AVerMedia

2024

AVerMedia

Technologies

ESG Report

Table of Contents

About This Report

Report Scope

AVerMedia Technologies Inc. (hereinafter referred to as "AVerMedia", "the Company", or "we") has prepared this report primarily covering the operations of AVerMedia Technologies Inc., excluding subsidiaries that publish their own sustainability reports (such as AVer Information Inc. and its subsidiaries) and subsidiaries established solely for investment or financial purposes. However, financial information disclosed herein includes data from overseas business locations, while other disclosures focus mainly on operations in Taiwan.

The data scope in this sustainability report aligns with that of the Company's annual report, covering the period from January 1 to December 31, 2024. Any restatements of information related to material topics, operational performance, energy intensity, density of water, or greenhouse gas (GHG) emission intensity are noted accordingly within the respective sections of this report.

Basis of Preparation

This report has been prepared in accordance with the GRI Standards 2021 (Universal Standards) as the core reporting framework. It also references the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD) framework, and the Sustainability Accounting Standards Board (SASB) Standards, which serve as additional guidance for ESG-related disclosures.

Material topics, corresponding management approaches, responsive strategies, and performance outcomes are disclosed with transparency. The United Nations Sustainable Development Goals (SDGs) are also incorporated as guiding principles in the reporting process.

In accordance with Article 5 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies issued by the Taiwan Stock Exchange, which requires listed companies to establish procedures for the preparation and assurance of sustainability reports and incorporate them into their internal control systems, the Company formulated the "AVerMedia Technologies Sustainability Report Preparation and Verification Management Procedures" in 2024. These procedures aim to ensure that sustainability information is prepared in alignment with the Company's internal control mechanisms and meets regulatory expectations.

Data Sources, Management, and Verification

This report was compiled and edited by the ESG team of the Corporate Sustainability Committee. It was reviewed and revised by relevant department heads and the Corporate Governance Officer, submitted to the Chairman and the President for further review, and finalized upon approval by the Board of Directors.

To ensure the credibility of this report, financial information has been audited by external certified public accountants. The Company's environmental and occupational health and safety management systems have been certified in accordance with ISO 14001 and ISO 45001 standards.

All disclosed sustainability information and data have been assured by SGS Taiwan in accordance with the AA1000 Assurance Standard (AA1000AS v3), Type 1, at a moderate level of assurance. The independent assurance statement is included in this report.

Report Publication Timeline

AVerMedia has been publishing Corporate Social Responsibility (CSR) reports since 2011. Beginning in 2014, the Company transitioned to an annual publication cycle.

This is the 14th sustainability report issued by AVerMedia.

Previous edition: Published in September 2024

Current edition: Scheduled for publication in August 2025

Next edition: Expected to be published in August 2026

Contact Information

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Massage from the Chairman

In 2024, we confronted significant external economic challenges, including escalating global geopolitical tensions, the pronounced trend of "de-Sinicization" within global supply chains, persistent inflationary pressures, and rising capital costs. Particularly, fluctuations in demand across European and American markets, the accelerated relocation of electronic component production to Southeast Asia and India, as well as supply constraints on critical chips and advanced components, presented substantial operational challenges. Nonetheless, we maintain a positive and proactive stance, steadfastly adhering to our business philosophy of "Being Down to Earth," "Creating Value," "Contributing Ourselves," and "Serving People," all of which derive from our unwavering commitment and concrete actions toward sustainable development.

Sustainable development is more than a slogan for us; it constitutes our core value and long-term strategic priority. Accordingly, we have launched a series of targeted initiatives to ensure the company's sustainability across Environmental, Social, and Governance (ESG) dimensions.

First, we will implement a comprehensive Greenhouse Gas (GHG) inventory and prioritize reduction of GHG emissions. Environmental stewardship is not only our obligation to the planet but also a commitment to future generations. We will actively promote energy conservation measures and accelerate the transition to renewable energy sources, while optimizing our supply chain to integrate more environmentally friendly products and technologies.

Second, we will place greater emphasis on safeguarding the health and well-being of our employees, our most valuable assets. We are committed to providing a safe and healthy work environment, enhancing workplace conditions, and offering increased training and professional development opportunities, thereby empowering our team members to grow their careers within AVerMedia.

Third, as a responsible corporate citizen, we will intensify our corporate social responsibility (CSR) efforts. This includes supporting community development projects aimed at improving local living

standards, with a particular focus on vulnerable groups, while advancing social equity and inclusion.

Fourth, we will persistently address climate change challenges. Recognizing it as both a global imperative and corporate responsibility, we will strengthen initiatives to reduce GHG emissions and improve energy efficiency, alongside investing in research and development to explore greener and cleaner production methodologies.

On the journey toward sustainable development, we remain committed to relentless effort and proactive innovation. We firmly believe that through the collective dedication of all employees and the continued support of our partners, we will realize our sustainability goals and build a better future.

Finally, I extend my sincere gratitude to every employee and partner of AVerMedia. Your dedication and support are the driving forces that empower us to advance confidently on our path toward sustainability. Let us continue to collaborate hand in hand to create a brighter tomorrow.

AVerMedia Technologies, Inc. Chairman

Kuo, Chung-Song

2024 Sustainability Performance Highlights

Highlight
Taiwan Excellence Award
Two of the Company's products—the **Streaming Center software** and the **D115W high-performance AI edge computing system**—were honored at the **33rd Taiwan Excellence Awards**, demonstrating AVerMedia's technological strength and innovation in the fields of streaming and AI applications.
COMPUTEX 2024 Best Choice Award
Our self-developed Streaming Center software was honored with the 2024 COMPUTEX Best Choice Award, recognizing our outstanding performance and innovation in the field of streaming applications.
Badge of Accredited Healthy Workplace
AVerMedia has been recognized as an Accredited Healthy Workplace, reflecting our commitment to employee well-being. The Company implements comprehensive health and safety promotion measures, including annual physical checkups, onsite medical consultations, proactive employee care programs, health education sessions, and vaccination services. These efforts help foster a friendly, healthy, and safe working environment.
Environmental (E) Performance
No violations of environmental regulations or major environmental fines were recorded in 2024.
The ESG Report, along with disclosures aligned with ISO 14064-1:2018 and ISO 14067:2018, was externally verified in 2024.

Social (S) Performance
In 2024, employees received a total of 3289 training hours, with an average of 17.22 hours per employee.
Zero incidents of discrimination or forced labor violations were reported during the year.
No cases of occupational diseases were recorded.
The Company convened four labor-management meetings and one company-wide employee meeting in 2024.
Governance (G) Performance
An effective whistleblowing mechanism is in place under the Code of Ethical Conduct and Employee Code of Conduct. No whistleblowing cases were reported in 2024.
In Q1 2025, self-assessments and evaluations of board, functional committees and individual directors achieved a 100% completion rate.
No confirmed incidents of corruption, bribery, anti-competitive behavior, antitrust violations, or monopolistic practices were reported.
No violations of health and safety regulations related to products or services were reported.
No confirmed complaints regarding customer privacy breaches or data loss were received.
No unlawful incidents occurred at the Company in 2024.
A total of 394 global patents were accumulated as of the end of 2024.

ESG Management Objectives

Corresponding Section- Sustainable Operations and Ethical Governance

Corresponding Material Topic	Operational & Financial Performance
2024 Goals	AVerMedia continues to strengthen our core competitiveness by expanding R&D talent recruitment programs and enhancing R&D capabilities in audio-visual products. By anticipating market needs three to five years in advance and investing in emerging technologies, the Company aims to stay ahead of industry trends. In AI, it steadily expands customers and projects, duplicate success to accelerate growth.
2024 Goal Achievement Status	- Collaborated with AI software developers to apply large language models (LLMs) on the NVIDIA Jetson Super Mode platform and launch innovative edge AI computing solutions. - Consolidated revenue for 2024 reached NT$3.27 billion, a 1% increase from 2023's NT$3.24 billion.
2025 Goals	With the AI edge computing market projected to exceed USD 143 billion over the next decade, AVerMedia is proactively positioning itself in high-potential sectors such as smart cities, smart factories, and autonomous mobile robots (AMRs).
Mid- to Long-term Goals	- Continues to focus on developing core technologies by maintaining sustained investments in R&D and actively recruiting professionals to join our R&D and marketing teams. The Company dedicates efforts to innovating products and applications related to our core technologies to expand business and drive revenue growth. - Under a dual strategy that balances the development of our own brand with high-value ODM projects, we deepens our presence in the consumer market while simultaneously pursuing valuable ODM orders, particularly from international strategic ODM partners, to scale operations and strengthen competitive advantages.

Corresponding Material Topic	**Corporate Governance and Integrity**
2024 Goals	Fully implement the Company's internal antitrust compliance program.
2024 Goal Achievement Status	The Group achieved a 98.5% compliance declaration rate for annual antitrust law adherence, meeting the target requirements. Internal employee training completion rate reached 100%.
2025 Goals	Continue to carry out annual compliance declarations and internal training, with a target to increase the completion rate to over 99%.
Mid- to Long-term Goals	Committed to long-term integrity, the Company does not tolerate any illicit benefits from suppliers and actively fosters a culture of honesty and ethical behavior.

Corresponding Material Topic	**Climate Change Adaptation**
2024 Goals	• Replace outdated air conditioning equipment to effectively improve operational efficiency. • Implement ISO 14067 product carbon footprint standards.
2024 Goal Achievement Status	• Product PA511D has obtained external verification of its ISO 14067 product carbon footprint. • Achieved the Carbon Net-Zero Emission Planning Manager Certification (Junior-level) • Passed the Sustainable Development Basic Abilities Examination.
2025 Goals	• Implement IFRS Sustainability Disclosure Standards. • Cultivate green talent.
Mid- to Long-term Goals	• Utilize renewable energy and purchase green electricity. • Achieve net zero emissions by 2050. • Report climate-related financial information in accordance with the TCFD framework.

	• Achieve the SBTi (Science Based Targets initiative) Corporate Near-Term Criteria.
Corresponding Material Topic	Risk Management
2024 Goals	The Audit Department conducts regular audits based on relevant laws, the Company's internal control system, and the annual audit plan submitted according to risk assessments. It verifies whether each unit effectively implements risk controls, prepares audit reports based on findings, and follows up on improvements. The Audit Department also reports the status of the Company's risk management execution to the Audit Committee and the Board of Directors.
2024 Goal Achievement Status	Presented the status of the Company's risk management execution to the Audit Committee and the Board of Directors.
2025 Goals	Relevant department heads corresponding to each risk dimension conduct quantitative assessments of potential risks through identification, analysis, and measurement processes. This includes evaluating the frequency of occurrence, impact severity, and control effectiveness of the risks. Analytical methods are then applied to prioritize and identify key risks. The identified risk outcomes are discussed in regular meetings where management focuses on overall strategy and formulates risk control plans.
Mid- to Long-term Goals	The risk management team and relevant functional units are responsible for overseeing the execution of improvement measures by accountable departments. In line with the principle of business continuity, strategies and plans are developed to mitigate, transfer, or avoid risks, with continuous allocation of resources to control and respond to identified risks.

Corresponding Material Topic	**Privacy and Data Security**
2024 Goals	• Obtain ISO 27001:2013 Information Security Management System certification by SGS. • To strengthen information security management to minimize the likelihood and risk of cybersecurity incidents.
2024 Goal Achievement Status	The ISO 27001:2013 Information Security Management System (ISMS) continues to maintain valid SGS certification. In response to the 2022 revision, the transition process was initiated in the second half of 2024 to ensure ongoing reduction of cybersecurity incident likelihood and risks, in compliance with the latest international standards.
2025 Goals	Initiate and complete the ISO 27001:2022 transition process by the first half of 2025.
Mid- to Long-term Goals	Continuously monitor local government policies and regulatory changes to promptly implement response measures, while staying updated on the latest cybersecurity information to enhance defense capabilities, thereby protecting the Company's interests and reputation.

Corresponding Section- Product Innovation and Partnerships

Corresponding Material Topic	**Innovation and R&D**
2024 Goals	• Continue to expand recruitment of R&D personnel and strengthen audiovisual product development capabilities. • Continuously explore innovative technologies with potential patent portfolio value to sustain a profitable licensing and royalty model.
2024 Goal Achievement	Continue recruiting R&D personnel in line with product development needs to support the Company's technological capabilities.

Status	Integrate patent planning during the development of consumer projects (GC515, GC313, GC313PRO in 2024), ensuring that technical concepts, system structures, and innovations are protected by intellectual property rights.
2025 Goals	• Introduce embedded lightweight AI energy-saving solutions (Qualcomm) into the AI BOX PC product line to offer more diverse and energy-efficient options for customers. • Evaluate the integration of AI development platforms into consumer product lines to enhance AI functionality and product differentiation, addressing user pain points (e.g., AI-powered all-in-one live streaming devices).
Mid- to Long-term Goals	• Launch environmentally friendly products with at least 5% improvement in energy efficiency every four years. • Gradually increase the proportion of post-consumer recycled (PCR) plastics used in new products each year to promote circular economy practices. • Adopt low-carbon manufacturing processes and automated production to reduce energy consumption during product manufacturing.
Corresponding Material Topic	**Intellectual Property Management**
2024 Goals	Achieve continuous growth in the number of patent applications and trade secret registrations approved by the review committee annually.
2024 Goal Achievement Status	As of 2024, the Company has accumulated a total of 394 granted patents worldwide.
2025 Goals	Balanced growth in both the quality and quantity of intangible intellectual property: dynamically adjust IP strategies to expand patent families and optimize patent portfolios; emphasize high-quality patent filings, continuous accumulation of trade secrets, and exploration of green intellectual property to sustain ongoing IP development.

Mid- to Long-term Goals	Continuously explore potential technologies with patent portfolio value to sustain a profitable licensing and royalty revenue model.

Corresponding Section- Environmental Sustainability

Corresponding Material Topic	Energy and Greenhouse Gas Emissions
2024 Goals	• Achieve a 5% reduction in greenhouse gas emissions (Scope 1 and Scope 2). • Adopt the ISO 14067-1 standard for product carbon footprint.
2024 Goal Achievement Status	• The PA511D product has passed the SGS external verification for ISO 14067 product carbon footprint. • Greenhouse gas emissions (Scope 1 + Scope 2) decreased by 83 metric tons CO_2e (16.5%) compared to 2023.
2025 Goals	Achieve a 3% reduction in greenhouse gas emissions (Scope 1 and Scope 2).
Mid- to Long-term Goals	• Adopt ISO 14067 product carbon footprint standard. • Achieve 28% reduction of greenhouse gas emissions by 2030. • Achieve net-zero greenhouse gas emissions across all operational sites by 2050.

Corresponding Section- Friendly Workplace

Corresponding Material Topic	Talent Recruitment and Attraction
2024 Goals	Enhance the working environment and employee benefits, actively listen to employee feedback and drive continuous improvements, thereby increasing employee engagement and strengthening compensation competitiveness.
2024 Goal Achievement Status	The standard entry-level salary at the Company is 1.92 times the local minimum wage for male employees and 1.62 times for female employees, with a gender-neutral average ratio of 1.76 times.
2025 Goals	Enhance the working environment and employee benefits, actively listen to employee feedback and drive continuous improvements, thereby increasing employee engagement and strengthening compensation competitiveness.
Mid- to Long-term Goals	Recruit key R&D and sales/marketing talents, strengthen audiovisual product development and marketing capabilities, and enhance the Company's future competitiveness.

