



ESG

2022 Quanta Computer
ESG report

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The paintings on the front page of the chapter are sponsored by the "Quanta Creative DNA Long-term Scholarship" of the Quanta Cultural and Educational Foundation and children are invited to paint for the competition. The aim is to nurture creative and talented people in the community and to realize the spirit of sustainability of Quanta's talents.

Caring for the Earth - LI, WEI-REN, Grade 7, Lan tan junior high school

The green leaf protects the earth, the whole world protects it together, so that the earth is full of green energy, there are many ways to care for the earth, such as wind power, clean beaches, waste separation, cycling, world peace..., I have drawn these on this picture

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About the Report

About the Report

Recycling Technology for a Sustainable Earth—XU,CI-HUI ,Freshman,
Dept. of Theatrical Design & Technology, TNUA

In a modern life with advanced information technology, information products are the most indispensable, The theme of this work is the computer and keyboard I use most, and the keys I use most: control, enter, shift, alternate, backspace and delete are incorporated into it, and it also incorporates the shape of a rotation and a figure of eight to present the visual of a cycle.

About the Report

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Boundary and Scope of the Report

The Quanta Group report on sustainability includes QRDC(Quanta Research & Development Complex), QTMC(Quanta Taiwan Manufacturing City), QSMC(Quanta Shanghai Manufacturing City), QCMC(Quanta Chongqing Manufacturing City), QMB(Quanta Manufacturing Bangkok) and other companies to which it belongs.

Among them, QSMC includes Dafeng (Shanghai) Computer Co., LTD., Dagong (Shanghai) Computer Co., LTD., Dali (Shanghai) Computer Co., LTD., Daren (Shanghai) Computer Co., LTD., Daqun (Shanghai) Computer Co., LTD., and Dawei (Shanghai) Logistics Storage Co., LTD.; QCMC includes Dafeng (Chongqing) Computer Co., LTD., Dagong (Chongqing) Computer Co., LTD. (added this year), Dawei (Chongqing) Logistics Co., LTD., and Yunda (Chongqing) Technology Co., LTD. For relevant information, please refer to the annual report of Quanta Group, Article VIII: Special Records and Article I: Related information of enterprises.

Supply chain management and local communities are included outside the organization.

Report period

Quanta publishes the ESG report once a year. This annual report is published at the 14th consecutive year, covering the period from January 1, 2022 to December 31, 2022, and includes a small number of medium and long term projects.

Release Date



Referencing standard

The major themes, management policies, objectives and strategies disclosed in this report are based on the GRI Guidelines for Sustainable Reporting issued by the Global Reporting Initiative (GRI). It is also compiled with reference to the latest GRI guidelines, SASB Sustainability Accounting Standards and the United Nations Sustainable Development Goals (SDGs).

External assurance

Under type 1 of AA1000 Warranty Standard (2018), warranties/affirmations are carried out by a highly qualified third party (Bureau Veritas Certification Taiwan); Quanta Sustainability Steering Committee members and senior management representatives participate in the warranties/affirmation process.

Quanta and BV Taiwan are independent companies, the disclosure indicators and independent assurance opinion statements, can refer to the comparison table and statement at the end of the report.

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Report Management and Announcement Filing

This report is written in Traditional Chinese and English, reviewed and approved by senior executives and the general manager, submitted to the board of directors for review and approval, and published on the company's website (www.quantatw.com "ESG"). The report is prepared and submitted in accordance with the "Operating Regulations for Listed Companies to Prepare and Declare Sustainability Reports" and is declared on the Market Observation Post System.

Contact information

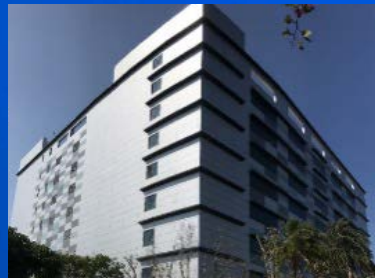
Ensure a consistent understanding between the external environment and the company.

For relevant information on this report or Quanta Corporate Social Responsibility events, contact windows for various operational locations are as below. In accordance with due professional ethics, Quanta Computer Inc.,("The Company") has established the Media Relations Policy, regarding the Official Spokespersons, Personnel of Quanta Computer Inc., authorized to serve as the primary press spokespersons for The Company are responsible for coordinating all press and analyst communications on behalf of Quanta Computer Inc. The company' s official spokesperson system may quote or clarify Quanta' s external information and financial data through official or nonofficial communication channels in order to ensure a consistent understanding between the external environment and the company.



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External recognition summary

- Won the "Derwent Top 100 Global Innovators" award by Clarivate Analytics for 4 consecutive years (2019-2022)
- Included in the "Taiwan Employment Creation 99 Index" constituent stocks co-compiled by Taiwan Stock Exchange and Rayliant Global Advisors Limited "
- 2021 Green Procurement Excellence Award for Private Enterprises and Organizations" by Taoyuan City Government
- Included in the "Taiwan Sustainability Index" constituent stocks co-compiled by Taiwan Index (Stock) Co., Ltd. and FTSE International Limited for 6
- "Taiwan Top 100 Enterprises" by CRIF China Credit Information Service, Ltd. for 21 consecutive years
- "QOCA Wireless Digital Stethoscope" won the 2022 Red Dot Design Award in Germany
- "QOCA Portable ECG Monitoring Device", "QOCA Disposable BLE thermometer" and "QOCA XIA" won the 2022 Taiwan Excellence Awards
- "QOCA bioreader" developed in collaboration with National Yang Ming Chiao Tung University", was awarded the 2022 Future Technology Award by the National Science Council.
- The "OPENTIX" platform jointly developed by National Theater and Quanta Research Institute won the 2022 Good Design Award in Japan
- "QOCA aim AI Medical Cloud Platform" won the 19th National Innovation Award

Won the award by Dafeng (Shanghai) Computer Co., Ltd. for 2021	"Advanced Unit of Epidemic Prevention and Control "《Shanghai Songjiang Industrial Zone Administration Committee》
	"Harmonious Creation Of Advanced Unit" as granted by the "Shanghai Songjiang Industrial Zone Administration Committee"
	"Top 100 Job Creators Award"as granted by the "Shanghai Foreign Investment Association"
	"Top 100 Revenue"as granted by the "Shanghai Foreign Investment Association"
	"Top 100 in Import and Export Volume"as granted by the "Shanghai Foreign Investment Association"
Won the award by by Daqun (Shanghai) Computer Co., Ltd. for 2021	"Tax Growth Award"as granted by the "Shanghai Songjiang Industrial Zone Administration Committee"
	"Tax Payment Contribution Award" as granted by the "Shanghai Songjiang Industrial Zone Administration Committee"
	"Tax Growth Award"as granted by the "Shanghai Songjiang Industrial Zone Administration Committee"
	"7th place in operating income" as granted by the "Shanghai Foreign Investment Association"
	"Ranked First in Total Import and Export Volume" as granted by the "Shanghai Foreign Investment Association"
Won the award by Daqun (Shanghai) Computer Co., Ltd.for 2021	"Second Place in Job Creation" as granted by the "Shanghai Foreign Investment Association"
	"Tax Revenue Growth Award"as granted by the "Shanghai Songjiang Industrial Zone Administration Committee"
All of these awards were given in 2022.	
Won the award by by Dafeng (Shanghai) Computer Co., Ltd. for 2022	"Outstanding Contribution Enterprise of the 30th Anniversary of the Establishment of Songjiang Economic and Technological Development Zone"as granted by the "Management Committee of Songjiang Economic and Technological Development Zone"
	"Shanghai Workers' Fitness Group Exercise Competition" as granted by the "Shanghai Federation of Trade Unions"
Won the award by by Dafeng (Chongqing) Computer Co., Ltd. for 2021	"Environmental Integrity Enterprise" as granted by the "Chongqing Ecology and Environment Bureau"
Won the award by by Dafeng (Chongqing) Computer Co., Ltd. for 2022	"Chongqing Digital Workshop (PU3 SMT Digital Workshop)"as granted by the "Chongqing Economic and Information Technology Commission"



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Love Society with Quanta - CHAN YEE, Grade 4, Fushan elementary school
Every year at school, I participate in the Quanta Art Programme, and I am deeply moved by the way the artists convey their ideas about the world and the human spirit in their paintings, so I would like to paint my own understanding of social issues:

1. the trees on the top of the painting represent the precious resources of the earth, which should be taken care of and protected.
2. the Earth with VR goggles is being developed through the development of broadband computers (tablets) to benefit human life through technological innovation.
3. The boy, girl, bird and rabbit surrounding the Earth represent the living and breathing of all creatures in a beautiful society, working together to protect the Earth.

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Quanta Computer Inc.

2022 Quanta Computer ESG report

Quanta's corporate sustainability vision is to "benefit people through technological innovation". We always focus on "Human-Centered" value innovation, and continuously refine our core technology capabilities to develop various "Tools for SMART X" intelligent tools to provide users with humanized intelligent solutions. In the face of the trend of AI, Quanta has positioned itself as a "provider of the most suitable smart tools" and has invested in research and development in the three major application areas of AI - "Smart Manufacturing, Smart Mobility, Smart Medicine" and worked closely with leaders in each field to accelerate the realization of "AI-as-a-Service". We will accelerate the implementation of "AI-as-a-Service" to promote a convenient and sustainable smart life and environment with technology and contribute to human civilization.

We are determined to take a vision and action to transcend the difficult and turbulent year 2022. Against the backdrop of a sharp decline in the global notebook market from the previous year, supply chain disruptions and imbalances in demand and supply, the energy and food crises caused by the Russian-Ukrainian war, and worsening global inflation, we were able to achieve record consolidated revenue of \$1.28 trillion, an annual increase of 13.47%, through the efforts of all our colleagues. In the pursuit of corporate growth, Quanta Group continues to urge itself to do its part in mitigating global warming, reducing its carbon emissions by 50% last year, from 0.602 to 0.248 per million of revenue. We have achieved significant results in both revenue growth and carbon emission reduction.

Quanta understands that corporate sustainability needs to be aligned with global ESG mindset. In the face of the severe challenge of climate change, Quanta is committed to introducing SBTi's scientific approach to carbon reduction in 2022 to meet the international trend of energy saving, carbon reduction and net zero and customer expectations. In terms of corporate social responsibility, Quanta also believes in "Human-Centered" and is concerned about the well-being of all stakeholders, especially the health and safety of employees and the career development of those who grow with Quanta, and is committed to an inclusive workplace environment. With the core value of integrity as its governance principle, Quanta also focuses on its own business and promotes the power of technology to be the driving force for a better world, one step at a time.

With this belief, Quanta has elevated the level of the "Sustainability Steering Committee" to the Board of Directors to directly guide the company's strategy for sustainable development. In addition, a dedicated organization, the Center for Sustainable Development, has been established directly under the President's Office to integrate the Group's strengths and promote cross-departmental cooperation and action plans to jointly realize the vision of sustainability.

2023 is expected to be a year full of uncertainties and challenges. We will continue to be agile, flexible, and quick to propose more innovative, intelligent, and sustainable solutions to enhance the competitiveness of our products and services, and strive to achieve a win-win situation in terms of cost and innovation. Through a pragmatic and prudent approach, we will also actively promote ESG business, implement the goal of welfare for the people, and move towards corporate sustainability and environmental sustainability.



Chairman

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Vice Chairman & President

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Sustainable Development Organization

In response to domestic and international industry trends toward sustainable development and to promote sustainable initiatives more effectively, in December 2021, Quanta Computer restructured its "Corporate Sustainable Development Committee" CSR governance framework and officially renamed it to "ESG Sustainable Development Committee". In December 2022, with the approval of the Board of Directors, it was renamed again to "Sustainability Steering Committee" and became a direct subordinate to the Board of Directors. The Chairman, Barry Lam, Director C.C. Leung, and Director C. T. Huang were chosen to serve as guidance committee members, leveraging their expertise in business strategy, innovation and R&D, and manufacturing management to provide guidance for Quanta's sustainable development.

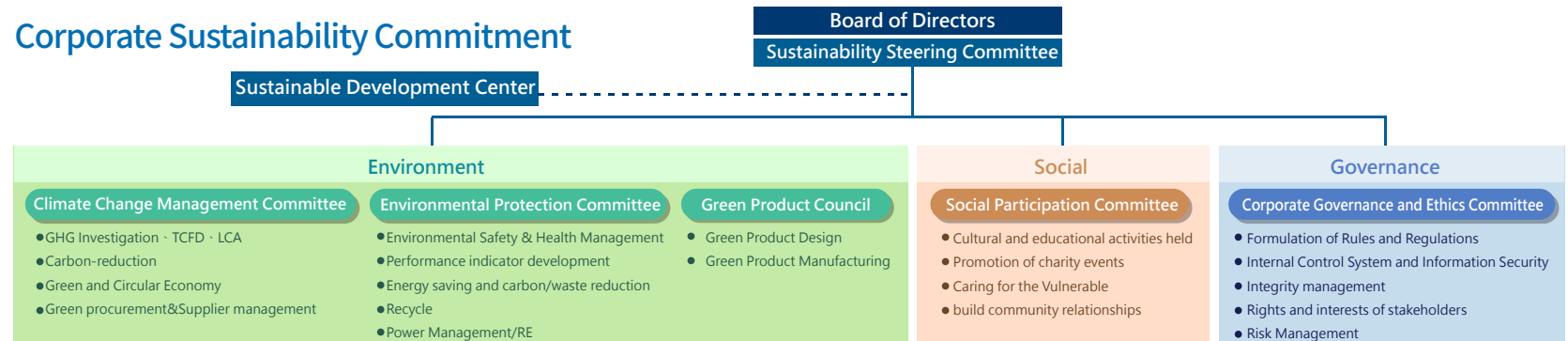
The highest decision-making executives of the Chairman's Office and General Manager's Office appointed the management team as representatives and agents for sustainable management of the company in accordance with the "Social Responsibility Management Manual". The Quanta Sustainability Development Guidance Committee meets to discuss and develop policies for assessing and managing the organization's economic, environmental, and social sustainability. After approval by the highest decision-makers in the general manager's and chairman's offices, the proposals are submitted to the Board of Directors for deliberation and reporting. After being approved by the Board of Directors, the various promotion plans are implemented, and the results of their execution are regularly reported to the Committee.

Under the Quanta Corporate Sustainability Steering Committee, there were originally four sub-committees: the Corporate Governance and Ethical Standards Committee, the Environmental Protection Committee, the Green Product Committee, and the Social Participation Committee, with senior management representatives from relevant units serving as management representatives.

In addition to the original four committees, in response to stakeholders' concerns about Quanta's actions on climate change, Quanta established the Climate Change Committee in March 2022. The committee is responsible for overseeing issues related to GHG investigation, carbon reduction targets and actions, as well as circular economy initiatives related to climate change. With the support and approval of the General Manager, representatives from various business units and functional units come together to jointly face the possible risks and seize opportunities of climate change, using their collective wisdom and strength.

To effectively promote sustainability and enhance ESG performance, the project teams that previously collaborated across different departments have been unified to one dedicated department, the "Sustainability Development Center." It integrates sustainability efforts from all plant sites and business units and reports directly to the General Manager's office, actively promoting broad ESG initiatives. For more detailed information, please visit the official website.

Corporate Sustainability Commitment



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Vision and Mission for Sustainable Development

To ensure a consistent direction for sustainable development among all employees and to unite everyone in a common understanding of sustainable development, the sustainable development vision and mission have been formulated and approved by the board of directors after discussions in the sustainable development guidance committee. They are as follows:

Quanta firmly believes in technology as the driving force behind the advancement of human society and is committed to technological innovation with the goal of improving the lives of people. In addition to returning the fruits of our labor to society, shareholders, and employees, we actively communicate and interact with all stakeholders to create a better society and fulfill our corporate citizenship obligations in sustainable development.

Our Vision

Technological innovation to benefit all mankind.

Our Mission

Being people-focused, environmentally responsible, green and sustainable, and commitment to fostering a caring society.

The direction we are moving in

Being people-focused

To achieve our core values of sustainable development include operating with integrity, giving our employees priority, and respecting both human rights and diversity.

Being environmentally responsible

We are dedicated to achieving environmental sustainability, continuous waste reduction investment, and environmental protection.

Being green and sustainable

Our design and production processes are undergirded with both safety and environmental protection as top considerations; we also maximize the efficient use of resources and reinforce risk management and control to drive the sustainable development of our supply chain.

Commitment to fostering a caring society

By combining the company's resources to promote cultural equality through education, art, and technology, we are committed to growing together with all stakeholders in pursuit of the common good.

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Annual Goals and Achievements in line with the United Nations Sustainable Development Goals

To align with the world's needs, and to ensure that our sustainable direction echoes the United Nations' Sustainable Development Goals and contributes more to society, the following shows how Quanta's mission corresponds to the UN's Sustainable Development Goals

mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Being people-focused</p>	 <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>Establishing a fair and equal working environment and creating a non-discriminatory and harassment-free work culture.</p> <p>Adhering to international human rights conventions and standards, establishing risk management, and taking preventive measures.</p> <p>Prioritizing the safety and health of employees and enhancing their well-being.</p>	<ol style="list-style-type: none"> Quanta's total annual consolidated revenue in 2022 was NT \$1,280,429,312,000, with a net profit after tax of NT\$29,722,669,000 and earnings per share of NT\$7.51. A dividend of NT\$6 per share was distributed for the year. The accumulated number of patents reached 6,169. Due to the quantity and influence of its patents, Quanta has been ranked by Clarivate Analytics as one of the top 100 innovative institutions with the most innovative spirit for five consecutive years. Strengthening board diversity: In June 2022, in conjunction with the expiration of the director's term, the board of directors was re-elected. In consideration of gender equality, one female director was appointed, with a focus on financial expertise. The newly appointed independent directors had not served more than three consecutive terms, and there were no second-degree relatives among the directors.
	 <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>Providing a high-quality working environment, developing employee potential, attracting talents, and creating competitive advantages for the company.</p>	<ol style="list-style-type: none"> Board of directors' operation: In 2022, the board of directors held seven meetings, and all directors actively participated and provided professional opinions. The attendance rate was 100%. When necessary, auditors, managers, and other personnel were invited to attend and report. Risk management related matters, such as information security, corporate sustainability risks, intellectual property, and asset management, were reported to the board of directors at least once a year. ESG affairs were regularly reported every quarter. At the end of each year, the identification and communication with stakeholders were summarized and reported to the most recent board of directors in the following year. The most recent board of directors report was submitted on March 15, 2023. In November 2022, the evaluation of the board of directors' performance was delegated to an external, independent evaluation agency. The external evaluation and self-evaluation for 2022 have been completed and will be reported to the first quarter board of directors, audit committee, and compensation committee in 2023. The external evaluation agency is requested to attend the board of directors meeting to explain the evaluation results and improvement suggestions.



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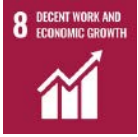

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mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Being people-focused</p>	 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Actively engaging in technological innovation research and development, and continuously providing profits to shareholders and employees.</p> <p>Providing a high-quality working environment, developing employee potential, attracting talents, and creating competitive advantages for the company.</p> <p>Ensuring that all employees participate in controlling risks to ensure the effective operation of information security systems and protect the normal operation of the company.</p>	<ul style="list-style-type: none"> 6 To elevate the level of the "Sustainability Development Committee" and report directly to the board of directors, a dedicated organization, the Sustainability Development Center, was established to formulate the company's sustainability development strategy and integrate various plants and business units to jointly promote sustainability affairs. 7 A chief information security minister was appointed, and a dedicated information security unit was established to oversee the company's security matters. 8 The acquisition of ISO 27001 by various business units and manufacturing plants was promoted, and a framework was used to implement, maintain, and continually improve the security of the company's information assets. 9 It was ensured that there are no violations of the integrity and ethical policies, cybersecurity management, or disclosure of customer information on an annual basis.
	 <p>Reduce inequality within and among countries</p>	<p>Adhering to the employee code of ethics and establishing a culture of honest and trustworthy operation.</p> <p>Establishing a fair and equal working environment and creating a non-discriminatory and harassment-free work culture.</p>	

- 6 To elevate the level of the "Sustainability Development Committee" and report directly to the board of directors, a dedicated organization, the Sustainability Development Center, was established to formulate the company's sustainability development strategy and integrate various plants and business units to jointly promote sustainability affairs.
- 7 A chief information security minister was appointed, and a dedicated information security unit was established to oversee the company's security matters.
- 8 The acquisition of ISO 27001 by various business units and manufacturing plants was promoted, and a framework was used to implement, maintain, and continually improve the security of the company's information assets.
- 9 It was ensured that there are no violations of the integrity and ethical policies, cybersecurity management, or disclosure of customer information on an annual basis.
- 10 In 2022, Quanta was listed in the top 100 most sought-after employers for fresh graduates by the Cheers magazine and was awarded the 1111 Job Bank's Happiness Enterprise Gold Award.
- 11 Due to the overall performance of employee compensation, the company was listed as one of the top 100 high-paying stocks in Taiwan.
- 12 Each factory has conducted an employee survey, and the results show that about 80% of employees identify with the company and are willing to recommend it to their friends and family
- 13 In 2022, the total training hours for all employees were 1,907,147 hours, aiming to continuously evolve and support the company's intellectual innovation momentum by following the company's different stages of strategic transformation.



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mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Being people-focused</p>	 <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Implementing corporate governance and improving supervisory functions.</p>	<ul style="list-style-type: none"> 14 The internal lecturer system was promoted, the work experience of key personnel was systematically accumulated, knowledge was passed on and shared, and an internal knowledge base for the company was established. A total of 1,289 people participated. Among them, 60% of QCI* (Note 1) executives serve as internal lecturers. 15 To promote employee health awareness, each manufacturing plant promotes health promotion events. A total of 1,075 QCI colleagues participated in the hiking events, completing 385,166,410 steps in 60 days. The QSMC psychological counseling room in the Shanghai plant held a total of 12 online and offline mental health activities, benefiting more than 2,000 people. A total of 1,245 people participated in health promotion activities in the Chongqing plant. 16 Each manufacturing plant promotes health checks as a preventive measure for diseases. The participation rate in the Taiwan plant was 90%. In addition to the health check-up activities, the Shanghai and Chongqing plants have launched a hypertension screening activity for employees. The screening is managed through a tiered approach that includes health education, tracking, and intervention measures to prevent potential risks at an early stage.
	 <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	<p>Implementing supplier management and assisting suppliers in improving their ESG performance. Continuing to improve the management system and quality of responsible mineral procurement projects.</p>	<ul style="list-style-type: none"> 17 All manufacturing plants underwent 20 RBA or customer audits based on RBA standards. An RBA-accredited Silver certification was obtained by all audited manufacturing plants. No major violations of human rights were identified. 18 and a human rights due diligence investigation was completed to identify potential risks and mitigation measures. 19 99.9% of the targeted active suppliers submitted/updated CMRT as required by our company. 92.4% of the targeted active suppliers submitted or updated EMRT as required by our company. 20 Training on responsible mineral procurement was provided to 88% of the suppliers in order to convey the conflict minerals policy.



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Environmental protection

mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
<p>Environmental protection</p>	 <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>Enhancing the awareness of environmental changes among all employees and taking collective action to protect the environment.</p>	<ol style="list-style-type: none"> 1 The company pledged to introduce the SBT scientific carbon reduction method and set a target of limiting global warming to 1.5 degrees Celsius, with 2022 as the base year, to conduct investigations, energy conservation, and a series of carbon reduction projects. 2 The company established a climate change committee to jointly promote energy conservation and carbon reduction across all plant areas and business units. 3 Compared to 2021, the results of ISO 14064-1 carbon inventory have decreased by 362,854 metric tons, achieving a reduction of 53.35% in carbon emissions. The million-dollar revenue emission intensity has decreased from 0.602 to 0.248. 4 In 2022, a total of 217,655 MWH of green energy was used, accounting for 25.92% of the total electricity consumption.
	 <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Adhering to local environmental protection laws and regulations at each operating location. Responding to global warming control of 1.5° C by setting and achieving scientific carbon reduction goals.</p>	

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Environmental protection

mission

UN SDGs

Corresponding to the goals approved by the board of directors in 2023

Achievements in 2022



Ensure sustainable consumption and production patterns

Responding to global warming control of 1.5° C by setting and achieving scientific carbon reduction goals.
Enhancing the awareness of environmental changes among all employees and taking collective action to protect the environment.
Aiming to achieve the goal of 50% renewable energy by 2030.



Take urgent action to combat climate change and its impacts

Committed to reducing waste and minimizing the impact on the environment. Adhering to local environmental protection laws and regulations at each operating location.
Responding to global warming control of 1.5° C by setting and achieving scientific carbon reduction goals.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Identifying climate change risks, formulating response strategies, and turning risks into opportunities.
Responding to global warming control of 1.5° C by setting and achieving scientific carbon reduction goals.

- 5 All plant areas obtained ISO 14064 and ISO 14001, while Taiwan, Shanghai, and Chongqing obtained ISO 50001.
- 6 The Taiwan, Chongqing, and Thailand plants obtained the UL2799 certification, with Taiwan and Chongqing achieving platinum level.
- 7 In 2022, no plant sites had any records of violating environmental regulations at their operational locations.
- 8 In 2022, the proportion of recyclable waste in the total waste generated was 72%, while the proportion of waste treated through incineration was 26%. The proportion of waste disposed of through landfill or other methods was 2%.

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mission

UN SDGs

Corresponding to the goals approved by the board of directors in 2023

Achievements in 2022



Green sustainability



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Continuously paying attention to green policies and research and development guidelines for products, and innovating to meet customer expectations for green products.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Continuously paying attention to green policies and research and development guidelines for products, and innovating to meet customer expectations for green products.
Continuously adhering to international regulations and standards, ensuring 100% compliance with global environmental laws and regulations.

- 1 The company obtained a total of five ESG-related patents, committed to energy conservation, liquid cooling, and air-cooling technology, to achieve high-efficiency energy-saving effects.
- 2 In 2022, the company obtained 78 EPEAT ecolabels, 42 TCO verifications, and 76 Energy Star certifications.
- 3 The company began to introduce product life cycle assessments to identify carbon emission hotspots and design environmentally friendly products.
- 4 The company has its own GP laboratory with testing methods based on IEC 62321 and international inspection standards, with thousands of products tested annually.

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Green sustainability

mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Green sustainability</p>	 <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	<p>Using renewable energy and recyclable materials to produce environmentally friendly products. Establishing and maintaining a comprehensive risk management system.</p>	<ul style="list-style-type: none"> 5 All shipped products were 100% compliant with customer and legal requirements, with no records of violating regulations related to customer health and safety. 6 In 2022, the compliance rate of new suppliers undergoing on-site audits under the supplier management guidelines was 100%. 7 In 2022, a total of sixty audits of suppliers and thirty-seven audits of service suppliers were completed. 8 The company designed products that are easy to disassemble and recycle, in compliance with the Waste Electrical and Electronic Equipment Directive (WEEE). Products developed in 2022 were certified in accordance with WEEE regulations, and the WEEE recycling logo was marked on the products. The estimated percentage of recyclable materials used was above 80%.
	 <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	<p>Increasing the proportion of local raw materials and promoting the use of renewable energy in the supply chain.</p>	



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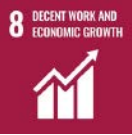

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mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Commitment to fostering a caring society</p>	 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Combining resources to promote education, art, and technology and to enrich cultural diversity. Focusing on stakeholders and working together to create a better society.</p>	<p>1 The company invested a total of NT\$49.1 million in the Quanta Culture & Education Foundation, which aims to promote education, art, and technology to enrich culture, with a total of 211,600 people impacted. The Quanta Arts Foundation invested a total of NT\$48.35 million, with a total of 3,987,312 people impacted.</p>
	 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Combining resources to promote education, art, and technology and to enrich cultural diversity. Focusing on stakeholders and working together to create a better society.</p>	



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mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Commitment to fostering a caring society</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Commitment to fostering a caring society</p>	<p>Focusing on stakeholders and working together to create a better society.</p>	<p>2 The "OPENTIX" platform jointly developed by the National Theater and Concert Hall and Quanta Research Institute won the 2022 Japanese "Good Design Award" for its excellent design, helping the National Theater and Concert Hall break through geographical and time limitations digitally and launch online performances during the COVID-19 pandemic. The "Umbrella for the Rainy Day" project allows audiences to donate the ticket fees of canceled events to the original organizers, thus reducing the impact of the pandemic.</p>
	 <p>13 CLIMATE ACTION</p> <p>Commitment to fostering a caring society</p>	<p>Focusing on stakeholders and working together to create a better society.</p>	



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mission	UN SDGs	Corresponding to the goals approved by the board of directors in 2023	Achievements in 2022
 <p>Commitment to fostering a caring society</p>	 <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Combining resources to promote education, art, and technology and to enrich cultural diversity. Focusing on stakeholders and working together to create a better society.</p>	<p>3 Quanta has established the "Quanta-NYCU Joint AI Research Center" through the National Science Council's "Forward-looking Technology Industry-Academia Cooperation Program". The center integrates big data, machine learning, and high-performance remote computing to assist farmers in improving agricultural productivity and ensuring sustainable farming practices.</p>
	 <p>Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</p>	<p>Focusing on stakeholders and working together to create a better society.</p>	

*Note 1: QCI refers to the Taiwan-based R&D Headquarters Center (QRDC) and Manufacturing Center (QTMC)



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In December 2022, the board of directors of Quanta agreed to update its sustainable development commitments and publicly disclose them on its official website, to provide stakeholders with an understanding of Quanta's sustainable development goals and the rules it adheres to. The details are explained below :

Corporate commitment on Sustainability The company promises to :

- 1 Adhere to relevant international, national, and regional laws and regulations.
- 2 Dedicate itself to achieving sustainability through implementing the Sustainable Development Goals (SDGs).
- 3 Comply with the SA8000 (Social Accountability 8000) and RBA (RBA Code of Conduct) standards.
- 4 Support and respect international labor human rights conventions which include the ILO Third Party Declaration of Principles, the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights, and the UN Global Compact.
- 5 We pledge to implement the SBT scientific approach to carbon reduction, and establish a carbon reduction target which will help limit global warming to 1.5 degrees Celsius. We are committed to reducing a 42% carbon reduction target in Scope 1 and 2, and a 25% carbon reduction in Scope 3 by 2032, with 2022 serving as the baseline year.
- 6 Our objective is to achieve 50 percent renewable energy by 2030 and carbon neutrality by 2050.
- 7 TCFD is introduced for the disclosure of climate risks and opportunities, adoption of SASB sustainability disclosure standards, to demonstrate performance and value to the fullest extent.

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In addition, in order to verify the progress of sustainable development and meet the expectations of international standards and stakeholders, Quanta has selected the following initiatives to explain its considerations for specific standards :



As a member of RBA (formerly known as EICC Electronic Industry Citizenship Coalition), Quanta is committed to following the Code of Conduct in the design, manufacture, sale, and after-sales service of related products and services.



In March 2022, we submitted a pledge to SBT which establish a 42% carbon reduction target in Scope 1 and 2, and a 25% carbon reduction in Scope 3 by 2032, with 2022 serving as the baseline year.



Annual proactive disclosure of environmental data on the CDP platform.

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Other participating associations and activities

- Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)
- Cloud Computing and IoT Association in Taiwan (CIAT)
- Taiwan AI System Alliance
- Taoyuan City Human Resource Management Association
- Institute for Biotechnology and Medicine Industry (IBMI)
- Member of Taiwan Huaya Technology Park Environmental Quality Supervision Committee

Participated in the Environmental Quality Supervision Committee of Huaya Science and Technology Park and was hired as a member. The committee meeting was held quarterly. The meeting content included the report on the income and expenditure of the committee's expenses, and various implementation matters of the park's environmental audit. The total payment for 2022 was NT\$397,099

● SHANGHAI FIRE PROTECTION ASSOCIATION (SFPA)

Participate in Shanghai Songjiang Fire Protection Association, as a member of the association, participate in annual routine meetings and fire professional guidance, and pay a membership fee of RMB 6,000 per year.

● Standing director unit of Shanghai Songjiang Safety Production Association

Participate in the Shanghai Songjiang Safety Production Association, as the vice president unit of the association, participate in annual routine meetings, participate in safety research, study and other activities organized by the association according to the arrangement of the association, and pay an annual membership fee of RMB 6,000.

CSR is included in performance appraisal

CSR goals of the organization are divided and allocated to each functional unit and employee; they have been incorporated into individual performance evaluation to give all employees a better understanding of the scope of their responsibilities, while ensuring effective link between social responsibilities and various measures undertaken to fulfill them.

The screenshot shows a web-based performance appraisal system. At the top, there are navigation tabs for 'Step 1: 個人績效考核', 'Step 2: 權重評議', 'Step 3: 目標設定討論', and 'Step 4: 上訴管理'. The main title is '個人績效考核'. Below the title, there is a red box labeled 'CSR目標項目參考'. The main content area is a table with the following columns: '目標類別', '年度目標', '年中實際成果', '年中自評', '年底實際成果', '年底自評', '順序', and '刪除'. The first row in the table has a red box labeled 'KPI(*)' and 'CSR' in the '目標類別' column.

目標類別	年度目標	年中實際成果	年中自評	年底實際成果	年底自評	順序	刪除
KPI(*) CSR							

system screenshot of social responsibility included as part of the employees' job responsibilities and performance management

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Stakeholders Identification, Communication and Responsibility

Stakeholders Identification and Communication

Stakeholder identification was performed by following the 5 main principles of AA1000 Stakeholder Engagement Standards (2015), namely responsibility, influence, tension/attention, dependency and diverse perspective. Using the above principles, members of the CSR Committee Evaluation Panel and representatives had identified shareholders and investors, customers, suppliers, employees, local communities and Governance as Quanta's key stakeholders.

In order to strengthen the communication and negotiation with various stakeholders, the Corporate Governance and Ethics Committee mainly assists in the implementation of various communication matters, and all relevant units are included in the work plan according to the items of concern to stakeholders, and contacted through various communication channels and methods response, prevention and further planning.

Stakeholders	Important topics and aspects	Primary responsibilities for Quanta Computer	Communication means and channels
 <p>Shareholders and investors</p>	<ul style="list-style-type: none"> ●201 Economic Performance ●202-1 Market Presence ●301 Materials ●303 Water ●305 Emissions ●306 Waste ●307-1 Supplier Environmental Assessment ●401 Employment ●402 Labor/Management Relations ●404 Training and Education ●409 Forced or Compulsory Labor ●418 Customer Privacy 	<ul style="list-style-type: none"> ● Prompt response is made in accordance with the latest regulations and policy revisions governed by relevant authorities. Format and content of the firm's information disclosure is also adjusted in accordance with regulation requirements ● Provide real-time and accurate information in order to ensure the equality of information disclosure ● Provide sustainable and steady dividend pay-out policy and generate adequate return on investment ● Clear and steady financial strategy, uphold company creditability and strong business performance 	<ul style="list-style-type: none"> ● Stakeholder questionnaire ● Annual general shareholders' Meetings ● Conduct conference calls and press conferences for institutional investors to announce quarterly financial reports and operational information every quarter ● Important news will be updated and synchronized on Public Information of the Market Observation Post System and the Company's official website ● In addition, the press release and the press conference will be issued and held irregularly depending on the actual needs and situations ● Set up e-mail and telephone number as ways of contact on the official website of the Company ● A dedicated corporate IR (Investors Relations) department has been created ● To hold face-to-face meetings or telephone conferences with domestic and overseas institutional investors on a regular basis

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Important topics and aspects

Primary responsibilities for Quanta Computer

Communication means and channels



Customers

- 205-2 Anti-corruption
- 206-1 Anti-competitive Behavior
- 301 Materials
- 302 Energy
- 305 Emissions
- 306 Waste
- 307-1 Supplier Environmental Assessment
- 401 Employment
- 402 Labor/Management Relations403
- Occupational Health and Safety
- 404 Training and Education
- 405 Diversity and Equal Opportunity
- 406 Non-discrimination

- Provide the most competitive and highquality products and services
- Provide an integrated solution including service of design, production, and logistics as well as improve customer satisfaction
- Form close, long-term, and trustworthy business partnerships with customers
- Advocate employee' s responsibility for confidentiality and establish rules governing employees in situations when confronted by press

- Stakeholder questionnaire
- Conduct customer satisfaction survey every year
- Technology forum and seminar.
- Meet customers' requirements and inspections on product quality,environment, and responsibility;cooperate with customers on prevention and improvement
- PIS(Proprietary Information Security)– Advocacy and training of the rules governing employees in situations when confronted by press
- Regular meetings with the client's corporate social responsibility team to explain ESG strategies and progress
- Publicly disclose environmental protection information on CDP
- Accept RBA third-party audit and respond to customer expectations with actual audit results



Suppliers

- 205-2 Anti-corruption
- 306 Waste
- 307-1 Supplier Environmental Assessment
- 402 Labor/Management Relations
- 403 Occupational Health and Safety
- 404 Training and Education
- 405 Diversity and Equal Opportunity
- 406 Non-discrimination
- 414 Supplier Social Assessment
- 418 Customer Privacy

- Promote legitimate and fair trade
- Understand environmental safety and health considerations and specifications
- Understand and provide assistance to Quanta for fulfilling social responsibilities

- Stakeholder questionnaire
- Request to Sign the Letter of Commitment to Environmental Protection
- Request the products must be tested by the accredited public laboratories
- Incoming inspection must be sampled and tested by the GP laboratory at Quanta
- Quanta Green Website (green.quantacn.com)
- Quanta Auxiliary Materials Environmental Protection Website
- Green supply chain annual convention
- Annual audit of suppliers and contractors
- Corporate Social Responsibility Annual Training Course

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Important topics and aspects

Primary responsibilities for Quanta Computer

Communication means and channels



Employees

- 201 Economic Performance
- 202-1 Market Presence
- 205-2 Anti-corruption
- 302 Energy
- 303 Water
- 305 Emissions
- 306 Waste
- Freedom of Association and Collective Bargaining
- 403 Occupational Health and Safety
- 404 Training and Education
- 405 Diversity and Equal Opportunity
- 406 Non-discrimination

- Ensure and respect human rights
- Promote employee development
- Provide legitimate and fair evaluation and treatment
- Promote environmental health and safety
- Flexible benefits programs and health promote

- Stakeholder questionnaire
- Bridge communications between supervisor and colleagues through face-to face meetings from time to time
- Provide "70885 - please helpme" staff service hotline and message bulletin
- "Quanta Wechat Account" - online consultation for employees' queries
- Provide "70695 – please try to understand me" Complaint of sexual harassment hotline and mailbox
- "70345" - complaint hotline for employees.
- Equipped with on-site medical care staff to provide employees with medical consultation services
- Free annual health examination and consultation for employees
- Quanta Elite School provides five major ELITE programs based on different job functions to provide occupational training,development and feedback
- Employee satisfaction survey
- Release quarterly magazine and manage regularly the information sharing platform each month.
- "Employee Assistance Program" personnel available at all production sites to provide instant support and feedback
- Conduct Labor-management Conference
- Conduct Welfare Committee Conference



community

- 201 Economic Performance
- 202-1 Market Presence
- 205-2 Anti-corruption
- 206-1 Anti-competitive Behavior
- 301 Materials
- 302 Energy
- 305 Emissions
- 307-1 Supplier Environmental Assessment

- Effective disaster and accident prevention and support
- Continuously promoting knowledge sharing and culture affluence
- Participate in various public welfare activities

- Stakeholder questionnaire
- Quanta Culture & Education Foundation
- Quanta Arts Foundation
- Charity clubs / Xinyi Community
- Environmental Quality Monitor Committee of Taiwan HwaYa Technology Park
- Participate in forums and activities organized by competent authorities
- Participation in external association activities

Note: All aforementioned communication channels are responsibilities and planned activities for each unit; except for questionnaires targeted to major issues of discussion, no specific items are conducted for the purpose of report preparation.

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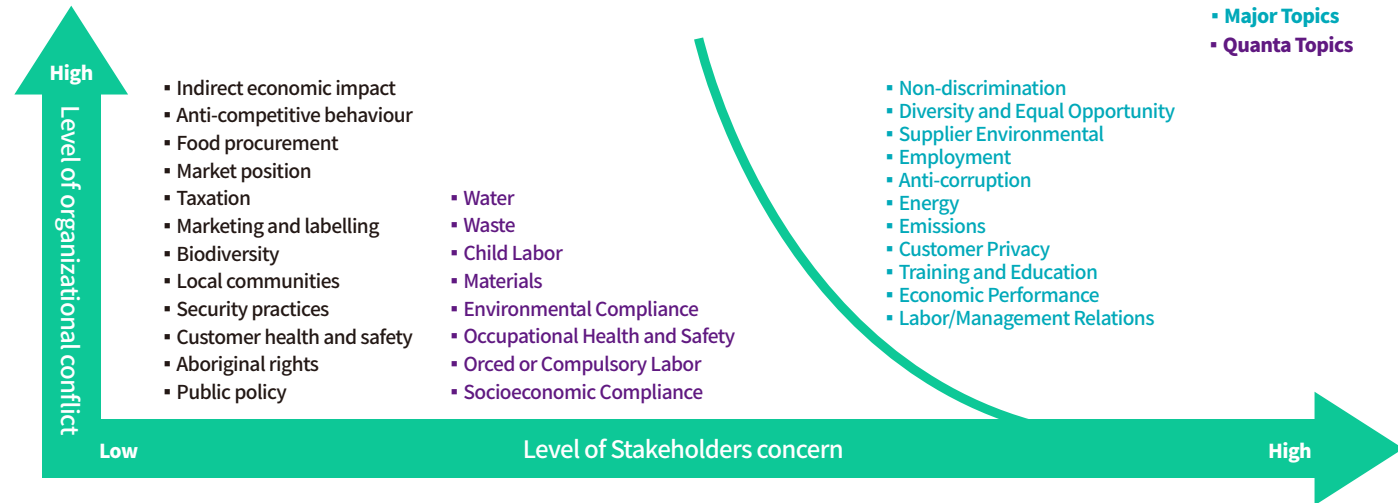
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Identification of scope of major topics and materiality analysis

The report content definition process is based on GRI Standard major considerations, SASB, TCFD, SDGs and questionnaire feedback to identify preliminary important issues, members of the Corporate Sustainable Steering Committee and evaluation representatives, and in accordance with the substantiveness of the AA1000 Materiality Test criterion to identify the impact on the organization and the concern degree of stakeholders. Also, each unit's expertise and the communication experiences with various stakeholders are included to finally outline the areas of exposure and issues.



