2024

TCNFD Report

Task Force for Climate-related and Nature-related Financial Disclosures

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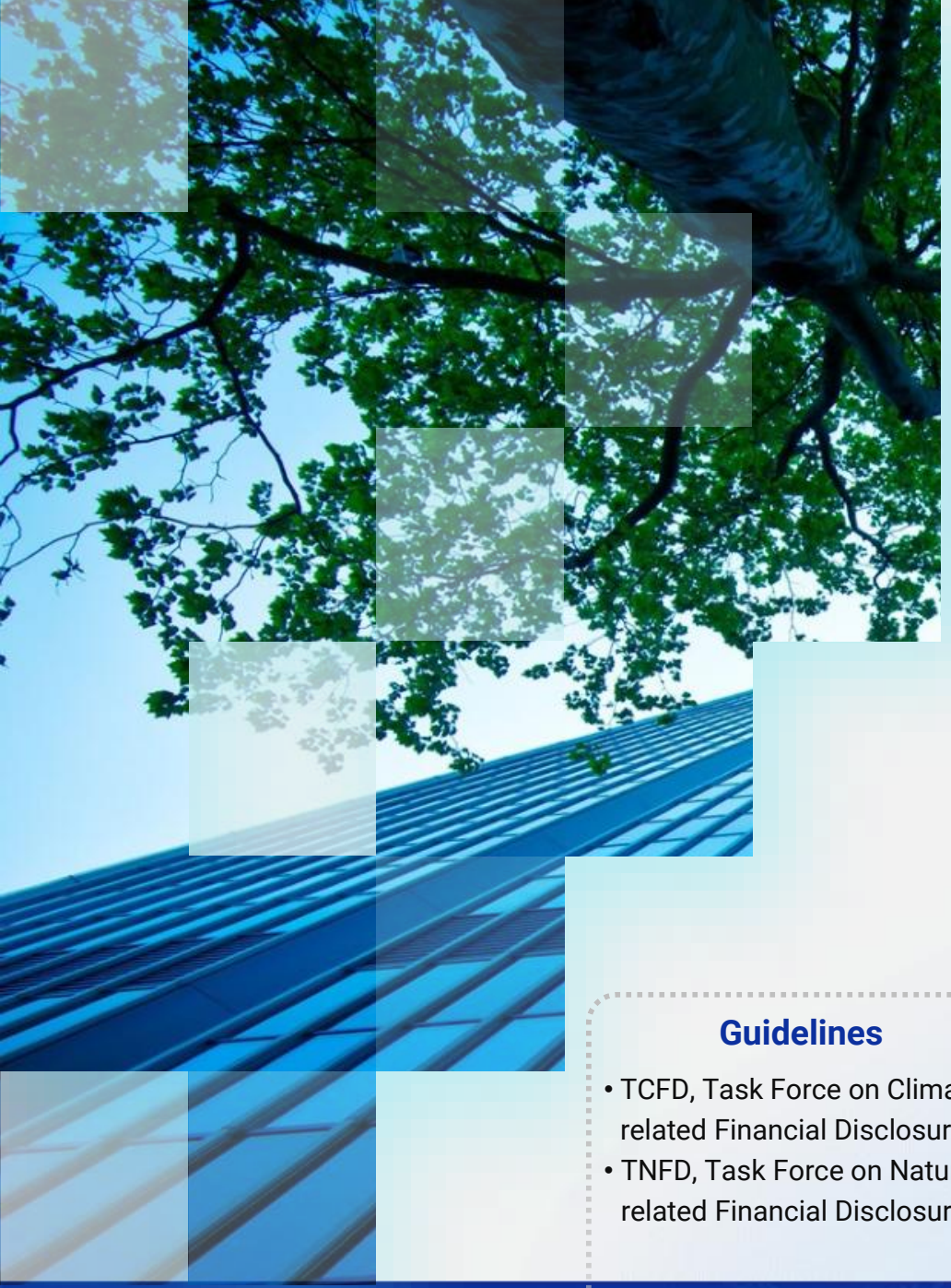
Contents



About this Report

According to the Global Risk Report 2025 by the World Economic Forum, extreme weather events remain the top global risk over the next decade. Half of the top 10 risks are environment-related, highlighting the urgency of climate action and the need for effective performance management to avoid superficial responses. Global attention to natural capital depletion and biodiversity loss continues to grow, with nature-related risks increasingly viewed as systemic financial risks alongside climate risks. Ecosystem disruption and biodiversity decline are now critical global challenges, driving stronger international conservation efforts.

SYSTEX responds by aligning with TCFD and TNFD frameworks, assessing risks and opportunities across four pillars: governance, strategy, risk and impact management, and metrics and targets. TCFD supports climate-related financial planning, while TNFD extends analysis to nature dependencies and impacts, integrating risk management into operations to enhance resilience and transparency.

In 2023, SYSTEX published its first TCFD Climate-related Financial Disclosure Report, and in 2025, expanded to include TNFD, releasing the TCNFD Climate and Nature-related Financial Disclosure Report, demonstrating its commitment to forward-looking environmental governance.

Guidelines

- TCFD, Task Force on Climate-related Financial Disclosures
- TNFD, Task Force on Nature-related Financial Disclosures

Boundary

- This report covers SYSTEX Corporation and its affiliates in Taiwan.
- Environmental data covers the Neihu Headquarters in Taipei.

Period

- January 1, 2024 and December 31, 2024.

Assurance

- The greenhouse gas emissions disclosed in this report have been verified in accordance with ISO 14064-1.

1

Environmental Governance

Environmental Governance Framework

Policies and Commitments

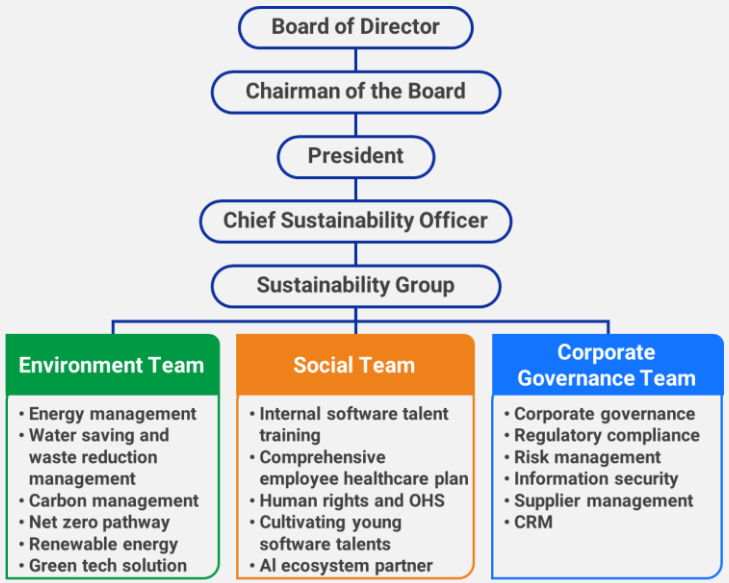
Environmental Governance Framework

SYSTEX's Board designates the Chairman as the top authority for sustainability governance, overseeing ESG initiatives periodically. The Sustainability Group, led by the Chief Sustainability Officer, monitors project execution and performance.

To advance corporate sustainability, SYSTEX's Board designates the Chairman as the top authority for sustainability governance, and established the Sustainability Group, led by the Chief Sustainability Officer (CSO), concurrently held by the Head of HR. The CSO coordinates 3 working teams, "Corporate Governance, Environment, and Social," and oversees project execution and cross-departmental collaboration. The CSO reports progress to the Chairman periodically and presents annual updates to the Board, reinforcing SYSTEX's commitment to sustainable development.

The group includes an Environment Team, responsible for assessing environmental risks and implementing related initiatives.

01 Board of Directors



- SYSTEX has set up a "Risk Management Committee" approved by the Board in Dec. 2022. The Board is the highest governance level for risk management and responsible for:
  - Approve risk management policies, procedures and structures
  - Ensure strategic direction is consistent with risk management policies
  - Ensure to establish risk management mechanisms and culture
  - Supervise and ensure the effective implementation of risk management mechanisms
  - Assign and allocate resources to enable risk management effectively
- In addition to integrating climate risks and opportunities into risk management, the Board holds a meeting on average every two months to discuss business strategy issues and major events of ESG, risks and opportunities.

Environmental Governance Framework

SYSTEX's Board designates the Chairman as the top authority for sustainability governance, overseeing ESG initiatives periodically. The Sustainability Group, led by the Chief Sustainability Officer, monitors project execution and performance.

02 Sustainability Group

- SYSTEX established the "Sustainability Group" in 2020, with the highest governance level being the Chairman. In 2021, SYSTEX set the CSO as the leader of the Sustainability Group to supervise and coordinate climate risk assessment, formulate climate-related strategies, goals and measures.
- The Sustainability Group monitors global developments in climate change, natural capital, and biodiversity, periodically sharing key trends with the Environmental Sustainability Team to inform strategy and action planning.
- In accordance with the "SYSTEX Sustainable Development Best Practice Principles", the Board is responsible for the supervision and promotion of sustainable development affairs and the CSO will irregularly report ESG project progress to the Chairman and report the promotion of sustainable affairs to the Board every year, including strategies, targets, measures and performance.

