

Introduction

Sustainable
Management
Approach

Sound Corporate
Governance

Green Operations
and Innovation

Environmental
Sustainability
Management

Co-creating Talent
Value

**Practicing Social
Inclusion**

Appendix

CH7

Practicing Social Inclusion

- 7.1 Care for Disadvantaged Groups
- 7.2 Environmental Sustainability Actions
- 7.3 Cultural Literacy
- 7.4 Industry–Academia Collaboration and Partnerships

⚡ Performance Highlights:

16SDGs
indicators
responded to

NT\$320million
in charitable donation

2,300people
participated in social
engagement



Upholding the philosophy of “taking from society and giving back to society,” Ennoconn is committed to giving back to society while pursuing corporate growth. Each year, the Company actively organizes various social welfare and environmental protection activities, integrating the Sustainable Development Goals (SDGs) into its corporate operations. Through employee participation and cross-sector collaboration, the Company transforms sustainability awareness into substantive impact.

7.1 Care for Disadvantaged Groups

1 Dragon Boat Festival Gift Donation for Disadvantaged Community Members

Aligned
with SDGs



Ennoconn called on employees to form a volunteer team and worked with Zhongyuan Village, Zhonghe District, New Taipei City, the district office, and local vendors during the Dragon Boat Festival to care for disadvantaged groups in the community. Four volunteer representatives delivered 63 rice dumpling gift boxes, bringing warmth to 108 eligible recipients. The total investment was NT\$27,252.



2 “Storytelling in Mother Tongue with Picture Books” Sign Language Storytelling Activity

Aligned
with SDGs



Ennoconn worked with the National Taiwan Library to organize the “Storytelling in Mother Tongue with Picture Books” series, creating an inclusive learning space for parent-child families in Zhonghe District and sponsoring 112 Taiwanese-language picture books. To continue this care, after the event, these books were donated to hospitals as early intervention teaching materials to accompany children with developmental delays as they grow. A total of 308 people participated in the activity, with an investment of NT\$47,734.



3 Toy Story x Step30 Used Shoes Saving Lives Campaign

Aligned
with SDGs



During Thanksgiving in November, Ennoconn invited employees to support the “Toy Story x Step30 Used Shoes Saving Lives” campaign, encouraging employees and Zhonghe residents to bring used shoes and toys from home to the Company for donation and exchange, allowing unwanted items to create value and help people in need. In 2025, a total of 92 pairs of donated shoes were collected and donated to Step30 International Ministries. A total of 95 toys were collected through the Toy Story initiative and donated to the Taiwan Toy Library Association.



4 Ennoconn x Fountain of Wisdom Theatre, Stage Performances at Rural Schools

Aligned
with SDGs



Ennoconn worked with Fountain of Wisdom Theatre to deepen rural education, using stage performances to convey anti-drug awareness and promote a positive attitude toward unexpected events in life. On October 29, 2025, “Anti-drug Traveler Across Time and Space” was held at Luodong Junior High School, with approximately 400 teachers and students participating. On December 11, 2025, “Pandora’s Hope” was performed at Zhongcheng Elementary School in Yuli, Hualien, with approximately 330 teachers and students participating.



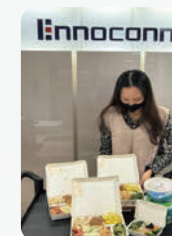
7.2 Environmental Sustainability Actions

1 Low-carbon Vegetarian Meal Boxes

Aligned
with SDGs



The Company promotes every Wednesday as “Low-carbon Living Day,” encouraging employees to choose vegetarian lunch boxes, protecting employee health through dietary changes and contributing to the environment. In 2025, a total of 188 employees responded and ordered meals, with an amount of NT\$16,340.



2 Walk Together, Every Step Counts for Trees

Aligned
with SDGs



Through a walking competition, the Company connected employee health with environmental sustainability and promoted workplace wellness. The activity attracted 92 employees, who accumulated a total of 80,936,656 steps. The Company invested NT\$16,044 in this activity and planted six trees at Qieding Wetland in November 2025, putting its commitment to environmental protection into practice.



3 Spring Parent-Child Beach Cleanup

Aligned
with SDGs



The Company invited employees and their families to participate in the Spring Parent-child Beach Cleanup organized by the New Taipei City Environmental Protection Department at Niucheliao Beach in Sanzhi District, taking concrete action to protect the coastline environment. A total of 40 employees participated in the activity, turning their care for the Earth into action while promoting parent-child interaction. Together, they cleaned and maintained the coastline environment, removing 490 kg of waste and 100 kg of recyclables. The total investment was NT\$32,119.



4 Daytime Forest Six-legged Journey

Aligned
with SDGs



The Company organized a parent-child environmental education activity, guiding employees through professional courses to learn about insect diversity and friendly capture methods, thereby increasing respect and care for the natural environment. A total of 38 members participated in this activity. A follow-up drawing competition was held after the activity, attracting 90 employees. The total investment was NT\$19,374.



5 Give Circle “422 Earth Day Carbon Neutrality Challenge”

Aligned
with SDGs



In response to Earth Day, the Company invited all employees to participate in the “Carbon Neutrality Challenge” launched by Give Circle. Through resource matching on the Give Circle platform, employees donated idle items to people in need. By “sharing instead of buying,” the activity promoted the environmental benefits of material circulation and reuse, reducing carbon emissions by 598 kg.