Note:

- 1 The primary issues to expose include: economic performance, energy, Emission, Labor/Management Relations, Anti-corruption, Employment, diversity and equal opportunity, Non-discrimination, Supplier Environmental Assessment, Customer Privacy, Training and Education, a total of 11 items.
- 2 Self-disclosure include 7 issues: water, occupational health and Safety, child labor, forced or compulsory labor, materials, waste, Environmental compliance, socioeconomic compliance, a total of 8 items.
- 3 In this figure, the horizontal axis represents the concern degree of stakeholders (questionnaire) and the vertical axis represents the impact degree of organization (ESG group score), with scores ranging from 1 to 5 (1 being the lowest) and arranged in a cross matrix. The average score is 4, so any item above 4 is considered a major issue.
- 4 This year's major issues were decided by collecting the following stakeholder questionnaires for consultation and analysis: shareholders & investors, customers, suppliers, employees, the public, communities, government units and others. It is expected to report the important impact of the Company on the economy, environment and society in a relevant way, and to communicate widely about the sustainable development (ESG) strategy, action plan, implementation schedule and management performance, etc., and to provide more comprehensive information for investors, customers, colleagues, suppliers, local communities, local governments and other stakeholders concerned about Quanta.

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Specific criteria for disclosure of material considerations

Category	Measurements	Significant Reasons	Boundary (within the organization)				Boundary
			QCI	QSMC	QCMC	QMB	Organization
Economics	Economic Performance	The main responsibility of the enterprise is to continue growth to meet stakeholder expectations	✓	✓	✓	✓	
	Anti-corruption	Integrity is the foundation of business operations, and it is important to ensure that all employees can comply with the company's code of ethics. Customers and suppliers should also be committed to the principle of integrity, working together for the development of the industry, in order to achieve sustainable growth for the company.	✓	✓	✓	✓	✓
Environmental	materials	Whether to use recycled materials has become an international concern at present, which support the corporate in achieving sustainable development in environmental protection	✓	✓	✓	✓	
	energy	Energy control and management has become an international concern at present, which support the corporate in achieving sustainable development in environmental protection	✓	✓	✓	✓	✓
	emissions	Measures on GHG emissions have become an international concern at present, which support the corporate in achieving sustainable development in environmental protection	✓	✓	✓	✓	✓
	Waste Management	Measures on waste reduction and management have become an international concern at present, which support the corporate in achieving sustainable development in environmental protection	✓	✓	✓	✓	✓
	Environmental compliance	Quanta's major organizational policies that must comply with environmental regulations during business development.	✓	✓	✓	✓	

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Category	Measurements	Significant Reasons	Boundary (within the organization)				Boundary
			QCI	QSMC	QCMC	QMB	Organization
Social	Human Rights Assessment	Upholding labor rights is an important labor policy of the RBA	✓	✓	✓	✓	
	Socioeconomic Compliance	Compliance with laws and regulations is an important basis for corporate governance	✓	✓	✓	✓	
	Occupational Health and Safety	Important regulations and foundations for labor; echoing the company's zero occupational disaster policy	✓	✓	✓	✓	✓
	Customer Privacy	Commitment to customers contributes to a company's economic performance. Damage to customer privacy will result in large economic losses and damage to goodwill.					✓
	Forced or Compulsory Labor	Upholding labor rights is an labor policy of the RBA	✓	✓	✓	✓	
	Labor Relations	The relationship between labor and company is one of the foundations of Quanta's sustainable development	✓	✓	✓	✓	
	Employment	We are giving access to information on the legal relationship between the company and employees in terms of rights and obligations and on how we recruit local talent inclusively, such as by age and gender	✓	✓	✓	✓	
	Non-discrimination	The company's recruitment and employment practices shall not treat individuals differently based on factors such as race, color, gender, religion, political views, ethnicity, social background, age, physical or mental disabilities, immigration status, illness, or sex. This is the basic expectation of the law and all stakeholders, who require the company to effectively execute responsible business practices	✓	✓	✓	✓	✓
	Training and Education	The company shall assist employees in their career development to enhance their abilities, and ensure that colleagues' development is treated fairly in performance evaluations	✓	✓	✓	✓	
	Diversity and equal Opportunity	Respecting employees and providing equal employment opportunities is one of the foundations of Quanta's sustainable development	✓	✓	✓	✓	
Child Labor	RBA and international standards focus on issues that child labor should not be involved in all of the company's manufacturing processes.	✓	✓	✓	✓	✓	

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Reporting changes: Change of material issues from the previous year

Category	2021 Significant Considerations	2022 Significant Considerations	Description
Economics	Economic (201)	Economic (201)	
	climate change(201)		
	Anti-corruption (205)	Anti-corruption (205)	
Environmental	materials(301)		
	energy(302)	energy(302)	
	emissions(305)	emissions(305)	
	Waste(306)		
	Compliance(307)		
	--	Supplier Environmental Assessment (307-1)	new
	--	Employment (401)	new
Social	Labor/Management Relations (402)	Labor/Management Relations (402)	
	Occupational Health and Safety(403)		
		Training and Education(404)	new
	Diversity and equal Opportunity(405)	Diversity and equal Opportunity(405)	
	--	Non-discrimination (406)	new
	Child Labor (408)		
	Forced or Compulsory Labor (409)		
	Human Rights Assessment (412)		
	Customer Privacy (418)	Customer Privacy (418)	
	Socioeconomic Compliance (419)		

03

Sustainable Governance and Integrity in Business

- Corporate Governance
- Overview of Quanta Computer
- Innovation
- Quanta Computer's Financial Performance
- Risk Management
- Ethics and Integrity
- Information Security
- Confidential Information Protection



Smiles - WANG, SHAN-YI, Year 1, National Pingtung Girls' Senior High School

The theme revolves around technology, earth and beauty.

The smiling earth in the centre of the picture and the mechanical and human hands next to it show that the mechanical and human beings are working together to create a beautiful world. The two people in the picture, although far apart, are able to talk to each other thanks to advanced technology, showing the overall sense of technology bringing a smile to the picture, which is the reason for the name of the painting. The background is a dark, intermingled water pipe, highlighting the theme.



Our Goals and Efforts

Quanta believes that the corporate culture of integrity is the foundation of our company's sustainability, and we are committed to internalizing integrity into the DNA of all Quanta employees, and under this belief, we will make the results of our research and development through technological innovation a source of sustainable profitability for the company, and share the results with our shareholders and employees. We also implement corporate governance, improve the supervision function, and promote the participation of all employees to control risks, so that the information security system can operate effectively and protect the normal operation of the company.

Our specific results are

- 1 Quanta's total annual consolidated revenue in 2022 was NT\$1,280,429,312,000, with a net profit after tax of NT\$29,722,669,000 and earnings per share of NT\$7.51. A dividend of NT\$6 per share was distributed for the year.
- 2 The accumulated number of patents reached 6,169. Due to the quantity and influence of its patents, Quanta has been ranked by Clarivate Analytics as one of the top 100 innovative institutions with the most innovative spirit for five consecutive years.
- 3 Strengthening board diversity: In June 2022, in conjunction with the expiration of the director's term, the board of directors was re-elected. In consideration of gender equality, one female director was appointed, with a focus on financial expertise. The newly appointed independent directors had not served more than three consecutive terms, and there were no second-degree relatives among the directors.
- 4 Board of directors' operation: In 2022, the board of directors held seven meetings, and all directors actively participated and provided professional opinions. The attendance rate was 100%. When necessary, auditors, managers, and other personnel were invited to attend and report. Risk management related matters, such as information security, corporate sustainability risks, intellectual property, and asset management, were reported to the board of directors at least once a year. ESG affairs were regularly reported every quarter. At the end of each year, the identification and communication with stakeholders were summarized and reported to the most recent board of directors in the following year. The most recent board of directors report was submitted on March 15, 2023.
- 5 In November 2022, the evaluation of the board of directors' performance was delegated to an external, independent evaluation agency. The external evaluation and self-evaluation for 2022 have been completed and will be reported to the first quarter board of directors, audit committee, and compensation committee in 2023. The external evaluation agency is requested to attend the board of directors meeting to explain the evaluation results and improvement suggestions.
- 6 To elevate the level of the "Sustainability Development Committee" and report directly to the board of directors, a dedicated organization, the Sustainability Development Center, was established to formulate the company's sustainability development strategy and integrate various plants and business units to jointly promote sustainability affairs.
- 7 A chief information security minister was appointed, and a dedicated information security unit was established to oversee the company's security matters.
- 8 The acquisition of ISO 27001 by various business units and manufacturing plants was promoted, and a framework was used to implement, maintain, and continually improve the security of the company's information assets.
- 9 It was ensured that there are no violations of the integrity and ethical policies, cybersecurity management, or disclosure of customer information on an annual basis.

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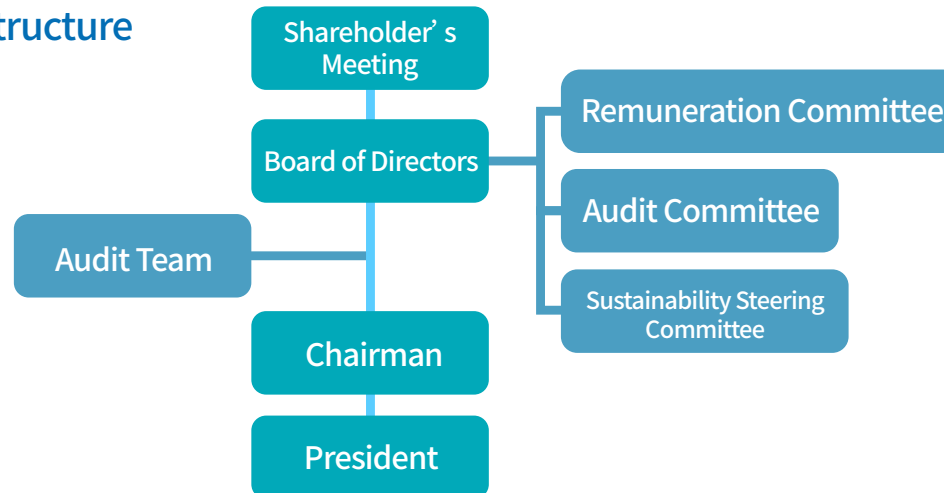
Confidential Information Protection

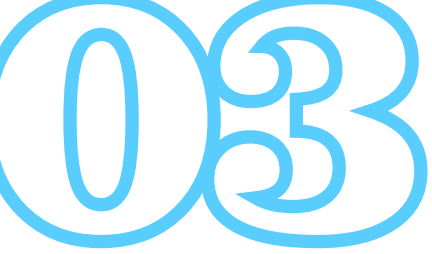
Quanta emphasizes corporate governance and sustainable management, and is committed to establishing an effective corporate governance structure, gradually formulating and promoting various systems and practices for sound compliance, introducing the system of independent directors, and optimizing the diversified composition of the board of directors to strengthen the functions of the board of directors; in 2016, the Audit Committee was established to oversee the fair presentation of the company's financial statements and the effective implementation of internal controls. In addition, a Compensation Committee was established in 2011 to review the policies, systems, standards and structures of directors' and managers' performance evaluation and compensation; a Corporate Governance Director

was appointed in 2010 to ensure that the Company's shareholders' meetings and board of directors' meetings are held in accordance with relevant laws and regulations and the Corporate Governance Code. In addition, a Sustainable Steering Committee has been established to coordinate matters related to the Corporation's sustainable development, and to compile the results of the environmental, social and governance work in a Corporate Sustainability Report.

For details of the relevant operations, please refer to "3.4 Implementation of Corporate Governance" in the Quanta Computer Inc. Annual Report 2022.

Organization Structure





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Composition and Diversity of the Board

The selection and nomination of directors of the Company is governed by Articles 17 and 17-1 of the Articles of Incorporation:

Article 17 :This Corporation will have five to nine (5-9) directors. The election of directors shall adopt candidates nomination system, and the shareholders shall elect among the nominees listed in the roster of directors candidates. The total number of shares of this Corporation held by directors shall be subject to the regulations set by the competent authority in charge of securities.

Article 17-1: The independent directors of the Company shall not be less than two in number and not less than one-fifth of the total number of directors. The election of independent directors and directors shall be carried simultaneously and be counted separately.

The professional qualifications, restrictions on shareholdings and concurrent positions held, assessment of independence, method of nomination and appointment, exercising duties and rights and other matters for compliance with respect to independent directors shall be handled in accordance with Securities and Exchange Act and relevant regulations. The professional qualifications, restrictions on shareholding and concurrent employment, recognition of independence, nomination and election, exercise of powers and duties, and other matters to be followed by independent directors shall be in accordance with the Securities and Exchange Act and related laws and regulations.

The election of directors is conducted in accordance with the " Election Procedures for Directors" and the " Rules and Procedures for the Board of Directors Meeting".

Please refer to the Company's website for the relevant rules and regulations:

<https://www.quantatw.com/Quanta/chinese/corporategovernance/ruleandinfo.aspx>

For a description of the qualifications, independence and diversity of the Board members, please refer to the Company's website

https://www.quantatw.com/Quanta/chinese/corporategovernance/composition_and_responsibilities.aspx

and the following sections of Quanta Computer Inc. Annual Report 2022:

3.2.1 Directors and Supervisor

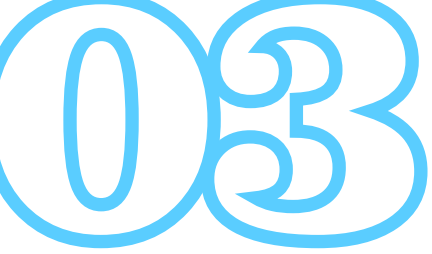
3.2.1.1 Profiles of Directors

3.2.1.3. Professional Qualifications and Independence Analysis of Directors and Members of the Audit Committee:

3.3. Remuneration of Directors, Presidents, and Vice Presidents In Recent Years

3.4.1. Operation of the Board of Director (BoD)

3.4.1.2.2 Execution of Directors' avoidance of motions in conflict of interests



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In response to the expiration of the term of directors, the board was re-elected in June of 2022. The Company has added one seat of female board member in consideration of gender equality and strengthen board seats of members with financial background. None of the newly elected board members has served on the board for more than three consecutive terms.

The board is consist of four non-independent directors and three independent directors, all of whom are natural persons. Within seven seats of the board, the percentage of independent directors accounts for 42.86%. One board member is female, which accounts for 14.29% of the board. In terms of composition of ages, five directors are over age 70 and two are under age 60. None of the Directors are within the second degree of kinship. Status of executing the diversify of the board for the current term is as follows:

The specific management objectives of the Diversification Policy and the circumstances under which they were achieved are as follows:

Management objectives	Achievement
More than 1/3 of independent directors	✓
None of the newly elected board members has served on the board for more than three consecutive terms.	✓
Aded one seat of female board member	✓
The performance evaluation of the Board of Directors is conducted by an external professional and independent organization at least once every three years	✓

Please refer to the section " 3.2.1.4 Diversity of the Board of Directors" of the Quanta Computer Inc. Annual Report 2022 for details of the relevant operations.

Evaluation of the Board of Directors:

The Company has established the "Procedures to Evaluate the Performance of the Board of Directors and Functional Committee" in 2019 and the procedures were modified in December 2020 to contract external professional independent institutions or external professional scholars for assessment at least once every three years.

At the end of each fiscal year, the Company would evaluate performance of the board and functional committees for the year based on evaluation indicators. The evaluation is completed before the end of the first quarter of the following year to ensure the operation of the board is in compliance with relevant law and regulations. As of November, 2022, the Company has contracted "Taiwan Institute of Ethical Business" as the external independent assessment institute to conduct the FY2022 performance evaluation of the Company' s Board of Directors.

Both the external and internal assessments were completed for FY2022. The assessment results were reported to the Remuneration Committee on March 6, 2023 and the Audit Committee on March 15, 2023, as well as the Board of Directors meeting. The external assessment institute was invited to report the evaluation results and to provide improvement suggestions at the Board of Directors meeting

Please refer to the section " 3.4.1.2.3 Evaluation of the Board of Directors" of the Quanta Computer Inc. Annual Report 2022 for details of the relevant operations.

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Functional committees

Committee	Duty	Member	Number of meetings	Attendance rate
Audit Committee	The fair presentation of the Company's financial statements. The selection, independence and performance of the certifying accountant. Effective implementation of the Company's internal controls. The Company's compliance with relevant laws and regulations. Control of the Company's risks or potential risks.	Independent director Hung Ching Lee Independent director Dr. Pisin Chen Independent director Su-Pi She	4	100%
Compensation Committee	To faithfully perform the following duties and responsibilities with the care of a good manager and to submit proposals to the Board of Directors for discussion: To establish and regularly review the policies, systems, standards and structures for the evaluation of performance and compensation of directors and managers. To regularly evaluate and set the compensation of directors and managers.	Independent director Hung Ching Lee Designated person Su-Pi She Designated person Samuel Lee	3	100%
Sustainability Steering Committee	According to the work plan of the sub-committees, the sub-committees will meet at least twice a year to discuss the annual plan and the overview of the goals achieved. The Steering Committee for Sustainable Development reviews the work of each subcommittee, discusses future development strategies, and reports specific results and work to the Board of Directors.	Chairman: Barry Lam Vice Chairman & President: C.C. Leung Director: C. T. Huang After the meeting, a person will be assigned to report to the board of directors on the operation and implementation of sustainable development, and to report quarterly on the implementation of the greenhouse gas inventory and verification schedule plan, and to submit the "ESG Sustainable Development Strategy Direction" for the next year to the board of directors for a resolution to implement the contents, direction and results of the meeting.	5	-

Please refer to the section 3.4.2 Operation of the Audit Committee" and "3.4.4 Operation of Remuneration Committee" of the Quanta Computer Inc. Annual Report 2022 for details of the relevant operations

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Established in May 1988, Quanta Computer is a one of the Global Fortune 500 Companies and also one of the world's leading notebook manufacturers. Aside from our leadership position in notebook manufacturing business, we have extended our reach to cloud computing business, mobile communications products, smart home, smart mobility, smart manufacturing, smart medical, AIoT, and metaverse related VR & AR applications to proactively expand the integrated deployment of our operation and explore new business opportunities. The Company invests in new business opportunities, new applications, and new products to accumulate our strength in capturing first mover advantage.

Our global deployment is centered around the principle of "Taiwan design, smart manufacturing, global logistics and sales". We have built high-efficiency production sites in Taiwan, Shanghai, Changshu, Chongqing in Mainland China, and Thailand, with plans to initiate investment in Vietnam in 2023. We have further established regional manufacturing sites and maintenance locations in Taiwan, the U.S., and Europe. Our global deployment strategy is to provide services with proximity to customers and market, and assemble products with flexibility based on different customer requirements. Doing so would allow us to shorten production lead-time, reduce transportation cost, and to meet the actual needs of customers. For related information, please refer to the section "5. Business Activities" in Quanta Computer Inc. Annual Report 2022.

The total number of employees in the scope of this report is approximately 62,000 (including employees of QRDC, QTMC, QSMC, QCMC and QMB). Quanta Computer Inc. was listed on the Taiwan Stock Exchange in 1999 under stock code 2382. In 2021, the Company did not merge or acquire shares of other companies to issue new shares. For related information, please refer to the section "4.1.1 Sources and Types of Capital" in Quanta Computer Inc. Annual Report 2022.



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Overview of Market and Sales

Major Products and Service Regions: Notebook PCs are our main product category and are mostly for export.

Major exporting regions are as follows:

Region \ Year	2021	2022
U.S.	48.05%	53.21%
Mainland China	10.42%	9.05%
The Netherlands	6.58%	6.20%
Japan	6.11%	4.73%
Others	28.84%	26.81%
Total	100.00%	100.00%

Our products are sold worldwide and a diversified composition of customer portfolio, with the U.S. being the major exporting region, followed by Mainland China. We have assembly sites and after-sales service centers established in Taiwan, California and Tennessee in the U.S., Aachen in Germany, South Korea, Japan, Singapore and Thailand. With SAP information systems implemented, we provide branded notebook suppliers and mega data center customers with more efficient global services and technical supports. There were no significant changes during the year.

Sources and Types of Capital

Shares Type	Authorized Capital			Remarks
	Outstanding Shares	Unissued Stock	Total	
Common	3,862,627,432	737,372,568	4,600,000,000	Note
Total	3,862,627,432	737,372,568	4,600,000,000	-

Note 1: Above shares have been publicly offered.

Note 2: Unissued stock includes 100 million shares of employee options/warrants.

Note 3: No preferred share was issued

Structure of shareholdings

Item	Government Agencies	Financial Institutions	Other Institutional Investors	Foreign Institutions and Individuals	Domestic Natural Persons	Treasury Stock	Total
Number of shareholders	1	66	465	959	99,275	0	100,766
Shareholdings	120,000	703,533,449	1,229,046,913	845,004,582	1,084,922,488	0	3,862,627,432
Percentage (%)	0.00%	18.21%	31.82%	21.88%	28.09%	0.00%	100.00%

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Innovation

Quanta's vision for sustainable development is centered around technology innovation benefiting society, with innovation as the driving force propelling Quanta forward. Quanta aims to enhance product competitiveness to deliver better products and service experiences to customers, which is crucial for earning customer trust. Quanta encourages employees to come up with innovative ideas and fosters their personal development and co-creation for the future while innovating. To achieve this goal, Quanta invests resources and expenses because we believe that only through innovation can we create a better future and drive the development and progress of more people.

Research and development expenses for the last two years:

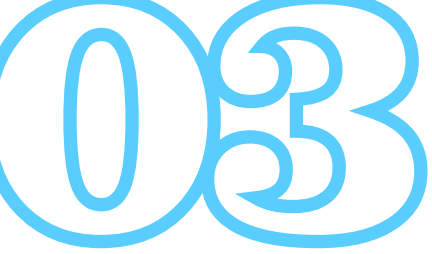
Year	Amount of expenses (A)	Revenue (B)	(A) / (B) %
2021	18,646,072	1,129,453,350	1.65%
2022	21,336,340	1,280,429,312	1.67%

Unit: Thousands of dollars

In FY2022, Quanta's research and development expenses were NT\$21.3 billion, an increase of NT\$2.7 billion or 14% from NT\$18.6 billion in FY2021; the ratio of research and development expenses to operating revenue for the past two years was 1.65% and 1.67%, respectively.

In addition, Quanta continuously monitors the progress of new technologies through the Quanta ELITE School. The curriculum includes online and physical courses, accumulating a database of over a thousand courses to enable employees to stay updated and learn in line with the latest advancements. Quanta also incentivizes employees who propose research and development outcomes by providing bonuses upon patent applications and approvals. Each year, the best patent designs and inventors are selected, and awards are presented at the company's annual gathering, motivating employees to continue innovating.

Because of the spirit of "innovation" and "research and development", Quanta has spared no effort in the development of new technologies and products. In terms of intellectual property protection and R&D achievements, as of 2022, the Company has filed 8,149 patent applications in Taiwan, the United States, China, Japan, and Europe, and has obtained 6,169 patents in China, the United States, the United Kingdom, France, Germany, Japan, and other countries, and has obtained patents in the fields of notebook computers, servers, artificial intelligence (AI), Big Data, Cloud, AR/VR, and other related technologies. As a result, Quanta has been selected as one of the "Top 100 Global Innovators" for five consecutive years. Clarivate, a research firm, selected companies and organizations with more than 500 invention patents since 2000 and more than 100 invention patents granted within 5 years as the benchmark, and based on Influence, Success, Globalization, and Rarity, The strength of the inventions is evaluated based on Influence, Success, Globalization, and Rarity to assess the sustainability and scale of innovation of the innovative organizations.



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Summary of 2022 Operating Results

The global notebook market shrank significantly in 2022 compared to the previous year, and Quanta's notebook shipments were also affected by the decline. Fortunately, thanks to the increase in average unit price and the continued strong demand for cloud-related products such as servers and smart cars, as well as the easing of material shortages in the second half of the year, Quanta's consolidated net revenue for the year reached a new high of NT\$1.28 trillion, up 13.47% from NT\$1.13 trillion in the previous year.

Net income after tax for 2022 and 2021 will be NT\$29,723 million and NT\$34,360 million respectively, of which net income attributable to owners of the parent company will be NT\$28,957 million and NT\$33,653 million respectively; gross profit margin for 2022 will be 5.5%, operating profit margin will be 2.4%, net profit margin will be 2.3%, and earnings per share (EPS) will be NT\$7.51. The Board of Directors also resolved to distribute cash dividends of NT\$6.0 per share, representing a dividend payout ratio of 79.9%. In terms of financial income and expenses, non-operating net income was NT\$9,592 million.

Unit: NT\$ thousand

Year	2021 年	2022 年
Net Sales	1,129,453,350	1,280,429,312
Operating Income	37,277,108	31,188,812
Income Before Tax	43,436,274	40,780,600
Net Income	34,359,565	29,722,669
EPS	8.73	7.51
Cash Dividends	6.60	6.00

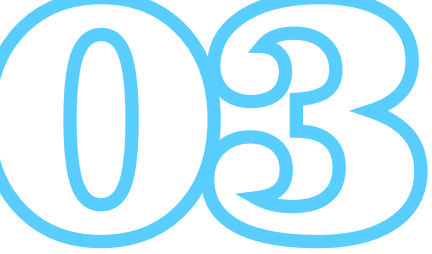
Total assets	717,569,604	816,133,646
Total Stockholders' Equity	168,127,338	176,523,457

◆Sales in The Past Two Years

(Unit: 1,000 pieces/NT\$ thousand)

Year	FY2021				FY2022			
	Domestic		Export		Domestic		Export	
Sales	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value
Computer Products	-	-	-	1,124,101,436	-	-	-	1,275,258,755
Other Electronics	*	2,041,804	*	3,310,110	*	774,106	*	4,396,451
Total	*	2,041,804	*	1,127,411,546	*	774,106	*	1,279,655,206

*Note: Difficult to categorize due to complexity of product types.



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Risk Management Policies and Procedures

The Company has established the "Risk Management Guidelines" and was approved by the Board of Directors in December 2020 as the guiding principles for risk management and to facilitate the identification, analysis, evaluation and control of operational risks. The Board of Directors is responsible for establishing and overseeing the risk management structure of the Group, including the Company and important production sites. The President is responsible for the development and control of the Consolidated Companies' risk management policies and reports regularly to the Board of Directors on its operations. The most recent reporting date was December 16, 2022.

Scope of Risk Management

The main objective is to mitigate the impact of risks on the enterprise, to ensure that the operational risks of the Group are under the scope of control, to enable the Group's overall operations to focus on business growth and operational efficiency, and to help safeguard shareholders' equity.

Based on the risk events that occurred in the previous year and the opinions of external experts, the Group deliberates on the issues that may adversely affect the operations of the Company and the Consolidated Companies in the current year at the beginning of the period, and use them as the basis for the overall assessment and risk ranking of operational risks in the following year. Planned risk control items then undergo proposed risk management measures after approval for overall monitoring or mitigation.

The monitoring and control tools mentioned above include, but are not limited to, the use of self-risk management as a risk control/risk retention, or risk transfer/insurance.

The Company's risk management procedures include: risk identification, risk measurement, risk monitoring, risk reporting and disclosure, and risk response.

For related operations, please refer to "7.6 Analysis of Risk Management" and "5.6 Information Security & Management" in the Quanta Computer Inc. Annual Report 2022

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Policies and procedures

Quanta believes that honest operation is the way for the company's long-term development and has set a goal to establish a culture of integrity among all employees. To ensure that all Quanta employees, including directors, managers, employees, and suppliers, understand the principles of honest operation and have a shared understanding of compliance, the company has established the "Code of Conduct for Honest Operation," "Practical Guidelines for Corporate Governance," "Code of Ethics," and "Prevention of Insider Trading Procedures." After being approved by the Board of Directors, these regulations can be read and queried on the Quanta Computer official website under Corporate Governance and Important Company Regulations.

In 2022, to strengthen the moral and ethical awareness of all employees, Quanta has formulated the "Policies on Ethics and Integrity," which have been announced on the website after being approved by the General Manager. The company also has an "Employee Code of Ethics," which is regularly disseminated to colleagues every year.

All of Quanta's honest operation policies and procedures clearly indicate that the company has a zero-tolerance policy for any form of violation of business ethics, corruption, or bribery. Quanta's employees are not allowed to accept inappropriate gifts or engage in insider trading. When engaging in business activities related to the company, employees mustn't sacrifice the company's interests due to conflicts of interest with their personal interests. We are committed to respecting intellectual property rights and will not engage in business activities that violate the Fair-Trade Act or the Antitrust Act. When personal information needs to be collected for business purposes, we will also comply with the laws and regulations of each country. We pledge to disclose economic performance and business activities transparently in accordance with the law, and charitable donations will also be made based on legal requirements and publicly disclosed.

We also expect our customers, suppliers, business partners, and other stakeholders with whom we have business dealings to understand and support us. Since 2015, Quanta has required selected suppliers to sign the "Quanta Supplier RBA Code of Conduct Compliance Statement," which requires suppliers to comply with the standards and regulations for labor, ethics, safety and health, environment, and management systems outlined in the code of conduct. We also encourage suppliers to voluntarily undergo RBA audits or to be audited by our own CSR team.

All our efforts to have suppliers sign the "Quanta Supplier RBA Code of Conduct Compliance Statement" have paid off, with all 11 targeted suppliers achieving compliance by 2022. We are proud to announce that a total of 903 suppliers have completed this process to date.

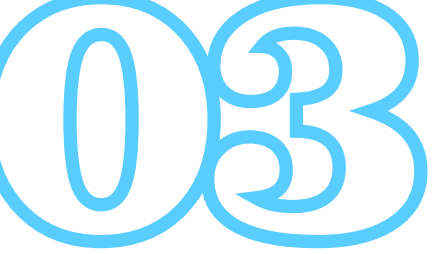


尊敬的供應商：

作為 RBA 會員，廣達電腦承諾遵守 RBA 的行為準則並為之付出努力。為確保廣達所有的合格供應商都將遵守 RBA 的行為準則，廣達特此要求各供應商閱讀並簽署下面的符合性聲明。煩請收到通知後，供應商的權責管理層或代表線上閱讀並簽署。此聲明必需於 2018/09/25 前完成，屆時仍未完成者，我們將通知相應采購單位，感謝您的大力配合。

懇請：

1. 點擊以下連結直接進入 RBA 符合性聲明閱讀簽署頁面，
2. 認真閱讀相關內容，
3. 于最下方同意處打勾，並完成個人相關資訊的填寫，
4. 點擊"Submit"。



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Execution of ethics and integrity

Our company has implemented many procedures to prevent conflicts of interest. First, a director or manager shall obtain prior approval of the shareholders or the Board of Directors respectively as required by law when engaging in any act within the scope of business of the company; In terms of the operation of the Board of Directors, the company shall, in order to implement the corporate governance, improve the supervisory and strengthen the management, to make the rules of procedure in accordance with the relevant provisions of the "The Codes of Ethical Conducts", "Corporate Governance Best Practice Principles", "Procedures for Handling Material Inside Information_2022" in accordance with the relevant provisions of the Securities Act. In addition, the "Procedures for Handling Material Inside Information_2022" and "Procedures for Insider Trading Prevention" have been established to prevent insider trading, so that the Board of Directors and senior management can cooperate to implement integrity management. For details of the implementation, please refer to "3.4.6 Fulfillment of Ethical Corporate Management and Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" in the Quanta Computer Inc. Annual Report 2022.

In terms of board operations, in order to implement corporate governance, improve supervisory functions and strengthen management functions, in accordance with the relevant provisions of the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies", the Company has established the Rules of Procedures of the Board of Directors for compliance. When a motion involves a director's interest and there is a risk of harming the Company's interests, the relevant director will recuse himself or herself from the meeting in accordance with the principle of interest recusal to protect the interests of the Company and its shareholders. Please refer to "3.4.1.2.2 Execution of Directors' avoidance of motions in conflict of interests" in the Quanta Computer Inc. Annual Report 2022.

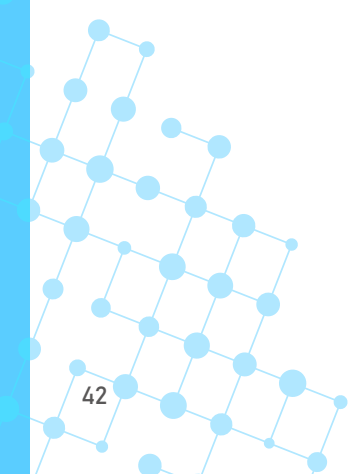
To ensure that all employees have a clear understanding of the company's principle of good faith, the company reminds its governance members and employees every year to read and sign the "employee code of ethics" as part of their compliance commitment. If there is any conflict of interest, the employees should make an honest declaration, and the management should confirm whether there is any impact and take necessary preventive measures. The General Manager will then confirm the completion of the annual declaration of interest conflict and ethics compliance. Except for employees who are on leave or suspension during the declaration period, all governance staff and indirect personnel with computers are required to complete the interest conflict declaration within two weeks. A total of 4,407 senior managers from the Taiwan plant (3,361), the China plant (1,012), and the Thailand plant (34) have completed the declaration, with a ratio of 100%. (The statistics period is from September 1 to September 16, 2022, and senior managers are defined as deputy managers to managers or above.)

Promotion and Education Training

During new employee training, each plant's new recruits receive training on the company's integrity and ethical policies and are explicitly informed that the company prohibits any form of corruption, bribery, fraud, extortion, or embezzlement of public funds. Any violation will result in strict disciplinary action or legal action. Employees are also informed of the upper limit for receiving gifts based on normal social relationships, and the handling principles when the gift value exceeds that limit. Employees are aware of the channels for anonymous or named reporting of violations of business ethics. Related regulations can also be found in the new employee handbook.

In the mandatory training courses for supervisors, such as management case studies, talent selection, goal setting, and performance management, the concept of anti-corruption is integrated into the core competencies of 2B culture, such as "proactivity" and "high self-demand", through the supervisor's manual. The CSR annual training includes classroom courses and online corporate social responsibility training videos, which aim to promote and educate anti-corruption policies in Quanta.

A total of 8,211 employees in the Taiwan plant, 73,295 in the China plant, and 3,917 in the Thailand plant have received training on integrity policies, with a ratio of 100%.



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Channels and Handling of Complaints

All employees should remain vigilant against any violation of the employee code of ethics. When there are concerns or discoveries of any violations of the employee code of ethics, it is the responsibility of all employees to report them to their supervisors. If necessary, they may report directly to the HR director, the internal audit manager, or through an employee complaint channel.

Employees can use the following channels on the official website to file complaints, express opinions, or make inquiries with all stakeholders at Quanta, in addition to the aforementioned channels:

- ◆ Corporate Social Responsibility (CSR Contact Window for each plant): https://www.quantatw.com/Quanta/english/service/contact_csr.aspx
- ◆ Code of Conduct (Independent Window at Headquarters) http://www.quantatw.com/Quanta/english/service/contact_bc.aspx

All complaints can be filed anonymously or with identification. If a reported violation involves a member of the governance level, the report will be submitted to the chairman or vice chairman, who will then assign a dedicated supervisor and audit personnel to conduct an independent investigation. If the reported violation involves an ordinary employee, the audit team will investigate and provide a report to the highest-level executive in charge of the relevant area for further handling. If an employee violates the employee code of ethics, they will be punished in accordance with the relevant rules and regulations, and in serious cases, law enforcement agencies will be notified. If a supplier violates Quanta's employee code of ethics, the partnership will be suspended in accordance with the contract provisions. The annual results of these actions will be reported to the Board of Directors, including details of the investigation and improvement plans. Quanta promises to protect any stakeholder who reports any violations of the employee code of ethics and participates in the investigation process to avoid unfair retaliation or treatment.

2022 Performance Report

In 2022, there were no cases of employees involved in violations of professional ethics such as corruption, bribery, acceptance of inappropriate gifts related to their duties, insider trading, or actions conflicting with the company's interests that resulted in punishment.

0

There were also no cases of confirmed anti-competitive behavior (including antitrust and unfair competition) or fines resulting from such behavior.

0

Additionally, the rate of declaration of interest avoidance by managers in each plant was 100%.

100%

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Information Security

Strategies and Objectives

Information security is a crucial cornerstone for sustainable development and maintaining core competitiveness in the enterprise. At Quanta, we are committed to enhancing the overall management of information security as our goal. We have established a layered defense framework to enhance overall protection and conduct comprehensive risk monitoring. We will continue to refer to domestic and international trends, international standards, and advice from external professional consultants to allocate appropriate security budgets annually, optimize various protective control measures, strengthen education and training for all personnel, improve security awareness and response capabilities, and safeguard the company's operations and information security.

"Everyone participates, controls risks, and ensures the effective operation of the information security system to protect the normal operation of the company." is the motto of Quanta's information security strategy.

Quanta's information and communication security policy has three objectives:

Everyone participates and controls risks

Establishing an information security management system, determining the functions and responsibilities of information security, and managing information security comprehensively across all processes and staff. According to the characteristics of the company's information security, the requirements of laws and regulations, the risk assessment procedures are established and the risk acceptance criteria are determined. Conducting regular risk assessment and taking appropriate measures to reduce potential risks.

Actively prevents, continually improves

In business operations, emphasis is placed on information security, identifying and analyzing weaknesses and potential threats in information systems, considering the balance of costs, benefits, and risks, classifying and protecting assets, and protecting information systems at an appropriate cost.

Customer trust, sustainable operation

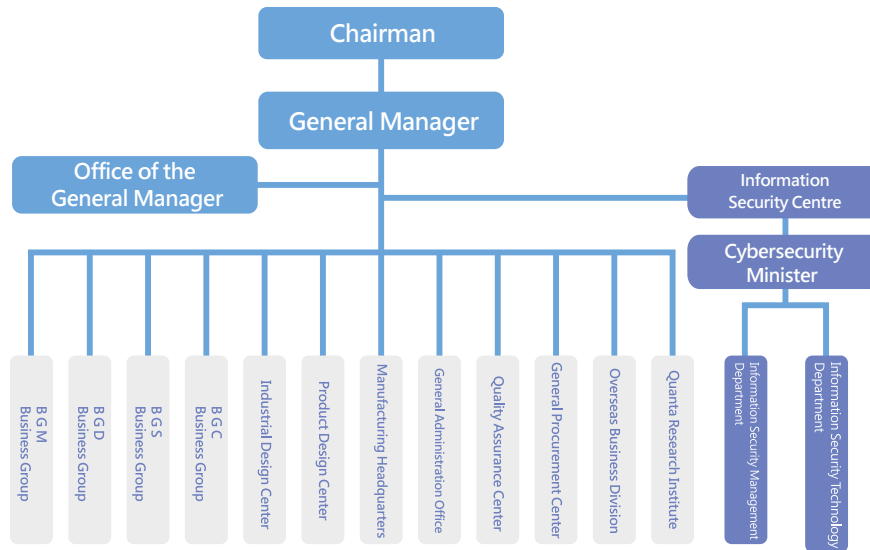
By conducting performance evaluations and continuous improvement, we ensure the effectiveness of the information security management system and achieve the goals of customer trust and sustainable business operation.

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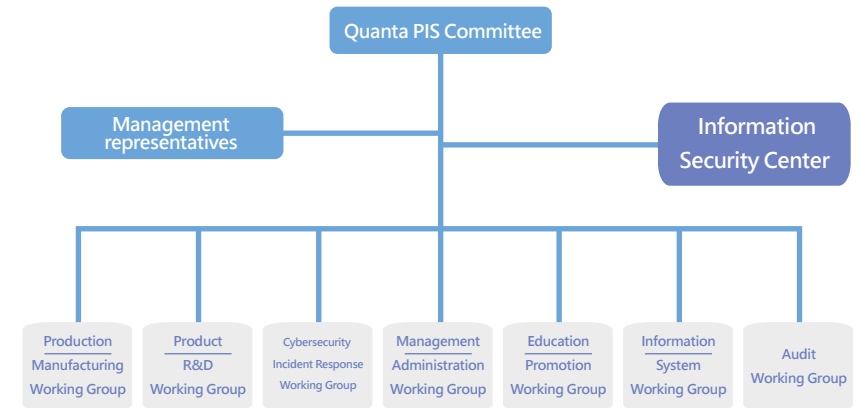
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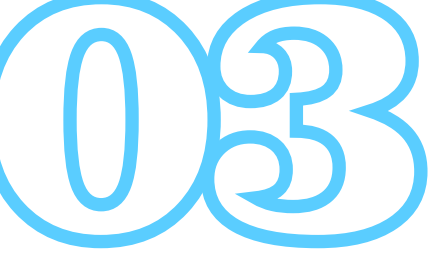
Organization

In the first quarter of 2022, the Board of Directors approved the establishment of a Cybersecurity unit and the appointment of a full-time minister. The cybersecurity unit is called the "Information Security Center" and reports directly to the general manager or his designated representative. It is responsible for convening meetings of the Proprietary Information Security Committee (PIS). The Information Security Center has set up the Information Security Management Department and the Information Security Technology Department, responsible for the management of cybersecurity matters within the group. This includes coordinating cybersecurity policies, international cybersecurity standards verification and auditing, implementing and verifying cybersecurity mechanisms, building layered defenses, enhancing cybersecurity levels, and aligning with international standards. The center regularly reports on relevant risks, issues, and management effectiveness.



