG task force as a horizontal communication platform to advance sustainability initiatives. 3. Develop concrete ESG strategies and action plans aligned with international standards or global initiatives. 4. Identify deficiencies through international verification standards, continuously improve and enable customer trust in sustainability data and disclosures. 5. Implementing product carbon footprint tracking to continuously monitor the carbon emissions of each product, analyze the entire process and thereby effectively reduce the carbon footprint of each product and obtain better data.



Climate Opportunity Analysis Table

Type of opportunity	Issue description	Likelihood	Impact level
Products and services	Market trend toward saving energy and sustainability assessments	Short term	High level

Note 1: For likelihood, short-term is defined as 0 to 3 years (inclusive), medium-term as more than 3 years up to 5 years (inclusive), and long-term as more than 5 years up to 10 years.

Note 2: Impact levels are assessed based on factors such as impact on assets and finance, products and services, personnel, and reputation. They are categorised into five levels: low, medium-low, medium, medium-high and high.

Market trends in energy conservation and sustainability assessments increasing concern and negative feedback from stakeholders

Topic	Impact to value chain	Financial impact	Overall response strategy
Some public procurement tenders in Europe and the U.S. require ESG-related evaluations, such as Ecovadis.	- Proactive efforts to achieve better ESG ratings will help boost product sales in the market. - Inventory products with energy labels, while continuously requiring coordination among raw materials, manufacturing processes and the supply chain.	Estimated financial impact is approximately NT\$330 million.	- Establish a professional ESG task force within the Company, bring in external consultants, and develop improvement plans for identified deficiencies. - The President personally chairs quarterly meetings on carbon reduction and ESG-related topics, and regularly reviews implementation progress. - Study market regulations on energy efficiency and incorporate relevant specifications during product design and development. - Implementing product carbon footprint tracking to continuously monitor the carbon emissions of each product, analyse the entire process and thereby effectively reduce the carbon footprint of each product and obtain better data.

4.2.2 Climate Change Risk Management

Social Responsibility and Environmental Health and Safety Policy

- 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.
- Provide a safe and healthy work environment to maintain employees' physical and mental health.



Policy commitments on official website

BenQ's head office has adopted the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management System, and has successfully passed the verification process for both. BenQ's current structure for environmental health and safety verification and monitoring is as follows:

- Internal audits are conducted once a year so that departments can observe and monitor each other.
- An independent third-party verification agency conducts external audits every year.
- We request our suppliers and contractors to value the environment and strive to protect it.



ISO 14001 certificate



Waste Management

BenQ adopts a proactive approach to waste management. The Company continues to save energy and reduce waste wherever possible, reducing waste at the source through the classification of materials by recyclability and increasing resource recovery. At the same time, sporadic promotional activities are conducted to embed the habits of energy saving and waste reduction into our corporate culture. Employees are encouraged to participate in these activities, helping to position BenQ as a green brand that truly cares for the Earth.

All waste generated internally by the Company currently falls under general domestic waste. No hazardous waste, as defined by the Basel Convention, is produced through operational activities. During the recycling process, waste is sorted into categories such as paper, aluminium cans, metal cans, PET bottles, plastic bottles, and retort pouches. In 2024, the total amount of waste generated by BenQ was 52,335 kilograms, with hazardous waste accounting for 0 kilograms. The total amount of recyclable waste was 6,749 kilograms, representing approximately 12.9% of total waste.

In 2024, the number of employees at the Company increased by 2.46%, leading to a corresponding rise in internal activities. Surveys show that most employees still prefer dining out, resulting in a greater volume of waste and increased recycling demands. However, with growing environmental awareness and ongoing company initiatives, more employees have begun bringing their own reusable cups. This trend has led to a gradual decrease in the use of PET and plastic bottles, helping to reduce single-use waste and supporting the goal of achieving a sustainable circular economy.

2024 Waste Statistics (Unit: kg)

Category	Recycled/reused			Disposed directly			Total
	Prepared for reuse	Resource recycling	Other recycling operations	Incineration	Landfill	Other disposal methods	
Hazardous waste	0	0	0	0	0	0	0
Non-hazardous waste	0	6,749	0	45,586	0	0	52,335
Total	0	6,749	0	45,586	0	0	52,335
		6,749			45,586		

2020–2024 Resource Recycling Statistics (Unit: kg)

Year	Total waste	Breakdown of recycled materials				Total recycled	Recycling rate
		Paper	Aluminium and metal cans	PET and plastic bottles	Aluminium foil packaging		
2020	39,180	5,955	822	351	275	7,403	18.9%
2021	36,367	4,345	756	301	220	5,622	15.5%
2022	43,297	4,048	1,013	310	228	5,599	12.9%
2023	47,392	3,483	1,146	337	205	5,171	10.9%
2024	52,335	4,881	1,378	285	205	6,749	12.9%



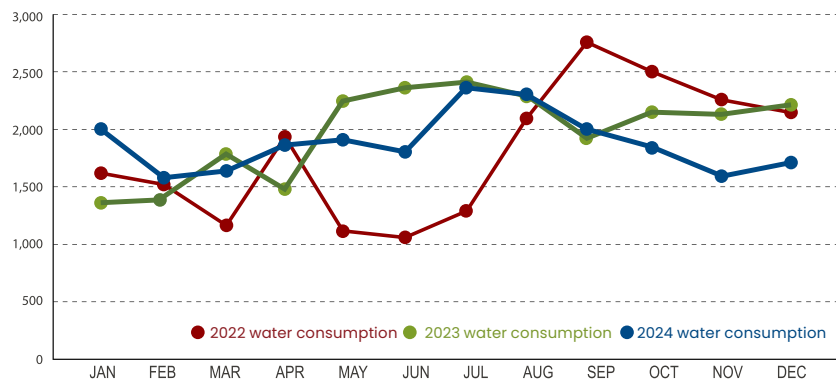
Water Management

BenQ's head office in Taipei City, Taiwan, uses 100% tap water, and does not use groundwater or other sources. The tap water is supplied by the Taipei Water Department.

In 2024, BenQ's total water consumption was approximately 22,000 m³. Compared with 2023, this represented a reduction of around 4.2%. This reduction is attributed to the Company's increased promotion of ESG principles and the implementation of various ESG awareness activities. Employees actively responded to the call and integrated ESG principles into their daily routines, resulting in lower water consumption. Additionally, the office building is equipped with an air-conditioning condensate recycling system and most of the recycled water is used in sprinkler irrigation for plants and in toilets for flushing.

2022–2024 trend in annual water consumption

Comparison of water consumption													Annual water consumption
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	
2022 water consumption	1,635	1,494	1,159	1,917	1,108	1,031	1,340	2,058	2,751	2,464	2,226	2,116	21,299
2023 water consumption	1,357	1,398	1,822	1,487	2,184	2,364	2,412	2,189	1,934	2,093	2,138	2,138	23,516
2024 water consumption	1,995	1,540	1,694	1,832	1,879	1,806	2,391	2,221	2,045	1,810	1,597	1,714	22,524



In the course of the Company's operations, product design and development processes, and provision of services, only a small amount of chemical solvent is used (for surface cleaning), and there has been no spillage of chemical solvents in the process; the rest is only domestic wastewater. To manage domestic wastewater, oil-water separators operated and maintained by professionals have been installed, and they are incorporated into the government's sewage system, having no impact on water sources or the land in the process.

In addition, a wastewater testing company accredited by the Ministry of Environment is commissioned annually to take samples of our wastewater discharge and test their quality; at the same time, the government also monitors the quality of the Company's wastewater discharge every six months and takes samples for analysis on a regular basis and at random intervals.



Standards and Results of the 2024 Government Inspection Discharge Water Quality

Inspection Item	Standard	Result
		2024/11/18
Hydrogen ion concentration index	ph5-9	7.8
Water temperature	45°C	24.7
Suspended solids	600 mg/L	307
Chemical oxygen demand	1,200 mg/L	574
Biochemical oxygen demand	600 mg/L	329
Total lipids	Lipids (mineral): 10 mg/L	Less than 0.5
	Lipids (animal and plant): 30 mg/L	17.4
Sulfides	90 mg/L	0.19

Ecological Management

The headquarters of BenQ are located in the Neihu Technology Park. BenQ does not own, lease, or manage any office building located in an ecological protection zone or water resource protection zone. BenQ is purely a branding and design company without any production line, and does not engage in any activity that would have a negative impact on biodiversity. Our operations, product design and development processes, and provision of services do not affect the environment and ecosystems.

As for utility equipment, we use diesel to power emergency generators. This diesel fuel, when burned, produces a very small amounts of SO_x, which has a minimal impact on the environment, so SO_x and NO_x are not measured.

Greenhouse Gas Management

The distribution of BenQ's energy use did not change significantly in 2024. It mostly consists of purchased electricity needed for the Company's operations, as well as gasoline and diesel used for the Company's internal operations, which takes up the majority of the emissions produced by the Company, whose internally consumed energy use is shown in Table 4.

2024 Chart on internal energy consumption

Item	2020	2021	2022	2023	2024
Direct energy consumption					
Gasoline (1000 L)	4.9661	3.7533	10.1013	9.3283	1.8409
Diesel fuel (1000 L)	0	0	2.2429	1.9808	0.9125
Indirect energy consumption					
Purchased electricity (kWh)	1,217.6763	1,166.1735	1,352.6650	1,664.3071	1,690.9642

Note 1: Standards, methodologies and assumptions used for calculating internal energy consumption: The amount of energy consumed is the sum of the amount of consumption on the bills provided to the Company by the energy provider.

Note 2: Starting from 2022, gasoline and diesel are included in the fuel consumption of company vehicles assigned to managers.

Note 3: Diesel consumption from 2023 to 2024 was revised in response to recalculations for generator usage.



Furthermore, the Company continues to promote greenhouse gas inventories and verification programmes and refers to ISO 14064-1:2018 and the requirements of greenhouse gas inventory protocols to establish a greenhouse gas inventory mechanism, compile a complete inventory of greenhouse gas emissions, and successfully pass the verification of an independent third party.

Meanwhile, in 2024, the Company launched a carbon footprint initiative, expanding its greenhouse gas inventory to include ISO 14064-1:2018 Categories 3, 4, and 5. As a result, the Company's total greenhouse gas emissions amounted to approximately 1,306,779.5541 tCO₂e/year, as shown in the table below.

Analysis of GHG emissions (Boundary: BenQ's head office in Taiwan., Base year: 2021.)

Scope	Category	2020 Emissions (tCO ₂ e/year)	2021 Emissions (tCO ₂ e/year)	2022 Emissions (tCO ₂ e/year)	2023 Emissions (tCO ₂ e/year)	2024 Emissions (tCO ₂ e/year)
Scope 1	(Category 1) Direct GHG emissions*	67.4964	8.8626	29.7585	36.7099	6.7746
Scope 2	(Category 2) Indirect GHG Emissions from energy input*	619.7972	585.4191	688.5065	823.8320	835.3363
Scope 3	(Category 3) Indirect GHG emissions from transportation – business travel*	N/A	30.8830	79.8825	124.9544	303.8061
	(Category 3) Indirect GHG emissions from transportation – upstream transportation and distribution	N/A	21,194.1192	20,295.1029	17,660.7587	17,768.0363
	(Category 4) Indirect GHG emissions from organisation's use of products – upstream energy emissions*	N/A	N/A	127.5789	126.6369	166.2569
	(Category 4) Indirect GHG emissions from organisation's use of products – purchased goods and services	N/A	984,395.2420	942,638.9742	820,282.5826	825,265.2633
	(Category 5) Indirect GHG emissions from use of the organisation's products – use of sold products	N/A	535,038.2851	512,342.9276	445,839.8086	448,547.9941
	(Category 5) Indirect GHG emissions from use of the organisation's products – end-of-life treatment of sold products	N/A	16,563.6410	15,861.0412	13,802.2469	13,886.0865
Scope 3 total		N/A	1,557,222.1703	1,491,345.5073	1,297,836.9881	1,305,937.4432
Total GHG emissions		687.2936	1,557,816.4520	1,492,063.7723	1,298,697.5300	1,306,779.5541

Note 1: Greenhouse gas emissions are aggregated as follows: greenhouse gas emissions = energy use x greenhouse gas emission factor x GWP (global warming power) value.

Note 2: Emission factors are based on the Ministry of Environment's published greenhouse gas emission factors.

Note 3: Global Warming Potential (GWP) values are based on the IPCC Sixth Assessment Report (2021, AR6).

Note 4: The electricity emission factor is based on the Annual Electricity Emission Coefficient of 0.494 kgCO₂e/kWh as published in 2023 by the Energy Administration of the Ministry of Economic Affairs.

Note 5: GHG emissions intensity (tCO₂e/million in revenue) is calculated to four decimal places.

Note 6: Business trip includes GHG emissions from air travel and airport transfer vehicles.

Note 7: In 2024, the Company implemented a carbon footprint initiative and expanded its inventory to include ISO 14064-1:2018 Categories 3, 4, and 5. Therefore, the 2024 data for these categories represent precise figures, while the data for previous years are estimates.

Note 8: Greenhouse gas emissions marked with " * " have been verified by a third-party verification body.



4.3 Climate Change Indicators and Targets

As a member of the global community, BenQ has been demonstrating its commitment to addressing climate change and environmental protection for years. The Company implements energy-saving and carbon-reduction initiatives through phased, goal-oriented planning, and has set sustainable development targets. Its action plans are as follows:

- Invest in green product design, reduce the impact of pollution, protect the environment, and do our part as an environmental citizen.
- Actively prevent pollution and save energy, continuously improve to maintain health and safety.
- Comply with standards and regulations promulgated by local governments, and meet customer requirements.
- Educate employees about the importance of the environment so they can fully understand and implement related policies.

In response to transformation opportunities and brand strategies arising from climate change, the Company will conduct rolling reviews of business and operational impact and adjust risk management measures for major climate risks, such as reducing carbon emissions and optimising energy use.

In response to the Qisda Group's approval of its carbon reduction targets by the Science Based Targets initiative (SBTi), BenQ has aligned with the Group's greenhouse gas reduction goals to support the



**BUREAU
VERITAS**

**ASSURANCE OPINION
GREENHOUSE GAS EMISSIONS**

This is to verify that

BENQ CORPORATION

No. 16, Jihu Rd., Neihu Dist., Taipei City 11492, Taiwan

Holds Statement No: TWN25062818GT-2/E Rev.2

Bureau Veritas Certification (Taiwan) Co., Ltd. was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by BENQ CORPORATION for the period stated below. This Verification Statement applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of BENQ CORPORATION. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Boundaries of the reporting company GHG emissions covered by the verification:

- BENQ CORPORATION at No.16, Jihu Rd., Neihu Dist., Taipei City 11492, Taiwan.
- Period covered by GHG emissions verification: January 1, 2024 to December 31, 2024

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 6,7746 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 835,3363 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 303,8061 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 186,2569 tCO₂e

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement for Category 1 and 2 is materially correct and is a fair representation of the GHG data and information, and is prepared in accordance with the ISO 14064-1:2018 Levels of Reasonable Assurance in Compliance Verification Agreements.

There is no evidence that the GHG statement for Category 3 and 4 is not materially correct and is not a fair representation of GHG data and information and has not been prepared in accordance with the ISO 14064-1:2018 Levels of Limited Assurance in Compliance Verification Agreements.

It is our opinion that BENQ CORPORATION has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Ryan Man, Technical Reviewer
Originally Issue: 7/3/2025

Pei Hsu, CER Manager
Latest Issue: 9/4/2025



Validation and Verification
VB005

Bureau Veritas Certification (Taiwan) Co., Ltd.
3F-B, No. 16, Nanjing E. Rd., Sec. 4, Taipei 10553, Taiwan R.O.C.
+886-2-2570 7655

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ISO 14064-1:2018 Statement



Paris Agreement's objective of limiting global warming to 1.5°C. The Company has assessed the results of scenario analyses and the impact across its value chain and has formulated the following short-, medium- and long-term action plans to address climate change-related risks and opportunities. Through the implementation of these comprehensive response strategies and risk management measures, BenQ aims to achieve its indicators and targets:

Item	2024 targets:	2024 performance	2025 short-term target	2030 medium-term target	2040 long-term target	2050 long-term target
Reduce total Scope 1 and Scope 2 greenhouse gas emissions annually, using 2021 as the base year.	1%	Not achieved	NA	Reduce by 42%	NA	Net-zero emissions
Reduce total Scope 3 greenhouse gas emissions annually, using 2021 as the base year.	1%	Not achieved	NA	Reduce by 25%	NA	Net-zero emissions
Carbon reduction in the supply chain	Supplier chain Current status assessment	Achieved	Implement training and awareness Programmes	Reduce by 30%	NA	Net-zero emissions
Green electricity purchased	NA	NA	190,000 kWh	60% Use of green energy	100% Use of green energy	NA
Scope of product carbon footprint inventory (based on revenue)	95%	Achieved	95%	95%	95%	95%

Note 1: Explanation for unmet target: Scope 1 and 2 greenhouse gas emissions increased by 18.36% in 2024 compared to 2020. This was attributed to workforce growth and increased operational activity, which directly contributed to the rise in emissions in 2024.

Note 2: Indicators 1 and 2 are aligned with the Group's SBTi-aligned targets. The Company is therefore progressing from medium term targets toward carbon reduction targets.





4.4 Key Achievements in Climate Action

In response to climate change issues, BenQ has set a target of achieving net-zero emissions by 2050. Following the direction of the Group, the Company is formulating action plans across operations, products, and the supply chain to achieve its short-, medium- and long-term targets. The following outlines the key actions taken.

Employee Training Implementation

To raise environmental awareness among employees, BenQ introduces its environmental policies in onboarding training for new hires, covering topics such as energy conservation, carbon reduction, water conservation, resource recycling, waste reduction and other management measures. Additionally, the Company regularly communicates the importance of environmental protection to all employees through meetings and announcements, enhancing their awareness and encouraging them to integrate these values into their daily practices.

Use of Renewable Energy

In line with Group policy, BenQ has committed to using 100% renewable energy by 2040. To achieve this, the Company plans to begin purchasing 190,000 kWh of renewable electricity annually starting in 2025, with incremental increases each year. Based on BenQ's estimated operational electricity consumption of 1.7 million kWh in 2024 and an incremental cost of approximately NT\$1 per kWh of renewable energy, the annual budget required to achieve 100% renewable energy usage is approximately NT\$1.7 million.

Carbon Reduction in Operations

The primary source of carbon emissions from internal operations is electricity consumption. Therefore, BenQ focuses on Scope 2

emissions for carbon reduction. In 2024, the following energy-saving initiatives are projected to reduce emissions by 1.89 tCO₂e.

BenQ's energy conservation Programmes in 2024

Reduction type	Major Programmes	Estimated annual electricity savings (MWh)	Estimated annual energy savings (GJ)	Estimated annual carbon reduction
Operation optimisation	The running time of chillers was adjusted	3.43	12.37	1.75
Operation optimisation	Nighttime energy management	0.23	0.81	0.11
Operation optimisation	The air conditioning in the lobby was optimised	0.06	0.20	0.03
Total		3.72	13.38	1.89

Note: Since energy-saving initiatives involves replacing old equipment with new equipment, the baseline is calculated based on estimated savings in electricity, greenhouse gas emissions (Scope 2; calculated using CO₂ as the greenhouse gas type), and energy consumption compared to the previous year.





In addition, when upgrading various types of equipment, the company also takes energy conservation and carbon reduction into account. For example, when replacing air conditioning systems, priority is given to products that use environmentally friendly refrigerants (such as R32) to minimise the environmental impact of fluorides. When updating IT equipment, preference is likewise given to products with eco-friendly label certifications (such as Energy Star) to improve energy efficiency and reduce electricity consumption.

Low-carbon Products

Indirect greenhouse gas emissions from the upstream and downstream value chains related to products account for over 90% of BenQ's Scope 3 emissions. We assess the carbon footprint of all products using a full product life cycle approach to identify emission hotspots and develop corresponding action plans. Details can be found in Section 7.2 "Product Carbon Footprint" of this report. The implementation results of various action plans in 2024 – such as energy-saving design, lightweight design, and the use of recycled materials – can be found in Sections 7.3 "Green Product Design and Packaging" and 7.4 "Circular Economy" of this report.

Carbon Reduction in the Supply Chain

To achieve its goal of reducing supply chain emissions by 30% by 2030, BenQ will use sustainable supply chain management mechanisms to encourage suppliers to adopt renewable energy or implement other carbon reduction measures. Details of the management mechanism can be found in Chapter 8 "Sustainable Supply Chain" of this report.

Internal Carbon Pricing

To comply with Group policies and IFRS Sustainability Disclosure Standards, BenQ plans to establish an evaluation team in 2025 and implement an internal carbon pricing system in 2026. These initiatives will help the Company better understand and manage its carbon footprint, promoting more sustainable business practices.

Performance Execution and Linkage with Management Team Compensation

To ensure effective top-down ESG governance, Qisda Group has established a long-term incentive plan that ties ESG performance (evaluated based on indicators like corporate governance, social engagement and environmental sustainability) to the KPIs and compensation of senior executives.

As a key member of the Qisda Group, BenQ not only participates in the Group's regular ESG Committee meetings but also follows its management systems. Some directors are already included in the aforementioned incentive plan. Once BenQ's internal carbon pricing system is in place in 2026, it plans to establish its own compensation linkage system to include more members of the management team.





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 ^{Note}
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.

Plan	• We established a human rights policy. • We have internal education and training Programmes. • We integrated human rights policies into each unit’s operating procedures, regulations and management procedures, such as employee handbooks and work rules. • We established complaint channels.
Do	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.
Check	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.
Act	• We regularly evaluate and optimise the management mechanism, workflow, regulations, and management procedures. • 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.

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	- Hours of work adhere to local labour laws and regulations. - Salaries and benefits are in accordance with local laws and industry standards, and wages are not reduced for disciplinary purposes.	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	- We respect the wishes of employees and prohibit forced labour of any kind. - 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. - Overtime work is voluntary, and there is no forced labour or physical or psychological coercion.	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 ^(Note 1)				14	32
Total					339	296
Non-employee Worker	Type	Organisational activity	Job description	Legal relations	Male	Female
	Contractor	Dispatched (outsourced) ^(Note 2)	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. 2. The number of dispatch workers vary according to business volume. 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	- Identifying and reserving potential talents in advance - Enhancing exposure for the BenQ brand and increasing the favorability of the Group among the new generation of students	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	- We successfully organised a series of campus recruiting events at six top universities, receiving over 2,200 resumes. - The Recruitment Department recommends suitable candidates to managers for interviews according to the needs of each unit to enhance recruiting efficiency.
Recruitment of expatriate talent	- Enhances the diversity of talents and brings in multinational perspectives - Satisfies the need for talents in specific markets and enhances the Company's global competitiveness	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	- In response to the New Southbound Policy, there is a growing demand for Southeast Asian marketing talent. - The Recruitment Department recommends suitable candidates to managers for interviews according to the needs of each department.
Campus career seminars	- Helped students understand industry trends and the Group's development strategy - Lead students to plan their careers in advance through experience-sharing by middle and senior executives - Guided students in exploring different possibilities in the future through employee testimonials - Bridged the gap between industry and academia to fulfil social responsibility	- 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. - 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. (Only a number of the seminars are listed)	- 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. - 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.
Enhance memorandums of understanding between the Company and universities	- Sharing resources between industry and academia to support academic development and industrial innovation. - Enhance talent cultivation and technology R&D capabilities	- 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. - Scope of collaboration: - Planning of degree Programmes, courses, and teachers - Organising talent exchange, academic exchanges, innovative learning, and service, etc. - Industry-academia collaboration and student internships - Technology, knowledge, and research and development related to intellectual property - Promoting collaboration projects, organising and planning for the use of spaces	- Benefits for the Company: Access to potential talents, reinforcement of the BenQ brand, and enhancement of students' favourability toward the Company - Benefits for students: Connecting with the industry through internships and visits, and laying the foundation for their careers - Benefits for schools: Providing students with diversified learning resources and timely knowledge of the latest industry trends
Diversified internship opportunities	- Advance identification and attraction of potential talents - Fulfilling our social responsibility of nurturing the next generation of talents	- Number of interns: A total of 71 in 2024 - Internship specialties: Industrial design, visual communication, marketing management, digital marketing, customer service, marketing planning, e-commerce, and other fields	- Benefits for the Company: Nurture potential talents and retain them through the transfer-to-full-time-employee mechanism. - 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.

