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Green Operations and Innovation
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Introduction

1.1 About This Report

1.1.1 Reporting Period

This report is the fifth sustainability report issued by Ennoconn Corporation, hereinafter referred to as the "Company." It discloses the Company's performance, management approaches, and objectives in governance, products, supply chain, environment, and society for the period from January 1, 2025 to December 31, 2025. Where the disclosed content covers subsidiaries and sub-subsidiaries, they are collectively referred to as "Ennoconn Group." The Company publishes its sustainability report in Chinese and English on an annual basis and discloses the report on Ennoconn's official website and the Market Observation Post System.

Previous report publication date	Current report publication date	Next report expected publication date
August 2025	August 2026	August 2027

The reporting period of this report is consistent with the consolidated financial statements. To ensure the completeness and comparability of information disclosure, certain sections may include information before January 1, 2025 and after December 31, 2025, which is separately noted in the relevant sections.

1.1.2 Compliance Standards

This report makes reference to:

Global Sustainability Standards Board	GRI Standards
Sustainability Accounting Standards Board	TC-HW/Computer and Peripherals sector standards
Financial Stability Board	Taskforce on Climate-Related Financial Disclosures
UN Development Programme United Nations Environment Finance Initiative World Wildlife Fund Global Canopy	Taskforce on Nature-related Financial Disclosures

1.1.3 Boundary and Scope

The disclosure boundary of this report includes Ennoconn Corporation as a standalone entity and 13 subsidiaries and sub-subsidiaries: AIS INC, Ennoconn Hungary Kft, Kontron AG, Marketech International Corp., Goldtek Technology Co., Ltd., HighAim Technology Inc., Nanjing Asiatek Inc., POSLAB Technology Corp, Vecow Co., Ltd., Ennotech Vietnam, CASwell Inc., Dexatek Technology Ltd., and Ennoconn (Suzhou). All subsidiaries and sub-subsidiaries with more than 50% ownership have been included. In addition, due to changes in operating strategy, EnnoRise Corporation is excluded this year.

If the disclosure boundary of any chapter in this report differs from the description above, supplementary explanations will be provided in the relevant chapter or below the related data charts. The calculation basis for each type of statistical data in this report is as follows:

Financial Data	The economic income distribution table uses data from the consolidated financial statements audited and certified by certified public accountants. Unless otherwise specified, all financial data is presented in New Taiwan Dollars.
Environmental Data	Greenhouse gas emissions are based on data inventoried in accordance with ISO 14064-1:2018, primarily using data verified by an external third party. If self-inventoried data is used, it will be separately noted. Water resources and waste statistics are based on data reported by each operating site to the local competent authorities.
Social and Other Data	Social and other related data are compiled from self-reported statistics provided by each operating site.

1.1.4 Restatements of Information

The disclosure boundary for key ESG data in this report covers the Company and 13 key subsidiaries. Due to changes in operating strategy, EnnoRise Corporation is excluded this year; therefore, the boundary differs from that of the previous year. The disclosure boundary for 2022 and 2023 was the same, but differed from that for 2024 and 2025. Considering the completeness of historical data, consistency of statistical methodology, and verifiability of data, the Company has not restated the relevant ESG data for 2022 and 2023. Therefore, when comparing certain indicators across years, attention should be paid to the impact of differences in disclosure boundaries.

1.1.5 Internal Control

The Company prepares its 2025 sustainability report in accordance with the Preparation and Assurance Procedures for the Sustainability Report. The ESG Promotion Office is responsible for overall planning, cross-departmental communication, and content integration. The members of the six major groups under the Sustainable Development & Nominating Committee are responsible for providing the information required for the report and drafting the relevant content according to their respective duties. After the report is completed, it is first reviewed by the members of the six major groups, followed by a secondary review by the Chief Sustainability Officer. In accordance with the Sustainability Information Management Procedures, the report is incorporated into the internal control and internal audit mechanisms and finalized after approval by the Board of Directors.

1.1.6 External assurance/Verification

After this report is finalized upon approval by the Board of Directors, the ESG Promotion Office engages an external, independent third-party verification body to conduct verification procedures to enhance the reliability and credibility of the information disclosed in the report. This year, AFNOR ASIA LTD. was commissioned to perform Type 1 moderate assurance procedures in accordance with AA1000AS v3, AccountAbility 1000 Assurance Standard v3. For the related assurance methods, scope, and results, please refer to Appendix VI: Sustainability Report Verification Statement.

1.1.7 Contact Information

Contact Unit	Ennoconn Corporation Sustainable Development and Nominating Committee
Contact	ESG Promotion Office
Tel.	02-55908050
Email	esg@ennoconn.com
Company Website	https://www.ennoconn.com/tw/ennoconn-corporate-social-responsibility-esr/
Address	6F, No. 10, Jiankang Rd., Zhonghe Dist., New Taipei City

1.2 Message from the Management

As a result of the collective efforts of all employees, Ennoconn achieved consolidated net revenue of NT$142.3 billion in 2025, net income after tax attributable to the parent company of NT$3.21 billion, and earnings per share of NT$23.26.

In 2025, Ennoconn realigned its organization and deeply integrated AI, the Internet of Things, cloud, and other technologies to build a comprehensive smart solutions ecosystem featuring "software and hardware integration," "cloud and network integration," and "integrated solution technologies." The Company is committed to serving industrial and commercial customers around the world, with a focus on the following three new business segments:

1. Industrial Internet of Things	2. Smart Software and Solutions	3. Smart Factory and Facility Engineering
Including edge computing, cybersecurity communications, and industrial and embedded system integration.	Covering industrial software, machine learning, digital twins, and cloud-edge platform system integration.	Providing semiconductor equipment and facility systems, smart system integration, and high-tech materials and equipment.