To demonstrate the company's good cybersecurity management and strengthen cross-departmental collaboration within the group, the existing PIS committee has been expanded to become the highest guidance unit for group-wide information security. Through biannual committee meetings, monthly meetings of the Information Security Center, and regular and ad hoc project meetings, various information security management policies and measures are continuously promoted. Comprehensive reviews and optimizations of information security policies and cybersecurity measures are conducted at least once a year, and the execution of information security is reported to the board of directors at least once a year. The most recent report was submitted on November 11, 2022.





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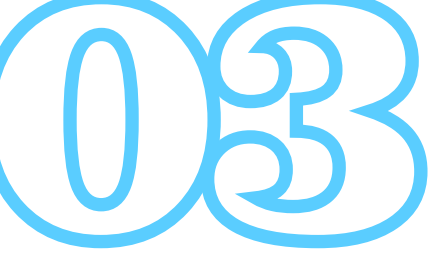
Information Security Promotion Goals

In order to evaluate the performance and effectiveness of the information security management system, the company has established 17 security indicators for the organization, personnel, processes, and technical aspects of information security, strictly examining the implementation of the cybersecurity management. All cybersecurity indicators were successfully achieved in 2022.

Aspects	Cybersecurity KPI	Handling status in 2022
Organization	Regular review of the information security management system documents.	Achieved
	Conducting risk assessments regularly.	Achieved
Personnel	All employees sign confidentiality agreements.	Achieved
	Receiving appropriate information security education and training in accordance with regulations.	Achieved
Technology	No audit records that are supposed to be open but are unopened.	Achieved
	Conducting vulnerability scans regularly.	Achieved
	No firewall rules that have not been removed or have inappropriate permissions.	Achieved
	The availability rate of core servers is >=99.98% per month.	Achieved
	The availability rate of the data center infrastructure is >=99.98% per month.	Achieved
Process	The availability rate of the external network is >=95% per month.	Achieved
	No unauthorized personnel have access to the production environment.	Achieved
	No unauthorized software installation.	Achieved
	Application system changes are all authorized.	Achieved
	Report of cybersecurity incidents within the specified time according to regulations.	Achieved
	Conducting regular business continuity exercises.	Achieved
	Keeping relevant records for entering and exiting the data center and granting appropriate permissions.	Achieved
Conducting regular checks on system security-related settings.	Achieved	

In response to the increasing cybersecurity risks, based on the results of risk management, the development of information and communication technology, and changes in the external environment, the cybersecurity promotion direction of Quanta will continue to be adjusted, with the goal of establishing company-wide cybersecurity standards, achieving a balance between business and cybersecurity, and promoting full participation in collaborative operations by all to meet the company's security policy requirements.

Aspects	Direction of Promotion	Short-term Focus	Long-term Goals
Organization	<ul style="list-style-type: none"> Construction of Information Security Protection System Continuously Promoting ISO Certification 	<ul style="list-style-type: none"> Enhancing Committee Functionality Including Important Departments, Systems, and Overseas Bases in ISO Scope 	<ul style="list-style-type: none"> Construction of Information Security Protection System, PIS Committee Internationalization Continuously Promoting ISO Certification, Company Implementing ISO 27001, Information Security Standards Consistency
Personnel	<ul style="list-style-type: none"> Improving personnel's cybersecurity capabilities 	<ul style="list-style-type: none"> Training cybersecurity professionals in each department Training cybersecurity professionals in the Information Security Management Department 	<ul style="list-style-type: none"> Improving cybersecurity capabilities by setting up qualified cybersecurity personnel in each department Building a cybersecurity protection system where the Information Security Management has cybersecurity experts in all fields
Technology	<ul style="list-style-type: none"> Cybersecurity review and audit Intelligence sharing, disposal, and tracking Strengthening cybersecurity defense 	<ul style="list-style-type: none"> Ensuring that the group's locations are compliant with cybersecurity regulations The Information Security Center collects intelligence and notifies each location for disposal and tracking Completing the implementation of a layered defense architecture 	<ul style="list-style-type: none"> Cybersecurity review and audit - each location conducts independent cybersecurity audits and reports back Intelligence sharing, disposal, and tracking - the Information Security Center analyzes intelligence, shares it with the group, and manages its disposal
Process	<ul style="list-style-type: none"> Strengthening overall emergency response operations Optimizing customer audit operations Including cybersecurity collaboration in the customer request planning phase Improving cybersecurity protection mechanisms 	<ul style="list-style-type: none"> Implementing emergency response procedures in all departments Establishing a customer audit management system and process Cybersecurity collaboration planning process for customer environment construction Developing cybersecurity reference baselines and settings for the group to reference 	<ul style="list-style-type: none"> Strengthening overall emergency response operations, responding to incidents quickly and under control, and improving incident response and management processes through drills and improvements Optimizing customer audit operations by semi-automating cybersecurity operations and customer audits At the planning stage, incorporation of information security collaboration based on customer requirements and inclusion of information security planning for special environments requested by customers Strengthening cybersecurity protection mechanisms, establishing group-wide cybersecurity protection standards, and synchronizing strength across all locations



Construction of an overall cybersecurity framework

Our company values the maintenance of information security. Since 2008, we have invested in cyber insurance and established the "Information Security Management Policy" and "Information Security Risk Management Framework". Starting in 2020, we have aimed to obtain the ISO 27001 certification and have actively promoted its implementation in 2021 to meet the increasing demand for information security. Our main operations are as follows:

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Implementation of information security risk management

We regularly interview personnel from various departments to understand relevant information such as processes and systems, conduct necessary information security gap analysis, and plan and build corresponding information security systems for management.

Expansion of the PIS Committee

We regularly interview personnel from various departments to understand relevant information such as processes and systems, conduct necessary information security gap analysis, and plan and build corresponding information security systems for management.

Establishing a dedicated information security unit and chief information security officer

In the first quarter of 2022, the Board of Directors approved the establishment of an Information Security Unit and the appointment of a full-time minister. The Information Security Center has set up the Information Security Management Department and the Information Security Technology Department, responsible for the management of cybersecurity matters within the group. This includes coordinating cybersecurity policies, international cybersecurity standards verification and auditing, implementing and verifying cybersecurity mechanisms, building layered defenses, enhancing cybersecurity levels, and aligning with international standards. The center regularly reports on relevant risks, issues, and management effectiveness

Implementation of the company's information security management standard operating procedures

According to the ISO 27001 standard, we have compiled information security management system documents, formulated various emergency response procedures for information security events and key system operation continuity plans, and implemented drills and executions.

Organization

Supplier Information Security Risk Management:

- Login Security Control: When accessing relevant systems, suppliers should comply with the company's information security control requirements.
- Strengthen supplier information security audits: Conduct on-site audits or security questionnaire audits; demand responses and relevant evidence based on the implementation status of the security mechanism. Non-compliant items should be improved within a specified time limit.

Promotion of ISO 27001 certification work

According to standards, we have developed management policies and conducted risk management and related control measures in accordance with the policies. We continue to promote improvements and have obtained a certification in the second quarter of 2022. The current validity period of the certificate is from May 4, 2022, to May 4, 2025. We are committed to expand the certification scope, protect the company and customers through the introduction of information security management systems, and continuously strengthen the ability to respond to information security incidents.

Information Security Governance

Implementing education and training

Information security is a mandatory course for all employees every year, and passing a test is required. Social engineering drills are conducted every year to strengthen employee awareness and understanding of information security risks.

Implementation of information security audit mechanism

We have established system security detection tools to detect information security risks and correct vulnerabilities in accordance with regulations. Information security professionals conduct various security inspections of the company and assist in the elimination and mitigation of information security risks.

Technology

Implement company information security management principles

Enhancing password security levels; account management rules follow the national standard GCB (Government Configuration Baseline); account separation and the principle of least privilege (PoLP) are applied; security protection breakpoints are set up. A mechanism for protecting important document files is established, and a server network access log platform is set up to monitor abnormal events.

Implementing company network security protection mechanisms

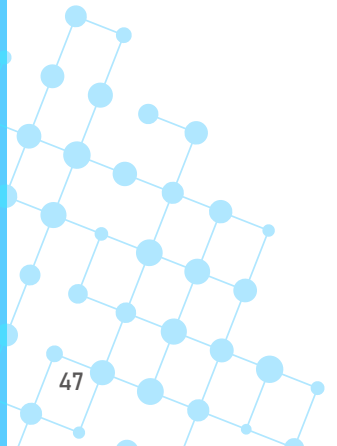
We have established internet threat detection systems to prevent abnormal behavior, tightly control firewall access permissions set up protection mechanisms for external service systems to block malicious attacks, and use multi-factor authentication to enhance access security and allow only authorized company devices to connect. The systems also detect internet packets and analyze threats and alerts to enhance the company's internet environment security level.

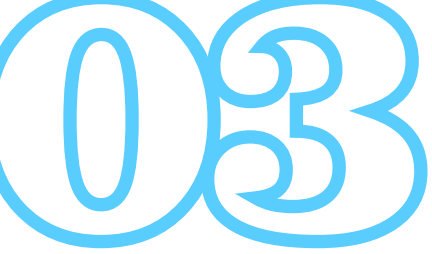
Implementing company endpoint device security protection mechanisms

The company's devices and servers are equipped with active security protection and antivirus mechanisms, and cybersecurity personnel are responsible for protection warnings, active alerts, and responses to improve information security protection. A compliance system is also established to actively warn about cybersecurity risks and respond accordingly.

Implementation of trend and intelligence management for information security

We continuously participate in the Taiwan CERT/CSIRT alliance, the Taiwan Chief Information Security Officer Alliance, and timely grasp domestic and international information security trends, events, and threat intelligence to effectively enhance the company's overall information security development strategy, defense, and response capabilities.





Results of cybersecurity control execution

Our company conducts regular internal and external cybersecurity audits and customer audits, and no major deficiencies or incidents that caused customer or company losses have been found. We are able to respond to and control internal and external cybersecurity threats through various control measures.

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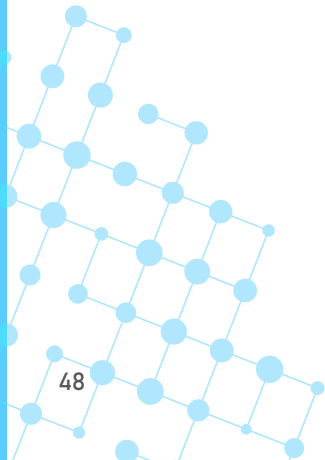
Risk Management

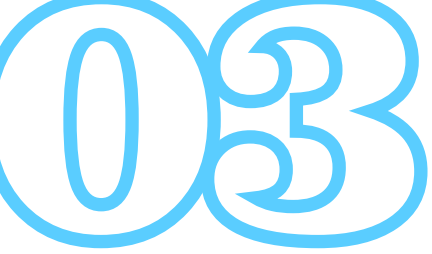
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<h4>Information Security Organization</h4> <ul style="list-style-type: none"> Appointment of Chief Information Security Officer (VP-level), reports directly to the President or his deputy. Establishment of a designated information security unit and reports directly to the Chief Information Security Officer. Held over 100 	<h4>Personnel Violations</h4> <p>No personnel cybersecurity violations occurred</p>	<h4>Effectiveness of multi-layered defense:</h4> <p>Monthly average number of external attacks blocked: about 80,000 times</p> <p>Monthly average number of suspicious internal behaviors blocked: about 200 times</p> <p>Monthly average number of malicious/spam emails intercepted: about 4 million emails</p>	
<h4>Information Security Regulations</h4> <p>Established 35 information security regulations with complete coverage of ISO 27001 requirements. Amended over 20 information security regulations</p>	<h4>Training and Promotion</h4> <p>Over 30 cybersecurity courses Approximately 16,000 people attended cybersecurity promotion courses Designated information security personnel with over 40 professional information security certificates held in total</p>	<h4>Cyber threat monitoring</h4> <p>Monthly average number of logs collected: about 20 billion</p> <p><u>24/7 SOC monitoring service</u> Monthly average number of threats: about 400 cases</p> <p>100% cases closed</p>	
<h4>Business Continuity Management</h4> <p>Annual business continuity exercises</p> <p>Completed 4 Exercises on Essential Systems</p>	<h4>Information and Communication Security Audit</h4> <p>Over 50 internal and external cybersecurity audits</p>	<h4>Vulnerability patching:</h4> <p><u>Vulnerability scans conducted every quarter</u></p> <p>Number of vulnerability detections: over 14,000 times</p> <p>Patch rate exceeding 90%</p>	<h4>Information and communication security testing:</h4> <p><u>Penetration testing conducted annually</u></p> <p><u>Red team exercises conducted in 2022</u></p> <p>100% patch completion rate</p>
<h4>Passing International Information Security Standards</h4> <p>7 BU passed ISO 27001 validation</p> <p>2 BU completed expanded validation</p>	<h4>Cybersecurity insurance</h4> <p>Insured with internationally renowned cybersecurity insurance companies</p>	<h4>Social engineering exercises</h4> <p><u>Social engineering exercises conducted annually</u></p> <p>Over 8,000 personnel tested</p>	<h4>Public intelligence security rating</h4> <p>Monthly average score of 87 or above</p>





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Confidential information protection

To respect intellectual property rights and protect personal information and customer privacy, Quanta has established the Proprietary Information Security (PIS) Committee. In 2022, the PIS assumed greater responsibilities and, within the existing framework, was reorganized as the top-level advisory unit for group information security, overseeing and coordinating related matters. In the second half of 2022, the first PIS Committee meeting after the restructuring was held, with the goal of ensuring that Quanta employees and the entire supply chain comply with the company's policies related to the protection of proprietary information.

Confidential Information Protection Policy

To protect proprietary information, the company has established policies and procedures such as "Patent Management Regulations," "Integrity and Ethics Policies", "Privacy Protection Management Procedures," the "Quanta Computer Personal Data Protection Act," "The Five Do Nots for Protecting Confidential Information", and security management measures at each plant. These policies and procedures disclose the company's management systems for confidential information, including intellectual property rights, personal privacy, and access control that may pose a risk to the company's confidential information. After joining the company, employees sign confidentiality agreements to clearly understand their confidentiality obligations. If a project involves proprietary information, the employees and suppliers involved will also sign a confidentiality agreement. Comprehensive policies and management systems are in place to ensure the complete protection of company and customer proprietary information. Personal data is also saved and used according to relevant management procedures.

Implementation

The company promotes and manages relevant policies through the PIS committee and reviews management policies for any necessary adjustments through regular meetings. In addition, the company undergoes periodic audits from customers to comprehensively review whether there are any deficiencies in the implementation of the company's confidential information protection measures. There have been no significant incidents of customer audits or complaints regarding violations of proprietary information protection or privacy infringement or loss of confidential information since 2022.

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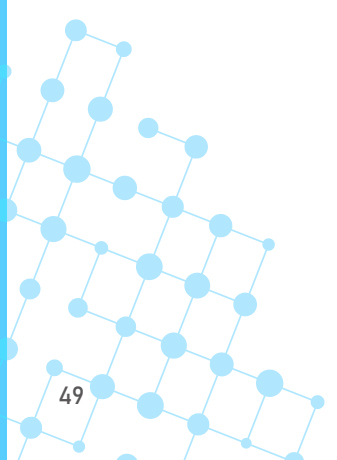
Filing Complaints and Management

If any matters that may endanger confidential information are found, they can be reported to the company through the Code of Ethics (Headquarters' Independent Window) at http://www.quantatw.com/Quanta/chinese/service/contact_bc.aspx. Internal colleagues can also file complaints by reporting them to their supervisors or through the channels provided by the Human Resources department. Once a complaint is received, Quanta will assign responsible personnel to handle the situation, and if a violation is confirmed, the company will take appropriate disciplinary action according to its work rules.

Education, Training, and Awareness

In 2022, a total of five awareness campaigns were conducted. The annual training focus for the year was on information security protection measures, with a completion rate of 100%.

Achievements in 2022



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Human-Centered Methodology for the Promotion of Mutual Social Benefits

Talent Attraction and Retention, Talent Development
Creating a Healthy Workplace
Human Rights Risks and Management, Caring for Society

Ai is not afraid to work hard or get hurt --SHEN-XIAO-HONG, Grade 4, Qingxi Elementary School

I will be taking out the trash with my mum and I know that the city of Taoyuan does not allow the use of black plastic bags. My mother told me that some people would fill the trash with liquid or glass so that when the trash truck was compressing the trash, the solution or broken glass would spray out and cause injuries to the cleaning team. The undes were injured. When I was tall enough to help take the recycling to the cleaners, my mum told me to hold the recycling up high so that the cleaners would not have to bend so low. I was told by my mum to lift the recycling high so that the cleaning team undes would not have to bend so low because they had to receive and carry a lot of heavy recycling items many times a day. So we need to reduce the burden on their spine as much as possible.

Therefore, I hope that Ai robots can help to handle the rubbish and recyclables to reduce the occupational injuries of the cleaning team members and to give their families peace of mind. Ai robots can also sort resources accurately so that they can be reused!





Our goals and directions of effort

Our goals and efforts focus on Quanta's mission of being "human-oriented," starting with ensuring employee well-being, which, in turn, helps suppliers improve their ESG performance and contributes to the betterment of the community for shared benefits. With this belief, Quanta prioritizes employee safety and health, establishing a fair and equal working environment, and fostering a culture free from discrimination and harassment. We provide a high-quality working environment, develop employee potential, attract talent, and create competitive advantages for the company. Quanta adheres to international human rights conventions and standards, establishes risk control and preventive measures, and strictly prohibits any human rights violations. We believe that implementing supplier management to assist suppliers in improving their ESG performance is our undeniable responsibility. Furthermore, Quanta combines resources to promote education, art, and technology and to enrich cultural diversity. We focus on stakeholders and work together to create a better society.

Our specific achievements include:

- 1 The overall performance of employee compensation allowed the company to be listed as one of the top 100 high-paying stocks in Taiwan. In 2022, the median salary for full-time non-managerial employees was NT\$1,217,000, with an average salary of NT\$1,501,000.
- 2 Employee voice surveys conducted in various plant locations showed that approximately 80% of employees identified with the company and were willing to recommend it to their friends and family.
- 3 In 2022, the total training hours for all employees were 1,907,147 hours, to ensure that the company can continuously evolve and support its intellectual innovation momentum by following the company's different stages of strategic transformation.
- 4 The internal lecturer system was promoted, the work experience of key personnel was systematically accumulated, knowledge was passed on and shared, and an internal knowledge base for the company was established. A total of 1,289 participants have been involved. Among them, QCI has achieved the milestone of having 60% of managers serve as internal lecturers.
- 5 Each manufacturing plant promotes health promotion events. A total of 1,075 QCI colleagues participated in the hiking events, completing 385,166,410 steps in 60 days. The QSMC psychological counseling room in the Shanghai plant held a total of 12 online and offline mental health activities, benefiting more than 2,000 people. A total of 1,245 people participated in health promotion activities in the Chongqing plant.
- 6 Each manufacturing plant promotes health checks as a preventive measure for diseases. The participation rate at the Taiwan plant was 90%. In addition to the health check-up activities, the Shanghai and Chongqing plants have launched a hypertension screening activity for employees. The screening is managed through a tiered approach that includes health education, tracking, and intervention measures to prevent potential risks at an early stage.
- 7 All manufacturing plants underwent 20 RBA or customer audits based on RBA standards. An RBA-accredited Silver certification was obtained by all audited manufacturing plants. No major violations of human rights were identified.
- 8 The annual human rights due diligence investigation was completed to identify potential risks and mitigation measures.
- 9 After the easing of the pandemic, the newly established QMB plant invested resources to establish a friendly relationship with the local community.
- 10 The company invested a total of NT\$49.1 million in the Quanta Culture & Education Foundation, which aims to promote education, art, and technology to enrich culture, with a total of 211,600 people impacted. The Quanta Arts Foundation invested a total of NT\$48.35 million, with a total of 3,987,312 people impacted.
- 11 The "OPENTIX" platform jointly developed by the National Theater and Concert Hall and Quanta Research Institute won the 2022 Japanese "Good Design Award" for its excellent design, helping the National Theater and Concert Hall break through geographical and time limitations digitally and launch online performances during the COVID-19 pandemic. The "Umbrella for the Rainy Day" project allows audiences to donate the ticket fees of canceled events to the original organizers, thus reducing the impact of the pandemic.
- 12 Quanta has established the "Quanta-NYCU Joint AI Research Center" through the National Science Council's "Forward-looking Technology Industry-Academia Cooperation Program". The center integrates big data, machine learning, and high-performance remote computing to assist farmers in improving agricultural productivity and ensuring sustainable farming practices.

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Talent Attraction and Retention

Quanta believes that having a stable and competent workforce is the key to our success. We aim to build a company that is trusted by colleagues and promotes mutual growth. We are committed to promoting a diverse and equal workplace culture, establishing a complete labor-management relationship, a comprehensive salary and welfare system, and a safe and dignified working environment.

Stable and Competent Workforce

As of the end of 2022, Quanta had a total of 62,097 employees. Due to the background and characteristics of the electronics industry, the male-female ratio is 64.94:35.06, indicating a decreasing gap compared to 66.64:55.56 in 2021 and 68.17:31.83 in 2020.

Region	Gender	Employment Contract								Subtotal and Total					
		Regular and Contract				Dispatch and Labor Service		Internship		Subtotal				Total	
		2021		2022		2021	2022	2021	2022	2021	2022	2021	2022		
		non-fixed period	fixed period	non-fixed period	fixed period										
QRDC	Male	6,870	0	7,408	0	142	134	0	0	7,012	67.24%	7,542	64.91%	10,428	11,620
	Female	3,299	0	3,949	0	117	129	0	0	3,416	32.76%	4,078	35.09%		
China plant	Male	5,110	30,640	5,540	22,473	9,122	2,827	3,809	1,018	48,681	67.37%	31,858	66.15%	72,257	48,162
	Female	2,575	15,382	2,815	11,602	3,722	834	1,897	1,053	23,576	32.63%	16,304	33.85%		
Thailand plant	Male	383	0	640	0	360	284	0	0	743	0.00%	924	39.91%	2,008	2,315
	Female	599	0	882	0	666	509	0	0	1,265	0.00%	1,391	60.09%		
Subtotal	Male	12,363	30,640	13,588	22,473	9,624	3,245	3,809	1,018	56,436	66.64%	40,324	64.94%	84,693	62,097
	Female	6,473	15,382	7,646	11,602	4,505	1,472	1,897	1,053	28,257	33.36%	21,773	35.06%		
	TTL	18,836	46,022	21,234	34,075	14,129	4,717	5,706	2,071	84,693	100.00%	62,097	100.00%		

- ◆The number of employees is counted at the end of each year (12/31), this report provides the number of employees in 2021~2022.
- ◆Employment of employees in each factory does not discriminate on the basis of race, therefore, no statistical disclosure is made for minority groups.
- ◆No part-time employees at each site

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Talent Development

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Age Range Analysis

Region	Organizational Members	Age Range	2020	2021	2022
Taiwan plant	Organizational Governance Members	Below 30	0.00%	0.00%	0.00%
		30~50	0.00%	0.00%	0.00%
		Above 50	0.04%	0.03%	0.05%
		Subtotal	0.04%	0.03%	0.05%
	General Members	Below 30	3.04%	3.42%	5.59%
		30~50	7.25%	7.89%	11.51%
		Above 50	0.84%	0.97%	1.57%
		Subtotal	11.13%	12.28%	18.66%
China plant	General Members	Below 30	59.66%	53.14%	42.30%
		30~50	26.85%	32.09%	35.09%
		Above 50	0.08%	0.09%	0.17%
		Subtotal	86.59%	85.32%	77.56%
Thailand plant	General Members	Below 30	1.90%	1.95%	3.21%
		30~50	0.35%	0.42%	0.52%
		Above 50	0.00%	0.00%	0.00%
		Subtotal	2.25%	2.37%	3.73%
Total			100.00%	100.00%	100.00%

◆Organizational governance members refer to employees who are at the level of vice president or above.

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New employee turnover rate calculation formula:

(number of new hires in the year / (number of new hires in the year + number of employees at the end of last year) / 12 months)

Region	Gender	Number of new hires		Rate of new hires											
		2021	2022	Regular/Contract				Dispatch/Labor Services				Interns			
				2021		2022		2021		2022		2021		2022	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
QRDC	Below 30	4,167	4,082	3.11%	2.51%	2.73%	3.39%	6.99%	6.50%	7.01%	7.17%	0.00%	0.00%	0.00%	0.00%
	30~50			1.24%	1.43%	1.08%	1.46%	6.83%	6.69%	6.94%	7.01%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.17%	0.40%	0.05%	0.29%	0.00%	0.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%
	Subtotal			1.71%	1.79%	1.51%	2.18%	6.90%	6.60%	6.98%	7.09%	0.00%	0.00%	0.00%	0.00%
China plant	Below 30	215,422	143,337	6.02%	5.61%	5.22%	4.33%	7.30%	7.44%	7.07%	6.87%	6.80%	6.45%	5.63%	5.68%
	30~50			5.65%	5.75%	4.55%	4.79%	6.92%	6.76%	6.39%	5.51%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.15%	0.00%	0.13%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Subtotal			5.90%	5.66%	4.98%	4.55%	7.25%	7.33%	6.91%	6.43%	6.80%	6.45%	5.63%	5.68%
Thailand plant	Below 30	3,478	3,577	4.41%	4.07%	4.50%	3.55%	5.38%	5.84%	6.11%	6.28%	0.00%	0.00%	0.00%	0.00%
	30~50			2.74%	2.94%	2.30%	1.23%	6.25%	6.42%	4.57%	5.47%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Subtotal			4.17%	3.89%	4.23%	3.23%	5.52%	5.94%	5.94%	6.18%	0.00%	0.00%	0.00%	0.00%
TTL		223,067	150,996	5.68%	5.42%	4.67%	4.29%	7.18%	7.08%	6.89%	6.42%	6.80%	6.45%	5.63%	5.68%

♦Calculation formula: Annual departures/(annual departures + number of employees at the end of the year)/12 months

♦Update: In 2021, the data of the Chongqing plant in China was omitted from the calculation of the ratio, and the turnover rate in 2021 was revised in the annual report in 2022.

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Employee Turnover Rate Statistics

Region	Gender	Number of People who Left		Turnover Rate											
		2021	2022	Regular/Contract				Dispatch/Labor Services				Interns			
				2021		2022		2021		2022		2021		2022	
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
QRDC	Below 30	3,306	2,890	1.33%	1.24%	1.73%	1.45%	7.44%	7.53%	7.22%	7.49%	0.00%	0.00%	0.00%	0.00%
	30~50			0.95%	0.94%	0.74%	0.73%	7.30%	7.15%	6.96%	6.63%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.55%	0.21%	0.04%	0.00%	0.00%	0.00%	5.95%	7.64%	0.00%	0.00%	0.00%	0.00%
	Subtotal			1.02%	1.00%	0.97%	0.97%	7.35%	7.31%	7.05%	6.96%	0.00%	0.00%	0.00%	0.00%
China plant	Below 30	215,308	165,180	5.97%	5.48%	6.22%	5.45%	7.47%	7.43%	7.88%	7.83%	6.54%	6.46%	7.61%	6.86%
	30~50			4.95%	4.90%	5.21%	5.35%	6.89%	6.32%	7.71%	7.81%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.13%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Subtotal			5.64%	5.24%	5.83%	5.40%	7.34%	7.11%	7.84%	7.82%	6.54%	6.46%	7.61%	6.86%
Thailand plant	Below 30	3,008	3,281	2.40%	1.77%	2.36%	2.06%	5.96%	6.02%	6.20%	6.52%	0.00%	0.00%	0.00%	0.00%
	30~50			2.37%	2.02%	2.28%	2.36%	6.16%	6.21%	6.92%	6.78%	0.00%	0.00%	0.00%	0.00%
	Above 50			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Subtotal			2.39%	1.82%	2.35%	2.11%	6.00%	6.05%	6.27%	6.55%	0.00%	0.00%	0.00%	0.00%
TTL		221,622	171,351	5.33%	4.89%	5.40%	4.89%	7.32%	7.03%	7.79%	7.60%	6.54%	6.46%	7.61%	6.86%

♦Calculation formula: Annual departures/(annual departures + number of employees at the end of the year)/12 months

♦Update: In 2021, the data of the Chongqing plant in China was omitted from the calculation of the ratio, and the turnover rate in 2021 was revised in the annual report in 2022.

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Attracting talents to join Quanta to amplify our strength

Talents are the most precious assets at Quanta Computer. Quanta is committed to providing a friendly working environment to enhance its employer brand, attract talents, and, through various recruitment channels, welcome partners who share the same beliefs as Quanta to join and amplify our strength. During the recruitment and selection process, we comply with all relevant government labor laws and international labor rights standards. We use qualifications, experience, and abilities as the criteria for evaluating candidates and consider their suitability for the position and job requirements as the sole consideration.

Quanta's recruiting team actively participates in campus fairs, demonstration meetings, and corporate mentor activities. Through interactions and communication with students, Quanta inherits industrial trends and professional knowledge and assists students to combine theory and practice. At the same time, we cooperate with various universities and Taoyuan municipal government to hold a number of company visits, allowing students to visit enterprises during their study period and experience the workplace in advance. Since 2017, Quanta has been organizing free resume check-up events for fresh graduates every year, providing one-on-one consultations with them regarding their resumes and career development. This effort aims to help participants find suitable industries and job types. Quanta has been committed to engaging with campuses and was listed in the top 100 most sought-after employers for fresh graduates by Cheers magazine in 2022, as well as awarded the 1111 Job Bank's Happiness Enterprise Gold Award.

In response to the rapid changes in the technology industry and in line with the company's strategic development goals, in addition to regular recruitment, Quanta has initiated the Quanta MA Management Associate Program since 2010. The program aims to recruit young and talented individuals with cross-disciplinary innovation abilities, exceptional execution capabilities, a passion for new technologies, and a willingness to challenge themselves. Once joining the Company, there will be a series of cultivating programs, quarterly evaluation, and feedback, so as to help MA become an important cadre of the company in the future.

Performance Management System

To ensure consistency in work objectives between supervisors and colleagues, Quanta Computer collaborates with its employees to develop annual goals based on the company's annual business direction and assesses them accordingly. In addition to periodic feedback on work performance, supervisors at all levels conduct annual performance evaluations and interviews to determine eligibility for promotions, salary adjustments, training and development, and various bonuses based on their performance evaluation results. The participation rate of all employees in the performance evaluation is 100%.

In addition, the company asks employees to set ESG-related work goals according to their job responsibilities, and to explain their achievements, which are included as performance evaluation items for individuals.

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Salary Policy and Decision-Making Process at Quanta

The salary of Quanta employees is based on the relevant laws and regulations of each operating location, and is determined by their education, experience, professional knowledge, skills, professional seniority, job responsibilities and complexity, with reference to salary market trends, overall economic conditions, industry trends and business performance. Salary standards are not based on age, gender, race, religion, political views, marital status, or union affiliation. To motivate and retain employees, the Company also considers the Company's operational status, domestic economic growth rate, industry employment and salary levels, and employee performance to conduct annual salary adjustments. In response to inflation in 2022, in addition to the regular annual salary adjustment, all employees were given a special salary adjustment.

In addition, the company sets aside a monthly provision for year-end bonuses based on its operational performance. At the end of the fiscal year, if there is a profit, a proposal for distribution is drafted, taking into account the provision amounts, and is submitted to the Compensation Committee for review and approval by the Board of Directors before being distributed. The company reports the details of the distribution to the shareholders' meeting, with the main basis for determining the distribution being the results of the performance evaluation. Other factors considered include the practice of the company's core values and management abilities, financial and business performance indicators, comprehensive management indicators, participation in continuing education and sustainable management, and evaluation of other special contributions, with the weight of the performance evaluation being used to determine individual compensation.

Average and Median Salary

Information on full-time non-managerial employees - Average Salary (in thousand NTD/person)			Information on full-time non-managerial employees - Median Salary (in thousand NTD/person)		
2020	2021	2022	2020	2021	2022
1,307	1,420	1,501	1,112	1,174	1,217

The ratio of basic salary between male and female employees

In order to meet the economic welfare conditions such as taking care of employees' living needs, all primary staffs regardless of gender, the standard starting salary and the local legal minimum salary ratio is QRDC/QTMC: 113%, QSMC: 100%, QCMC: 104%, QMB: 100%.

QRDC/QTMC are governed by the regulations of the Labor Standards Act and the Act of Gender Equality in Employment, with a strict prohibition against gender discrimination. Male and female employees are both entitled to a starting salary that is higher than the basic wage. QSMC and QCMC abide by the Labor Act, which ensures equal pay for equal work, and male and female employees are hired at the same starting salary, in addition to complying with the minimum wage set by the local government.

QMB is governed by the "Thailand Labor Protection Act", which stipulates that laborers have the right to equal remuneration and that both male and female employees are hired at the same starting salary, in addition to complying with the minimum wage regulations of local governments. The salary and welfare management policy follow the laws and regulations of local governments as the highest guiding principle, and attention is paid to the trends and effective dates of salary and welfare regulations in different regions in order to make timely modifications and adjustments.

Diversity and Equality in the Workplace

Quanta adheres to the principle of "hiring the best person for the job" in all procedures and regulations, and does not discriminate based on age, gender, race, religion, political views, marital status, union membership, or any other non-work-related factors in terms of employment, salary, promotion, education and training, etc. Quanta is committed to providing equal pay and promotion opportunities, and creating a diverse and equal workplace. As shown in the table below, the proportion of female employees and female executives at Quanta has been increasing year by year.

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Item	2018	2019	2020	2021	2022
Proportion of female employees	30.73%	32.11%	31.83%	33.39%	35.06%
Proportion of female executives	18.40%	19.30%	20.16%	20.85%	21.29%
Proportion of female senior executives	8.08%	8.08%	8.82%	8.74%	9.26%
Proportion of female executives in Business related unit	49.32%	51.19%	51.38%	54.49%	55.14%
Proportion of female employees in STEM position	10.90%	11.04%	11.61%	11.80%	11.57%

Cultivating and recruiting local talents can improve local employment rates and living standards and lead to a more effective management of local businesses, which can enhance the stability and sustainability of the company's operations. Therefore, it is Quanta's policy to promote local people to become executives. The new location Thailand is an exception, where supervisors familiar with the company's management processes need to be stationed to assist and ensure that their management experience is passed on; the proportion of local talents serving as supervisors is relatively low.

Table of Statistics on Local Talents Serving as Supervisors	Region	2018	2019	2020	2021	2022
Percentage of Supervisors by Local Employees	QRDC	99.70%	99.77%	99.79%	99.80%	99.87%
	China plant	56.25%	59.69%	61.41%	63.31%	64.91%
	Thailand plant	NA	NA	26.32%	16.00%	16.22%

In addition, the Taiwan plant has long cooperated with the Taoyuan Employment Service Station to accept referrals of persons with disabilities, promoting employment equality, diversity, and respect for human rights and labor rights. As of the end of December 2022, the Taiwan plant has fully employed persons with disabilities in accordance with laws and regulations.

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Welfare measures superior to legal requirements

During their employment at Quanta, employees are entitled to social insurance benefits in accordance with relevant laws and regulations; QRDC/QTMC employees are eligible for labor insurance, national health insurance, labor occupational accident insurance, and employment insurance. For QSMC/CSMC colleagues who are subject to the social insurance regulations of the local social security bureau, we pay corresponding social insurance, including pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund. In addition, there is also occupational injury insurance to strengthen compensation for employees who suffer from occupational injuries that result in death, disability, injury or illness, or loss of work capacity. Every QMB employee is required to participate in government-mandated social insurance programs, with both the employee and employer contributing 5% of the employee's salary. In addition, the company pays for the work-related injury insurance.

Regarding retirement benefits, QRDC/QTMC colleagues are entitled to labor pension contributions according to the Labor Standards Act and the Labor Pension Act. If an employee meets the retirement qualifications of the Labor Standards Act, their retirement pension will be calculated based on their years of service and average salary in the six months before retirement. The related procedures are confirmed and monitored by the Supervisory Committee of Business Entities' Labor Retirement Reserve. The company also contributes retirement funds for employees covered by the "Labor Pension Act," with a monthly 6% deduction from their salary deposited into their personal account with the Labor Insurance Bureau. For QSMC/CSMC employees who reach retirement age, the company will provide a retirement bonus based on their years of service, in addition to the legal requirements. For QMB employees, they can apply for retirement once they reach the age of 60, and the company will provide retirement benefits in accordance with Article 118 of the Thai Labor Protection Act.

In addition, if Quanta terminates employment due to significant operational changes, the company will provide advance notice in accordance with the law and pay severance pay based on the local regulations to maintain the rights and interests of employees. There were no instances of mass termination of employment due to significant operational changes at any Quanta locations in 2022.

In addition to the above legal welfare systems, each plant provides various welfare benefits superior to legal requirements that provide multiple protections, improve employee job satisfaction, and attract and retain excellent talents. For example, Quanta provides group insurance for employees, which can provide additional insurance coverage for hospitalization or accidents to mitigate potential financial risks. Other welfare benefits include festival bonuses, benefits for weddings, funerals, and celebrations, vehicles or transportation subsidies, etc.

In addition, local welfare committees or management center living areas also hold various activities for employees from time to time, such as encouraging employees to organize clubs or various competitions, holding festival events in response to local holidays, etc., in order to promote work-life balance and increase the cohesion of employees in various plant areas.

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Better-than-regulation welfare measures

A selection of activities to promote staff welfare at each site are described below

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A certification program for kettlebell use is also provided to enable colleagues to exercise safely and efficiently.



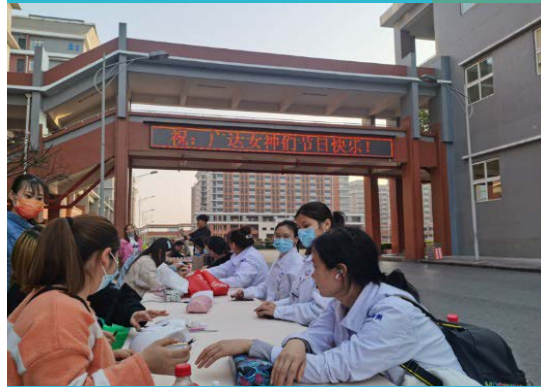
City walks are organized with puzzle-solving tasks, leading colleagues to explore old streets and discover hidden gems in a fun way to get to know their hometown.



The large-scale real-life chess battle that stimulates the mind and body presents the traditional classic chess game in a real-life human version. Colleagues participating in the game will compete, collaborate, and discuss tactics to overcome terrain obstacles and reach the opponent's stronghold to achieve victory.



Due to the pandemic, one of the most popular events among Quanta employees, the "Children's Summer Camp", has been moved online. The theme of this year's program is "Love the Earth". Through various activities, courses, and team interactions, participants can learn about ecology and develop a better understanding of the importance of environmental protection.



On Women's Day, activities exclusively for female coworkers were planned to provide them with a happy holiday and strengthen team unity.



The Father's Day event, "Outstanding Dads", allowed coworkers to participate with their families, demonstrating care for coworkers and concern for their families.

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Channels that facilitate smooth communication between labor and management are created to promote a harmonious workplace

We hope that colleagues in Quanta will receive proper care and attention through various communication channels, recognition and incentive measures, caring assistance, diverse events, and the establishment of a labor-management negotiation platform. In addition to enjoying a high level of hardware facilities, colleagues' personal physical, mental, and team interactions can also be fulfilling and provide an opportunity to showcase their strength!

We believe that good communication starts with supervisors. Therefore, we provide a series of training courses for supervisors, from communicating with care, understanding labor laws and regulations, to knowing how to use the management tools provided by the company. These are required courses for the promotion of managers at each stage. A total of 1662 supervisors received training this year.

Proportion of employees covered by collective agreements between labor and management groups

Quanta respects the labor union freedom of each operating location in accordance with the law. QSMC has a labor union, and all employees are members of the union. The company and the union signed collective contracts, wage negotiation collective contracts, and special collective contracts for female workers on July 15, 2022, for a period of one year to protect the rights and interests of both the company and employees. The proportion of employees protected by the collective agreement in the entire workforce is 50.08%. For the plants that do not have a labor union (including QRDC/QTMC, QMB, and QCMC), there are various communication channels such as suggestion boxes, hotlines, complaint emails, etc., and employees are encouraged to provide feedback and communicate.



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The company provides multiple communication platforms

The Taiwan factory holds a labor-management meeting at least once every three months, according to regulations. Through sharing information and feedback, the labor-management relationship can be more harmonious through dialogue. There is also a welfare committee meeting held every three months, where welfare matters for colleagues are decided upon by the welfare committee members through supervision and consensus, and expectations from colleagues are conveyed in the meeting or through other feedback channels. Both the labor-management meeting and the welfare committee are voted on by all employees in accordance with relevant laws and regulations. The company regularly sends out various e-newsletters to communicate the company's policies, regulations, and current business initiatives with colleagues. Multiple internet platforms are also available to ensure unimpeded informational communication. Colleagues can also receive the company's instant messages through the mobile APP Camp platform. In addition, the company communicates with colleagues through irregular internal governance letters or face-to-face meetings to share the company's prospects and development and understand colleagues' ideas.

The labor union committee, trusted group, and plant management office serve as communication bridges between employees and the management at the plants in China. The labor union committee formulates collective contracts for employee salaries and supervises employee punishment affairs. The trusted group in each plant serves as an important platform for frontline dialogue with employees through daily communication with colleagues, collecting and processing opinions, and further reflecting and improving grassroots management culture. The plant management office also regularly communicates occupational safety awareness with colleagues and has set up the 70885 hotline to assist in handling and helping employees with problems encountered in work and life, and as a communication hotline between managers and employees.

In response to Thai labor laws, factories employing more than 200 workers must establish welfare committees and safety committees. The Thai plant has arranged for labor representatives to be elected since 2020, with elections held every two years. In August 2022, a new welfare committee election was held, and a welfare committee meeting is regularly scheduled every three months to provide feedback and communication for the company.



◆The election of the welfare committee at the Thai plant was by vote.