6 Donating E-invoices to Save Forests

Aligned
with SDGs



In 2025, the Company supported the invoice donation fundraising campaign of the Nature Conservation and Environmental Information Foundation, encouraging employees to support environmental protection through e-invoice donations. By entering the charity code, employees supported donations without time or location restrictions. By supporting paperless policies, they reduced paper consumption and forest logging, jointly contributing to actions that protect Taiwan’s natural habitats.



7.3 Cultural Literacy

1 Film Appreciation, “Intimate Encounter”

Aligned
with SDGs



The Company actively supports Taiwan’s arts and cultural industry. Through self-organized arts and cultural promotion activities, it reserved a theater and invited 162 employees to watch “Intimate Encounter,” a film produced by local directors and actors. In addition, the Company also supports diverse local performing arts such as stage plays and crosstalk, fulfilling its care and commitment to local artistic creation. The total investment in this activity was NT\$47,280.



2 Book Fair and Author Lecture

Aligned
with SDGs



The Company worked with Book Republic Publishing Group to hold a two-day book fair and author lecture inside the Company, encouraging employees to enter the world of books outside work and experience the power of knowledge through reading. This activity attracted 47 employees, with an investment of NT\$5,000.



3 Mindful Dining Moments, AI Food Culture Smart Manufacturing Exhibition

Aligned
with SDGs



Ennoconn promotes Taiwan’s food culture and Indigenous performing arts. Together with Wowprime Group and the Indigenous Dance Troupe of New Taipei Municipal Zhangshu Elementary School, the Company combined Amis blessing rituals and traditional dances with Wowprime Group’s “Eat Well” exhibition to jointly promote food culture and educational exchange activities. This major event brought together approximately 200 experts from industry, government, academia, and research, and attracted hundreds of visitors. The event received strong public attention, with 54 media reports, and total investment exceeded NT\$3 million.



4 Awarded the “Sports Enterprise Certification” by the Ministry of Sports

Aligned
with SDGs



Ennoconn values the physical, mental, and spiritual health of every employee. This Sports Enterprise Certification reflects a series of concrete actions, including organizing diverse sports and health promotion activities, regularly holding work-life balance courses such as boxing, super slow jogging, and interval training, and hosting health lectures and psychological stress relief sessions to enhance employee health awareness. The Company also holds online health challenges, allowing employees to stay healthy without location limits, accumulate steps anytime and anywhere, and reduce carbon emissions. It is also committed to supporting local sports development, such as Taiwan baseball. In 2025, the Company put this commitment into practice by combining Family Day with attending a baseball game to show support for the sport. The Company also offers a rich club life, providing diverse sports clubs from ball sports to yoga, allowing every employee to find their own interests and exercise.



7.4 Industry-Academia Collaboration and Partnerships

1 Women in Technology

Aligned
with SDGs



The Company actively promotes the “Women in Technology” program, encouraging women to learn about and join the technology industry and exert women’s influence. By advocating gender equality in technology, the Company builds a friendly work environment, provides diverse positions, and shapes inclusive team morale. In addition, the Company continues to promote the Group’s campus recruitment and internship programs, helping students transition into the workplace and implementing the education and talent development philosophy of employment upon graduation.



2 Internship Program and Industry-Academia Talent Development

Aligned
with SDGs



Ennoconn integrates resources and works with National Yang Ming Chiao Tung University, combining AIoT and ESG to promote a co-created sustainable transformation ecosystem in the three major areas of startup value creation, industry-academia collaboration, and talent development. In terms of industry-academia collaboration, the Company held the Niche x Ennoconn Group Joint Recruitment Fair, with 25 students participating. Among them, 80% expressed interest in internship and full-time openings, and 1 student joined the Company as an intern. The Company also jointly established the “Ennoconn Elite Admission Program” with St. John’s University to recruit outstanding talent and put the philosophy of “employment upon enrollment and entrepreneurship upon graduation” into practice. During the summer, 3 students participated in internships and learned about factory operations. In addition, the Company actively promotes the Ennoconn Internship Program and has recruited several students from National Taipei University of Technology, National Taiwan Ocean University, and National Chung Hsing University to join the program. Through practical training and exchange, the Company aims to narrow the gap between learning and application.



3 Ennoconn Academy

Aligned
with SDGs



To strengthen employees’ ESG knowledge and build professional teams, Ennoconn Group specially organized an ESG thematic lecture series, inviting experts from industry, government, and academia to plan practice-oriented courses as part of the internal training program. The Company invited Professor Chih-Chieh Lin of the School of Law, National Yang Ming Chiao Tung University, to deliver the online course “Workplace Equality, Sexual Harassment Prevention, and Diversity and Inclusion Training.” The course aimed to enhance employees’ practice of sexual harassment prevention, gender equality, diversity, and inclusion, and to jointly create a safe workplace with zero harassment and zero discrimination. A total of 150 employees participated enthusiastically. In addition, the Company invited Mr. Kuan-Cheng Huang to deliver the “Green Supply Chain Course.” Each department appointed representatives to gain practical understanding of green supply chain concepts, with 22 employees participating.



4 Car Viewing and Test Drive Experience

Aligned
with SDGs



Through cross-sector collaboration, the Company invited BMW Taipei Yide to hold a thematic lecture and car viewing experience, guiding employees to learn about smart vehicle technology. The Company also worked with Taitien Group to display the latest micro electric vehicle and electric-assisted bicycle technologies, and provided test drives and interactive exchanges for multiple vehicle models on site, with 75 employees participating. This activity promoted technical communication among industries and enabled the Company and its partners to jointly explore smart mobility and low-carbon transportation.