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	- The Company does not pay salaries below the statutory minimum wage. - Adjustment shall be made with reference to the salary survey report of a third-party independent salary consultant and the status of the Company. - 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.
Bonus/dividend	- Distributed according to the Company's performance and the performance of employees in the current year. - Three-festival bonus: Bonuses for Mid-Autumn Festival, Dragon Boat Festival, and the end of the year. - Performance bonus. - Employee dividend.
Long-term incentive Programme	Employee stock ownership trust.

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

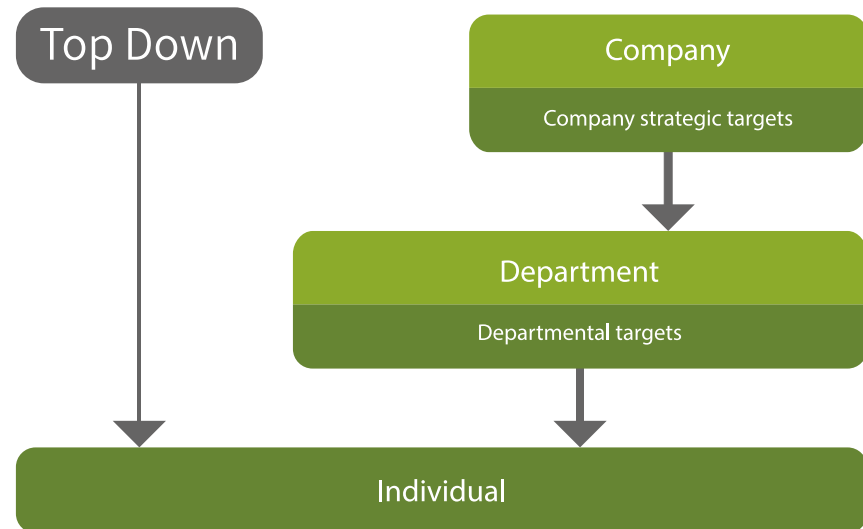
BenQ is committed to ensuring that 100% of our employees earn an income that meets the living wage standard. The purpose of a living wage is to ensure a basic standard of living for workers, enabling them to cover essential living expenses. BenQ cares deeply about its employees and their families. By 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	Department and team target management - Operational target alignment meetings are held every six months to align targets and development plans for the next phase with first-tier departments - 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.
	Individual performance target management
	Indirect employees: - 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. - 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. - 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. - 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.
	Direct employees - Performance targets are linked to production capacity and product quality. - 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.
	Transparent and open business briefings - 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. - 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.
	Team-based performance system - 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. - 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.

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	Indirect employees: 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. Direct labour: 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.
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	- 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. - 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.
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.	- 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. - 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. - Employee contributions: Participants contribute a fixed amount of their monthly salary to purchase company stock based on their individual rank. - 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.
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.	1. Period leave, maternity leave, paternity leave (male employees) 2. Leave for caring for family members who have Covid-19, vaccination leave 3. Vaccination leave 4. Volunteer leave, engagement leave 5. Pregnancy checkup leave, paternity leave	1. 8 days of pre-natal checkup accompaniment and paternity leave 2. 8 days of prenatal checkup leave 3. Volunteer leave, engagement leave 4. Flexible working hours system
Insurance system	We comply with local social insurance laws and regulations to protect the basic rights and interests of our employees. 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.	1. Contribute to retirement reserve funds 2. Contribute to the wage advance fund 3. Health insurance and labour insurance 4. Contribute to occupational accident insurance 5. Group insurance: life insurance, accident insurance, critical illness insurance, hospitalisation insurance) 6. Self-funded group insurance for employees' families 7. Travel insurance for short business trips abroad	1. Group insurance provided by the Company for employees 2. Self-funded group insurance for employees' families
Subsidies	Comprehensive employee and dependents care mechanism to facilitate emergency relief or living subsidies.	1. Meal subsidies 2. Subsidies for weddings, funerals, illnesses, injuries, and births. 3. Labour Day subsidie 4. Subsidies for meals at company canteen 5. Meal subsidies 6. Father's Day and Mother's Day appreciation gifts for employees' dependents 7. In 2023, childcare subsidies from the Employee Welfare Committee were added 8. Compensation system.	1. Subsidies for weddings, funerals, illnesses, injuries and births 2. Annual childcare subsidy of NT\$30,000 for children aged 0-6 3. Bereavement compensation system
Training subsidies	Talent cultivation to enhance employees' capabilities and experiences so they can add value to themselves.	1. Employee training Programme. 2. Education and training	1. Employee training Programmes 2. External training subsidy for employees

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	- Fitness courses - Welfare Committee activities - Employee discount for company products.	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	- Employee canteen/dormitory - Doctor's office - Breastfeeding room - Exercise centre - Parking lot - Coffee machine. 7ATMs	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	- Contracted hospitals - Contracted resident doctors - Regular health checkups for employees	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	- 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. - 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.
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	- Quarterly labour-management meetings are held to coordinate labour-management relations, improve work efficiency, and promote cooperation and communication between labour and management. - During the meetings, we report on labour dynamics and discuss labour conditions, labour welfare planning, revision of work rules, work environments, and employee feedback.
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. 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	1. Design training blueprints to enhance the professional competence of employees according to the professional differences of different positions in the company. 2. In response to external trends, introduce trend-themed seminars to enhance the sensitivity of internal supervisors to external trends.
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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.
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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.
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Innovation and Improvement Institute	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. 2. In response to the rise of AI, courses on generative AI tools and applications have been introduced.
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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	Seacore Talent Professional Development Programme
Training Direction	- Seminar for Senior Executives - Leadership development training for junior to senior executives - Mentor Programme - New Supervisor Training (FLP)	- Win Camp Newcomer Training - Cognitive thinking courses - Communication and influence courses - Digital application capability courses - Self-competitiveness courses	- CIP Programme - DMAIC Programme - TRIZ	- Software Talent Training - Overseas Customer Service Talent Training - Brand Newcomer Training - R&D Newcomer Training - RD/medical professional training - PM/BM/Sales professional training



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.

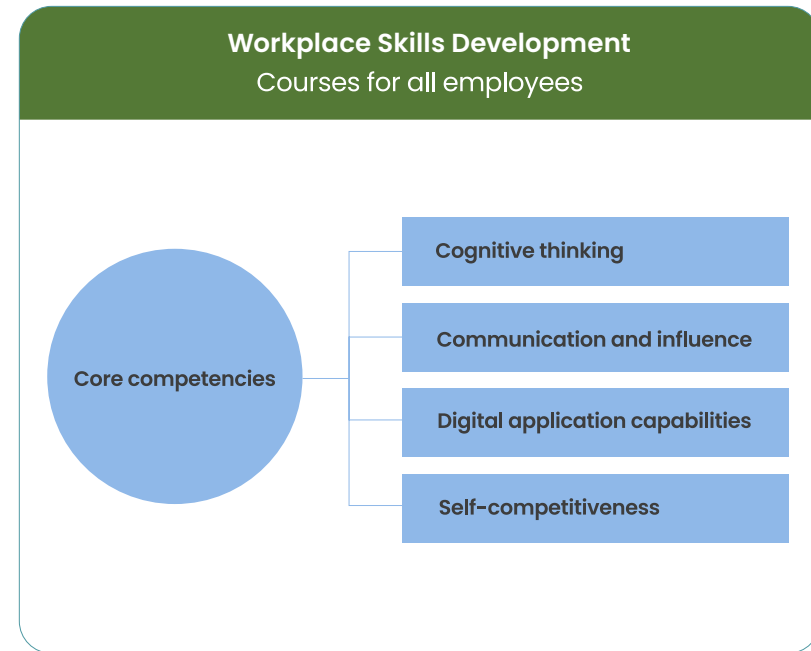
e. Self-competitiveness: The development of self-management, learning and growth is the main focus of the course, which includes topics such as understanding one's own strengths, creating an efficient learning mode, work time management, and career growth mindsets, serving to enhance one's work planning 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/ business unit managers	Industry pioneer Transformation driver 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 Team soul 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 Management expert 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 Management expert Subordinate mentor	Inspiration of management awareness and concepts, and provision of basic management knowledge and understanding of leadership

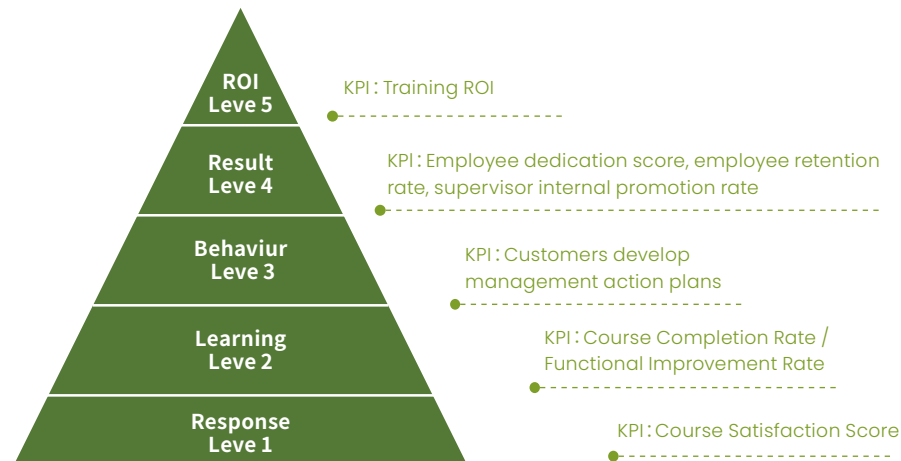


Key Points of the Leadership Development Programme



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
Senior	Visionary Leadership Leading Innovation Operational Decision-Making Developing Talent
Middle	Vision Execution Driving Innovation Resource Planning Developing Talent
Junior	Vision Delivery Continuous Improvement Problem-Solving Effective Selection
Potential	Managerial Role Recognition Establishment of basic concepts of leadership management

Training effectiveness
Results of Level 4: - Improvement of the employee's respect score (4.57 → 4.63) - Percentage of highly dedicated employees has reached 82%
Results of Level 3: Everyone from potential talents to middle managers are required to complete the post-Programme action plan.
Results of Level 2: Everyone from potential talents to middle managers are given pre/post-course function assessments
Results of Level 1: Average satisfaction with overall Programme up to 4.75

3.High-Potential Talent Development Programme

Training targets	Training direction
Fresh Leader High-potential talents/ new managers	Inspiration of management awareness and concepts, and provision of basic management knowledge and understanding of leadership
Action Leader Junior managers	Cultivation of management and leadership skills in order to lead teams and accomplish the tasks and goals assigned by upper management
Strategic Leader 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
Visionary Leader Senior managers/ 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 *Proactively offer health education and care *Reminders for follow-up examination three months after initial checkup *Provide related health promotion activities
High (>20%)	0.3	*Provide comprehensive medical evaluation and recommendations from facility physician *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	• Supporting the physical and mental well-being of female employees, particularly during pregnancy and post-partum period. • Two sessions were held with 137 participants and a satisfaction score of 4.7 out of 5.
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	Employees participated in CPR and emergency first-aid training to enhance emergency response capabilities. 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



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



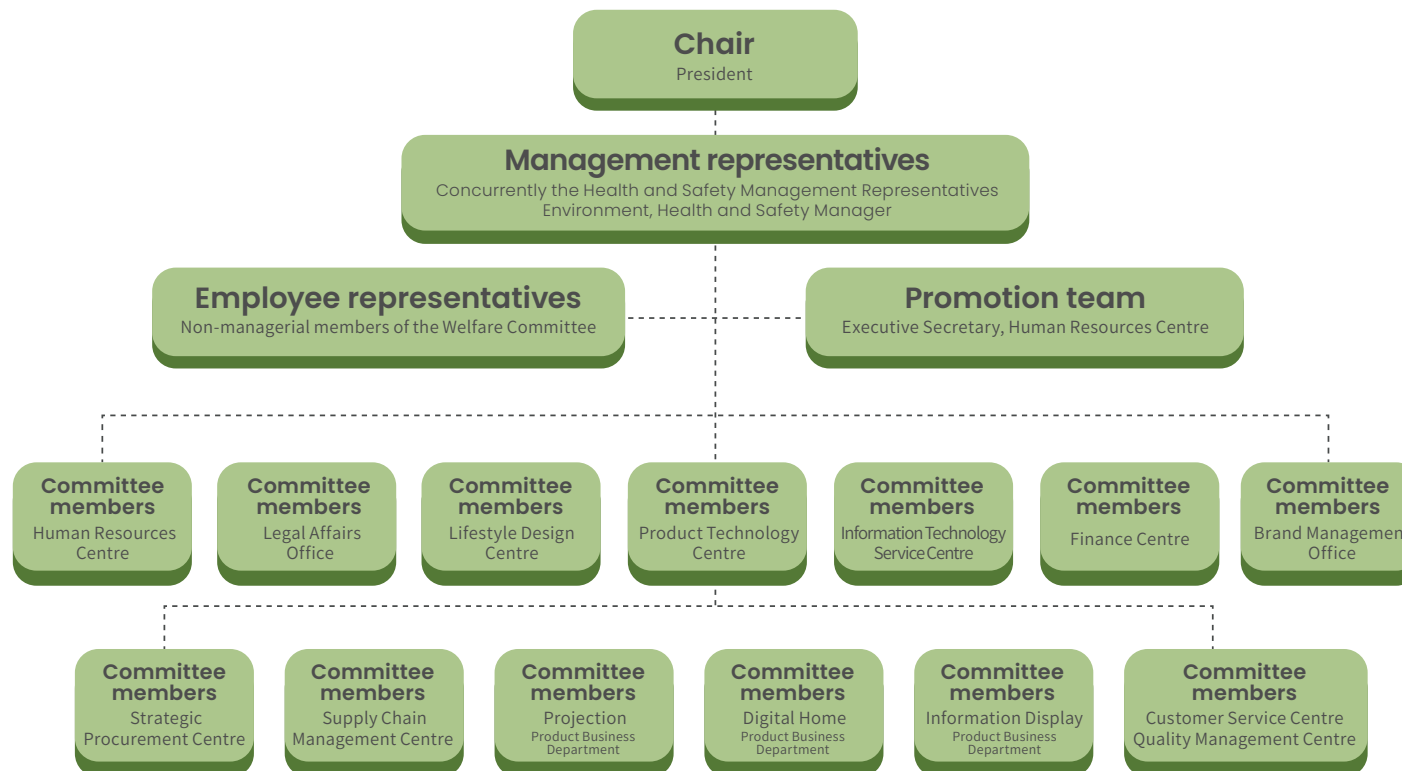


5.6.1 BenQ's Occupational Health and Safety Organisation and Responsibilities

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
- Caring for the Land - Advancing Digital Equity - Cultivating Honest and Smart Individuals - Enhancing the Value of Art and Culture	- Ethical producers/NGO workers - Local small-scale farmers and businesses - Elderly individuals, indigenous peoples and immigrants - Elementary, secondary and university students - Teachers and students in remote areas - Group employees - Partners in the supply chain	- Environmental degradation and hardships in rural communities - Urban-rural digital divide and unequal access to IT education - Limited access to healthcare and general lack of health education in remote areas - Limited experience and spirit of exploration in interdisciplinary learning - Lack of cultural and artistic experiences in public spaces - Environmental and social responsibility awareness remains to be strengthened among supply chain partners	- Focus on environmental issues, match volunteers with service opportunities, and strengthen employee engagement in corporate sustainability culture - Provide digital learning resources to remote areas, promoting lifelong learning and digital literacy - Collabourate with the Group's companies to allocate medical resources, hold health education seminars, and offer channels to consultation services - Offer themed lectures and camp experiences to inspire creative thinking in youth and children - Promote art exhibitions and performances to enhance spatial aesthetics and artistic literacy among employees - Strengthen supply chain resilience and competitiveness and work together toward carbon reduction and sustainable operations





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 Zero Hunger	Ensure food security, end hunger and promote sustainable 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. We maintain an annual contract area of 10 hectares, continually expanding the area of land that is farmed using eco-friendly practices. - 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. - We donate eco-friendly rice to disadvantaged groups and senior care Centres, ensuring their access to safe and healthy grains.	V	V		V				
SDG3 Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages 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.			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 Quality Education	Ensure inclusive, equitable and quality education and promote lifelong learning opportunities for all - 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. - ICT access in elementary schools: partnering with education scholars and R&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. - 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. - 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.				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 Gender Equality	Achieving gender equity and empowering women - Offered dedicated courses for women to ensure their access to learning opportunities. - Encouraged women professionals to enhance their ICT skills and increase income through online marketing.				V				
SDG8 Decent Work and Economic Growth	Promote inclusive and sustainable economic growth to ensure decent work for all - Created video content of farmers engaging in eco-friendly practices, small-scale artisan farmers, and skilled craftspeople and built an online marketing platform. - 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.	V	V		V				
SDG11 Sustainable Cities and Communities	Building inclusive, safe, resilient and sustainable urban and 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. - 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.	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	Advancing a green economy to ensure sustainable consumption and production patterns - Group employees participated in hands-on services during volunteer leave or holidays, assisting with farm harvests and coastal cleanups. - 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.	V	V		V				
SDG14 Life Below Water	Conserve and sustainable use marine ecosystems to preserve biodiversity and prevent ocean degradation - 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. - Identified issues of concern among coastal NGOs and utilised capabilities in creating digital content to help raise awareness of urgent marine conservation issues.	V			V				
SDG17 Partnerships for the Goals	Fostering diverse partnerships to advance the shared vision of sustainability - Develops ESG general education Programmes annually to cultivate a common sustainability language among diverse partners. - 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. - 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.			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 sustainably 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
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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
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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.

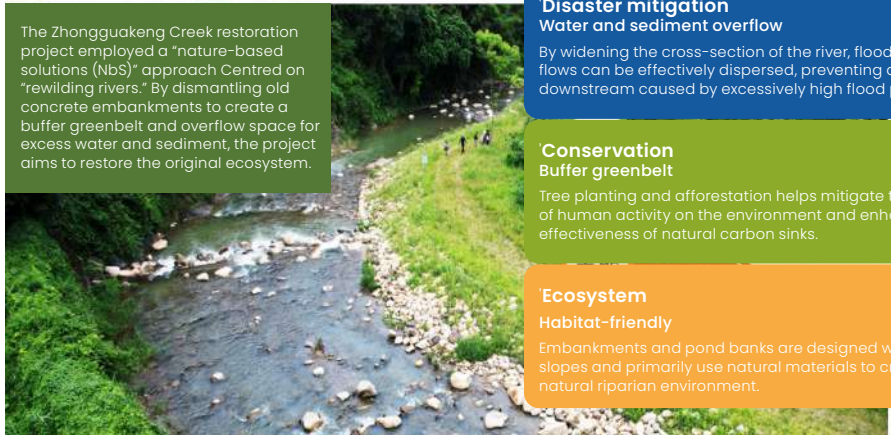


4. Qisda Group's Tree-planting and Afforestation Initiative

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.



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.



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





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.

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.



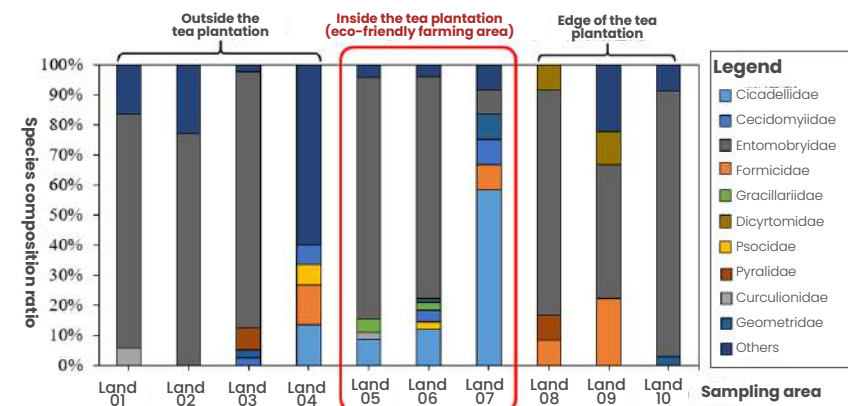
Biodiversity Preservation and TNFD Alignment - Distribution of Protected Species at Shakeng Tea Plantation in Hengshan Township



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



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



5.7.4 Advancing Digital Equity

Issues Addressed	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
United Nations Sustainable Development Goals	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
Our Role	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. 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. 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.
Our Actions	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. 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.
Collaborating with Stakeholders	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/ 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.



Chapter 6

Governance

| 6.1 Principles for Ethical Corporate Management

Integrity management is the most basic social responsibility of BenQ, which benefits the Company's business and its long-term development. To this end, BenQ has established its "Ethical Corporate Management Best-Practice Principles" based on the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies" and formulated regulations such as its "Code of Conduct" and "Anti-Corruption and Anti-Bribery Policy" as a reference for how employees should conduct themselves. The aforementioned policies cover integrity, anti-corruption and bribery, discrimination and harassment, conflict of interest, anti-trust, insider trading and money laundering, intellectual property, data protection, environmental protection, occupational health and safety and human rights. They also clearly stipulate strict limits on receiving gifts and the amount and frequency of money to be gifted. Regarding donations and sponsorships, the Code of Conduct clearly states that the Company does not engage in direct or indirect political contributions. Participation in political activities must fully comply with local regulations and be carefully evaluated. Any charitable donation or sponsorship must not serve as a

disguise for bribery. In 2024, BenQ did not make any political donations, but continued to safeguard employees' rights as citizens. The above measures reflect the commitment of BenQ's leadership to foster a culture of integrity, transparency, openness, and compliance, while actively combating bribery.

6.1.1 Communication and Training

BenQ promotes ethical conduct through multiple channels, which are listed below:

- The Ethical Corporate Management Best-Practice Principles are available on the global Company's website.
- The Ethical Corporate Management Best-Practice Principles is also placed on the homepage of the internal website, so that employees can view the content in detail at any time.
- During major holidays in Taiwan or other necessary moments, we send out e-newsletters to promote ethical corporate management to strengthen our employees' awareness of compliance.
- Once a year, global employees take an online training course on the Ethical Corporate Management Best-Practice Principles. For example, the training completion rate in Taiwan was 100% in 2024.

Through the implementation of Code of Conduct training and promotion of its principles, no violations of integrity principles occurred in 2024.



6.1.2 Links to Performance and Compensation

Starting in 2023, compliance with the Code of Conduct has been incorporated into the performance evaluation system (see table below). From that point forward, employee compensation and performance assessments have been directly linked to adherence to the Code of Conduct.

Serial Number	Behavioral Indicator	Content
1	Credibility and Integrity; Self-discipline	Understand and abide by the company's integrity standards, without any form of bribery, corruption, racketeering, or misappropriation of public funds. Every business transaction has been meticulously documented, and each individual is accountable for the accuracy of their own business records and data.
2	Legal Compliance	Comply with all applicable national and regional laws, as well as company regulations.
3	Protection of Personal Information	Respect the privacy and intellectual property rights of colleagues and customers; safeguard the personal information and intellectual property of all shareholders, consumers, distributors, suppliers, business partners, and colleagues.
4	International Norms	During the business execution process, fully understand and comply with international trade regulations and industrial alliance-related norms; note the impact of business development on human rights.
5	Identification of Risks	Whether risks related to safety, progress, and quality are identified and prevented on a daily basis.
6	Risk Assessment	Whether assessments are made on a daily basis regarding the likelihood and severity of internal and external changes, such as delays or the extent of damage.
7	Risk Response	Assess major risks, implement response measures, and transfer losses during daily work. Examples include sea-to-air transportation, educational training, manufacturer transfer costs, working overtime, alternative materials, multiple suppliers, process optimization, and so on.
8	IT Security	Ensure that the importance of information technologies is understood. During the business execution process, abide by the company's IT regulations and safeguard the confidentiality, completeness, and usability of company information assets through computer and network security knowledge.
9	Information Security	Understand and abide by the company's information security policy, as well as protect the confidentiality, completeness, and usability of the company's information assets, in order to prevent deliberate or accidental internal and external threats.
10	Network Security	Understand and abide by the company's network security and network resource access security management policies, as well as safeguard data transfer and system communication security during normal operations.