Employee Voice Survey

In order to better understand the voices of grassroots employees, anonymous employee voice surveys were conducted in some factories in each plant area in 2022 to understand employee feedback and improvement plans. The areas for improvement involve adjusting the management style of supervisors, working hours, and salary and benefits. Each plant area has launched various improvement plans in response to the feedback and expectations of employees.

The survey also revealed that employees generally have a positive view of the company as a whole. Among the survey participants, 79% of employees in the Taiwan plant area, 90.57% in QSMC, and 78% in the Thailand plant area are willing to recommend the company to their friends and family. Additionally, 84% of migrant workers in the Taiwan plant area strongly identify with the working environment at Quanta. QCMC has 98% employee satisfaction and its employees show willingness to continue working at Quanta.

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Continuing the company's vision of "innovative technology for the benefit of society", we coordinate efforts in the direction of "We Restyle Life". Adhering to the principles of sustainable governance and honest business operation, the company has always focused on cultivating and developing talent. Starting with cultivating core value talents, the company not only emphasizes the continuous improvement of skill sets but also the mindset, which needs to continuously evolve with the company's different stages of strategic transformation in order to support the company in maintaining its innovation momentum, achieving the concept of sustainable business operation, and gaining a leading position in the rapidly changing technology industry.

Talent development policy, realizing sustainable talent

With sustainable talent as the core and based on the 3R principle of "re-think, re-invent, and re-learn," a diverse and inclusive sustainable talent development ecosystem is constructed that systematically cultivates talents with core values and diverse cross-border skills, creating, enhancing, and strengthening organizational effectiveness and competitiveness.

Improving the talent development system and enhancing human capital

Quanta Computer Headquarters has established the Quanta ELITE School (QES) with the important task of improving the company's human capital development engine, specifying the required talent functions, and balancing the development of ELITE's five major fields of study to build a complete and rich learning plan.

The five ELITE fields of study are:

Expertise: Developing core competencies and technical research skills to help employees continuously learn and develop in different product fields

Leadership: Developing management competencies and required management courses to help cultivate management talents in the company

Innovation, Thinking and Entrepreneurship: We take the ICE (Innovation, Creativity, Entrepreneurship) program, taught by experts from Harvard University and Stanford University and covering the fields of design, brain science, creativity, and entrepreneurship as the core, to help employees develop innovative knowledge, design thinking and entrepreneurial thinking and abilities. A series of lectures is also offered to enhance employees' relevant skills in artificial intelligence applications in manufacturing, mobility, medicine, and other fields and to cultivate diverse cross-border talents.

The learning themes and planned paths offered by the Quanta School's five ELITE fields of study are designed according to different job attributes, required abilities, and levels, so that every employee can have suitable learning themes and development resources to strengthen their professional abilities and continue to grow.



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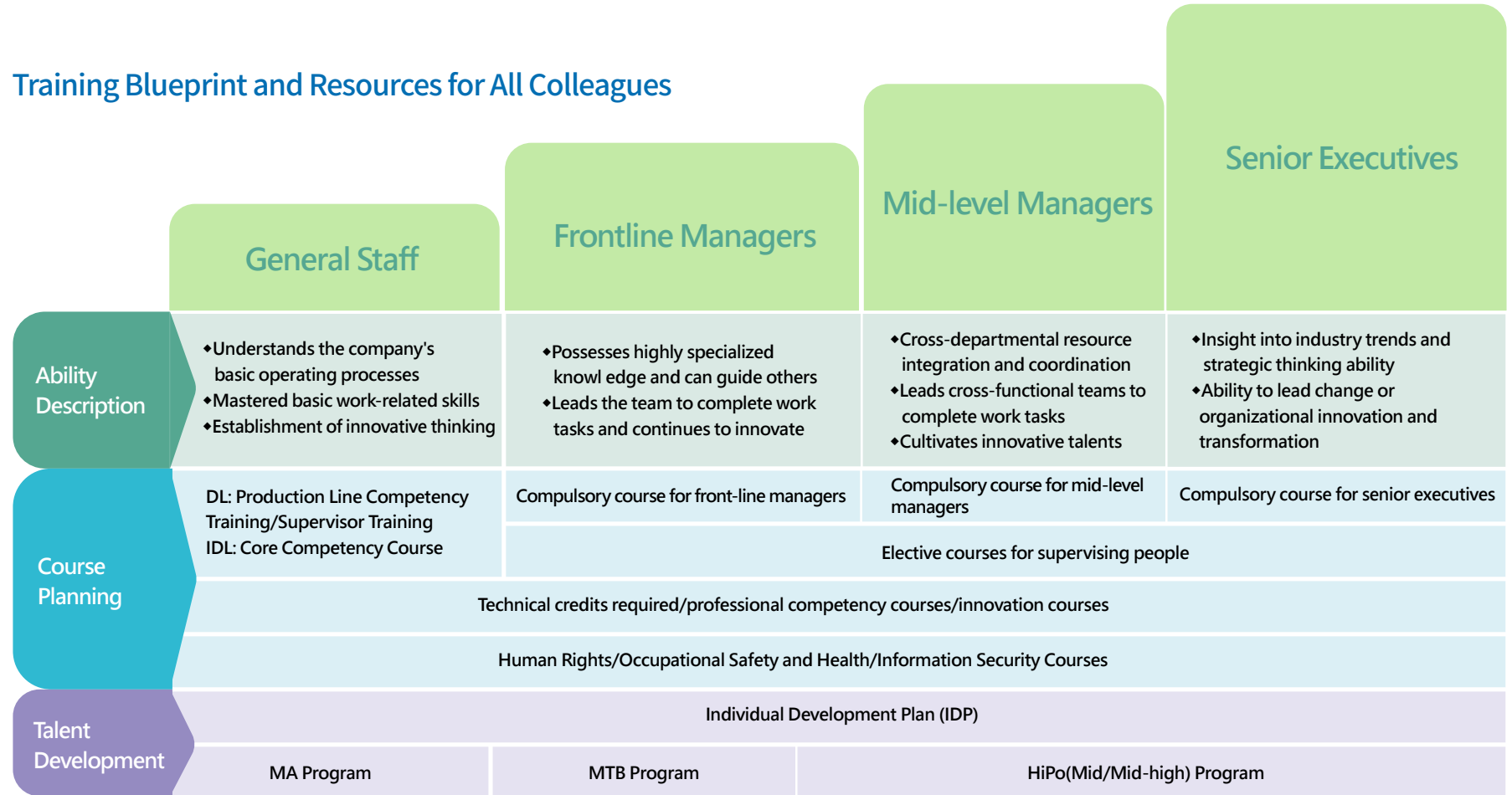
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Training Blueprint and Resources for All Colleagues

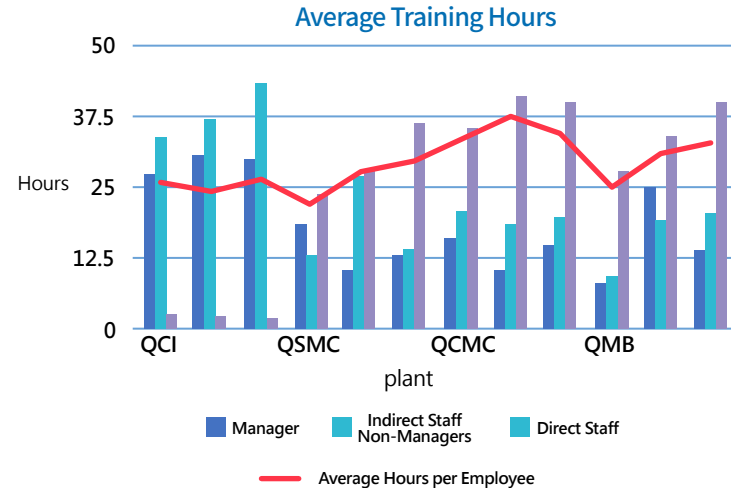


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Average Training Hours

plant		QCI			QSMC			QCMC			QMB		
Annual		2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Format	In-Person/Live Stream	4.6	4.6	4.4	18.4	24.6	26.1	32.0	36.1	32.9	25.1	30.8	32.6
	Online	21.6	19.8	22.2	3.7	3.2	3.7	1.6	1.4	1.7	0.0	0.5	0.6
Gender	Male	29.4	27.5	30.8	22.8	28.8	31.5	36.7	41.1	39.9	24.2	30.9	30.9
	Female	19.6	18.2	18.7	20.5	25.6	26	27.3	30.6	26.3	25.6	31.6	34.8
Objects	Manager	27.3	31.0	30.2	18.8	10.5	13.3	16.1	10.2	15.0	8.0	25.3	14.0
	Indirect Staff Non-Managers	34.1	37.3	43.7	13.2	27.1	13.8	21.0	18.4	19.7	9.1	19.4	20.6
	Direct Staff	2.7	2.3	2.2	24.1	28.1	36.4	35.6	41.4	40.3	28.0	34.2	40.3
Average Hours per Employee		26.2	24.4	26.6	22.1	27.8	29.8	33.6	37.5	34.6	25.1	31.3	33.2

- ◆ QCI refers to the Taiwan-based R&D Headquarters Center (QRDC) and Manufacturing Center (QTMC)
- ◆ The difference in training hours between male and female employees is due to the fact that more males than females are engaged in R&D positions in the technology industry. The company requires employees in positions to complete annual mandatory training hours, but all courses are available to all employees without regard to gender.
- ◆ In 2022, the total training hours reached 1,907,147 hours, and the overall satisfaction score was 9.58 out of 10.



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Talent Development in Multi-Disciplinary Fields

Looking ahead to the next decade, it will be a golden age for the deep integration of "Computing" and "Connectivity" to develop various innovative applications. In order to embrace the new era of "metaverse computing", Quanta is focusing on the development of "Tools for SMART X" and is entering the three major application areas of the AI era: "smart medicine," "smart manufacturing," and "smart mobility".

Therefore, it is necessary to effectively cultivate multi-disciplinary talents to be able to grasp technology and innovation trends, accurately seize the intersection of technological application innovation, user behavior change, and business model innovation, provide tools for intelligent solutions, and capture key business opportunities.

In addition to the ICE Program of Quanta ELITE School (QES), Quanta has established the Quanta AI School (QAS), which provides a learning blueprint from beginner to advanced levels, supplemented by AI application practical workshops, and designed with a gamified learning platform to enhance employees' relevant literacy and skills in artificial intelligence applied to manufacturing, mobility, medicine, and other fields.

In order to encourage colleagues to continuously improve their technical expertise, the company formulates technical credit study regulations for R&D engineers at all levels each year. In 2022, the number of technical credits studied was 65,620.

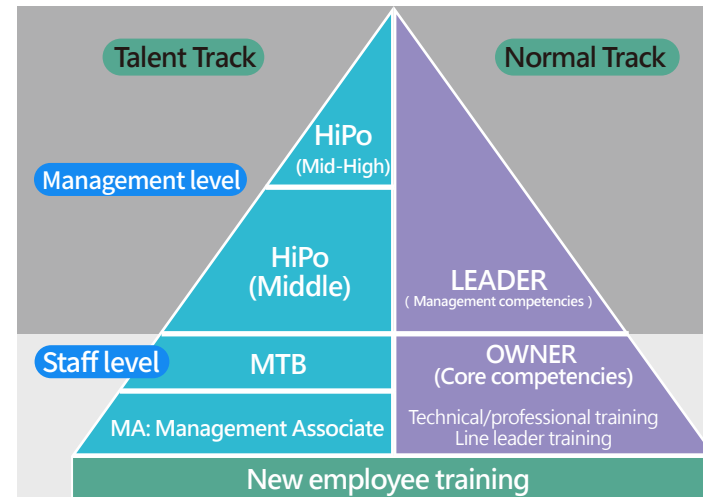
Development of Key Talents and Experience Transfer

In order to accumulate future growth energy, the company encourages colleagues to serve as internal lecturers, systematically organize their own accumulations in their work, and share knowledge and pass on experience. Through teaching, they can improve their own expertise and train their own communication skills, discovering their own strengths. These courses also give more assistance to internal learners because they come from work experience. Quanta can effectively turn these experiences into a knowledge base and establish the competency database needed for each position. Every year, Quanta publicly recognizes new and excellent internal lecturers at the Excellent Teacher Awards. In 2022, there were a total of 1,098 internal lecturers who taught at the Taiwan headquarters, with 60% of them being supervisors. There was a total of 535 departmental training courses, with a total time of 15,727.5 hours, and a total of 17,930 participants. The post-class satisfaction score given by the internal lecturers was 9.62 points.

2022 Internal Lecturers

plant	QCI	QSMC	QCMC	QMB
Number of Internal Lecturers	1098	67	76	48
Percentage of Supervisors as Lecturers %	60%	53.7%	15.8%	2.1%

In order to assist the sustainable operation and development of the company, in addition to the continuous deepening of technical capabilities, the continuous development and reserve of key talents are also important. Different talent development plans are designed for different line groups, including production line supervisor training programs, management associate programs (MA), manager-to-be (MTB) programs, high-potential programs (HiPo), etc. Through identification, evaluation, training, and development, the leadership of key talents is strengthened to ensure an abundance and solidity of the talent pool.



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Examples of the benefits of Quanta's learning development programs for the company are as follows

Project Name	QAS(Quanta AI School) Program	MTB(Manager-To-Be) Program
Benefits to the company	To cultivate management talents in advance, select employees who have the potential to become supervisors, and before they become supervisors, establish a supervisory mindset and understand the responsibilities of supervisors in advance, so as to reduce discomfort after promotion and further enhance their competency.	To cultivate management talents in advance, select employees who have the potential to become supervisors, and before they become supervisors, establish a supervisory mindset and understand the responsibilities of supervisors in advance, so as to reduce discomfort after promotion and further enhance their competency.
Impact on the Company's business	With strong AI research and development capabilities, Quanta actively cooperates with multiple hospitals to launch private and public cloud medical solutions, creating a remote medical network. As a provider of smart hospital solutions, Quanta also actively promotes the establishment of cloud servers for 5G and AI technology in different application fields, improving brand awareness and market share and further enhancing its competitiveness in the digital transformation market.	<ol style="list-style-type: none">1. The promotion rate of MTB Program participants is higher than that of non-participants (48% vs. 17%)2. The retention rate of MTB Program participants is higher than that of non-participants (85% vs. 49%)3. Participants believe that participating in the MTB Program can help them identify their management blind spots and focus on improving specific management skills4. Those who started working as supervisors after participating in the MTB Program reported that the program helped them to adapt quickly and become competent in their management positions.
Actual participation rate	2022 Company QAS Actual Participation Rate: 73.9% (5496/7431)	Number of participants in the program: 175 Number of students who passed the program: 109 passed, 51 in training Pass rate: 88% on average

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Quanta's goal is to prioritize employee safety and health and promote employee well-being. We have implemented a series of health promotion activities, disease prevention measures, and occupational safety and health systems to assist in establishing employee health awareness in three aspects to further prevent, manage, and actively prevent occupational accidents.



Health promotion activities to enhance employee health awareness

In 2022, despite the challenges posed by the severe pandemic, various Quanta plant sites organized numerous health promotion activities, including the following:

Taiwan Plant

Quanta launched multiple health promotion events in 2022, such as the "2022 Craftsmen's Healthy Walking Challenge - Unlocking Missions for a Healthy Sensation" online walking event. The event continued to create a craze for walking, incorporating core exercises and the transmission of health knowledge. The participants unlocked missions and goals through a 9-grid connection, integrating walking into their lives and embodying a healthy lifestyle with a sense of fulfillment. 1,075 employees participated in the event, and they collectively completed 385,166,410 steps over 60 days, equivalent to walking over 269,000 kilometers and burning 1,339.7 kilograms of calories.

In addition to physical health, in response to the impact of the pandemic, Quanta organized five online lectures with topics related to physical, mental, and emotional well-being. These lectures aimed to educate participants on how to maintain a healthy lifestyle during the pandemic while staying at home, including fitness activities and healthy eating habits. They also provided guidance on how to balance taking care of family members with self-care to maintain both physical and mental well-being. The lectures had a total of 320 participants, with a satisfaction rating of 4.7 out of 5.

Chongqing Plant

Recognizing that health is fundamental to individuals, QCMC is dedicated to organizing various health events and encouraging employees to actively participate to improve their health. The aim is to enable Quanta employees to have a healthy physique. By organizing the "Get Moving" health exercise campaign every odd-numbered month, we promote walking and conduct skin care consultation events to enhance employees' understanding of skin health and care knowledge. On World No Tobacco Day, smoking cessation campaigns were conducted in residential areas to raise awareness among employees and create a healthy, smoke-free environment. A total of 745 people participated in these events.

Additionally, fitness gym events were organized in May and December, including sports competitions and other recreational contests, to exercise the body, enhance the physical fitness of employees, and strengthen motivation for fitness. Around 500 people participated in these events. The establishment of a frisbee club has also attracted more than 60 members who freely practice on the soccer field, promoting an interest in sports among employees.

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Shanghai Plant

Despite the impact of the COVID-19 pandemic, QSMC continued to implement a series of health promotion events. In terms of managing chronic diseases among employees, a blood glucose health management program with the theme "Focus on Blood Sugar, Protect the Future" was implemented. A series of health lectures were organized, and regular follow-up tests on blood glucose levels were conducted for individuals with high blood sugar and diabetes. A total of 40 colleagues with high blood sugar participated in this program.

In promoting employee health and physical activity, various health exercise programs were organized, including the "Healthy Weight Loss Challenge" in January, the "Enjoy Life with Quanta: 21-Day Running Check-in Challenge," the "Fat-Burning Zumba Dance Classes," and the "Eight Level Health Preservation" program. These initiatives aimed to enhance health literacy and foster a habit of regular exercise through a combination of a balanced diet and scientific physical activities.

In terms of mental health, QSMC's counseling office organized a total of 12 online and offline events, benefiting more than 2,000 individuals. The activities included film screenings and discussions on mental health knowledge, as well as Zen card sessions for emotional guidance. They also offered online courses such as "Saying No to Anxiety" and "Focus on Mental Health to Protect Your Well-Being" to help employees adjust their psychological and emotional states in response to the pandemic. The number of participants who were trained exceeded 10,000. In October 2022, QSMC held a Mental Health Awareness Month with the theme "Facing the Sunlight, Growing with Positivity." Through a series of activities, they aimed to encourage employees to develop psychological resilience, enhance their coping abilities, embrace change, and actively adapt to the challenges posed by the pandemic.

Thailand Plant

In 2022, QMB organized the first QMB Football Cup in the Thailand Plant, leveraging the sport most favored by Thai employees to enhance their awareness of health through team competitions.

Promoting preventive measures and early detection of risk factors

In preventive medicine, health promotion and disease prevention play crucial roles. To prevent the occurrence of diseases and maintain physical and mental well-being, besides general health education, regular health check-ups are conducted to identify and address risk factors for early diagnosis and appropriate treatment. This collaborative effort aims to create a healthy and fulfilling life. The following provides explanations for each plant:

Taiwan Plant

To enable employees to understand their own physical and mental conditions and actively seek treatment during sub-health stages, the company has implemented the following preventive measures.

- ◆In addition to the legally required items, the Taiwan plant invites well-known medical institutions to come to the plant to conduct annual employee health check-ups, expanding the scope of health examinations. Starting in 2022, comprehensive full-body health check-ups are provided for supervisory-level and above employees, with one day of health check leave granted. For items that require follow-up treatment, the company has additional coverage through a comprehensive group insurance plan to provide assistance in insurance matters. In the year 2022, a total of 8,790 employees and supervisors participated in the annual health check-up, achieving a completion rate of 90% and a satisfaction rate of 93.77%.
- ◆The company also provides an Employee Assistance Program (EAP) to assist employees in resolving various issues related to psychology, health, law, and finance. In 2022, the program was utilized by 274 individuals, with a satisfaction rate of 9.43.
- ◆To promote healthy eating among employees, the company offers various reduced-oil and low-sodium dishes, providing healthy meal options. In 2022, the various plant locations collectively offered over 70,000 servings of healthy and light meals. Every quarter, reputable research or testing institutions are commissioned to conduct food inspections and hygiene audits in restaurants. The results of the quarterly inspections in 2022 were all qualified.

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- ◆ Occupational hazards that pose risks to health are addressed through health check-up results. If abnormal workloads are identified, graded management is implemented. On-site consultations with doctors and promotional materials are used. Special hazard operations are evaluated, and operational environments are monitored. Special personnel are required to wear protective equipment and undergo regular check-ups. Engineering protection measures are installed in work areas, and hazard awareness campaigns are conducted to minimize risks.
- ◆ Occupational health services are implemented in accordance with the guidelines of the Occupational Health Service Plan, including health check-ups, health management, and on-site doctor consultations. On-site doctor consultations were provided to a total of 1,077 individuals to assist employees in managing their health.
- ◆ Special health check-ups were conducted for 451 individuals, and there were 6 individuals identified as follow-up subjects under the Level 3 management category.
- ◆ There were 402 individuals experiencing work overload, with 40 individuals classified as high-risk and 362 individuals as low-risk. Employees at risk have discussed with their supervisors how to improve their work overload management.

Shanghai
Plant

QSMC has implemented the following management measures for disease control among employees:

- ◆ In terms of employee health examinations, in addition to the required items, in 2022, the chest X-ray examination was updated to a chest CT examination, thyroid ultrasound was added, and gynecological examinations (cervical cancer screening) were updated. These changes ensure that the examination items are more in line with the detection of common and prevalent diseases. In the year 2022, a total of 2,626 people participated in the annual health examination.
- ◆ Regular blood pressure measurements were conducted for employees aged 32 and above, with a total of 7,704 individuals surveyed. The proportion of individuals with high blood pressure was 16.5%. QSMC medical staff managed individuals with hypertension grades 2–3 through a layered system, providing regular tracking and intervention on a weekly to monthly basis.
- ◆ In terms of occupational health, a total of 2,942 occupational hazard assessments were conducted for pre-employment, on-the-job, and post-employment evaluations. Eight employees with occupational contraindications were promptly reassigned to other positions. Health consultations, interventions, follow-up examinations, and treatments were provided for employees at risk of other diseases. Risk assessments and improvements were conducted for workplace hazards in cases of injury accidents. Emphasis was placed on emergency management of injury accidents, and quarterly emergency drills for occupational accidents were conducted.
- ◆ In response to the control of respiratory infectious diseases such as COVID-19, QSMC strictly implemented a system for tracking individuals with fever. Daily tracking was carried out for individuals with fever until their recovery. Disease prevention campaigns were continuously promoted through bulletin boards, email announcements, and WeChat platforms to enhance employees' health awareness and disease prevention capabilities.
- ◆ In terms of mental health, QSMC has a counseling room with three dedicated counselors providing Employee Assistance Program (EAP) services. In 2022, individual counseling services were provided to 385 individuals, and 178 counseling calls were answered on the 17668 hotline. Psychological and emotional surveys were conducted for 5,732 individuals, with interventions for four individuals with abnormal psychological conditions. A total of 36 sessions of mental health education were conducted. The satisfaction rate for psychological health services was above 95%.

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- ◆ In November 2022, to reduce the risk of hypertension among employees and ensure their health, a hypertension survey was arranged for all employees aged 32 and above. The survey rate was 100%, and the proportion of individuals with hypertension was 8%. Employees were promptly reminded to seek medical attention.
- ◆ In April 2022, a general health examination was arranged for employees, with 907 individuals participating, resulting in a participation rate of 60.07%. Among them, 39.93% of employees opted out of the examination. Abnormal conditions found during the examination were brought to the attention of the employees for timely follow-up treatment to ensure their physical well-being.
- ◆ In October 2022, a gynecological examination was arranged for female employees, with 64 individuals participating, resulting in a participation rate of 30.7%. Among them, 69.3% of employees opted out of the examination. Abnormal conditions found during the examination were brought to the attention of the employees for timely follow-up treatment to ensure their physical well-being.
- ◆ Occupational health examinations were regularly conducted for all employees in positions with occupational hazards. Daily inspections and environmental monitoring are conducted for positions with occupational hazards to ensure the integrity of personal protective equipment and compliance with wearing requirements by employees. Corresponding protective measures are implemented at the worksite to reduce occupational hazards. Daily education and training are provided to employees working at these job positions to minimize occupational risks and ensure that occupational hazard risks are reduced to the lowest level.
- ◆ A total of 763 individuals underwent occupational health examinations, and no cases of occupational diseases were found.

Thailand
Plant

- ◆ To effectively manage employee health, QMB conducted general health examinations and special position health examinations in the current year. In 2022, a total of 1,010 individuals participated in general health examinations, with 540 individuals exceeding the workload capacity. For special position health examinations, 87 individuals participated, and 4 individuals required follow-up.
- ◆ To ensure the stability of employee health, the company conducts quarterly examinations for employees who have completed one year of work to regularly monitor their health status.
- ◆ For employees in special positions, the company arranges pre-employment examinations. In 2022, a total of 166 newly hired employees in special positions underwent pre-employment examinations, and six individuals required follow-up.
- ◆ Employees in special positions undergo regular company-arranged health examinations to track their health status. Operational staff are also required to wear protective equipment as per regulations to reduce occupational hazards.
- ◆ During the training of new employees, the EHS (Environment, Health, and Safety) team emphasizes the safety and health-related regulations and operational procedures within the production area to enhance employee awareness.

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Strengthening Occupational Health and Safety System

Occupational Health and Safety Management System and Policies

Each Quanta plant follows the ISO 45001:2018 Occupational Health and Safety Management System to establish occupational health and safety policies. The important objectives and principles are "compliance with regulations, risk assessment, participation of all employees, enhanced communication, continuous improvement, and elimination of hazards". The EHS implementation team and dedicated personnel in each department carry out the implementation. To ensure the effective operation of the system, regular tracking reviews and audits are conducted each year, and system validation is obtained. The coverage rate of the management system is 100%, covering a total of 62,097 workers. Article 12-2 of the Regulations of Occupational Safety and Health Management requires the Taiwan plant to implement the occupational health and safety management system. Other plants are not required by applicable laws to implement the occupational health and safety management system.

The management department conducts periodic inspections of the plants. If any unsafe environment or unsafe behavior is discovered during the inspection, immediate cessation of operations is required to ensure personnel safety and eliminate on-site safety hazards. If employees encounter an imminent danger while performing their duties and it does not pose a risk to other workers' safety, they have the authority to stop the operation and retreat to a safe place. They can also report to the 70885 hotline.

The following statistics are related to the safety and health management system:

	Number of occupational health and safety inspection visits per year	Quantity of reported safety and health-related incidents	Safety and health procedures manual Number of copies/revision frequency	Number of project audits conducted for workplace safety inspections	Occupational health and safety regulation identification items	Quantity of management
Taiwan Plant	2250	1298	26/9	9	634	476
Shanghai Plant	3960	3100	28/6	58	539	72
Chongqing Plant	5110	3680	26/9	113	262	360
Thailand Plant	300	-	31/18	-	149	0

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Return-to-work ratio after maternity protection and childcare leave

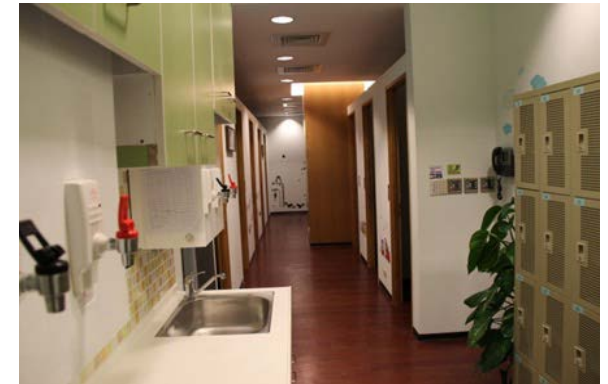
Taiwan Plant

In Taiwan, a total of 53 female employees received maternity health protection this year. Medical personnel conducted hazard identification, risk assessment, and verification of job requirements for pregnant female employees after learning of their pregnancy. Direct personnel were then reassigned to suitable positions after consultation with the company doctor, and relevant health education information was provided during pregnancy and the postpartum period. Dedicated parking spaces and optimized entry routes are provided for pregnant women. A handbook for new parents is compiled to inform colleagues about the benefits and legal assistance provided by the government and the company. A lactation room is available with smart access control management to provide a sense of security and a suitable space.

To care for female employees with breastfeeding needs, a dedicated lactation room is set up. The Employee Welfare Committee has also signed contracts with nearby outstanding childcare institutions to provide employees with childcare services at discounted rates. In response to the government's implementation of the parental leave without pay policy, employees can apply for parental leave without pay to the company based on personal needs under the provisions of the "Act of Gender Equality in Employment" and other regulations.

Item	Gender	2021		2022					
		Head count	Subtotal	Head count	Subtotal				
Number of employees applying for parental leave	Male	10	55	35	88				
	Female	45		53					
Number of employees expected to return to their positions within the year	Male	6	23	25	50				
	Female	17		25					
Number of employees actually returning to their positions within the year	Male	4	13	18	38				
	Female	9		20					
Previous reporting cycle Retention rate	Male	5	100%	16	64%	3	75%	12	92%
	Female	11	55%			9	100%		

- The number of employees expected to return to work and the actual number of employees who return to work are calculated based on the number of applicants in the current year.
- The disclosure for Mainland China and Thailand plants is not provided: According to local regulations, female employees are entitled to maternity leave but there are no provisions for childcare leave.



- In 2022, there were 10,560 employees eligible to apply for parental leave without pay under the QRDC/QTMC program after completing at least 6 months of service. Among the employees who applied for parental leave without pay, 40% were male and 60% were female. The return-to-work ratio after completing the parental leave period was 76%.

Shanghai Plant

In the Shanghai plant, there were a total of 286 pregnant employees in 2022. Relevant registration, job risk identification, and assessment were carried out by healthcare personnel. Employees unsuitable for certain positions were reassigned, and pregnant employees were issued pregnancy contact cards. Priority access is granted for entering and exiting through commuting channels, and discounted meals are offered at the cafeteria. Additionally, they can receive consultations on reproductive health. QSMC has a total of 10 nursing rooms available for breastfeeding employees. These rooms are equipped with specialized refrigerators, storage cabinets for breastfeeding supplies, and bottle sterilization facilities. Relevant books and magazines on reproductive health and infant care are also available for reading. The average daily usage in 2022 was 124 people. In 2022, there were 168 applications for maternity leave, out of which 112 employees returned to work, resulting in a return-to-work rate of 66.6%.

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Chongqing Plant

In the Chongqing plant, a total of 231 female employees received maternal health protection in the current year. After pregnancy, female employees registered and established records in the medical room of the plant. Healthcare personnel conducted job risk assessments for pregnant or lactating female employees. If their original positions were not suitable, the department arranged appropriate work positions for them. Optimized entry routes to the plant are provided for pregnant employees. Female employees are entitled to 10 days of leave (half-day per day, counted as official leave) during pregnancy. The company regularly promotes knowledge related to pregnancy/lactation periods to ensure employees are aware of relevant government and company benefits in a timely manner. Breastfeeding employees with infants under one year old are entitled to breastfeeding breaks. The facility has dedicated nursing rooms equipped with smart access control systems to provide a secure and comfortable environment.

Thailand Plant

In the Thailand facility, there were a total of 34 pregnant employees. Line personnel are adjusted to suitable work positions based on recommendations from healthcare personnel until the end of childbirth, after which re-evaluation is conducted.

Hazard identification, risk assessment, and incident investigation

Occupational health and safety is implemented through the occupational safety and health risk assessment management procedure, which involves the identification of hazards and the assessment of risks. The personnel responsible for conducting risk assessments are subject to internal audits by the occupational safety and health management system. These assessments primarily focus on preventing occupational injuries and diseases related to chemicals, machinery, electricity, equipment, and transportation. Among these, traffic accidents are the most frequent hazard. Employee awareness of hazards is reinforced through informational materials to reduce occupational injuries. In addition to causing personnel and property losses, occupational injuries can damage the company's good corporate social responsibility image. Occupational health and safety management is crucial for the well-being of both the company and its employees, and it can lead to direct or indirect economic benefits.

	Risk identification	Work-related injuries	Number of personnel for human factor checks	Environmental monitoring points
Taiwan Plant	1,068	86.3% - Traffic accidents, 4.7% - Falls, 6% - Pinch injuries, 3% - Cuts	2,167	909
Shanghai Plant	9,501	39% - Machinery injuries, 37% - Slips and twists	27,630	1,789
Chongqing Plant	845	44.5% - Falls/Twists, 40.9% - Equipment injuries, 13.4% - Traffic accidents, 1.2% - Chemical injuries	13,070	360
Thailand Plant	816	23.53% - Collision injuries, 26.47% - Compression injuries, 41.18% - Cuts, 5.88% - Pull injuries, 2.94% - Chemical-related injuries	-	258

Worker participation, consultation, and communication regarding occupational health and safety

The establishment of communication, consultation, and participation procedures for environmental and occupational health and safety affairs is outlined in the operational manual. This aims to facilitate communication, consultation, and participation between internal and external stakeholders of the company's environmental and occupational health and safety management system. Important information related to environmental and occupational health and safety is shared with relevant stakeholders, and the company encourages interaction and participation between itself and stakeholders in environmental and occupational health and safety affairs.

Percentage of occupational safety and health committee members in each plant (%)

Site Year	QCI	QSMC	QCMC	QMB
2022	0.750	1.045	1.277	0.480
2021	0.690	0.750	0.841	0.570
2020	0.703	0.820	0.756	0.570

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Goals and planning for occupational safety and health

Taiwan Plant	Rolling Shutter Door Open / Close Operation Management Plan	<p>Improve the operation method of all rolling shutter door open/close buttons. The current operation involves a one-button control for up or down movement. However, since the facility is not equipped with infrared sensors or light barriers, the rolling shutter door continues to move downward even if there are individuals or objects below. To prevent potential accidents and injuries, a review of the safety of the rolling shutter door is necessary. It is necessary to inspect and ensure that all buttons are properly controlled and improved (requiring continuous pressing of the up or down button for the rolling shutter door to operate).</p>	
Shanghai Plant	Introduction of Fire Equipment Patrol System	<p>QSMC has implemented a fire extinguisher patrol and inspection system in all plant areas to prevent missed or delayed inspections caused by layout changes or human errors, which could result in the loss or damage of fire-fighting equipment. This system ensures timely identification of deficiencies, repairs, and replacements and ensures that firefighting equipment is in good working condition and that inspection frequency complies with regulatory requirements.</p>	
	Chemical Storage Area Improvement Project	<p>CCTV cameras have been installed in the chemical storage area, with explosion-proof cameras used in hazardous chemical storage zones and regular cameras for general chemicals. This surveillance system monitors operational safety.</p>	
	Special Improvement for LCM Elevated Floor Cleaning Operations	<p>To enhance safety during LCM elevated floor cleaning operations, a special assessment and improvement plan has been implemented. Measures such as warning tapes, training, and operating SOPs have been introduced to prevent the recurrence of related accidents.</p>	<p>区域展开--F5-2F ROE段:</p> 

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Shanghai Plant	<p>Implementation of Radiation Three-Level Safety Responsibility System</p>	<p>Update radiation-related regulations and implement the signing of three types of radiation device commitment forms, radiation safety responsibility agreements for employees, and occupational hazard notification forms. These measures aim to ensure compliance with regulatory requirements and enhance radiation safety practices.</p>	
Chongqing Plant	<p>P3 Plant: Addition of Infrared Sensing Protection for Automated Equipment</p>	<p>During the daily operation of automated equipment, a protective light curtain is formed inside the equipment using a set of infrared beams. When the light curtain is obstructed, the infrared sensing protection device sends a signal to control the automated equipment to stop working, reducing the potential risk of harm to workers in the working environment and effectively ensuring their personal safety.</p>	
	<p>Indoor Forklift Charging Area in the Plant: Addition of Hydrogen Gas Detection Sensors</p>	<p>The forklifts in the plant use lead-acid batteries, and the charging process may generate H₂, posing a risk of explosion. To ensure the safe use of the forklift charging area, quarterly special inspections are conducted, and hydrogen gas detection sensors are installed in the charging area. If any abnormalities occur, an immediate alarm will be triggered to reduce the risk.</p>	
	<p>Fixed protective devices added to the pneumatic cylinder actuator guide and robot arm of the PU5 SA automatic feeding machine in Factory P1</p>	<p>During daily operations, there is a risk of personnel getting caught or struck by the moving pneumatic cylinder and robot arm. After comprehensive analysis and evaluation, it has been determined that the installation of protective enclosures for the pneumatic cylinder actuator guide and robot arm is necessary to prevent injuries caused by contact between the cylinder, arm, and personnel. The objective is to prevent occupational accidents from occurring.</p>	
	<p>P1 Molding Department: Addition of Isolation Fences in the Automated Packaging Area</p>	<p>During the daily operation, there is a risk of personnel being struck by the movement of the robotic arm in the automated packaging machine. Through comprehensive analysis and evaluation, isolation fences are installed around the automated packaging machine to prevent contact between the robotic arm and colleagues, thereby preventing work accidents.</p>	

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Worker Occupational Health and Safety Education and Training

Taiwan Plant

According to Article 32 of the Occupational Safety and Health Act and Article 17 of the Occupational Safety and Health Education and Training Rules, general worker safety and health education and training are conducted every six months in the Taiwan plant. Training includes tests. For specific occupational hazards such as high-pressure gas equipment, oxygen-deficient operation supervisors, specific chemical substance operation supervisors, and forklift operators, paid external training is provided free of charge.

- ◆Environmental, Occupational Health and Safety, and Energy Management Personnel Annual Training Courses consist of 24 sessions, with a total training duration of 818 hours, covering topics such as environmental, occupational health and safety, and emergency response.
- ◆There are 177 employees with relevant licenses, and the retraining rate is 100% as required by regulations.
- ◆A total of 11,620 employees received occupational safety and health in-service education and training in QCI.

Shanghai Plant

In the Shanghai plant, in accordance with the requirements of the "Regulations on Safety Training for Production and Operation Units," combined with QSMC's "EHS Annual Training Plan," a total of 10 online and offline courses were conducted in 2022, in addition to Level 3 safety education. The online courses covered topics such as general knowledge of safe production management and promotion of the new safe production law, with a total of approximately 62,000 participants, all of whom passed the assessment. For specific occupational hazards such as construction work safety, radiation safety, and forklift operation safety, online and offline training courses were conducted with a total of approximately 1,000 participants.

- ◆Personnel with relevant licenses received education and assessment from corresponding training institutions, with approximately 38 trainees. They all received training and assessments in accordance with regulatory requirements and obtained the corresponding certificates.

Chongqing Plant

In the Chongqing plant, in accordance with safety-related regulations and company arrangements, specialized safety and health in-service education and training are conducted for employees every quarter or half-yearly according to the plan, followed by post-training assessments. All newly hired employees receive comprehensive environmental and/or occupational safety training. For specific job positions such as electricians, special equipment managers, and fire control room personnel, free external training is provided as required.

- ◆Annual training courses for personnel related to environmental and occupational health and safety consist of 44 sessions, with over 2,000 trainees and a total training duration of 604 hours. The content includes environmental protection, equipment safety, fire safety, occupational health, and other topics.
- ◆There are 218 employees with relevant licenses, and the retraining rate is 100% as required by regulations.
- ◆Occupational safety and health in-service education and training (new employee training) had a total of 49,494 participants.

Thailand Plant

The Thailand plant conducted 31 annual training courses for personnel related to environmental, occupational safety and health, and energy management. The content covered firefighting, occupational safety and health, and emergency response measures.

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Contractor Management

Regarding occupational safety and health prevention and mitigation for suppliers, an understanding of occupational safety and health risks and hazards is obtained through contractor questionnaires and contractor audits. The contractor's safety and health operating rules achieved a recovery rate of 100%.

- 1 Occupational accident and disease statistics for on-site personnel include workers at Quanta's site, including outsourced security guards, cleaning personnel, restaurant vendors, and waste recycling personnel, among others.
- 2 Some workers, such as outsourced construction workers and maintenance personnel, are not included in the statistics due to difficulties in data collection.
- 3 Occupational safety and health accident and disease statistics for each plant:

Statistics of the number and hours worked of Vendor's on-site personnel between 2020 and 2022

Statistics of the number and hours worked of Vendor's on-site personnel

Site	Gender	Number of on-site personnel			Number and hours worked		
		Year					
		2020	2021	2022	2020	2021	2022
QCI	Male	125	152	115	328,413	343,888	294,256
	Female	173	185	161	372,926	397,136	339,960
QSMC	Male	367	417	378	734,000	834,000	752,976
	Female	405	496	401	810,000	992,000	798,792
QCMC	Male	285	305	236	570,000	610,000	472,000
	Female	699	707	587	1,398,000	1,414,000	1,174,000
QMB	Male	29	35	38	69,832	84,000	91,200
	Female	41	55	61	98,728	132,000	146,400

Notes:

1.The number of personnel is based on the count of employees on December 31.

2.The work hour statistics are based on 8 hours per day, except for security personnel, who work 12 hours per day.