Corresponding Material Topic	Talent Development and Training
2024 Goals	The E-training system supports employees in lifelong learning, enhancing their professional competencies and job-related skills.
2024 Goal Achievement Status	In 2024, the total employee training hours reached 3,289 hours, with an average of 17.22 hours per employee.
2025 Goals	Training programs are planned to promote lifelong learning and strengthen both professional expertise and job-specific skills.

Mid- to Long-term Goals	• Comprehensive support is provided across various training programs to maximize learning effectiveness. • Educational platforms and software are utilized to offer employees a wide range of courses in diverse formats.
Corresponding Material Topic	**Occupational Health and Safety Management**
2024 Goals	• Through the "Occupational Health, Safety, and Environmental Management Review Committee," the Company reviews the execution results and performance of annual action plans, and sets performance indicators, management priorities, and feasible improvement measures for the following year to reduce occupational incidents and ensure continuous improvement of the management system. • Maintain the validity of ISO 45001 certification.
2024 Goal Achievement Status	• Awarded the Badge of Accredited Healthy Workplace. • Maintained the validity of ISO 45001 certification.
2025 Goals	• Maintain the validity of ISO 45001 certification. • Maintain a zero-accident, zero-occupational-disease, and zero-injury workplace to create the best working environment for all employees.
Mid- to Long-term Goals	Maintain a zero-accident, zero-occupational-disease, and zero-injury workplace to create the best working environment for all employees.

Alignment with the UN SDGs

AVerMedia Technologies places great importance on corporate social responsibility and maintains continuous communication and engagement with stakeholders. Environmental sustainability, social inclusion, corporate governance, and partnerships are key areas of focus in the Company's strategic planning and decision-making processes. AVerMedia seeks to leverage the power of business to inspire more people and organizations to work together toward a better future, while staying attuned to global sustainability and corporate responsibility trends and issues. Taking internal sustainability practices, corporate capabilities, and stakeholders' concerns regarding ESG issues into consideration, the Company proactively aligns with the United Nations Sustainable Development Goals (SDGs), particularly the following 11 goals: No Poverty, Zero Hunger, Quality Education Gender Equality, Clean Water and Sanitation, Sustainable Cities and Communities, Responsible Consumption and Production, Climate Action, Life on Land, Peace, Justice and Strong Institutions, Partnerships for the Goals. Through these efforts, AVerMedia aims to contribute to the global advancement of the SDGs and foster a more sustainable world.

Relevent SDGs	Implementation Actions
Environment	
Clean Water and Sanitation	• The Company places high importance on water conservation and environmental protection. In office areas, water-saving initiatives focus primarily on infrastructure maintenance and improvements. Water-saving devices have been installed on faucets in restrooms and pantry areas, while environmental education and awareness programs are continuously promoted among employees to encourage responsible water use and reduce environmental impact. • In terms of wastewater management, the Company strictly complies with government effluent discharge regulations and adopts the ISO 14001 Environmental Management System as its foundation. These efforts aim to achieve zero discharge leakage, zero environmental complaints, and zero regulatory penalties.

Responsible Consumption and Production 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• In response to the global environmental crises driven by climate change, the Company remains committed to complying with relevant environmental regulations and customer requirements, both domestically and internationally. Although the Company no longer operates physical manufacturing facilities, it requires all outsourced manufacturers to obtain certifications for international environmental, health, and safety management systems, such as ISO 14001, ISO 45001, and IECQ QC080000. In addition, for selected products, the Company conducts carbon footprint calculations and voluntarily performs greenhouse gas (GHG) inventories in accordance with ISO 14064-1, thereby fulfilling the corporate citizenship responsibilities.
Climate Action 13 CLIMATE ACTION	• The Company has established the Corporate Sustainability Committee, which reports to the Board of Directors annually. The report includes assessments of climate change impacts, identification of risks, and corresponding mitigation measures, thereby strengthening the Company's climate governance to reduce risks and capture emerging opportunities. • In January 2025, the Committee convened to review the 2024 ESG performance and approved the ESG action plan for 2025. The plan was subsequently submitted to the Board of Directors and formally adopted. • In 2024, in line with the Ministry of Environment's draft Carbon Fee Guidelines, the Company introduced an internal carbon pricing (ICP) mechanism set at NT$300 per metric ton. This mechanism supports energy conservation, emissions reduction projects, and renewable electricity procurement. It also incentivizes investment in carbon-negative technologies and low-carbon innovation, reinforcing the Company's global decarbonization efforts.
Life on Land 15 LIFE ON LAND	• The Company implements a hazardous substances management system and continuously provides real-time environmental information during the R&D and eco-design phases. This approach effectively reduces the environmental impact throughout the product life cycle and enhances the environmental performance of products. The Company is also committed to preventing water and soil pollution and developing production processes that are more environmentally friendly and ecologically sound.

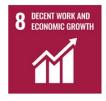| Society	
No Poverty **1 NO POVERTY**	• In compliance with government regulations on the employment of people with disabilities, AVerMedia Technologies has fulfilled our legal quota by employing two individuals with disabilities as of 2024. • The Company actively participates in community volunteer services and promotes public welfare initiatives supporting underprivileged groups. Notable activities include the Christmas Gift Box project for children from disadvantaged families, and emergency aid programs for families in crisis. For more details, please refer to Section 6.1 "Volunteerism and Caring for the Disadvantaged."
Zero Hunger **2 ZERO HUNGER**	• AVerMedia integrates internal resources and manpower to actively give back to society. Employees are encouraged to dedicate at least three hours per year to hands-on volunteer services. Through various volunteering activities, employees are empowered to contribute their time and efforts to support those in need. Staying true to our original intention, we believe that every act of giving—regardless of scale—is valuable and worth encouraging as long as it contributes to the betterment of society. • One of the Company's long-term commitments includes continued participation in initiatives such as the 1919 Food Bank, food package fundraising, and family-based donation drives. These efforts have been ongoing without interruption.
Quality Education **8 DECENT WORK AND ECONOMIC GROWTH**	• With the widespread implementation of remote learning platforms in schools, there has been a significant surge in demand for document cameras and tracking cameras. AVerMedia Group's affiliated companies have actively invested in the development of AI functionalities for document cameras and enhanced the AI computing capabilities of tracking cameras. These efforts, combined with intelligent charging carts for tablets and laptops and cloud-based flipped classroom systems, offer seamless integration across various educational platforms—earning widespread recognition and adoption by educational institutions.
Sustainable Cities and Communities **11 SUSTAINABLE CITIES AND COMMUNITIES**	• AVerMedia offers a diverse range of products and is committed to enhancing product energy efficiency and reducing the environmental impact of raw materials. Product development is guided by comprehensive life cycle assessments—from raw material extraction, manufacturing, and transportation to usage and end-of-life disposal—focusing on key environmental benefits at each stage. Through strategies such as material reduction, minimalistic packaging, reuse, and recycling, AVerMedia

	aims to develop products that are non-toxic, waste-free, and carbon-neutral. The company also places strong emphasis on managing environmentally relevant substances and designing products that are non-hazardous, easy to assemble and disassemble, and built for durability. • In accordance with the ISO 14001 environmental management system, AVerMedia actively promotes waste reduction and circular resource utilization. With a commitment to minimizing waste generation and maximizing resource recovery rates, the company continues to advance green product design and waste management practices to reduce production-related waste and enhance sustainable resource circulation and reuse—ensuring effective waste management and reduction.
Governance	
Gender Equality **5 GENDER EQUALITY**	• In accordance with Taiwan's Labor Standards Act and Act of Gender Equality in Employment, AVerMedia strictly prohibits pregnancy discrimination and promotes workplace gender equality. • The company employs a notable number of female managers, which is considered relatively high for the technology industry. While a gender gap remains in management roles due to industry-specific characteristics, the proportion of female leadership continues to rise. • As of 2024, there are 9 female managers, accounting for 21% of all managerial positions. • Within the governance unit, 1 female manager holds a leadership role, representing 12.5% of the management team.
Peace, Justice and Strong Institutions **16 PEACE, JUSTICE AND STRONG INSTITUTIONS**	• In 2024, the company was not involved in any legal cases related to anti-competitive behavior, antitrust, or monopoly practices, nor were there any violations of social regulations resulting in fines. • In 2024, an online training course on the company's internal whistleblowing hotline was conducted to promote awareness. Governance members received a total of 8 hours of anti-corruption training, including 2 directors who also participated in related courses, as documented in the board members' continuing education records.

	• AVerMedia strictly prohibits the use of child labor. During recruitment, actual age verification is conducted in compliance with Taiwan's Labor Standards Act. No individuals under the age of 15 are employed. For workers aged 15 to under 18, vocational training is provided to help them acquire job skills, and they are prohibited from engaging in heavy or hazardous work. Additionally, disciplinary management for minor workers is strengthened to safeguard their physical and mental development as well as labor rights.
Partnerships for the Goals 17 PARTNERSHIPS FOR THE GOALS	• In response to climate change and sustainability concerns, suppliers are required to provide environmentally friendly certifications for raw materials. Purchase agreements mandate compliance with the latest version of the Green Environmental Chemical Substance Control Standards, specifically the regulated limits for hazardous substances. Additionally, raw material suppliers are evaluated quarterly based on the Supplier Assessment Form. • Approximately 76.1% of procurement is sourced locally. Moving forward, the company will continue to strengthen relationships with existing suppliers while actively seeking more competitive new suppliers to ensure better assurance and options regarding raw material origins, quality, and pricing.

ESG Commitment and Stakeholder Communication

ESG Commitment and Implementation

Sustainability Policy

To fulfill our corporate social responsibility and promote progress in the economic, environmental, and social dimensions, AVerMedia Technologies submitted and obtained Board approval for the AVerMedia Technologies Inc. Corporate Social Responsibility Best Practice Principles in November 2004, based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies issued by the Taipei Exchange.

The third revision was approved in March 2010 to reinforce the Company's implementation of ESG-related initiatives and our commitment to sustainable development. In March 2022, the Board approved renaming the principles as AVerMedia Technologies Inc. Sustainability Best Practice Principles, in response to regulatory requirements and in line with global sustainability trends.

Corporate Social Responsibility Commitment

AVerMedia Technologies' Corporate Social Responsibility Best Practice Principles align with relevant domestic and international laws and standards, which reflects our corporate culture of "Honesty and Integrity, Self-reflection and Self-transcendence" and our business philosophy of "Being Down to Earth," "Creating Value," "Contributing Ourselves," and "Serving People,"

Driven by our commitment to sustainable business operations and development, we maintain transparent communication with stakeholders to foster mutual trust and strengthen our credibility.

All employees and executives are expected to adhere to these CSR principles, and we also encourage our business partners to support our commitment to social responsibility.

Employment Rights and Labor Relations

We uphold a people-oriented approach and are committed to respecting our employees, safeguarding labor rights, and strengthening employer-employee relations. We are dedicated to fostering a safe, healthy, non-discriminatory, harassment-free, and fair working environment.

We place high importance on the fundamental human rights of all individuals involved in our operations and strictly prohibit the use of child labor and any form of forced labor.

We fully comply with all applicable national and international labor laws, principles, and standards. Through open communication, we build mutual trust with our employees, while recognizing their potential and supporting their development within the company.

Protection of Consumer Rights

We are committed to respecting consumer rights by upholding a customer-first principle. We strive to develop products and services that meet customer needs, enhance human connectivity and entertainment experiences, and ensure that all offerings are innovative, safe, and of high quality.

We are also dedicated to protecting the personal information of consumers and all individuals engaged in our business operations, and we strictly comply with the applicable personal data protection laws and principles in every jurisdiction in which we operate.

Environmental Sustainability Commitment

We strive for sustainable growth and are committed to coexisting harmoniously with the environment by minimizing our environmental impact. In addition to complying with relevant environmental regulations, we design and manufacture green products that are non-polluting and energy-efficient, while also pursuing technological innovation that supports the mutual prosperity of the environment and the economy.

We encourage employees to actively engage in environmental protection activities and collaborate with organizations and individuals to collectively safeguard the planet and our living environment.

Business Partners and Ethical Business Practices

We value and maintain long-term, mutually beneficial relationships with our business partners, including suppliers and distributors. We respect the principles of free market competition and comply with applicable fair trade and antitrust laws in all jurisdictions where we operate. To reinforce our commitment to fair competition, all employees are required to complete annual e-learning courses and re-sign the Antitrust

Compliance Statement each year.

Encouraging Innovation and Protecting Intellectual Property Rights
We comply with all relevant national and international intellectual property laws. The Company actively encourages innovation and seeks to file patents that contribute to societal advancement.
Tax Compliance, Shareholder Rights, and Corporate Governance
We comply with tax obligations in accordance with laws, actively create corporate value and ensure stable growth to safeguard the long-term interests of our shareholders. Emphasizing corporate governance, we provide shareholders and investors with timely, transparent, open, and reliable information, fully disclosing material matters such as corporate structure, financial status, social responsibility activities, and governance practices. We also welcome feedback and expectations from stakeholders to continuously improve.
Fostering Community Harmony
We respect local cultures and customs, actively participate in community activities, contribute to and give back to society, and care for disadvantaged groups as part of fulfilling our corporate social responsibility. We maintain transparent, honest, and fair relationships with business partners, government, and authorities concerned.
Social Care Engagement
With a service-oriented mindset, we actively promote social welfare initiatives, supporting education, culture, and technological development, striving to fulfill our mission of being a socially responsible and contributive enterprise.

The Corporate Social Responsibility Best Practice Principles of AVerMedia Technology serves as a compliance framework for executives and employees. A dedicated management team—comprising Finance, Public Relations, Human Resources, Safety and Health Management, Procurement, and Customer Service departments—is responsible for driving CSR and ESG-related key initiatives, with regular reporting to senior management. The company also closely monitors external trends and emerging issues, conducting periodic reviews of the current status. Through transparent and open communication, we strives to respond proactively to our ESG commitments, creating greater value for all stakeholders.

Sustainability Strategy and Goals

AVerMedia Technology's corporate mission is "We aim to innovate how people entertain and communicate" & "We are deeply committed to corporate social responsibility locally" Adhering to the business philosophy of "Being Down to Earth," "Creating Value," "Devoting Ourselves," and "Serving the Community," the company clearly displays our corporate purpose and philosophy in the main lobby. Two key sustainability strategies and goals are established to ensure that while pursuing long-term corporate sustainability, the company also fulfills our corporate social responsibility, creating greater benefits and welfare.

Sustainability Strategy and Goals	Company Lobby
Generate profits through proprietary brand business within the audio-visual streaming industry, while developing valuable ODM business to enhance both product quality and quantity.	
Uphold sustainable operation by investing sufficient resources and aligning with the organization's sustainability objectives, consistently fulfilling our corporate social responsibilities to ensure our brand remains trusted.	