Performance Evaluation – Behavioural Indicator Assessment Items

Whistleblowing and Suggestion Mechanism, and Violation Handling Procedures

The Company has formulated the "Report and Complaint Management Regulations," which are available on our internal and external websites. Should anyone discover that Company employees or activities do not conform to the spirit of ethical corporate management – such as actions or systems that violate the Ethical Corporate Management Best- Practice Principles, serious misconduct including breaches of the principle of recusal from conflicts of interest, unfair trade practices, bribery, unlawful payments, or improper treatment of persons – they may follow the procedures set out in the regulations to report and lodge a complaint in order to ensure the rights and interests of the Company and its integrity. Employees can even communicate directly with the President on relevant matters using the President's mailbox so that the Company's top executive can handle the matter. Employees and external stakeholders (such as suppliers and customers) may report violations or submit complaints via the global Integrity Mailbox at Integrity@BenQ.com, using Chinese, English, or other local languages. Reports may be made anonymously. The Head of Auditing is responsible for handling these integrity-related reports. Each case is investigated by the designated unit, and a formal investigation report is produced. If the facts have been substantiated, disciplinary actions will be taken in accordance with Company regulations. The Company strictly guarantees the confidentiality of the identity of the whistleblower to ensure their safety and to protect them from retaliation.



**Global integrity mailbox: Integrity@BenQ.com
Complainants may use Chinese, English, or other
languages used at BenQ's operating locations to make a
report or file a complaint.**

BenQ is committed to strictly punishing any conduct or practices that violate the spirit of integrity or breach the Code of Conduct – this includes conflicts of interest and failure of recusal, unfair trade practices, bribery, unlawful payments and any illegal or inappropriate treatment of others. When necessary, such cases will be referred to judicial authorities for investigation.

As a result of the aforementioned promotion and efforts, the Company did not receive any reports of any violation of the Ethical Corporate Management Best-Practice Principles in 2024.



Finally, the Company has designed appropriate internal control mechanisms for operations that may be exposed to potential risks of corruption and malfeasance in its daily business activities:

- The Risk Management Committee conducts annual risk identification, which includes items related to corruption and malfeasance. Depending on the risk, each unit carries out risk management and control as well as risk reduction measures, while Human Resources Department is responsible for training (100% complete rate for the risk awareness management education and training for employees) and the Audit Department is responsible for confirming the implementation of relevant mechanisms to minimise and prevent the occurrence of corruption and malfeasance.
- Auditing units regularly evaluate the effectiveness of the internal control mechanism, collect suggestions from the senior management of each department on potential risks (including fraud, corruption, and malfeasance), prepare appropriate audit plans, and conduct related audits accordingly.
- Auditing units report on the results of their audits to the Audit Committee and the Board of Directors on a regular basis each year to allow management to understand the status of BenQ's corporate governance and to achieve management objectives.

In 2024, we conducted regular internal control risk assessments and audits for the three major areas of financial reporting, procurement operations, and sales operations, and no significant risks or incidents of corruption were found.



6.2 Legal Compliance

The Company operates in accordance with applicable laws and regulations. It is a fundamental requirement for sound corporate governance and fulfilling social responsibility and it is also key to sustainable development. Given that BenQ operates globally, the Company has long monitored policy and legal developments across countries that could have a significant impact on its operations in order to ensure that both the Company and its employees comply with local laws while conducting business. The Company has established a comprehensive legal compliance framework by tracking and assessing regulatory trends, formulating relevant policies and compliance plans, and conducting legal compliance training.

BenQ has developed relevant policies and procedures for compliance with laws in Taiwan and other countries, covering areas such as personal data protection, confidentiality, anti-bribery, anti-discrimination, environmental protection, intellectual property rights, insider trading prevention, fair competition, and labour protection. The Company also conducts regular reviews to stay informed of changes in laws across countries. It provides updated information to relevant departments as needed, establishes management systems or response measures and requires all employees to follow legal compliance principles. These actions help to effectively manage legal risk and demonstrate BenQ's commitment to compliance.

Through cross-departmental collaboration, the Company ensures the effective implementation of legal compliance. The Company encourages employees to participate in education and training to gain new knowledge and help enhance their colleagues' awareness of compliance with laws and regulations. Measures include conducting education and training for new employees, sending e-newsletters, providing online courses and posting

posters on relevant topics, allowing the Company and all employees to fulfil our responsibility of compliance with laws and regulations.

Due to the Company's proactive legal compliance efforts and the joint effort of all employees, BenQ did not incur any significant penalties or non-monetary sanctions for violating relevant laws and regulations in 2024 (please see the table below for details).

Aspect	Law	Major penalties or non-monetary sanctions in 2024
Business operations and marketing	Fair Trade Act, Trademark Act, Copyright Act, and competition law	0 cases
Financial and organisational planning	Company Act, Securities and Exchange Act, Money Laundering Control Act and related laws and regulations, and management procedures on the prevention of insider trading	0 cases
Internal and customer information protection	Trade Secrets Act, Personal Data Protection Act	0 cases
Human resources policy and management	Labour Standards Act and related laws and regulations	0 cases
Safety, health, and environment	Occupational Safety and Health Act, Regulations on Occupational Safety and Health Administration	0 cases
Environmental protection	Water Pollution Control Act, Waste Disposal Act, and Air Pollution Control Act and its enforcement rules	0 cases

**Major monetary penalties are defined as fines of NTD 1,000,000 or more; non-monetary sanctions include cessation/remediation or work stoppage.



6.3 Supervision and Risk Management

BenQ's risk management focuses on operating the risk management system, planning major risk transfers, formulating the risk management policies and procedures, and setting management targets and indicators to track performance in order to effectively manage risks that exceed the Company's risk tolerance, while using management tools to optimise risk management cost. The Risk Management Committee (RMC) is the heart of the Company's risk management programme, and manages risks in the four major areas of strategy, finance, operations, and hazards.

Risk Management Operations

As a key member of Qisda's Risk Management Committee (RMC), we participate in RMC meetings on a regular basis to propose a risk improvement plan and concrete improvement programmes for BenQ. Based on major risk scenarios, we formulate business continuity plans (BCPs), which include simulation exercises and field tests, to ensure the effective operation of the Business Continuity Management System (BCMS).

With regard to Group-wide risk control, we have built a joint defence mechanism with Qisda to strengthen the damage prevention mechanism, enhance emergency response capabilities, and reduce losses caused by disaster through experience sharing and resource sharing under the Group's policy.

Organisation and Structure of the Risk Management Committee (RMC)

BenQ participates in the operation of Qisda's Risk Management Committee (RMC) to establish, promote, supervise and maintain the risk management plan. The RMC monitors risks through risk self-assessment reports and concrete improvement plans, and tracks and evaluates risk management performance through its annual risk management report.

The RMC meets quarterly and manages events that may affect the achievement of the Company's operational targets. These events are divided into four categories: strategic risk, operational risk, financial risk,

and hazard risk. They are then further divided into internal and external issues, and a risk radar map is then created to manage them.

In order to effectively manage and track performance, we define Key Risk Indicators (KRI) related to the operations of the organisation to strengthen risk monitoring and the tracking of management performance. Risk checklists and other tools were used to inventory the various risks faced by each business unit to enhance the completeness of our risk identification. The meetings also address major events in Taiwan and around the world, regulatory changes, tracking and review of abnormal risks, and the proposal and adoption of effective contingency measures.

Implementation Results

BenQ participated in a total of 4 of the Group's Risk Management Committee meetings in 2024. In addition, BenQ also had all employees participate in risk culture education and training sessions; participation rate was 100% and we plan to incorporate such training into operational continuity and resilience measures to strengthen employee awareness of operational resilience and related concepts. Finally, BenQ did not find or identify any critical or significant events that should be communicated to the Board of Directors in 2024 (such as potential and actual negative impacts on stakeholders caused by the organisation voiced through the grievance mechanism and other procedures).

Business Continuity Management System (BCMS)

1. Business Continuity Management Policy

BenQ has formulated business continuity plans (BCPs) to manage major risk scenarios identified by the Risk Management Committee: Identification and prevention before the occurrence of an event; response and mitigation during the event; and recovery and risk transfer after the event. Through the implementation of our risk management framework and the Business Continuity Management System, BenQ is able to ensure the continuity of the Company's operations in the event of a major accident or disaster and to minimise the impact and disruption that it would bring to the Company's operations.



2. Business Continuity Management Results

We continue to add to and establish BCPs for emerging major risk scenarios. In addition to setting up BCPs, we conduct regular drills and exercises, during which BenQ collects, integrates, evaluates, assesses, and makes decisions in real time. We continuously practice until we achieve our recovery objectives in order to strengthen our employees' familiarity with BCPs. We regularly update the Company's Crisis Management Handbook to document the measures and procedures to enact when responding to major events.

Emergency Response Joint Defense Mechanism

Since Qisda is an important supply chain partner of BenQ, a Group-level joint defence mechanism has been established to strengthen our damage prevention mechanism, enhance our emergency response capabilities, and reduce losses caused by disasters through experience sharing and resource sharing within the Group. In 2024, we participated in 4 regular meetings of the Group's companies to enhance risk awareness and strengthen risk response capabilities.



6.4 Risk Response

Due to global political and economic instability, international currencies have experienced heightened volatility. In addition to the ongoing Russia-Ukraine and Israel-Hamas conflicts, it is anticipated that, after former President Trump returns to office, his "America First" trade policy agenda will further increase global tariff uncertainty and make currency fluctuations more pronounced. However, BenQ remains committed to its policies of refraining from high-risk and highly leveraged investments, not lending funds to non-affiliated parties, and not providing guarantees or endorsements for non-affiliated parties. Our derivatives trading strategy is risk-averse and does not include speculative trading, so there was no operational risk related to derivatives trading in 2024. Moving forward, BenQ's derivatives trading will continue to be solely conducted for hedging risks arising from fluctuations in exchange rates or interest rates. We will continue to regularly evaluate our foreign exchange positions and risks to reduce our operational risks. In recent years, prices have been rising steadily; BenQ will continue to monitor inflation and adjust product prices and inventory levels appropriately to reduce the impacts of inflation.

Logistics Risk Management in the Trump Era

With the expected surge in tariffs under the Trump administration, a large amount of goods is shipped to the United States. Air, sea and land transportation modes face constraints in storage space, transportation equipment, availability of finding terminal and trucking workers and high freight rates. Meanwhile, the ongoing Israel-Hamas conflict has heightened tensions in the Red Sea region, putting the supply chain under great strain.

In the face of this series of incidents and risks, BenQ collected market-related information, including economic indicators (e.g. crude oil and BDI), freight indices (e.g. Shanghai Containerised Freight Index, SCFI), and market reports, supplemented by our own assessments, and shared those with our employees through monthly shipping reports (e-news published monthly since 2016) so that they could fully understand the trends in the transportation market, freight cost and shipping durations, and help managers make decisions. In response to changes in the ocean and air freight markets, we have adjusted our transportation planning strategy, such as increasing the number of tenders we join and adjusting the range and frequency of (re)negotiations, as well as preparing a standard procedure book for unexpected events in order to safeguard our transportation and cope with rapid changes in the market.



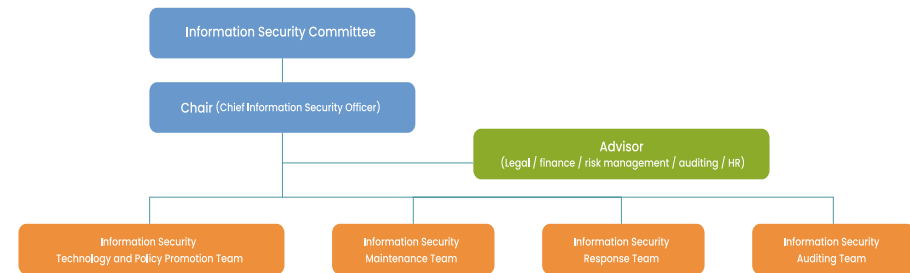
6.5 Information Security

6.5.1 Information Security Policy (Internal Control and SOP)

To ensure the confidentiality, integrity, availability, and legality of our information assets (hardware, software, data, documents and personnel, etc., related to information processing), prevent intentional or accidental internal and external threats, and safeguard the Company's business needs, BenQ formulated a corporate information security policy in accordance with the ISO 27001 international standard for information security. We obtained ISO 27001 certification in August 2020, and were recertified three years later in July 2023. The scope includes server rooms and data centres, and covers all locations where BenQ operates or houses its critical systems and databases. The transition to ISO 27001:2022 was completed in July 2024, with the scope of verification expanded to include the operational and management activities of the e-commerce service system and the global membership centre.

6.5.2 Information Security Committee

BenQ has formed an Information Security Committee to lead the promotion of information security within the Company. Through information asset standards and tools, we are effective in protecting the security of the Company's intellectual property and raising the awareness of information security among employees. The Information Security Committee is convened by the President himself, with the Chief Information Security Officer as the chair and the first-level managers of each unit as members. At least once a year, the Chief Information Security Officer (who is simultaneously the Chief Information Officer) will report to the convener of the Information Security Committee on the organisational structure of the Information Security Committee, as well as the division of labour and responsibilities of the teams.



The structure of the information security organisation is as follows

6.5.3 Information Security and Network Risk Assessment

Risk assessment results and internal meetings are used to decide on risk handling measures, so as to reduce, transfer, and eliminate risks in order to protect the activities within our information security management system, implement relevant regulations, and execute risk assessment procedures. At the same time, we review laws and regulations, amend our own internal information security rules to ensure legal compliance and efficacy, and announce changes to our employees.

In addition to basic information security training for new employees, we also hold regular email social engineering drills to educate employees about information security, such as sending and receiving emails, to reduce the risk of employees accidentally clicking on malicious emails. In 2024, 100% of employees passed the email social engineering drill test. Also, an online education course on information security was offered to all employees to enhance their awareness of information security. The training completion rate is 100%, which helps to integrate information security awareness into daily operations.

Lastly, we require third-party service providers in the supply chain to sign contracts that include confidentiality and network security requirements.



6.5.4 Information Security Management

Through its information security management system, BenQ implements information security policies, protects customer data and the Company's intellectual assets, enhances incident response capabilities, meets information security policy measurement targets and stakeholder expectations, and continuously improves the Company's information security control mechanism through the PDCA mechanism, all contributing to improved competitiveness.

The Company introduced a vulnerability scanning system, which regularly scans our systems for vulnerabilities every two weeks to ensure their security and to prevent a leak of sensitive information due to a vulnerability in our systems. System recovery exercises are conducted on a regular basis every year, and off-site backup of ERP data is conducted on a daily basis.

In addition, we have purchased SecurityScorecard, a third-party network security risk management system that monitors, carries out continuous risk analysis of information security systems, and sets targets to maintain an overall score of 95 (out of 100; the industry average is 85) for 10 risk categories, including network security, health of the Domain Name System, vulnerability remediation, endpoint security, IP reputation evaluation, and application security.

At the same time, the following major information security projects were implemented continuously in 2024:

- SOC (Security Operation Centre): Integrate and manage information security information in various situations, make emergency response to information security incidents according to the company's control mechanism, and integrate and analyse security incidents to ensure the overall information security of the company.
- Red Team Exercise: Help the company to discover information security gaps, verify detection and response capabilities, and continuously strengthen and improve its own information security protection capabilities.
- Privileged Access Management (PAM): The access security strategy for privileged accounts; it is used to control, monitor, protect and audit privileged identities and activities in the corporate IT environment.

6.5.5 Information Security Insurance

Since July 2017, BenQ has taken out corporate information security risk management insurance to cover costs that would be incurred in the event of an information security incident (e.g. business interruption, identification). The insurance coverage includes controlled subsidiary companies in which BenQ holds more than 50% of the shares, to reduce losses to the Company. There were no claims related to information security incidents in 2024.

6.5.6 Measures for Major Information Security Events

BenQ has strengthened its internal emergency response SOPs and drills in the process of building its information security management system, and holds various information security attack drills for relevant personnel to ensure that the emergency procedures are properly activated when an incident occurs and reduce response times and losses to the Company.

Item	2022	2023	2024
Number of information security or network security incidents	0	0	0
Number of data breaches	0	0	0
Number of people affected by data breaches	0	0	0
Amount of fines (NTD) for information security or network security-related incidents	0	0	0



6.6 Privacy of Personal Data

- **2024 Performance/KPI**
0 penalties
- **2025 Target**
0 penalties



Right to Privacy Policy

6.6.1 Personal Data Protection and Privacy Policy

BenQ respects and is committed to protecting the privacy of customers, employees and vendors. We comply with laws and regulations regarding the protection of personal privacy and the security of personal data, and we are committed to ensuring the privacy of customers when doing business with them. In addition to promoting the necessity of information security within the Company, access to confidential documents is restricted by authorisation levels and they are destroyed periodically; only partial authorisation can be given to non-authorised employees after they receive approval from their immediate supervisors.

6.6.2 GDPR Compliance Working Group

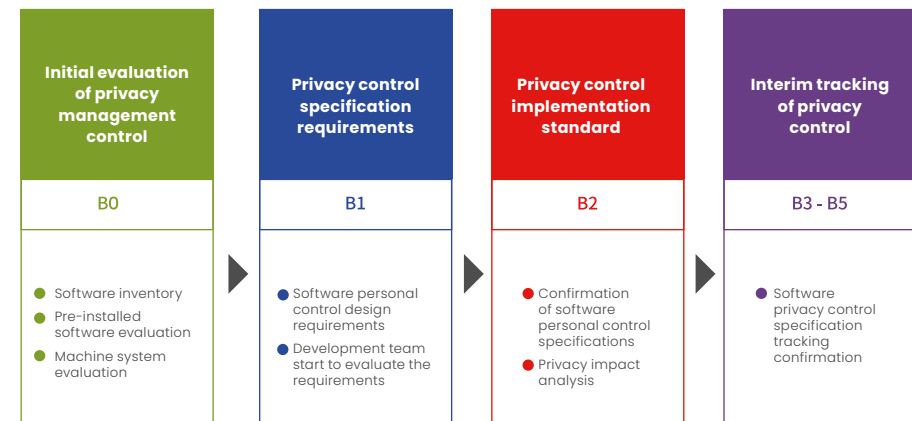
In response to the implementation of the European Union's General Data Protection Regulation (GDPR) and compliance with Group policy, the Company has established a GDPR Compliance Committee. There is a GDPR Working Group under the committee, which convenes internal experts, meets every month and monitors the dynamics of global privacy laws (including but not limited to GDPR), and adjusts the Company's legal compliance matters as needed.

6.6.3 Management of Work Related to Personal Data Privacy

In order to properly prevent the possible leak of personal data in various activities within the Company, the GDPR Working Group, which includes internal experts from the legal department, information system department, software platform development department, customer service department and business units related to cloud products, conducts an inventory of information systems, service platforms, product development, and major risk nodes with customers and suppliers used by each department of the Company on a sporadic basis, and requires each unit to complete improvements within a set timeframe for identified process management deficiencies. In addition, new hires receive regular training on topics related to personal data protection and privacy; those who have not completed onboarding training are scheduled to finish it in the following year.

6.6.4 Management Policy - Introducing Privacy Engineering into Product and System Designs

PhD Project B0-B5 tool





BenQ actively promotes privacy engineering in product design. In combination with the B System – BenQ’s unique product development management process – we require the product development team to apply the privacy design checklists at each important stage to verify that the products, software services, and IT system platforms under development comply with privacy laws and our own privacy policy to protect consumer rights. We continue to enhance the privacy and security of our product design. In 2024, a total of 79 product development projects went into mass production, and the privacy engineering design review was completed for 100% of them. In addition, the user privileges of IT systems are properly managed, and regular reviews are conducted to ensure that no personal data is leaked.

6.6.5 Notification of Personal Data Leaks

BenQ has established a set of procedures for personal data breach notification within our information security notification procedures. Only certain senior executives and members of the GDPR Working Group can conduct inventories of the situation, risk assessments, and internal and external notifications, formulate action plans, follow up on data breaches, and complete annual data breach reporting drills.

In 2024, there were no complaints from groups outside the Company, substantiated complaints from within the Company, or complaints from regulatory authorities. Therefore, there were no incidents of data leakage, data theft, or loss of customer data, meaning we achieved our goal of zero penalties for such cases.

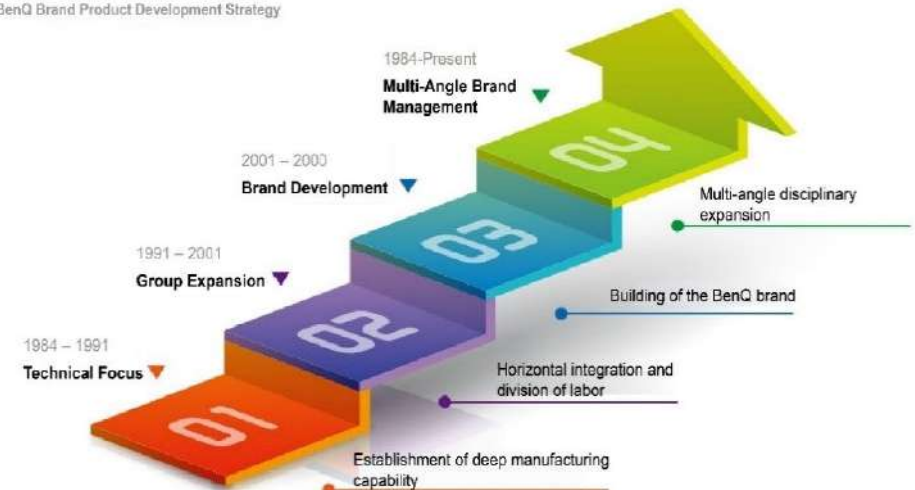


6.7 Sustainability-oriented Quality Control

BenQ has gone through changes, from focusing on technology based on manufacturing to group expansion, brand building, and diversified brand management. In addition to innovating products and functions and allowing consumers enjoy technology, BenQ has also been paying more attention to the impact of its products and services on consumers and society, including product quality and potential impacts on the environment during the product life cycle.

Therefore, we have established a quality and hazardous materials management system that complies with international standards. Through the commitment of senior executives, together with audits and management reviews, we implement both source and process management.

BenQ Brand Product Development Strategy





6.7.1 BenQ's Quality Policy

BenQ's quality policy is "to deliver competitive products and services with zero defects to customers on time." By pursuing continuous improvement to raise product quality and customer satisfaction, BenQ implements the above concepts and policies through systematic quality management, inspection, and third-party certification.

BenQ's quality management system has been continuously supported by the Bureau of Standards, Metrology and Inspection (BSMI), Taiwan's Electronics Testing Centre, and Société Générale de Surveillance, Taiwan Branch (SGS) for many years and is tracked and certified by third-party entities.



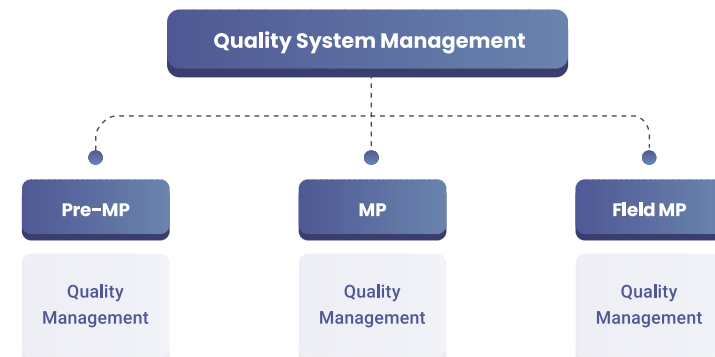
6.7.2 Total Quality Management (TQM)

BenQ is committed to promoting its quality management system certified under ISO 9001. BenQ's Chairman, President, and Vice President are the highest responsible persons for the Company's quality system, tasked with supervising the designation of responsible persons and the operation of quality management organisations in different divisions at different levels to apply BenQ's quality standards throughout the Company.