For more details, please refer to "Web_Sustainable Governance."

03 Sustainability Group ..... Environment Team

- The Sustainability Group conducts biennial assessments of climate-related risks and opportunities to inform strategy and target setting. In 2024, it initiated the first evaluation of nature-related dependencies, impacts, risks, and opportunities, serving as the basis for nature-focused strategies and targets. The Environment Team then develops and implements corresponding action plans.
- In response to growing global concern over natural capital depletion and biodiversity loss, SYSTEX has adopted the TNFD framework to conduct nature-related assessments. These insights inform environmental strategies and targets, enhancing the company's forward-looking approach to nature-related risk governance.

Policies and Commitments

In response to rising global environmental awareness, SYSTEX assessed potential impacts and established its “Occupational Health and Safety, Environment, and Energy Policy and Declaration,” alongside its “Net Zero Commitment,” supporting the global “Net-Zero by 2050.”

Occupational Health and Safety, Environment, and Energy Policy and Declaration

SYSTEX is an IT service company, and committed to promoting occupational safety and health, improving environment and energy management, to maintain workplace safety as a priority. In response to the government’s goals, SYSTEX continuously improves environmental protection actions to make better efforts for a safer and healthier environment. SYSTEX promises:

Environment, health, and energy compliance

Follow the OHS., environment and energy regulations, and maintain relevant training and self-review.

Green procurement protects the environment

Prioritize the purchase of environmentally friendly products with low pollution, recyclability, and high efficiency.

Smart energy saving and carbon reduction

Regularly review performance, implement energy-saving measures and OHS., environment and energy projects.

Resource recycling promotes sustainability

Use resources more efficiently, promote recycling and advocate environmental development.

Employee consultation

With the goal of eliminating hazards and reducing risks, improve OHS. awareness and channels, and strengthening supply chain management, ensuring full participation of employees.

Continuous improvement and responsibility

Starting with systematically managed risks, and move towards the goals in line with CSR and SDGs.

Policies and Commitments

In response to rising global environmental awareness, SYSTEX assessed potential impacts and established its “Occupational Health and Safety, Environment, and Energy Policy and Declaration,” alongside its “Net Zero Commitment,” supporting the global “Net-Zero by 2050.”

[Commitment to Net Zero Emissions] Commit to “Net-zero for HQs by 2050”

To limit global warming to 1.5°C under the Paris Agreement, the UN has pledged to achieve "Net Zero Emissions by 2050." In response to global climate issues, SYSTEX has committed to achieving net-zero emissions for the headquarters by 2050, following the Science Based Targets initiative (SBTi) since 2021. Through carbon reduction pathways, “commitment, inventory, management, reduction, offset, and assessment,” SYSTEX aims to set an example for Taiwan's IT service industry in mitigating climate change.

1 Commitment

- Goal of “Net Zero by 2050”

2 Inventory

- Calculate GHG emissions and analyze emission sources

3 Management

- Introduce environment and energy management systems

4 Reduction

- Improve efficiency and energy conservation
- Support RE development and increase RE share

5 Offset

- Reduce external emissions through carbon offset mechanism

6 Assessment

- Regularly assess and review the performance of carbon reduction

Policies and Commitments

In addressing nature-related assessments, SYSTEX adheres to international human rights standards through its Human Rights Policy, which aims to prevent violations, raise awareness, and safeguard the rights of employees and stakeholders.

No discrimination

Promote equity at work, prohibit any discrimination, and protect employees from any differential treatment or discrimination due to race, gender (including gender orientation), age, marriage, socioeconomic status, class, ideology, religion, party affiliation, place of origin, place of birth, appearance, facial features, physical and mental disabilities, or trade union membership.

No sexual harassment and abuse

Refrain sexual harassment and abuse at work.

No child labor and human trafficking.

Prohibit forced labor, child labor and human trafficking.

Conduct human rights due diligence

Regularly implement human rights due diligence and optimize human rights risk management.

Human Rights Policy

SYSTEX Corp. adheres to international human rights principles, including the UDHR, UNGC, and ILO declarations, and complies with local laws across all operating regions. We ensure fair and respectful treatment of all employees, including permanent, temporary, dispatched, and interns, and promote stakeholder awareness to mitigate human rights risks. Our Human Rights Policy applies to SYSTEX and its affiliates, and we expect suppliers, partners, and customers to uphold the same standards.

Wellbeing and work-life balance

Help employees maintain a work-health balance.

Inclusive dialogue and freedom of Assembly

Build various communication channels, provide an anonymous mechanism for reporting violations or complaints, and respect employees' freedom of association.

Friendly workplace

Provide a healthy and safe workplace.

Fair pay for all

Comply with applicable laws and regulations of salary and working hour of each operating base, implement a fair remuneration mechanism, practice the principle of equal pay for equal work for men and women, regularly and fairly conduct performance evaluation for each employee, and pay individual salary on time.

2

Climate Strategy

Climate Risks and Opportunities Assessment

Scenario Analysis

Climate Risks and Opportunities Assessment

Formulate the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ" and implement risk and opportunity identification, and climate analysis.

Sustainability Group

Environment Team

- The Sustainability Group conducts biennial assessments of climate-related risks and opportunities to inform strategies and targets. The Environment Team then develops and implements corresponding action plans.
- Timeframe for climate management: The short-term is within 2 years, the medium-term is 2-10 years, an 10 years.

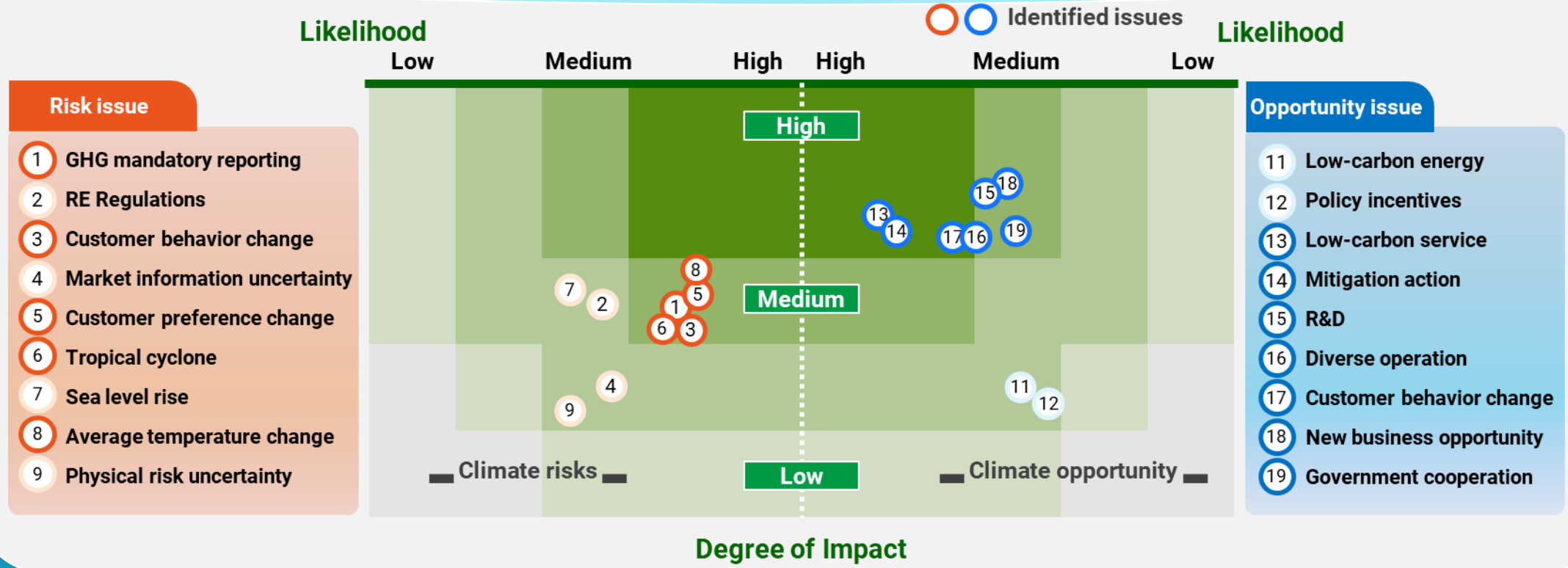
Assessment approach

- SYSTEX **collected 36 climate-related risk issues and 22 opportunity issues**. Following initial relevance screening, the Group identified 9 risk and 9 opportunity items. Further assessment based on impact and likelihood **led to 5 material risks and 7 opportunities**, with financial impacts and management measures analyzed for each.
- SYSTEX identified 5 material climate risks, including 2 physical (average temperature change, tropical cyclones) and 3 transition risks, covering physical, market, reputation, and regulatory categories. It also recognized 7 climate opportunities related to products, services, and markets.

Climate Risks and Opportunities Assessment

Formulate the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ" and implement risk and opportunity identification, and climate analysis.

Climate-related risk and opportunity matrix



Risk issue

1. GHG mandatory reporting
2. RE Regulations
3. Customer behavior change
4. Market information uncertainty
5. Customer preference change
6. Tropical cyclone
7. Sea level rise
8. Average temperature change
9. Physical risk uncertainty

Opportunity issue

11. Low-carbon energy
12. Policy incentives
13. Low-carbon service
14. Mitigation action
15. R&D
16. Diverse operation
17. Customer behavior change
18. New business opportunity
19. Government cooperation

Climate Risks and Opportunities Assessment

Formulate the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ" and implement risk and opportunity identification, and climate analysis.