Corporate Sustainability Committee

The Corporate Sustainability Committee, first established in November 2021, was re-elected in August 2023, and its current term began in June 2023, running through to June 2026. The most recent meeting of the Corporate Sustainability Committee was held in January 2025, during which the Head of the ESG Executive Office reported on the achievements of the 2024 work plan and proposed the 2025 ESG work plan. The 2025 plan was approved by the Committee and subsequently submitted to the Board of Directors in January 2025 for discussion and approval.
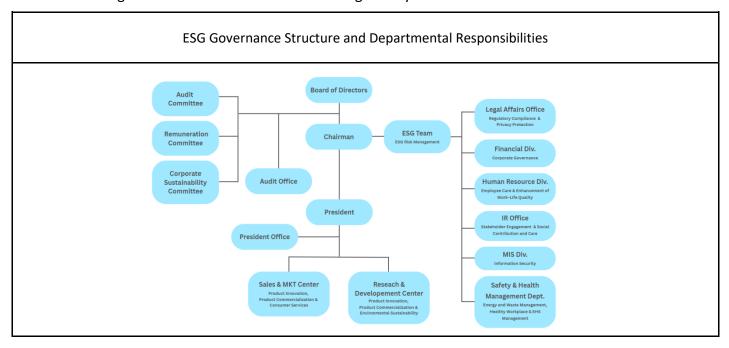
The current Corporate Sustainability Committee comprises seven members elected in 2023, including Directors Li Miao-Sheng, Hsu Chi-Yu, and Kuo Yu-Ting, as well as four Independent Directors: Wu Ming-Chin, Yang Jui-Hsiang, Wang Shu-Ling, and Chien Hui-Hsiang. Independent Director Yang Jui-Hsiang serves as the convener of the Committee.

The Corporate Sustainability Committee is responsible for strengthening the Company's management function and ensuring the implementation of corporate social responsibility and sustainable development. It serves as the Company's decision-making and supervisory body for sustainability-related matters. Through this structure, the Committee supports the Board of Directors in fulfilling its duties to safeguard the interests of the Company, employees, shareholders, and stakeholders.

Its responsibilities include the following:

- Formulating the company's corporate social responsibility and sustainable development strategies and objectives, as well as developing related management policies and concrete implementation plans.

- Promoting and implementing relevant tasks related to corporate integrity, ethical business practices, and risk management.

- Monitoring and reviewing the execution and effectiveness of sustainability initiatives, with adjustments made as necessary.

- Handling other matters as resolved and delegated by the Board of Directors.

ESG Governance Structure and Departmental Responsibilities

The Committee is supported by an Executive Office that coordinates two functional teams: Corporate Social Responsibility (E & S) and Sustainable Governance & Integrity Management (G). The Corporate Governance Officer concurrently serves as the Executive Office leader. The Executive Office is responsible for advancing corporate sustainability development across four key dimensions: corporate governance, sustainable environmental development, social welfare, and enhanced information disclosure. It oversees the preparation and execution progress of the annual work plans reported to the Corporate Sustainability Committee to ensure effective promotion and implementation of sustainability initiatives.

Regarding environmental, economic, and social impact issues, the Executive Office coordinates with relevant departments to collect external advocacy information related to economic, governance, environmental, and social aspects connected to operational activities. It engages stakeholders for dialogue, prioritizes material issues based on the engagement results, proposes the company's sustainability vision to the Board, and develops sustainability-related policies, systems, or management guidelines, which are then submitted to the Board for approval of concrete implementation plans.

According to Article 5 of the Company's Corporate Sustainability Committee Charter, the Committee's responsibilities include:

Formulating the Company's corporate social responsibility and sustainable development directions and objectives, and establishing relevant management policies and implementation plans; promoting and implementing corporate integrity and risk management initiatives; tracking, reviewing, and revising the execution status and effectiveness of the Company's sustainability practices.

In addition, pursuant to Article 6 of the Charter, the Corporate Sustainability Committee is required to convene at least two meetings annually, during which the ESG Executive Office shall present reports to the Committee. The Committee then reports to the Board of Directors accordingly.

Governance and Activities of the Corporate Sustainability Committee

The ESG Executive Office reports quarterly to the Board of Directors on the results of the greenhouse gas (GHG) inventory and the progress of the annual implementation plan. When applicable, the report also includes matters of stakeholder engagement, material disclosure topics and events. At the end of the year, the Office presents the result of the implementation plan, results of risk assessments, and corresponding mitigation measures, while also proposing the execution plan for the upcoming year.

This Sustainability Report presents the Company's 2024 performance and initiatives across five key dimensions: Sustainable Governance and Ethical Business Practices, Product Innovation and Partnership, Environmental Sustainability, Friendly Workplace, and Social Engagement. The report adopts the value chain as the basis for boundary analysis and includes periodic materiality assessments on environmental, economic, and social topics. Progress on departmental goals, future planning, stakeholder engagement outcomes, and ESG-related recommendations are consolidated and reported annually to the Board of Directors. These efforts aim to enhance ESG governance and are disclosed transparently through the Company's Sustainability Report.

	Number of Material Events	Summary of Topics
E	5	On environmental matters such as greenhouse gas inventory and the Corporate Sustainability Action Plan, communications and updates were provided during the 1st, 2nd, 3rd, 4th, and 6th meetings of the Board of Directors.
		In January 2025, the Corporate Sustainability Committee convened to discuss the 2025 action plan, which was subsequently approved during the first Board meeting of 2025.
S	7	The Remuneration Committee under the Board of Directors regularly reviews the policies, systems, standards, and structures related to performance evaluation and remuneration for directors and executives.
		The Company has established a corporate volunteer system to integrate internal resources and manpower to give back to society. Employees are encouraged to dedicate at least three hours each year to participate in volunteer activities, allowing them to contribute their time and efforts to support those in need. The Company remains committed to the founding spirit that all efforts to give back to society are truly commendable..
		The annual Earth Cleanup and Community Service Day was held on October 19, 2024, at the wetlands under Guangfu Bridge, with participation from 129 volunteers.
		Christmas Gift Campaign- To bring holiday joy to children from disadvantaged families, we raised a total of NT$74,000, with 41 employee volunteers participating in gift preparation and distribution.
		Emergency Relief Food Package Fundraising- Each year, we raise funds to provide food packages for families in emergency need. In 2024, 25 employee volunteers participated in the fundraising efforts, with a total of NT$66,600 collected.
		We sponsored products for the 2024 LET'S RUN Studio Classroom 1919 Charity Marathon and the 2024 iRUN Charity Cycling Event.

G	2	The Company's revised Risk Management Policy and Procedures were approved during the fourth Board meeting, serving as the primary basis for future risk management implementation.
		The progress and results of risk management execution were reported during the sixth Board meeting.

Governance and Activities of the Corporate Sustainability Committee
  https://www.avermedia.com/tw/responsibility

Stakeholder Communication and Material Issues

Stakeholder Identification

Stakeholder identification and communication form the foundation of sustainable corporate development. We place great importance on building trust and maintaining open lines of communication with our stakeholders. The identification process of stakeholders begins with an initial assessment conducted by external consultants, followed by further evaluation by department heads based on the level of impact and influence stakeholders have on the Company.

This report draws upon the GRI Standards in identifying potential stakeholder groups, including shareholders and other investors, financial institutions, authorities concerned, employees and other workers, customers, consumers, business partners, suppliers, local communities, NGOs, social welfare organizations, industry associations, and the media, through expert evaluation and internal discussions with relevant supervisors.

For 2024, the Company has categorized six key stakeholders:

1. Employees and other workers
2. Shareholders and other investors
3. Customers/distributors

4. Suppliers

5. Government agencies

6. Local communities/non-profit organizations

Compared to 2023, there were no significant changes in stakeholder groups, with the exception of the "media," which was removed from the list.

Stakeholder Communication

AVerMedia Technologies recognizes the importance of proactively understanding the needs of its stakeholders and continuously responding to the issues they care about. Through various communication channels—such as the official website, relevant meetings, annual reports, ESG surveys, customer service hotlines, and email correspondence— AVerMedia seeks to understand stakeholder concerns and key topics of interest.

Employees and other workers

Significance of Stakeholders to the Company	Employees are regarded as valuable assets to the Company. We offer competitive training programs, competitive salary, and comprehensive benefits to protect employees' labor rights. Emphasis is placed on work-life balance through health activities, enabling employees to reach their full potential and remain fully engaged in their work.

Channels / Frequency	Labor-Management Meeting / Quarterly
Description	Regularly hold labor-management meetings.

Channels / Frequency	Employee Welfare Committee / Monthly
Description	Regular welfare activities are organized, such as Christmas parties and Chinese New Year calligraphy events.

Channels / Frequency	Bidirectional communication / As needed
Description	Personal development plans are designed based on employees' individual job requirements, performance evaluation results, and career development needs.

Channels / Frequency	AVerMedia Soapbox / Monthly
Description	Provides employees with an anonymous channel to express suggestions and concerns, helping the company to strengthen the connection with staff. The company actively collects employee feedback and regularly provides responses and improvements. In 2024, a total of 32 submissions were received, all of which have been addressed or responded to.

Shareholders and other investors

Significance of Stakeholders to the Company	AVermedia is obligated to be accountable to our investors and shareholders.

Channels / Frequency	Investor Conferences & Forums / Biannually
Description	We organize two investor conferences or participate in investment forums each year to provide investors with a clear understanding of the company's operational status.

Channels / Frequency	Operational Performance Announcements / Monthly
Description	Voluntarily disclose consolidated revenue by product category on the 5th of each month.

Channels /	Website Announcements & Investor Contact Hotline and Email / In real time

Frequency	
Description	We disclose investor relations information in both Chinese and English, and provide materials such as the shareholders' meeting agenda handbook, annual reports, and meeting minutes on our website for investors' reference.

Customers/distributors

Significance of Stakeholders to the Company	High-quality products and services are key to business development.

Channels / Frequency	Customer Visits and Business Meetings / Regularly & As Needed
Description	Direct communication with clients

Channels / Frequency	Customer Service Hotline and Email & Customer Satisfaction Surveys / In real time
Description	• The Company has a dedicated department to provide customer service. • Customer satisfaction surveys are conducted on a regular basis, and improvement plans are proposed for items that fall below the performance targets. • In the 2024 customer service survey, the NPS was 39.

Suppliers

Significance of Stakeholders to the Company	Our extensive product and service value chain relies on the stable support of a wide network of suppliers.

Channels / Frequency	Exclusive Supplier Bidding and Procurement Platform / In real time
Description	Through a digital procurement system, we implement green procurement management principles and promote the reduction and reuse of packaging materials across the supply chain to minimize negative environmental impacts.

Channels / Frequency	Supplier Evaluation, Procurement Meetings & Supplier Visits/ As needed
Description	Comply with quality management systems, environmental safety systems, and Authorized Economic Operator. In 2024, a total of 12 suppliers were evaluated, with a 100% pass rate.

Government agencies

Significance of Stakeholders to the Company	Adhering to and responding to government regulations is a fundamental principle of operations, which not only represents regulatory compliance but also serve as key safeguards for ensuring lawful business practices and maintaining market order.

Channels / Frequency	Meetings & Official Correspondence / As needed
Description	Irregular correspondence with relevant government authorities

Channels / Frequency	Participated in mutual visits, seminars, and events organized by competent authorities. / As needed
Description	Irregular participation in government events.

Channels / Frequency	Market Observation Post System / As needed
Description	In the 11th TWSE Corporate Governance Evaluation in 2024, the Company received a total score of 88.97, ranking in the 21%-25% percentile.

Local communities/non-profit organizations

Significance of Stakeholders to the Company	Upholding the spirit of "giving back to society," we contribute to the community by demonstrating care for local organizations, providing employment opportunity, and promoting the prosperity of the local economy.

Channels / Frequency	Public Welfare Projects & Participation in Volunteer Activities / As needed
Description	Holds Clean Earth Day, Community Service Day, and blood donation events annually to encourage employees to give back to society. In 2024, a total of 129 participants and NT$79,300 were contributed. Maintains a long-term partnership with the Chinese Christian Relief Association and actively participates in charity events related to social care. In 2024, a total of 67 participants and NT$90,000 were contributed.

Categories of Stakeholders	Contact Information
Employees	Manager Joseph Liao: Joseph.Liao@avermedia.com
Shareholders	Spokesperson Jesse Lin: Jesse.Lin@avermedia.com
Customers/distributors	Manager Ellen Yen: Ellen.Yen@avermedia.com
Suppliers	Manager Judy Huang: judy.huang@avermedia.com
Media	Spokesperson Jesse Lin: Jesse.Lin@avermedia.com
Government agencies	Spokesperson Jesse Lin: Jesse.Lin@avermedia.com
Local communities	Manager Ford Lin: ford.lin@avermedia.com
non-profit organizations	Specialist Landy Huang: landy.huang@avermedia.com

Identification and Management of Material Topics

Process for Determining Material Topics

To ensure that the information disclosed in the report meets the needs of stakeholders, AVerMedia follows the "PDCA" (Plan-Do-Check-Act) management model. Through the steps of "understanding the organizational context," "identifying actual and potential impacts of sustainability issues," "assessing the significance of impacts," and "reporting on material sustainability topics," the Company determines our material topics. The management of these material topics also enables the Company to effectively address the issues of concern to its stakeholders.

Understanding the organizational context	Referring to the GRI Topic Standards, SASB, TCFD, and the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" the Company identified 20 sustainability issues relevant to operations.
Identifying actual and potential impacts of sustainability issues	External stakeholders evaluated the Company's actual and potential negative impacts and positive contributions on the economy, environment, and society (including people and human rights) for each topic. The scores from the four categories—actual negative impact, potential negative impact, actual positive impact, and potential positive impact—were totaled and ranked. Topics with an average total score greater than 15 (indicating a medium level of impact) were selected, resulting in 9 topics.

Subsequently, the Corporate Sustainability Committee conducted the same scoring process based on the Company's own assessment of actual/potential impacts and positive/negative contributions across economic, environmental, and social (people and human rights) dimensions. Topics with an average score greater than 3 were selected, resulting in 16 topics. |
| Assessing the significance of impacts | The results from the external stakeholder assessments were then integrated with internal evaluations by Company management and employees to assess their relevance to the Company's sustainable operations. Based on a comprehensive assessment, 11 material topics were ultimately identified. |
| Reporting on material sustainability topics | Following the identification of material topics, external experts collaborated with Company departments to classify the 11 topics by type. These were then consolidated into 9 Management strategies. The results were disclosed to stakeholders through the ESG Report, providing targeted responses to stakeholder concerns. |

Results of Material Topic Identification

In 2024, the Company identified a total of 11 material topics. Compared to 2023, there were some changes following a reassessment and discussion process. Considering the Company's strategic direction, three new material topics were added in 2024:

1. Privacy and Information Security
2. Talent Recruitment and Attraction
3. Talent Development and Training

In addition, the topics "Energy" and "Greenhouse Gas Emissions" were consolidated into one, to better align with stakeholder concerns and expectations.