Through various communication methods such as education and training, announcements on the official website, and promotional cards, all employees are made aware of the importance of compliance with the law, the Company's quality policy and quality objectives, and customer requirements. The appropriateness of the quality management system and the availability of resources are reviewed in management review meetings.

In addition, we cultivate daily habits in our employees to achieve continuous improvement and problem prevention, reduce defects and waste, and improve quality. At the same time, we ensure that the Company's philosophy and requirements on sustainability issues are implemented in all stages of product design and manufacturing.

The Company implements Total Quality Management (TQM), a customer-oriented system, upon which we promote four major action components of BenQ's quality:



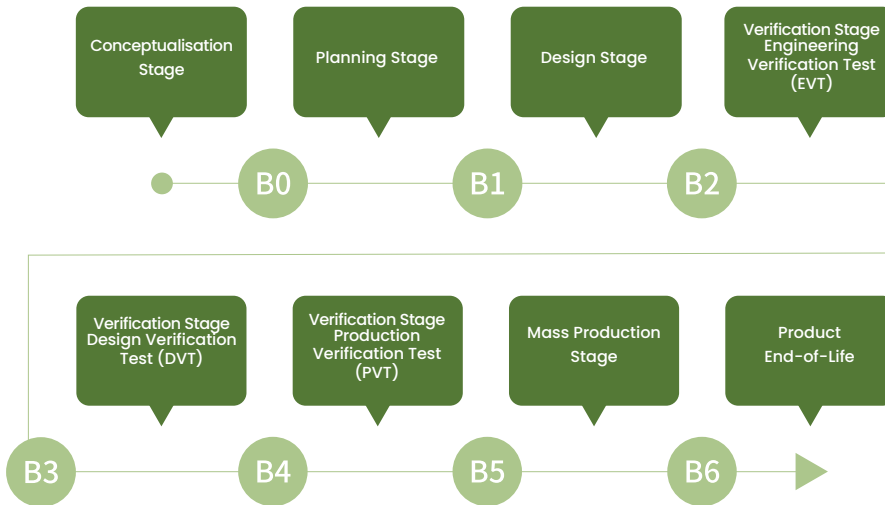
The four major action components of BenQ's quality

Through these four action components, BenQ can ensure the quality of suppliers, product design and development, and production and processes, as well as maintaining a systematic quality management system through collecting feedback on product quality from the market. Through the implementation of source and process management and the spirit of continuous improvement to quality, BenQ's management philosophy and quality policy are realised, and its quality targets are achieved.



The main content of the four major quality action are as follows:

1.Pre-MP Quality Management



In conjunction with the product development system, product engineering verification test (EVT), design verification test (DVT), production verification test (PVT) and other tests are carried out to meet the quality management targets and objectives of each stage of design.

2.Mass Production Quality Management

- Through on-site quality inspection, we monitor the quality of production processes and the quality of the goods to be shipped.
- At regular quality review meetings at all levels, we invite different levels of managers and customer representatives to participate in weekly/monthly/quarterly and annual quality meetings to review the status of our quality targets and the available resources so as to facilitate continuous improvement.

3.Field Site Quality Management

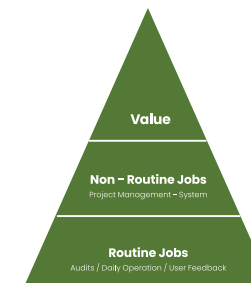
- Through the Market Quality Monitoring System, we collect and analyze product quality data on the market side in real time to improve our Initial Failure Rates (IFR) and Annual Failure Rates (AFR).
- The customer service department conducts customer satisfaction surveys to learn about customer satisfaction, and analyzes this data with senior management to track quality improvement and customer satisfaction.

4.Quality System Management

- Depending on product attributes: BenQ obtains safety, EMC, Safety, and GP certificates for products in various countries.
- Electronic and information products: BenQ has obtained ISO 9001 quality system certification for its electronic and information products.



Golden triangle of the quality system management>



Value structure of the quality system management



ISO 9001 Certificate>

BenQ uses the golden triangle of quality system management to maintain its quality management operations: Audit & Management Review, Consultation, and Enforcement. Under this quality system, we carry out daily management and quality audits, review the existing system operations, identify system issues, and establish project improvement teams to strengthen the operation of our existing system. This helps us enhance our core competencies and the value of our quality management system, which we constantly improve and upgrade to the level of our operational targets.



6.8 Customer Service Quality Management

Management Approach

- Our system management mechanism tracks customer feedback on product or service quality in order to make improvements and to optimize product and service processes.
- Our regular product knowledge and technical service training helps improve customer service quality and efficiency.
- We actively listen to and collect customers' opinions and needs to enhance our products and meet market demand.

2024 Targets and Results:

Item	Target	Performance
1.Target for Timely Processing of Customer Quality Feedback	>95%	100%
2.Target for Completion of Product and Technical Service Education and Training by All Trainees	>95%	98%

2025 Goals

1.Achievement target for timely processing of customer quality feedback: > 95%
2.Completion rate for product and technical service education and training: > 95%.



Medium- and Long-term Targets

BenQ's priority is on improving the quality of customer service and providing better products and services to ensure that customers' needs are met. To quickly respond to and satisfy customer needs, we have set up a global customer service Centre at our headquarters to gain a full understanding of the needs of customers from around the world (voice of the customer). We collect and analyse feedback from our customers to improve our product design and to swiftly and decisively resolve customer issues, whether they concern purchase, use, maintenance, or technical support.

6.8.1 Customer Quality Feedback Management



BenQ has established a quality feedback and collaboration system to provide customers with a platform to give feedback on quality issues and for us to efficiently handle customer complaints about quality issues, so that we may provide solutions to customers. It also helps to reduce the frequency of the recurrence of undesirable events, protect user safety, help us understand and improve user experience (UX), and enhance the quality of our products and customer service. Upon receipt of a case concerning quality from a customer, the Customer Service Centre will begin to track the case. The procedure includes



identifying the root cause, finding short-term and long-term improvement solutions, providing the customer with solutions, ensuring that the solutions meet the customer's needs, and the customer closing the case.

All cases are saved in the quality feedback and collaboration system, and used to extract lessons learned for internal product development to ensure that future product designs meet market expectations, to prevent recurrence of similar design issues, and to reduce the impact on the environment during defective product maintenance.

In order to effectively solve the quality issues mentioned in customer feedback, BenQ has set the number of working days to collect necessary information to clarify the issue. After confirming the type of the issue, BenQ (1) aims to provide a solution to quality issues within 10 working days, and (2) aims to provide a solution to specification and service issues or provide information within 5 working days.

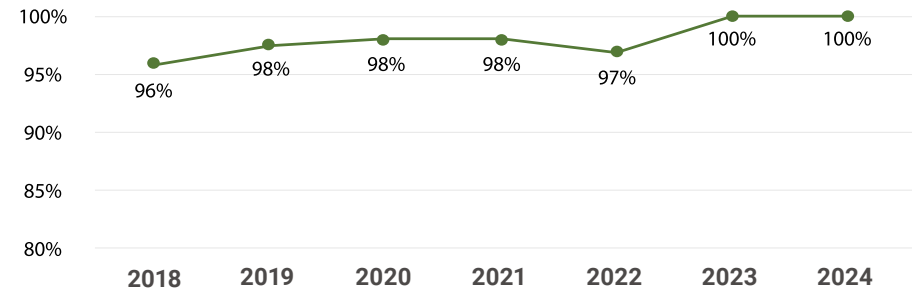
After providing a solution, GCS will continue to track the effectiveness of the improvement Programme to ensure that customer issues are resolved, thereby strengthening product quality and enhancing product competitiveness.

Results of Customer Quality Feedback Management

In 2024, a total of 34 cases of feedback about quality from our customers were received by our regional sales Centres around the world (none of the cases were related to customer safety). All 34 cases were closed within the target number of business days through our team's rigorous self-demand with improvement solutions provided and responses received, outdoing the target timeline that we had originally set.



Completion Rate of Customer Quality Feedback Targets



While building on its strengths, BenQ also reviews areas that need improvement. With our customer-first attitude, we integrate and improve our customer service platform to solve all customer issues in a swift and definite manner and to provide a robust communication channel. BenQ strives to build good relationships with customers by refining the management of its customer service and providing outstanding customer service.

6.8.2 Education and Training to Enhance Product Knowledge and Technical Services

BenQ regularly trains its technical service personnel and first-line customer service personnel to ensure that they have sufficient knowledge and know-how to resolve consumers' issues. BenQ regularly organises internal education and training on new product expertise for its technical service personnel and front-line customer service personnel through its internal online education and training platform called eLearning every six months. We also hold physical education and training at headquarters, covering product function introduction, installation, maintenance, use, FAQ, with online post-class assessment to confirm that trainees have acquired sufficient professional knowledge after receiving education and training.



For after-sales maintenance and product-related inquiries, our online eSupport knowledge platform helps authorised service Centres and first-line customer service personnel obtain the latest product knowledge, software service tools, and answers to frequently asked questions. Through a standardised tool platform, BenQ is able to provide consistent and professional customer service, continue to realise its commitment to customers, and enhance the quality and efficiency of its customer service.

Results of Product Knowledge and Technical Service Education and Training Programmes

In 2024, BenQ conducted eLearning product training sessions for its global technical service staff. There was a total of 240 participants for online sessions covering all product lines, with an initial pass rate of 98%. Those who did not pass the first time continued to receive guidance until they passed. We hope to enhance the expertise that our technical service staff has on our products to better customer service and build good relationships with our customers through excellent service.

6.8.3 Annual Tracking and Management of Customer Feedback

Customer feedback is the source of BenQ's progress and leadership position. Therefore, BenQ regularly collects and listens to customer feedback, learns what the needs of customers are, and ensures that their needs are met. BenQ will continue to build on its strengths and strive for excellence, and provide feedback to departments on the optimisation of products and services, so as to better meet the needs of the customers and changes in trends, and to enhance the overall satisfaction of customers on the value of products, quality, and service. Every January, we conduct a comprehensive annual customer opinion and feedback survey. In addition to reviewing and tracking whether customer opinions and needs throughout the year have been internalised into the service process or product improvement plans to ensure that customer needs are satisfied, we further analyse the potential needs of customers, so

that our products, services, and designs can be more closely aligned with trends in the market and that the user experience (UX) can be optimised. The feedback survey is conducted by the customer service Centre and sent to customer contact points around the world, asking them to evaluate the Company's products and after-sales service for the year and give recommendations. The customer contact points provide their evaluation and feedback through a questionnaire survey system. The customer service Centre compiles the survey results and transmits them to the departments at headquarters. These departments use the results of the survey to review whether the customers' comments and needs have been incorporated into the product plans or service processes, clarify matters with relevant departments, and, in response to unmet needs, adjust processes as needed or draw up implementation plans for product improvement countermeasures to raise product and service quality. If the customers' comments and needs have already been included in product plans or service processes, this will be communicated. To serve a wide range of customers and create better product and service experiences, BenQ provides a wide range of product, information, and technical support services in the spirit of innovation to meet a wide range of customer needs. We live by our tenet of "integrity, honesty, and doing what we say" and listen to customers' voices to understand their real needs and deliver what they need. BenQ maintains the quality and competitiveness of its products and services through the annual customer feedback tracking management system, so that it can better meet the expectations and needs of its customers. Finally, our customer service department not only runs its service model from the customer's point of view, but also holds itself to high standards in collecting, tracking and using customer quality feedback to improve product and service quality. The department enhances service quality and efficiency through product knowledge training and uses customer feedback to optimise product and service quality. We invest in building good and long-term relationships with customers by providing outstanding service through sophisticated customer service quality management.





Chapter 7

Product Innovation and Circular Economy

Management Approach

- We encourage innovation through a combination of incentives and professional support to create quality patents.
- We are customer-oriented, and we address consumer feedback, run innovative technology processes, improve products and services, and resolve consumer pain points.
- Through diversified development, we encourage industry-academia collaboration, expand R&D capabilities, and cultivate outstanding talent for society.
- We continue to improve products in response to societal demands for carbon reduction and environmental protection.

2024 targets and results:

Item	Target	Implementation results
1. Percentage of revenue from flat panel displays that have obtained the ENERGY STAR label ^[Note 1]	> 60%	60.7%
2. Percentage of revenue from semiconductor light source (laser or LED) projectors.	> 30%	45.5%
3. We are actively making an inventory of the carbon footprint of our products. ^[Note 2]	> 95%	99.3 %

Note 1 This target applies to BenQ-branded monitors and large commercial displays only and do not include ZOWIE branded monitors.

Note 2 This target is defined in Section 4.3 “Climate Change Indicators and Targets” of this report

2025 Medium- and Long-term Targets

Item
1. >60% of revenue from flat panel displays come from models that have obtained the ENERGY STAR label. ^[Note]
2. >60% of revenue from projectors come from semiconductor light source (laser or LED) projectors.
3. Increase the proportion of recycled materials used in products (including packaging) to 40% by 2030.

Note This target applies to BenQ-branded monitors and large commercial displays only and do not include ZOWIE branded monitors.



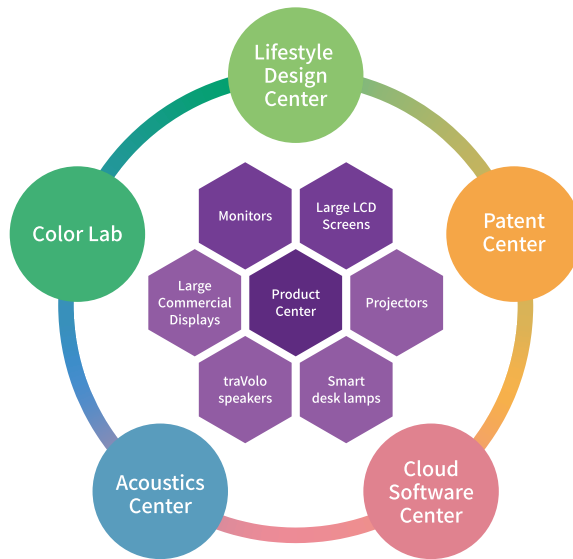
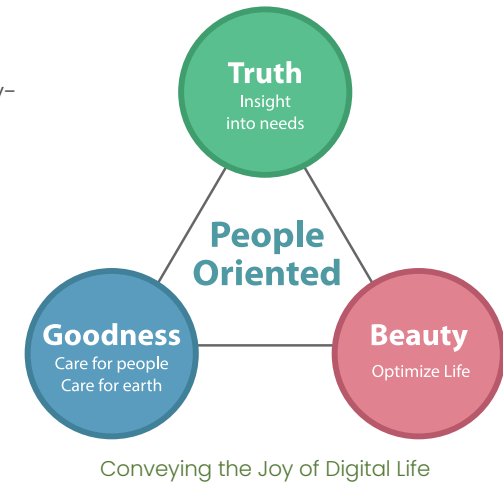


7.1 Innovation Strategy and Values

BenQ believes that value is created by combining thoughtful design and rational technology. By listening to consumers' voices with empathy, focusing on real needs and addressing them through caring and environmentally-friendly services and products, BenQ is able to create high-end lifestyle aesthetics. Through design thinking that combines academic research and business ideas, BenQ continues to innovate and create value.

7.1.1 Innovative Product Design: Organisation and Process

BenQ has established a Lifestyle Design Centre, Cloud Innovation Centre, Colour Technology Lab, Audio Technology Lab, and Patent Centre within its Product Centre. These specialised departments focus on deepening domain expertise and conducting early-stage development to build technological strongholds, which are then applied in product development. With investments and technologies accumulating over many years, BenQ has developed proprietary technologies and maintained its competitiveness in ergonomics, software development, color and vision and acoustic engineering.



Innovative Product Design Organisation

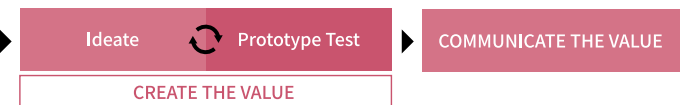
Lifestyle Design Centre (LDC)

At BenQ's Lifestyle Design Centre, design thinking is applied at the early stages of product development. By using empathy to understand consumer needs and pain points, the team defines the product's value proposition. During the concept development stage, brainstorming and other methods are used to generate diverse hypotheses and solutions. These are validated through prototyping to ensure that the products and services meet real user needs. Before product launch, designers conduct multiple rounds of user testing to ensure a high-quality user experience, acting as gatekeepers for consumers. In the final marketing stage, the Design Centre focuses on effectively communicating the product's value and gathering market feedback to foster good communication with consumers.

DESIGNING THE RIGHT THING



DESIGNING THE THING RIGHT





To deliver innovative value and the best experience to consumers, the LDC is organised around six functional teams:

- User Research: conduct user and market research to discover consumer needs.
- User Experience: use prototypes to clarify needs and propose user-friendly experiences.
- Product Design: create high-end lifestyle aesthetics through attractive product design.
- CAID Studio: use the latest computer-aided industrial design technology to improve design efficiency.
- Mock-up Studio: test the feasibility by making prototypes to turn concept ideas into reality.
- Product Marketing: communicate product value in ways that consumers understand.

The six functional teams exchange ideas and collabourate with one another while retaining their individual expertise and autonomy, ensuring they do the right things first before doing things right. Over the years, the ring-structured team has produced products and services that have received hundreds of international design awards, fueling BenQ's ongoing innovation.

Cloud Innovation Centre (CIC)

BenQ's Cloud Innovation Centre is dedicated to the development of innovative software, adhering to principles such as modular software development, automated version control, systematic workflow management, and digital documentation. These practices ensure stable development cycles and align with the spirit of sustainable operations. By validating a large number of test items, we can not only effectively shorten the development timeline but also significantly improve the stability and quality of the software.

At the Cloud Innovation Centre, we implement innovative technologies and strategies to realise an efficient and sustainable cloud infrastructure. We adopt a Continuous Integration and Continuous Delivery (CI/CD) architecture, integrating Jenkins and Git/Gerrit tools for automated deployment to cloud servers. Agile software development is also implemented and we have built a team that is collabourative yet self-organizing based on its 12 principles – including prioritising individuals and interactions over processes and tools, working software over



Design Centre's Ring-structured Team

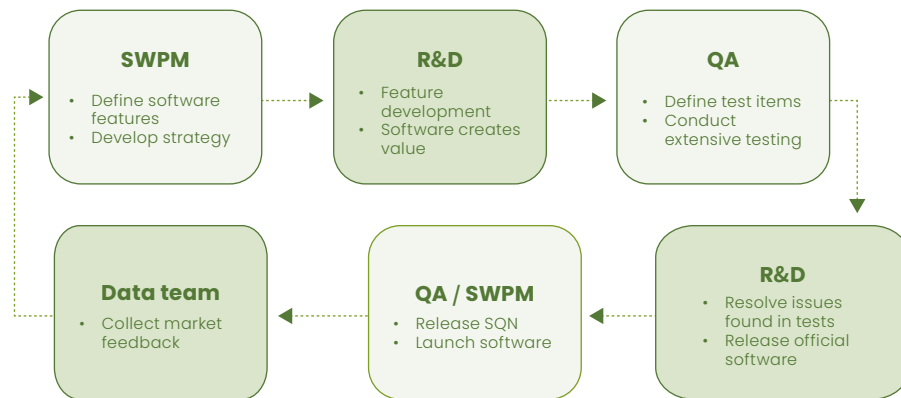
comprehensive documentation, customer collabouration over contract negotiation, and responding to change over following a plan.

We leverage AI-based predictive analytics to accurately forecast peak service demand, enabling automatic scaling of services and optimising resource utilisation. In addition, we also utilise Amazon CloudWatch for real-time monitoring, ensuring stable system operations and maintaining full visibility of performance status. These intelligent resource management strategies reduce manual monitoring workloads and significantly minimise energy waste due to over-provisioning or inefficient utilisation, thereby lowering the carbon footprint of development and operations as well as advancing environmental sustainability.

To maintain an efficient operating model, we have established a tightly collabourative organisational structure that includes software planning, software development, testing and data analytics units. The Software Planning Department analyses market demand to define product features and development strategies that align with customer needs.



The R&D Department develops software features and integrates AI models across platforms to enhance innovation. The Testing Department uses automated testing technologies to improve software quality and reduce correction cycles. The Data Analytics Department collects market feedback, identifies user preferences and behaviours, and feeds insights back into the planning and development stages, creating a continuous software development cycle that enhances suitability and value.



Software Development Cycle

Colour Technology Lab

In the field of imaging and visual design, Colour is a silent language and the most powerful form of expression. It captures emotions, conveys ideas and tells the story of the creator. The BenQ Colour Technology Lab was established to faithfully convey these emotions from the minds of creators to the hearts of viewers.

At BenQ, we believe Colour is not just a technology – it is at the heart of the user experience. The value of a display device lies not only in its resolution or

contrast, but also in its ability to reproduce colours with accuracy and fidelity to every detail. To us, accurate Colours not only preserve the creator's original intent, but also enhance the efficiency of communication between users, transcending cultural and linguistic barriers. Founded in 2017, the BenQ Colour Technology Lab is one of the few specialised teams in the industry dedicated to colour research and is led by a team of PhD-level experts. Since its inception, the lab's core members have pursued excellence in colour reproduction, consistently overcoming technical barriers and delivering world-leading colour solutions through innovative technologies and services. BenQ approaches colour from both a preference and standards perspective, ensuring optimal results for users across different scenarios:

- **Preferred Colours:** Every user has unique Colour preferences – whether a photography enthusiast, designer, or gamer. We developed SensEye technology to offer a variety of Colour display modes and cater to diverse needs – from more immersive game visuals to finer photo detail and more comfortable office settings.
- **Standard Colours:** In professional fields, Colour accuracy is critical. Our displays undergo rigorous factory calibration to meet international standards (e.g., ISO 12647-7), achieving true WYSIWYG (What You See Is What You Get). This not only enhances work efficiency in professional settings, but also ensures Colour consistency across media. More importantly, improved Colour precision in displays reduces the need for repeated revisions and reprints, significantly cutting down on waste of paper, ink, energy, time and labour – ultimately benefiting the environment.
- Driven by innovation, the Colour Technology Lab has supported the Product Business Department in launching multiple technologically innovative and globally leading professional monitors that have disrupted the industry:
- **SW Series Photographer Monitors:** anti-reflective technology is integrated to simulate a paper-like texture and have received multiple TIPA Awards.



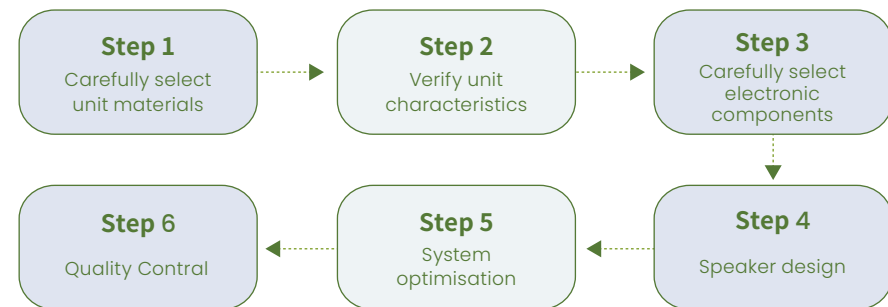
- PD Series Designer Monitors: specifically designed for design professionals, these monitors have become standard equipment for many leading companies.
- PV Series Video Post-Production Monitors: support true 24P playback and are Technicolor-certified. They are highly favoured by professional colourists and post-production specialists.
- EyeCare Series Monitors: the world's first TÜV Rheinland-certified eye-care monitors, combining low blue light and intelligent brightness technologies to protect the health of individuals who look at displays for a long time.

In addition, BenQ's independently developed Colour calibration software, Palette Master Ultimate (PMU), not only improves calibration efficiency but also delivers higher Colour accuracy compared to its predecessor, providing professionals with a simple yet precise Colour management tool. In the future, we will continue to drive the forward-looking development of Colour technology, including features such as WebCAM AI-based automatic recognition and Colour mode switching, as well as the design of more intelligent Colour calibration solutions. We are committed to making Colour not just a technology, but an emotionally resonant art form – delivering a visual experience that exceeds expectations and reveals the truest, most captivating Colours to the world.