01 Financial impact and mitigation measures of climate-related risk issues

	Topic	Detail	Time-frame	Impact	Likeli-hood	Financial impact (-)	Mitigation measure
Physical risk	Average T. change	Rising average temperatures drive up electricity use and operating costs.	Long-term	Med-ium	Medium-High	◆ **[SSP2-4.5]** A 1.2°C rise by 2050 may raise electricity use by 7.2% and costs by 82%, factoring in a 70% energy price increase.	◆ Use an energy management system to monitor and adjust air conditioning usage, with regular replacement of low-efficiency units.
Physical risk	Tropical cyclone	Increasing tropical cyclone intensity may damage assets and raise maintenance costs. Governmental work suspensions, power outages, or flooding can disrupt operations.	Mid-term	Med-ium	Medium-High	◆ Stronger tropical cyclones may cause work stoppages and physical damage to assets, with estimated losses of approx. NT$8M to NT$10M.	◆ Installed uninterruptible power systems and secured emergency generators to prevent outages. ◆ Reinforced windows and added flood barriers. ◆ Established remote work protocols.
Transition risk	Customer preference change	Due to the rising awareness of global sustainability, customers' preferences have changed.	Mid-term	Med-ium	Medium-High	◆ Reduce revenue from non-low-carbon services. ◆ Increase labor costs for communication. ◆ Increase R&D costs of approx. NT$5M to NT$20M.	◆ Professional training helps meet demand for sustainable products and services. Incentives for customers to easily choose SYSTEX. ◆ Increased investment in R&D and marketing of low-carbon products. ◆ Higher internal visibility of sustainable products and solutions with seed speakers to address business needs and customer communication.
Transition risk	Customer behavior change	Due to the rising awareness of global sustainability, customers have different considerations while making decisions.	Mid-term	Med-ium	Medium-High		
Transition risk	GHG mandatory reporting	Companies may be compelled to inventory, report, or verify GHG emissions In line with laws and regulations.	Mid-term	Med-ium	Medium-High	◆ Increase labor costs for inventory or reporting of approx. NT$0.5M to NT$0.65M. ◆ Penalties for late filing of approx. NT$0.1M to NT$1M.	◆ Internal carbon managers are trained for carbon audits, which are done with software to reduce labor costs.

Climate Risks and Opportunities Assessment

Formulate the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ" and implement risk and opportunity identification, and climate analysis.

02 Financial impact and mitigation measures of climate-related opp. issues

	Topic	Detail	Time-frame	Impact	Likeli-hood	Financial impact (+)	Mitigation measure
Product and Service	Low-carbon service	Actively promoting low-carbon services enhances corporate brand image.	Mid-term	Medium-High	Medium-High	◆ Innovative business models and low-carbon products or services may increase revenue by 1.2%.	◆ Leverage key technologies to develop diversified products or services, organizational resilience, and sustainable competitiveness.
	Diverse operation	Provide more low-carbon services to stabilize market position and competitiveness.	Mid-term	Medium-High	Medium-High		
	Mitigation action	New products or services help to reduce or adapt to the impact of global climate change risks.	Mid-term	Medium-High	Medium-High	◆ Enhance customer service and support sales growth in client operations.	◆ Integrated, low-difficulty energy-saving services help clients towards Net-Zero goals.
	R&D	Adopting innovative processes or changing services can contribute to the mitigation and adaptation of climate change.	Mid-term	Medium-High	Medium	◆ Innovative business models and low-carbon products or services may increase revenue by 1.2%. ◆ Improve customer trust and satisfaction.	◆ Build a technical barrier with patented sustainable innovations.
	Customer behavior change	Customers have different considerations while choosing products or services.	Mid-term	Medium-High	Medium-High	◆ Low-carbon products generate higher profit. ◆ Enhance corporate brand image.	◆ Leverage ecosystem partners to offer low-carbon solutions for market differentiation and customer connections.
Market	New business opportunity	Increase profits in existing markets, or find new business opportunities in emerging markets.	Mid-term	Medium-High	Medium	◆ Innovative business models and low-carbon products or services may increase revenue by 1.2%.	◆ Connect global partners via the internet, expanding client base with diverse sustainable solutions.
	Government cooperation	Participate in government projects to obtain subsidies or rewards, and to gain popularity.	Mid-term	Medium-High	Medium	◆ Applied for government subsidies of approx. NT$1M to NT$5M to reduce initial investment costs.	◆ Support government policies. Offer relevant services to assist clients with compliance.

Scenario Analysis

Formulate the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ" and implement risk and opportunity identification, and climate analysis.

		Scenario detail	Potential financial impact (-)	Mitigation measure
Physical risk	Average T. change	Based on the IPCC AR6 Shared Socioeconomic Pathways (SSP) ◆ [SSP2-4.5] An average temperature rise of 1.2°C (2041-2060) and 1.9°C (2081-2100). ◆ [SSP5-8.5] An average temperature rise of 1.6°C (2041-2060) and 3.5°C (2081-2100).	◆ [SSP2-4.5] By 2050, a 1.2°C temperature rise may increase electricity use by 7.2%. With energy costs up 70%, electricity bills could rise 82%. ◆ [SSP5-8.5] By 2050, a 1.6°C temperature rise may increase electricity use by 9.6%. With energy costs up 70%, electricity bills could rise 86%.	◆ Use an energy management system to monitor and adjust air conditioning usage, with regular replacement of low-efficiency units.
	Tropical cyclone	Based on RCP8.5 scenario from the National Science and Technology Center for Disaster Reduction ◆ **2040-2059**: Typhoon frequency ↓ 10%, severe typhoons ↑ 105%, max wind speeds ↑ 5%, rainfall ↑ 20%. ◆ **2080-2099**: Typhoon frequency ↓ 50%, severe typhoons ↑ 60%, max wind speeds ↑ 9%, rainfall ↑ 35%.	◆ **2040-2059**: Severe typhoons may cause 4.7 lost workdays and building damage, with estimated losses of NT$40M to NT$50M. ◆ **2080-2099**: Severe typhoons may cause 1.5 lost workdays and building damage, with estimated losses of NT$10M to NT$20M.	◆ Installed uninterruptible power systems and secured emergency generators to prevent outages. ◆ Reinforced windows and added flood barriers. ◆ Established remote work protocols.

3

Nature Dependency and Impacts

Dependency and Impact Assessment

Materiality Analysis of Nature and Biodiversity

Dependency and Impact Assessment

- The Sustainability Group has conducted its initial nature-related assessment since 2024, with the scope covering SYSTEX Group and its key suppliers. The Environment Team developed response measures to address related financial impacts.
- Timeframe for nature management: the short-term is within 2 years, the medium-term is 2-10 years, and the long-term is more than 10 years.

LEAP

To address diverse nature-related risks, TNFD introduced the LEAP approach, “Locate, Evaluate, Assess, Prepare.” This 4-phase framework enables organizations to identify impacts across operations, supply chains, and value chains, and systematically analyze related risks and opportunities. LEAP supports risk assessment and prioritization across all business activities, linking nature-related issues to financial performance through scenario analysis and quantification, helping companies respond proactively to global concerns over nature capital.

1 Locate

- L1: Identify business footprint across direct operations and value chain
- L2: Map locations of assets and activities
- L3: Screen for priority locations with high nature value or sensitivity
- L4: Determine priority issues for risk and opportunity assessment

2 Evaluate

- E1: Identify nature-related dependencies
- E2: Identify nature-related impacts
- E3: Assess materiality of dependencies and impacts
- E4: Determine priority issues for risk and opportunity assessment

3 Assess

- A1: Identify nature-related risks and opportunities
- A2: Assess likelihood and magnitude of risks
- A3: Assess potential financial impacts
- A4: Prioritize risks and opportunities for response

4 Prepare

- P1: Integrate findings into strategy and risk management
- P2: Define metrics and targets
- P3: Develop response plans
- P4: Prepare disclosures aligned with TNFD recommendations

Review & repeat

Scenario analysis

Stakeholder engagement

Dependency and Impact Assessment

To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

01 Collect biodiversity spatial data

9 Maps

- National park
- Nature reserve
- Ecological protection area
- Key wetland
- Coastal conservation zone
- Wildlife conservation area
- Critical habitats for wildlife
- Protected reef zone
- Aquatic species breeding and conservation area