Material Topics		
Environment	Energy and Greenhouse Gas Emissions	
Economy	Climate Change Adaptation	Operational and Financial Performance
	Risk Management	Intellectual Property Rights
	Corporate Governance and Integrity	
Society	Innovation and R&D	Talent Recruitment and Attraction
	Occupational Health and Safety	Talent Development and Training
	Privacy and Information Security	

●(Cause the Impact) / ○(Directly Related to the Impact) / ▲(Contribute to the Impact)

Dimension	Material Topic	Disclosure	Management Strategy Chapter	Negative Impact Boundary Identification						
				Internal		External				
				AVermedia	Employees and other workers	Shareholders and other investors	Customers /distributors	Suppliers	Government agencies	communities/non-profit organizations
G	Climate Change Adaptation	GRI 201: Economic Performance	Chapter 2	●	●	●	○	○	▲	
	Corporate Governance and Integrity	GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior		●	●	●	○	○	▲	○
	Risk Management	Custom Topic: Risk Management		●			○	○	▲	
	Operational and Financial Performance	GRI 201: Economic Performance		●	●	●	○	○	▲	▲
	Intellectual Property Rights	SASB: Intellectual Property Protection & Competitive Behavior	Chapter 3	●			○	○		

| Dimension | Material Topic | Disclosure | Management Strategy Chapter | Negative Impact Boundary Identification | | | | | | |
| | | | | Internal | | External | | | | |
				AVermedia	Employees and other workers	Shareholders and other investors	Customers /distributors	Suppliers	Government agencies	communities/non-profit organizations
E	Energy and Greenhouse Gas Emissions	GRI 302: Energy GRI 305: Emissions SASB: Energy Management in Manufacturing SASB: GHG Emissions	Chapter 4	●	○	○	▲	○	▲	▲
S	Innovation and R&D	Custom Topic: Innovation and R&D	Chapter 3	●		○	▲			
	Occupational Health and Safety	GRI 403: Occupational Health and Safety SASB: Employee Health & Safety	Chapter 5	●	●		○	○	▲	▲
	Talent Recruitment and Attraction / Talent	GRI 404: Training and Education	Chapter	●	●				▲	

	Development and Training	GRI 405: Diversity and Equal Opportunity	5							
	Privacy and Information Security	GRI 418: Customer Privacy Custom Topic: Information Security	Chapter 3	●			○	○		

Sustainable Operations and Ethical Governance

Management Strategy: Corporate Governance and Integrity

Management Strategy	
Material topic	GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior
Reasons for Materiality	Good corporate governance enhances transparency, builds investor trust, and mitigates corporate risks.It plays a central role in corporate management and operations, encompassing transparent decision-making, clear allocation of responsibilities, and robust oversight mechanisms to ensure that management decisions align with the best interests of shareholders and other stakeholders. Effective governance helps prevent the abuse of power and conflicts of interest, thereby improving managerial efficiency. A sound governance structure also contributes to long-term strategic planning, reduces short-termism, and strengthens overall competitiveness. In summary, corporate governance not only enhances operational efficiency and fosters market confidence but also ensures sustainable development and the fulfillment of corporate social responsibility.

Impacts and Consequences	• **Economic Aspect:**
	   Proper governance can enhance management efficiency and transparency, attract investment, and promote stable economic growth. Conversely, poor governance may result in resource misallocation, financial losses, and increased economic risk.
	
	• **Environmental Aspect:**
	   Strong governance encourages compliance with environmental regulations and fosters pollution reduction efforts. However, when environmental responsibilities are neglected, it may lead to ecological degradation and long-term environmental risks.

	Social Aspect: Positive impacts can include protecting employee rights and improving working conditions, while negative impacts such as poor governance may result in labor exploitation and discrimination.
Policies	**Internal Controls and Risk Management:** Establish internal control systems, conduct risk assessments and monitoring to prevent fraudulent activities and financial risks. **Independent Directors and Oversight Mechanisms:** Establish a board of independent directors to ensure fairness in the decision-making process and oversee the conduct of management, thereby protecting shareholders' interests. **Ethics and Compliance Policies:** Implement policies such as the Corporate Governance Best Practice Principles, Code of Ethical Conduct, and Code of Conduct for Employees to ensure legal compliance and internal regulations, and to prevent unlawful or improper behavior. **Transparency and Information Disclosure:** Enhance stakeholder trust by regularly disclosing financial statements, business operations, and major decisions, ensuring access to sufficient and accurate information.
Strategy	**Corporate Governance – Management Perspective** A sound governance structure forms the foundation of corporate governance. A clear governance framework should be established to ensure the separation of duties between the Board of Directors and senior management. Independent directors should be appointed to oversee managerial decisions. Additionally, the regular disclosure of financial statements and operational performance enhances transparency and accountability, reinforcing trust among shareholders and stakeholders.

	• **Corporate Governance – Preventive Measures** The company has established and adheres to internal control and risk management policies, conducting regular risk assessments to identify and prevent potential risks and fraudulent activities. These measures include ensuring compliance with applicable laws and regulations, maintaining a strong corporate culture, and strengthening employee ethics training and compliance awareness to prevent misconduct. The AVerMedia Soapbox has been set up to allow employees to confidentially report concerns they may be uncomfortable raising through regular channels. The process is designed to be discreet and non-retaliatory, ensuring that employees can voice concerns without fear of negative consequences. • **Corporate Governance – Remedial Measures** When governance structures or processes encounter issues, the company must activate response mechanisms, including establishing a dedicated task force to handle crises, conducting transparent investigations, and addressing issues based on investigation results. Policies and structures are then revised accordingly. Furthermore, the company implements improvements targeting the root causes of failure to mitigate future risks and enhance long-term sustainability.
Goals and Targets	• **Short-term Goal** Use the evaluation criteria of the annual Corporate Governance Evaluation as benchmarks to assess the company's governance structure and internal control mechanisms. Review the scoring results of each criterion to identify areas for improvement, serving as the basis for short-term governance enhancement. • **Mid-term Goal** Refer to the company's ranking percentile published by the competent authority in the annual Corporate Governance Evaluation. Set a target to achieve a higher ranking tier within the next three to five years by optimizing and strengthening specific governance items, thereby improving overall operational efficiency.

	- **Long-term Goal** Establish a sustainable development model with competitive advantages, while enhancing corporate social responsibility. Ensure stable corporate performance growth and integrate Environmental, Social, and Governance (ESG) considerations into the governance framework to strengthen long-term corporate sustainability and competitiveness.
Management Review Mechanism	- In alignment with the "Corporate Governance 3.0" issued by the competent authority, the Company conducts regular Board of Directors meetings and ensures compliance through ongoing audits by the Audit Committee and the Internal Audit Department, thereby reinforcing adherence to applicable laws and regulations across all departments.
Performance and Adjustment	- The Company has established and continuously enforces relevant internal control mechanisms, including the "Internal Control System and Management Regulation," the "Sustainability Best Practice Principles," the "Ethical Corporate Management Best Practice Principles," the " Code of Conduct for Employees," and the "Corporate Governance Best Practice Principles." These systems are regularly reviewed and updated in accordance with the latest regulatory requirements issued by the competent authorities. - In 2024, no incidents related to breaches of ethical corporate management were reported. Additionally, by the end of January 2024, all employees had completed the signing of the Legal Compliance Commitment Letter, which serves as a basis for performance evaluation and review.

Management Strategy: Risk Management

Management Strategy	
Material topic	Risk Management
Reasons for Materiality	To manage uncertainties that may pose threats to the Company's operations, we have established an effective risk management framework. This includes the evaluation and supervision of risk tolerance, current risk exposures, and the determination of appropriate risk response strategies and management procedures. Within acceptable risk thresholds, we aim to prevent potential losses through ongoing adjustments and optimization of our risk management practices. This approach ensures the protection of the interests of employees, shareholders, business partners, and customers, while enhancing corporate value and supporting optimal allocation of resources across the organization.
Impacts and Consequences	• **Potential Positive Impacts:** An effective risk management mechanism helps prevent potential losses, reduces exposure to financial and legal risks, and enhances the company's resilience to external threats, thereby laying a solid foundation for long-term and stable economic growth. Strong corporate governance and integrity also contribute to attracting more investors and business partners, improving the company's market position and reputation, and facilitating customer base expansion and entry into new markets. • **Potential Negative Impacts:** A decline in economic performance may undermine employee confidence, negatively affecting productivity and team cohesion, and intensifying internal instability. Furthermore, deficiencies in corporate governance and integrity practices may lead to increased reputational and legal risks, ultimately weakening the company's market position and competitiveness, and creating barriers to business development.

Policies	The Company has established a risk and opportunity management mechanism for the Quality Management System (ISO 9001), Hazardous Substance Process Management System (IECQ QC 080000), Environmental Management System (ISO 14001), and Occupational Health and Safety Management System (ISO 45001), in order to address the needs and expectations of customers and relevant stakeholders.
Strategy	• The Company has long focused on the environmental crises triggered by global climate change, aiming to prevent and mitigate operational risks caused by natural disasters. In compliance with both domestic and international environmental regulations and customer requirements, we incorporate environmental protection concepts into the earliest stages of product design. The Company has established and maintains management systems and organizational frameworks covering quality, environment, occupational health and safety, hazardous substances, cargo, and supply chain security. Through the promotion of a comprehensive environmental management system, we implement sustainable practices in response to climate change. • Each year, the "Risk and Opportunity Assessment Form" is completed in advance of the management review and formally reported during the review meeting, serving as the basis for relevant data provision or improvement actions. • In addition, the Company has formulated risk management policies and procedures to proactively address potential risks related to business interruption, reputational impact, and economic performance. By identifying risks early and responding effectively, the Company strives to transform risks into future business opportunities and competitive advantages.
Goals and Targets	➢ **Short-Term Goals – 2024** • In accordance with applicable regulations, the Company's internal control system, and the annual audit plan derived from risk assessments, the Audit Department conducts regular audits to verify the effectiveness of risk control implementation across all departments. Audit findings are compiled into reports and followed up for improvements. The execution status of risk management is also reported to the Audit Committee and the Board of Directors. • Complete the "Risk and Opportunity Assessment Form" annually on a regular basis.

	➢ **Mid- to Long-Term Goals – 2025 to 2027** • Develop and implement effective risk control measures to mitigate the negative impact of risks on business operations. • Establish a continuous risk monitoring mechanism and regularly report the status of risk management to the management and the Board of Directors.
Management Review Mechanism	The Risk Management Team shall annually collaborate with relevant functional units to conduct identification, analysis, and measurement procedures for each risk dimension. Relevant department heads responsible for corresponding risks shall quantitatively assess the frequency of occurrence, impact severity, and level of control of potential risks, and apply analytical methods for prioritization and risk differentiation. The resulting risk assessment outcomes shall be reviewed during regular meetings, where management focuses on the overall strategy and formulates risk mitigation plans.
Performance and Adjustment	The Risk Management team, together with functional units, is responsible for supervising the accountable entities in implementing improvements. Adhering to the principle of business continuity, strategies and plans aimed at reducing, transferring, or avoiding risks shall be developed, with ongoing resource allocation to ensure effective risk control and response.

Management Strategy: Climate Change Adaptation

Climate Change Adaptation	
Material topic	Climate-Related Financial Disclosures
Reasons for Materiality	The Company is attentive to the environmental crisis triggered by climate change worldwide, along with their potential financial impacts and other associated risks. Therefore, the Climate-related Financial Disclosures (TCFD) Task Force is responsible for managing and assessing the relevant response measures to climate change issues. The identification results discussed in meetings are reported to the president, explaining the current management and governance of climate-related risks and opportunities. Additionally, relevant climate change topics are reported to the Board of Directors.

Impacts and Consequences	• **Economic – Potential Negative Impact:** The Renewable Energy Development Act and carbon fee–related regulations may increase operational costs for enterprises. • **Environmental – Actual Negative Impact:** Emissions of various greenhouse gases have led to a continuous rise in the global average temperature, intensifying the severity of climate change. • **People – Potential Positive Impact:** To achieve net-zero emissions and environmental sustainability goals, the Company adopts energy-efficient equipment and various environmental management measures, continually pursuing improvement and innovation to reduce the environmental impact of the operations.
Policies	• Based on our assessment of the actual and potential impacts of climate-related risks and opportunities on the Company's operations and financial planning, response strategies have been discussed. • With reference to the TCFD framework, in terms of climate-related risk factors, transition risks—particularly emerging regulations—may have an impact on the Company.
Strategy	• The Company has developed a multifunctional video conferencing camera in response to the growing trend of remote work driven by digital transformation. Many innovative enterprises have already adopted video conferencing to replace off-site meetings, which not only reduces travel and related carbon emissions but also improves time efficiency and lowers operational costs. This represents a significant climate-related opportunity that may contribute to increased revenue, enhanced corporate image, and improved company valuation. • The TCFD Team convenes meetings to identify potential future operational risks and opportunities by referencing the TCFD risk

Management Review (continued)	analysis framework. Moving forward, the Company will follow the internal evaluation procedures and adopt a risk matrix methodology that considers the level of impact and the likelihood of occurrence to prioritize the severity of identified risks. Through this process, the Company aims to define significant sources of climate-related risk, elevate the level of climate risk management, and progressively integrate climate risk factors into AVerMedia's overall risk management criteria. • To reduce greenhouse gas emissions and minimize future carbon fee obligations, the Company seeks to increase the use of renewable energy and, when necessary, procure renewable energy certificates (RECs) from external sources.
Goals and Targets	• **Short-term target (2024):** Reduce greenhouse gas emissions by 5%. • **Mid-term target (2025–2030):** Reduce greenhouse gas emissions by 28%. • **Long-term target (2030–2050):** Achieve net-zero emissions across all operational sites.
Management Review Mechanism	The Company conducts annual internal management reviews of emission management effectiveness in accordance with the PDCA (Plan-Do-Check-Act) cycle, following ISO 14001 and ISO 14064-1 internal audit procedures.
Performance and Adjustment	• In July 2024, the Company obtained verification for the greenhouse gas inventory under ISO 14064-1:2018 from Taiwan SGS and received the ISO 14064-1:2018 Verification Statement. • Compared with 2023, Scope 1 and Scope 2 greenhouse gas emissions decreased by 81 metric tons of CO_2e, representing a 16.1% reduction. • In October 2024, the product PA511D passed the ISO 14067 Product Carbon Footprint external verification by SGS, with an official verification statement issued.

Material	• Looking ahead, in alignment with the government's 2050 net-zero emissions roadmap, the Company's ESG Steering Committee will accelerate the promotion of sustainability initiatives, set short-, mid-, and long-term carbon reduction targets, regularly disclose greenhouse gas inventory results, and annually review energy-saving and emission reduction performance.

Management Strategy: Operational and Financial Performance

Operational and Financial Performance	
Material topic	Economic Performance
Reasons for Materiality	Sustained profitability is a fundamental prerequisite for sustainable business operations. Maintaining the effective functioning and appropriateness of the Board of Directors and ensuring compliance with relevant laws and regulations across jurisdictions will further support the Company's development. It is essential to continuously adapt to evolving market dynamics in order to enhance profitability, maintain competitive advantage, protect the interests of employees, shareholders, business partners, and customers, increase corporate value, and achieve optimal allocation of corporate resources.
Impacts and Consequences	➢ **Economic Aspect:** • Sustained operational growth contributes to the collaborative development of upstream and downstream industries, positioning AVerMedia as a stabilizing force in the industry, enhancing customer and investor confidence, and promoting business growth and market expansion. • Poor economic performance may hinder the development of upstream and downstream industries; corrupt practices could expose the Company to significant financial losses and damage corporate operations, including fines and losses arising from financial fraud, bribery, and other illegal activities.