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Contractor on-site personnel Disabling Frequency Rate (FR)

Site	Gender	Occupational accident category	Frequency rate of disabling injuries (FR)		
			Year		
			2020	2021	2022
QCI	Male	Traffic injuries	9.13	2.91	6.80
	Female	Traffic injuries	10.73	10.07	8.82
QSMC	Male	Collision and crushing injuries	12.26	13.19	10.62
	Female	Collision and crushing injuries	7.42	10.08	12.52
QCMC	Male	Crushing, falling, and cutting injuries	24.56	27.86	16.94
	Female	Crushing, falling, and cutting injuries	17.88	16.26	15.33
QMB	Male	-	-	0	0
	Female	-	-	0	0

Disabling Severity Rate (SR) and Disaster Rate per Thousand Workers for on-site vendor personnel

Site	Gender	Severity rate of disabling injuries (SR)			Disaster Rate per Thousand Workers		
		Year					
		2020	2021	2022	2020	2021	2022
QCI	Male	0	540.87	6.80	0	0	0
	Female	120.67	244.25	226.50	0	0	0
QSMC	Male	257.49	1016.78	358.58	0	0	0
	Female	228.96	433.47	595.90	0	0	0
QCMC	Male	268.42	537.7	404.66	0	0	0
	Female	608.72	464.63	285.34	0	0	0
QMB	Male	-	0	0	-	-	-
	Female	-	0	0	-	-	-

Item	Calculation rule
Frequency rate of disabling injuries (FR)	Disabling Frequency Rate (F.R.) is the number of disabling injuries (including deaths) per one million work hours. The formula is: $(\text{Number of disabling cases} + \text{Number of deaths}) \times 1,000,000 \div \text{Total work hours}$.
Severity rate of disabling injuries (SR)	Disabling Severity Rate (S.R.) is the number of days lost due to disabling injuries per one million work hours. The formula is: $\text{Number of days lost due to disabling injuries} \times 1,000,000 \div \text{total work hours}$.
Disaster Rate per Thousand Workers	The number of deaths and injuries per thousand workers in one year.

Note: To effectively understand the risks and severity of accidents, revise the calculation rules for occupational safety and health incidents and illnesses by using the frequency rate (FR) and severity rate (SR) for disabling injuries.

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Occupational Health and Safety Statistic

Accident statistical records and reporting mechanism

An Accident Investigation and Handling Procedure Manual was formulated to prevent accidents and minimize losses through an effective investigation and handling mechanism. This will facilitate the implementation of effective preventive measures and prevent the recurrence of accidents. In the event of an accident within the work area, it is necessary to follow the accident reporting and handling procedures to complete the incident report. The occupational safety and health department will conduct accident investigation and handling operations. If any non-compliance with occupational safety and health requirements is identified, corrective and preventive measures will be implemented in accordance with the "Environmental and Occupational Safety and Health Correction and Prevention Procedure.

Occupational safety and health accident and disease statistics for each plant:

Employee Occupational Accident and Illness Statistics for the Year 2022

Site	Including traffic injuries		Excluding Traffic Injuries	
	FR	SR	FR	SR
QCI	4.70	65.62	0.73	6.74
QSMC	1.32	74.58	1.23	73.37
QCMC	2.43	88.05	2.11	27.98
QMB	0	20.69	0	20.69

Proportion of all accidents (including contractor accidents). Frontline workers (90%) are considered to have a higher risk, with the main causes of accidents being falls and sprains, equipment injuries (pinching and cutting), and chemical injuries.

Item	Calculation rule
Frequency rate of disabling injuries (FR)	Disabling Frequency Rate (F.R.) is the number of disabling injuries (including deaths) per one million work hours. The formula is: $(\text{Number of disabling cases} + \text{Number of deaths}) \times 1,000,000 \div \text{Total work hours}$.
Severity rate of disabling injuries (SR)	Disabling Severity Rate (S.R.) is the number of days lost due to disabling injuries per one million work hours. The formula is: $\text{Number of days lost due to disabling injuries} \times 1,000,000 \div \text{total work hours}$.
Disaster Rate per Thousand Workers	The number of deaths and injuries per thousand workers in one year.
Occupational Disease Rate	$\text{Number of Occupational Disease Cases} \times 1,000,000 \div \text{Total Working Hours}$
Total Working Hours	$\text{Number of People in the Area} \times \text{Number of Working Days in a Year} \times \text{Daily Working Hours of 8 hours}$

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Employee occupational accident and illness statistics for the years 2020-2022

employee occupational accident and illness statistics

Frequency rate of disabling injuries (FR)

Site	Gender	Occupational accident category	Frequency rate of disabling injuries (FR)		
			Year		
			2020	2021	2022
QCI	Male	Cutting and Crushing Injuries	1.40	0.57	0.73
	Female	Cutting and Crushing Injuries	2.86	1.91	0.74
QSMC	Male	Mechanical Injuries, Sprains, and Object Impact	1.26	1.33	1.49
	Female	Object Impact, Sprains	1.14	1.29	0.94
QCMC	Male	Falls, Crushing Injuries, and Cutting Injuries	1.57	2.79	3.00
	Female	Falls, Crushing Injuries, and Cutting Injuries	1.03	1.71	1.55
QMB	Male	collision · crushing · laceration · sprain · fall	0.55	0	0
	Female	crushing · sprain · chemical spill	0	0	0

Severity rate of disabling injuries (SR)

Site	Gender	Severity rate of disabling injuries (SR)		
		Year		
		2020	2021	2022
QCI	Male	10.20	2.44	5.86
	Female	6.52	19.33	8.37
QSMC	Male	22.89	29.78	55.42
	Female	20.51	51.00	117.67
QCMC	Male	53.40	48.11	120.06
	Female	44.49	39.89	38.97
QMB	Male	9.34	14.58	36.08
	Female	1.06	7.91	10.48

Employee Working Hour Statistics for the years 2020-2022

Site	Gender	Year		
		2020	2021	2022
		QCI	Male	12,846,000
Female	6,288,000		6,777,344	8,123,376
QSMC	Male	58,632,000	59,408,000	42,887,760
	Female	23,694,000	27,826,000	19,061,448
QCMC	Male	43,864,000	37,954,000	20,656,000
	Female	22,230,000	19,326,000	13,470,000
QMB	Male	1,820,448	1,783,200	2,217,600
	Female	2,822,176	3,036,000	3,338,400

Notes:

◆The disaster rate per thousand people and occupational disease rate have been zero from 2020 to 2022. ◆The calculation of lost days is based on the anticipated working days lost, starting from the day of the accident.◆The calculation of the occupational injury rate includes minor injuries. ◆Working hours are calculated based on eight hours per day.

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Human Rights Risks and Management

Quanta promises to support and respect international labor human rights norms, including the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, and the United Nations Global Compact, and based on this, has formulated the "Labor and Human Rights Policies" to strive to create a dignified working environment, take respect for human rights as a universal value, regard it as the core belief of business operations, and thus jointly follow the same standards as supply chain partners.

With people-centricity as its mission and harmonious development between the enterprise and employees as its purpose, Quanta formulates a complete corporate social responsibility system based on equal, open, and united employee relationships, in accordance with the laws and regulations of each location and the norms of RBA. We have established a comprehensive corporate social responsibility framework, which includes detailed specifications for systems, implementation, supervision, and improvement. Quanta has a corporate social responsibility manual, as well as non-forced labor management procedures, non-discrimination management procedures, disciplinary measures management procedures, employee complaint and reporting management procedures, working hours and wages management procedures, sexual harassment prevention measures, instructions for preventing unlawful interference with job duties, and other internal operational management and risk prevention measures.

Under the complete management procedures, as a member of the Responsible Business Alliance (RBA), Quanta conducts labor and ethical risk assessments in each factory area every year and uses high-risk items as contingency plans, which are also submitted to the board of directors. Quanta also conducts internal audits according to operational needs to identify risks. In 2023, our four factory areas underwent a total of 20 second- and third-party audits on issues related to labor, health and safety, the environment, management systems, and business ethics. None of the audits identified any serious violations of RBA human rights standards in any of these areas. The number of audits conducted for each factory area is shown in the table below:

QCI	QSMC	QCMC	QMB
4	9	1	6

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To clarify potential human rights risks, Quanta conducts audits through various channels including internal audits, employee voice surveys, supplier audits, and on-site investigations. Each factory's Corporate Social Responsibility team completes an annual human rights due diligence investigation to identify any potential risks and outline measures to mitigate these risks. The identified risk issues and risk reduction measures are as follows:

No Forced Labor Risk and Management

Quanta promises and guarantees that all employees should provide labor on a voluntary basis, respecting their freedom rights, including the freedom of employment, resignation, overtime work, and mobility, etc. Corresponding policies and management procedures have been developed. In order to strictly adhere to the policy of no forced labor, the main risk identified from the investigation is related to labor dispatch companies or foreign worker agencies that do not fully comply with the company's policies. Therefore, Quanta has signed agreements with labor providers or foreign worker agencies that specify that breaches of contract or serious violations will result in fines or termination of the contract as punishment.

To prevent supervisors from interfering with workers' freedom and forcing them to work overtime during rest days due to a lack of understanding of the definition of forced labor, Quanta has included the definition and consequences of forced labor in the training courses provided to supervisors. There are multiple channels available for workers to raise any concerns or complaints they may have.

Risk and Management of Working Hours

Quanta has a working hour management procedure, and each factory should comply with the working hour regulations in their respective regions and follow the RBA Code of Conduct's provisions on working hours. The Corporate Social Responsibility (CSR) team regularly supervises the working hours of each factory. If a factory exceeds 60 working hours per week or fails to provide one day of rest after six working days, a warning will be issued immediately. In addition to human supervision, the working hour system has good control, and a warning will be issued if it detects overtime work.

Quanta's headquarters was fined NT\$800,000 by the Department of Labor of the Taoyuan City Government in early 2022 for overtime work. Subsequently, a series of review and improvement measures were implemented, and no similar penalties have occurred since then.

Humane Treatment - Non-discrimination Risk and Management

Based on the laws and regulations of each operating location, Quanta prohibits discrimination during employee recruitment and hiring on the grounds of race, skin color, age, gender, sexual orientation, gender identity and expression, ethnicity and nationality, disability, pregnancy, religion, political affiliation, membership in social groups, protected veteran status, protected genetic information, or marital status, and provides equal pay and opportunities for promotion.

The above policies are conveyed to colleagues and managers through internal education and training, and labor dispatch companies or foreign labor intermediary companies are regularly monitored and audited to prohibit all forms of discrimination.

To prevent employees from being unlawfully violated in the workplace, Quanta has established relevant procedures and complaint channels. If an employee feels that they have been unlawfully violated in the workplace, such as by workplace bullying or sexual harassment, they can immediately report it to the company's complaint hotline. Under the premise of protecting the parties involved, an investigation procedure will be carried out. The prevention and control committee, composed of representatives from both labor and management, will determine whether a violation of relevant regulations has occurred. If a violation is confirmed, it will be reported for punishment. If the situation is severe, the parties involved will be assisted in subsequent legal proceedings and referred to psychological counseling.

In 2022, Quanta conducted a friendly workplace training program to prevent unlawful violations in the workplace. After providing training to high-level and grassroots managers in 2021, the company directly provided training to 177 seed students among direct employees in 2022 to serve as observers and assistants in creating a friendly workplace. Quanta also provided relevant awareness training to 1850 direct personnel.

In 2022, no discrimination-related incidents were reported in any of Quanta's factories, and external customer audits did not mention any discrimination issues.

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In addition, regarding the protection of child labor and underage workers, an issue of general concern to stakeholders, the possible risks and management are as follows:

Risks and management related to the absence of child labor and the protection of minors

According to an expert report from the International Labor Organization (ILO), there is a higher risk of employing child labor and underage workers at QMB, the Thai factory of Quanta. Quanta strictly manages the prevention of child labor and underage workers according to the "Child Labor Management Procedure" and "Management Procedure for Underage Workers". Quanta has taken prevention measures at each factory, including providing training to HR recruiters to enhance their ability to identify the age and identity of personnel. The Corporate Social Responsibility department periodically inspects and audits the recruitment sites of labor companies to ensure that there is no child labor or any misuse of child labor and to properly identify underage applicants or employees. After joining Quanta, the identity documents of employees are verified. If Quanta mistakenly employs a child under the age of 16 despite multiple checks, necessary compensation and improvement measures will be taken.

Regarding underage workers who have already been recruited at each factory, their rights are protected in accordance with the law. Multiple departments collaborate to regulate their identity registration, job positions, working hours, and health examinations. They are strictly prohibited from working night shifts and overtime or in hazardous positions. The relevant units are responsible for strict supervision and management.

In 2022, there were no child laborers in any factory, and there were no significant discrepancies in the audit conducted by clients or the internal audit of the company concerning child labor or underage workers.

Human Rights Risks and Management of Suppliers

During audits and inspections of its suppliers, Quanta continues to pay attention to working hours and the absence of forced labor. Quanta maintains communication with its suppliers and expects them to adhere to its code of conduct. It also conveys that if there are serious human rights violations that cannot be improved, Quanta will stop doing business with those suppliers.

The risk of forced labor often comes from labor dispatch companies and foreign labor intermediaries. To further manage these companies and ensure that dispatched workers receive the same protections as regular employees, each factory signs a "Labor Dispatch Related Agreement" with the labor dispatch company. This agreement outlines the responsibilities and obligations of both parties and ensures that dispatched workers receive the same pay, social welfare benefits, and job environment and safety protections as regular employees. To address problems found during audits of labor dispatch companies and contractors, Quanta continues to investigate the employment and social insurance contributions of employees, both upon entry and exit. Quanta also reduces potential risks by paying salaries and benefits directly to employees.

Furthermore, since foreign migrant workers are hired in plants in Taiwan, as far as recruitment fees paid by migrant workers are concerned, besides stipulating the "Zero Charge Policy", the Company has also devised comprehensive due diligence procedures to ensure that migrant workers coming to Taiwan do not pay any recruitment-related expenses.

Quanta's management measures include on-site inspections, employee interviews, and written investigations. In addition to monitoring the implementation of non-discrimination and non-forced labor policies, the China factories require labor dispatch companies to post anti-discrimination posters, and the CSR department collaborates with the trusted group to conduct anti-discrimination investigations on new employees. Through employee interviews, training, and other measures, Quanta ensures that all employees, whether hired directly or through labor dispatch companies, are not discriminated against for reasons unrelated to their work and do not have to pay any recruitment fees.

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Complaints and Handling

If any colleagues have concerns related to human rights issues or issues where their human rights have been violated, Quanta encourages employees to report them through various complaint channels, either anonymously or by name. The company will assign a dedicated person to handle the case and take the necessary actions. During the handling process, Quanta guarantees that the complainant will not be subject to any retaliation.

- Colleagues in the Taiwan factory can report problems through Quanta's message board, HR hotline, the complaint hotline 70345, or the dedicated mailbox 70345 @quantatw.com. They can also express their opinions through labor-management meeting representatives or employee welfare committee representatives.
 - ◆ Regarding issues related to sexual harassment or workplace violations, there is a hotline at 70695 and a mailbox at 70695@quantatw.com to report such issues. An investigation will be launched while protecting the parties concerned, and adjustments will be made to the job duties or work area as necessary according to the procedure.
- Colleagues in the China factory can file a complaint through the following channels:
 - ◆ Email communication.ch@quantacn.com or WeChat enterprise public account "Quanta Online"
 - ◆ Employee suggestion box, HR service hotline, general affairs help hotline, employee rights hotline, Quanta message board
 - ◆ Various human resources offices, trusted group offices, and
 - ◆ The trusted group members dedicated to the production line can provide immediate and continuous care and assistance to colleagues.
 - ◆ CSR specialists coordinate with relevant units every week to handle and analyze the complaint cases.
- All colleagues in the Thailand plant must receive training before joining the company, which includes promoting complaint channels. Employees can file complaints and communicate through suggestion boxes, human resources/general affairs hotlines, and CSR offices. CSR specialists will investigate, handle, and analyze complaint cases with relevant units every week.

● Total number of complaints filed in all plants:

Year/Number	2021			2022		
	Type of Complaint	Number of Cases Filed	Number of Cases Filed	Number of Cases Filed	Number of Cases Processed	Number of Cases Resolved
Number of Labor Practice Complaints	76	76	76	139	139	139
Number of Human Rights Complaints	24	24	24	29	29	29
Other complaints	69	69	69	65	65	65

- ◆ Labor Practices: Employment practices, health and safety practices, harassment or abuse incidents, labor-management relations, wages, and compensation
- ◆ Human rights issues: including non-discrimination, gender equality, freedom of association, collective bargaining, child labor, forced and compulsory labor, and rights of indigenous people
- ◆ Other Complaints: Other complaints include issues related to life, general affairs, and meals.

As shown in the table, there was an increase in complaints in 2022 compared to 2021. In terms of labor practices, complaints from on-site personnel management, leave disputes, attendance communication, and company system responses were received. Some of the complaints involved workplace sexual harassment and bullying. The human rights complaints mainly involved on-site supervisors violating the freedom of resignation of colleagues and incidents of not signing resignation letters. After an investigation, all complaints were resolved. Upon receiving feedback from the complaints, the responsible units require employees with conflicts of interest to recuse themselves and follow the personal data protection regulations. Through individual case analysis, feedback is provided to the parties involved in oral, electronic, or written form to ensure that the issues are properly received, clarified, processed, given, and recorded to protect the work rights and interests of colleagues and continuously promote a friendly workplace.

The promotion of training to strengthen awareness of human rights

To respect and ensure that employees understand their personal rights and are familiar with relevant regulations and responsibilities during the work process, related training programs are conducted in Taiwan, China, and Thailand plants. The topics covered include corporate social responsibility, prevention of sexual harassment, management of individual cases, and psychological counseling. The total number of trained individuals is 85,423, with a total training time of approximately 32,520 hours. The percentage of trained employees in Taiwan, China (Shanghai, Chongqing) and Thailand is 100%.

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Quanta is actively involved in the community with the goals of "combining resources to promote education, arts and technology for cultural equality" and "caring for stakeholders to create a better society". Quanta believes that our persistence and commitment to social and human capital will help Quanta and its stakeholders in the region in the short and long term. Our practical actions include the establishment of the Quanta Cultural and Educational Foundation with the objectives of "Education as the foundation", "art as an essence", "technology as an instrument", and "creativity as a principle", hoping to achieve the vision of "an equal opportunity to explore culture and technology", and the establishment of the "Taiwan Original Performing Arts Training Base" by the Quanta Culture and Education Foundation, dedicated to "promoting creative exhibition", "technological performing arts", "performance talent cultivation", and "external exchange". The vision is to create a new era of Chinese performing arts. Through the support of the company and the independent participation of employees, the company will demonstrate activities such as caring for the environment and respecting the elderly in order to create a better society with all stakeholders, and the percentage of operating sites implementing local community participation, impact assessment and development plans will reach 100%.

Input Resources

Unit	Inputs (NT\$:million)			Event Attendance (Attendance)			Other input resources such as supplies, equipment, venues, etc.	
	2020	2021	2022	2020	2021	2022		
Quanta Culture & Education Foundation	4,438	4,971	4,910	515,500	266,000	211,600	Art education: exhibits of paintings, guidebooks, and learning objects. Technology education: Quno hardware teaching aids, Qblock software programs, etc.	
Quanta Art Foundation	4,185	4,273	4,835	About 100,000	Entity Participation 7,620 Online Participation 2,891,972	Entity Participation 7,892 Online Participation 3,979,420	Quanta Computer Hall / Taipei National Opera House / Taipei Performing Arts Center / Taipei Xiqu Center / Chiayi County Performing Arts Center / Water Source Theater / Taipei National Theater / Hsinchu City Cultural Affairs Bureau Performing Arts Hall Keelung Performing Arts Center / Taoyuan Exhibition Center / Hsinchu City Cultural Affairs Bureau Performing Arts Hall	
Plant	QSMC	1060	436	Profit 525RMB	1060	3,773	525	The book charity sale of \$1/book has been included in the Love Fund account and will be donated to the needy.
	QCMC	6.84	12.10	9.28	6.84	455	947	Purchase activity saplings, give nail care skin care experience, purchase colleague activity gifts, give food and warm supplies to the elderly home and other daily necessities.
	QMB	NA	NA	5.34	NA	NA	4285	We buy medical equipment, give living supplies to the elderly in the local community, donate living supplies to students in nearby schools, and give beds, mattresses, and blankets to public health centers.
TTL	8,623	9,244	9702.62	8,623	3,165,592	4,204,669		

◆Note : The number of participants includes the total number of participants in activities directly organized by Quanta's foundation and indirectly sponsored activities.

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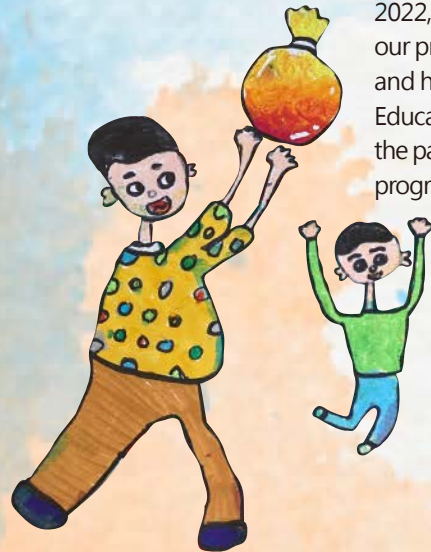
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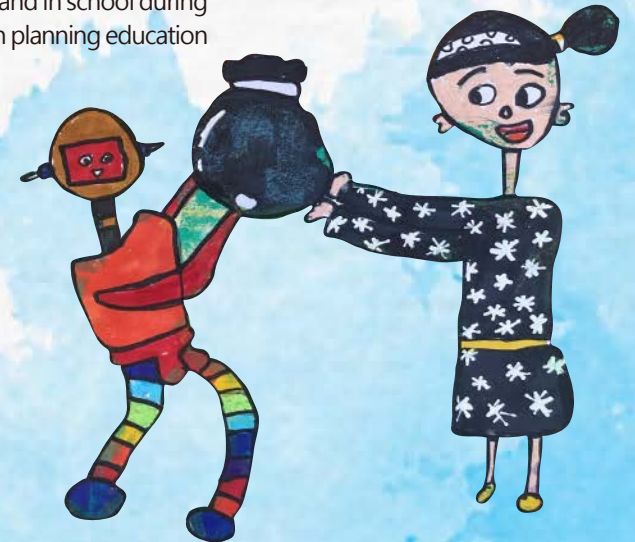


Quanta Culture & Education Foundation

From Quanta Culture and Education Foundation Executive Director: Lori Hsu

Our Goal: A facilitator for innovation in education and the bridge of bridge of culture across time and space


The pandemic has brought about unprecedented changes in education. In addition to physical classes, students have also familiarized with distance learning at home. Technology allows learning to be out of class- room. In 2022, our technology and art education began to include both the online and classroom formats, which allow our programs to launch a 360-degree virtual exhibition hall in "IIC" Program, offer online courses in "IIA" Program, and host online competitions for "IIA" Cup. Moreover, we partnered with National Taiwan University's Statistics Education Center to conduct a nation-wide two-stage survey on students' learning at home and in school during the pandemic, providing scientific data as references for educational units and educators when planning education programs. QCEF aims to lay a solid foundation for Taiwan's education.



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Quanta Culture & Education Foundation

The Quanta Cultural and Educational Foundation will focus on the three main axes of technology education, arts education and innovation education as important projects to promote cultural equality and wealth. The annual results for 2022 are as follows

	Event	Participant Feedback	Results
 Technology Education	Quanta Immersed in AI To inspire elementary school students' interest in programming and to develop their communication skills with the future world.	Mr. Wen-Tsung Tsai, Hupei Elementary School, Changhua In the past, technology education was usually not available in computer classes due to lack of teaching aids, funding problems, or curriculum planning problems. Often, only a few students were able to have access to it in the form of clubs. With this "Guangda Yuzhi" popularization program, all students can be exposed to it throughout the school year, which meets the goal of 108 syllabus of hands-on learning.	<ol style="list-style-type: none"> 1 provide Quanta's own Quno hardware teaching aids and Qblock software teaching materials. 2 organize teacher training camps and xchange seminars. 3 Implementation results: Participating schools: 214 schools Teachers trained: 294 Participating students: 17,796
	Quanta Smart Cup Creative Programming Competition In the spirit of SDGs3: "Ensuring and Promoting Healthy Living and Well-being for All Ages", the competition was designed in the spirit of the epidemic's elderly issue, and the students were concerned about the physical and mental health of the elderly under the epidemic.	Ms. Lu Fu-Lu, ipei City Dazhi Elementary School, Taipei Participating in the final round of the Quanta Smart Cup, watching the students take on the mini-hackathon and having to deal with various situations on the spot that they had not practiced before, I think this is the goal of our teaching, to develop students with practical problem-solving skills.	Participating in: 858 teams Participating students: 1,716

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Technology Education

Event	Participant Feedback	Results
<p>Quanta Engineering Education Adhering to the spirit of Chairman Barry Lam's "Technology as instrument, Culture as foundation" We call on aspiring Quanta people to come to the campus together and do our best to take root in technology education. Volunteers use their engineering expertise to help rural children open up a broader perspective and connect them with the world through programming education as the main teaching and companionship.</p>	<p>Tian Yurong, Rixiang Elementary School Counselor Taoyuan What impresses me the most is that there is a child from a family with a disadvantaged socioeconomic background. Due to limited resources and parental functions, he cannot compete with his classmates in schoolwork, and it is difficult to get a sense of accomplishment from his studies. I thought he would be so mediocre. After six years of primary school, it was not until he participated in Quanta's activities that he discovered that he was gifted in programming language and logic. The fixed class of the course. I am very grateful to the Quanta Culture and Education Foundation and all Quanta corporate volunteers. Even under the busy work, they are still willing to use their holidays to volunteer. They even drove south from Taipei to Daxi early in the morning, just to fulfill their hearts. The sense of mission of equal educational opportunities, I believe that under the intensive activities all day long, not only will there be many good memories, but also the growth and confidence of the children will be cultivated.</p> <p>Huang Yu-Wen, 6A, Rui-Chiang National Primary School, Taoyuan I didn't know anything about computer programming, but when I saw the application form to join Quanta's programming camp at school, I was so excited that I finally had the opportunity to learn. Although I couldn't understand what the teacher was talking about at first, I finally learned to write simple programs by myself after the teacher explained patiently. I hope that I can learn more difficult and interesting programming techniques in the future, and I hope that I can continue to join Quanta's programming camp when I go to junior high school.</p>	<p>Schools on duty: 2 Volunteers: 24 Students trained: 50</p>

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Art Education

Event	Participant Feedback	Results
<p>Quanta Immersed in Creativity (IIC) We bring art exhibits into the campus in the form of reproductions, so that the learning and cultivation of art can lead to a balanced development of body and mind.</p>	<p>Kaohsiung City Yaofang Elementary School Ms. Chen Zhaohua I think that the arts at Quanta brings not only the mutual stimulation and growth of the teachers in preparing classes, but also the tailor-made approach for the students to enter the world of arts in a more relaxed and interesting way through something they can relate to.</p>	<ol style="list-style-type: none"> 1 provide exhibits of paintings, guidebooks, learning objects, etc. 2 organize teacher training camps and junior training activities. 3 Implementation results: Participating schools: 255 Touring exhibitions: 255 Participating students: 181,338
<p>Quanta "IIC Awards" In inspiring the teachers' creative teaching abilities and training the children's active learning, creative thinking and verbal communication skills, Quanta "IIC Awards" provide the teachers and students with a stage to exchange experiences through the "Creative Curriculum" and "Student tour guides Competition", thereby achieving the objective of inspiring creativity through art.</p>	<p>Yizhen Hsieh, Chu-Tung High School, Hsinchu I am a veteran and a participant in the tournament, and have participated in the event almost every year since I was in elementary school. Through my experience as a tour guide, I was accepted into the Chinese Department of Central University through a special selection process. Mr. Chiang Hsuan once said, "Literature should not be so selfish, it should care about the lives of more people and go to the margins of society. Therefore, I hope to enter the competition as a final farewell by guiding art paintings for the blind. For my last competition, I chose the theme of "The Great Landscape Adventure of Huang Gongwang, the Predecessor of Wangwang". I used my sense of hearing and the tactile sensation of the 2D embossed paintings to conduct the visually impaired tour, and in addition to introducing the legendary story of the painting itself, I added my own perspective to bridge the audience into the world of the artist's creation. In addition to enhancing the audio interpretation, the guide also links the composition of the paintings bit by bit, adding an introduction of the artist's painting technique to link the local topography and climate of the Fuchun River, and also explaining the hidden connotations of the characters in the paintings, in order to evoke the audience's resonance, and concluding with the essence of the phrase "enter the mountain and ask the woodcutter, enter the water and ask the fisherman", "one sentence moves a painting". I will try my best to make it as elegant as possible, and this is also the direction I want to work on in the future. (Yizhen Xie is the first prize winner of the 13th Quanta Art Tour Award)</p>	<p>Students participating in the tour guide program: 1,527 Participating teachers of creative teaching: 365</p>

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Art Education

Quanta "Education Through Gaming" Program-Art Sports Competition
Breaking the Boundaries of Game-Based Learning
To establish a whole new art learning mode, Quanta "Education Through Gaming" program combines Quanta IIC exhibitions and its rich art contents with trivia games in the format of conquests and real-time battles to stimulate students to learn actively and improve their aesthetics or creativity, enabling them to fall in love with learning.

Dongda Elementary School Teacher Zhang Shuyue
Art Universe Art-Sports National Competition
Aesthetic games + pagamo, it's an eye-opening experience! The world is so big that children can experience the difference between urban and rural areas and the motivation of learning.

Number of participants: 2,688



innovative education

Quanta "Design Learning" Program
With DBL (Design-Based Learning) as the foundation combining PBL (Project-Based Learning) and "Design Thinking", Quanta used the PBL (Project-Based Learning) method to train students, in transforming design thinking, incorporating the learning core of curatorial and computational thinking, and assisting teachers in designing real tasks that are close to the needs of students. The students can enjoy the fun of being the master of knowledge, and then learn independently to develop the 4C core competencies of critical thinking, communication, collaboration and creativity while performing the task.

Pei-Yu Wu, Teacher, Taipei Guangfu Elementary School

The original teaching habit is that when I have a topic to teach students, I need to collect all the relevant information myself and then find a way to give it to the students (students' learning is passive). However, Quanta's "Design for Learning" program allows students to receive a task, and students will collect relevant information, discuss and consolidate all information by themselves, and figure out how to solve the problems they encounter, while the teacher only needs to assist and participate in the discussion (students' learning is active). The teacher only needs to assist and participate in the discussion (students' learning is active). Students' learning becomes active instead of passive, and the teacher's job becomes a developer instead of a filler, developing children's enthusiasm and desire for learning!

- 1 organize learning designer teacher retreats.
- 2 organize experiential learning and museum visit programs for students.
- 3 Implementation results:
Participating schools: 97
Teachers trained: 333
Participating students: 5,394

Quanta Creative DNA Long-term Scholarship

We provide long-term scholarships to students until they graduate from high school to help them relieve the financial pressure of their families, concentrate on their studies, and strive for advancement, so as to nurture creative and outstanding talents in science, technology, and arts in the society.

Student Representatives:
Pingtung Taiwu Elementary School students
My father died of lymphoma, and my mother, a teacher, is raising three children, my 85-year-old great-grandmother, and my 65-year-old grandmother on her own. I would like to thank my aunts and uncles at Quanta for donating money to help disadvantaged students and the Foundation for allowing me to be selected to alleviate the burden on my family, although my family does not qualify as a low-income household, we are under a lot of pressure without the subsidy. In the future, I hope to be able to help others, and I will donate to disadvantaged children like me.

Students assisted: 88

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The 13th "Quanta Amusement Award" Award Ceremony



Quanta Immersed in AI"Project 2022 Teacher Training Camp in Changhua



The 10th anniversary of Quanta Design & Learning presents NFT to the ten teachers who have been helping to promote the project for a long time



Quanta Design Learning" Project 2022 Results Exhibition and Forum



Quanta Volunteers 2022 Taoyuan Kabo National Primary School Program Education Service

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Quanta Art Foundation

From Quanta Art Foundation Executive Director: Chung-Heng Yang

Keeping the flame of creativity alive, opening up the way for the arts

Three years into the epidemic, the number of confirmed cases remains high. But as we live with the virus, society is slowly shifting to a new routine of constant vigilance and yet normalisation. Perhaps this is the impending 'post-epidemic' phase, and it is imperative that we look ahead and prepare for it.

We dare not be optimistic about the "post-epidemic". The performing arts industry is changing from an "emergency" to a "chronic" disease. Although there are no more sudden and complete shutdowns, the impact of a confirmed diagnosis is still incessant, and the general box office is hardly back to pre-epidemic levels. The most recent news is that the 35-year-long production of "The Phantom of the Opera" will be closed in early 2023 due to the epidemic. This show, which has generated \$7 billion in global box office, has gone out of business, reflecting the plight of the global performance industry. Taiwan's performance industry was expected to take off after the Golden Decade of Cultural and Creative Industries (2010-2020), but it has unexpectedly broken its wings and fallen to the ground. When combined with other unsettling factors such as politics and economics, Taiwan's performance industry will not only need a long time to recover, but will also need to work harder to catch up with the delayed development.

Knowledgeable people reminded that the epidemic should not be treated as a "hibernation", but should be seized as an opportunity to move forward and build up. In the light of today's global situation, the epidemic has certainly caused damage, but it has also brought an opportunity for Oriental art to make a comeback and for the market to reorganize. In this regard, Guang Yi will continue to be vigilant and unite the views of the industry to collect collective wisdom and improve.

Quanta Art Foundation is glad that the four missions of "encouraging creation", "advocating science and art", "promoting communication" and "cultivating talents" have all been proved to be the key work of the current performing arts. In 2022, we will invest in the construction of Quanta Art Foundation's self-media "Art Q", in order to maintain a voice for the performing arts industry.



Performing arts in the flesh has always been the oldest and most primitive of professions. To integrate into the rapidly evolving digital society, the meta-universe of reality and reality, and to catch up with the fast-paced generation of 5G and AI, the industry needs to constantly update its concepts. With the expectation of standing in the forefront of the trend, Guang Yi has not only completed the two-year "Taoyuan Technology Art Performance Award" and participated in the "Art Fun Stage" online performance, but will also create the first "Guang Yi Online Performing Arts Award" and the "100 Songs of the Decade" online music project to promote the industry to make good use of online technology and create the "third communication channel" for performing arts.



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Quanta Art Foundation

The Broad Arts Foundation will focus on creative arts, technology arts, arts media, arts culture, arts and culture exhibitions, and training of performing artists as important projects to promote cultural equality and wealth. The annual results for 2022 are as follows

項目	效益影響	年度成果
 <p>Creation Exhibition</p>	<p>In 2022, the Foundation continue to expand the scope of cooperation with artists, groups, and venues through programs such as the "Guang Yi Theatre", the "Commissioned Creations Program" and the public performances of previous Golden Creations Award works, so that the number of members of the public who enter the theater will increase year by year. The fourth edition of the Golden Creative Award for the Performing Arts has attracted 72 submissions, a new high and nearly double the number of entries, making it one of the most representative platforms for encouraging the creation of performing arts in Taiwan.</p>	<ul style="list-style-type: none"> ◆The total number of productions are (1) NO.5 "Huiyin" and NO.6 "With Sober Dreams" in Guang Yi Theatre; (2) the public performances of the Golden Creation Award productions in the past years. (2) Silver Award and Audience Award for Best Popularity in the 1st Golden Award for Performing Arts: "The Night the Snow Princess Came" by Stealing Fire Theatre Company; (3) Bronze Award in the 3rd Golden Award for Performing Arts: "Finger Forgotten" by Tainan People's Theatre Company; (4) Silver Award in the 3rd Golden Award for Performing Arts: "The Night the Snow Princess Came" by Stealing Fire Theatre Company; (3) Commissioned works: (1) Hsinchu's locally produced musical "The Great Chimney under the Big Dipper"; (2) Keelung Performing Arts Center's opening season "The Storyteller on the Water", eight musical theater performances. ◆Total number of performances:23, number of participants:6,750 ◆Organized the 4th Golden Innovation Award for Performing Arts, 72 groups of works participated.
 <p>Technology Art</p>	<p>In collaboration with the Taoyuan Cultural Affairs Bureau and the Institute for Cultural Planning, the second "Taoyuan Science and Technology Performing Arts Award - Super Art" has doubled the number of submissions from 20 to 40. In order to provide the public with a deeper understanding of technological art and to provide more channels for new artists to learn and communicate, special lectures and workshops are held.</p>	<ul style="list-style-type: none"> ◆Three groups of award-winning works were selected and six premieres of the winning works were held, with a total of 599 audience members. ◆Co-sponsored the "Technology and Art Crossover Seminar and Workshop" with the Taoyuan Performing Arts Center and the Taoyuan Cultural Affairs Bureau, with a total of 439 participants. ◆The 2nd Taoyuan Technology and Performing Arts Award Lecture ◆Organized two lectures, "The Next Step in 5G Theatre" and "The Next Step in VR", 275 participants

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Item	Benefit Impact	Annual Results
 <p>Arts & Media</p>	<p>In view of the shrinking size and weakness of the arts and culture press in Taiwan, the Foundation has launched a self-media and e-newsletter to give a voice to the performing arts community and to create a society of "cultural equalization" through digital technology and the sharing platform of arts and culture media.</p>	<p>QAF FB Fan Page Total number of people reached : 2,780,784</p> <p>◆AQ Magazine FB Fan Page Total number of people reached in 2022 : 1,183,212 13 issues of AQ Arts eNewsletter were sent. 7,099 valid members per issue</p>
 <p>Quanta Exhibition Center</p>	<p>In line with Quangyi Group's policy of closing the hall, the hall has transformed its physical performance activities into "online theater" and planned art festivals such as "Summer Art Fun Time" and "Cloud Theater Carnival", and arranged eight online theaters such as "Behind the Scenes - Life of Bitter Lu", which will have a positive impact on performing arts teams that lacked performance opportunities and were unable to appear on stage during the epidemic.</p>	<p>Total 8 sessions Audience size:7773 people</p>
 <p>Talent cultivation</p>	<p>Talent cultivation is one of the four core businesses of the Foundation. · In 2022, "ArtSchool" offered the "Theatre Production x Digital Marketing Strategy Class". · Organized Hsinchu Cultural Affairs Bureau's 3rd "I See The Dream Musical Theatre Workshop". It has become a touchstone for arts lovers to enhance their energy, make friends with others, and further their career on stage.</p>	<ol style="list-style-type: none"> "Theatre Production x Digital Marketing Strategy Class" Number of students : 37 "I See The Dream Musical Theatre Workshop" Results Presentation Number of participants : 106

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The fourth annual "Golden Creative Awards for Performing Arts" attracted a record 72 submissions, making it one of the most representative platforms for encouraging creative works in performing arts in China.



The Quanta Art Foundation collaborated with the local Taoyuan Cultural Bureau and the Cultural Policy Institute to create the second "Taoyuan Technology Performing Arts Award - Super Art" with 40 submissions.



After the performance of Guang Yi Theatre NO.6 "With Lucid Dreams", the creative team on stage exchanged ideas with the packed audience.



Talent cultivation is one of the four core businesses of Quanta Art Foundation, and the "Theatre Production x Digital Marketing Strategy Class" will be offered by "ArtSchool" in 2022.

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Annual progress report on events held by Love Clubs in each plant location

Quanta has factories in Shanghai and Chongqing, China, as well as in Thailand. The safety and stability of these locations directly affect the company's operations. Adhering to the company's guidelines of "truth, kindness, beauty, sincerity, trust, and love" in giving back to society, we not only bring more employment opportunities and economic development to the local communities but also plan events to share our growth with them and spread love and public welfare.

We take environmental care, gratitude and civilization development as the core, hoping to promote the stability of local environment and the development of good culture, caring for local vulnerable groups, reaching out to the elderly and children.

Due to QSMC's pandemic control measures in 2022, physical events were reduced. The Love and Joyful Song event was held through a charity book sale to raise funds for charity, which will be donated to those in need at an appropriate time. In addition, QSMC also organizes activities on special holidays such as Mother's Day, Father's Day, and Chongyang Festival, inviting local residents to participate and promoting relationships with the local community.

Through the leadership of the Heart-to-Heart Society, QCMC is committed to caring for colleagues, spreading love, and implementing public welfare activities that align with our themes.

In March, the "Planting Magnolias for Spring" tree-planting event was completed by 59 people at the Quanta plant, planting 30 magnolia liliiflora to bring greenery to the area and express a commitment to reducing carbon emissions for the planet.



In order to show care for the elderly, the Heart-to-Heart Society also organized a donation event called "With You on the Epidemic Road, Warming the Elderly Home", bringing daily necessities and supplies to the Zengjia Elderly Home in the Gaoxin District to show care for the surrounding community and demonstrate the company's corporate culture of "truth, kindness, and beauty".



QMB promoted its relationship with the community through its corporate social responsibility team, donating blood pressure and blood sugar measurement equipment to the Chon Buri Hospital in its local area during the Songkran Festival in April and donating food to families in need. In June and August, the local school, TESSABAN 1 (SATHAVORN), and its community expressed their goodwill to the local community by donating food and providing support and assistance to students affected by the pandemic. In October, 35 mattresses and 78 blankets were provided to the local health center as a public service and to establish good community relations.