Audio Technology Lab

The BenQ Audio Technology Lab is dedicated to developing professional acoustic capabilities, delivering distinctive audio characteristics across BenQ products to convey the authenticity, integrity and beauty of sound. In addition to professional anechoic chambers and testing equipment such as Audio Precision, B&K and Clio, the lab has also established a

dedicated audiovisual room. Specifications such as background noise level, sound insulation, and reverberation time have all been certified by the Taiwan Testing and Certification Centre and the Industrial Technology Research Institute. This provides BenQ with an environment equipped for conducting acoustics optimisation in product design. Consumer needs are constantly evolving. The Audio Technology Lab always begins by listening to those needs, applying design thinking, and continuously innovating in technology based on user demand. At the same time, we uphold a spirit of craftsmanship, implementing acoustic design and quality control through six procedures and six techniques. Finally, we provide robust after-sales service and collect user feedback as a basis for product improvement, with the goal of delivering the best possible experience to our consumers.



- Proprietary audio circuit design
- Proprietary audio flow (algorithm) design
- Optimisation of THD/SPL/IMP/Fb
- Development of a proprietary sound sample database
- Enhancement of BenQ's unique audio signature
- Optimisation of wireless audio transmission quality

The Six Procedures and Six Techniques



Staying true to its mission of delivering beautiful sound, the Audio Technology Lab integrates flagship-grade high-efficiency speakers into product design, optimising soundstage and speaker architecture. It also works with the Product Business Department to establish distinctive audio characteristics and positioning. Examples include:

- Projectors: Maintain high frequencies that are clear but not piercing, while enhancing the mid and low frequencies to create a cinematic atmosphere.
- Monitors: achieve a balanced distribution across high, mid, and low frequencies, with an emphasis on improving sound localisation.

Looking forward, the Audio Technology Lab aspires to become a comprehensive authority in sound. It will continue applying its innovations across BenQ's product design to offer every user a sensory experience rooted in authentic reproduction (Truth), safety and wellness (Goodness), and pleasing acoustics (Beauty).

7.1.2 Industry - Academia Collaborations

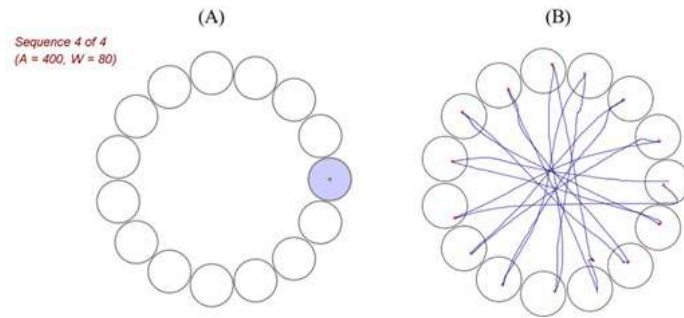
BenQ's continuous innovation is driven by knowledge and talent. In addition to strengthening internal technical expertise, BenQ encourages its product departments to collaborate with academic institutions. These collaborations not only introduce external resources to enhance R&D outcomes but also help cultivate skilled talents, thereby fulfilling our corporate social responsibility.



Case Study of Industry-Academia Collaboration - Research on Optimal Weight and Centre of Gravity for Esports Mice

ZOWIE, a brand under BenQ, is dedicated to professional e-sports athletes. In first-person shooter (FPS) esports, the mouse functions as a player's weapon, making the design of gaming mice critical to enhancing an athlete's performance. In recent years, the esports mouse market has seen a wave of lightweight products introduced by various brands. But for esports athletes, is a lighter mouse really better? BenQ's Human and Machine Innovation Lab believes that in addition to weight, the Centre of gravity of a mouse also affects user experience. For example, when swinging a tennis racket, not only the weight but also the moment of inertia - affected by the Centre of gravity - must be considered.

To explore how Centre of gravity impacts performance, we launched an industry-academe collaboration in 2024 with National Taiwan University, using computer simulations to identify the optimal Centre of gravity. The primary advantage of computer simulation is that it eliminates the need to manufacture multiple physical prototypes with different Centres-of-gravity. By using existing mouse models for testing and adjusting simulation parameters digitally, we significantly reduced development time and cost. During testing, we use ISO 9241-411:2012, the standard for evaluating the design of physical input devices in human-computer interface systems. The input devices covered under this standard include keyboards, mice, joysticks, trackballs, touchpads, touchscreens and styluses. In addition, we use Fitts' Law to assess how the distance to and size of a target affect the difficulty indicators of a task. To simulate a first-person shooter environment, we used the shooting training module within the game Aimlabs. In the module, shooting the sphere in the Centre triggers the system to generate another sphere in a random location. The newly generated sphere remains in place until hit by the participant, with missed shots resulting in score deductions and reduced accuracy ratings.



Fitts' Law Testing

The musculoskeletal system of the human body was simulated using the Plug-in-gait_Simple model from the AnyBody Managed Model Repository (AMMR), built into the AnyBody Modeling System software. The model includes a total of 15 body segments: the head, torso, pelvis, upper arms, forearms, hands, thighs, lower legs and feet. Since the primary focus of this study is on the upper limbs, the lower limbs were removed, retaining only the body segments above the pelvis (the upper limbs include shoulder joints with three degrees of freedom and elbow and wrist joints with two degrees of freedom each). Additionally, the software's built-in detailed hand model was used to allow the model to generate finger movements in the simulation.



Simulation of Different Centre-of-Gravity Positions Using a Human Musculoskeletal Computer Model

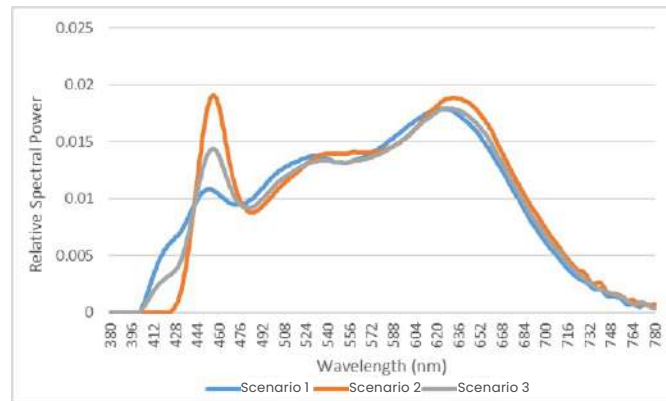
Currently, the motion control of the human model has been completed for this collaborative project. Once the relevant boundary conditions are incorporated, muscle force simulation and validation will begin. After validation, parametric simulations of the mouse's Centre of gravity will commence to identify the optimum position.

Case of Industry-Academia Collaboration Case - Advancing Innovations in Smart Lighting

To strengthen the theoretical foundation of lighting product design, BenQ has partnered with the Department of Optics and Photonics at National Central University to conduct an in-depth study on how lighting spectra and ambient brightness uniformity affect user concentration. Through industry-academe collaboration, the project integrates psychological and physiological data to simulate real-life indoor reading and working environments. It systematically analyses how various lighting conditions affect focus, visual comfort, and work efficiency, providing a solid scientific foundation for smart lighting design. This study focuses on BenQ's lighting products, and three lighting scenarios were designed for this study: Focused lighting (applied in the MindDuo 2 Kids Study Lamp), diffused lighting (applied in the Aora Ceiling Light) and hybrid lighting (applied in both desk and ceiling lights). The study further explores how different spectral components affect concentration.



Images of Scenarios in the Experiment



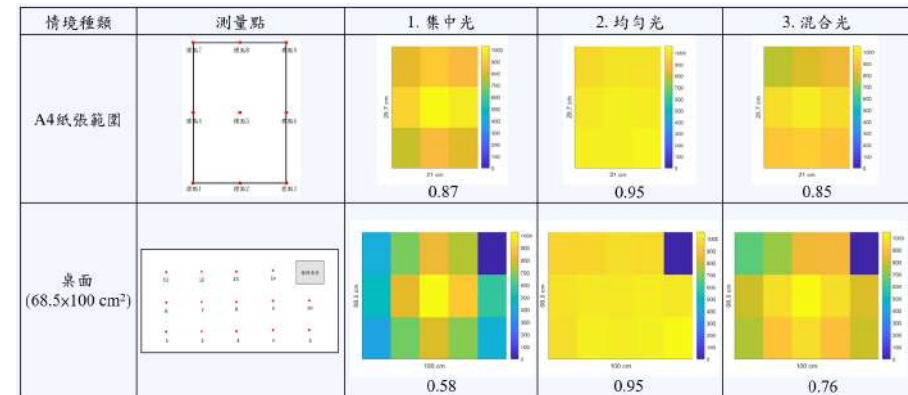
Experiment Design: Spectrum Charts for the Three Lighting Scenarios

The results of the experiment showed:

- The hybrid lighting scenario performed best in enhancing concentration and improving visual comfort, effectively reducing eye fatigue and dryness.
- Focused lighting (a lighting distribution that is brighter in the Centre and gradually dims toward the edges) is most suitable for reading at a desk, as it helps participants maintain a higher level of concentration.

Further research confirmed that light distribution and spectral design can be directly applied to lighting products, enabling the development of optimised lighting solutions that are tailored to different usage scenarios.

- MindDuo 2 Kids Study Lamp: designed for reading and high-efficiency work, it provides locally focused lighting to reduce visual distractions.
- Aora Ceiling Light: Ideal for environments requiring evenly distributed light throughout the whole room, providing a stable and comfortable lighting atmosphere.
- Hybrid lighting design: Combines the advantages of desk and ceiling lamps, and is suitable for multifunctional spaces such as study or creative work areas.



Experiment Design: illuminance Uniformity Distribution in Three Lighting Scenarios

This research aligns with the United Nations Sustainable Development Goals (SDGs), specifically Goal 9-“Industry, Innovation, and Infrastructure.” But it also embodies the spirit of Goal 17- “Partnerships for the Goals.” Through close collaboration between academe and industry, BenQ continues to drive innovation in smart lighting, striving to enhance user health and comfort. The Company is committed to creating high-performance and sustainable lighting environments that add greater value to everyday life and work.

7.1.3 Innovation Results

The Taiwan Excellence Award is a national award established by the Ministry of Economic Affairs of Taiwan in 1993. Every year, through a rigorous selection mechanism, products are evaluated on four aspects – R&D, design, quality and marketing. Consideration is also given to whether the product is made in Taiwan. Products that demonstrate “innovative value” are awarded the Taiwan Excellence Award to set a benchmark for Taiwan’s industries.

At the 33rd Taiwan Excellence Award in 2025, BenQ stood out among 455 companies and 866 products, earning recognition for eight of its entries. This achievement showcases BenQ’s strong innovation capabilities.



A Monitor Purpose-built for Programmers

As displays become increasingly widespread, different consumer needs have given rise to a diverse range of usage scenarios that are gradually becoming more specialised. Whether for work or entertainment, users now require more precise solutions. BenQ has keenly recognised this emerging trend and taken the lead in the industry by launching professional monitors tailored to different consumer segments. These offerings address the diverse needs of Mac users, gamers, and Programmers, creating unique value and experiences within targeted niche markets. The BenQ RD280U is the world's first high-performance eye-care monitor specifically designed for Programmers. It combines cutting-edge technology with ergonomic design to provide Programmers with a comfortable environment where it is easy to focus on work. The following is a detailed description of its innovative features:

- **Professional Coding Mode:** The exclusive coding mode is designed to meet various Programming needs, offering both dark and light themes. This allows Programmers to switch between modes based on ambient lighting and personal preference. Equipped with 4K+ ultra-high resolution, it ensures that code remains crisp and clear in all viewing modes, preserving font sharpness and detail while reducing eye strain caused by extended work sessions.
- **Hotkeys and function bar:** the built-in hotkeys and function bar allow Programmers to quickly complete monitor settings – from adjusting brightness to switching to Coding Mode – enabling a seamless transition into work mode. This design not only saves setup time but also significantly boosts work efficiency.
- **Eye-care technology upgrade:** brightness Intelligence 2.0 (B.I. Gen2) automatically adjusts screen brightness based on ambient lighting conditions to help reduce eye strain. In addition, the pioneering Night

Protection Mode offers an ultra-low brightness eye-care filter that is ideal for late-night work sessions, providing Programmers with around-the-clock eye protection. Panels with anti-glare and anti-reflective coatings further reduce light interference, helping users stay focused.

- **Unique aspect ratio design:** the 3:2 screen aspect ratio offers more vertical screen space than standard widescreen monitors, allowing programmers to view more lines of code at once. This reduces the need for frequent scrolling and significantly improves coding efficiency and productivity.
- **Ergonomically designed specifically for Programmers:** an adjustable stand allows users to fine-tune the height and angle according to their needs, reducing neck and shoulder strain during long hours of work and providing a more comfortable user experience.

Through its powerful features and thoughtful innovative design, the RD280U helps Programmers create a more productive work environment, enhancing professional performance and work efficiency. This aligns with BenQ's ongoing strategy and goal of leveraging innovation to continuously create product value.



A Monitor Designed Specifically for Programmers: the RD280U



360° Luxury Mini Theatre – The World’s First Projector Designed for Reclining

Building on the unique water-drop design and 135° vertical tilt projection feature of its predecessor, the GV30, BenQ launched the GV50 portable projector in 2024 with significantly enhanced features. Its versatile base allows for 360° horizontal rotation and dual-angle tilt adjustment, allowing users to enjoy seamless, all-angle projection no matter where it is placed. Equipped with four built-in smart sensors for automatic image calibration, as well as convenient controls via remote and onboard shortcut keys, users can operate the device whether they are sitting or lying down. They can effortlessly enjoy the optimum audiovisual experience with the world’s first projector built to be used as you’re lying down.

The GV50, equipped with a laser light source, delivers vibrant and lifelike visuals. It features 500 ANSI lumens of brightness and BenQ’s exclusive CinematicColor technology, optimised specifically for HDR10 and HLG content to provide stunningly detailed images that captivate the senses.

After precise acoustic tuning, the GV50’s built-in “Ceiling Theatre Sound Stage Mode” overcomes the physical limitation where the subwoofer’s sound direction is directly blocked by the base when the device is tilted upward. This eliminates the muffled sound typically caused by projecting at an upward angle. Equipped with a 2.1-channel, 18W speaker, viewers can enjoy an immersive surround sound experience whether sitting or lying down, fully immersing themselves in the world created by the director.

BenQ remains committed to a user-centric approach and leverages empathy-driven innovation to continuously develop products that address consumer needs and pain points, pursuing a better technological lifestyle together with consumers.



360° Lux Mini Theatre: The GV50 Laser Portable Projector

Smart education on your terms

As a leading brand in smart education, BenQ is not just a product provider, but a partner in education. Through the integration of hardware and software, BenQ aims to empower every teacher with their own educational platform, promote health-centric smart learning and advance toward a better future in education. Through innovation and technology, we are shaping the future of education.

In 2024, BenQ launched the next-generation RP04 series of interactive touchscreens for education, featuring an exceptional interactive experience, intuitive smart functions and product design tailored to real classroom needs. The products received great acclaim and were honoured with the 2025 Taiwan Excellence Award, highlighting BenQ’s leadership in innovative technology. The following is a detailed description of its innovative features:

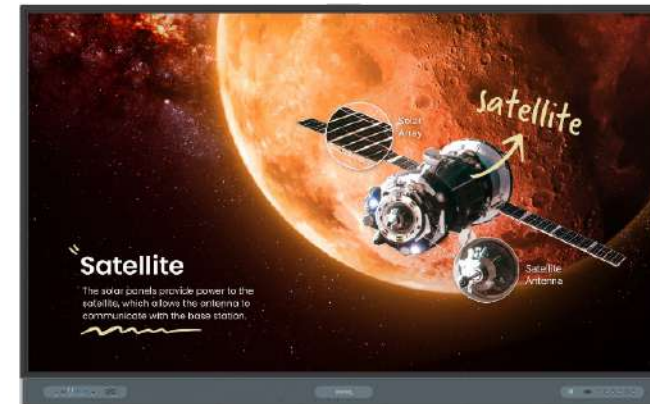
- Seamless integration with the Google ecosystem for smart classrooms: our product leads the Taiwanese market as one of the first to receive official Google EDLA certification. Teachers can access lesson plans via Google Drive and utilise various apps from Google Play, making it easy to design interactive lessons. Additionally, BenQ’s hardware and software are perfectly integrated with the Google ecosystem.



The built-in EZWrite whiteboard software enhances cloud-based functionality and integrates with Google Classroom, allowing teachers and students to easily share ideas and create more engaging learning experiences. The split-screen feature enables smoother multitasking, enhancing the natural flow of teaching and serving as an invisible assistant for teachers. The floating toolbar allows easy annotation across various display environments, enabling unrestricted interaction and delivering an immersive smart learning experience.

- Comprehensive information security protection: integrated with Google Play's security technologies to ensure app safety and personal data privacy, providing teachers and students with greater peace of mind throughout their usage. The Account Management System (AMS) provides each teacher with a dedicated space, effectively reducing the risk of data breaches or misuse. NFC login is also supported, allowing teachers to access the system quickly and securely, facilitating a smooth start to teaching activities and enhancing overall ease of use.
- Comprehensive protection for a healthy learning environment: Equipped with an air quality sensor that monitors classroom air quality in real time. When air quality drops, a built-in ioniser is activated to improve air freshness, ensuring a healthier breathing environment for students and teachers. The screen features proprietary nano-silver ion technology that has been certified by both TÜV and SIAA, effectively reducing the risk of germ transmission. It is also the first in the industry to receive Eyesafe® 2.0 certification. While reducing the impact of blue light on vision, it still maintains vivid colours and true-to-life image quality, providing teachers and students with a clear and comfortable viewing experience.

As technology drives an educational revolution, BenQ leverages its ability to innovate to actively support the true essence of education. Displays are merely the medium – education is the soul. We remain committed to listening to user feedback and leveraging technology for educational applications and we strive to deliver a better learning experience for teachers and students alike.



Smart Teaching the Way You Want It: the RP04 Series of Interactive Touchscreens for Education

An Innovative Solution to Direct Glare from Floor Lamps

In recent years, a type of product known as the “big streetlamp” has emerged in the children’s desk lamp market in China. These lamps typically have a light source positioned at a height of over 190 centimetres and provide both indirect and direct lighting with powerful output. As a result, it can provide bright and evenly distributed illumination throughout an entire room. However, because the light source is elevated and the power output is strong, it can be intensely glaring when viewed directly by children. According to studies by international institutions such as the University of California, Berkeley School of Optometry, and Sweden’s Karolinska Institutet, exposure to intense direct glare can cause eye discomfort and reduced concentration.

To address this issue, BenQ’s lighting R&D team integrated the innovative “Zero-Glare Grating Shield™” design in MindDuo Max, a children’s floor lamp newly launched in 2024. The angle of the child’s line of sight toward the light source is first calculated before the unevenly spaced grating shield

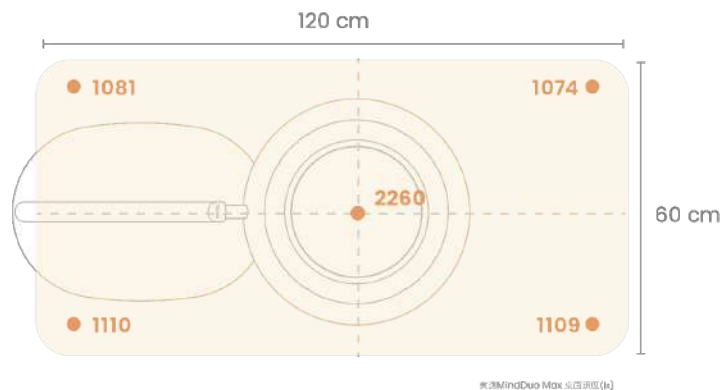


blocks the direct glare. Based on calculations using professional optical simulation software, the Unified Glare Rating (UGR) reached a level classified as glare-free, while still ensuring that the desktop has a brightness level exceeding the standard for desk lamps used for reading and writing.



BenQ's Innovative "Zero-Glare Grating Shield™" Design

Additionally, when conventional floor lamps are placed on the side of a child's desk, structural limitations often cause the measured brightness levels on the left and right sides of the desk to differ by nearly twofold, resulting in significant asymmetry. To make lighting brightness more even, the BenQ lighting team collaborated with industrial designer Kazuya Koike. After multiple rounds of discussion and prototype testing, they ultimately developed a lamp arm design composed of two intersecting curves. This design allows the MindDuo Max, when placed at the side of a desk, to position its lamp head directly above the Centre of the workspace, providing healthy, evenly distributed and symmetrical lighting.



MindDuo Max's Desktop Illumination Data Shows Symmetrical and Even Lighting

AI-Driven Visual Revolution in Gaming

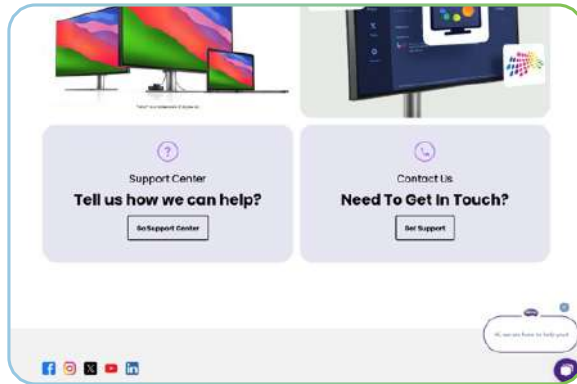
In the world of gaming, Colour is more than just visual enjoyment – it can be the key to victory. Colour Shuttle is an innovative software developed by BenQ's software team specifically for the MOBIUZ series of gaming monitors. It features a proprietary AI model built on BenQ's in-depth colour research for professional gamers. The AI includes smart scene recognition that analyses screen content based on the game genre and performs smart colour calibration to optimise contrast, colour temperature and detail rendering.

Whether it's a first-person shooter, a racing game or a story-driven RPG, the AI automatically adjusts to the optimum Colour settings to ensure that every game is displayed with the most accurate and vivid Colours. This allows critical details to be seen clearly, enhancing both reaction time and realism and delivering an unprecedentedly immersive visual experience for players.

This software showcases the BenQ software team's ability to continuously innovate using the latest technology. We will uphold this spirit as we continue to deliver innovative solutions to consumers, providing an even better user experience.

7.1.4 Sustainability-oriented Digital Marketing

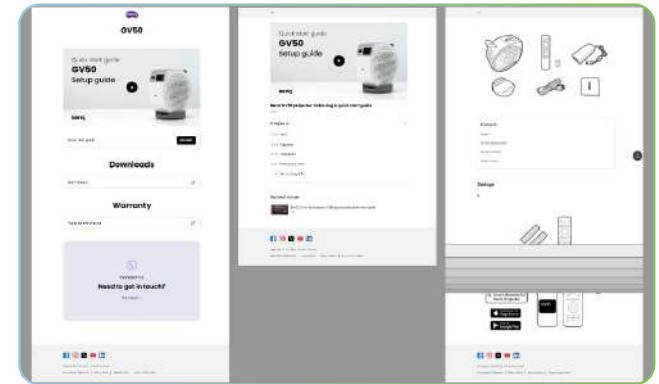
BenQ's product marketing department focuses on communication through digital platforms, placing marketing information on our official website, social media, third-party e-commerce sites, and other platforms. We continually optimise communication methods across platform so that consumers can search for and quickly find information on products they want at any time. We have also developed tools to help consumers select the right products, supported by an online customer service system. This helps consumers choose products that meet their needs and reduces unnecessary returns, minimising reverse logistics and associated resource waste.



Online Customer Service Webpage



Tools to Assist Consumers in Selecting Products



Quick Installation Guide Webpage for the GV50

For customers who have purchased products, we have prepared a webpage with quick installation guides. Within one week of product delivery, customers receive an email to help them become familiar with how the product works within thirty minutes. Additionally, we study the key obstacles consumers face during initial use and include them in easy-to-understand video tutorials, reducing the time it costs customers to figure them out on their own.