	• Declining economic performance may undermine employee confidence, subsequently affecting work efficiency and team cohesion, and exacerbating internal instability. ➤ **Environmental Aspect** • AVerMedia is committed to promoting factory automation and enhancing big data analytics in the production process to continuously improve production efficiency and quality. This contributes to reducing energy consumption and waste generation, thereby increasing the environmental friendliness of production and aligning with the Company's sustainability goals. • Through the continuous optimization of the automated production system, AVerMedia aims to further reduce reliance on natural resources, lower carbon emissions and environmental impacts during production, and advance the Company's green transition and ecological sustainability. • If the automation system fails to operate effectively or is improperly implemented, it may increase environmental risks during production, such as energy waste or increased pollutant emissions, adversely affecting the surrounding environment and impacting the Company's sustainability and social reputation.
Policies	We prioritize establishing long-term, mutually beneficial relationships with business partners such as suppliers and distributors, while respecting free market competition and complying with relevant fair trade and competition laws across jurisdictions.
Strategy	In 2024, in addition to continuing the development of new products and improving existing ones, the Company will proactively invest in advanced technologies, striving for excellence in the fields of image processing and streaming technology, while actively expanding into emerging areas such as AI edge computing and live streaming solutions.
Goals and Targets	➤ **Short-term Targets – 2024:** • Expand the recruitment plan for R&D talent and strengthen audiovisual product development capabilities to anticipate market demands three to five years ahead, while investing in the application of relevant new technologies to deepen the Company's

	core competitiveness.
	• Continue to expand customers and projects in the AI domain, aiming to duplicate success and accelerate overall business growth.
	➢ **Mid- to Long-term Targets – 2025–2050:**
	• With the AI edge computing market projected to exceed USD 143 billion in the next decade, AVerMedia is actively positioning itself in high-potential areas such as smart cities, smart factories, and autonomous mobile robots. The Company will continue to focus on core technology development, sustain R&D investment, and attract professional talents to join our R&D and marketing teams to innovate products and applications related to core technologies, facilitating business expansion and revenue growth.
	• Pursuing a dual strategy of developing own brand and valuable ODMs, the Company will deepen our presence in the consumer market under the own brand while securing valuable ODM orders—especially from international ODM strategic partners—to expand economic scale and strengthen competitive advantages.
Management Review Mechanism	The effectiveness of performance management is evaluated annually through the PDCA (Plan-Do-Check-Act) cycle, utilizing monthly reports, semi-annual meetings, and annual meetings.
Performance and Adjustment	• Collaborate with AI software developers to apply large language models (LLM) on the NVIDIA Jetson Super Mode platform, launching innovative solutions for edge AI computing platforms. • In 2024, consolidated revenue is projected to reach NT$3.24–3.27 billion, representing a slight increase of 1% compared to the consolidated revenue of NT$3.24 billion in 2023

Company Overview

Company Profile

Founded in 1990, AVerMedia Technologies, Inc. is a leading global manufacturer of audiovisual (AV) solutions and a key player in the multimedia industry. With its proprietary brand, AVerMedia, the company has successfully marketed own-brand products in over 100 countries worldwide. The name "AVerMedia" reflects the integration of audio and video innovation, aiming to enhance human communication and entertainment. Through continuous R&D in AV technologies, the company is committed to providing customers with comprehensive image and sound solutions.

AVerMedia has received numerous accolades, including being recognized by Interbrand as a "Rising Star" among Taiwan's Best International Brands. The company was also ranked 3rd among CommonWealth Magazine's Top 100 Resilient Enterprise, 15th among the TOP 100 Fastest-Growing Enterprise, 22nd among the Top 100 High-Value Companies by Business Next, and was listed among Taiwan's Top 50 EdTech Companies.

Rooted in Taiwan, AVerMedia insists on local R&D, manufacturing, and branding, delivering optimal AV solutions for both consumers and enterprise users. The company addresses the growing demand for live-streaming by influencers and streamers, enhances remote communication with personal video collaboration tools, and leverages AI technology to drive product intelligence and the commercialization of AI technologies.

AVerMedia Technology's corporate mission "to enhance human communication and entertainment while making a positive impact on society" We deeply recognize that fulfilling corporate citizenship responsibilities and giving back to society are fundamental obligations and commitments that a company ought to uphold. This ESG Sustainability Report outlines AVerMedia's ongoing efforts in corporate governance, environmental responsibility, and social engagement, and is expected to be verified by SGS Taiwan Ltd.

Looking ahead, AVerMedia remains dedicated to strengthening its ESG practices, continuously improving the sustainability performance, and advancing toward its long-term goal of becoming a trusted international brand.

Company Profile	
Company Name	AVerMedia Technologies, Inc.
Date of Establishment	January 17, 1990
Stock Code	2417 (TWSE)
Amount of Capital	NT$1,576,180,000
Chairman	Kuo, Chung-Song
President	Kuo, Chung-Song
Headquarters Address	No. 135, Jian 1st Rd., Zhonghe Dist., New Taipei City, Taiwan
Main Products	• Web cameras and microphones • Video capture cards and capture boxes • Embedded systems

Main Business Activities
We distribute our products globally through a robust network of distributors, value-added resellers, retailers, and ODM clients. We have established long-term partnerships with major distributors around the world. Since our founding, we have been dedicated to the development of digital imaging technologies and have continuously secured key patents, positioning ourselves as a leading global provider in the field of video technology. From our early success with TV boxes, tuner cards, and capture devices that earned global recognition, we have continued to invest in core video capture technologies—both hardware and software. In response to evolving market trends, we have expanded our product portfolio to include game recording, live streaming, and audio-visual content creation solutions, consistently launching market-leading products

that meet the needs of content creators.

By integrating cloud technologies and IoT trends, we are committed to delivering innovative solutions across a wide range of industries. In 2024, our main business focused on the sales of streaming products for creators and influencers, personal and small-scale video conferencing devices, and AI edge computing solutions.

AVerMedia Headquarters

Corporate Milestones

Time	Key Events in the Past Five Years/ Product Awards and Recognitions
2017/01	Ballista GS315 was honored as the "Best Audio Product of the Year" at the 2017 Taiwan Esport Top Gear Awards
2017/08	Driver-free Image Grabber BU110 and God of War Barrett Gaming Soundbar were both honored with the "Best Performance Award" by Hong Kong PCStation Magazine.
2018/01	God of War Barrett Gaming Soundbar received the "Special Recommendation Gold Award" and the "Popular Gold Award" at the Technology Trends Gold Awards. Driver-free Image Grabber BU110 was honored with the "Outstanding Technology Gold Award", the "Popular Gold Award", and the "2017 Top 10 Gold Award" at the Technology Trends Gold Awards.
2018/10	AVerMedia's "LGU Live Capture Box GC553" and "LG4K Live Capture Card GC573" both received the 2019 Taiwan

	Excellence Award.
2019/01	AVerMedia's Live Gamer 4K and Live Streamer MIC received five awards at the 2018 Technology Trends Gold Awards.
2019/05	AVerMedia's Live Gamer 4K and High-Definition Webcam were honored with the COMPUTEX 2019 BEST CHOICE AWARD.
2019/10	AVerMedia's Live Gamer 4K and AI Edge Computing Platform received two Taiwan Excellence Awards.
2020/01	AVerMedia's various content creator peripherals received nine awards at the 2019 Technology Trends Gold Awards.
2020/04	AVerMedia's Live Gamer BOLT (GC555) received the Red Dot Design Award
2020/10	AVerMedia's Live Gamer BOLT (GC555) received Taiwan Excellence Awards.
2020/11	Launched the 4K UHD Webcam (PW513), specifically designed for remote collaboration and hybrid work applications.
2021/05	AVerMedia received five iF Design Awards for products: RECentral, AM330, AX310, PW513, and BA311. Recognized by Business Next as one of the "Top 100 High-Value Companies of 2021," ranking 22nd. Ranked 3rd in the "Top 200 Resilient Companies of 2021" by CommonWealth Magazine.
2021/07	Two of AVerMedia's webcams were certified by Zoom, making it the first and only Taiwanese brand to receive such certification at the time.
2021/08	Ranked 15th among the Top 100 Fastest Growing Taiwanese in 2021 by CommonWealth Magazine.
2021/09	AVerMedia issued the first CSR report certified by independent third party SGS Taiwan Ltd. The Company's paid-in capital was approved by the Ministry of Economic Affairs; it was NT$1.928 billion before the capital reduction and NT$1.543 billion after the reduction.
2021/12	Honored with the 6th Rising Star Enterprise Award by Taiwan's Ministry of Economic Affairs.
2022/07	Global Recognition: Video Solutions Win Pandemic Tech Innovation Award.
2022/09	Honored with New Taipei Enterprise Classic Awards.
2022/10	Honored as a "Family-Friendly and Workplace Equality" company by New Taipei City.
2022/11	Named in TAIWAN EDTECH 50 for Second Consecutive Year Honored with the 6th Rising Star Enterprise Award 2022 AVerMedia 4K Ultra HD Webcam PW515 and Live Streamer ARM BA311 won the Taiwan Excellence Awards

	AVerMedia DualCam PW313D received the 2023 Taiwan Excellence Gold Award.
2022/12	Conducted greenhouse gas inventory in accordance with ISO 14064-1 and obtained the SGS verification statement.
2023/04	AVerMedia MINGLE BAR PA511D received the 2023 Red Dot Design Award. AVerMedia DualCam PW313D received the 2023 Red Dot Design Award.
2023/05	AVerMedia LIVE GAMER 4K 2.1 GC575 HDMI 2.1 PCIe Capture Card received the COMPUTEX 2023 Best Choice Award.
2023/09	Launched AI Edge Computing Solution: AVerMedia Box PC, D115WOXB Introduced Edge AI Computing Solution: AVerMedia Box PC D133ONB
2023/11	AVerMedia MINGLE BAR PA511D and AVerMedia LIVE GAMER 4K 2.1 GC575 HDMI 2.1 PCIe Capture Card received the Taiwan Excellence Awards. AVerMedia's AI Webcam PW515 and Streamer Microphone ARM received the Taiwan Excellence Award.
2023/12	AVerMedia LIVE GAMER ULTRA 2.1 GC553G2 received the Recommended Award and multiple awards in Spain.
2024/05	The in-house developed 'Streaming Center' software won the COMPUTEX 2024 Best Choice Award.
2024/11	AVerMedia's Streaming Center Software and AI Edge Solution D115W won the 2025 Taiwan Excellence Award
2024/12	Product PA511D received the ISO 14067 Product Carbon Footprint SGS external verification statement.

Corporate Operating Structure

At AVerMedia Technologies, we market our proprietary brand, AVerMedia, to over 100 countries worldwide. To better serve our customers and stay close to consumers, we have established operations in key global markets. We have overseas subsidiaries in six countries, including the United States, Japan, China, and Spain.

We also set up service and sales offices in Russia, the United Kingdom, France, and other countries to support our local markets. Additionally, we have set up a research and development team in Tainan to recruit top-tier R&D talent from southern Taiwan, thereby enhancing our company's innovation capabilities.

Investor / Parent Company	Name of Subsidiary	Business Nature	Ownership (%)
AVerMedia Technologies, Inc.	AVer Information Inc.	Sales, manufacturing, and R&D of computer system equipment, presentation systems, video conferencing systems, and related products.	49.92%
	AVerMedia Technologies Inc. (Shanghai)	Sales of computer system equipment and multimedia-related products	100.00%
	AVERMEDIA TECHNOLOGIES, INC. (USA)	Sales of computer system equipment and multimedia-related products	100.00%
	AVERMEDIA TECHNOLOGIES, INC. (Japan)	Sales of computer system equipment and multimedia-related products	100.00%
	AVT Solutions GmbH. (Germany)	Sales of computer system equipment and multimedia-related products	100.00%
	AVERMEDIA Information S.L. (Spain)	Sales of computer system equipment and multimedia-related products	100.00%
	AVERMEDIA KOREA, INC. (Korea)	Sales of computer system equipment and multimedia-related products	100.00%
AVer Information Inc.	AVer Information Inc. (USA)	Sales, manufacturing, and R&D of computer system equipment, presentation systems, video conferencing systems, and related products.	100.00%
	AVer Information EUROPE B.V.	Sales, manufacturing, and R&D of computer system equipment, presentation systems, video conferencing systems, and related products.	100.00%
	AVer Information Inc. (Japan)	Sales, manufacturing, and R&D of computer system equipment, presentation systems, video conferencing systems, and related products.	100.00%
	AVerInformation Co., Ltd (Vietnam)	Sales, manufacturing, and R&D of computer system equipment, presentation systems, video conferencing systems, and related products.	100.00%
	圓宸投資股份有限公司	General investment.	100.00%

Shareholding Structure

Shareholding Structure		
Shareholder	**Number of Shares Held**	**Shareholding Percentage**
Dosmetic Institutional Investors	51,529,241	32.69%
Foreign Institutions and Individuals	3,508,288	2.23%
Domestic Individual Shareholders	102,581,335	65.08%

Main Business Activities

AVerMedia operates in the computer and peripheral equipment industry, with core competencies in product design, manufacturing, and brand marketing. The Company has established multiple operational and service locations across domestic and international markets, promoting its products globally under the AVerMedia brand. Sales channels span global distributors, value-added resellers, nationwide retailers, and ODM clients, supported by long-term partnerships with leading international distribution partners. High-quality products manufactured in Taiwan form the foundation of trust among consumers and clients worldwide.

AVerMedia's products and services are primarily categorized into two segments: Consumer and Commercial Applications and Industrial Applications. Strategic directions have been developed accordingly:

- **Consumer and Commercial Applications**

AI training models are integrated with streaming technology to develop software solutions featuring AI-based beautification, background blurring, noise reduction, and content analysis functions—enhancing the overall user experience. In 2024, the innovative GO Series was launched, combining charging and video capture capabilities in a high-performance solution designed for handheld gaming devices. This product meets the mobile content creation demands of Generation Z and successfully expands the reach in the young creator market.

For enterprise clients, comprehensive solutions are offered—ranging from video conferencing to live

streaming. Highly integrated conferencing systems and professional-grade streaming equipment have been developed to support diverse application scenarios, including corporate seminars, brand events, online education, and e-commerce livestreams. These solutions help enterprises overcome geographic limitations and establish a professional online presence.

- **Industrial Applications**

Collaborations with AI software developers have led to the deployment of innovative edge AI computing solutions based on the NVIDIA Jetson Super Mode platform, powered by large language models (LLMs). These solutions incorporate generative AI and LLM technologies to deliver efficient, intelligent, and secure document processing and semantic search capabilities—significantly enhancing operational accuracy and efficiency, while ensuring data security.

With the edge AI computing market projected to exceed USD 143 billion over the next decade, strategic investments are being made in high-potential domains such as smart cities, smart factories, and autonomous mobile robots. In smart city applications, implemented solutions have improved traffic monitoring efficiency. In the retail sector, innovative solutions continue to be developed. Expansion into high-growth areas such as ARM-based platforms is ongoing, generating greater application value for industrial clients.

AVerMedia is committed to reducing carbon emissions and protecting the environment. We continuously evaluate our supply chain and adopt more eco-friendly products and technologies to lower our carbon footprint.At the same time, we remain dedicated to strengthening our efforts in social responsibility and corporate governance. We strive to foster a fair, transparent, and accountable corporate culture that respects human rights, labor rights, and social well-being— fulfilling our commitment to ESG principles.

Product or Service Sales Information			
Product or Service Category	Sales Volume	Unit	PCS
Digital Video Product Series	688,842	NT$1,000	196,129
Educational Integrated Audio-Visual Products	2,484,796	NT$1,000	126,309

Key Organizational and Association Memberships

Region of Affiliation	Organization	Membership Status
Domestic	GS1 Taiwan	General Member
	Taiwan Electrical and Electronic Manufacturers' Association	General Member
	Taipei Computer Association	General Member
International	DIGITAL CONTENT PROTECTION LLC	General Member
	HDMI Licensing Administrator, Inc	General Member
	PCI-SIG	General Member
	VCCI Council	General Member
	USB Implementers Forum, Inc.	General Member

Financial Performance

AVerMedia is dedicated to the research and development of digital imaging technology. Currently, it is one of the leading global vendors specializing in video streaming, high-definition video capture, AI edge computing, and related fields. AVerMedia continues to invest in core software and hardware technologies for video capture and leverages its experience advantage. We have successfully developed a series of products that meet market demand for video capture and video streaming; by integrating cloud technology, IoT, and other industry trends, we provide the best solutions for various industries and fields.