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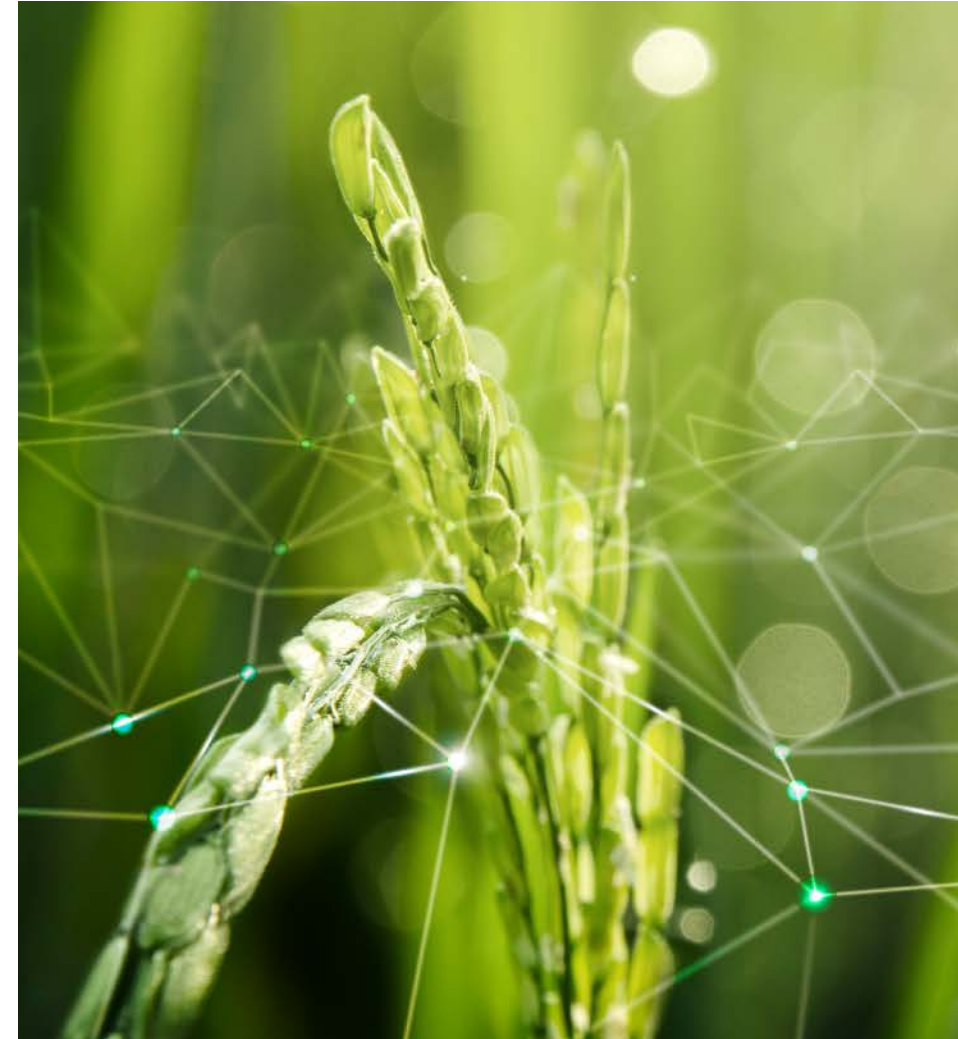
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Cross-sector collaborations of Quanta: Promoting sustainable development and cultural inclusion

In addition to actively participating in social welfare activities through the Quanta Foundation and the Love Clubs of various plants, Quanta has established the "Quanta-NYCU Joint AI Research Center" through the National Science Council's "Forward-looking Technology Industry-Academia Cooperation Program". The center integrates big data, machine learning, and high-performance remote computing to create the AIoTtalk platform, which can meet different contextual needs such as smart agriculture, smart healthcare, and smart campuses and create opportunities for the industry.

To address the problems of aging farmers, soil acidification, and pesticide residues in Taiwan's agriculture, the AgriTalk smart agriculture system records and analyzes water and energy-saving measures, carbon footprint reduction, and carbon sequestration in the plant leaves, stems, roots, and soil. By utilizing IoT and AI for precise management, Quanta has collaborated with academia and industries to integrate biotechnology, the Internet of Things, artificial intelligence, and advanced agriculture, in order to help farmers "save time, effort, and labor", while also increasing the willingness of young people to return to their hometowns to engage in farming, improving agricultural production efficiency, and enabling sustainable farming to be passed down for generations. Through the use of technology, Quanta is creating new opportunities for human well-being and cherishing the Earth.

Furthermore, Quanta has cooperated with the National Theater and Concert Hall to build the digital ticketing system and experience platform "OPENTIX", creating abundant cultural life for the public and finding loyal users for cultural content. In addition to helping the National Theater and Concert Hall break through geographical and time limitations digitally and launch online performances during the COVID-19 pandemic, the "Umbrella for the Rainy Day" project allows audiences to donate the ticket fees of canceled events to the original organizers, reducing the impact of the pandemic. This is Quanta's way of putting people first and combining technology and art to promote cultural diversity in a tangible way.





05



Caring for the Earth, Green Sustainability

- Identification of TCFD Climate Risks and Opportunities
- Energy Use and Management
- Greenhouse Gas Emissions
- Discharges and Waste
- Management of industrial waste
- Green quality and green products
- Green supply chain management
- Responsible for mineral due diligence and management

"Sea" is good for you - CHEN, MIN-XIN, Grade 7, WuCuan Junior High School

From the city to the sea, there are many environments and creatures that we need to protect together, and with the rapid changes in technology, it is easy to overlook the ecology around us. Through the illustration, we are reminded that the marine ecology and the protection of the earth's environment are both interdependent and mutually beneficial, and that we can always feel the continuous ecological chain!



Our goals and commitments

Amidst the impact of global climate change, Quanta is committed to pursuing sustainable development for the planet. We strive to reduce carbon emissions and manage energy use effectively, while also designing products with energy efficiency in mind. We focus on reducing the use of packaging materials and minimizing production waste. Through the participation and commitment of all employees, we aim to achieve environmental protection and corporate sustainability. Quanta has pledged, under the agreement of the board of directors, to reduce carbon emissions by 4.2% annually until 2032, with a 42% reduction in Scope 1 and Scope 2 emissions and a 25% reduction in Scope 3 emissions compared to 2022. By 2030, 50% of the Group's energy consumption will come from renewable sources, and by 2050, we will achieve carbon neutrality.

Our concrete achievements include

- 1 High-level support is obtained through the participation of executives at the vice president level and above in discussions to build consensus.
 - 2 In March 2022, Quanta established a Climate Change Committee to promote cross-plant and cross-department communication and coordination, making energy conservation and carbon reduction a collective action throughout the entire group.
 - 3 A commitment letter was submitted to the SBT initiative, pledging to contribute to limiting global warming to no more than 1.5 °C.
 - 4 A Sustainable Development Center was established to manage group-wide sustainability affairs. The head of the Sustainable Development Center regularly reports on progress in greenhouse gas inventories and policies to address climate change at board meetings, receiving support from the Board of Directors.
 - 5 The Task Force on Climate-related Financial Disclosures (TCFD) was implemented to identify climate change risks and opportunities.
 - 6 The construction of a carbon management platform was initiated, starting with the completion of an internal carbon inventory system based on ISO 14064-1:2018, laying the foundation for further measures such as energy management, product life cycle management, and internal carbon pricing.
 - 7 Green energy was purchased to account for 25.92% of the total electricity consumption of four plant sites.
 - 8 Compared to 2021, the results of ISO 14064-1 carbon inventory have decreased by 362,854 metric tons, achieving a reduction of 53.35% in carbon emissions. The million-dollar revenue emission intensity has decreased from 0.602 to 0.248.
 - 9 Zero-waste landfill projects have been gradually promoted at all plant sites. QTMC, QC1, QCMC, and QMB obtained platinum and silver level certifications in 2022.
 - 10 A full materials declaration (FMD) management system was introduced to identify potential hazardous substances in product components and reduce the risks to human health and the environment.
 - 11 Quanta designed products that are easy to disassemble and recycle, in compliance with the Waste Electrical and Electronic Equipment Directive (WEEE). Products developed in 2022 were certified in accordance with WEEE regulations, and the WEEE recycling logo was marked on the products. The estimated percentage of recyclable materials used was above 80%.
 - 12 The company obtained 78 EPEAT ecolabels, 42 TCO verifications, and 76 Energy Star certifications.
- In 2022, Quanta did not have any major violations of environmental regulations, and all shipped products were 100% compliant with customer and regulatory requirements, with no violations related to customer health and safety.

Risks and Opportunities of Climate Change

Identification of TCFD Climate Risks and Opportunities

In order to achieve the target, Quanta established a Climate Change Committee in March 2022 to coordinate cross-plant and cross-departmental horizontal communication so that energy saving and carbon reduction will become a common action for the whole group. The four main axes of governance, strategy, risk management, indicators, and targets in the TCFD framework are used for risk governance and identification, strategy management, and contextual and cost analysis to summarize, model, and quantify the financial impacts of climate risks in different scenarios, in order to refine the sustainable development goals of energy conservation and carbon reduction:



Caring for the Earth, Green Sustainability

Identification of TCFD Climate Risks and Opportunities

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Governance

The board of directors and management oversee climate-related risks and opportunities.

► Sustainability Steering Committee

Quanta has established a "Sustainability Steering Committee", which, according to its work plan, convenes committee meetings at least twice a year to discuss annual plans and progress toward goals, review the work items of each committee meeting, and discuss future development strategies, concrete achievements, and work directions. The committee provides regular reports to the board of directors each quarter. At the end of each fiscal year, it compiles stakeholder identification and communication information in the most recent board report for the following year. The board directly guides the company's sustainable development strategy and makes ESG an important governance policy through regular reporting driven by sustainability-related affairs.

The role of management in assessing and managing climate-related risks and opportunities.

► Sustainability Development Center

To effectively promote sustainability work and enhance ESG performance, the previously cross-departmental project task forces have been elevated to a dedicated department known as the "Sustainability Development Center". This center reports directly to the General Manager's Office and actively plans and implements digital sustainable management systems. It collects and consolidates sustainability-related data from various plant sites and business units to ensure data logic is relevant and consistent. It systematizes the scrutiny of greenhouse gas emissions and product carbon footprints, establishes a document management system, improves the efficiency of reviewing decarbonization data, and formulates precise decarbonization strategies.

► Climate-related Sustainability Governance Committee

Subcommittees under the Sustainability Development Guidance Committee are composed of senior executives from relevant units as management representatives. The business contents are explained as follows: :

Committee	Content
Climate Change Management Committee	Responsible for matters such as greenhouse gas inventory, green procurement, and supply chain management within the organization. It formulates decarbonization actions, sets relevant implementation plans according to annual targets, and regularly tracks and reviews progress.
Environmental Protection Committee	Integrates environmental health and safety management within the organization, continuously promotes the operation of ISO14001, ISO45001, ISO14064, ISO50001 management systems, and formulates and monitors relevant environmental health and safety performance indicators.
Green Product Committee	Manages green product design and production, keeps up with the latest international electronic product chemical substance specifications, and incorporates them into green product management policies and guidelines to ensure that 100% of shipped products comply with customer and regulatory requirements, implementing the spirit of ESG.

•For more detailed information and organizational hierarchy, please refer to the Sustainability Development Organizations section.

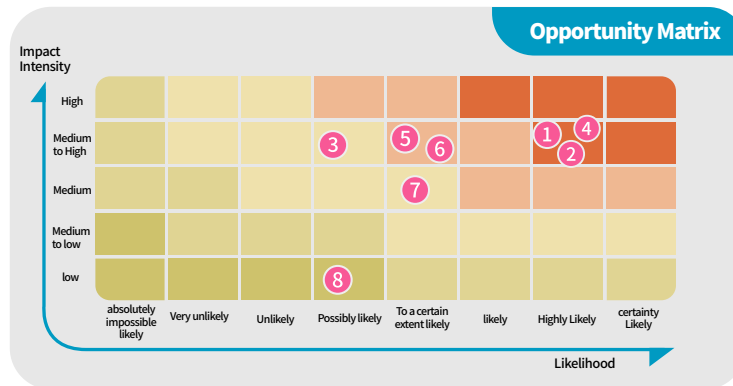
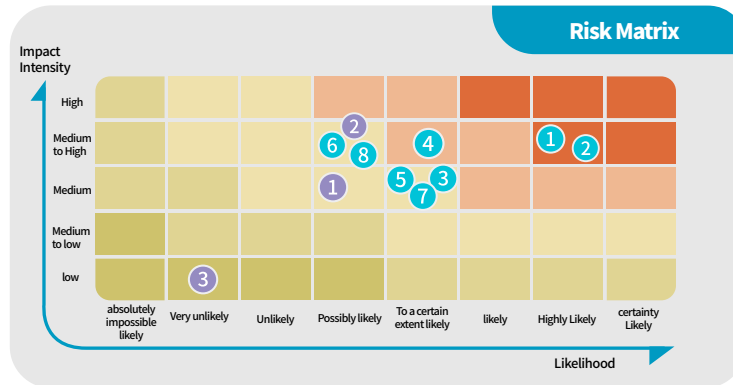
Organizational Identification of Short, Medium, and Long-Term Climate-Related Risks and Opportunities

Quanta's internal digital TCFD management system collects the impact analysis of each business unit on climate related risks and opportunities, and summarizes them in terms of time of occurrence, impact intensity, likelihood, impact range, etc., and scope are considered to identify short-term (1-3 years), medium-term (3-5 years), and long-term (5 years and beyond) climate-related risks and opportunities faced by Quanta. For Quanta, The physical risk is immediate (extreme rainfall and drought, tropical cyclones as risk) and long-term (change in average rainfall), transition risks originate from regulatory risks (carbon taxes, emissions trading systems, uncertainties in new regulations) and technological risks (demand for low-carbon products and services, investments in new technologies, low-carbon technology transformation). Transition opportunities arise from changes in customer behavior, transportation modes, adaptation solutions, low-carbon energy, and the search for new business opportunities. Detailed explanations are as follows:

Caring for the Earth, Green Sustainability

Identification of TCFD Climate Risks and Opportunities

- Energy Use and Management
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Transition Risks

Regulatory Risks

- 1 Emissions Cap/Trading
- 2 Carbon Tax
- 3 Uncertainty in New Regulations
- 4 Lack of Regulations or Legality

Market Risks

- 5 Uncertainty in Market Information
- 6 Demand for Low-Carbon Products and Services

Technological Risks

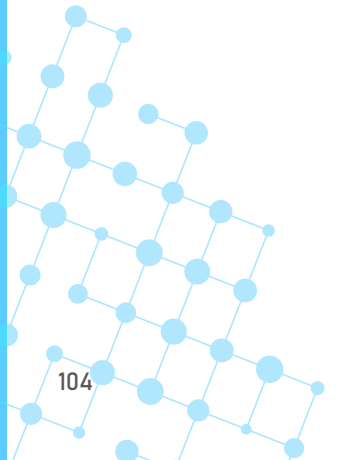
- 7 Investment in New Technologies
- 8 Transition to Low-Carbon Technologies

Physical Risks

- 1 Extreme rainfall and drought
- 2 Tropical Cyclone
- 3 Change in average rainfall

Opportunity

- 1 Participate in renewable energy programs
- 2 Participating in the Carbon Market
- 3 Adaptation and Solutions
- 4 Transportation Modes
- 5 Production Processes
- 6 Customer Behavior Changes
- 7 Low-Carbon Energy
- 8 Exploring New Business Opportunities



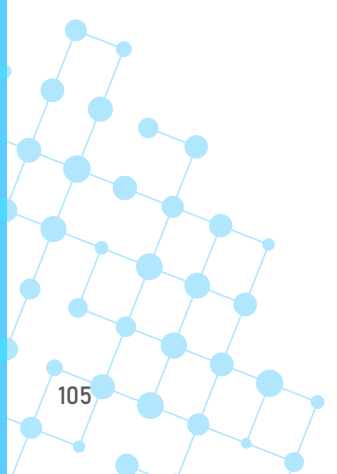
Risk Matrix (constructed based on risk descriptions)

Occurrence Time	Category	Risk	Content	Likelihood	Impact Intensity	Impact Scope	Impact Type
Transition Risks							
Short-Term	Regulatory Risks	Carbon Tax	Taxes related to greenhouse gas emissions or climate change are implemented by international or domestic governments, resulting in carbon taxes imposed on products and a direct cost increase.	Highly Likely (>90% chance of occurrence)	Medium to High	Direct company operations	Direct Cost Increase
Medium-Term		Uncertainty in New Regulations	International or domestic discussions are underway regarding new regulations on greenhouse gas control, climate change mitigation, and adaptation, but they are still in the discussion phase.	To a certain extent likely (> 50% chance of occurrence)	Medium	Upstream or supply chain	Indirect Cost Increase
		Lack of Regulations or Legality	International or domestic lack of regulations on greenhouse gas control, climate change mitigation, and adaptation, or operational activities governed by unclear legal provisions.	To a certain extent likely (> 50% chance of occurrence)	Medium to High	Upstream or supply chain	Increased Research and Development Costs
Long-Term		Emissions Cap/ Trading	Regulations established by international or domestic governments to control greenhouse gas emissions, including the implementation of emissions caps, carbon trading, and carbon pricing systems, lead to carbon cost internalization and a direct cost increase.	Highly Likely (>90% chance of occurrence)	Medium to High	Direct company operations	Increased capital expenditure
Long-Term	Market Risks	Uncertainty in Market Information	Due to global or regional uncertainties in market information, particularly related to climate change issues, it is difficult to grasp the future market demand for products or services.	To a certain extent likely (> 50% chance of occurrence)	Medium	Direct company operations	Decreased Revenue
		Demand for Low-Carbon Products and Services	Due to factors related to climate change issues, the currently provided products and services that are high-energy-consuming or high-carbon-emitting are not in line with market demand and face elimination.	Possibly likely (33-50% chance of occurrence)	Medium to High	Direct company operations	Loss of Existing Customers
	Technological Risks	Investment in New Technologies	Due to climate change-related factors, investments must be made in new technologies. Nevertheless, incorrect positioning or investment targets, as well as technological bottlenecks, can lead to investment losses.	To a certain extent likely (> 50% chance of occurrence)	Medium	Direct company operations	Increased capital expenditure
		Transition to Low-Carbon Technologies	Due to factors related to climate change issues, adopting innovative processes or treatment procedures under existing conditions or changing the way services are provided results in financial expenditures.	Possibly likely (33-50% chance of occurrence)	Medium to High	Direct company operations	Increased capital expenditure

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Identification of TCFD Climate Risks and Opportunities

- Energy Use and Management
- Greenhouse Gas Emissions
- Discharges and Waste
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- Green supply chain management
- Responsible for mineral due diligence and management



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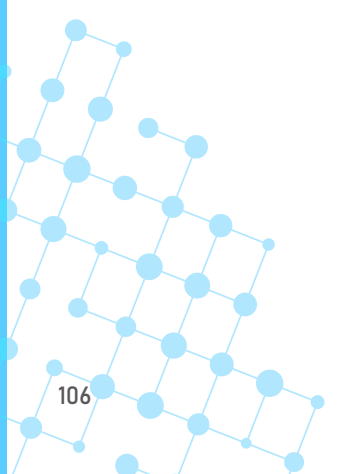
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Physical Risks							
Short-Term	immediate risk	extreme rainfall and drought	A direct or indirect disaster caused by extreme global or regional rainfall and drought.	Possibly likely (33-50% chance of occurrence)	Medium	Direct company operations	Supply Chain Breaks
		Tropical Cyclone	A direct or indirect disaster caused by an increase in the number or intensity of regional tropical cyclones.	Possibly likely (33-50% chance of occurrence)	Medium to High	Direct company operations	Direct Cost Increase
Long-term	Long-term risk	Change in average rainfall	A direct or indirect disaster caused by a global or regional change in average rainfall.	Very unlikely (<10% will happen)	low	Direct company operations	Supply Chain Breaks

Opportunity Matrix

Occurrence Time	Opportunity	Description	Impact Intensity	Likelihood	Impact Scope	Impact Type
Short-Term	Production Processes	Improve the reliability and operational capacity of the supply chain under different conditions.	To a certain extent likely (>50% chance of occurrence)	Medium to High	Direct company operations	Direct company operations
	Customer Behavior Changes	Changes in customer behavior lead to different considerations when choosing products or services.	Highly Likely (>90% chance of occurrence)	Medium to High	Upstream or supply chain	Increased Brand Value
Medium-Term	Adaptation and Solutions	Incorporating energy-saving designs into product or service development helps reduce or adapt to the impacts of global climate change risks.	Highly Likely (>90% chance of occurrence)	Medium to High	Upstream or supply chain	New Products or Services
	Transportation Modes	Innovating products or services helps reduce or adapt to the impacts of global climate change risks.	Highly Likely (>90% chance of occurrence)	Medium to High	Upstream or supply chain	Reduced Operating Costs
	Exploring New Business Opportunities	Increasing profitability in existing markets or seeking new business opportunities in emerging markets.	Likely (>66% chance of occurrence)	Medium to High	Direct company operations	Increased Revenue
	Participating in the Carbon Market	By participating in the carbon trading market, we can reduce emissions and reduce the impact of changes in the cost of carbon.	Likely (>66% chance of occurrence)	Medium to High	Direct company operations	Reduced Carbon Costs
Long-Term	Participate in renewable energy programs	We invest in government or corporate renewable energy production to stabilize energy sources and increase market value.	To a certain extent likely (>50% chance of occurrence)	Medium	Direct company operations	Reduced Carbon Costs
	Low-Carbon Energy	Reducing reliance on fossil fuels and gradually replacing them with renewable, low-carbon, or green energy.	Likely (>66% chance of occurrence)	Medium to High	Upstream or supply chain	Value Chain Collaboration



Climate related risk and opportunity shocks

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Risk Category	Risks and Opportunities	Potential financial impact	Contingency Measures
Regulatory Risk	<p>Risks: Volume control emissions trading Carbon Tax Uncertainty of new regulations</p> <p>Opportunities: Participation in renewable energy programs Participation in carbon markets Low Carbon Energy Find New Opportunities</p>	<p>Risks: Increase in capital expenditures, increase in direct costs Indirect cost increases</p> <p>Opportunities: Value chain collaboration Increase in operating income Decrease in carbon cost</p>	<ul style="list-style-type: none"> Establish a Climate Change Committee to promote and raise awareness of climate change issues across all sectors. Committed to the Science-Based Biodegradation (SBT) approach to meet the goal of controlling global warming (within 1.5 degrees Celsius) Has planned to purchase green power year by year Continuing to study energy market trends
Market Risk	<p>Risks: Uncertainty of market information Demand for low-carbon products and services New technology investment in low-carbon technology transition</p> <p>Opportunities: Customer behavior change Transportation Patterns Production Processes Adaptation and Solutions</p>	<p>Risks: Lower operating income Loss of existing customers Increased capital expenditures</p> <p>Opportunities: Increase in brand value Reduced operating costs Reduced operating costs New products or services</p>	<ul style="list-style-type: none"> We adhere to Quanta's spirit of sustainable management and identify risks and opportunities related to climate change and finance through TCFD, quantify sustainability information, identify risks, and incorporate them into sustainability reports, which are verified by third parties to improve the quality and transparency of corporate information disclosure. Quanta analyzes sustainability trends and related technologies, and combines Quanta's expertise to develop process reduction plans and green product development to create a sustainable market. We continue to refine our internal carbon reduction efforts and improve operational efficiency and energy conservation through plans to improve transportation efficiency and daily operations. Implement ISO 14064 verification at each plant to confirm actual carbon emissions as a basis for gradual improvement.

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Results of climate related risk and opportunity scenario analysis

Transformation Risk Scenario Analysis Results

With the development of international regulations and trends, Quanta is committed to follow the SBTi emission reduction target and strive to reduce carbon emissions. Quanta conducted a difference analysis between BAU and different external scenarios (government net zero path, SSP1-1.9, SBT-NZ) for future estimated emissions to project and quantify the climate related risks and opportunities, the results are as follows:

scenario	Assumed Parameters	Scenario Analysis Results
Government Net-Zero Pathway	Carbon tax of 300 NTD/tCO ₂ e (approximately 10 USD/tCO ₂ e)	Due to the uncertainty of market information and the demand for low-carbon products and services driven by international trends and market growth, the market risk of potential business losses is expected to increase. In addition, there will be a financial impact of paying carbon tax/fees and purchasing renewable energy due to regulatory requirements.
SSP1-1.9	Carbon price for SSP1-1.9	The market risk of potential business losses is expected to be consistent with the government's net-zero pathway. The main risk arises from the increasing carbon taxes, or carbon fees, projected based on the growing trend of carbon price per ton under the SSP1-1.9 scenario. Quanta may face higher expenses in carbon taxes or carbon fees in the future.
SBT-NZ Target		

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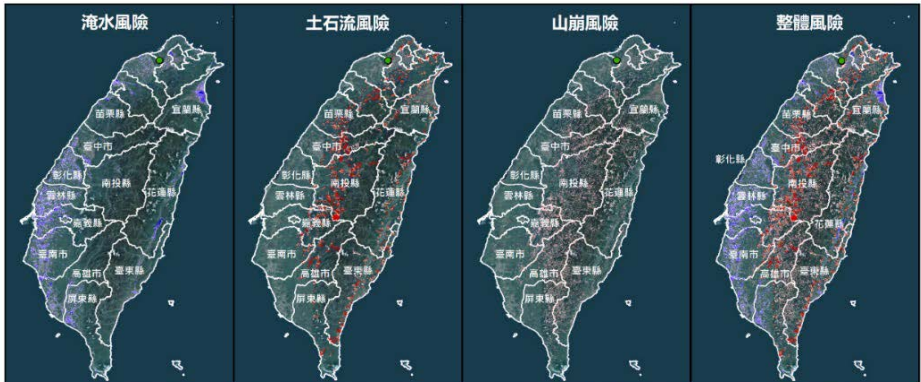
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Physical risk scenario analysis results

Climate risk is composed of hazard, exposure, and vulnerability. Quanta analyzed the risk values of each site using extreme rainfall as the hazard, extreme rainfall-induced flooding, landslides, and landslides as the vulnerability, and the location of the site as the exposure. The hazard level was evaluated by using multiple climate models (GCM/ESM) to simulate the climate risk of RCP2.6, RCP4.5, RCP6.0, and RCP8.5 scenarios to avoid extreme simulation results. Finally, the risk scores of the three vulnerability levels of flooding, landslide, and debris flow were classified into three risk levels of no risk, low risk, medium risk, and high risk according to the risk classification matrix, and the total risk was represented by the level with the highest risk value for the three vulnerability levels. The following is a description of Quanta's risk levels in each RCP scenario:

Analysis of Physical Risk Results

Risk Type	Scenario	Analysis of Physical Risk Results
Physical Risk	RCP2.6	<p>The results of Quanta's own locations/assets are consistent under RCP2.6, RCP4.5, RCP6.0, and RCP8.5 scenarios. Since the locations do not have potential for flooding, landslide, or landslide, they are classified as risk-free.</p>  <p>The figure consists of four maps of Taiwan, each representing a different physical risk type: 淹水風險 (Flooding Risk), 土石流風險 (Debris Flow Risk), 山崩風險 (Landslide Risk), and 整體風險 (Overall Risk). Each map shows the distribution of risk levels across the island, with a legend below it. The legends use colored dots to indicate risk levels: green for '無風險' (No Risk), yellow for '低風險' (Low Risk), orange for '中風險' (Medium Risk), and red for '高風險' (High Risk). The maps show that Quanta's locations (indicated by small white circles) are consistently in the '無風險' (No Risk) category across all scenarios and risk types.</p>
	RCP4.5	
	RCP6.0	
	RCP8.5	

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Quanta Entity Risk Adjustment Program:

Even in a risk-free situation, Quanta still has contingency plans and risk management measures in place, including establishing emergency response procedures, such as preparing evacuation plans and rescue supplies, to ensure the safety of employees and protection of property, and considering further enhancing the water resistance of its building structures and risk management systems to reduce the risk and loss that may occur in the future.

SHORT-TERM (1-3 YEARS)

- Rolling Review: A disaster risk audit be conducted annually for all of Quanta's own assets to achieve the goal of risk management.
- Emergency Response Plan: Establish emergency response procedures, including evacuation plans and material rescue plans, to ensure the safety of employees and the protection of property.
- Risk Alert System: Establish a risk alert system to receive timely notification of risks and corresponding countermeasures during periods of high rainfall frequency.

MEDIUM-TERM (5-10 YEARS)

- Establishing a flood control system: Study the geographical and hydrological conditions of the area and establish an appropriate flood control system to reduce the impact of flooding potential.
- Strengthen the water resistance of the building: Strengthen the water resistance of the office building structure to reduce the damage to the building by flooding.
- Enhance slope stabilization measures: Strengthen the safety inspection and smooth drainage of the slopes around the stronghold to reduce the danger of landslides caused by heavy rainfall.

LONG-TERM (>10 YEARS)

- Redevelop or relocate sites: If you are located in a high-risk area, consider redeveloping or relocating your site to avoid the risk of hazardous areas.
- Sustainable Development Plan: Develop a sustainable development plan to reduce environmental impacts, such as through energy conservation, emission reduction and recycling, to ensure long-term economic and environmental stability.

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Risk Management

Quanta is committed to constructing and maintaining a complete climate related risk management system, and includes the entire group organization and subsidiaries in its risk management scope. The risk management policy defines the various types of climate-related risks in accordance with the Company's operational policy, and prevents possible losses and optimizes resource allocation in order to reasonably ensure the achievement of the Company's strategic objectives

► Identification and Evaluation Process of Climate Related Risks

Quanta follows the TCFD risk disclosure recommendations and collects and summarizes the results of climate related risk and opportunity analysis by each business unit through a digital management system, based on factors such as time of occurrence, impact intensity, likelihood, and impact range, to identify the impact of climate related risks and opportunities, and use them as a basis for formulating response strategies.

► Climate related risk management process

Quanta has established the "Sustainable Development Steering Committee" and its working group conducts short-, medium- and long-term impact assessments and management of climate-related risks every year, and proposes improvement plans for high-risk items. The assessment results and improvement plans are approved by the management representatives of each plant, endorsed by the president, and submitted to the board of directors for approval before being taken forward and implemented. Quanta's board of directors directly directs the company's strategy for sustainable development, and the "Sustainable Development Center", a special department, is directly responsible to the president's office for making ESG an important guideline for corporate governance.

► Overall Organizational Process for Identifying and Assessing Climate Risks

Quanta has established the "Risk Management System", which is approved by the Board of Directors, with the President as the convener, to coordinate the promotion and operation of the plan, with the participation and cooperation of all employees. The Sustainability Steering Committee coordinates the possible impact of climate-related risks on operations or profitability, and formulates strategies and proactively communicates with stakeholders of risk events in order to reduce the impact of risk events on the Company's operations and protect the interests of stakeholders.

Quanta has established its own "Risk Management System" and introduced the Climate Related Financial Disclosure (TCFD), and established a working group to identify and evaluate climate related risks in advance. The risk management process is based on five major themes: risk identification, risk measurement, risk monitoring, risk reporting and disclosure, and risk response from four major perspectives: governance, strategy, risk management, and objectives, and the identification of risks and relative opportunities are reported to the Board of Directors. The Company communicates with all stakeholders to disclose the results of risk identification and management, and discloses risk management information in the annual report, ESG report, and website, please refer to quantatw.com for details.

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Metrics and Targets

Energy Use and Management

The company actively implements the ISO 50001:2018 Energy Management System and has established the following policies: Quanta Computer is a professional design and manufacturing company of portable computers, laptops, motherboards, servers, and other electronic products. We uphold the belief in coexistence with the Earth and recognize the limited resources of our planet and the importance of sustainable development for our company. Therefore, based on our understanding of energy conservation and carbon reduction, the enhancement of energy efficiency, and fulfilling our corporate social responsibility, we commit to implementing the requirements of the ISO 50001 Energy Management System international standard. We strive to continuously improve energy efficiency, reduce energy consumption in our production or operational activities, establish appropriate energy management performance indicators, and fulfill the following commitments:

1

Implement an energy management system to meet customer energy requirements.

2

Adhere to energy-related regulations and prioritize the acquisition of energy-efficient goods.

3

Improve energy efficiency and reduce energy waste.

4

Implement energy conservation measures to attain corporate social responsibility.

5

Promote the idea of energy conservation and employ the spirit of energy management.

The Company commits to educating and informing all employees in order for them to comprehend and adhere to this policy, which may be made available to the public. Currently, the company uses non-renewable energy sources, including gasoline and diesel for company vehicles, natural gas for boilers, liquefied petroleum gas for employee cafeterias, diesel for emergency generators, and purchased electricity. The data sources are based on the 2022 greenhouse gas inventory reports from each plant site, and the calorific value data is obtained from the Energy Bureau's 2015 Energy Product Unit Heat Value Table. The calculation formula is as follows: Energy Consumption = Energy Usage x Energy Heat Value x Energy Unit Conversion.

Types of Energy Consumption

Activity Types			Taiwan Plant QCI			Shanghai Manufacturing City QSMC			Chongqing Manufacturing City QCMC			Thailand Manufacturing City QMB		
			2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Fuel	Diesel	Kiloliters (KL)	0.50	4.69	0.76	98.76	296.59	83.15	8.23	6.33	24.12	-	12.39	21.20
		Gigajoules (GJ)	17.59	164.95	26.73	3,473.47	10,431.19	2,924.42	289.46	222.63	848.32	-	435.77	745.62
	Gasoline	Kiloliters (KL)	1.51	1.51	1.47	182.47	201.53	124.94	141.10	72.66	39.21	-	2.24	5.15
		Kiloliters (GJ)	49.31	49.31	48.01	5,959.21	6,581.53	4,080.27	4,608.13	2,372.97	1,280.54	-	73.16	168.19
	Natural Gas	Cubic Meters (M3)	-	-	-	4,251,419.71	3,984,610.14	4,228,393.15	2,433,763	2,135,359.74	2,280,214.64	-	-	-
		Gigajoules (GJ)	-	-	-	142,405.55	133,468.50	141,654.71	81,521.33	71,526.01	76,378.07	-	-	-
	LPG	Metric Tons (ton)	57.52	47.25	47.42	-	-	-	-	-	-	-	-	-
		Gigajoules (GJ)	2,853.94	2,344.38	2,352.81	-	-	-	-	-	-	-	-	-
Electricity	Non-renewable Electricity	Kilowatt-hours (MWh)	84,952.09	106,626.26	133,448.25	429,064.69	459,734.33	349,953.22	225,836.59	245,809.07	91,398.25	17,131.33	31,450.37	47,110.80
		Gigajoules (GJ)	305,827.52	383,854.54	480,413.70	1,544,632.88	1,655,043.59	1,259,831.60	813,011.72	884,912.65	329,033.70	61,672.790	113,221.33	169,598.88
	Renewable Energy	Kilowatt-hours (MWh)						87,655.00			130,000.00			
		Gigajoules (GJ)						315,558.00			468,000.00			
Total Energy Consumption		Gigajoules (GJ)	308,748	386,413	482,841	1,696,471	1,805,525	1,724,029	899,431	959,058	875,541	61,673	113,730	170,513

- ♦The energy unit conversion is 1 kcal = 4.187 KJ, and the density conversion for liquefied petroleum gas (propane/butane) is 0.54 kg/L.
- ♦2020 Thailand Plant did not collect energy fuel activity data due to the initial establishment of the plant.

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Reduction Performance

Pwplant	Target	Effect
Taiwan plant	According to the regulations of the Ministry of Economic Affairs' "Energy Administration Act," the Taiwan plant sets energy-saving goals and implements plans, achieving an annual electricity saving rate of over 1%.	In the Taiwan plant, 10 measures were implemented, including replacing lighting equipment in office areas, increasing the load of the chilled water system on non-production days, and reducing the operating load of the production line's air conditioning units. These measures resulted in a total energy saving of 1,915,697.217 kWh
China plants	According to the regulations of the Ministry of Economic Affairs' "Energy Administration Act," the Taiwan plant sets energy-saving goals and implements plans, achieving an annual electricity saving rate of over 1%.	The Shanghai plant implemented 43 management schemes, including air conditioning frequency conversion retrofitting and equipment shutdown during holidays, resulting in a total energy savings of 20,856,433.8 kWh. The Chongqing plant achieved a total energy savings of 4,976,033.5 kWh through five measures, including the implementation of the QECS energy-saving program.

Energy Performance Indicators

Performance Indicators	Unit	2022
Electricity Consumption per Million Revenue	kWh/million revenue	655.12
Percentage of Renewable Energy	%	25.92

◆Note: The energy efficiency performance indicator intensity ratio covers the type of electricity.

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Greenhouse Gas Emissions

The types of greenhouse gases and the categories of inventory

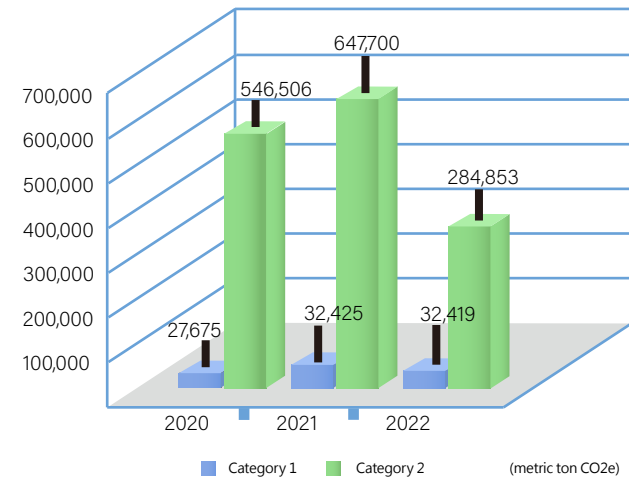
Quanta's greenhouse gas types include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃. The main emission sources include natural gas, diesel, gasoline, liquefied petroleum gas, CO₂ fire extinguishers, methane from septic tanks, refrigerant leakage, and purchased electricity. Based on historical statistics, the main source of Quanta's greenhouse gas emissions is purchased electricity for operational needs. Excluding other indirect emissions, this emission source accounts for over 90% of the company's total emissions in 2020.

In accordance with ISO 14064-1:2018 and the Greenhouse Gas Inventory Protocol requirements, Quanta has established a greenhouse gas emission inventory and conducts regular annual greenhouse gas emission inventories. Verification statements are obtained to serve as the basis for energy saving and carbon reduction. Quanta actively responds to government policy trends, annually formulates energy-saving and emission reduction measures and targets, and gradually establishes a comprehensive greenhouse gas emission statistical accounting system. The inventory scope includes qualitative and quantitative inventories of Category 1 (direct greenhouse gas emissions) and Category 2 (indirect greenhouse gas emissions from energy sources).

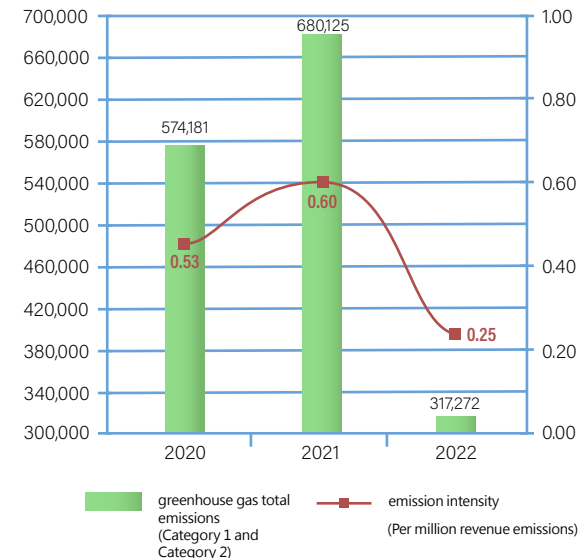
Quanta's original base year was 2021, but due to the introduction of SBTi in 2022, the base year has been changed to 2022.

In 2022, Quanta Group expanded its factories in Taiwan and Thailand, and its revenue increased compared to 2021. However, it actively reduced carbon emissions and supplemented this with the purchase of renewable energy. The four factories used a total of 217,655 MWH of renewable energy in 2022, with a renewable energy usage rate of 25.92%. Under these efforts, compared to category 1+2 in 2021, the carbon emissions reduction reached 362,854 tons, a decrease of 53.35%. The emission intensity per million dollars of revenue dropped from 0.602 to 0.248. The presented data show that energy conservation and carbon reduction have achieved certain results.

Category 1 and Category 2 greenhouse gas emissions from 2020 to 2022



Category 1 and Category 2 greenhouse gas total emissions and emission intensity



2020 to 2022 Greenhouse Gas Emission Statistics

Site	Taiwan Plant QCI			Shanghai Manufacturing City QSMC			Chongqing Manufacturing City QCMC			Thailand Manufacturing City QMB	
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2021	2022
Greenhouse gas emissions - Category 1 (Tons of CO2e) - Ratio of total emissions (Tons of CO2e)/ Ratio (%)	748/ (1.70%)	800/ (1.25%)	1,002/ (1.08%)	14,436/ (4.28%)	17,213/ (4.48%)	17,293/ (10.28%)	12,491/ (6.16%)	12,512/ (5.68%)	13,225/ (20.77%)	1,900.22/ (5.84%)	898.94/ (3.68%)
Greenhouse gas emissions - Category 2 (Tons of CO2e/ Ratio of total emissions (%) (Tons of CO2e) / Ratio (%)	43,240/ (98.30%)	53,526/ (83.85%)	67,925/ (73.05%)	318,525/ (94.52%)	362,364/ (94.30%)	146,980/ (87.35%)	184,741/ (91.02%)	201,867/ (91.66%)	46,397/ (72.86%)	29,943.15/ (92.07%)	23,550.69/ (96.32%)
Greenhouse gas emission - Category 3-6 (Tons of CO2e) / Ratio of total emissions (%) (Tons of CO2e) / Ratio (%)	-	9,513/ (14.90%)	24,052 (25.87%)	4,040/ (1.20%)	4,695/ (1.22%)	3,991 / (2.37%)	5,726/ (2.82%)	5,846/ (2.66%)	4,058/ (6.37%)	678/ (2.09%)	-
Total Greenhouse Gas Emissions (Tons of CO2e)	43,988	63,840	92,978	337,001	384,272	168,264	202,958	220,225	63,682	32,522	24,450
Greenhouse gas emission volume by type	CO2:43,432.08 CH4:262.34 N2O:0.21 HFCs:293.61	CO2:63,194.22 CH4:297.86 N2O:0.21 HFCs:347.49	CO2:92,125.70 CH4:339.35 N2O:0.19 HFCs:513.26	CO2:330,998.10 CH4:1,252.91 N2O:21.35 HFCs:4,725.32 PFCs:4.08	CO2:372,419.43 CH4:1,485.74 N2O:30.12 HFCs:5,900.3 PFCs:0	CO2:160,557.79 CH4:1,435.29 N2O:17.04 HFCs:6,254.97 PFCs:0	CO2: 196,021.19 CH4: 2,569.45 N2O: 60.42 HFCs: 4,300.88 SF6:5.88	CO2: 213,293.37 CH4: 2,819.08 N2O: 91.88 HFCs: 4,015.16 SF6:5.88	CO2: 55,583.33 CH4: 2,141.96 N2O: 64.38 HFCs: 5,886.13 SF6:6.07	CO2 : 30,650.48 CH4 :1,817.87 N2O : 0.64 HFCs : 53.04 SF6 : 0	CO2 : 23,620.24 CH4 : 0.26 N2O : 0.09 HFCs : 828.35 SF6 : 0
CO2 emission volume produced by biomass burning	0	0	0	0	0	0	0	0	0	0	0

Notes: ♦Greenhouse gas emissions calculation adopts the operational control method.