02 Define assessment scope

118 Locations across Taiwan

SYSTEX Group **39 Locations** + Key suppliers **79 Locations**

03 Overlay spatial data

118 Locations across Taiwan

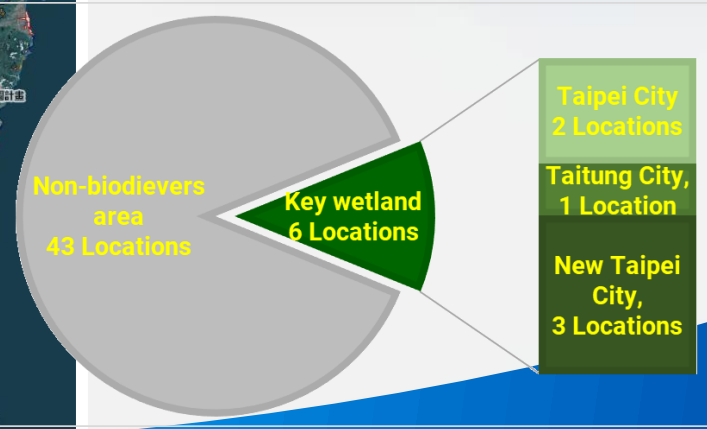
9 Maps

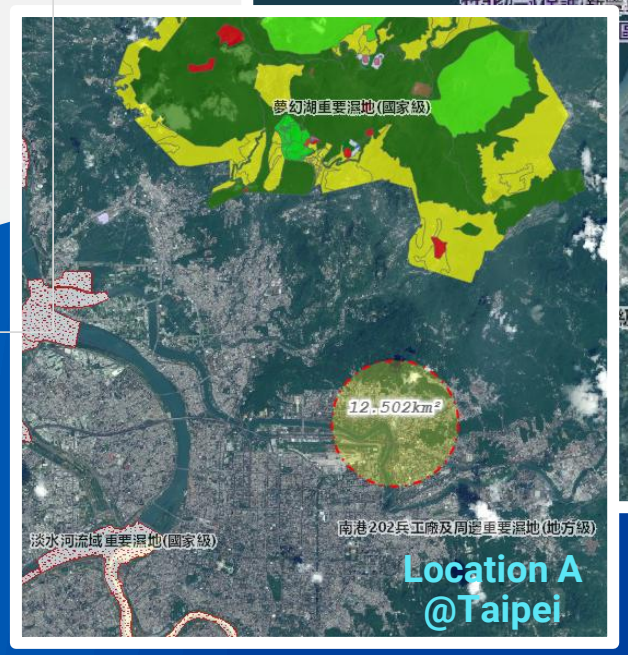
Dependency and Impact Assessment

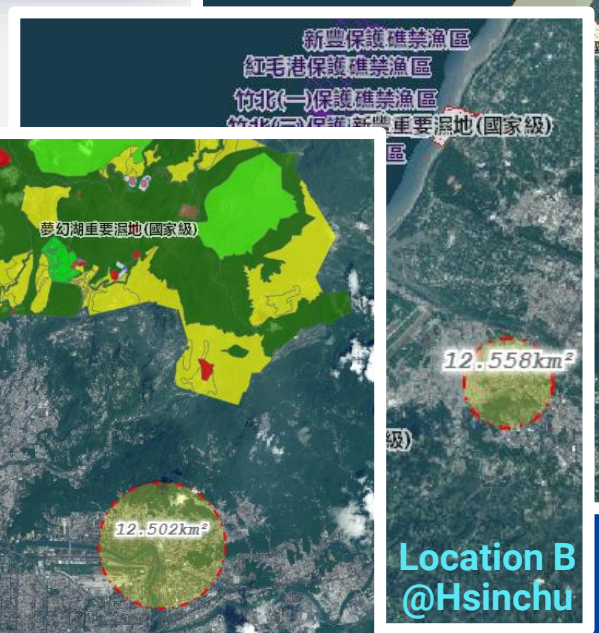
To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

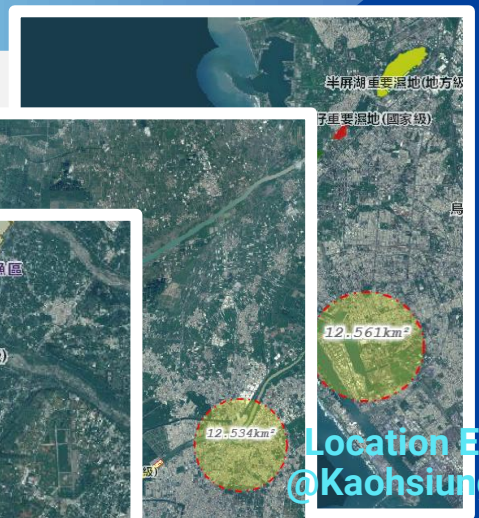
SYSTEX Group 39 Locations

National park | Nature reserve | Ecological protection area | Key wetland | Wildlife conservation area | Critical habitats for wildlife | Coastal conservation zone | Protected reef zone | Aquatic species breeding and conservation area









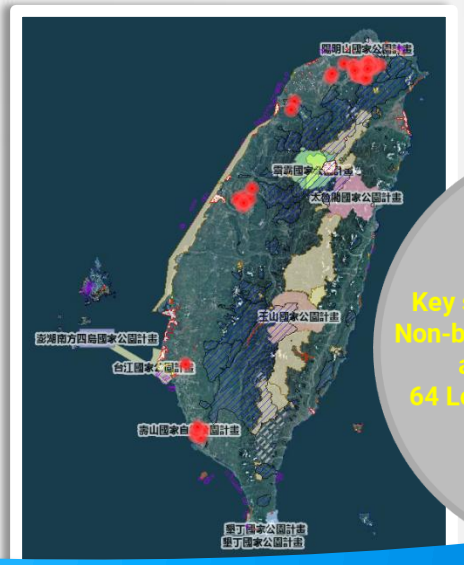
Utilizing 9 biodiversity layers from the National Land Planning GIS, a 2 km radius analysis was conducted around SYSTEX Group's 39 locations across Taiwan. 6 locations overlap with biodiversity-sensitive areas, but none intersect with designated nature reserves, indicating no potential impact.

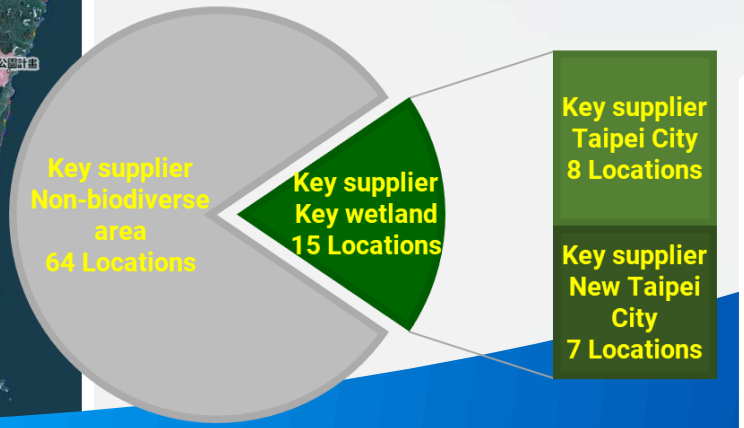
Dependency and Impact Assessment

To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

Key suppliers 79 Locations

- National park
- Nature reserve
- Ecological protection area
- Key wetland
- Wildlife conservation area
- Critical habitats for wildlife
- Coastal conservation zone
- Protected reef zone
- Aquatic species breeding and conservation area





Utilizing 9 biodiversity layers from the National Land Planning GIS, a 2 km radius analysis was conducted around SYSTEX key suppliers' 79 locations across Taiwan. 15 locations overlap with biodiversity-sensitive areas, but none intersect with designated nature reserves, indicating no potential impact.

Dependency and Impact Assessment

To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

Biodiversity Materiality Analysis

01 Nature dependencies in the IT services value chain

Action	Detail
Energy use	Systems and data centers require high-power servers and cooling, consuming large electricity, mainly from Taipower and other renewable suppliers.
Water use	Cooling systems use large volumes of water to maintain server temperatures.
Electronic instrument use	Devices for software system R&D contain rare metals, reflecting dependency on natural resources.

02 Collect 22 nature hazards

- Extreme heat
- Declining air quality
- Water degradation
- Water scarcity
- Extreme rainfall
- Irregular rainfall
- Droughts
- Floods
- Eutrophication
- Seawater intrusion
- Decline in soil productivity
- Landslides or debris flows
- Intense wind disasters (sandstorms, typhoons)
- Large-scale noise and vibration
- Large-scale epidemics
- Fossil fuel shortage
- Plant material shortage
- Animal material shortage
- Metal material shortage
- Non-metal material shortage
- Destruction of habitats or reduction in biological populations
- Reduced crop yield due to lack of plant pollination

Dependency and Impact Assessment

To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

Biodiversity Materiality Analysis

The Sustainability Group collaborates with external experts to screen 6 hazards based on their relevance to SYSTEX. The Group then assesses and identifies 2 key hazards based on "degree of impact" and "likelihood."