After years of gradual maturity in new product development, we have also consolidated the network multimedia application and video capture market, expanding into different application domains to maintain the competitiveness of our brand. Looking ahead, after pandenic, the various forms of remote office, remote teaching, and cross-regional collaboration work styles became new norms. In today's post-pandemic era, AVerMedia not only possesses professional video capture technology, but also upholds the persistence in "Researched, developed, manufactured, and branded in Taiwan" We are committed to

continuously innovating to provide the best video capture solutions for consumers and enterprises.

In 2024, AVerMedia Technology's consolidated revenue is expected to be NT$3,271,854 thousand, an increase of 1.0% compared with 2023. In the future, we will continue to deepen investment in video streaming and AI-related core technologies, and further develop the scalability of video capture and AI edge computing-related product lines to fully meet users' diverse needs and create greater operating benefits for shareholders.

Item / Year	2022	2023	2024
Operating Revenue (NT$ thousands)	3,973,899	3,240,236	3,271,854
Operating Costs (NT$ thousands)	1,994,024	1,451,589	1,406,356
Operating Gross Profit (NT$ thousands)	1,979,875	1,788,647	1,865,498
Operating Profit (NT$ thousands)	73,543	-89,387	-89,767
Non-operating Income and Expenses (NT$ thousands)	148,782	216,919	179,333
Income Before Tax (NT$ thousands)	222,325	127,532	89,566
Profit After Tax for the Period (NT$ thousands)	197,709	126,945	43,567
Total comprehensive income for the Period (NT$ thousands)	234,124	118,693	65,795
Earnings Per Share (NT$)	0.23	0.01	-0.39
Dividends (NT$ thousands)	23,147	31,648	23,710
Employee Compensation (Including Employee Benefits) (NT$ thousands)	1,354,559	1,369,609	1,458,905
Payments to Government (NT$ thousands)	20,964	2,679	2,556

Notes:

1. Payments to government include all taxes (business tax, income tax, property tax) and fines.

2. "Employee Compensation (Including Employee Benefits)" includes labor and health insurance, pension, etc. Payments are made in cash and include total employee welfare amounts (excluding education expenses, costs of protective equipment or other expenses directly related to employees' job responsibilities). Separately, "Employee Welfare Expenses" refers to amounts such as employee trips, health examinations, and festival bonuses, which are paid in cash to employees as welfare expenses.

3. "Employee Compensation (Including Employee Benefits)" includes directors' remuneration and transportation allowance.

4. The 2022 employee compensation (including employee benefits) amount has been corrected.

Dividend Policy

In accordance with Article 18 of the Articles of Incorporation of the Company, if there is any surplus after the final settlement of accounts at the end of each fiscal year, the Company shall first pay all applicable income taxes and offset any accumulated losses from previous years. Thereafter, 10% of the remaining earnings shall be appropriated as the statutory reserve. However, no further appropriation is required once the statutory reserve reaches the Company's paid-in capital. The Company shall also appropriate or reverse a special reserve in accordance with applicable laws and regulations.

Any remaining earnings, together with undistributed earnings from previous years, shall be proposed by the Board of Directors and submitted to the shareholders meeting for resolution on the distribution of shareholder dividends and bonuses.

In consideration of the Company's long-term financial planning and the need to meet shareholders' cash flow expectations, the annual cash dividend distributed shall not be less than 10% of the total dividends and bonuses allocated to shareholders for that year.

The amount of dividends and bonuses to be distributed to shareholders shall be determined based on the Company's operational performance and proposed by the Board of Directors in accordance with the above provisions, subject to the resolution of the shareholders meeting.

Government Subsidies

During the reporting period, the Company received subsidies from the following government agencies.

Details of the subsidies are listed in the table below:

Government Financial Subsidies Received in 2024		
Item / Project Name	Subsidizing Agency	Subsidy Amount (NT$)
New Taipei City Government Exhibition Subsidy (2023 Computex)	New Taipei City Government Economic Development Department	20,000
Office Exhibition Subsidy Project	Ministry of Economic Affairs	67,500
Subsidy for International Market Development Plan	Ministry of Economic Affairs	400,000
Enterprises Human Resource Upgrade Program	To Be Confirmed	61,538
2023 Work-Life Balance Program Subsidy	New Taipei City Labor Affairs Bureau	95,891
Recruitment of Sports Instructors Program	Sports Administration, Ministry of Education	89,104
Enterprises Human Resource Upgrade Program	Workforce Development Agency, Ministry of Labor	22,400
Total		756,433

Tax Policy

The Company's tax affairs are managed by the Finance Department to ensure that tax policies comply with all relevant laws and regulations. We strictly adhere to tax laws and policies, including but not limited to the Income Tax Act, Income Basic Tax Act, the Statute for Industrial Innovation, Regulations Governing Assessment of Profit-Seeking Enterprise Income Tax on Non-Arm's-Length Transfer Pricing, Regulations Governing Application of Recognizing Income from Controlled Foreign Company for Profit-Seeking Enterprise, and Regulations Governing Assessment of Profit-seeking.

For detailed annual reports or financial statements of AVerMedia Technology, please visit the Company's official website (http://ir.avermedia.com/irwebsite_c/)

Investment Tax Credit Detailed Table				
	2022	2023	2024	Total
Selected Credit Rate	3%-10%	3%-10%	3%-10%	
Approved (Filed) Tax Credit Each Year (I)	9,425	7,502	8,554	25,481
Accumulated Tax Credit Utilized in Prior Years (II)				
Tax Credit from Prior Years Utilized in 2021 (III)				
Unutilized and Carried-Forward Tax Credit (I – II – III)	9,425	7,502	8,554	
Note 1. Investment Tax Credit Rates for R&D: 15% in 2021: 10% in 2022; 10% in 2023. 2. Investment Tax Credit Rates for Smart Machinery: 5% in 2021; 3% in 2022; 3% in 2023.				

Corporate Governance Structure

The Board of Directors is the highest governance body of the Company, responsible for overseeing overall operations and monitoring the implementation of management policies. In particular, the Board plays an indispensable role in guiding and promoting ESG-related decisions. AVerMedia Technology adopts a top-down governance approach, ensuring that all major business decisions are implemented in accordance with resolutions made by the Board of Directors.

Organization Chart

Board Composition and Governance

The composition of the Company's Board of Directors takes diversity into consideration. Based on the Board's operations, the Company's business model, and development needs, appropriate diversity policies have been formulated. The nomination and selection of directors are conducted in accordance with the Company's "Rules for Election of Directors." The cumulative voting system and candidate nomination system are adopted, allowing shareholders to elect individuals with legal capacity. Based on the number of seats specified in the Articles of Incorporation and the voting results, those receiving more votes are elected accordingly.

The Chairman of the Board concurrently serves as the President of the Company in order to enhance operational efficiency and decision-making effectiveness. However, to strengthen the independence of the Board, the Company has been actively cultivating suitable candidates. In addition, the Chairman maintains close and ongoing communication with all directors regarding the Company's operational status and strategic direction, with the aim of enhancing corporate governance. In the future, the Company will continue to improve the functions of the Board and strengthen its supervisory role.

In accordance with regulatory requirements, four of the eight members of the Board are independent directors, meeting the requirement for board composition when the Chairman also serves as the President/CEO. Furthermore, in cases where conflicts of interest may arise between a director or the President/CEO and the Company during Board discussions, recusal from discussion and voting is carried out in accordance with the law.

For basic information and relevant tables regarding Board members, please refer to the Company's annual report available on the Investor Relations section of the Company's official website.

Board Operations

To enhance the effectiveness of Board operations and ensure the Company's operations comply with legal requirements and ethical standards, AVerMedia upholds the principles of fairness and transparency, thereby safeguarding the rights and interests of shareholders with integrity and respect. In 2024, the Board of Directors convened six meetings.

***For more details on directors' attendance, please refer to the Company's Annual Report available in the Investor Relations section of the Company website.

Recusal in Case of Conflict of Interest

AVerMedia has established a "Ethical Corporate Management Best-Practice Principles," which includes clear provisions on conflict of interest for directors. Any director who has a personal interest, or represents a legal entity with an interest in a proposal under discussion, must disclose the material aspects of such

interest at the Board meeting. If the matter is likely to harm the Company's interests, the director shall refrain from both participating in the discussion and voting, and must not act as a proxy for other directors in voting on the same matter. Directors are also expected to exercise self-discipline and avoid mutual support.

The Company has appointed four independent directors who offer professional and impartial advice based on their expertise and experience. The Board of Directors takes into account the opinions of independent directors during discussions and records their support or dissenting views in the meeting minutes. This approach reinforces the principle of conflict of interest avoidance and protects the Company's best interests.

***For more information on the execution of conflict of interest avoidance in Board resolutions, please refer to the Company's Annual Report available in the Investor Relations section of the Company website.

Continuing Education for Directors

To strengthen corporate governance and promote sound development of the Board's composition and structure, AVerMedia requires its Board members not only to uphold integrity and demonstrate extensive relevant experience, but also to possess the necessary knowledge, skills, and competence to perform their duties effectively, in accordance with Article 20 of the Company's "Corporate Governance Best Practice Principles."

***For detailed records of directors' continuing education, please refer to the Company's Annual Report available in the Investor Relations section of the Company website.

Functional Committee

AVerMedia Technologies places great importance on operational transparency and corporate governance. In accordance with the Company Act, the Securities and Exchange Act of the Republic of China, and other relevant laws and regulations, the Company has established a corporate governance framework and practical implementation guidelines to continuously enhance management performance and protect the rights and interests of investors and stakeholders.

In 2011, AVerMedia adopted the Corporate Social Responsibility Best Practice Principles, the Principle of Ethical Management, and the Code of Conduct for Employees. Under the Board of Directors, the Remuneration Committee and Audit Committee were established. In 2014, the Company introduced the Corporate Governance Best Practice Principles to strengthen its corporate governance system. In 2021, the Corporate Sustainability Committee was established (refer to Section 1.1.2 Corporate Sustainability Committee for details).

The operations of the Board of Directors, Audit Committee, Remuneration Committee, and Corporate Sustainability Committee are carried out in accordance with the Regulations Governing Procedure for Board of Directors, Audit Committee Charter, Remuneration Committee Charter, and Corporate Sustainability Committee Charter, respectively.

Audit Committee

The current Audit Committee is composed entirely of independent directors: Wu Ming-Chin, Yang Jui-Hsiang, Wang Shu-Ling, and Chien Hui-Hsiang. The committee is responsible for overseeing matters such as the Company's financial statements, internal control systems, compliance with relevant laws and regulations, risk management related to actual or potential risks, major asset or derivative transactions, significant loans or endorsements/guarantees, fundraising or issuance of equity-type securities, appointment, dismissal, and remuneration of certified public accountants, and the appointment or dismissal of financial, accounting, or internal audit officers. These responsibilities are carried out to ensure the Company's operations comply with applicable government regulations and best practices.

In accordance with the Audit Committee Charter, the Audit Committee shall convene at least once per quarter. In 2024, the Audit Committee held four meetings. The key matters reviewed included:

1.	Audit of financial statements, and accounting policies and procedures.
2.	Internal control systems and related policies and procedures.
3.	Qualifications and independence of the certified public accountants.
4.	Appointment, dismissal, or remuneration of the attesting certified public accountants.

5.	Issuance of common shares through cash capital increase via private placement.
6.	Capital reduction through the cancellation and deregistration of restricted employee shares that had been repurchased.

***For detailed information on the operations of the Audit Committee, please refer to the Company's annual report available in the Investor Relations section on the Company's official website.

Remuneration Committee

AVerMedia Technologies established its first Remuneration Committee on December 6, 2011. The current committee is composed of four independent directors: Wu Ming-Chin, Yang Jui-Hsiang, Wang Shu-Ling, and Chien Hui-Hsiang. The primary responsibilities of the committee are to propose recommendations regarding the following matters:

I.   Periodic review of the Remuneration Committee Charter and suggestions for amendments.

II. Formulation and regular review of the Company's annual and long-term performance goals for directors and managerial officers, as well as related policies, systems, standards, and structures for their compensation. The committee also regularly evaluates the achievement of performance goals and determines the specific content and amounts of individual compensation packages.

·   Policy objective: To assist the Company in establishing executives compensation policies.

·   Compensation structure: Market data is used as a benchmark for determining compensation levels. The performance-based bonus calculation criteria are reviewed annually.

·   Review process: All proposals are reviewed by the Committee Chair and members before being submitted to the Board of Directors for resolution.

·   Risk linkage: Variable compensation is tied to both the Company's operational performance and the individual's job performance.

In accordance with the Remuneration Committee Charter, the committee shall convene at least twice a year. In 2024, the Remuneration Committee held five meetings.

***For detailed information on the operations of the Remuneration Committee, please refer to the Company's annual report available in the Investor Relations section on the Company's official website.

Remuneration and ESG Performance Linkage

The Company's Policy, Standards, and Composition of Directors' Remuneration, and the Procedures for Determining Remuneration:

Pursuant to Article 13-2 of the Company's Articles of Incorporation, regardless of the Company's operational profit or loss, directors may be remunerated. The Board of Directors is authorized to determine such remuneration based on each director's participation and contribution to the Company's operations, with reference to the prevailing industry standards. In accordance with the Remuneration Committee Charter and related internal regulations, the Company regularly evaluates the performance of directors and executives based on a combination of factors, such as achievement of financial targets, profitability, operational efficiency, and individual contribution. These performance evaluations and the reasonableness of remuneration are reviewed and approved by the Remuneration Committee and the Board of Directors. The Company also reviews and adjusts its remuneration system as needed, based on operational conditions and regulatory requirements.

In addition, if the Company generates profits in a given fiscal year, it shall allocate 5% to 20% of such profits as employee compensation and less than 2% as directors' compensation, in accordance with Article 18 of the Company's Articles of Incorporation.

The Company's Policy, Standards, and Composition of Executives' Remuneration, and the Procedures for Determining Remuneration:

The policy, standards, structure, and procedures for determining executives' remuneration are primarily formulated by the Remuneration Committee, and executed in accordance with relevant provisions under the Company's personnel policies. In addition to regularly benchmarking against industry standards to ensure market competitiveness in attracting and retaining talent, the Company places significant emphasis on overall operational performance and profitability as key criteria for

remuneration allocation. There is a clear positive correlation between executive remuneration and business performance.

Corporate Governance Officer

AverMedia Technologies has appointed Vice President Mr. Chou Hsin-Liang as the Corporate Governance Officer, responsible for overseeing corporate governance-related affairs and regularly reporting to the Board of Directors. His responsibilities include handling matters related to the Board of Directors, Audit Committee, Remuneration Committee, Corporate Sustainability Committee, and Shareholders' Meetings in accordance with the law; assisting directors in onboarding and continuing education; providing necessary information for directors to perform their duties; and ensuring compliance with relevant regulations.

***For details on the Corporate Governance Officer's professional development and training, please refer to the Company's Annual Report available in the Investor Relations section on the Company's website.