♦Outsourced electricity emission factor sources.

- Taiwan plant site : nergy Bureau's purchased electricity emission factor for 2021 (0.509Kg CO2e/kWh) (The 2022 emission factor has not been announced; thus, the Taiwan factory area continues to use the 2021 factor)
- China plant : a. The 2019 annual emission reduction project regional power grid baseline emission factor for China, the emission coefficient of the East China region (0.420Kg CO2e /kWh). b. QCMC: The average national grid emission factor for 2022 (0.5703 Kg CO2e/kWh)
- Thailand plant: : Power emission factor (0.4990 kg CO2e/kWh).

♦Greenhouse gas GWP value: refer to the IPCC 2022 Sixth Assessment Report.

♦All sites' greenhouse gas inventory results for 2022 are based on third-party verified data in accordance with ISO 14064-1:2018.

♦The statistical results of greenhouse gas emissions in Shanghai Manufacturing City show that in 2021, the greenhouse gas emissions of Category 2 base value were 357,927 tons of CO2e, which has been revised to 362,364 tons of CO2e.

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Greenhouse Gas Emission Reduction Target and Achievement

Target	Effect
<ul style="list-style-type: none"> ◆ Establish a corporate greenhouse gas emissions inventory in accordance with ISO 14064-1:2018 and the Greenhouse Gas Inventory Protocol ◆ Committed to introduce the SBT scientific approach to carbon reduction and set a carbon reduction target that will help control global warming to no more than 1.5 ° C. Commitment to reduce carbon emissions by 42% in scope 1 and 2 and 25% in scope 3 by 2032 compared to 2022. ◆ aims to achieve 50% renewable energy use by 2030 and Carbon Neutrality by 2050. 	<ul style="list-style-type: none"> ◆ We started to build a carbon management platform and initially completed the internal carbon inventory system based on ISO 14064-1:2018, and laid the foundation for further energy management, product lifecycle management and internal carbon pricing measures. ◆ All plants have been certified to ISO-50001, except QMB, which will be certified in 2023. ◆ The proportion of purchased green electricity reaches 25.92% of the total electricity consumption of the four plants. ◆ Compared to 2021, the results of ISO 14064-1 carbon inventory have decreased by 362,854 metric tons, achieving a reduction of 53.35% in carbon emissions. The million-dollar revenue emission intensity has decreased from 0.602 to 0.248.

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Environmental Management System

Under the influence of global climate change, in order to pursue global sustainability, Quanta has been focusing on the reduction of production waste from the R&D and design stage, reusing relevant packaging materials as much as possible, and striving to reduce the impact on the overall environment and comply with relevant regulations.

Since 2000, each plant has been implementing ISO 14001 environmental management system and completing the certification. The continuous improvement is promoted through the Plan-Do-Check-Act (P-D-C-A) model.

By identifying the environmental considerations arising from the company's production, activities and services, evaluating the environmental considerations and their environmental impacts, and comparing their severity, we ensure that major potential factors are identified in advance, and that improvement measures and operating procedures are developed to reduce and prevent major potential impacts.

Environmental Protection Policy

Quanta Computer is a design and assembly company for professional portable computers, laptops, motherboards, and other products. The company's main environmental impacts are effluent gas, domestic sewage, and waste materials. Quanta, in holding true to its belief of coexisting with the earth, shall undertake and are committed to the fruition of the following environmental policies to achieve the spirit of pollution prevention and continuous improvement.

- 1 Through employee education and the implementation of ISO 14001, employees and those working on behalf of the organization are aware that environmental protection is everyone's responsibility and obligation.
- 2 Reduce environmental impact by decreasing both air and water pollution and waste generation.
- 3 All products are designed and manufactured in strict compliance with applicable laws and regulations and other requirements that must be observed.
- 4 Set environmental goals for continuous improvement.
- 5 In achieving low-energy, low-pollution practices, factoring environmental takes product design into account.

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Water Resources Management

Total water withdrawal

The main source of water supply is tap water, with no groundwater, rainwater storage or surface water used, and most of the uses are general domestic water, air conditioning water and kitchen water.

In order to reduce water consumption, the management unit reviews the water conservation plan and water facilities every year, and QRDC and QCMC plant toilets use sensor taps and install water saving heads to control the amount of water discharged. QRDC and Hua Ya Park Management Consultants Co., Ltd. have adopted the flood pond in the upper reaches of Nankan Creek from the Water Bureau of Taoyuan City Government to create an ecological park and achieve the goal of water conservation. QTMC QC3 is a new building with a rainwater recycling system, with 244.7 cubic meters of rainwater recycle area.

The water withdrawals for each plant area from 2020 to 2022 are shown below:

Plant		Water intake (tons)			Headwaters
		2020	2021	2022	
Taiwan Plant	Quanta QRDC	184,903	175,247	192,025	Taiwan Water Company
	Taiwan Plant QTMC	153,382	183,755	221,754	
China Plant	Shanghai QSMC	1,173,791	1,653,951	1,683,069	Shanghai Songjiang Water Company
	Chongqing QCMC	887,774	715,805	757,113	Chongqing City Water Co.
Other	Thailand QMB	43,201	78,572	122,100	Provincial Waterworks Authority, Chonburi

◆Source of data: Water intake obtained from water meters and water bills

Water withdrawal by plant from 2020 to 2022 (million liters)

Water consumption (million liters (ML))	Year	All regions			Water shortage region			
		2020	2021	2022	2020	2021	2022	
Water consumption by source	Surface water (total)	0	0	0	0	0	0	
	Freshwater (≤1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Other water (>1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Groundwater (total)	0	0	0	0	0	0	
	Freshwater (≤1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Other water (>1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Sea water (total)	0	0	0	0	0	0	
	Freshwater (≤1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Other water (>1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Generated water (total)	0	0	0	0	0	0	
	Freshwater (≤1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Other water (>1,000 mg/L total dissolved solids)	0	0	0	0	0	0	
	Third-party water (total)	0	0	0	0	0	0	
	Freshwater (≤1,000 mg/L total dissolved solids)	2,443.05	2,807.33	2,976.06	0	0	0	
	Other water (>1,000 mg/L total dissolved solid)	0	0	0	0	0	0	
	Third-party water consumption by source	Surface water				0	0	0
		Groundwater				0	0	0
		Sea water				0	0	0
	Generated water				0	0	0	
Total water consumption	Surface water (total)+groundwater (total)+sea water (total)+generated water (total)+third-party water (total)				2,443.05	2,807.33	2,976.06	

♦Remark: High Risk and Very High Risk in the score of WWF(Water Risk Filter) were defined as areas with water resources pressure

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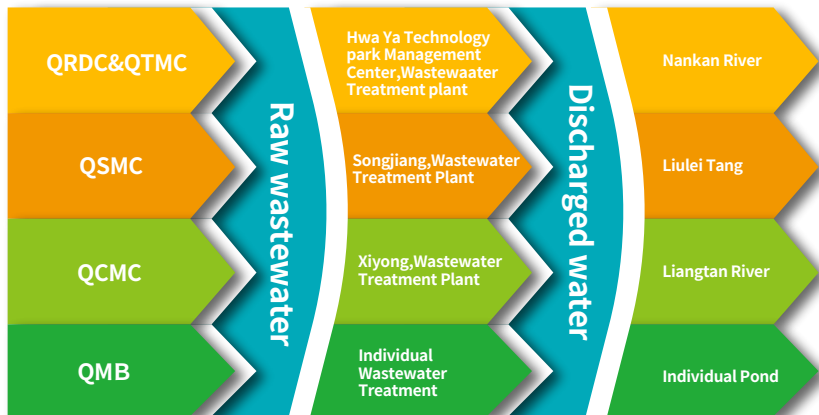
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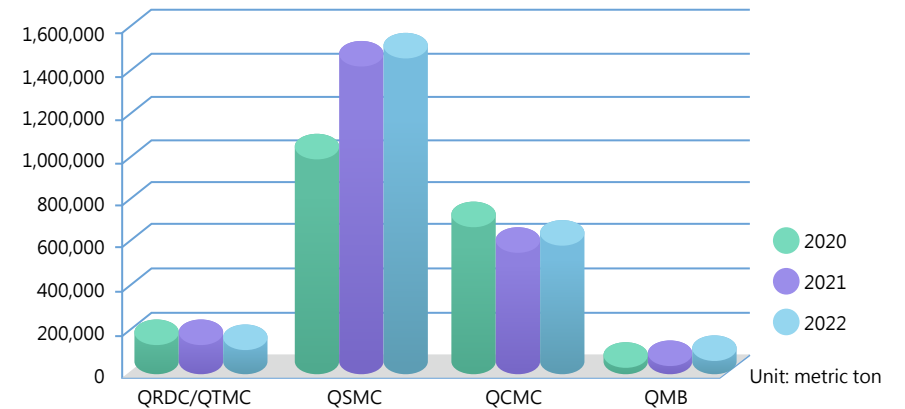
◆Wastewater generated at various sites includes domestic and canteen effluent. There is no process wastewater. Hence, this Report only covers voluntary disclosures of domestic effluent within the plant.

◆Domestic wastewater contains nutrients which include organic pollutants and nitrogen phosphorus, causing water eutrophication. To ensure the wastewater produced will not cause pollution to the environment, each factory is installed with primary wastewater treatment equipment. The equipment are periodically inspected and maintained to keep the systems in normal operation. To warrant that the released water quality meets the discharge standard, wastewater samples are regularly submitted to qualified testing companies for analysis

Effluent discharge diagram



Volume of effluent water at various sites



From 2020 to 2022, the annual water discharge (metric ton) in each plant

Site		Year	2020	2021	2022
Taiwan sites	Quanta QRDC		119,348	109,982	88,535
	Taiwan Plant QTMC		46,867	57,691	60,807
China sites	Shanghai QSMC		1,056,412	1,488,556	1,514,762
	Chongqing QCMC		746,108	608,434	643,546
Other site	Thailand QMB		34,561	62,857	97,680
Total			2,003,296	2,327,520	2,405,330

◆Note:

1. QAT (Dongyuan Plant) was the only facility in Taiwan that calculated domestic wastewater volume as: volume of fresh water used *0.85 (a self-estimated domestic wastewater coefficient); all other Taiwan plants measured domestic wastewater at the discharge outlet.

2. The formula of wastewater volume at QSMC factory is Domestic Wastewater=Volume of Tap Water Consumed*0.9(Discharge Agreement)

3. QCMC household effluent volume=tap water volume*0.85 (household effluent coefficient)

4. QMB household effluent volume=tap water volume*0.8 (Thai standard)

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From 2020 to 2022, the annual water discharge (million liters) in each plant

Water consumption (million liters (ML))	Year	All regions			Water shortage regions
		2020	2021	2022	
water discharge by destination	Surface water	0	0	0	
	Groundwater	0	0	0	
	Sea water	0	0	0	
	Third-party water	2,003.30	2,327.52	2,405.33	
	Third-party water supplied to other organizations	0	0	0	
Total water discharge	Surface water+groundwater+sea water+ third-party water (total)	2,003.30	2,327.52	2,405.33	0
Water discharge by freshwater and other water	Freshwater ($\leq 1,000$ mg/L total dissolved solids)	2,003.30	2,327.52	2,405.33	0
	Other water ($>1,000$ mg/L total dissolved solids)	0	0	0	0

From 2020 to 2022, the annual water consumption (million liters) in each plant

Total water consumption	All regions			Water shortage regions
Year	2020	2021	2022	
Total water consumption	439.76	479.81	570.73	0

Management standards and test results of Taiwan plant in 2022 Item Standards QRDC

Item	Standards	QRDC	QTMC			
			QC1(QC1-A)	QC1(QC1-B)	QC2(二廠)	QC3(三廠)
COD(mg/L)	350	100	139	160	62	122
SS(mg/L)	200	44	34	38	14	30
pH	6-9	7.40	7.90	7.50	7.60	7.00

◆Note:

1. According to "Intake limits for sewage treatment plant from the management center of Hwa Ya Industrial Park"

2. Sampling method: sampling method of water discharge from EPA (NIEA W109.51b).

3. The monitoring data is the water quality testing list of the manufacturers included in emission testing provided by the management center of Hwa Ya Industrial park, and the testing date is 2022/9

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QSMC discharge standards and test results in 2022

Item	Standards	F1	F2	F3	F4	F5	F6	F7	Q-BUS
pH	6-9	7.6	7.6	7.7	7.7	7.8	7.7	7.7	7.6
SS(mg/L)	400	121	116	117	125	130	136	116	142
COD(mg/L)	500	137	129	130	144	127	143	138	135
BOD(mg/L)	300	61.7	54.2	60.4	62.4	61.4	64.4	61.7	57.5
Total Nitrogen(mg/L)	70	46	46.6	42.3	42.5	43.7	46.6	43.7	45
NH3-N (mg/L)	45	37.3	36.3	35.6	36.7	35.8	35.2	36	35.6
Total Phosphorus (mg/L)	8	2.79	2.84	2.83	2.82	2.8	2.8	2.82	2.67
Grease(mg/L)	100	0.35	0.36	0.44	0.49	0.51	0.5	0.41	0.42
Petroleum (mg/L)	15	0.27	0.26	0.26	0.27	0.22	0.22	0.22	0.23

◆Note:

1. Based on level 3 standards shown in Table 2 of "Shanghai Integrated Wastewater Discharge Standard" (DB31/199-2018)
2. The Company engages independent third parties to conduct tests once a quarter. The above data was taken from the 2022 4th quarter test report, and the tests were dated 2022/10/26-2022/11/02.

QCMC discharge standards and test results in 2022

Item	Standards	F0	F1	F2	F3	P1	P2	P3	F5
COD (mg/L)	500	347	407	407	407	407	407	407	407
SS (mg/L)	400	29	32	32	32	32	32	32	32
NH3-N (mg/L)	-	53.7	53.2	53.2	53.2	53.2	53.2	53.2	53.2
Grease(mg/L)	100	8.4	57.3	57.3	57.3	57.3	57.3	57.3	57.3
石油類(mg/L)	20	未檢出	0.36	0.36	0.36	0.36	0.36	0.36	0.36
BOD(mg/L)	300	93.6	112	112	112	112	112	112	112

◆Note:

1. In accordance with the People's Republic of China GB8978-1996 "Comprehensive Sewage Discharge Standard" table 4 level 3 standard limits.
2. Sampling method: according to "National Water Quality Standard Determination Method" (GB11914, GB11901, HJ537, etc.).
3. The monitoring data is from the testing report provided by the third-party testing company. The testing date of F5 plant is 2020/12, and that of other plants is 2021/02 (BOD testing date is 2022/12). F1, F2, F3, P1, P2 and P3 plants are merged into the same discharge outlet, the monitoring data is consistent.

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QMB discharge standards and test results in 2022

Item	Standards	QMB Results	
		test date : 13May22	test date : 28Nov22
BOD(mg/L)	20	8	5
COD(mg/L)	120	30.7	<25
Color	300	46	92
pH	5.5-9	7.5	7.1
Temperature°C	40	30	30
SS(mg/L)	50	22	6.7
TDS(mg/L)	3,000	237	190
TKN(mg/L)	100	3	6
Oil and Grease(mg/L)	5	<5	<5
Arsenic (As) (mg/l)	0.25	-	0.012
Barium (Ba) (mg/l)	1.0	-	0.054
Cadmium (Cd) (mg/l)	0.03	-	ND
Chromium Trivalent(mg/l)	0.75	-	< LOQ (0.002)
Chromium Hexavalent(mg/l)	0.25	-	< 0.02
Copper (Cu) (mg/l)	2.0	-	< LOQ (0.002)
Lead (Pb) (mg/l)	0.2	-	0.003
Manganese (Mn) (mg/l)	5.0	-	0.201
Mercury (Hg)* (mg/l)	0.005	-	ND
Nickle (Ni) (mg/l)	1.0	-	ND
Selenium (Se) (mg/l)	0.02	-	ND
Zinc (Zn) (mg/l)	5.0	-	ND

◆Note:

Limit value announced by the Thai factory effluent control standards B.E.2560

The monitoring data was derived from a test report supplied by a third-party test company dated 2025/05/13,2022/11/28

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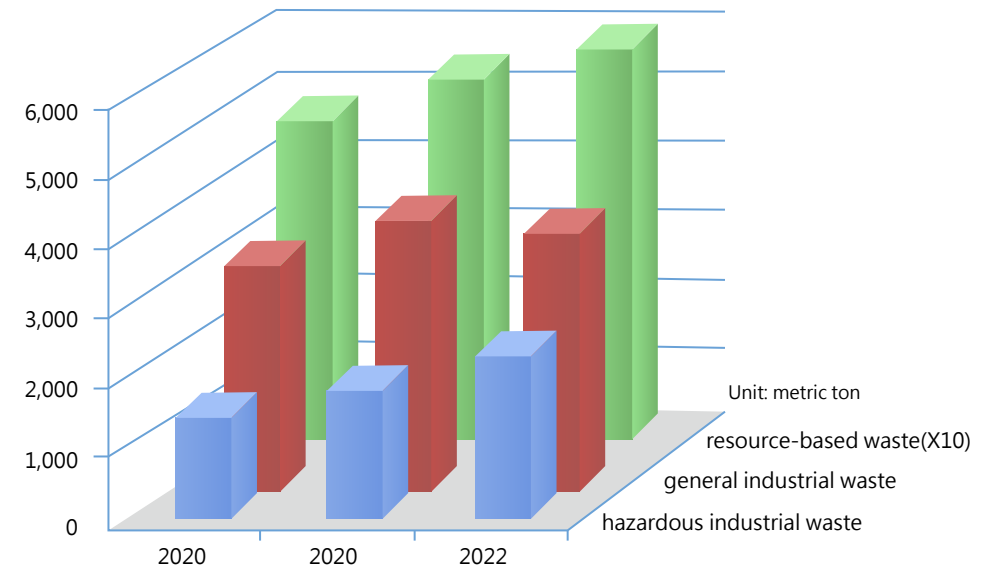
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Management of industrial waste

The generation of industrial waste is divided into three major types: general industrial waste, hazardous industrial waste, and resource-based waste. The company produces waste in products, events, or services, with the raw materials including many electronic components and consumables, etc. The production process generates recyclable packaging waste, of which the hazardous waste poses long-term and latent risks. If not properly handled, it will cause varying degrees of secondary pollution damage to water, soil, and air.

Quanta is committed to effective management and continuous achievement of waste reduction, with zero waste as the ultimate goal for waste management. Its collection, disposal, and recycling are all conducted in accordance with local regulations and entrusted to qualified waste removal institutions for proper handling, operation, and recording. The company's environmental protection unit conducts irregular inspections of waste disposal plants to ensure that the outsourced processing plants handle waste legally. The proportion of the three types of waste in various plants over the years is shown in the following figure (as shown below).



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2020-2022 Waste Statistics
 Waste classification based on components (measured in metric tons)

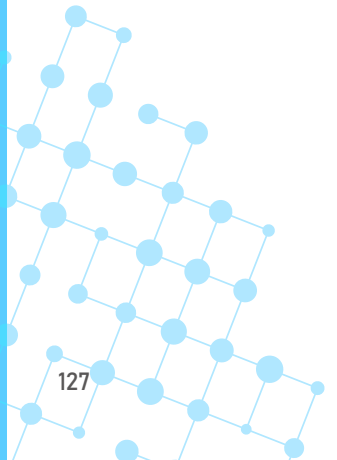
Composition of Waste	Output of waste			Waste removed from self-disposal			Final disposal of waste		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Domestic waste	3,286.88	3,566.04	3,721.25	0	0	0	3,286.88	3,566.04	3,721.25
Waste paperboard	20,825.82	21,913.10	34,551.28	20,825.82	21,913.10	34,551.28	0	0	0
Waste plastic	17,529.35	20,448.39	28,542.31	17,529.35	20,448.39	28,542.31	0	0	0
Waste wood	8,135.35	10,622.05	18,104.38	8,135.35	10,622.05	18,104.38	0	0	0
Other general waste	301.35	309.44	14,770.36	301.35	309.443	14,770.36	0	0	0
PCB edge connector material	805.71	1,209.91	2,299.99	805.71	1,209.91	2,299.99	0	0	
Scrap electronic components, offcuts, and defective products	22.97	27.95	112.35	22.97	27.95	112.35	0	0	0
Discard UV plastic tubes	7.88	13.48	27.73	0	0	0	7.88	13.48	27.73
Waste paint residue	193.11	207.54	209.68	0	0	0	193.11	207.54	209.68
Waste paint cans	52.99	71.02	61.69	47.99	71.02	61.69	5.00	0	0
Waste organic solvents	28.87	47.67	39.46	0	0	0	28.87	47.67	39.46
Waste activated carbon	45.83	14.48	73.93	0	0	66.4	45.83	14.48	7.53
Waste oil	10.26	13.18	38.15	0	0	0	10.26	13.18	38.15
Waste lead-acid batteries	35.36	40.24	44.351	20.00	30.00	0	15.36	10.24	44.35
Waste rags	54.28	53.16	110.94	0	0	0	54.28	53.16	110.94
Waste filters	6.75	3.37	16.38	0	0	0	6.75	3.37	16.38
Waste metal scraps	1.10	0	6.61	0	0	0	1.10	0	6.61
Waste hangers	153.28	120.91	130.49	0	0	0	153.28	120.91	130.49
Waste acids	4.08	6.38	3.94	0	0	0	4.08	6.38	3.94
Waste solvent containers	22.98	29.23	35.63	8.04	7.79	10.38	14.94	21.44	15.02
Chemical iron drums	4.50	14.35	14.62	0	0	0	4.50	14.35	14.62
Waste emulsifiers	3.32	2.64	2.28	0	0	0	3.32	2.64	2.28
Waste liquids with flash point below 60°C	14.50	23.26	52.68	0	0	0	14.50	23.26	52.68

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 Waste classification based on components (measured in metric tons)

Composition of Waste	Output of waste			Waste removed from self-disposal			Final disposal of waste		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Water wash balls	0	0.31	0.18	0	0	0	0	0.31	0.18
Waste paint	0	0.87	0	0	0	0	0	0.87	0
Spray painting wastewater	0	117.85	0	0	0	0	0	117.85	0
Waste fluorescent tubes	0	1.57	0.065	0	0	0	0	1.565	0.065
Waste glue	2.79	4.03	3.87	0	0	0	2.79	4.03	3.87
Spray cans	0	0	0.005	0	0	0.005	0	0	0
Aluminum air duct	0	0	0.83	0	0	0	0	0	0.83
Multi-material packaging	0	0	0.66	0	0	0	0	0	0.66
Contaminated materials	0	0	0.48	0	0	0	0	0	0.48
Office electronic equipment	0	0	1.6	0	0	0	0	0	1.6
Total amount of waste	51,549.28	58,882.41	102,978.16	47,696.57	54,639.65	98,529.37	3,852.71	4,242.76	4,448.80

Waste removed from disposal through recycling operations (in metric tons, t)

	On-site			Off-site			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Hazardous waste									
Reuse	0	0	0	6.42	7.79	8.08	6.42	7.79	8.08
Recycle	0	0	0	898.28	1,338.88	1,797.75	898.28	1,338.88	1,797.75
Recovery	0	0	0	0	0	0	0	0	0
Total							904.70	1,346.67	1,805.83
Non-hazardous waste									
Reuse	0	0	0	11,250.42	0	8,032.31	11,250.42	0	8,032.31
Recycle	0	0	0	35,541.45	53,292.99	88,281.55	35,541.45	53,292.99	88,281.55
Recovery	0	0	0	0	0	409.69	0	0	409.69
Total							46,791.86	53,292.99	96,723.55

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Waste disposed of through final disposal operations (in metric tons, t)

	On-site			Off-site			Total		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Hazardous waste									
Incineration (with energy recovery)	0	0	0	486.85	338.83	393.42	486.85	338.83	393.42
Incineration (without energy recovery)	0	0	0	63.62	337.90	287.85	63.62	337.90	287.85
Landfill	0	0	0	0	0	0	0	0	0
Other disposal operations	0	0	0	15.36	10.24	44.35	15.36	10.24	44.35
	Total						565.84	686.97	727.55
Non-hazardous waste									
Incineration (with energy recovery)	0	0	0	1,387.49	2,715.34	2,869.16	1,387.49	2,715.34	2,869.16
Incineration (without energy recovery)	0	0	0	730	730	730	730	730	730
Landfill	0	0	0	1,169.39	120.7	122.09	1,169.39	120.7	122.09
Other disposal operations	0	0	0	0	0	0	0	0	0
	Total						3,286.88	3,566.04	3,721.25

To ensure waste is managed more effectively than required by law, Quanta is gradually implementing a zero-waste landfill plan in various plant sites. This program adopts the Zero Waste to Landfill (UL ECVP 2799) verification. This standard requires that all waste streams within the enterprise undergo compliance management, inspection, and auditing to ensure that waste is properly recycled, reused, and transformed rather than directly landfilled. When the overall waste conversion rate reaches 80% or higher, certification can be obtained. QTMC QC1, QCMC, and QMB have obtained platinum and silver level certifications in 2022.

Caring for the Earth, Green Sustainability

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Energy Use and Management

Greenhouse Gas Emissions


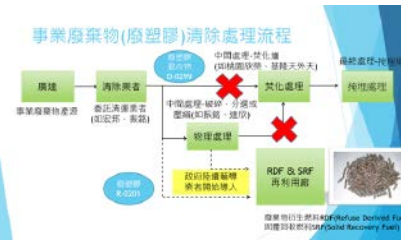


Discharges and Waste

Management of industrial waste

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QRDC & QTMC	<p>Tin furnace automatic heating on /off function</p>	<p>Wave soldering equipment ensures smooth production by maintaining a high-temperature heating state for a long period of time without considering energy-saving factors. When the tin furnace reaches a working temperature of 274 ° C, the daily energy consumption is about 104.529 kWh. Upgraded wave soldering equipment featuring auto-on-off heating capabilities can annually save 123,629.76 kWh of energy and reduce electricity expenses by NTD 321,437.</p>	
	<p>Waste Plastic Recycling Management Plan</p>	<p>To address the aged and often maintained domestic incinerators, the intake of household waste (D-1801) is restricted during maintenance periods, leading to the unsuccessful removal of plastic mixtures (D-0299) and necessitating the inclusion of alternative handling methods.</p>	
QSMC	<p>Non-destructive Drainage Cup Modification</p>	<p>Before modification: The air compressor room drainage pipe is installed with a rotary vane automatic drain valve PA-68, with an exhaust cycle set to operate every 3 seconds for 0.5 seconds of drainage. After modification: replaced with 190 zero-loss drain valves. The transformation was completed on October 15, 2022. The total energy savings for the year were 2,638,065 KWH.</p>	
	<p>In the F5 plant, the alternating current (AC) FFUs were replaced with direct current (DC) FFUs.</p>	<p>The original alternating current (AC) FFUs were replaced with high-efficiency direct current (DC) FFUs. Under the same airflow velocity, the DC FFUs have lower power consumption, and the rotational speed is controlled at around 1,039 rpm, resulting in greater energy-saving potential. In the cleanroom area of the 2nd floor of the F5 plant, a total of 6,012 AC FFUs with a rated power of 160W were replaced with DC FFUs with a rated power of 150W, resulting in total energy savings of 1,890,750 KWH.</p>	

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<p>QSMC</p>	<p>Non-cleanroom humidification area retrofit</p>	<p>The original non-cleanroom area utilized electric heating for winter humidification, resulting in significant power consumption (6 units). High-pressure mist humidification systems were installed to reduce power consumption. Before the retrofit, the original electric heating power was 599 KW. After the retrofit, the high-pressure mist humidification system power was reduced to 6 KW, resulting in annual energy savings of 548,490 KWH.</p>	
<p>QCMC</p>	<p>Energy-saving solution implemented for high-efficiency pumps in the F1 plant site.</p>	<ol style="list-style-type: none"> 1. Previously, the pumps used in the QCMC plant area were all of IE2 energy efficiency, which is high-energy-consuming equipment. 2. It is planned to replace three commonly used cooling water pumps in the F1 plant with Smart IntelliFlow high-efficiency pumps to save energy. 	
	<p>F3 plant: High-temperature solution implemented for D/L racks to save energy</p>	<ol style="list-style-type: none"> 1. The production of new models such as NJJ and NJF in the F3 plant generates a large amount of heat, resulting in a high temperature of around 44 ° C inside the D/L racks. The heat cannot dissipate properly, causing abnormal computer downloads. 2. By utilizing RF heat exhaust, the internal heat of the D/L racks is expelled outside, achieving cooling and energy-saving effects. 	

Compliance with environmental protection regulations

There were no major violations of environmental regulations by Quanta in 2022.

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Green products and green quality

Quanta Computer designs and produces environmentally friendly green products to protect the environment and improve people's quality of life. Our green product strategy is to incorporate the concept of sustainability into the entire life cycle of design, production, packaging, transportation, use, and recycling of our products. This includes using eco-friendly materials, energy efficiency, pollution reduction, recycling, and reuse to minimize the impact of e-waste on the environment.

Product Research and Development Design

Quanta has long been investing in the research and development of green products and is implementing green design in the following six aspects:

Product material and chemical composition control

Introducing a Full Materials Declaration (FMD) management system to identify potential hazardous substances in product components and reduce the risks to human health and the environment.



Establishment of a product recycling material evaluation tool

The design team conducts regular life cycle assessments to effectively evaluate the recyclability and proportion of recycled materials in products to determine their impact on the environment. We continuously optimize the production and usage processes and ensure that products can be recycled and reused to meet international legal and design requirements. Quanta follows the Waste Electrical and Electronic Equipment Directive (WEEE) and designs products that are easy to disassemble and recycle. All products developed in 2022 have been certified according to WEEE regulations and marked with the WEEE recycling logo. According to the WEEE recycling logo standards, the percentage of recyclable materials used is estimated to be over 80%.

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Improving energy efficiency

In addition to using a large number of low-power electronic components, introducing energy-saving modes, and providing energy management solutions, our products have passed strict tests to ensure compliance with national and international standards. Every year, hundreds of products are certified with international certification logos such as EnergyStar, MEPS, CEC, and e-Standby. The performance of Quanta's products in terms of operation, standby, shutdown, and battery charging and discharging efficiency far exceeds international standards.

Expanding the use of sustainable materials

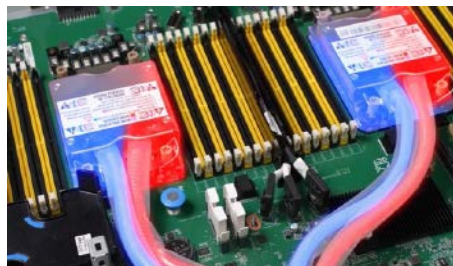
In terms of green design and the use of sustainable materials in products, the "3 R's (reduce, reuse, and recycle)" are the core principles dedicated to the full utilization of various energy resources. During the green design phase of products, low-environmental-impact as well as recycled and regenerated materials are introduced into the products. For example, using "post-consumer recycled plastics, ocean-bound plastics, and recycled metals" to make product components promotes the development of a circular economy, reduces the use of energy resources, and produces environmentally friendly products. Thus, we achieve sustainable resource recycling and address the issues of resource scarcity and excessive waste.

5 Modular design

Quanta focuses on durable and easy-to-maintain modular design, providing customers with the needs for self-maintenance, replacement of parts, and upgrades, which can extend the product life cycle. We promote the use of shared components and modules to reduce the indirect consumption of resource materials during development.

Energy-saving and cooling technology development

Active research and development efforts are being made to introduce liquid and air-cooling technologies in large server racks and data center products. The QoolRack liquid-cooled server cabinet design has been launched, which offers a solution that is both flexible and scalable, with excellent cooling performance, for systems equipped with high-power CPUs. This design can significantly optimize power usage efficiency (PUE), achieving a lower total cost of ownership over the entire system life cycle compared to traditional air-cooled cabinets.



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Green indicators

Patents, innovative designs, and sustainable product certification demonstrate Quanta Computer's investment and achievements in promoting sustainable design.

Patent achievements

In 2022, a total of 5 ESG-related patents were granted, demonstrating Quanta's investment and achievements in sustainable design through innovative technology research and development throughout the product life cycle, including design, production, packaging, use, and recycling.

Innovative design

We heavily invest in innovative eco-friendly designs, such as the MP8 multi-module computer. This is a groundbreaking computer design prototype that has received recognition for multiple invention patents and significantly outperforms various environmental sustainability indicators. It is considered the best information product in the industry within the past five years.

- ◆ Shared modular core design: The shell can be installed on tablets, PCs, and AIOs, greatly increasing product usability, extending product lifespan, and reducing resource consumption from producing multiple different machines. This is an innovative product designed for ESG-friendly environments and circular economy goals.

- ◆ Full-range interchangeable performance components: 5G, GPU, storage, and IO can be replaced according to needs without purchasing a new product, reducing WEEE electronic waste by up to 60%.

- ◆ Adopting high-quality recycled plastic and metal with a detachable IO design: reducing the carbon footprint of resource extraction by up to 20%.

- ◆ Ultimate energy-efficient design with Energy Star, ErP, and CEC: reducing product energy consumption by up to 50%



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▪ Sustainable Product Labeling

Product research and development actively incorporate international sustainable labeling requirements and energy efficiency design, such as Energy Star, EPEAT, and TCO sustainable certification.

The EPEAT environmental label is one of the most rigorous product environmental standards globally. Its standards include material management, raw material selection, life cycle design, extending product life, saving energy, end-of-life management, product packaging, life cycle assessment, carbon footprint, corporate environmental performance, corporate social responsibility, and ten other aspects. The focus is on reducing the impact on the environment throughout the entire life cycle.

TCO verification aims to promote the sustainability of social and environmental factors throughout the entire product life cycle. Its standards include product sustainability, socially responsible manufacturing, environmentally responsible manufacturing, user health and safety, product performance, extending product life, reducing hazardous substances, material recycling, and eight other aspects. The focus is on environmental and social responsibility in the supply chain and the entire IT product life cycle.

The following is the number of environmental label certifications obtained in 2022:

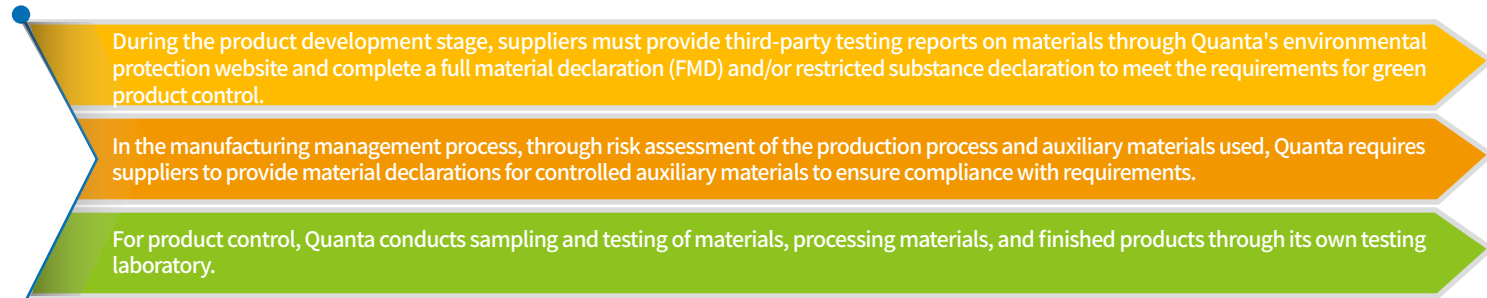


▪ Life Cycle Assessment (LCA)

Some products have adopted life cycle assessment, collecting data on product life cycles such as raw materials, production, transportation, use, and recycling, evaluating the product's impact on the environment throughout the entire life cycle, such as greenhouse gas emissions, energy consumption, and water consumption, and evaluating methods to improve the product.

Control of toxic and hazardous substances

Quanta follows the ISO 9001:2015 and QC 080000:2017 standards published by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC), respectively, and links the control processes of toxic and hazardous substances in research and development, procurement, manufacturing, and customer service to ensure that all products meet the requirements of being free of harmful substances.



Our goal is to ensure that 100% of our shipped products meet customer and regulatory requirements, as well as customer-specific requirements for green products, with a 100% on-time rate for new product launches.

To achieve effective control, Quanta has established GP laboratories in Taiwan, China (Shanghai and Chongqing), Thailand, and other factories. Testing methods are based on IEC 62321 and international inspection standards. Materials, process materials, auxiliary materials, and finished products are tested for harmful substances such as the RoHS Directive, packaging directive, Toxic Substances Control Act (TSCA) in the United States, and halogens (chlorine, bromine), in accordance with regulations and customer requirements. The testing equipment and corresponding items at Quanta's Green Product Laboratory are as follows:

Testing Equipment and Items	XRF (X-Ray Fluorescence Spectrometer)	(Py)-GC-MS (Pyrolysis-Gas Chromatography-Mass Spectrometer)	UV-Vis (Ultraviolet/Visible Light Spectrophotometer)	IC (Ion Chromatography)	ICP-OES (Inductively Coupled Plasma-Optical Emission Spectrometer)
	Number of Units	Cadmium, Lead, Mercury, Chromium, Bromine, Chlorine	Polybrominated biphenyls, Polybrominated diphenyl ethers, Phthalates, TSCA controlled substances	Hexavalent chromium	Total Bromine, Chlorine
Total	13	3	2	2	1

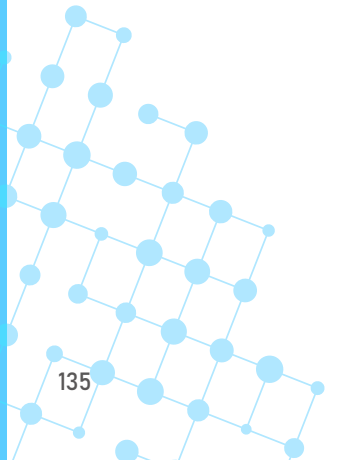
In 2022, a total of over 10,000 samples of raw materials, process materials, auxiliary materials, and finished products were randomly selected and tested.

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Achievements in 2022

The company has kept up with the trend of internationally controlled substances and designed green products that meet customer requirements. The rate of timely launch of these products was 100%.

100% of shipped products met customer and regulatory requirements without violating laws related to customer health and safety.

Customer satisfaction

Every year in the fourth quarter, Quanta conducts a customer satisfaction survey through the "Customer Satisfaction Survey System" to actively obtain customer feedback and use it as a direction for continuous improvement.

Based on the results of the 2022 customer satisfaction survey, which includes quality management and green product management, the percentage of customers satisfied with Quanta remained largely unchanged compared to 2021. Whenever customers provide feedback and suggestions for improvement, Quanta immediately conducts a root cause analysis and implements improvement measures. At the annual management review meeting, the results of the customer satisfaction survey from each business unit are reviewed, and the various survey indicators are analyzed to identify improvement directions. This serves as a reference for enhancing ESG and setting targets for the following year.

Green supply chain management

Overall Background of the Supply Chain

Quanta is a research and manufacturing company for electronic products. Based on customer demands, products are designed or assembled into finished goods and then delivered to designated areas for sale.

The main supply chain consists of electronic or mechanical component suppliers for major products such as notebooks and servers. The supply chain is largely composed of domestic and foreign suppliers with advantages in these types of goods. The estimated number of raw material suppliers exceeds 2,000 companies, primarily located in Taiwan, the United States, Japan, South Korea, China, and Europe. Supplier types include original manufacturers, authorized agents, and distributors. Specific industry characteristics of the supply chain include capital-intensive, technology-intensive, and labor-intensive aspects.

Supply chain strategies are primarily based on competitiveness, including price, research and development capabilities, manufacturing capabilities, quality advantages, shipment process management, on-site service, etc. Changes in supplier relationships during the reporting period are normal operational aspects of strategic nature, without any other significant changes due to specific factors.

Strategies and Goals of Supply Chain Management

Management Strategies and Goals

Business transactions involve assessing whether suppliers have a record of impacting the environment and society. If suppliers are found to be involved in policy violations and have a significant impact on the environment and society in the source region, it may be necessary to terminate or dissolve the contract terms.

Early Warning Policies and Practices

By establishing a composite supply chain and conducting periodic factory visits and audits, timely audits of relevant suppliers are carried out when major occupational safety accidents and environmental issues occur in specific regions or industries. Periodically, key suppliers are also required to undergo audits based on the relevant behavior guidelines of the RBA to assess whether their performance on various corporate social responsibility issues may pose risks to the company's operations.

Supplier Management Guidelines

Selection System

Suppliers are important business partners and quality-related stakeholders for Quanta. Their compliance and conformity with environmental practices, labor practices, human rights, social impacts, and local legal and regulatory aspects will directly or indirectly impact Quanta's operational stability, product quality, delivery time, and corporate reputation. Therefore, we have implemented a rigorous set of supplier management guidelines for screening and audit management. The selection of new suppliers emphasizes the importance of environmental compliance, ethical regulations, and green product management, which are indispensable criteria in the evaluation.