03

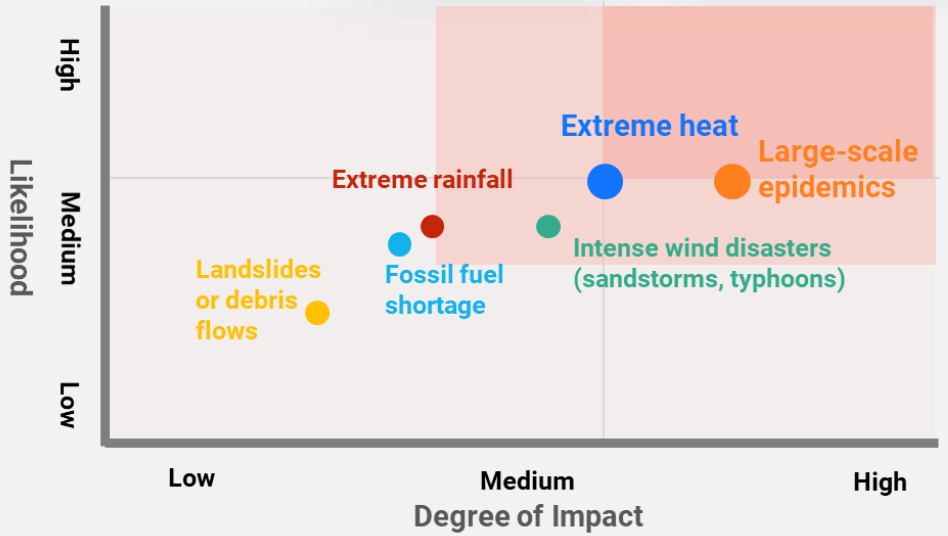
1st stage screening 6 hazards

- Extreme heat
- Extreme rainfall
- Landslides or debris flows
- Intense wind disasters
- Large-scale epidemics
- Fossil fuel shortage

2nd stage screening 2 hazards➤➤2 natural impacts

Disease control + Local climate mitigation

Following initial relevance screening, the Group identified 6 hazards in collaboration with external experts. Further assessment based on impact and likelihood led to 2 key hazards of "large-scale epidemics & extreme heat", corresponding to 2 natural impacts of "disease control & local climate mitigation," with financial impacts and management measures analyzed.



Dependency and Impact Assessment

To address ecosystem disruption and biodiversity loss, SYSTEX established the "Environment and Energy Policy," and "Human Rights Policy," thereby implementing nature-related assessments, scenario analysis and strategic planning to enhance resilience and corporate responsibility.

Financial impact and mitigation measures of nature-related issues

Topic	Detail	Time-frame	Impact	Likeli-hood	Financial impact (-)	Mitigation measure
Disease control	Work suspensions may disrupt operations or the supply chain, while infections may cause labor shortages and higher personnel costs.	Mid-term	Medium -High	Medium	• Large-scale epidemics may lead to work stoppages, with estimated losses of NT$8M to NT$10M.	• The Crisis Response Team responds swiftly to outbreaks, coordinating remote work to reduce clustering risk. • Enhance cybersecurity to keep data safety from remote work. • Reinforce health trainings to improve awareness.
Local climate mitigation	Rising average temperatures drive up electricity use and operating costs.	Mid-term	Medium	Medium	• **[SSP2-4.5]** A 1.2°C rise by 2050 may raise electricity use by 7.2% and costs by 82%, factoring in a 70% energy price increase.	• Use an energy management system to monitor and adjust air conditioning usage, with regular replacement of low-efficiency units.

4

Risk Management

Nature and Climate Risk Management Framework

Nature and Climate Risk Management Framework

The Board is the highest governance level for risk management and has set up a "Risk Management Committee" to be responsible for supervising the effective operation of the risk management mechanism.

In response to growing domestic and global emphasis on sustainability and regulatory trends, SYSTEX has established a robust risk management framework to mitigate risk impacts, enhances operational efficiency, and strengthens corporate resilience, ultimately increasing competitive advantage and supporting long-term sustainability goals.

01 Risk Management Organization Structure

To strengthen and institutionalize risk management, the Board of Directors serves as the highest governance body overseeing risk-related matters. Considering SYSTEX's scale, business characteristics, risk profile, and operational activities, a Risk Management Committee has been established under the Board to supervise relevant mechanisms. Through this structured approach, risk management is integrated into daily operations to support long-term corporate sustainability.

Nature and Climate Risk Management Framework

The Board is the highest governance level for risk management and has set up a "Risk Management Committee" to be responsible for supervising the effective operation of the risk management mechanism.

02 Risk Management Committee ····· Crisis Management Group

- SYSTEX has set up a “Risk Management Committee” in 2022 and formulated risk management policy, relevant regulations, management documents and measures. It is clearly stipulated that the Board is responsible for approving risk management policy, procedures and management structures, ensuring that the direction of operational strategies is consistent with risk management policies, establishing an appropriate risk management mechanism, and supervising the effective operation of the risk management mechanism.
- The Risk Management Committee is accountable to the Board. It not only fully implements risk management policy, but also sets up the “Crisis Management Group” to be responsible for promoting risk related affairs, ensuring that the risk management mechanism is implemented in daily operations. The Committee reports to the Board at least once a year on risk-related management performance including strategies, targets, and actions. Besides, the Crisis Management Group is responsible for cross-departmental coordination and risk awareness training.
- The Crisis Management Group identifies and assesses SYSTEX's overall risks, evaluating the impact on climate and nature risks and the position within overall framework.

For more details about the Committee, please refer to “Web_Risk Management.”

03 Sustainability Group ····· Environment Team

- The Sustainability Group conducts biennial assessments of climate-related risks and opportunities to inform strategy and target setting. In 2024, it initiated the first evaluation of nature-related dependencies, impacts, risks, and opportunities, serving as the basis for nature-focused strategies and targets. The Environment Team then develops and implements corresponding action plans.
- In response to growing global concern over natural capital depletion and biodiversity loss, SYSTEX has adopted the TNFD framework to conduct nature-related assessments. These insights inform environmental strategies and targets, enhancing the company’s forward-looking approach to nature-related risk governance.

5

Metrics and Targets

Climate Metrics

Climate Measures

Nature Metrics

Nature Measures

Climate and Nature Metrics

- Based on climate-related assessment, SYSTEX sets phased targets and actions in 4 areas of **emission, energy and environment, water, and waste management**.
- Based on nature-related assessment, SYSTEX sets phased targets and actions.

Climate metrics

Water stewardship

- Annual water intensity reduction
- Maintain ISO 14001

Waste management

- Annual waste intensity reduction
- Maintain ISO 14001

Energy management

- Annual electricity intensity reduction
- Maintain ISO 50001

Emission management

- GHE emission reduction
- Increase RE share
- Conduct ISO 14064-1

Health Management

- Statutory employee health examination rate
- High-risk case care rate
- Maintain ISO 45001

Nature metrics

Climate Metrics

- Based on climate-related assessment, SYSTEX sets phased targets and actions in 4 areas of **emission, energy and environment, water, and waste management**.
- Based on nature-related assessment, SYSTEX sets phased targets and actions.

Goal of Net Zero and Performance

Commit to "Net Zero by 2050" at Headquarters Building

	2024 Target	2024 Performance	2025 Target	2030 Target
Emission Management	• Renewable energy share: 4% • GHG emissions: -3% annually	• Signed a RE wheeling contract, annually utilizing 260,000 kWh of RE with a 4.6% RE share. • Implement a carbon pricing mechanism since 2024, imposing carbon fees to promote RE consumption. • Gradually increase the RE share, moving toward net-zero for the Headquarters building by 2050. • Complete the 2024 GHG audits and obtain certification by April 2025. • GHG emissions decreased by 6.0% annually and by 9.5% compared to the base year.	• Renewable energy share: 9% • GHG emissions: -3% annually	• Renewable energy share: 20% • GHG emissions: -3% annually, -20% base year
Energy Management	• Annual electricity intensity: -5%	• Electricity consumption per NT$100M decreased by 6.4% annually. • Optimize AC operation via EMS, reducing load and runtime by introducing external air outside of summer to enhance energy efficiency. • Maintain ISO 50001 certification with annual audits and ongoing compliance. • Replace the chiller unit at HO's 1st floor to improve energy efficiency. • Establish the AC variable frequency system to regulate energy based on detected water temperature. • Regularly maintain the AC and chiller filters to ensure optimal efficiency and save energy.	• Annual electricity intensity: -5%	• Annual electricity intensity: -5%
Water Stewardship	• Annual water intensity: -1%	• Water usage per NT$100M increased by 4.9% annually. For improving water efficiency, a rainwater recycling system was evaluated but was not implement due to building constraints. Therefore, SYSTEX plans to reduce backup water tank cleaning frequency without affecting daily operations. • Conduct quarterly water quality checks for drinking instruments. • Install water-saving devices in office restrooms and tea rooms. • Display water-saving awareness signage in each office space to encourage responsible water usage.	• Annual water intensity: -1%	• Annual water intensity: -1%
Waste Management	• Annual waste intensity: -1%	• Waste per NT$100M decreased by 13.2% annually. • Maintain ISO 14001 certification. • Actively implement resource recycling. • Waste recycling rate reached 26.2%.	• Annual waste intensity: -1%	• Annual waste intensity: -1%

Note: 1. Since October 2022, the weight was calculated by weighing instead of estimation, so the decrease has changed significantly.
2. SYSTEX established 2020 as the base year following its first audit conducted that year.

Climate Measures - Env. And Energy Management

- Based on climate-related assessment, SYSTEX sets phased targets and actions in 4 areas of **emission, energy and environment, water, and waste management**.