Board Performance Evaluation

The Company adopted the "Board Performance Evaluation Policy" on October 29, 2019. According to the policy, internal and external board performance evaluations shall be completed by the end of the first quarter of the following year. External evaluations must be conducted at least once every three years by an independent professional institution or external experts or scholars. Evaluation results are documented in a report submitted to the Board of Directors for review and improvement, and serve as a reference in the selection and nomination of directors.

In the first quarter of 2025, the Company conducted both internal self-evaluations and an external performance evaluation of the Board of Directors, its Functional Committees, and individual directors for the year 2024. The evaluation results were presented to the Board of Directors on March 11, 2025. The average internal self-evaluation scores were as follows: 4.81 out of 5 for the overall board, 4.80 for individual directors, and 4.88 for the Functional Committees. All were rated as "Excellent." The external performance evaluation yielded an average score of 4.8, which was consistent with the internal evaluation results.

The Corporate Governance Officer will continue to strengthen communication with directors to further enhance the quality of board meetings.

The performance evaluation indicators are developed based on the Company's operations and practical needs, and are subject to periodic review and recommendation by the Remuneration Committee. Evaluation aspects include:

	1. Degree of involvement in company operations. 2. Enhancement of the quality of board decision-making. 3. Composition and structure of the Board. 4. Election and ongoing training of directors. 5. Internal control.	- Excellent to Outstanding - The overall operation of the Board is smooth and in alignment with the spirit of corporate governance.
	1. Understanding of company goals and responsibilities. 2. Awareness of director duties. 3. Degree of involvement in company operations. 4. Communication with internal stakeholders. 5. Professional development and continuing education. 6. Internal control.	- Excellent to Outstanding - Each board member received positive feedback on the execution of the evaluation indicators.
Functional Committees	1. Degree of involvement in company operations. 2. Awareness of committee duties. 3. Enhancement of decision-making quality. 4. Committee composition and member election. 5. Internal control and risk management.	- Excellent to Outstanding - The overall operation of each functional committee is smooth and in alignment with the spirit of corporate governance.

Ethical Business Practices

Internal Control System

The Company believes that the establishment, implementation, and maintenance of an internal control system are responsibilities of the Board of Directors and management. The objective is to ensure operational efficiency and effectiveness, the reliability and transparency of reporting, and compliance with applicable laws and regulations.

The Company evaluates the effectiveness of its internal control system in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies." The evaluation covers five key components (Risk Assessment, Control Environment, Monitoring Activities, Information and Communication, and Control Activities) and is conducted annually to assess the design and operational effectiveness of the system.

However, internal control systems have inherent limitations, and their effectiveness may vary due to changes in circumstances and the operating environment. To address this, the Company has established a self-monitoring mechanism to promptly identify and rectify any deficiencies.

Grievance Mechanism

To implement its ethical business policy, the Company has adopted multiple measures. In addition to annual reporting to the Board of Directors by the Human Resources Department on the implementation status, the Department also promotes employee awareness through ongoing training. The Company consolidates key internal regulations, including the Code of Ethical Conduct and important internal information handling rules, to remind employees of key considerations during business operations.

Furthermore, the Company strictly enforces Article 23 of the Code of Ethical Conduct by establishing an independent whistleblowing mailbox and the AVerMedia Soapbox. These channels allow employees to report any behavior that violates ethics, laws, or corporate integrity. The Company also provides communication mechanisms through which employees can make suggestions regarding ethical conduct, legal compliance, and integrity-related issues. No grievances or complaints were received in 2024.

Whistleblower Protection Policy and Employee Reporting Mechanism

All employees of the Company are committed to upholding the highest standards of ethics and professional conduct. In the event of any violations of this Code, employees have an obligation to report such incidents to the Company. Upon receiving a report, the Company shall keep the identity of the whistleblower strictly confidential and initiate an investigation. If the case is substantiated, the whistleblower will be granted an

appropriate reward.

In accordance with the Company's Code of Ethical Conduct and Code of Conduct for Employees, a comprehensive reporting mechanism has been established. This includes a reward system, anonymization of complainants' and whistleblowers' personal information, confidentiality of report content, and disciplinary measures for any breach of confidentiality.

To date, the Company has not received any whistleblower reports from employees.

Reports are handled internally according to the following procedures:

1. The Company's designated unit shall immediately investigate the reported matter. Assistance may be sought from the Regulatory Compliance Department or other relevant departments as needed. During the investigation process, if any personnel are found to have breached confidentiality, they shall be subject to disciplinary action in accordance with the Company's relevant reward and penalty regulations, depending on the severity of the case.

2. If the investigation reveals a material violation or indicates that the Company may be exposed to significant damage, a report shall be promptly prepared and submitted to the Independent Directors or Supervisors.

3. If the allegations are substantiated and the reported party is found to have violated applicable laws or the Company's ethical business policies and regulations, the Company shall immediately demand the individual to cease the misconduct, take appropriate disciplinary actions, and, if necessary, pursue legal action for damages to protect the Company's reputation and interests.

4. The Company's designated unit shall maintain complete and accurate records of all relevant information. Documentation of report acceptance, the investigation process, and outcomes shall be preserved in written form or electronic storage for a period of five years. If litigation related to the reported matter arises before the retention period ends, the relevant documentation shall be retained until the conclusion of the legal proceedings.

Whistleblowing Channels	
Receiving Units	Audit Department, Office of the Chairman
Mailing Address	No. 135, Jian 1st Road, Zhonghe District, New Taipei City, Taiwan
Whistleblowing Hotline	(02) 2226-3630 ext. 6885 (Employee Relations Hotline)
Email Addresses	Jack.Chin@avermedia.com directors@avermedia.com Michael.Kuo@avermedia.com

Policy Commitment

As part of its responsibility as a corporate citizen, AVerMedia is committed to improving labor conditions to enhance quality of life. The Company adheres to the principles of international human rights conventions, including the Universal Declaration of Human Rights and the International Labor Conventions. It also complies with national labor laws and regulations, including the Labor Standards Act and the Act of Gender Equality in Employment. AVerMedia is dedicated to building a healthy and safe working environment based on the principles of respect for human rights and the merit-based employment.

AVerMedia's Human Rights Policy includes principles such as non-discrimination, maternity protection, prohibition of child labor, prohibition of forced labor, reasonable working hours, and labor-management communication.

Since its establishment, the Company has maintained harmonious labor-management relations and has not incurred any losses due to labor disputes. Additionally, AVerMedia has set long-term goals for promoting human rights in the workplace, including providing meaningful work, a safe and healthy working environment, competitive compensation and benefits, and encouraging work-life balance—continuously upholding the Company's human rights commitments.

The Company's Human Rights Policy is publicly available on its official website and accessible to all stakeholders. Relevant information is also clearly disclosed during employee recruitment. Please refer to the following URL: https://www.avermedia.com/tw/responsibility
AVerMedia also complies with the Supply Chain Security Declaration and the Code of Conduct for Corporate Social and Environmental Responsibility, which are expressly stated in supplier contracts. Suppliers are required to comply with the Company's Corporate Social Responsibility (CSR) policies. In cases of policy violations that result in significant social or environmental impact on local communities, AVerMedia reserves the right to terminate or cancel the contract at any time.

The Company's human rights training practices are outlined as follows:

Human Rights Protection Training Measures	
Internal Communication Structure	Human rights–related training is provided during pre-employment orientation for new employees, covering relevant laws and regulations. Topics include the prohibition of forced labor and child labor, anti-discrimination, anti-harassment, working hour management, and protection of humane treatment.
Workplace Bullying Prevention Awareness	The Company assists employees in understanding workplace bullying and the prevention method, which promotes an open, communicative, and friendly working environment.
Comprehensive Occupational Safety Training	Based on the specific risks employees may encounter in different work environments, the Company offers various safety training sessions, such as fire safety, emergency response, first aid, general occupational health and safety, office safety, and training for newly promoted supervisors. In 2024, human rights–related training totaled 74 hours, with 191 participants completing the training. Moving forward, the Company will continue to promote education and awareness on human rights issues to enhance awareness and reduce related risks.

Remediation and Mitigation Measures for Negative Impacts

Topic	Specific Policies and Risk Management	Mitigation and Remediation Measures	Grievance Channel
Healthy and safe working environment	1. Implement occupational disease prevention to promote employees' physical and mental health. 2. Maintain records of occupational diseases caused by chemical exposure. 3. Health programs that assists employees in enhancing their well-being.	Led by senior management, the Safety and Health Management Department, Legal, Human Resources, and other related units collaboratively control and manage the five major occupational hazard factors: chemical, physical, ergonomic, biological, and psychosocial risks. Nursing staff is allocated to provide special protection, health care and comprehensive health promotion management programs.	Safety and Health Management Department
Eliminate Unlawful Discrimination to Ensure Equal Employment Opportunity	1. Strictly comply with local labor laws, international standards, and the company's human rights policies. 2. Implement relevant internal regulations. 3. Include a clear reminder in recruitment interview notices that interviewers should not inquire about candidates' personal information unrelated to the job.	The company conducts the recruitment and hiring process in accordance with legal requirements from the outset, effectively preventing unlawful discrimination.	Company Website Whistleblowing System for Professional Ethics Violations
Prohibition of child labor	The interview procedures have been revised in accordance with the Company's Human Rights Policy, and additional verification is conducted for hired employees to ensure a review process with no oversight. Applicants are required to provide relevant identification documents (e.g., national ID card, driver's license, National Health Insurance card, academic certificates, etc.) to the	The company conducts the recruitment and hiring process in accordance with legal requirements from the outset, strictly prohibiting the employment of child labor.	

	Company.		
Prohibition of forced labor	1. Strictly comply with local labor laws, international standards, and the Company's Human Rights Policy. 2. No individual shall be forced or coerced to perform work against their will. 3. It is clearly stipulated in the work rules that any overtime must be agreed upon by the employee in advance, and overtime compensation or compensatory leave shall be provided.	1. Working hours are managed through internal system controls. 2. Grievance mechanisms and site communication meetings are used to raise awareness and conduct regular reviews.	Employee Suggestion Box/ Employee General Meeting
Employee Well-being and Work-life Balance	1. The Company offers a variety of activities, such as arts and cultural events, sports programs, family engagement, and parent-child interactions, to promote a diversified and inclusive workplace culture. 2. Through participation in employee clubs and interest groups, employees are encouraged to build interpersonal connections and enrich the concept of work-life balance. 3. Childcare facilities and support measures are provided to help employees address childcare needs. 4. Educational consultation and support services are available for employees' children, enabling employees to work with peace of mind.	1. Collaborate with Welfare Committee members to promote and encourage participation in various activities. 2. Post-event surveys are distributed to collect feedback, serving as a basis for future improvements.	

Regulatory Compliance and Disclosure

To ensure ethical business conduct, AVerMedia Technologies adheres to the materiality criteria for significant violations as defined in the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities." In addition, the Company has established and implemented the Principle of Ethical Management, which is publicly disclosed on its Investor Relations website. This document clearly stipulates that directors, members of the Audit Committee, managers, employees, appointees, or any individuals with de facto control shall not directly or indirectly offer, promise, request, or accept any improper benefits in the course of business activities, in order to uphold the Company's commitment to ethical operations.

Furthermore, AVerMedia has implemented various internal management procedures to prevent unethical conduct. These include the Code of Conduct for Employees, procedures for handling legitimate political donations, policies and implementation measures for charitable activities, procurement management procedures, compliance procedures for the Personal Data Protection Act, and controls over confidential information.

As AVerMedia markets its products globally, the Company has established key policies and measures to ensure compliance with applicable laws and regulations in Taiwan and other jurisdictions. These policies cover areas such as personal data protection, confidentiality, anti-bribery, non-discrimination, environmental protection, intellectual property rights protection, insider trading prevention, fair competition, and labor protection, thereby advancing corporate social responsibility.

To ensure effective implementation of internal compliance policies, AVerMedia conducts internal control and audit measures to verify that all business operations are executed in accordance with relevant regulations. All employees are involved in the implementation of compliance policies and, through cross-departmental collaboration, enhance execution performance. The Company also requires employees to uphold integrity and provide a safe and healthy working environment to strengthen occupational safety. In 2024, AVerMedia did not incur any significant fines or penalties due to legal or regulatory violations.

Anti-Corruption

To cultivate a corporate culture of integrity and foster sound development, AVerMedia Technologies has established a framework for ethical business operations. The Board of Directors has approved the Code of Conduct for Employees and the Principle of Ethical Management, which clearly and comprehensively outline the Operating Procedures and Guidelines for Integrity Management under Article 21 of the Principle of Ethical Management. These provisions detail specific practices to promote integrity and preventive measures against unethical behavior.

The Company's core values, principles, standards, and codes of conduct are managed by the General Administration Office under the Chairman. This unit is responsible for planning, implementation, evaluation, and continuous improvement of related matters in accordance with the Company's principles, codes, procedures, and behavioral guidelines. This includes procedures for handling political donations, charitable donations and sponsorships, mechanisms for reporting unethical or anti-competitive conduct, and the prevention of illegal behavior, to ensure organizational integrity and effective implementation of corporate governance mechanisms.

The results of these efforts are regularly communicated through various channels to both internal and external stakeholders. In 2024, there were no material irregularities identified with respect to the Code of Conduct for Employees, Principle of Ethical Management, Corporate Social Responsibility Best Practice Principles, Corporate Governance Best Practice Principles, or the relevant procedures and guidelines.

The Company has established an Audit Department, which conducts regular audits to ensure compliance with the aforementioned systems. External auditors also obtain an appropriate understanding of relevant internal controls and provide timely suggestions for improvement, thereby ensuring the effective implementation of ethical business practices.

Practical implementation measures include the requirement for all new employees to sign an employment contract upon onboarding, which—under Clause 9, Article 11—contains anti-corruption provisions.

Employees are also informed of the location of the Company's Work Rules, which include anti-corruption clauses and reporting channels. As a result, 100% of employees are subject to these policies and training.

Each year, employees are required to complete a mandatory online course on insider trading awareness. In 2024, an additional online training on the Company's internal whistleblowing hotline was provided to reinforce employee awareness. A total of 8 hours of anti-corruption training was delivered to corporate governance personnel, including 2 Board members who participated in relevant courses, as documented in the Board Training Records.

The Human Resources Department is responsible for the operation of the Company's ethical business practices, including the planning and promotion of related policies and preventive measures. The Audit Department oversees the implementation of these practices and reports annually to the Board of Directors on the status of the Company's integrity policies and anti-corruption implementation. To date, no conflicts of interest have been reported among AVerMedia employees.

Fair Trade Practices

In 2024, AVerMedia Technologies was not involved in any legal proceedings related to anti-competitive behavior, anti-trust, or monopolistic practices, nor did the Company incur any fines or non-monetary sanctions for violations of social regulations (including violations related to accounting fraud, corruption, or anti-competitive practices).

The Company also conducts an annual re-signing of the "External Business Communication and Commitment Guidelines", which include specific clauses prohibiting violations of the Company's internal Anti-Trust Law Guidelines. This process not only serves as a reminder of the seriousness of engaging in anti-trust violations, but also functions as a form of compliance education, helping employees understand the key principles and risks associated with anti-trust regulations.

In addition, the Company conducts anti-trust compliance training sessions at least once a year, such as

during the year-end corporate meeting. These sessions are incorporated into the back-office operations report to ensure that employees are well-informed and prepared to sign the annual commitment next year.

Risk Management

To achieve sustainable development goals and effectively reduce operational risks, AVerMedia identifies and manages various types of risk across all business dimensions. The Company incorporates risk control into daily operations and regards it as a key reference for corporate governance and strategic decision-making.