BenQ markets its products in 28 countries and 22 languages worldwide. Due to the same digital marketing content being used all over the world, translation has consistently been a time-consuming part of the process. Starting November 2024, the official website has integrated AI translation features, significantly reducing manual translation and back-and-forth proofreading time.

To help purchasers understand various usage scenarios of BenQ's products, we have long incorporated 3D modeling spaces in advertising videos. In 2024, as part of its efforts to develop demonstration scenarios for educational settings, BenQ began experimenting with replacing live-action footage with virtual execution. This approach involves blending real human imagery with 3D environments, enabling the overall design of virtual scenes to achieve the same effect as filming in physical spaces. This shift not only conserves manpower and resources but also reduces carbon emissions generated by travel.



Virtual Scenario Design for Educational Settings



7.2 Product Carbon Footprint

As climate change and global warming gain increasing attention, more customers expect manufacturers to provide detailed information to help them understand the impact of products on climate, environment and natural resources for their purchasing decisions. On the other hand, BenQ must also obtain more comprehensive and



BenQ's Product Carbon Footprint Website

detailed data on the carbon emission hotspots of its products throughout their entire life cycle in order to take action, fulfil its corporate responsibility, and make concrete contributions to global greenhouse gas reduction. To respond to these needs, BenQ took more active measures in product carbon footprint assessment in 2024 and achieved significant progress. In 2023, BenQ tracked the product carbon footprint performance for its large touchscreen display (RE7503A), and became the first organisation to be given the ISO 14067:2018 carbon footprint inventory certificate by the world's leading certification organisation, TUV Rheinland, in this product category. In 2024, BenQ further expanded the scope to all its entire product lines, including flat-panel displays, projectors, lighting, network devices, and gaming mice. Product carbon footprint assessments were conducted on all models currently being sold, with results disclosed on BenQ's Product Carbon Footprint website. When BenQ conducts product carbon footprint assessments, the system boundary is set from cradle to grave, covering the full life cycle – including raw materials, manufacturing, transportation and distribution, consumer use and end-of-life disposal. Different assessment tools are applied according to product categories:

- For flat panel displays: The evaluation tool used is the Product Attribute to Impact Algorithm (PAIA), developed jointly by MIT's Materials Systems Laboratory and its partners, complying with IEC TR 62921 standards.
- Other products (such as projectors, lighting, network devices, and gaming mice): The evaluation software used is SimaPro version 9.6.0.1 and the database used is Ecoinvent 3.10. The Global Warming Potential (GWP) 100 is based on values in the IPCC 2021 Sixth Assessment Report. This assessment method complies with ISO 14067:2018 standards.

Compared to the common practice of conducting product carbon footprint analyses based solely on representative models, we assessed the carbon footprints of all product models. By combining these assessments with global sales data for each model, we calculated the proportion of carbon emissions across different life cycle stages for all BenQ products sold in 2024 ^[Note]. This comprehensive approach helps prevent biased conclusions and allows us to develop carbon reduction action plans for each stage of the product life cycle, as outlined below:





Product Life Cycle Stages	Percentage of carbon footprint	Carbon reduction action plan
Raw materials + manufacturing	63.22%	• Lightweight design for products: Reducing amount of materials used • Increase proportion of recycled materials used in products • Collaborate with suppliers to increase use of renewable energy during manufacturing
Transportation and distribution	1.36%	• Reduce weight of product and packaging • Partner with distributors to advance toward low-carbon transportation
Consumer use	34.36%	Reduce product energy consumption: • Improve component and circuit design • Implement energy-saving software
End-of-life disposal	1.06%	• Product design that allows for easy disassembly and recycling • Increase proportion of renewable components in materials used • Switch to recyclable materials for product packaging, such as paper cushioning

Note

Carbon footprint proportion at product life cycle stage $p = \sum(Cip \times Si) / \sum(Ci \times Si)$

In the equation,

Cip = Carbon footprint of model i at life cycle stage p

Ci = Total life cycle carbon footprint of model i

Si = Global sales volume of model i

Product carbon footprint not only provides carbon emission data for individual products, but also links to Scope 3 of greenhouse gas inventories, such as purchased products and services, transportation and distribution, use of sold products, and end-of-life disposal of sold products. When BenQ conducts greenhouse gas inventories, it also uses product carbon footprint data to calculate carbon emissions in the above categories.

7.3 Green Product Design and Packaging

The concept of green design first appeared in the book *Design for the Real World* written by American design theorist Victor Papanek. In this book, he proposed that design integrates elements of social dynamics and designers should seriously consider the finite nature of Earth's resources, making design serve the purpose of protecting the environment. Recently, the European Commission pointed out that 80% of a product's environmental impact is determined during the design stage.

BenQ shares these views by adopting a life-cycle perspective during product design and integrating environmental considerations. Materials reduction, energy efficiency, management of hazardous substances and

recycling (covering both the use of recycled materials and disposal of end-of-life products) are considered as key principles of green product design. The aim of this approach is to create products that meet user expectations and protect the environment, reduce harm to the environment and ecosystems from the source, while actively responding to sustainability issues and fulfilling our corporate sustainability responsibilities.



The Four Pillars of BenQ's Green Product Design



BenQ's green product design is demonstrated through the following proactive measures:

- Reducing the volume, weight, and number of parts in products and packaging, with an emphasis on modular design.
- Materials selection fully considers environmental impact and user safety.
- Focusing on improving product energy efficiency and reducing energy consumption.
- A product's ability to be recycled and disassembled needs to be considered during the design stage, avoiding materials and processes that hinder disassembly and recycling.

For detailed implementation and results of BenQ's four pillars of green product design, refer to sections 7.3.1 and 7.3.3 for energy-saving design and hazardous substance management, and sections 7.4.1, 7.4.2 and 7.4.3 for lightweight design and recycling.

7.3.1 Energy-Saving Design

In the carbon footprint of electronic products, most carbon emissions during the usage stage come from the electricity consumed while the product is in use. According to the results disclosed in section 7.2 of this report, in 2024 BenQ products' carbon footprint during the usage stage accounts for approximately 34.36%, second only to the raw materials and manufacturing stage. Therefore, energy-saving product design has always been a focus of ongoing effort for BenQ.

Display Pilot 2

Display Pilot 2 is professional display software developed by BenQ. Besides helping consumers use BenQ professional monitors more conveniently, in 2024 BenQ's development team also planned to add an energy-saving feature to this software that can detect the computer's status and automatically reduce monitor power consumption when the system enters a locked state. After development was completed in Q1 2025, this feature is expected to first support new models in the PD, EW and PV series and later be extended to other products supported by the DP2 software.

DMS 3.0 Remote Intelligent Power Management

Device Management System or DMS is a cloud-based device management platform developed by BenQ specifically for educational solutions. It includes intelligent power management features, allowing administrators to monitor and manage all BenQ display devices in classrooms directly from a central control room on campus. Its main functions include:

- Remote setting of Eco mode on devices
- Remote timer settings: switches devices to sleep mode
- Automated power scheduling
- Estimation of device energy consumption
- ClassroomCare™: collects classroom temperature and air quality data to help administrators evaluate air conditioner performance

Starting in Q4 2023, BenQ initiated the upgrade to DMS 3.0, introducing the following new features in 2024:

- Remote monitoring dashboard
- Real-time remote power control





The new features in DMS 3.0 enable administrators to monitor and manage the power consumption of all devices more efficiently, and remotely shut down idle devices that are left on if needed, helping schools meet their energy-saving goals.



DMS 3.0 Remote Monitoring Dashboard

Enhancing the Energy Efficiency of Laser Projectors

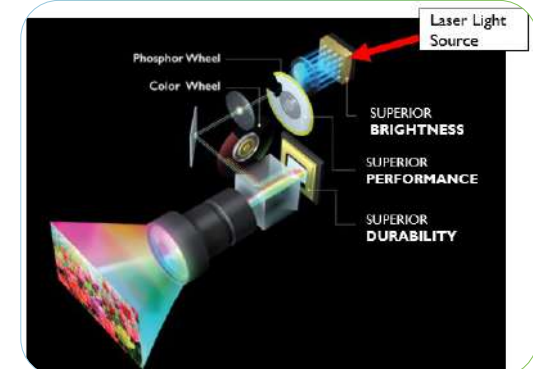
Projectors usually consume more electricity because of the need to project images onto large screens. As such, energy efficiency in this product category poses significant impact on the environment. BenQ is committed to improving the energy efficiency of its laser projectors by collaborating with upstream component suppliers, the Company has increased luminous density per unit area, allowing for better light source diffusion control and improved concentration on the image output unit. In product design, BenQ developed specialised cooling systems to ensure optimal photoelectric conversion



efficiency of the laser modules. The Company also partnered with key component manufacturers to develop high-efficiency colour-conversion phosphor wheels and optical filters. In optical design and production, we have continued to optimise system precision and light transmittance, effectively improving optical efficiency year on year. Compared to models sold in 2020, BenQ's 2024 laser projectors consume at least 11% less power per unit of light output (lumen). Assuming usage of 200 days per year and 4 hours per day, the laser projectors sold by BenQ in 2024 are expected to reduce annual electricity consumption by at least 620,000 kilowatt-hours (kWh). This reduction is equivalent to the annual carbon offset capacity of a 367-hectare forest in the United States.. [Note] The size of this forest is approximately equal to 14 Daan Forest Parks.

Note Source: U.S. Environmental Protection Agency (EPA)

- Emission factor of electricity used = 3.94×10^{-4} metric tons CO₂/kWh
- Annual Net Change in Carbon Stock (i.e., Sequestration) per Area of U.S. forests in Year 2022 = -0.67 metric tons of carbon sequestered per hectare per year

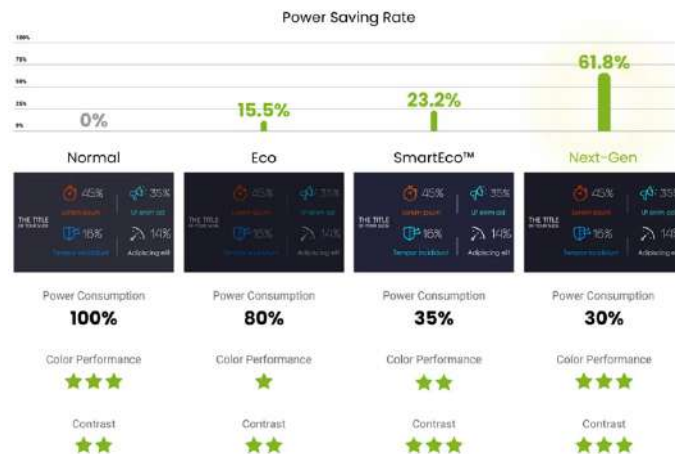


Schematic diagram of laser projector optics



Next-Gen SmartEco™

BenQ's SmartEco™ is an innovative solution designed to enhance projector energy efficiency and support sustainable environmental development. This technology leverages the ability of solid-state light sources to rapidly adjust current levels. By intelligently modulating the projector's solid-state light source output, it minimises energy consumption to the greatest extent possible while maintaining image brightness and quality. At the same time, it extends the lifespan of the light source and reduces operating costs. In 2024, SmartEco™ technology entered the next generation of energy savings and visual quality, delivering a superior user experience. By the end of 2024, approximately 11.3% of BenQ's projector models with solid-state light sources had adopted Next-Gen SmartEco™, with projections showing adoption rates reaching 40% by 2025. For education and business applications, SmartEco™ technology not only helps reduce electricity consumption and carbon emissions, but also promotes low-carbon economies and green technologies, underscoring BenQ's long-term commitment to environmental protection.



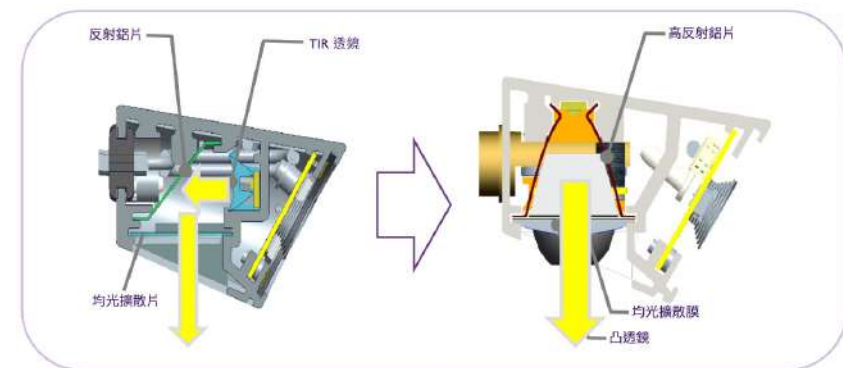
Comparison of Power Consumption and Image Quality Across Various Modes

Energy-efficient Optical Design in Lighting Products

Unlike other BenQ products, the usage stage accounts for the largest share of the carbon footprint in lighting products. In 2024, it accounted for as much as 85.1%. Therefore, energy-efficient design is a top priority for BenQ lighting products.

In terms of energy-saving design strategies for lighting products, BenQ focuses not only on optimising power circuit design, selecting high-efficiency electronic components and LEDs, and incorporating intelligent automatic lighting controls, but also on continuously improving optical efficiency through innovative optical design.

In 2024, BenQ's lighting department made optical design improvements to the PianoLight piano lamp by changing its original reflective optical structure to a direct-type light output design. This redesign, which incorporated specially engineered optical lenses and curved condenser plates, increased optical efficiency by 20.9%. As a result, overall power consumption was reduced by 15.2% while maintaining the same lighting conditions. Launched in 2024, the PianoLight Grand floor lamp also has the same optical design architecture, delivering both enhanced optical performance and energy savings.



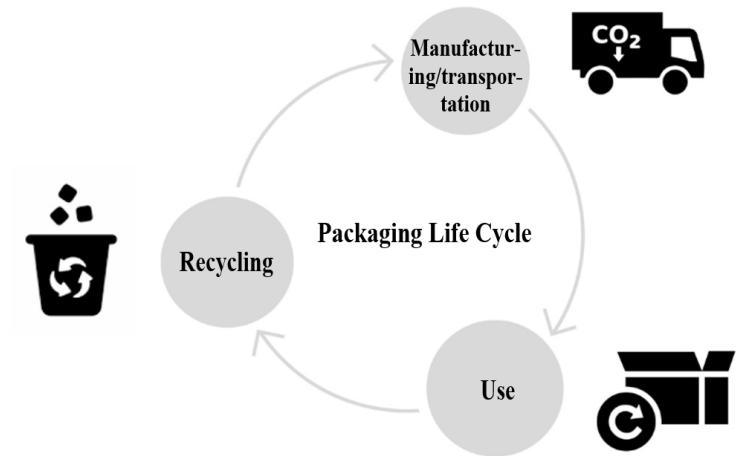
Before and After Comparison of PianoLight Optical Designs



7.3.2 Green Packaging

BenQ remains committed to addressing the environmental impact of product packaging and actively promotes sustainable packaging to reduce resource waste and lower its carbon footprint. We conduct comprehensive assessments across the entire packaging lifecycle, continually exploring new materials and design approaches. Through ongoing innovation and testing, sustainable packaging is being implemented across various BenQ product lines, including monitors, projectors, large interactive displays, and smart lighting products. Sustainability efforts across the three stages of the packaging lifecycle are considered separately: reducing volume and weight during manufacturing and transportation stage, enabling reuse during the usage stage, and minimising plastic use during the recycling stage. Key measures include:

- Designing packaging materials to be reusable in order to extend its lifecycle
- Innovative product assembly and structure reduces the amount of packaging material and volume
- Using over 80% recycled paper for packaging cartons
- Using water-based ink for packaging print to reduce environmental impact
- Reducing the amount of ink used in B2B product packaging
- Utilising a sticker system that allows multiple models to share a common package, minimising resource waste
- Reducing plastic in product packaging, with the ultimate goal of achieving 100% paper-based packaging



Sustainable Packaging Life Cycle

In response to the increasingly harmful environmental impact of single-use plastics, BenQ has opted to replace plastic with paper and other eco-friendly materials. Starting in 2023, we introduced molded pulp cushioning in our screen product lines (including the PD and RD series) to replace the traditional styrofoam cushioning. Rigorous drop testing confirmed that the packaging's protective function remained the same while significantly reducing plastic usage. By 2024, some 30.2% of our monitor models have adopted fully paper-based cushioning and we anticipate full implementation across all models by 2027.





EX381U Fully Paper-Based Packaging Design



Paper-Based Cable Ties and Accessory Boxes

In addition to reducing plastic use in packaging cushioning materials, starting in 2024, BenQ's PD and EX series monitors have gradually replaced plastic cable ties with paper ones. The plastic bags previously used in packaging have also been eliminated. All accessories are now uniformly stored in paper boxes, further advancing the goal of achieving plastic-free packaging.

In 2024, BenQ's ZOWIE wireless gaming mice adopted fully paper-based trays that replaced traditional plastic packaging. Both the outer box and internal cushioning structures are primarily made from recycled paper. These changes successfully reduced plastic use in packaging by 90%, greatly enhancing environmental value and demonstrated our commitment to protect ecosystems.



ZOWIE FK2-DW Wireless Mouse Plastic-Reduced Packaging



Moulded Pulp Cushioning for GP520

In our projector product line, we also began adopting moulded pulp packaging in 2024 to replace traditional EPE foam cushioning. After multiple design revisions and verification tests, drop test results showed that the plastic-reduced packaging struck a balance between sustainability and product unboxing experience.



7.3.3 Management of Hazardous Substances

BenQ complies with regulations governing specific chemical substances. All products comply with the Specifications for Restriction of Hazardous Substances in Green Products (SUP-QM-07-02) – currently updated to version 16 – which covers RoHS and other statutorily or voluntarily controlled substances. BenQ also continuously monitors the European Chemicals Agency's annual updates to the REACH SVHC (Substances of Very High Concern) Candidate List, now on its 33rd edition. All published substances are included in our control lists and we engage in two-way communication with suppliers through a systematic management mechanism to ensure compliance and restrict or eliminate substances that are carcinogenic, mutagenic or toxic to the human reproductive system.

For environment-impacting substances found in electronic products, BenQ continues to monitor international research and recommended control standards, such as those from the International Electronics Manufacturing Initiative (iNEMI), Greenpeace and EU initiatives. We have set the following control targets for environment-impacting substances:

- Mercury (Hg): Replace conventional CCFLs with energy-efficient, mercury-free LEDs
- Brominated flame retardants (BFR): Prohibited in any product with over 25 grams of plastic casing
- Polyvinyl chloride (PVC): Prohibited in packaging materials and mechanical components of all products
- Phthalates: Prohibited in all products

7.4 Circular Economy

Since the Industrial Revolution, the global economy has followed a linear model, continually increasing demand for natural resources. While driving economic growth, this model has placed significant pressure on the environment and ecosystems. Under this model, the Earth's finite resources are rapidly depleted, and carbon emissions remain high. To move toward net-zero emissions, we must fundamentally rethink how products are made and used.

In 1966, American economist K. E. Boulding published a paper titled *The Economics of the Coming Spaceship Earth*, in which he likened the Earth to a solitary spaceship – one without infinite resource reserves. When external resources are no longer obtainable, humanity must return to its place within the ecosystem's cycle, relying on continuous internal resource circulation to achieve self-sufficiency and extend their lifespans. This passage, regarded as the origin of the concept of circular economy, carries particular significance today – offering both a warning and inspiration as humanity faces critical choices.

The circular economy introduces a new framework for economic activity – decoupling growth from resource consumption. Through product designs and business models, we adopt a “make-use-recycle” approach that reduces the extraction of virgin materials and maximises the retainment of the value of products and materials. This approach conserves significant





amounts of resources and energy, and enables the development of new business models based on resource recirculation – making it a critical strategy for companies pursuing sustainable development.

BenQ recognises the importance of the circular economy for both the planet and our long-term sustainability. We are committed to transitioning from a linear economic model to a more circular one, with a focus on the following areas:

- Increasing the proportion of recycled materials used in our products without compromising quality, thereby reducing the reliance on virgin materials.
- Designing products to retain the highest possible value of components and materials throughout each stage of the product lifecycle.
- Increasing the proportion of renewable energy used.
- Continuing to identify opportunities that align with circular economy principles and are applicable to BenQ's business model.
- Collaborating with suppliers through supply chain management mechanisms to realise shared sustainability goals.

As a global technology company, BenQ is fully aware of its responsibilities. We are advancing steadily toward a circular economy model, working closely with suppliers, customers, and partners to drive innovation and collaboration – ultimately achieving our net-zero emissions goal.

7.4.1 Lightweight Design for Products

Lightweight (reduction) design is a key principle in BenQ's green product design. It not only reduces the consumption of Earth's resources at the source but also helps lower carbon emissions across the entire product lifecycle. In 2024, BenQ implemented a range of strategies across product lines to reduce material use, achieving notable results.

Starting in 2024, BenQ launched a comprehensive initiative to reduce the thickness of plastic casings in all its new-generation monitors. Thickness reduction targets were set according to screen size and are being gradually implemented across new models. For example, in the new 25-inch and 27-inch models, the EX251 casing thickness was reduced from 2.0 mm to 1.8 mm, cutting casing weight by approximately 9.05%. For the EX271, casing thickness was reduced from 2.2 mm to 2.0 mm, reducing casing weight by around 9.76%.

BenQ's XL Series Gaming Monitors, which received recognition from Japan's Good Design Award, utilise an innovative structural design and repositioned centre of gravity to reduce the base footprint by approximately 41% compared to standard monitors of the same size. This design meets the practical needs of esports players for larger desk space during competitions while also reducing plastic usage and minimising waste and pollution.

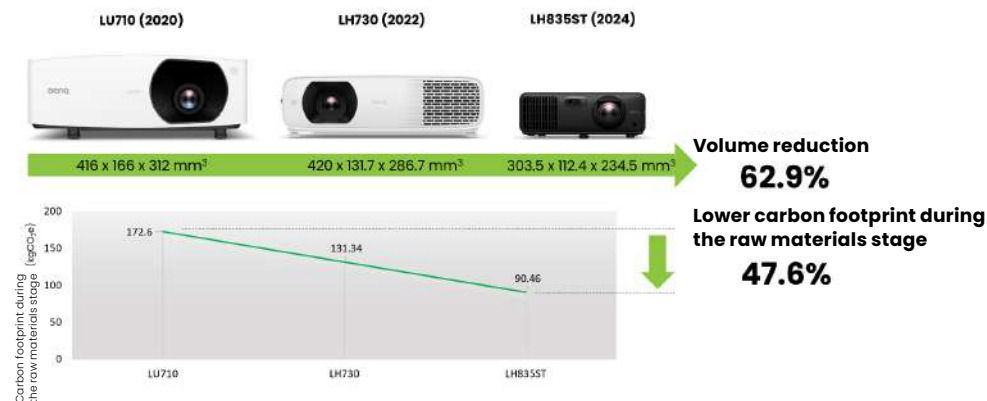


XL Series Gaming Monitors with Significantly Reduced Base Footprint



Meanwhile, BenQ's large commercial display product line also reduced the weight of the RM/RP Series. On average, 2024 models are approximately 5.9% lighter than the previous generation. Based on the 2024 sales volume, this translates to a total material reduction of around 108 metric tons – equivalent to the weight of 4.32 million empty PET bottles.

BenQ has long prioritised volume reduction as a key goal in product lightweighting design. For models with the same 4000-lumen specification, the 2024 model LH835ST has a 62.9% smaller volume compared to the 2020 model LU710. As a result of reduced material consumption, the carbon footprint at the raw materials stage has also been lowered by 47.6%.



Volume and Carbon Footprint Reduction in 4000-Lumen Projectors

In 2024, BenQ launched the LaptopBar laptop light, which won a Red Dot Design Award for its unique market positioning and forward-thinking design. To meet the demand for portability, the LaptopBar needed to provide sufficient illumination while maintaining a compact form. To achieve this, the BenQ lighting design team developed a patented mechanism that allows the lamp head to be easily detached and

rotated. By adopting a streamlined, space-saving structural design to replace complex and costly hinge components, the team successfully enabled smooth adjustment of the lamp head angle. This approach not only reduced material usage, but also ensured that user experience and product longevity remained up to BenQ's high standards – making it a classic example of BenQ's minimalist lighting product design.