Ennoconn is actively expanding its presence across diverse vertical applications, including smart retail, smart surveillance, smart home, information security, transportation, manufacturing, energy, healthcare, buildings, and industrial parks. By integrating hardware, software, and AI-driven services, the Company is actively advancing its ESaaS, Ennoconn Solution as a Service, program to meet customers' diverse needs.

Looking back on a year shaped by international trade, tariff changes, and industry transformation, revenue in 2025 declined slightly compared with the previous year. However, the Company implemented lean initiatives and organizational restructuring and remains cautiously optimistic that net income after tax and earnings per share will achieve strong year-on-year growth in 2026. The Company currently has an order backlog of more than NT$190 billion, reflecting a solid overall business foundation. Profitability is expected to maintain its growth momentum in 2026.

In 2026, Ennoconn Group will launch a new five-year plan, continue to strengthen its core businesses, and actively expand cooperation with international strategic partners. The Group has established sales and service locations in 73 countries worldwide and logistics service centers in 24 countries. Growth momentum will come from continued strong growth at Ennoconn as a standalone entity, the commencement of approximately NT$15 billion in orders from key customer NCRV, the Company's comprehensive deepening of edge AI application products, and its commitment to capturing global business opportunities in smart city and industrial park development. We remain optimistic in the face of challenges and will continue to optimize management to enhance the Company's operational performance.

Based on the original aspirations, the management team and all employees of Ennoconn continue to shoulder heavy responsibilities, remain prudent, embrace challenges, and achieve breakthroughs. We would like to express our sincere gratitude to all shareholders for their long-term support and encouragement of the Company. The management team and all employees will continue to uphold the mission and responsibilities entrusted to us by our shareholders as Ennoconn embarks on a new journey and opens a new chapter, striving to achieve stable profit growth throughout the year. At the same time, we will implement corporate governance, risk management, and sustainable development from the inside out; maximize value for the Company, shareholders, suppliers, partners, and other stakeholders; and create win-win outcomes for all parties as we move toward the promising Year of the Horse.

Chairman of Ennoconn Corporation

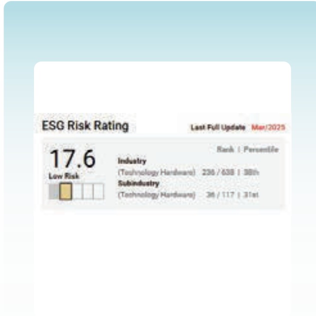
President of Ennoconn Corporation

1.3 Sustainability Performance

Comprehensive ESG
S&P Global CSA 65 points

Comprehensive ESG
MSCI ESG RATINGS BBB

Comprehensive ESG
SUSTAINALYTICS 17.6



Comprehensive ESG
TCSA Corporate Sustainability Report Silver Award

Environmental Protection
1.5°C Outstanding Performance Label

Social Welfare
TALENT, in Taiwan, Taiwan Talent Sustainability Action Alliance

Social Welfare
Ministry of Sports: iSports Enterprise Certification

Social Welfare
Health Promotion Administration, Ministry of Health and Welfare: Self-Assessment of Workplace Health Promotion Certification

Ennoconn Achieves Excellence in Corporate Governance in 2025

As a global leader in industrial computers and AIoT, Ennoconn consistently leads the industry in ESG performance. In the 12th Corporate Governance Evaluation, the Company ranked in the top 5%, the highest tier, marking the second time in the past three years that it has achieved this distinction from Taiwan's regulatory authorities. Ennoconn actively supports the government's net-zero and sustainability policies by participating in regulatory forums and briefings hosted by authorities. Through close public-private collaboration, the Company integrates the latest policy guidelines into internal operational standards while aligning with international disclosure frameworks to enhance the transparency of sustainability disclosure.

Ennoconn promotes diversity in corporate governance. Its Board members possess extensive industry, financial, and accounting expertise, with female directors accounting for over 40%, surpassing the industry average. To align the executive team with the Company's long-term corporate sustainability goals, Ennoconn links executive compensation to ESG performance. In early 2026, the Company once again commissioned the Taiwan Corporate Governance Association to conduct an external evaluation of the Board's performance in 2025, helping ensure that the Board maintains the effectiveness required to guide the Company's continued development.

On the environmental front, Ennoconn advanced its carbon reduction targets in 2025 through equipment optimization, water conservation, and renewable electricity procurement. The Company also launched its first Nature-based Solutions (NbS) initiative, featuring ecological restoration in the Tamsui River basin in Taipei, and tree planting programs in Datong Township, Yilan. Through these concrete actions, Ennoconn supports government policies while contributing to the UN Sustainable Development Goals (SDGs) and the goals of the Kunming-Montreal Global Biodiversity Framework. Across its supply chain, Ennoconn promotes ISO 20400 sustainable procurement, driving the green transition across the industry by requiring suppliers to sign sustainable procurement guidelines and hosting online supplier conferences.

In talent development, Ennoconn's employee turnover rate has declined steadily for five consecutive years, supported by a range of workplace enhancement measures. To enhance digital productivity, the Company fully implemented AI tools in 2025, significantly improving its Human Capital Return on Investment (HC ROI). Furthermore, Ennoconn continues to expand its social impact by actively supporting disadvantaged groups in local communities and participating in industry-academia collaboration programs. Through dedicated investments of human resources and capital, Ennoconn actively fosters shared prosperity and social well-being with its stakeholders.