Environmental and Energy Monitoring Plan

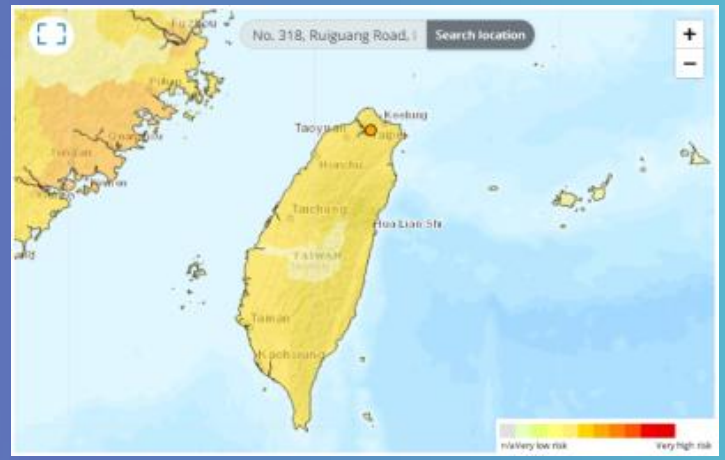
Monitoring item	Indicators	Approach	Frequency
Drinking water quality	E. coli	Outsourcing	Quarterly
Greenhouse gas inventory	GHG emission	Internal	Annually
Fire drill	Drill	Internal	Quarterly
Water consumption in offices	Water use	Internal	Monthly
General waste in offices(trash)	Waste weight	Outsourcing	Monthly
Recycling waste in offices	Recycling weight	Outsourcing	Monthly
Identify internal and external issues and stakeholder concerns	--	Internal	Annually
Environment review	--	Internal	Annually
Energy review and baseline	--	Internal	Annually
Laws and regulations	--	Internal	Quarterly
Achievement of goals	--	Internal	Quarterly
Achievement of management plans	--	Internal	Irregularly
Energy data collection plans	--	Monitoring	Continuously
Internal audits for ISO 14001, ISO 50001, and ISO 14064-1	--	Internal	Annually
Management review meetings of ISO 14001 and ISO 50001	--	Internal	Annually
External audits for ISO 14001, ISO 50001, and ISO 14064-1	--	Outsourcing	Annually

Water Risk Assessment

In response to escalating climate crises driven by extreme weather, governments and businesses are intensifying climate-related management efforts. Although SYSTEX is an IT service company that uses water solely for daily office needs, Taiwan's abundant rainfall is countered by geographic, demographic, and industrial pressures, making water resource management a continual challenge. SYSTEX supports national water conservation policies by conducting annual internal water audits and consistently enhancing water use efficiency through ongoing monitoring.

- The boundary of the SYSTEX internal inventory of water resources is defined by the Neihu HQs.
- Using the WWF Risk Filter Suite, SYSTEX assessed water-related risks at its headquarters location. **Results show low to moderate physical risks, primarily potential water shortages and soil degradation**. Under current trend projections for 2030, basin risks remain at similar levels.
- SYSTEX's Neihu headquarters in Taipei sources all water from the Taipei Water Department for daily office needs. Wastewater is released through the municipal sewer system to treatment facilities, ensuring no environmental or community impact.

Risk analysis



Climate Measures - Env. And Energy Management

- Water Stewardship, Waste Management

Environment Management Measures

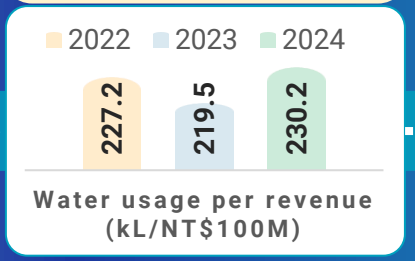
Water stewardship

- As an IT service company, SYSTEX's water usage is limited to daily office operations.
- The SYSTEX headquarters is fully equipped with sensor faucets and toilet water economizers, with water-saving signs in the pantry promoting efficiency and awareness.

2024 Result

- Water intensity 230.2 kL/NT$100M
- Annual change ⇧4.9%

2022-2024 Performance



2025 Target

- Water usage per revenue: -1% / per year

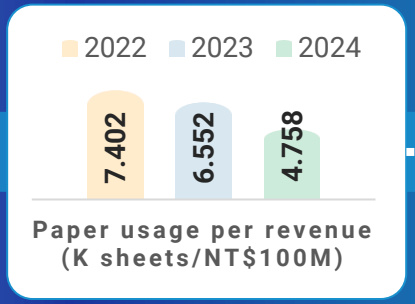
Paper management

- Use recycled paper from non-confidential and non-personal documents to promote paper-saving awareness.
- In accordance with the Personal Data Protection Act, confidential documents are regularly collected and securely destroyed using water-based disposal methods.
- Implement e-forms and use rental eco-friendly copy machines with MOE-certified eco-labels.

2024 Result

- Paper intensity 4,758 sheets/NT$100M
- Annual change ⇩27.4%

2022-2024 Performance



2025 Target

- Paper usage per revenue: -3% / per year

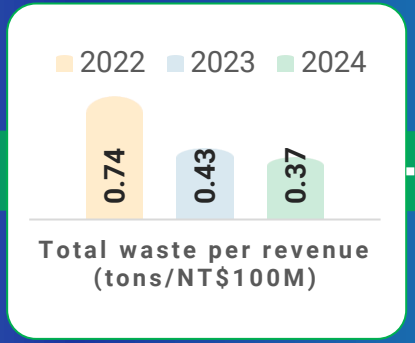
Waste management

- As an IT service company, SYSTEX does not generate hazardous or polluting waste. Collect waste-related data monthly to help SYSTEX enhance waste management and minimize environmental impact.
- In compliance with the Waste Disposal Act and other relevant regulations, all IT-related waste follows a specific disposal process before being handled by recyclers to prevent data leakage.

2024 Result

- Waste intensity 0.37 tons/NT$100M
- Annual change ⇩13.2%

2022-2024 Performance



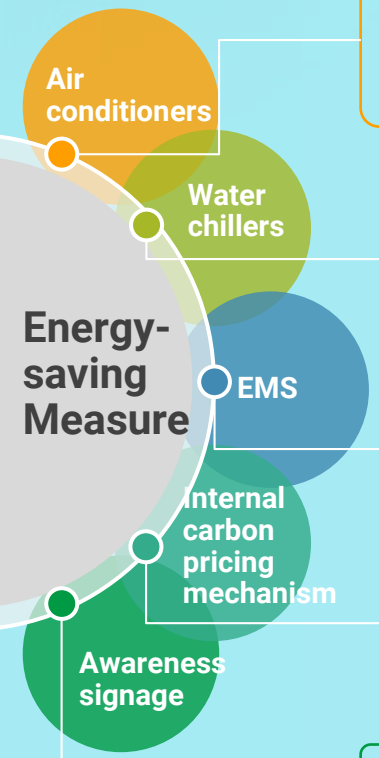
2025 Target

- Total waste per revenue: -1% /per year

Climate and Nature Measures

- Energy Management

Energy-saving Measure

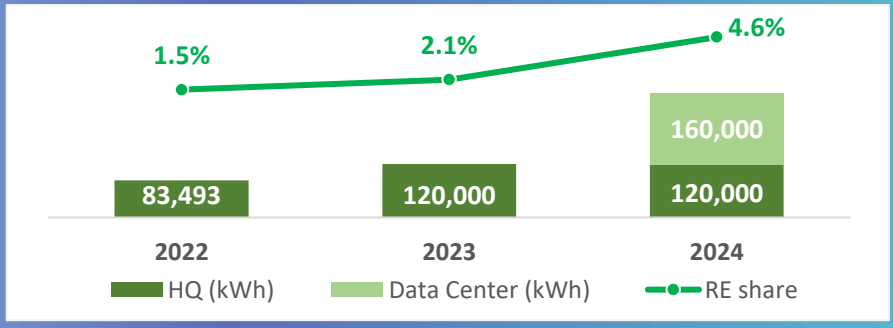


- Continuously replace the AC water pumps at HQ to improve energy efficiency.
  - 2024 The HQ and data center set up a variable frequency system of chiller units, **saved 156,634 kWh and reducing 74.2 tCO_2e, and cut electricity costs by NT$70 thousand**.
- Through EMS analysis and management, the AC unit capacity on each floor can support 2 floors.
  - 2024 The chiller replacement at HQ's 1st floor has **saved 38,808 kWh, reduced 18.4 tCO_2e emissions and cut electricity costs by NT$170 thousand**.
- Through EMS analysis, reduce the load and operating time of AC system.
  - 2022 **Reduce electricity consumption by 70,000 kWh in a year** through EMS control.
- Implement an internal carbon pricing mechanism, supporting RE consumption.
  - 2024 Imposing internal carbon fees: **NT$1.5M RE consumption, 260,000 kWh RE usage, 4.6% RE share, 123.2 tCO_2e emissions reduction**.
  - 2025 Gradually increase the RE share.
- SYSTEX displays calorie consumption signs with health slogans in stairwells, encouraging employees to take the stairs instead of elevators to save energy and promote daily wellness.

Renewable Energy

Since 2022, SYSTEX has signed a RE wheeling contract, consuming 120,000 kWh annually. In 2024, it launched an internal carbon pricing mechanism, **imposing NT$1,339 in internal carbon fees** to support RE consumption at the HQ data center, thereby increasing RE usage by 140,000 kWh. **That year, total RE usage reached 260,000 kWh with a 4.6% RE share, surpassing the 4% target, reducing carbon emissions by 123.2 tCO_2e and receiving 260 T-RECs**.