LaptopBar Design Team Achieves Adjustable Lamp Head with Streamlined Structure Design

7.4.2 Use of Recycled Materials

BenQ actively incorporates recycled materials into its products, aligning with circular economy principles. In 2024, BenQ used a total of 6,345.34 metric tons of recycled materials in its products (including packaging), accounting for approximately 28.5% of total material usage. Moving forward, BenQ will continue to increase the proportion of recycled materials in its products, with a target of reaching 40% by 2030.



Use of Recycled Materials in 2024

Item	Usage (metric tons)	Percentage
Total material usage (including packaging)	22,257.06	/
Total recycled material usage (including packaging)	6,345.34	28.5%
Recycled paper usage	4,960.75	22.3%
Recycled plastic usage	1,307.23	5.9%
Recycled steel usage	45.63	0.2%
Recycled aluminium usage	31.73	0.1%

Recycled Plastic

Plastic is one of the primary materials used in BenQ products. Since 2010, BenQ has consistently incorporated post-consumer recycled (PCR) plastics into its products. In 2024, BenQ used a total of 1,307.23 metric tons of PCR plastic. This effort is estimated to reduce approximately 5,241.99 metric tons of CO₂-equivalent emissions by minimising environmental impact and resource waste^[Note].

[Note] Estimated using emission factors from the Ecoinvent 3.10 database.

Starting in 2023, BenQ's next-generation monitors began adopting ABS casings made with 85% PCR plastic. By the end of 2024, nearly 70% of models had adopted this material, with full implementation across all models expected by 2026. Due to specific product characteristics, BenQ projectors currently use plastic casing containing 50% PCR content. By the end of 2024, 15% of projector models had adopted this material, and the adoption rate is expected to increase further in the future.

Recycled Metal

The metals primarily used in BenQ products are steel and aluminium. In 2024, BenQ used 45.63 metric tons of recycled steel and 31.73 metric tons of recycled aluminium. This effort is estimated to reduce approximately 303.54 metric tons of CO₂-equivalent emissions^[Note].

[Note] Estimated using emission factors from the Ecoinvent 3.10 database.

Current monitor models have begun using aluminum alloy with over 90% recycled content and steel with over 10% recycled content. By the end of 2024, approximately 20.8% of models had adopted the recycled aluminum alloy and 32.1% had adopted recycled steel. Full adoption across all models is projected by 2027. In addition, next-generation projector models will also begin using steel with over 10% recycled content starting in 2025, further expanding BenQ's use of recycled materials in its products.

7.4.3 Product End-of-life Disposal

As part of its Extended Producer Responsibility, BenQ complies with governmental regulations in various countries and provides recycling services in collaboration with local recycling systems in Europe, the United States, and Taiwan. This ensures proper treatment of discarded products and packaging. For detailed recycling information, please refer to the BenQ global recycling information webpage. In 2024, BenQ recycled 1,194 metric tons of end-of-life products, which accounted for approximately 7.6% of the total weight of products sold globally that year.



BenQ Global Recycling
Information Page

BenQ's end-of-life product disposal and recycling practices comply with the EU directive on the treatment of waste electrical and electronic equipment (WEEE). The combined recycling rate of materials and the reuse rate of components, along with the energy recovery rate, all reach 80% or above.



7.5 Environmental Labelling

7.5.1 Energy Labels

Energy-Saving Design Principles

Because electronic products consume most energy during their usage stage, BenQ products are designed with the following energy-saving design principles in mind:

- Power saving mode or high conversion efficiency parts
- High luminous efficiency and low-power LED panels
- Automatic adjustment of backlight brightness with ambient light sensors
- Power saving mode when there is no image; power off mode a few minutes after that
- Peripheral devices automatically enter standby mode when there is no image
- Burst mode when PWM enters power off mode to reduce standby loss
- OSD timer to remind users to take a break to reduce power consumption

International Energy Standards and Norms

BenQ displays are designed to meet Energy Star's updated version 8.0 energy requirements for standby and off modes. All external power supplies (adapters) meet the US Department of Energy's latest Tier VI energy efficiency requirements.

7.5.2 Green Labels

Only about 20–30% of advanced products in the market can meet green product specifications as defined by green labels. In addition to actively incorporating green design concepts such as energy conservation, carbon reduction, low environmental impact, and environmentally friendly materials, BenQ also seeks certification for key models through applications for green environmental labels to ensure compliance with the latest green product specifications. BenQ products have obtained various energy and eco-friendly labels worldwide, including the U.S.'s EnergyStar and EPEAT, Sweden's TCO, and Taiwan's Green Mark (TGM).

Number of Products with Energy and Eco-friendly Labels in 2024 (Monitors and Large Commercial Displays)

			
USA ENERGY STAR	USA EPEAT	Sweden TCO	Taiwan Green Mark (TGM)
359	80	61	56

7.5.3 BenQ ecoFACTS Label (Voluntary Labelling)



BenQ is committed to designing and developing greener products with the ultimate goal of achieving a low carbon society. Besides complying with international regulatory requirements and standards on environmental management, BenQ has spared no effort to promote initiatives that integrate life-cycle design into material selection, manufacturing,

packaging, transportation, use and disposal of products.

Rather than passively complying with regulations, BenQ is actively developing green products that are eco-friendly and recyclable across all product lines.

The ecoFACTS label shows that BenQ has maximised its efforts in eliminating harmful substances and engaging in responsible material selection, packaging design and energy-saving design. Since 2011, all BenQ products have featured the ecoFACTS label, which clearly informs consumers about the green designs and materials used in these products. The environmentally-friendly designs of each product are highlighted to help consumers make informed and green purchasing choices.



Chapter 8

Sustainable Supply Chain

Management Approach

BenQ is committed to building long-term partnerships with its suppliers, working together toward mutual growth and progressively achieving sustainability goals according to a defined timeline. We will continue to enhance the management and operations of our sustainable supply chain to ensure long-term stability and development in environmental, social and governance (ESG) performance across the entire supply chain.

Mid-term Plan (3 years)

1. Plan to conduct on-site audits of suppliers and include corporate social responsibility (CSR) criteria in the evaluation indicators.
2. Conduct surveys on local procurement at factories, requiring suppliers to provide specific amounts spent on production equipment in order to validate the proportion of spending attributed to local procurement.
3. Investigate the ESG goals of first-tier suppliers, ensuring they are working toward the same sustainability targets as BenQ.

Long-term Plan (5 years)

1. We will complete on-site audits of all partner suppliers.
2. We will require all first-tier suppliers to undergo code of conduct audits by a third-party organisation certified by the Responsible Business Alliance (RBA).

| 8.1 Supplier Sustainability

8.1.1 Risk Management Strategy

To minimise the impact of supply chain disruptions on operations, BenQ's risk management strategy for our supply chain is as follows:

- We maintain at least two active vendors, with exception of suppliers with monopolies and those with singular, exclusive technologies. If one supplier discontinues provision of goods or services, the other supplier can be called upon immediately to ensure uninterrupted service.
- For potential suppliers, we engage in development, validation, and process establishment to ensure that alternative qualified suppliers can be called upon quickly if current suppliers are unable to continue providing services.
- In addition, BenQ conducts comprehensive risk assessments of current qualified suppliers and closely monitors their operational status and financial health through regular and ad hoc reviews. We pay particular attention to high-risk suppliers, identifying and addressing potential risks in a timely manner to prevent situations such as unexpected supplier bankruptcies or disputes, which could negatively impact business operations.



- In response to major risk events (e.g., geopolitical shifts, exchange rate fluctuations, economic crises), we conduct comprehensive risk assessments and evaluations – especially for high-risk regions – to assess the adaptability of local suppliers and provide appropriate guidance, ensuring supply chain stability and minimizing adverse impacts on operations and stakeholders.

Critical impact	Risk	Opportunity
International wars	Delays in transportation lead to delayed deliveries, impacting the supply chain	1. Preparing material in advance 2. Keeping up with market trends
U.S. tariff adjustments	Increased costs lead to higher end-product prices and ultimately inflation	1. Adjustment to the distribution of overseas fabs 2. Keeping up with market trends

Critical impacts and risks/opportunities



8.2 Screening of New Suppliers

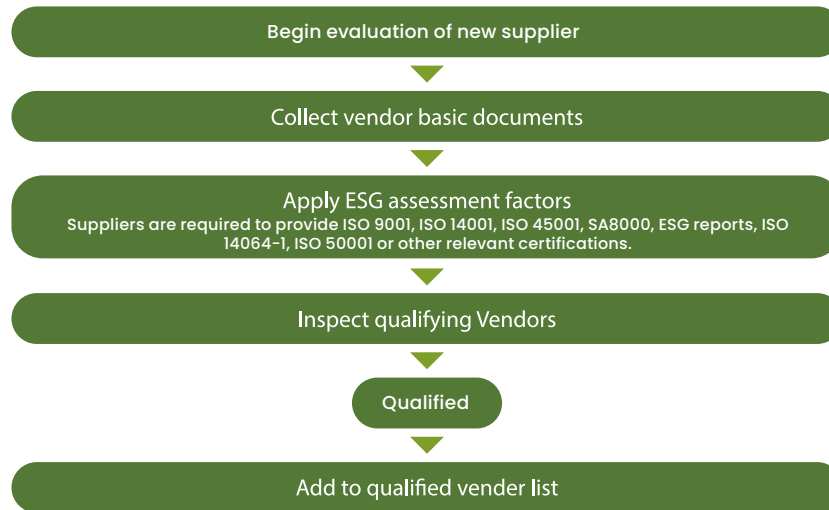
As a multi-industry brand company, BenQ collaborates with approximately 23 key global suppliers, including OEMs and critical component suppliers, most of whom are located in the Greater China region. Due to our strict quality standards and commitment to consumers, we strive to build a supply chain with suppliers that upholds environmental protection, human rights, safety, health and sustainable development.

Therefore, BenQ adopts a rigorous approach to supplier selection, implementing strict requirements for both documentation and on-site audits. Suppliers must comply with international certification standards such as ISO 9001 and provide relevant certificates as well as conflict minerals survey results. Through these measures, we aim to jointly fulfil corporate social responsibility with our suppliers and establish stable, long-term partnerships.

In our management system and processes, potential vendors must proactively collaborate with audits on corporate social responsibility, environmental health and safety as well as document audits before they can join BenQ's Qualified Vendor List (QVL). Therefore, all suppliers, regardless of whether or not it is a new supplier that we are planning to work with or even an existing or potential partner supplier, will have to be in active communications with BenQ to complete 100% of the document audits, the signing of documents and follow-up in order to remain on the list of qualified vendors. No new suppliers were onboarded in 2024.

New supplier review mechanism:

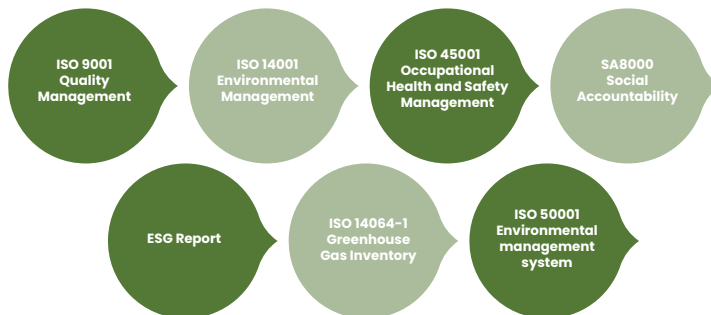
BenQ is committed to establishing a long-term collaboration model with suppliers, growing together with them, and formulating targets that are to be completed in steps according to plan in order to improve upon our sustainable supply chain



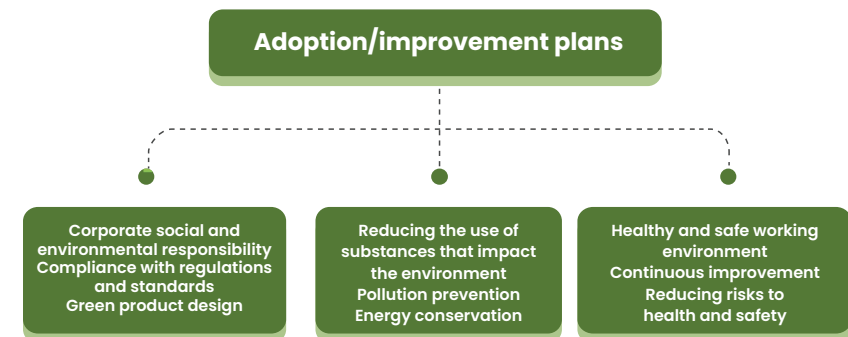
8.2.1 Written Audits

New suppliers should provide ISO 9001 (mandatory), ISO 14001, ISO 45001, SA8000, an ESG report, ISO 14064-1:2018, ISO 50001, or other relevant certifications.

- All new suppliers are required to sign the Code of Conduct for Sustainability. The code covers standards related to social responsibility and environmental health and safety, ensuring supplier operations comply with applicable laws on labour health and safety, environmental protection, and business ethics.



- (I-1) For new suppliers that cannot provide ISO 14001 and ISO 45001 certificates, they are required to provide plans to adopt those standards or improvement plans, such as:
 - promoting corporate social and environmental responsibility to comply with regulations and standards;
 - designing green products to reduce the use of substances that can impact the environment;
 - pollution prevention;
 - energy conservation;
 - providing a safe and healthy working environment to maintain the physical and mental health of employees;
 - continuing to improve to reduce risks to health and safety.



- (I-2) For new suppliers that cannot provide an SA8000 certificate, they need to provide BSCI certification or a Responsible Business Alliance report.





- (1-3) All suppliers are required to sign the Suppliers' Code of Conduct for Sustainability. Examples are as follows:
 - a. The use of child labour is prohibited and children or adolescent workers should not be put in dangerous or unhealthy environments;
 - b. a safe and healthy working environment is to be provided for employees and the necessary measures are to be taken to avoid occupational accidents;
 - c. all employees are to be guaranteed to receive regular health and safety training;
 - d. employees are to be provided with clean and safe drinking water, toilets, and dormitories;
 - e. the right of employees to communicate internally is to be respected, and representatives of employees are not to be subjected to discrimination, harassment, coercion or retaliation.



8.2.2 On-site Audits

During audits at suppliers' locations, our Quality Management Department assesses the supplier site through a Supplier System Audit (SSA), which covers: whether or not the operating environment is maintained in optimum 6S (5S+SAFETY) conditions; whether or not the stocked listed substances (hazardous, volatile, corrosive, toxic, etc.) are properly defined and controlled to prevent quality changes and safety concerns; whether crisis management procedures (power outages, earthquakes, fires, personal injury, etc.) and safety facilities are in place; whether or not flammable, corrosive and toxic materials are separately and properly stored; whether or not there are emergency response plans (facilities and measures) in place in the event of emergencies, such as fires and floods. If suppliers fail the on-site audit, they will not be able to enter BenQ's Qualified Vendor List. In other words, all new suppliers have met all of the aforementioned requirements of the audit.

Even after their selection as Qualified Vendors, BenQ's Quality Management and Product Certification Department will regulate the quality of the suppliers' finished products through Requests For Quotation (RFQs) and applying such criteria as product specifications, cost, handover, service, etc., before moving on to collaboration and discussion on mass production and mass supply. RoHS, REACH, WEEE, ErP or related energy saving and safety regulations (e.g., conflict minerals), electromagnetic compatibility, etc., that apply to the products are explicitly stipulated in the RFQs. If a supplier fails to meet these requirements, it will not be qualified to bid.

Starting in 2024, BenQ will gradually implement on-site audits to inspect suppliers' facilities. These audits will include, but are not limited to, random checks of employee attendance records, verification of special work permits and the ratio of direct to indirect employees. Suppliers found to have non-compliance issues will be required to submit corrective action plans and complete improvements within a designated timeframe. Through these rigorous review processes, BenQ ensures that selected suppliers can provide high-quality products that meet the Company's standards as well as the expectations of consumers and social responsibility.



8.3 Responsible Minerals

In 2010, the U.S. passed the Dodd-Frank Wall Street Reform and Consumer Protection Act. Section 1502 of the Act amends the Securities Exchange Act of 1934 to direct the U.S. Securities and Exchange Commission to issue regulations requiring companies to disclose whether or not the minerals used during the production of their products originated in the Democratic Republic of the Congo (DRC) or its adjoining countries, which are known for using forced labour and treating workers inhumanely. An investigation by the Responsible Minerals Initiative (RMI) has found that local rebel groups in the aforementioned region obtain tantalum, tin, tungsten, gold and other minerals through illegal means such as forced labour and child labour, and sell the minerals in exchange for weapons, causing instability in the region. The international community refers to these four types of minerals, which are often obtained through illegal operations, as conflict minerals.

8.3.1 Applications for Minerals

Electronic products utilise various kinds of metals with significant functions. Among them, tantalum, tin, tungsten, gold, cobalt and mica are essential materials for the functioning of electronic products. Cobalt is a key material in the production of batteries. According to an EU review and report on critical raw materials, a third of the world's cobalt comes from the DRC and its adjoining countries. In 2019, RMI listed cobalt as the fifth conflict mineral. Mica is a key ingredient in coatings and is commonly used in the surface

finishes of electronic products. However, the mining and processing of mica carry risks such as child labour, inadequate workplace safety protections and occupational health concerns. In recent years, the Responsible Minerals Initiative (RMI) has included mica in its scope of voluntary due diligence management.

8.3.2 Responsible Minerals Policy

BenQ supports the international society's boycott of conflict minerals¹ and works with suppliers to conduct investigations on conflict minerals² to prevent the direct or indirect procurement of conflict minerals from armed groups in the Democratic Republic of the Congo and its adjoining countries³ in order to ensure that our procurement of materials are in line with the principles of social and environmental responsibility. In addition, BenQ has taken the initiative to join the Responsible Minerals Initiative (RMI) as a member and to provide suppliers⁴ with the latest information on qualified smelters and sources of procurement in order to ensure that our qualified smelter conversion Programme is implemented, and that our goal of 100% procurement of tantalum, tin, tungsten, gold, cobalt and mica from qualified smelters is maintained and achieved.

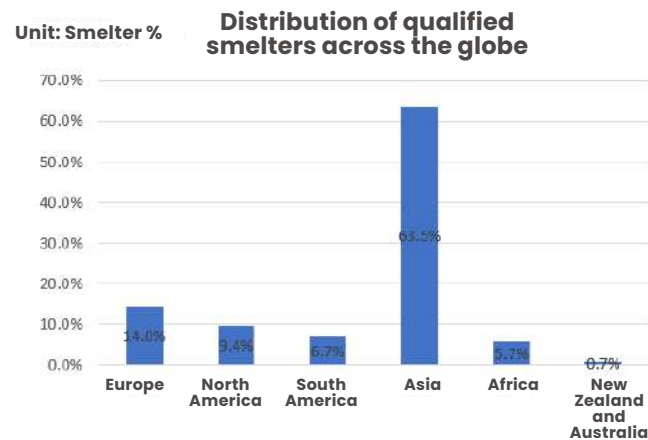
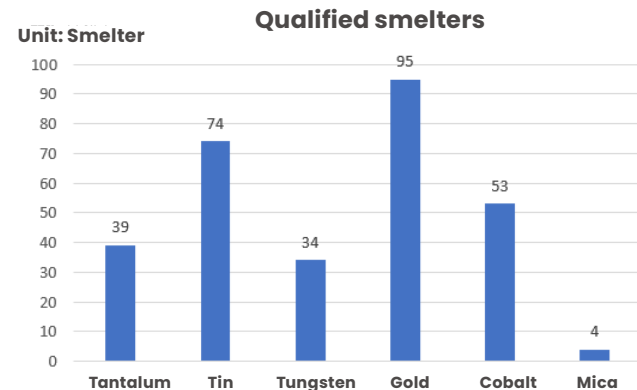
Note: 1. Boycotts: Studies by international non-governmental organisations such as SOMO and Enough have reported that the DRC is currently facing the deadliest conflicts the country has seen since World War II, and that the main cause of the conflicts is the electronics industry's demand for the substantial deposits of metal in the eastern region of the DRC. If companies producing electronics use metals sourced from conflict mines in the eastern region of the DRC, it would amount to contributing to these conflicts. 2. Conflict minerals: This refers to tantalum, tin, tungsten, gold, cobalt and mica. 3. Adjoining countries: This refers to countries adjacent to the Democratic Republic of the Congo, namely Angola, Burundi, the Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia. 4. Qualified smelters: Please refer to the Conflict-Free Smelter Programme (CFSP) website for the most up-to-date list of approved smelters.





8.3.3 Responsible Minerals Survey

Based on the results of the investigation by RMI as well as the Conflict Affected and High-Risk Areas (CAHRAs) listed in the EU Conflict Minerals Regulation, which came into effect in 2021, the distribution and compliance of the 299 smelters in BenQ's product supply chain for tantalum, tin, tungsten, gold, cobalt and mica in 2024 were analysed; 63.5% of the smelters are located in Asia, followed by 9.4% in North America, 6.7% in South America, 14% in Europe, 5.7% in Africa and 0.7% in Australia. The investigation confirmed that 100% of the minerals were non-conflict minerals.



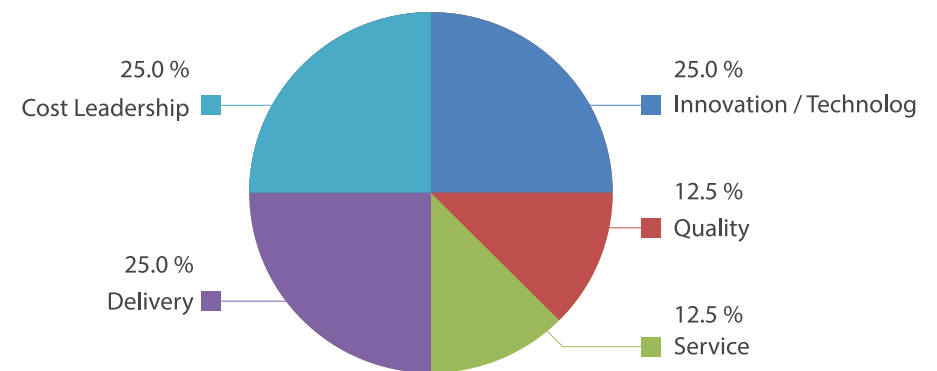
8.4 Supplier Evaluation

Depending on the operation status of each product, BenQ's Strategic Procurement Department is responsible for holding a Quarterly Business Review (QBR) meetings with the business, product, technology, supply chain management, customer service, quality control and safety compliance departments and suppliers to review the performance in the current quarter and have the quarterly evaluation serve as the basis for the regular supplier evaluation.

Supplier performance evaluations are based on the five IQSDC assessment criteria:

1. Innovation/Technology
2. Quality
3. Service
4. Delivery
5. Cost Leadership

Quarterly supplier evaluation





In addition to performance evaluations, BenQ also reviews the validity of suppliers' ISO certifications during quarterly QBR meetings and ensures 100% policy communication compliance among all first-tier suppliers. Through collaborative partnerships, we aim to grow alongside our suppliers, achieve ESG sustainability goals and ensure adherence to the Responsible Business Alliance (RBA) Code of Conduct.

BenQ's Requirements of Suppliers

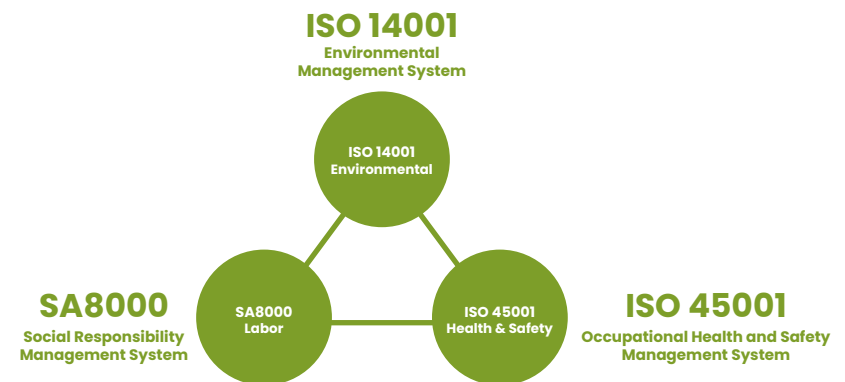
To fulfill our corporate social responsibility, BenQ invites you to protect the environment and safeguard the rights of workers together by providing the following documents.