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Categories for Supplier Approval and Evaluation at Quanta

	SECTION	Self Actual %	Quanta Actual %
A. Generic Quality System (GQS)	1. Quality System	NA	NA
	2. Customer Requirement Review	NA	NA
	3. Design Control	NA	NA
	4. Document Control	NA	NA
	5. Sub-Supplier Quality Mgmt.	NA	NA
	6. Inspection & Testing	NA	NA
	7. Calibration	NA	NA
	8. Nonconforming Product Control	NA	NA
	9. Quality Matrice	NA	NA
	10. Environmental and Ethics	NA	NA
	Average (%)	0.0%	0.0%
B. PC	11. Process Control	0.0%	0.0%
C. GPM	12. Green Product Management	0.0%	0.0%
D. APM	13. Automotive Product Management	0.0%	0.0%
Criteria:			
Qualified		GOS \geq 70, and GPM \geq 85 & PC \geq 75	
Conditional Qualified		60 \leq GOS < 70, and GPM \geq 85 & PC \geq 75	
Unacceptable		GOS < 60 or GPM < 85 or PC < 75 or Section Score < 60	
Automotive Product Management Criteria:			
Qualified		GOS \geq 70, and GPM \geq 85 & PC \geq 75, and APM \geq 80	
Conditional Qualified		60 \leq GOS < 70, and GPM \geq 85 & PC \geq 75, and 60 \leq APM \leq 80	
Unacceptable		GQS < 60 or GPM < 85 or PC < 75 or ARM < 60 or Section Score < 60	

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◆The content of Quanta's approved supplier audit items is closely monitored in accordance with legal and regulatory progress and is adjusted and modified as necessary.

Approval Standards

Criteria:	
Qualified	GOS \geq 70, and GPM \geq 85 & PC \geq 75
Conditional Qualified	60 \leq GOS < 70, and GPM \geq 85 & PC \geq 75
Unacceptable	GOS < 60 or GPM < 85 or PC < 75 or Section Score < 60
Automotive Product Management Criteria:	
Qualified	GOS \geq 70, and GPM \geq 85 & PC \geq 75, and APM \geq 80
Conditional Qualified	60 \leq GOS < 70, and GPM \geq 85 & PC \geq 75, and 60 \leq APM \leq 80
Unacceptable	GOS < 60 or GPM < 85 or PC < 75 or ARM < 60 or Section Score < 60

◆GQS=Generic Quality System; PC=Process Control; GPM=Green Product Management; APM=Automotive Product

Management; APM = Automotive Product Management. The standards are adjusted based on customer requirements and changes in laws and regulations. The approval standards for 2022 remain the same as those of 2014, with the addition of automotive product audit items and approval standards.

Guidelines and Impact of Evaluation Results Management

The evaluation results are communicated through direct audits, reviews, and indirect two-way participation. Once an audit report is issued with an SCAR (Supplier Corrective Action Report), the supplier is required to respond with relevant improvement plans or outcomes within the specified deadline. If there are evaluations that involve longer time frames for assessing improvements, such as charter modifications or equipment purchases, they will be discussed separately. Actions for overdue responses may include returning items or terminating the cooperative relationship.

Additionally, if a supplier does not pass the approval standards in the audit, the purchasing system will be incapable of placing orders. Through the evaluations, it has been determined that no suppliers employ child labor or engage underage workers in hazardous or high-risk work. No suppliers with forced or compulsory labor risks have been identified. However, if during the audit process a supplier is found to be in violation of labor rights and ethical standards and is unable to improve within the given time frame, they will be rejected and cannot become an approved supplier of Quanta.

Proportion of On-site Audits for New Suppliers

Quanta conducts on-site audits for general new suppliers based on environmental, labor rights, ethical standards, and social impact criteria, as well as engaging in two-way participation investigations for other suppliers. As of the end of 2022, the proportion of new suppliers that have undergone on-site audits and two-way participation investigations is 100%. In 2022, the compliance rate of new suppliers undergoing on-site audits under the supplier management guidelines was 100%.

Annual CSR management for suppliers

Quanta requires suppliers to fully comply with RBA guidelines and sign a declaration of RBA compliance. In order to understand the CSR performance of key suppliers, 124 CSR questionnaires were distributed to them. Through their responses, the execution and potential risks of suppliers in terms of corporate responsibility were confirmed and further tracked.

RBA audit

Quanta conducts CSR risk identification and classification based on its suppliers' geographical location, industry characteristics, and procurement methods annually, according to the decision of the Corporate Governance and Ethical Norms Subcommittee under the Sustainability Development Guideline Committee. As a member of the RBA Responsible Business Alliance, Quanta also uses RBA regulations as a basis for managing suppliers and conducts annual CSR audits of important suppliers.

In 2022, a total of 63 supplier audits were completed, and 37 service providers were audited, with the main shortcomings being working hours, no forced labor, wages, and benefits. Improvement plans have been requested from suppliers, and their progress is being tracked.

Overall, in 2022, the audit results of higher risk suppliers did not reveal the use of child labor or other significant human rights violations.

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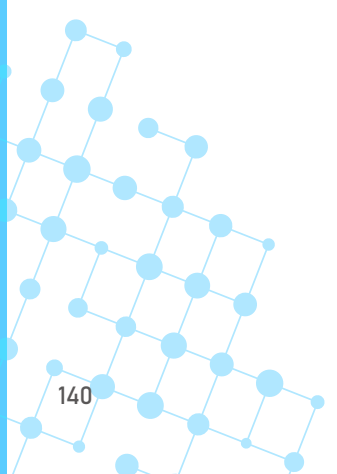
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Overview of international trends and customer requirements

For the Democratic Republic of the Congo and its neighboring countries, non-governmental military groups control the mining, transportation, and trading of minerals such as gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), mica, and other minerals. These activities have led to social, environmental, and human rights issues in conflict-affected and high-risk areas. The international legislative trend, the investigation of the mineral source by brand customers, and the reporting requirements of smelters are also increasing, including efforts to require suppliers to achieve 100% investigation and for smelters and refiners to be 100% certified through independent third-party auditing.

From the perspective of international industry trends, RMI and customers have clear requirements for due diligence and risk management for two minerals in the supply chain: cobalt and mica.

Responsible Mineral Procurement Policy of Quanta

- 1 Our company recognizes that mining, trading, processing, and exporting gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), mica, and other minerals in conflict-affected and high-risk areas may pose significant negative impacts and that companies have a duty to respect human rights and not contribute to conflicts. Our company adopts and widely promotes a responsible mineral procurement policy for conflict-affected and high-risk areas and commits to refraining from providing financial support for any activity that could cause social, environmental, and human rights deterioration.
- 2 As a member of RBA/RMI, our company performs due diligence investigations on responsible mineral procurement in accordance with the OECD Due Diligence Guidance for Minerals, RMI frameworks, and customer requirements. We also regularly monitor the RCOI mineral origin information published by RMI to assess related risks in the Democratic Republic of Congo and neighboring countries and/or other high-risk areas. Our company requires smelters/refiners in the upstream supply chain to actively participate in independent third-party certification programs (RMI/LBMA) and requires suppliers to engage in responsible procurement from smelters/refiners that comply with RMI/LBMA certification. At the same time, we support the continued use of conflict minerals from the Democratic Republic of the Congo and its neighboring countries and/or other high-risk areas that have been certified by independent third-party certification programs so as not to affect or reduce responsible mining operations in these areas.
- 3 Our company continues to support the OECD Due Diligence Guidance for Minerals and RMI strategies and practices for responsible mineral due diligence investigations, using RMI's due diligence investigation report templates and supporting management tools, and designating responsible units to establish effective management programs. We consistently communicate our responsible mineral procurement policies to suppliers, provide responsible mineral procurement training to suppliers, and investigate the implementation of our company's policies by suppliers, taking relevant measures to reduce and/or eliminate risks

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Overview of Quanta's 2022 Due Diligence Investigation

Preparatory Stage

- 1 The company has a large group of suppliers, and to make its responsible mineral sourcing due diligence more efficient, the company has done a lot of preparatory work in the early stages of the investigation, including: identifying the target of the investigation, verifying the contact information of the investigation targets, identifying the internal procurement responsible persons corresponding to the investigated
- 2 On top of expanding the scope of cobalt metal supplier investigation in 2021, our company added the identification of all possible mica material suppliers to be investigated in 2022.

Investigation Stage

- 1 The CAMP system sends due diligence investigation system links to suppliers and notifies corresponding internal procurement managers to follow up on investigation progress more efficiently. Suppliers use the latest version of the CMRT published on the RMI website to disclose information on the supply chain of gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) minerals. The group's responsible departments verify and confirm the information disclosed by suppliers based on the company's responsible mineral policy and customer requirements. When risks are identified, they continue to communicate with the suppliers to control and remove the relevant risks, in order to comply with the company's responsible mineral procurement policy and customer requirements. The investigation results are then saved in the CAMP system for at least 5 years.
- 2 In addition to CMRT, our company also uses the CAMP system to send due diligence investigation system links to suppliers for EMRT investigations. At the same time, we notify the corresponding internal procurement responsible person to follow up on the investigation's progress more efficiently. We require suppliers to disclose information on cobalt (Co) and mica minerals using the latest version of the EMRT published on the RMI website. We also save the investigation results in the CAMP system for at least 5 years.
- 3 The CSR department conducts regular checks on the RMI and LBMA official websites to confirm compliant smelters and updates the latest results to the responsible mineral procurement management system for effective management of compliant smelters. Additionally, every quarter, they use the CAMP system to investigate and notify suppliers who are non-compliant or have not responded to CMRT requests.

Supplier Report Summary Tracking Stage

The responsible department reports the actual investigation status according to the customer's request. This year, our company not only completed the due diligence investigation task, but also further upgraded and optimized the responsible mineral procurement management system, including upgrading the supplier cobalt metal (CRT) management module to the Extended Mineral Report (EMRT) management module, adding quarterly updates notifications for CMRT and EMRT, CMRT non-compliant/qualified notification function, supplier-provided CMRT effective date overdue and not updated vendor code lock reminder function, to provide effective information for suppliers in a better and continuous manner, maintain smooth communication with them, and provide timely support and guidance to suppliers, with the expectation of achieving a more comprehensive and improved risk control effect.

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Supplier report analysis and processing

- 1 The responsible mineral procurement management system can analyze the due diligence reports submitted by suppliers and generate summary reports, including the overall response status of suppliers and the due diligence information disclosed by suppliers. The company's responsible units analyze potential problems based on the reports and promote improvement. Subsequently, according to customer requirements, combined summary reports are provided for CMRT and EMRT due diligence reports.
- 2 Quanta will continue to improve the responsible mineral procurement management system, promote social, environmental, and human rights issues, and fulfill its responsibility as a member of the supply chain!

Quanta's 2022 Responsible Mineral Procurement Annual Results

01

For the CMRT part, 99.9% of the targeted active suppliers submitted/updated CMRT as required by our company.

02

For the EMRT part, 92.4% of the targeted active suppliers submitted or updated EMRT as required by our company.

03

Based on the responsible mineral procurement supplier online training launched in 2021, our company conducted one annual update online training in 2022, and the attendance rate of suppliers reached 88% (counted by the registered online training username).

06

Appendix

GRI-Standard comparison table

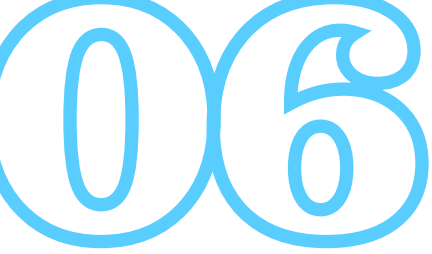
TCFD Climate Risks and Opportunities

SASB Sustainability Accounting Standards Board Preparation of standard comparison table "Sustainable Accounting Indicators for Electronic Manufacturing Services and Original Equipment Manufacturers"

Independent Assurance Statement

Questionnaire

A Better Society--LAI,YU-JIE, Grade 2, CharShan Primary School
Everyone helps each other and is kind to others, making life better for everyone.



GRI-Standard Table

GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
GRI 2				
2-1	Organizational details	About the Report	P.4	●
2-2	Entities included in the organization' s sustainability reporting	About the Report	P.5	●
2-3	Reporting period, frequency and contact point	About the Report	P.5	●
2-4	Restatements of information	Human-Centered Methodology for the Promotion of Mutual Social Benefits	P.53	●
2-5	External assurance	About the Report	P.4	●
		Appendix		●
Activities and workers				
2-6	Activities, value chain and other business relationships	Sustainable Governance and Integrity in Business: Overview of Quanta Computer Caring for the Earth and Green Sustainability : Green supply chain management	P.36 P.137	●
2-7	Employees	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.53	●
2-8	Workers who are not employees	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.79	●
Governance (5/3)				
2-9	Governance structure and composition	Sustainable Governance and Integrity in Business : Corporate Governance	P.34	●
2-10	Nomination and selection of the highest governance body	Sustainable Governance and Integrity in Business : Corporate Governance	P.33	●
2-11	Chair of the highest governance body	Sustainable Governance and Integrity in Business : Corporate Governance	P.35	●
2-12	Role of the highest governance body in overseeing the management of impacts	Quanta's Commitments and Communication with Stakeholders : Sustainability Development Organizations	P.9	●
2-13	Delegation of responsibility for managing impacts	Quanta's Commitments and Communication with Stakeholders : Sustainability Development Organizations	P.9	●
2-14	Role of the highest governance body in sustainability reporting	Quanta's Commitments and Communication with Stakeholders : Sustainability Development Organizations	P.9	●
2-15	Conflicts of interest	Sustainable Governance and Integrity in Business : Corporate Governance Sustainable Governance and Integrity in Business : Ethics and Integrity	P.33 P.41	●

Appendix

GRI-Standard comparison table

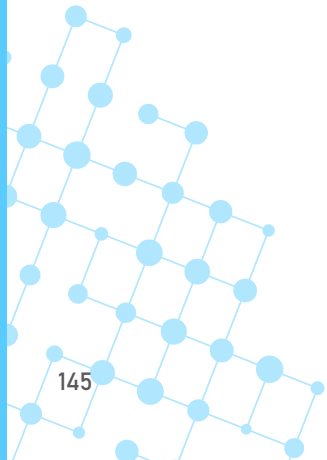
TCFD Climate Risks and Opportunities

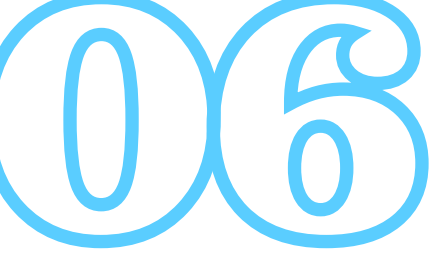
SASB Sustainability Accounting Standards Board
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Appendix

GRI-Standard comparison table

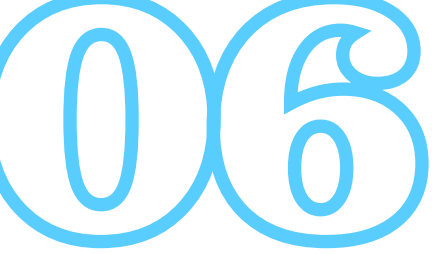
TCFD Climate Risks and Opportunities

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GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
Governance (5/3)				
2-16	Communication of critical concerns	Quanta's Commitments and Communication with Stakeholders : Sustainability Development Organizations There are no material events that require communication in 2022.	P.9	●
2-17	Collective knowledge of the highest governance body	Sustainable Governance and Integrity in Business : Corporate Governance	P.33	●
2-18	Evaluation of the performance of the highest governance body	Sustainable Governance and Integrity in Business : Corporate Governance	P.34	●
2-19	Remuneration policies	Sustainable Governance and Integrity in Business : Corporate Governance	P.33	●
2-20	Process to determine remuneration	Sustainable Governance and Integrity in Business : Corporate Governance	P.33	●
2-21	Annual total compensation ratio	Total annual compensation for top executives is confidential information and is omitted from disclosure.		●
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Quanta's Commitments and Communication with Stakeholders : Chairman and Vice Chairman's Message	P.8	●
2-23	Policy commitments	Quanta's Commitments and Communication with Stakeholders : Chairman and Vice Chairman's Message	P.8	●
2-24	Embedding policy commitments	Quanta's Commitments and Communication with Stakeholders : Quanta's Commitments Sustainable Governance and Integrity in Business: Ethics and Integrity	P.21 P.41	●
2-25	Processes to remediate negative impacts	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.24	●
2-26	Mechanisms for seeking advice and raising concerns	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.24	●
2-27	Compliance with laws and regulations	No significant violations in 2022 Significant Violation: Single fine of more than one million		●
2-28	Membership associations	Quanta's Commitments and Communication with Stakeholders : Quanta's Commitments	P.21	●
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.24	●
2-30	Collective bargaining agreements	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.62	●



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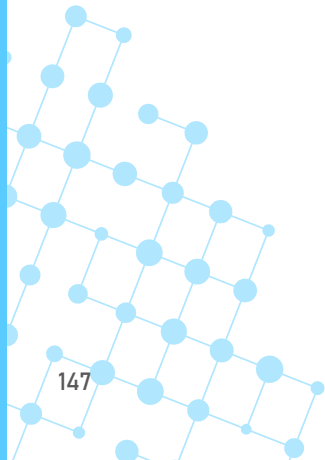
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GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
GRI 3				
3-1	Process to determine material topics	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.27	●
3-2	List of material topics	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.24	●
3-3	Management of material topics	Quanta's Commitments and Communication with Stakeholders : Stakeholder Identification, Communication, and Responsibility	P.28	●
GRI 201 : Economic Performance 2016				
201-1	Direct economic value generated and distributed	Sustainable Governance and Integrity in Business : Quanta Computer's Financial Performance	P.39	●
201-2	Financial implications and other risks and opportunities due to climate change	Caring for the Earth and Green Sustainability : Risks and Opportunities of Climate Change	P.104	●
GRI 202 : Market Presence 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.58	●
GRI 205 Anti-corruption				
205-2	Communication and training about anti-corruption policies and procedures	Sustainable Governance and Integrity in Business : Ethics and Integrity	P.42	●
205-3	Confirmed incidents of corruption and actions taken	Sustainable Governance and Integrity in Business : Ethics and Integrity	P.43	●
GRI 206 Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainable Governance and Integrity in Business : Ethics and Integrity	P.43	●
GRI 301 Materials 2016				
301-2	Recycled input materials used	Caring for the Earth and Green Sustainability : Green quality and green products	P.131	●
GRI 302 Energy 2016				
302-1	Energy consumption within the organization	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.115	●
302-3	Energy consumption outside of the organization	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.116	●
302-4	Reduction of energy consumption	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.117	●



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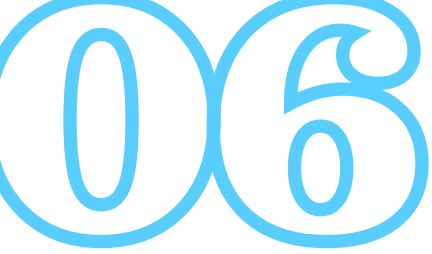
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GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
GRI 303 Water and Effluents 2018				
303-1	Interactions with water as a shared resource	Caring for the Earth and Green Sustainability : Discharges and Waste	P.119	●
303-2	Management of water discharge elated impacts	Caring for the Earth and Green Sustainability : Discharges and Waste	P.121	●
303-3	Water withdrawal	Caring for the Earth and Green Sustainability : Discharges and Waste	P.120	●
303-4	Water discharge	Caring for the Earth and Green Sustainability : Discharges and Waste	P.122	●
303-5	Water consumption	Caring for the Earth and Green Sustainability : Discharges and Waste	P.122	●
GRI 305 Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.116	●
305-2	Energy indirect (Scope 2) GHG emissions	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.116	●
305-3	Other indirect (Scope 3) GHG emissions	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.116	●
305-4	GHG emissions intensity	Caring for the Earth and Green Sustainability : Greenhouse Gas Emissions	P.116	●
GRI 306 Waste 2020				
306-1	Waste generation and significant waste-related impacts	Caring for the Earth and Green Sustainability : Discharges and Waste	P.118	●
306-2	Management of significant wasterelated impacts	Caring for the Earth and Green Sustainability : Discharges and Waste	P.118	●
306-3	Waste generate	Caring for the Earth and Green Sustainability : Discharges and Waste	P.125	●
306-4	Waste diverted from disposal	Caring for the Earth and Green Sustainability : Discharges and Waste	P.125	●
306-5	Waste directed to disposal	Caring for the Earth and Green Sustainability : Discharges and Waste	P.125	●
GRI 308 Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	Caring for the Earth and Green Sustainability : Green supply chain management	P.137	●
308-2	Negative environmental impacts in the supply chain and actions taken	Caring for the Earth and Green Sustainability : Green supply chain management	P.140	●



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GRI-Standard comparison table

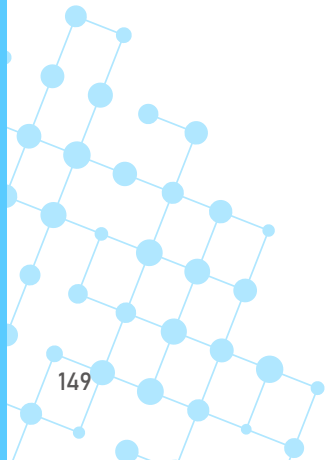
TCFD Climate Risks and Opportunities

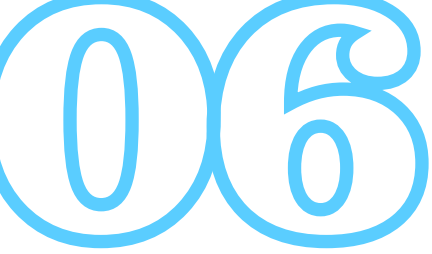
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GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
GRI 401 Employment 2016				
401-1	New employee hires and employee turnover	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.55	●
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.60	●
401-3	Parental leave	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.60	●
GRI 402 Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.60	●
403 Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.73	●
403-2	Hazard identification, risk assessment, and incident investigation	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.75	●
403-3	Occupational health services	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.69	●
403-4	Worker participation, consultation, and communication on occupational health and safety	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.75	●
403-5	Worker training on occupational health and safety	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.78	●
403-6	Promotion of worker health	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.69	●
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.79	●
403-8	Workers covered by an occupational health and safety management system	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.73	●
403-9	Work-related injuries	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.80	●
403-10	Work-related ill health	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Creating a Healthy Workplace	P.81	●
GRI 404 Training and Education 2016				
404-1	Average hours of training per year per employee	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Development	P.66	●
404-3	Percentage of employees receiving regular performance and career development reviews	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.66	●





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GRI-Standard comparison table

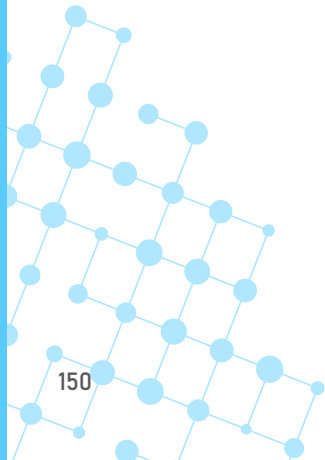
TCFD Climate Risks and Opportunities

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GRI Index	Disclosure Request	Report Chapter	Page	External Assurance
405 Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	Sustainable Governance and Integrity in Business : Corporate Governance	P.33	●
405-2	Ratio of basic salary and remuneration of women to men	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Talent Attraction and Retention	P.58	●
406 Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Human Rights Risks and Management	P.84	●
GRI 408 Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Human Rights Risks and Management Caring for the Earth and Green Sustainability : Green supply chain management	P.85 P.137	●
409 Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Human Rights Risks and Management Caring for the Earth and Green Sustainability : Green supply chain management	P.84 P.137	●
GRI 412 human rights assessment 2016				
412-1	Operations subject to human rights audits or human rights impact assessments	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Human Rights Risks and Management	P.86	●
412-2	Employee Training on Human Rights Policies or Procedures	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Human Rights Risks and Management	P.86	●
GRI 413 Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	Human-Centered Methodology for the Promotion of Mutual Social Benefits : Caring for Society	P.87	●
GRI414 Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	Caring for the Earth and Green Sustainability : Green supply chain management	P.140	●
414-2	Negative social impacts in the supply chain and actions taken	Caring for the Earth and Green Sustainability : Green supply chain management	P.140	●
GRI 416 Customer Health and Safety 2016				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Caring for the Earth and Green Sustainability : Green quality and green products	P.130	●
GRI 418 Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainable Governance and Integrity in Business : Information Security	P.49	●



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GRI-Standard comparison table





TCFD Climate Risks and Opportunities

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TCFD Climate Risks and Opportunities

Main shaft	Description	Page
 Governance	a) Describe the board's oversight of climate-related risks and opportunities.	P.103
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	
 Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	P.104-109
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	P.110
 Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	P.111
	b) Describe the organization's processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
 Metrics and Targets	a) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	P.112-114
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

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SASB Sustainability Accounting Standards Board Preparation of standard comparison table "Sustainable Accounting Indicators for Electronic Manufacturing Services and Original Equipment Manufacturers"

SASB activity data comparison table

Indicator number	Indicator description	Explanation	Corresponding chapter of the report	Page number														
TC-ES-000.A	Number of plants	This report includes a total of five plants, including QRDC, QTMC, QSMC, QCMC and QMB.	About the Report	P.4														
TC-ES-000.B	Plant area	<p>Plant area</p> <table border="1"> <thead> <tr> <th></th> <th>QRDC</th> <th>QTMC</th> <th>QSMC</th> <th>QCMC</th> <th>QMB</th> <th>總計</th> </tr> </thead> <tbody> <tr> <td>Plant area (square meters)</td> <td>212,371</td> <td>133,566</td> <td>830,000</td> <td>655,838</td> <td>183,296</td> <td>2,015,071</td> </tr> </tbody> </table>		QRDC	QTMC	QSMC	QCMC	QMB	總計	Plant area (square meters)	212,371	133,566	830,000	655,838	183,296	2,015,071		
	QRDC	QTMC	QSMC	QCMC	QMB	總計												
Plant area (square meters)	212,371	133,566	830,000	655,838	183,296	2,015,071												
TC-ES-000.C	Number of employees	Total number of employees is 62,097.	Human-Centered Methodology for the Promotion of Mutual Social Benefits, Attracting and Retaining Talents: Stable and robust talent capital	P.53														

SASB sustainability disclosure topic and indicator comparison table

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GRI-Standard comparison table

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Indicator number	Disclosure Topic	Indicator description	Nature	Explanation	Corresponding chapter of the report	Page number									
TC-ES-140a.1	Water management	Total water intake, water consumption, and their impact on areas with high or extremely high baseline water stress	Quantitative	<ul style="list-style-type: none"> The main uses of water in Quanta Computer's R&D center and production facilities in Taiwan, China, and Thailand are for general household use, air conditioning, and kitchen use. The main source of water supply is tap water, without the use of groundwater, stored rainwater, or surface water, which has no significant impact on the water source. The wastewater produced is domestic wastewater, and the water usage in 2022 was 29,760,060 liters. Quanta Computer's R&D center and production facilities in Taiwan, China, and Thailand are not located in areas with high or extremely high baseline water stress. 	Discharge and waste: Water resource management	P.119									
TC-ES-150a.1	Waste Management	The total amount of hazardous waste and its percentage of recycling.	Quantitative	According to Taiwan's "Hazardous Business Waste Identification Standards" and China's "National Hazardous Waste List," the total amount of hazardous waste in 2022 was 2,525,308 tons, of which the proportion of recyclable waste was 72%, the proportion of incineration treatment was 26%, and the proportion of landfill or other treatment was 2%.	Discharge and waste: Water resource management	P.125									
TC-ES-310a.1	Labor Practices	Number and total days of work stoppages	Quantitative	In 2022, due to the Shanghai lockdown policy, QSMC had a total of 14 work stoppage days and one work stoppage incident.											
TC-ES-320a.1	Labor conditions	Accident rate, non-injury accident rate	Quantitative	<p>In 2022, there were no cases of occupational diseases or deaths due to occupational accidents at Quanta Computer. The statistics for occupational accidents and illnesses are as follows:</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Frequency rate of disabling injuries (FR)</th> <th>Severity rate of disabling injuries (SR)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>0-3.00</td> <td>5.86-2,391.24</td> </tr> <tr> <td>Female</td> <td>0-1.55</td> <td>8.37-2,407.53</td> </tr> </tbody> </table>	Gender	Frequency rate of disabling injuries (FR)	Severity rate of disabling injuries (SR)	Male	0-3.00	5.86-2,391.24	Female	0-1.55	8.37-2,407.53	Human-Centered Methodology for the Promotion of Mutual Social Benefits: Creating a healthy workplace	P.82
Gender	Frequency rate of disabling injuries (FR)	Severity rate of disabling injuries (SR)													
Male	0-3.00	5.86-2,391.24													
Female	0-1.55	8.37-2,407.53													

SASB sustainability disclosure topic and indicator comparison table

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GRI-Standard comparison table

TCFD Climate Risks and Opportunities

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Indicator number	Disclosure Topic	Indicator description	Nature	Explanation	Corresponding chapter of the report	Page number						
TC-ES-320a.2 TC-ES-320a.3	Labor conditions	Percentage of RBA-verified audit process (VAP) and high-risk percentage; deficiencies rate identified by RBA-verified audit process (VAP), and improvement rate of priority and other deficiencies after corrective action	Quantitative	<table border="1"> <thead> <tr> <th>Project</th> <th>plant</th> </tr> </thead> <tbody> <tr> <td>Quanta</td> <td>Quanta has no high-risk factories, and in 2022, the QC1, QC2, and QC3 plants in Taiwan, as well as the Thailand plant, implemented an external validated audit process (VAP). The Thailand plant performed VAP for the first time due to its recent establishment, and any deficiencies were addressed and improved after subsequent closure audit verifications, with no prioritized findings. All these factories have received Silver certification, and all deficiencies have been 100% improved. All information can be queried on the RBA-Online platform, accounting for 40% of the overall audit.</td> </tr> <tr> <td>Tier 1 supplier</td> <td> <ul style="list-style-type: none"> As per the RBA Code of Conduct, Quanta manages CSR for all suppliers, including requiring all suppliers to sign the "Quanta Supplier RBA Code of Conduct Compliance Statement" and conducting risk assessments annually. For higher-risk suppliers, CSR on-site audits are conducted. In 2022, audits of 66 material suppliers and 37 service suppliers were scheduled to be completed, with a completion rate of 97%. Any deficiencies have improvement plans in place and are continuously monitored. </td> </tr> </tbody> </table>	Project	plant	Quanta	Quanta has no high-risk factories, and in 2022, the QC1, QC2, and QC3 plants in Taiwan, as well as the Thailand plant, implemented an external validated audit process (VAP). The Thailand plant performed VAP for the first time due to its recent establishment, and any deficiencies were addressed and improved after subsequent closure audit verifications, with no prioritized findings. All these factories have received Silver certification, and all deficiencies have been 100% improved. All information can be queried on the RBA-Online platform, accounting for 40% of the overall audit.	Tier 1 supplier	<ul style="list-style-type: none"> As per the RBA Code of Conduct, Quanta manages CSR for all suppliers, including requiring all suppliers to sign the "Quanta Supplier RBA Code of Conduct Compliance Statement" and conducting risk assessments annually. For higher-risk suppliers, CSR on-site audits are conducted. In 2022, audits of 66 material suppliers and 37 service suppliers were scheduled to be completed, with a completion rate of 97%. Any deficiencies have improvement plans in place and are continuously monitored. 	Human-Centered Methodology for the Promotion of Mutual Social Benefits: human rights risks and management Caring for the Earth and Green Sustainability: Green supply chain management: supply chain management guidelines	P.83
Project	plant											
Quanta	Quanta has no high-risk factories, and in 2022, the QC1, QC2, and QC3 plants in Taiwan, as well as the Thailand plant, implemented an external validated audit process (VAP). The Thailand plant performed VAP for the first time due to its recent establishment, and any deficiencies were addressed and improved after subsequent closure audit verifications, with no prioritized findings. All these factories have received Silver certification, and all deficiencies have been 100% improved. All information can be queried on the RBA-Online platform, accounting for 40% of the overall audit.											
Tier 1 supplier	<ul style="list-style-type: none"> As per the RBA Code of Conduct, Quanta manages CSR for all suppliers, including requiring all suppliers to sign the "Quanta Supplier RBA Code of Conduct Compliance Statement" and conducting risk assessments annually. For higher-risk suppliers, CSR on-site audits are conducted. In 2022, audits of 66 material suppliers and 37 service suppliers were scheduled to be completed, with a completion rate of 97%. Any deficiencies have improvement plans in place and are continuously monitored. 											
TC-ES-440a.1	Materials procurement	Description and Risk Management Related to the Use of Key Materials	Description and Analysis	Please refer to the section on responsible mineral due diligence and management for risk management related to the use of key materials.	Caring for the Earth and Green Sustainability: Responsible mineral due diligence and management	P.141						

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INDEPENDENT ASSURANCE STATEMENT

To: **The Stakeholders of QUANTA COMPUTER INC.**

Introduction and objectives of work

Bureau Veritas Certification Taiwan has been engaged by **QUANTA COMPUTER INC.** to conduct an independent assurance of its **2022 Quanta Corporate Sustainability Report**. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the **2022 Quanta Corporate Sustainability Report** are the sole responsibility of the management of **QUANTA COMPUTER INC.** Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard V3, Type II - AccountAbility Principles and Performance Information engaged. The scope of work included:

- Data and information included in **2022 Quanta Corporate Sustainability Report** for the **1st January, 2022 to 31st December, 2022**.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Accountability Principle (2018)¹
 - Inclusivity
 - Materiality
 - Responsiveness
 - Impact
- Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability, as defined in the GRI Sustainability Reporting Standards.

The levels of assurance have been applied as high level assurance.

¹ Published by AccountAbility: The Institute of Social and Ethical Accountability
<http://www.accountability.org>



Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of **QUANTA COMPUTER INC.**;
2. Review of documentary evidence produced by **QUANTA COMPUTER INC.**;
3. Review performance data listed in report with sampling basis;
4. Visits to 1 site located in Taiwan (Taoyuan City), remote visit to 3 sites located in China (Shanghai City, Chongqing City) and Thailand;
5. Review of **QUANTA COMPUTER INC.** data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in **2022 Quanta Corporate Sustainability Report** are accurate, reliable and free from material mistake or misstatement.
- The Report provides a fair representation of **QUANTA COMPUTER INC.**'s activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over **QUANTA COMPUTER INC.**'s performance and status during the **1st January, 2022 to 31st December, 2022**;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard V3 principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- **QUANTA COMPUTER INC.** has established appropriate systems for the collection, aggregation and analysis of relevant information;

Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

QUANTA COMPUTER INC. has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community; and has undertaken a number of formal stakeholder engagement activities in 2022 covering a range of material topics such as Economic, Social and Environment.



Appendix

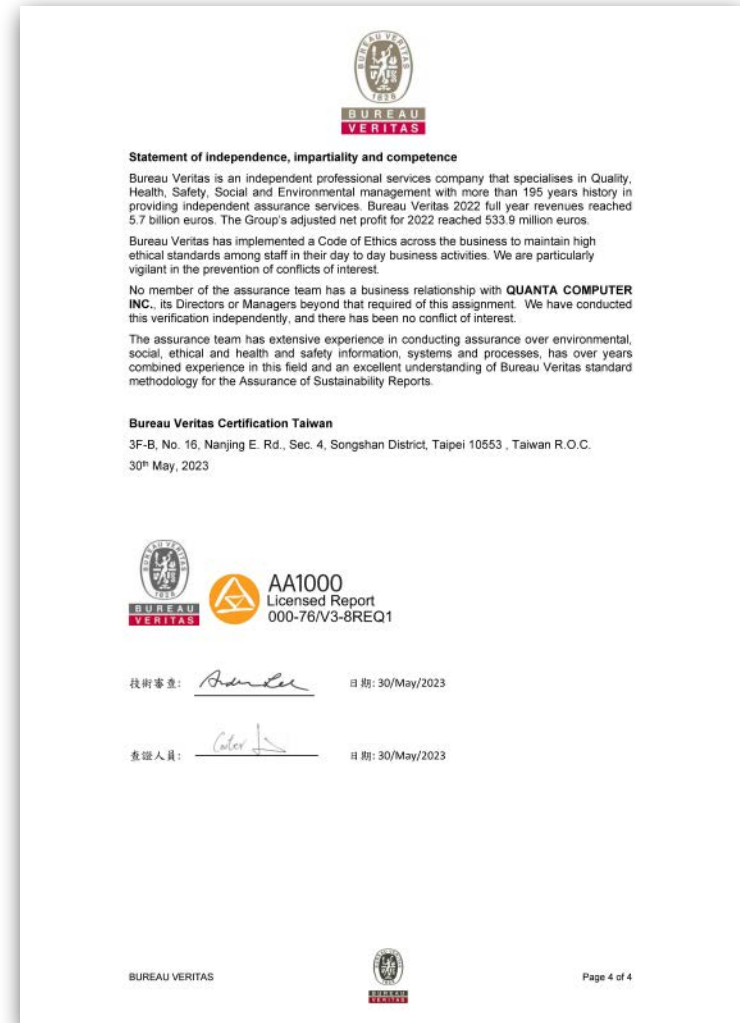
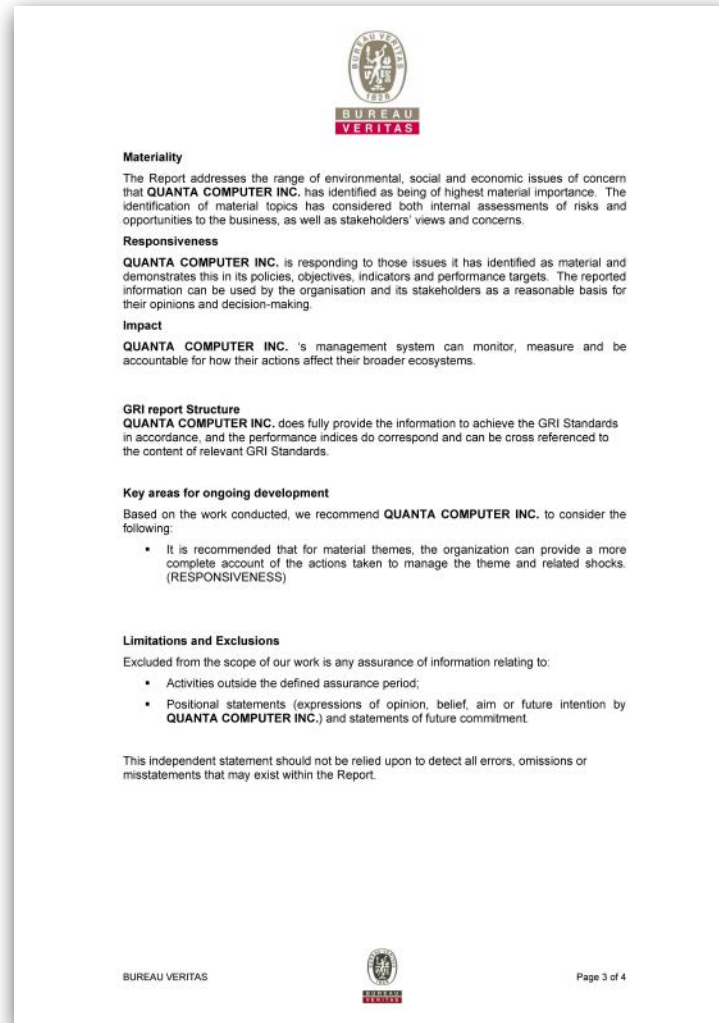
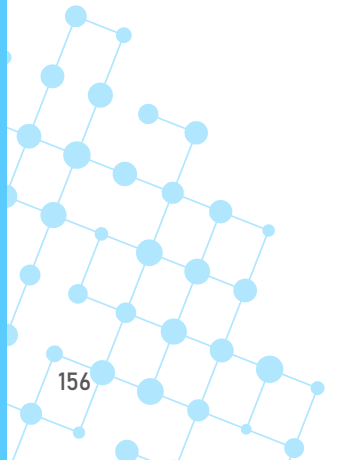
GRI-Standard comparison table

TCFD Climate Risks and Opportunities

SASB Sustainability Accounting Standards Board
Preparation of standard comparison table
"Sustainable Accounting Indicators for Electronic
Manufacturing Services and Original Equipment Manufacturers"

Independent Assurance Statement

Questionnaire



Quanta ESG Stakeholder Concern Questionnaire

To every stakeholder that pays close attention to Quanta!
We sincerely invite you to give us your precious opinions, thank you!

Appendix

GRI-Standard comparison table
TCFD Climate Risks and Opportunities
SASB Sustainability Accounting Standards Board
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"Sustainable Accounting Indicators for Electronic
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Independent Assurance Statement

Questionnaire

Please fill in your name.

We would like to understand your relationship with Quanta

1. Your relationship with Quanta

- Shareholder,Investor Local community
 Customer NGO
 Supplier Government
 Quanta Employee other _____

2. Your Organization/ Company Name

3. Your Department

Please let us know what would interest you most in Quanta ESG annual report.

Level of Concern

4. ESG governance body

	High	Medium-high	Medium	Medium-high	Low
The ESG governance structure and its composition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The role of the ESG governance body in setting the organization's purpose, values, and strategy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The competencies and performance evaluation of the ESG governance body	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The role of the ESG governance body in risk management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The role of the ESG governance body in sustainability reporting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The role of the ESG governance body in evaluating ESG performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Economic, Environment and Social

Economic Performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Market Presence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti- corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anticompetitive Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appendix

GRI-Standard comparison table

TCFD Climate Risks and Opportunities

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Preparation of standard comparison table

"Sustainable Accounting Indicators for Electronic

Manufacturing Services and Original Equipment Manufacturers"

Independent Assurance Statement

Questionnaire

6. Environmental

Materials

Level of Concern				
High	Medium-high	Medium	Medium-high	Low
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Energy

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Water

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Emissions

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Waste

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Supplier Environmental Assessment

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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7. Social

Employment

High	Medium-high	Medium	Medium-high	Low
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Labor/Management Relations

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Occupational Health and Safety

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Training and Education

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Diversity and Equal Opportunity

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Non-discrimination

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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8. Which channels do you know Quanta's ESG information?

Company website
 Company annual report
 Company ESG report
 Multimedia such as newspapers, magazines, etc.
 other _____

9. New issues you hope to recommend, please let us know.

10. Thank you for your feedback, other opinions please let us know.



2022 Quanta Computer ESG report