Electricity consumption (kWh)		5,706,923
Renewable energy consumption (kWh)		260,000
T-REC		260
Renewable energy share		4.6%
Category 2 emission (tCO_2e)	Market-based	2,581.84



Climate and Nature Measures

- Greenhouse Gas Emission Management

Greenhouse Gas Inventory

- In order to measure GHG emissions more accurately, SYSTEX has introduced GHG Inventory since 2021 and conducts GHG Inventory every year according to the guidelines of "ISO 14064-1: 2018", to formulate improvement plans accordingly. For the inventory, SYSTEX has set up a "GHG Inventory Committee" to prepare audit reports and to conduct data audit according to the "Internal Audit Management Procedures", and then entrusted an independent third-party to conduct external audit, ensuring its correctness and completeness. The boundary of GHG inventory is the headquarters building.

- SYSTEX conducts GHG inventory using parameters released from IPCC AR6, the Ministry of Environment, and other relevant authorities.
  - **Direct GHG emission sources (category 1)**
    SYSTEX quantifies emission resources owned or controlled of its headquarters.
  - **Indirect GHG emission sources (category 2-6)**
    The GHG Inventory Committee reviewed all category 2-6 emission sources, defining those with a score over 30 as significant.
    Category 2 emissions are generated by imported energy.
    Category 3-4 emissions include business travel, the indirect carbon footprint of electricity, and disposal of waste, as identified as significant.

Category	Emission sources		Emissions (tCO_2e) Subtotal	Total
Category 1: direct GHG emissions	From stationary combustion		0.0000	52.3156
	From mobile combustion		3.2223	
	From anthropogenic systems)		49.0933	
Category 2: indirect GHG emissions	From imported electricity	Location-based **[Market-based]**	2,581.8415 **[2,581.8415]**	
Category 3: indirect GHG emissions	From transportation	Business travel by THSR	5.2754	88.8548
		Business travel by airplanes	47.7560	
		Business travel by taxi	35.8234	
Category 4: indirect GHG emissions	From the production of electricity purchased	Indirect carbon footprint of electricity	529.9856	542.4481
		Indirect carbon footprint of Solar PV	2.4986	
	From disposal of general waste		9.9639	
Category 5: indirect GHG emissions from the products' usage			No significant emissions	
Category 6: indirect GHG emissions from other source			No significant emissions	
Total Emission (Category 1-6) (Location-based [Market-based])			**3,265.4600 [3,265.4600]**	

Note: Scope 1 corresponds to category 1, Scope 2 to category 2, Scope 3 to category 3-6. Due to the changes in the emission coefficient factor, Category 1 emissions have increased compare to the base year.

Climate and Nature Measures

- Greenhouse Gas Emission Management

Greenhouse Gas Management Performance

◆ Through the ISO 14064-1 GHG inventory, SYSTEX identified purchased electricity as the largest emission source and implemented energy management measures, including annual replacement of high-energy-consuming equipment and maintaining office temperatures at no less than 26°C. In addition, SYSTEX has signed a RE wheeling contract in 2022 and consumed RE in 2023. It also launched an internal carbon pricing mechanism in 2024, imposing carbon fees to enhance wheeling RE usage, resulting in an RE usage increase by 140,000 kWh, thereby amplifying the decarbonization impacts.

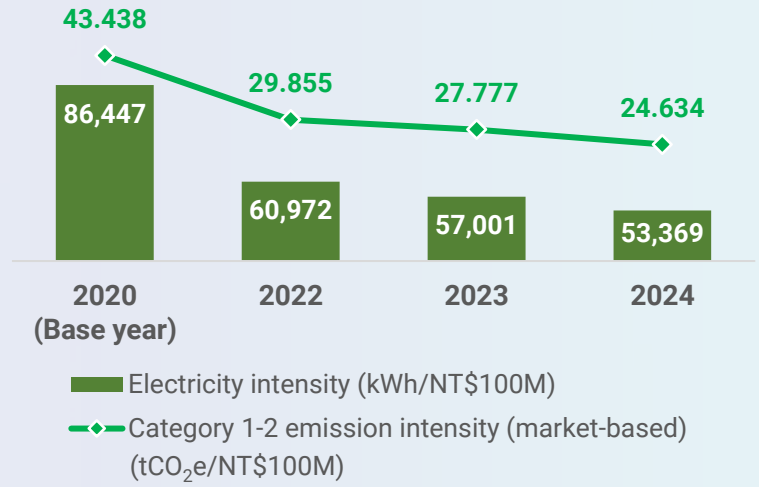
GHG management performance (Category 1-2) [Scope: SYSTEX HQ building]

Item	2020 Base yare	2023	2024
Category 1 emission (tCO_2e)	13.7720	20.4516	52.3156
Category 2			
• Annual electricity consumption (kWh)	5,692,079	5,810,192	5,706,923
• Renewable energy consumption (kWh)	100,000	120,000	260,000
• Location-based emission (tCO_2e)	2,897.2682	2,810.9551	2,581.8415
• Market-based emission (tCO_2e)	2,846.3684	2,810.9551	2,581.8415
Category 1-2 emission (tCO_2e)			
• Location-based emission	2,911.040	2,831.4067	2,634.1571
• Market-based emission	2,860.140	2,831.4067	2,634.1571
Consolidated revenue (NT$100M)	237.35	351.84	389.58
Annual electricity intensity (kWh/NT$100M)	86,447	57,001	53,369
Annual Category 1-2 emission intensity (tCO_2e/NT$100M)			
• Market-based emission	43.438	27.777	24.634

Note: Electricity intensity and emission intensity are estimated within the boundary of SYSTEX Group, including overseas regions.

◆ Despite business expansion in 2024, SYSTEX **reduced electricity consumption by 1.8% annually** through active energy-saving measures. Over the past 3 years, electricity intensity has steadily decreased, reflecting improved energy efficiency. To mitigate emissions from future growth, SYSTEX has launched an internal carbon pricing mechanism in 2024 to increase RE share and minimize negative impacts.

3-year Category 1-2 emissions and decarbonization



Nature Metrics

- Based on nature-related assessment, SYSTEX sets phased targets and actions.

● Commit to "Net Zero by 2050" at Headquarters Building ●

● Build a Health Workplace Culture ●

Note: SYSTEX established 2020 as the base year following its first audit conducted that year.

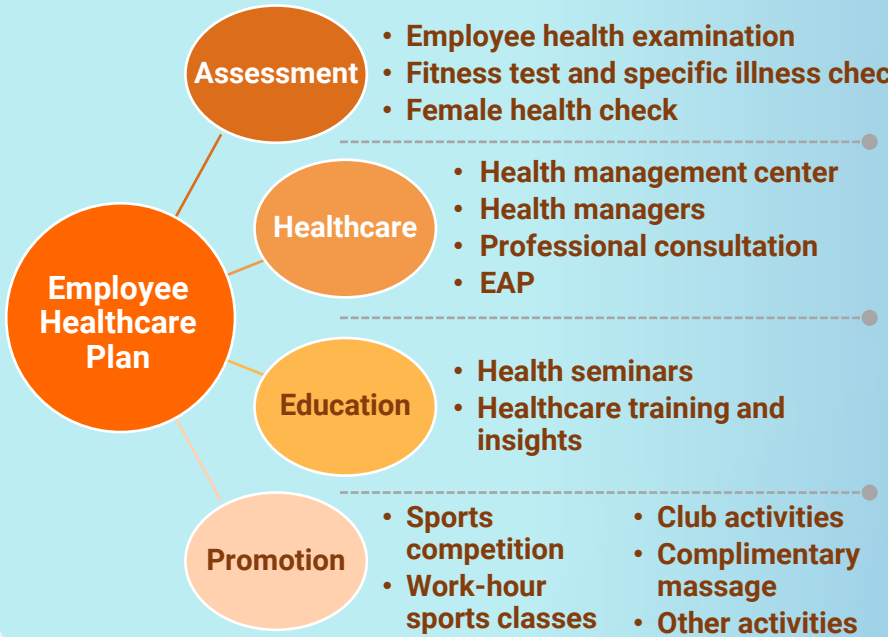
	2024 Target	2024 Performance	2025 Target	2030 Target
Emission Management	• Renewable energy share: 4% • GHG emissions: -3% annually	• Signed a RE wheeling contract, annually utilizing 260,000 kWh of RE with a 4.6% RE share. • Implement a carbon pricing mechanism since 2024, imposing carbon fees to promote RE consumption. • Gradually increase the RE share, moving toward net-zero for the Headquarters building by 2050. • Complete the 2024 GHG audits and obtain certification by April 2025. • GHG emissions decreased by 6.0% annually and by 9.5% compared to the base year.	• Renewable energy share: 9% • GHG emissions: -3% annually	• Renewable energy share: 20% • GHG emissions: -3% annually, -20% base year
Energy Management	• Annual electricity intensity: -5%	• Electricity consumption per NT$100M decreased by 6.4% annually. • Optimize AC operation via EMS, reducing load and runtime by introducing external air outside of summer to enhance energy efficiency. • Maintain ISO 50001 certification with annual audits and ongoing compliance. • Replace the chiller unit at HO's 1st floor to improve energy efficiency. • Establish the AC variable frequency system to regulate energy based on detected water temperature. • Regularly maintain the AC and chiller filters to ensure optimal efficiency and save energy.	• Annual electricity intensity: -5%	• Annual electricity intensity: -5%
Health Management	• Employee health examination rate: 75% • Statutory employee health examination rate: 100% • High-risk case care rate: 100%	• Provide healthcare measures beyond regulatory requirements. 1,371 employees, including new-hires, underwent health examinations, costing NT$6,456 thousand. Healthcare consultation included 18 major illness cases, 21 injury cases, and 617 abnormal health checks cases, totaling 656 cases. • Held 32 physician consultation meetings, totaling 202 usage counts. • Held 7 seminars focused on the 3-highs, and illness. • Organize diverse sport contests, including basketball contest, bowling game, badminton tournament, running event, ultimate fitness challenge, etc. • Support diverse club activities, totally subsidizing NT$542K. • Organized 2 CPR+AED training sessions, totaling 90 participants, enhancing their knowledge of first aid.	• Employee health examination rate: 75% • Statutory employee health examination rate: 100% • High-risk case care rate: 100%	• Statutory employee health examination rate: 100% • High-risk case care rate: 100%

Nature Metrics

- Health Management

Comprehensive Employee Healthcare Plan

SYSTEX has launched a "Comprehensive Employee Healthcare Plan" with 4 major components, facilitating health awareness among employees and encouraging their family members to exercise together.