Validation system	Certificate	Introduction or improvement plan form	Pledge/survey	Remarks
ISO 9001	✓			
ISO 14001	✓	✓		If you cannot provide a certificate, please fill in the introduction or improvement plan form.
ISO 45001	✓	✓		If you cannot provide a certificate, please sign the pledge or fill in a survey every year.
SA8000	✓		✓	Even if your company provides an Induction or improvement plan form/pledge/survey, the ultimate goal is to obtain a certificate after being validated by the system.

If your company provides an implementation or improvement plan, pledge, or survey form, the ultimate goal is still to obtain certificate through system verification.

BenQ Social Responsibility and Environmental Health and Safety Policy

- 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.
- Provide a safe and healthy work environment to maintain employees' physical and mental health.





Promotion of BenQ's Policies (1)

Anti-Slavery and Human Trafficking Statement

Human Rights Policy

BenQ supports and adheres to internationally recognised human rights standards and principles, including the 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. The Company formulates its human rights policy in accordance with applicable local laws and regulations, and implements human rights protections based on the principles of "protection, respect, and remedy."

BenQ requires all suppliers and their upstream suppliers to uphold human rights in accordance with the same standards outlined in this policy. We do not use child labour or forced labour nor do we engage in human trafficking. The human rights of all employees are protected. BenQ voluntarily adheres to the Responsible Business Alliance (RBA) Code of Conduct, and requires our suppliers to do the same.

Promotion of BenQ's Policies (2)

Responsible Sourcing

BenQ supports the international society's boycott of conflict minerals and works with suppliers to conduct investigations on conflict minerals to prevent the direct or indirect procurement of conflict minerals from armed groups in the Democratic Republic of the Congo and its adjoining countries in order to ensure that our procurement of minerals is in line with the principles of social and environmental responsibility.

Promotion of BenQ's Policies (3)

1. The direct or indirect import of steel products originating in or exported from Russia is prohibited (Annex XVII).
2. The direct or indirect purchase of steel products located in or originating from Russia is prohibited (Annex XVII).
3. The transportation of steel products originating in or exported from Russia to any country is prohibited (Annex XVII).
4. The use of Russian suppliers is prohibited.
<https://www.trade.gov.tw/Pages/Detail.aspx?nodeID=45&pid=765996>
 (Per the International Trade Administration, Ministry of Economic Affairs)

Promotion of TCO decree:

BenQ is committed to promoting TCO Senior Management Representative (SMR): Companies should proactively promote integrity, anti-corruption and business ethics to their suppliers and upstream vendors and ask for their suppliers and upstream vendors to implement the same principles.



If anyone discovers an illegal act or a violation of regulations listed in our Integrity Handbook, they can file a report and make a complaint to the President's mailbox, the HR mailbox or the integrity mailbox (Integrity@BenQ.com).

Declaration of Integrity

- We adhere to the highest standards in all ethical matters.
- We respect both laws and company regulations.
- We will be honest in all actions and words.
- We prohibit the abuse of privilege for improper or illegal acts.
- We will endeavour to avoid any suspicion of pay-to-play.
- We do not engage in any unethical behaviour.
- We will seek help when we are unsure of what to do.
- We will cooperate fully if there is an investigation of illegal acts.
- We must report illegal activity to superiors immediately.
- We extend our standards of integrity to our business partners.
- We protect and safeguard the interests of employees who adhere to integrity.



BenQ requires all suppliers to comply with SA8000 standards, ISO certifications and RBA principles, integrating these into their corporate governance and sustainability strategies. Suppliers are required to ensure that their operations comply with BenQ's fundamental human rights standards and policies, and to further ensure that these standards are progressively implemented and promoted throughout their upstream supply chains. Specific requirements include:

- All workers shall be entitled to fundamental respect and protection of human rights in accordance with local laws and regulations;
- Any form of discrimination is prohibited;
- Child labour is strictly prohibited;
- Measures to ensure diversity and equity are to be adopted;
- Women-owned businesses are to be supported;
- Anti-corruption mechanisms are to be strengthened.

In 2024, BenQ conducted RBA questionnaires and on-site audits with suppliers in the hope that we can grow together with our suppliers and realise major milestones in ESG. Furthermore, we exchange opinions with suppliers on sustainable development issues every year, which serves as an important consideration as we formulate our sustainable development strategy and goals. We are willing to be a proactive, long-term partner of suppliers in doing our part for society and for the Earth.

Vendor Type:		Y	N	total
Vendor	Is the company an RBA member?	20%	80%	100%
	Has the factory been audited by a third party?	89%	11%	100%
Factory Site	Has the factory provided an RBA audit certificate?	67%	33%	100%
	Has the factory provided an RBA audit report?	67%	33%	100%

Supplier RBA Survey

8.5 Supplier Risk Assessment

Regular supplier risk assessment

Continuous risk assessment

- Company status
- Status of supplier's customers
- Production and equipment status
- Investments and product continuity planning
- Financial status

Major risk investigation

- Natural disasters and epidemics
- International economic issues (Tariffs, currencies, exchange rate, etc.)
- Geopolitics
- Major international incidents

Accounts payable survey

- BenQ's suppliers' payment status

Through these internal mechanisms that regularly assess risks, BenQ has been able to prevent possible and unknown business risks.

- (1) Ongoing risks to operations are raised in regular procurement meetings, such as: Supplier shipment status (material shortages, etc.), plant relocations, organisational changes, etc.;
- (2) Major risks are investigated immediately after the occurrence of the risk, such as: U.S. tariffs, geopolitics, earthquakes, etc.;
- (3) The Finance Department conducts investigations on accounts payable and look into the status of payments to suppliers at the end of each month when the accounts are settled.





8.6 Sustainable Development of BenQ's Transportation

According to past data from the International Transportation Forum (ITF), freight transportation stemming from international trade accounts for more than 7% of global greenhouse gas emissions. However, transportation contractors play a crucial role in the overall supply chain by sending the Company's products across borders and making last-mile deliveries.

Therefore, in the process of selecting transportation contractors, BenQ not only evaluates services and prices, but also requires contractors to have the ISO 14001 certificate, ESG reports, sustainability reports, or measures for sustainable development and environmental management. Analysis of internal information showed that most vendors with management measures in place are companies with European and American backgrounds. Therefore, to encourage Taiwanese enterprises to move toward sustainable development, BenQ has been communicating the importance of environmental sustainability from time to time. A company with ISO 14001 certification or green energy and carbon emissions reduction measures in place will be given priority in becoming a transportation contractor for BenQ and receive allocation incentives within a controlled range in our effort to nurture local enterprises. We also encourage our transport contractors to join us in our efforts to protect the environment and reduce carbon emissions.

BenQ strives to reduce carbon emissions. Among various modes of international transportation, air freight has the highest carbon emissions and sea freight the lowest. In recent years, sea freight companies have been responding to the carbon emissions management strategy of the International Maritime Organisation (IMO), which requires ships to reduce carbon emissions by 2% per year from 2023 to 2026. It is hoped that

greenhouse gas emissions can be reduced by 20% by 2030 compared with the base year of 2008, and even reach the ultimate goal of net zero emissions by 2050. Therefore, BenQ is keeping pace with the times by prioritising sea freights as our first choice for international transportation, and minimising the use of air freight or replacing the use of air freight with rail freight. We work to reduce carbon emissions as much as possible while meeting customers' delivery and service requirements in order to be more in line with our brand spirit of producing green products.

Meanwhile, reducing the amount of containers used can also reduce carbon. BenQ continues to optimise loading by taking this factor into consideration during the design stage of our products so as to reduce the carbon footprint of each product. In 2023, BenQ collaborated with a designated transportation contractor, and obtained a carbon offset report certified by a third party. However, due to discrepancies in service specifications with the Company in 2024, the collaboration has been suspended. The Company will continue to monitor the market to identify other providers capable of providing carbon offset reports. Additionally, the European Union began implementing the EU Emissions Trading System (ETS) in 2024. The Company will continue to observe whether or not this initiative will expand to other regions.





Chapter 9

Appendix

| About the Report

About the Publication and the Compilation Principles of the Report

BenQ Corporation was founded in 1984. As of now, we are focusing on the operations of the BenQ brand around the world. Since BenQ began publishing its first Corporate Social Responsibility Report, switching to publishing Sustainability Reports in 2022, the Company has issued its 3rd Sustainability Report to demonstrate its commitment to sustainability.

This report follows the GRI Sustainability Reporting Standards, identifying key issues related to environmental protection (E), social responsibility (S), and corporate governance (G) throughout the value chain. The Board of Directors has authorised the CEO to lead the ESG Promotion Team to pass resolutions on material topics, assess impacts, formulate management policies, examine target performance, communicate with stakeholders and respond to stakeholder expectations.

1. The disclosure period for the information in this report is from January 1, 2024 to , December 31, 2024, the same as that of the financial report.

2. The previous report was published in August 2024. The current report is published in August 2025. The next report is expected to be published in August 2026, with subsequent reports to be issued annually.
3. The Sustainability Report is available in Chinese and English, and can be downloaded from our official website.

Policy Commitments

As an important member of the Qisda Group, BenQ follows the Qisda Group's management policy commitments on environmental protection, social responsibility, and corporate governance.

Official link to Qisda Group's Policies and Commitments: <https://esg.qisda.com/>

The Report's Boundaries and Scope

The disclosure boundary of this report is defined as BenQ's head office in Taipei, and excludes the subsidiaries consolidated for reporting in the financial report, i.e., BenQ Europe, BenQ North America, BenQ Latin America, BenQ China and BenQ Asia Pacific. If any information includes that of subsidiaries, there will be a notation.



Information Category	Adhered Standards	External Assurance/Verification Institution
Sustainability Information	AA1000AS (AA1000 Assurance Standard) v3 Type 2 High-Level Assurance	British Standards Institution (BSI)
Financial Information	Annual Financial Report	KPMG
Environmental Information	ISO 14001 Environmental management systems	Bureau Veritas Certification (Taiwan) Co., Ltd.
		Bureau Veritas Certification (Taiwan) Co., Ltd.
Social Information	ISO 14064-1:2018 Greenhouse gases	Bureau Veritas Certification (Taiwan) Co., Ltd.
	ISO 45001 Occupational health and safety management systems	Bureau Veritas Certification (Taiwan) Co., Ltd.
Quality Management	ISO 27001 Information security management systems	SGS
	ISO 13485 Medical devices quality management systems	Taiwan Testing and Certification Centre

The accountant and the assurance provider do not have any shareholding or managerial relationship with the Company; they are only entrusted with the external assurance or verification of the financial report and the sustainability report.

Contact Information

If you have any suggestions or questions about this report, please feel free to contact us:

BenQ Corporation

Address: No.16, Jihu Road, Neihu District, Taipei City, Taiwan 114

Tel: +886-2-2727-8899

Fax :+886-2-2797-9288

BenQ website: <https://www.benq.com/zh-tw/about-benq/sustainability.html>

Contact point: Raymond Hsu

Email: ESG@BenQ.com





GRI Index

BenQ has followed GRI Standards to report the information from the year 2024 (1 January 2024 to 31 December 2024) cited in the GRI Index.

The following indicators have been verified by an external agency, and the detailed results are as shown on the independent assurance statement.

Used GRI 1: Foundation 2021

Applicable GRI Standard: None

GRI 2: General Disclosures 2021

GRI standard	GRI disclosure	Section, page number or description	Page
Organisational status and reporting practices			
2-1	Organisational details	Chapter 2 About BenQ	4
2-2	Entities included in the organisation's sustainability reporting	Chapter 2 About BenQ	4
2-3	Reporting period, frequency and contact point	Chapter 9 About the Report	148
2-4	Restatements of information	Chapter 4 Combatting Climate Change - 4.2.2 Climate Change Risk Management, 2024 Chart on internal energy consumption (Note: Revised diesel consumption of generators from 2023 to 2024)	31
2-5	External assurance/verification	Chapter 2 About BenQ - 2.4.5 Monitoring and Control of Sustainability Issues Appendix, assurance statements/certificates	12
Activities and workers			
2-6	Activities, value chain and other business relationships	Chapter 2 About BenQ Chapter 8 Sustainable Supply Chain	4 138
2-7	Employees	Chapter 5 Social Responsibility 5.2.2 Employment Overview/Hiring of Diverse Talents	44
2-8	Workers who are not employees	Chapter 5 Social Responsibility 5.2.2 Employment Overview/Hiring of Diverse Talents	44

GRI standard	GRI disclosure	Section, page number or description	Page
Activities and workers			
2-9	Governance structure and composition	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-10	Nomination and selection of the highest governance body	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-11	Chair of the highest governance body	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-12	Role of the highest governance body in overseeing the management of impacts	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-13	Delegation of responsibility for managing impacts	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-14	Role of the highest governance body in sustainability reporting	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-15	Conflicts of interest	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure Chapter 6 Corporate Governance	9 98
2-16	Communication of critical concerns	Chapter 6 Corporate Governance	98
2-17	Collective knowledge of the highest governance body	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-18	Evaluation of the performance of the highest governance body	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-19	Remuneration policies	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure	9
2-20	Process to determine remuneration	Chapter 2 About BenQ - 2.4 Board of Directors' Governance Structure Chapter 5 Social Responsibility 5.3.1 Remuneration Management Policy	9 50
2-21	Annual total compensation ratio	Compiled according to the formula in GRI2-21: a. Ratio of the annual total remuneration of the Company's highest paid individual to the median of the annual total remuneration of the Company's other employees (excluding the highest paid individual): 8.03 b. Ratio of the percentage increase in annual total remuneration of the Company's highest paid individual to the median of the percentage increase in the average annual total remuneration of the Company's other employees (excluding the highest paid individual): 6.15	



GRI standard	GRI disclosure	Section, page number or description	Page
Strategies, Policies and Practices			
2-22	Statement on sustainable development strategy	Chapter 1 Our Responsibility Toward Sustainability	1
2-23	Policy commitments	Chapter 3 Material Topics 3.3 Summary of policy commitments and management approaches for Material Topics	21
		Chapter 4 Combatting Climate Change	26
		Chapter 5 Social Responsibility 5.1 Protection of Human Rights	40
		Chapter 6 Corporate Governance 6.1 Principles for Ethical Corporate Management	98
		Chapter 7 Product Innovation and Circular Economy	114
2-24	Embedding policy commitments	Chapter 8 Sustainable Supply Chain	138
		Chapter 3 Material Topics 3.3 Summary of policy commitments and management approaches for Material Topics	21
		Chapter 4 Combatting Climate Change	26
		Chapter 5 Social Responsibility	40
		Chapter 6 Corporate Governance	98
2-25	Processes to remediate negative impacts	Chapter 7 Product Innovation and Circular Economy	114
		Chapter 8 Sustainable Supply Chain	138
		Chapter 5 Social Responsibility	40
2-26	Mechanisms for seeking advice and raising concerns	Chapter 6 Corporate Governance	114
		Chapter 8 Sustainable Supply Chain	138
		Chapter 5 Social Responsibility	40
2-27	Compliance with laws and regulations	Chapter 6 Corporate Governance 6.2 Legal Compliance	101
2-28	Membership associations	Chapter 2 About BenQ Corporation	4

GRI standard	GRI disclosure	Section, page number or description	Page
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Chapter 3 Material Topics	16
2-30	Collective bargaining agreements	Although the Company has not established a labour union and does not have a collective bargaining agreement, we hold regular meetings between the workers and the management and have transparent communication channels.	

GRI Material Topics

GRI standard	GRI disclosure	Section, page number or description	Page
Strategies, Policies and Practices			
3-1	Process to determine Material Topics	Chapter 3 Material Topics	16
3-2	List of Material Topics	Chapter 3 Material Topics	163

Material Topics: Greenhouse gases and climate change

GRI 3: Material Topics 2021

3-3	Management of Material Topics	Chapter 3 Material Topics Chapter 4 Combatting Climate Change	16 26
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GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Chapter 4 Combatting Climate Change	26
305-2	Energy indirect (Scope 2) GHG emissions	Chapter 4 Combatting Climate Change	26
305-3	Other indirect (Scope 3) GHG emissions	Chapter 4 Combatting Climate Change	26
305-5	Total GHG emissions	Chapter 4 Combatting Climate Change	26



GRI standard	GRI disclosure	Section, page number or description	Page
Material Topics: Employee welfare and care; talent cultivation, recognition, and retention			
GRI 3: Material Topics 2021			
3-3	Management of Material Topics	Chapter 3 Material Topics Chapter 5 Social Responsibility	16 40
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Chapter 3 Material Topics Chapter 5 Social Responsibility	39 40
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Chapter 5 Social Responsibility - 5.2.3 New Employee Analysis, 5.2.4 Employee Turnover Analysis	46 49
401-3	Parental leave	Chapter 5 Social Responsibility - 5.3.2 Employee Care and Welfare Mechanisms	53
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Chapter 5 Social Responsibility - 5.4 Learning and Development	60
Material Topics: Sustainable supply chain management			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics Chapter 8 Sustainable Supply Chain	16 138
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Chapter 8 Sustainable Supply Chain	138
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Chapter 8 Sustainable Supply Chain	138

GRI standard	GRI disclosure	Section, page number or description	Page
Material topic: Privacy of personal data, information security			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics Chapter 6 Corporate Governance, 6.5 Information Security Chapter 6 Corporate Governance, 6.6 Privacy of Personal Data	16 104 106
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, there were no complaints from groups outside the Company, substantiated complaints from within the Company, or complaints from regulatory authorities; therefore, there were no incidents of data leakage, data theft, or loss of customer data, meaning we achieved our goal of zero penalties for such cases.	-
Material topic: Customers' interests and social responsibility			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics Chapter 6 Corporate Governance - 6.7 Sustainability-oriented Quality Control 6.8 Customer Service Quality Management	16 107 110
Material topic: Social welfare			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics Chapter 5 Social Responsibility - 5.1 Protection of Human Rights Chapter 5 Social Responsibility - 5.7 BenQ Foundation - Beauty of the Land and People	16 40 75



GRI standard	GRI disclosure	Section, page number or description	Page
Material topic: Risk management			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics	16
		Chapter 6 Corporate Governance, 6.3 Monitoring and Risk Management	102
Material topic: Brand management			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 2 About BenQ	4
		Chapter 3 Material Topics	16
Material topic: Innovative technology products and services			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics	16
		Chapter 7 Product Innovation and Circular Economy	114
Material topic: Human rights assessment, social diversity and inclusion			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Chapter 3 Material Topics	16
		Chapter 5 Social Responsibility 5.1 Protection of Human Rights	40

Sustainability Disclosure Topics & Accounting Metrics

Note: Standards for hardware in the technology and communication sector of the SASB indicators (Version 2023-12) were used.

Indicator code	Disclosure indicator	Content of 2024 disclosure	Page
Product safety			
TC-HW-230a.1	Describes how product data security risks are identified and resolved.	Chapter 6 Corporate Governance - 6.7 Sustainability-oriented Quality Control	107
Employee diversity and inclusion			
TC-HW-330a.1	Percentage of gender and ethnic groups among (1) managerial staff, (2) non-managerial staff, (3) technicians, and (4) all other employees.	Chapter 5 Social Responsibility 5.2.2 Hiring of Diverse Talents	43
Product life cycle			
TC-HW-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances.	None this year.	
TC-HW-410a.2	Percentage of qualified products (by income) that meet EPEAT Registry requirements or equivalent conditions.	Chapter 7 Product Innovation and Circular Economy - 7.5 Environmental Labeling	137
TC-HW-410a.3	Percentage of qualified products (by income) that meet ENERGYSTAR® standards.	Chapter 7 Product Innovation and Circular Economy - 7.5 Environmental Labeling	137
TC-HW-410a.4	Weight and percentage of recycled end-of-life products and electronic waste.	Chapter 7 Product Innovation and Circular Economy - 7.4 Circular Economy	133
Supply chain management			
TC-HW-430a.1	Percentage of factories of first-tier suppliers that have passed the RBA Validated Assessment Programme (VAP) or equivalent audits; (a) all factories and (b) high risk factories	Statistics for the current year have yet to be compiled.	
TC-HW-430a.2	Percentage of nonconformities of first-tier suppliers (1) with the RBA Validated Assessment Programme (VAP) or its equivalent, and (2) percentage of corrective measures related to (a) priority nonconformities and (b) other nonconformities.	Statistics for the current year have yet to be compiled.	
Material procurement			
TC-HW-430a.1	Describes the risk management approach used for managing key materials.	Chapter 6 Corporate Governance - 6.7 Sustainability-oriented Quality Control	107
		Chapter 8 Sustainable Supply Chain	138
Activity indicator			
TC-HW-000.A	Output by product category	Chapter 2 About BenQ	4
TC-HW-000.B	Area of factories	Chapter 2 About BenQ	4
TC-HW-000.C	Percentage of production taking place in facilities owned by the Company	The Company is a brand, and does not have its own production facilities.	



Independent Assurance Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

2024 BenQ Sustainability Report

The British Standards Institution is independent to BenQ Corporation (hereafter referred to as BenQ in this statement) and has no financial interest in the operation of BenQ other than for the assessment and verification of the sustainability statements contained in this report. This independent assurance opinion statement has been prepared for the stakeholders of BenQ only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by BenQ. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to BenQ only.

Scope

The scope of engagement agreed upon with BenQ includes the followings:

1. The assurance scope is consistent with the description of 2024 BenQ Sustainability Report.
2. The evaluation of the nature and extent of the BenQ's adherence to AA1000 AccountAbility Principles (2018) and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2024 BenQ Sustainability Report provides a fair view of the BenQ sustainability programmes and performances during 2024. The sustainability report subject to assurance is materially correct without voluntary omissions based upon testing within the limitations of the scope of the assurance, the information and data provided by the BenQ and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are correctly represented. The sustainability performance information disclosed in the report demonstrate BenQ's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that BenQ's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to BenQ's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on BenQ's approach to stakeholder engagement. Moreover, we had sampled 1 external stakeholder to conduct interview.
- interview with 36 staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of materiality assessment process.
- review of key organizational developments.
- review of the extent and maturity of the relevant accounting systems for financial and non-financial reports.
- review of the findings of internal audits.
- the verification of performance data and claims made in the report through meeting with managers responsible for gathering data.
- review of the processes for gathering and ensuring the accuracy of data, followed data trails to initial aggregated source and checked sample data to greater depth during site visits.
- the consolidated financial data are based on audited financial data, we checked that this data was consistently reproduced.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and sustainability performance information as well as GRI Standards is set out below:

Inclusivity

In this report, it reflects that BenQ has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the BenQ's inclusivity issues and has demonstrated sustainable conduct supported by top management and implemented in all levels among organization.

Materiality

The BenQ publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of BenQ and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the BenQ's management and performance. In our professional opinion the report covers the BenQ's materiality assessment process and material issues.

Responsiveness

BenQ has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for the BenQ is developed and continually provides the opportunity to further enhance BenQ's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the BenQ's responsiveness issues.

Impact

BenQ has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. BenQ has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within an organization. In our professional opinion the report covers the BenQ's impact issues.

Performance information

Based on our work described in this statement and with no conflict of interest with the BenQ in relation to providing the assurance of ESG performance information, which has been assured, specified sustainability performance information such as GRI Standards disclosures disclosed in this report, BenQ and BSI have agreed upon to include in the scope. In our view, the data and information contained within 2024 BenQ Sustainability Report are reliable.

GRI Sustainability Reporting Standards (GRI Standards)

BenQ provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, including the disclosures of applicable economic, environmental, and social information, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the BenQ's sustainability topics.

Assurance level

The high level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

This sustainability report is the responsibility of the BenQ's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.



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For and on behalf of BSI:

...making excellence a habit.™

Peter Pu

Peter Pu, Managing Director BSI Taiwan

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