Diverse health examination

- **[Employee health examination]** Offer annual employee health check and subsidize NT$3,500 each employee. Employees can conduct health check within 14 medical institutions. After examination, the health managers will provide personal consultation. **Some employees aged 40 and above follow a biennial health examination routine, resulting in a 71.7% participation rate in 2024, below the 75% target. To improve this, SYSTEX plans to optimize the program and increase subsidies for greater accessibility.**
- **[New-hire health examination]** Due to regulatory requirements, new-hires must submit a health examination report. Therefore, SYSTEX subsidizes up to NT$1,000 for each new-hire.
- **[Fitness test and specific illness check]** SYSTEX held a physical fitness test, including muscle strength and flexibility assessments, etc. Additionally, it provided oral cancer screenings.
- **[Female health check]** Conduct female tests irregularly, including breast screenings and pap smears, in accordance with regulatory policies.

1,371 employees	560 new-hires	NT$6,456K	95 points
Employee health check	Subsidy for new-hire	Total expense	Satisfaction

Nature Metrics

- Health Management

Medical professional consultation

Health management center and health managers

- SYSTEX has employed 4 full-time health managers according to the regulations and worded with qualified consultants to have contract-caregivers services, conducting long-term tracking of employees
- **[Occupational safety factors analysis]** Through identifying ergonomic hazards, abnormal workloads and maternity protection, SYSTEX developed plans to reduce health risks of employees.。

Ergonomic hazards	2 employees with potential risk 446 questionnaires
Overwork illness	18 employees with potential risk
Maternity health management	Pregnant & postpartum return 31 employees

Medical professional consultation

- Continuously collaborate with NTU Hospital, Taichung and Kaohsiung VG Hospital, offering 1-on-1 healthcare consulting services.

188 consulting meetings 701 usage counts **Medical professional consultation**	NT$910K **Total expense**

Employee assistance programs (EAP)

- The "Employee Assistance Programs (EAP)" was initiated to provide employees with 24-hour real-time support services, assisting them in navigating through difficulties.

118 usage counts **EAP**	NT$458K **Total expense**	98% **Satisfaction**

Education

- **[Health information]** Provide health information, including topics on EAP care, health insight, and activity details, via email and the SYSTEX-developed "Health UP! APP" every month.
- **[Health seminar]** Conduct "Stress Relief and Health Seminars" irregularly, covering topics such as communication, psychology, parent-child relationships, and more.

10 seminars 766 participants **Health seminar**	
130 articles **Health information**	NT$44K **Total expense**

Nature Metrics

- Health Management

Promote Health activity

Work-hour sports classes

598 sessions
5,447 participants

Recruit 1 full-time and several part-time athletic coaches to offer "Work-hour Sports Classes" at Taipei HQ and Taichung offices, including strength training, TRX, badminton, and more.

3-on-3 basketball contest

Organize the 3-on-3 Basketball Game annually since 2019. It's the 6th session in 2024.

36 teams 295 participants 96 game sessions

Softball tournament

Held the 1st session Softball tournament in 2022.
It's the 2nd session in 2024.

16 teams 270 participants 30 game sessions

Bowling game

Held the 1st session Bowling game in 2023. It's the 2nd session in 2024.

704 participants 135 game sessions

Badminton tournament

Held the 1st session Badminton tournament in 2023. It's the 2nd session in 2024.

37 teams 326 participants

Manager badminton tournament

Held the 1st session Manager Badminton tournament in 2024 to foster a sport culture.

5 teams 43 participants

Running event

340 participants

Held the 1st session Running event in 2022. It's the 3rd session in 2024.

Ultimate fitness challenge

80 participants

The challenge was launched to encourage employees to push their limits and strengthen teamwork, fostering collaboration and resilience.

Children's sports summer camp

31 participants

To promote family sports culture and work-life balance, the 2024 summer camp was launched, fostering physical development.

6

Appendix

Appendix

Environment Performance Summary

	Key indicator		2022	2023	2024
E	GHG Emissions (category 1-6) (tCO_2e)	Location-based	3,388.775	3,474.898	3,265.460
		Market-based	3,347.446	3,474.898	3,265.460
	• Category 1 (Scope 1)(tCO_2e)		11.0019	20.4516	52.3156
	• Category 2 (Scope 2)(tCO_2e)	Location-based	2,804.221	2,810.955	2,581.842
		Market-based	2,762.892	2,810.955	2,581.842
	• Category 3-6 (Scope 3)(tCO_2e)		573.552	643.491	631.303
	• Data coverage rate (%)		58.1	62.2	56.8
	Energy consumption (including electricity, gasoline, nature gas and diesel) (GJ)		20,462.718	21,104.759	20,590.488
	• Indirect energy consumption(electricity) (kWh)		5,665,093	5,810,192	5,706,923
	• Renewable energy consumption (kWh)		83,493	120,000	260,000
	• Renewable energy share (%)		1.5	2.1	4.6
	• Electricity consumption per revenue (kWh/NT$ 100 million)		60,972	57,001	53,369
	Water consumption (kL)		21,112	22,375	24,615
	• Data coverage rate (%)		58.1	62.2	56.8
	• Water consumption per revenue (kL/NT$ 100 million)		227.2	219.5	230.2
	Total waste (tons)		68.7	43.6	39.7
	• General waste disposed (tons)		56.1	31.2	29.3
	• Waste recycled (tons)		12.6	12.4	10.4
	• Waste recycling rate (%)		18.3	28.4	26.2
	• Data coverage rate (%)		58.1	62.2	56.8
	• Total waste per revenue (tons/NT$ 100 million)		0.74	0.43	0.37
	Paper usage (thousand sheets)		2,180	2,085	1,618
	• Paper usage per revenue (sheets/NT$ 100 million)		7,402	6,552	4,758
	Green procurement (NT$100 million)		2.95	2.99	3.42

4-year GHG emission data verified by SGS (Data: 2021-2024)

ISO 14001 & ISO 50001 verified by SGS (Valid: 2024-2027)

Note: 1. The indicator calculation scope of environmental performance is at SYSTEX Headquarters Building.
2. Energy consumption is calculated according to the conversion calorific value table of Energy Administration.
3. The weight of general waste disposed was previously estimated, but since Oct. 2022, it has been measured by weighing.

Appendix

Social Performance Summary

	Key indicator		2022	2023	2024
S	Number of all employee	Whole group including overseas BU	4,350	4,508	4,626
		SYSTEX Group in Taiwan	3,867	4,077	4,039
		SYSTEX Corp.	2,101	2,098	2,236
		SYSTEX headquarters building	1,220	1,306	1,270
	Care rate for high-risk health employees (%)		100	100	100
	Workers covered by an OHS management system audited internally		3,888	4,098	4,059
	• Number of all employees and non-employed workers whose workplace controlled by SYSTEX		3,888	4,098	4,059
	• Data coverage rate (%)		100	100	100
	Workers covered by an OHS management system audited externally		1,241	1,327	1,290
	• Number of all employees and non-employed workers whose workplace controlled by SYSTEX		3,888	4,098	4,059
	• Data coverage rate (%)		31.9	32.4	31.8
	Health promotion expenditure (NT$ thousand)		8,890	16,555	12,960

Note: 1. The indicator calculation scope of social performance is SYSTEX Corp. and the affiliated companies, excluding SYSTEX FINTECH Co., Ltd.
2. The scope and number of personnel for internal audits of Occupational Health and Safety Management System are consistent with those for external audits.

ISO 45001 verified by SGS (Valid: 2024-2027)

Climate-related nature-related and policy and report

- Sustainable Development Policy of SYSTEX Corp. and its Affiliated Companies
- SYSTEX Sustainable Development Best Practice Principles
- SYSTEX Risk Management Policies and Procedures
- SYSTEX Risk Management Best Practice Principles
- SYSTEX Occupational Health and Safety, Environment and Energy Policy and Declaration
- Download SYSTEX Sustainability Report

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