AVerMedia does not engage in high-leverage financial operations or high-risk ventures. Instead, operational risks are managed by the responsible business units according to the nature of each activity. The Audit Department is tasked with assessing the level of risk associated with each process and uses this assessment to formulate the annual audit plan.

Responsibilities of Units for Risk Management	
Unit	Responsibilities
Office of the President	Responsible for evaluating the business performance of all product business units and assessing long-term investment efficiency to mitigate strategic risks.
Finance Department	Responsible for financial planning and utilization and for establishing risk avoidance mechanisms to reduce financial risks.
Business and Marketing Unit	Responsible for marketing strategy and product promotion and for identifying market trends to reduce operational risks related to business activities.
Quality System Unit	Responsible for the quality of outsourced products and effective management of supplier product quality to reduce brand reputation risks.
R&D Unit	Responsible for managing R&D resources and improving R&D outcomes and technological capabilities to reduce product development risks.
IT Unit	Responsible for network planning, infrastructure setup and maintenance, and network performance monitoring to reduce operational risks associated with IT systems.
	Responsible for information security management, customer data privacy protection, and cybersecurity measures to reduce information security risks.
Audit Department	Responsible for reviewing and updating internal control systems, strengthening internal control functions to ensure sustained effectiveness, and ensuring the reliability of financial reporting and related business operations.
Legal Department	Responsible for legal risk management, including regulatory compliance, litigation and dispute resolution, and protection of intellectual property rights to mitigate legal risks.

The first line of risk control at AVerMedia Technologies is undertaken by the respective departments responsible for their operational functions. The second-tier strategic risk management and coordination unit is the Office of the President. The Board of Directors serves as the highest decision-making and oversight body. In addition, the Board is supported by three functional committees: the Audit Committee, the Remuneration Committee, and the Corporate Sustainability Committee, which assist in fulfilling its duties.

In accordance with the Corporate Governance Best Practice Principles, the Company has procured Directors and Officers Liability Insurance to mitigate risks borne by directors, key managerial personnel, employees, and the Company. This insurance is renewed annually, and the renewal status is reported to the most recent Board meeting following the renewal.

Furthermore, the Company has also procured group insurance for employees, property insurance for company assets, product liability insurance, and accounts receivable insurance to collectively reduce the Company's exposure to potential risks.

Risk Management Issues and Mitigation Measures		
Nature	Risk Topic	Mitigation Measures
Financial Risk	Interest Rate Fluctuations	As of December 31, 2024, the Company maintained margin financing balance of NT$260 million, primarily used to pay suppliers. However, interest expenses did not have a material impact.
	Exchange Rate Fluctuations	The Company mainly conducts transactions in U.S. dollars. Exchange rate risk is inevitable. The Company responded by closely monitoring exchange rate fluctuations and adjusting its foreign currency positions accordingly.
	Inflation and Price Volatility	When launching new products, the Company evaluates potential cost fluctuations and inflation risks. It also coordinates with suppliers to ensure stable product quality and pricing.
Operational Risk	Technological and Industrial Changes	To meet customer demands, the Company actively tracks technological trends and market developments. For products with ODM orders, it maintains good relationships with partners to lower manufacturing costs, effectively spreading operational risk. The Company also offers customers diversified product lines to reduce the risk of overreliance on a single product or market.
	Sales	The Company markets its products globally under the AVerMedia brand. To avoid over-concentration of revenue in a single region and to enhance localized marketing efforts, the Company has actively established subsidiaries in key overseas markets. This strategy is aimed at reducing operational and sales risks.
	Procurement	To ensure the stability of supply, product quality, pricing, and delivery schedules, the Company maintains more than two qualified suppliers for each key component in order to mitigate procurement risks.

	Geopolitical Risks and Trade Barriers	The Company is headquartered in Taiwan and complies with all applicable domestic policies and regulations. In addition to marketing the AVerMedia brand globally, the Company has established subsidiaries in key overseas markets to remain close to target markets and to promptly respond to changes in local government policies and regulations. A dedicated Legal Department is established at the headquarters, comprising legal and intellectual property professionals who closely monitor changes in governmental policies and legal requirements, both domestic and international. This enables the Company to respond in a timely manner, safeguard its rights and interests, and uphold the long-standing reputation it has built.
Climate Change Risk	Climate Change	AVerMedia actively addresses climate change risks by complying with environmental regulations and incorporating eco-friendly principles into product design. Though the Company no longer operates its own factories, it requires outsourced manufacturers to be certified with ISO 14001, ISO 45001, and IECQ QC080000. Carbon footprint calculations and GHG self-assessments (ISO 14064-1) are conducted for specific products to fulfill corporate environmental responsibilities. The Corporate Sustainability Committee, established in 2021, reports annually to the Board on climate-related risk assessments and mitigation strategies. In January 2024, the newly appointed committee approved the 2025 ESG Work Plan and received progress updates from the ESG Executive Office.
The Company has established various internal control policies and procedures in accordance with applicable laws and regulations, and conducts comprehensive risk management and assessment. For further information, please refer to the Market Observation Post System (http://mops.twse.com.tw/).		

Financial Impacts of Climate Change

The impacts of climate change have intensified year by year, and AVerMedia recognizes that failing to proactively respond to climate-related issues and implement energy management may lead to increased operational costs and adverse environmental consequences. The Company regards environmental responsibility as a core mission, integrating it into core business operations and incorporating eco-friendly design considerations at the product development stage.

With reference to the Task Force on Climate-related Financial Disclosures (TCFD) framework, AVerMedia has proactively identified and assessed the risks and uncertainties related to climate change—encompassing both risks and opportunities—that may have positive or negative impacts on the Company. Starting with the disclosure of information relevant to its business activities, the Company leverages existing programs and policies to formulate adaptation and mitigation measures.

Through this approach, AVerMedia aims to shape a climate strategy that captures opportunities, and, in the future, develop modular solutions based on various climate scenario analyses to enhance organizational resilience and unlock new business opportunities. Guided by the principles of risk management and value creation, the Company is committed to progressing steadily toward sustainable operations and natural resource stewardship.

Pillar	TCFD Recommended Disclosure	Company's Response
Governance	Board oversight of climate-related risks and opportunities	The Company closely monitors the global environmental crises resulting from climate change and the potential financial impacts and other associated risks. Climate-related issues are managed and assessed by the TCFD Team, which is responsible for formulating corresponding response measures. The outcomes of discussions and risk/opportunity identification are reported to the President to provide an overview of current climate-related risk and opportunity management (governance) practices. In addition, climate-related matters are reported to the Board of Directors.
	Management's role in assessing and managing climate-related risks and opportunities	· A cross-functional Climate Risk Task Force has been established to identify climate-related risks and assess climate impacts within each department's area of responsibility. · The Chairman is the highest-level executive in charge of climate-related issues, leading senior management in the implementation of climate-related management efforts and reporting directly to the Board of Directors. · A Corporate Sustainability Committee has been formed and reports to the Board annually. The report includes climate change assessments, risk identification, and corresponding mitigation measures, thereby strengthening the Company's climate governance, reducing risks, and seizing potential business opportunities.
Strategy	Identified short, medium, and long-term climate-related risks and opportunities	Short-term Climate-related Risks and Opportunities · Transition Risks: Voluntary frameworks such as Science Based Targets (SBT) commitments, and uncertainty in market signals. · Physical Risks: Increased severity of extreme weather events such as typhoons and floods. · Market Opportunities: Integration of embedded lightweight AI energy-saving solutions (e.g., Qualcomm) into product development to offer customers more diversified and energy-efficient services and options. Medium-term Climate-related Risks and Opportunities · Transition Risks: Enhanced emission reporting obligations, increased costs associated with transitioning to a low-carbon economy, changes in customer behavior, growing stakeholder concerns and negative feedback, and more stringent requirements and regulations related to products and services. · Market Opportunities: Advancements toward more energy-efficient buildings, access to public-sector incentive programs, and

		formation of new market partnerships.
		Long-term Climate-related Risks and Opportunities · Transition Risks: Increased costs associated with greenhouse gas (GHG) emissions pricing mechanisms such as cap-and-trade systems, carbon taxes, and energy taxes. · Physical Risks: Rise in average global temperatures. · Market Opportunities: Adoption of more efficient production and distribution processes.
	Impacts of climate-related risks and opportunities on business, strategy, and financial planning	The Company's significant climate-related risks primarily stem from key stakeholders, including customers and investors, who demand reductions in greenhouse gas emissions and compliance with product energy efficiency standards. Conversely, opportunities arising from climate change mainly manifest in the product and service domains. The Company's diverse product lines, aligned with sustainability trends, are expected to benefit from supportive policy incentives and address market demand through energy-saving and waste-reduction products and services, thereby facilitating the development of new markets.
		· Key Transition Risks: To address risks arising from regulatory compliance and evolving green standards, the Company not only actively aligns with relevant international frameworks but also consistently sets self-imposed standards higher than international requirements to mitigate renewable energy cost risks. In terms of green design, the Company is proactively investing in R&D to develop high energy conversion efficiency and low-carbon product portfolios, helping customers reduce costs and improve efficiency. · Potential Financial Impacts: The estimated cost per product related to carbon footprint labeling—including consultancy, verification, application, auditing, and certification fees—is approximately NT$1.5 million.
		· Key Physical Risks: Extreme rainfall and droughts may cause floods or water shortages, potentially damaging production sites, preventing employees from commuting, and disrupting the supply chain. Droughts may also affect the Company's domestic water supply. An emergency response plan will be developed to mitigate operational losses caused by such disasters. · Potential Financial Impacts: An estimated investment of approximately NT$500,000 will be made to install water-saving equipment.
		· Key Climate Opportunities: The Company has established a solid foundation through long-term commitment to sustainability and maintains strong, trusting relationships with its customers. By leveraging AI technology to smarten its products, the

		Company is dedicated to integrating environmental sustainability and energy-saving concepts into its research and development based on market demand. Consequently, as the sustainability trend gains momentum, the Company is well-positioned to be a preferred provider of a broad range of green products and solutions, thereby increasing revenue opportunities.
	Resilience of the strategy, taking into account different climate-related scenarios	With reference to the 2°C scenario published by the International Energy Agency (IEA), the Company conducts scenario analysis to simulate the future impacts of climate change. Based on this, science-based greenhouse gas (GHG) reduction targets (SBT) are established along with projected emission reductions, serving as a basis for adjusting operational strategies.
Risks Management	Processes for identifying and assessing climate-related risks	The Company conducts risk management on uncertain factors that may threaten its business operations by establishing an effective risk management mechanism. This includes assessing and monitoring the company's risk-bearing capacity and current risk exposure, determining risk response strategies and management procedures. Within the acceptable risk tolerance, the Company proactively prevents potential losses, continuously adjusts and improves risk management practices to protect the interests of employees, shareholders, partners, and customers, enhance corporate value, and achieve optimal allocation of corporate resources.
	Processes for managing climate-related risks	The Audit Department, based on relevant laws and regulations, the Company's internal control system, and the annual audit plan submitted according to risk assessments, regularly audits the risk control measures implemented by various departments. Audit reports are prepared based on the findings, and improvements are tracked accordingly. The execution status of the Company's risk management is reported to the Audit Committee and the Board of Directors.
	How climate-related risk identification, assessment, and management processes are integrated into the organization's overall risk management framework	Climate change is incorporated as a significant sustainability issue and a key material risk item within the Company. Risk management plans are implemented internally, encompassing operational, product, and supply chain management response measures. Based on the risk management system, the Company applies the PDCA (Plan-Do-Check-Act) cycle to continuously improve climate-related environmental risk management and integrate it with the overall corporate risk management system.

Metrics and Targets	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	In terms of climate change mitigation, the Company uses greenhouse gas (GHG) emissions per unit of revenue as a key quantitative performance indicator. Concurrently, it has set targets for the proportion of renewable energy usage, electricity consumption per unit of revenue, and water usage per unit of revenue.
	Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions and the related risks	· In July 2024, the Company successfully passed the ISO 14064-1:2018 Greenhouse Gas Verification conducted by SGS Taiwan Ltd. The verification scope covered Scope 1, Scope 2, and Scope 3 emissions, and the Company obtained the ISO 14064-1:2018 verification statement. The total greenhouse gas emissions for 2024 amounted to 5,219.87 metric tons of CO2e. Compared to 2023, Scope 1 and Scope 2 emissions decreased by 82.98 metric tons CO2e, representing a 16.5% reduction. · The greenhouse gas emissions of each scopes in 2024 (in metric tons of CO2e) are: Scope 1: 21.58, Scope 2: 399.11 & Scope 3: 4,799.18
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Greenhouse Gas Emissions Management Targets: The Company uses 2021 as the baseline year for greenhouse gas emissions. Reduction targets for Scope 1 and Scope 2 emissions are as follows: · Short-term target (1–5 years): Reduce greenhouse gas emissions by 3% annually. · Medium-term target (5–10 years): Achieve a 28% reduction in greenhouse gas emissions by 2030. · Long-term target (beyond 10 years): Achieve net-zero emissions at all operational sites. Energy Management Targets: The Company aims to improve energy efficiency, transition to renewable energy, and set specific energy consumption reduction targets, including a 5% annual decrease in electricity usage. Energy-saving measures include: · Setting targets for high-energy-consuming air conditioning equipment and replacing systems with high-efficiency models to reduce energy consumption.

		• Utilizing an energy management system to monitor energy usage and ensure target achievement. • Raising employee awareness of energy conservation and encouraging electricity saving practices.

Information and Cybersecurity Management

To fulfill the responsibilities of corporate management, enhance operational performance, and protect the interests of investors, AVerMedia Technology is committed to robust information security governance. The Company effectively manages information security and enterprise risks to safeguard critical corporate assets, including R&D data, strategic documents, contractual materials, intellectual property, and information systems. By implementing comprehensive information security strategies and internal controls, AVerMedia continuously improves its information security governance and defense capabilities, thereby reinforcing the foundation for sustainable operations.

➢ **Information Security Strategy**

The Company's information security strategy centers on three pillars: strengthening cybersecurity foundations, institutionalizing governance frameworks, and advancing information technology applications. Through internal cybersecurity management regulations and proactive threat reporting using IT systems, AVerMedia enhances cybersecurity awareness and capabilities across all levels — from personnel to the organizational level — ensuring a comprehensive approach to information security.

1. Strengthening Cybersecurity Foundations

AVerMedia regularly reviews and upgrades its network infrastructure, continuously patches internal systems to address potential vulnerabilities, and conducts disaster recovery drills to ensure business continuity. Practical training programs on information security awareness and best practices are provided to employees to reinforce cybersecurity knowledge across the organization. These comprehensive efforts enhance the Company's foundational cybersecurity defenses.

2. Implementing Institutional Controls

The Company has established an Information Security Management System (ISMS) and regularly reviews and audits the effectiveness of internal information security controls. These practices are aligned with international cybersecurity standards to ensure the consistent and effective implementation of information security governance mechanisms.

3. Application of Information Technology

The Company continuously integrates information security technologies and deploys security infrastructure, such as real-time alert systems, endpoint protection platforms (EPP), vulnerability scanning tools, and intrusion detection and prevention systems (IDPS). These proactive measures enable the early identification of potential cybersecurity risks, thereby enhancing the Company's defense capabilities and incident response readiness.

➢ **Information Security Governance Framework**

AVerMedia Technology adopts an information security governance framework as a systematic approach to guide and control the organization's information security activities. The framework aims to ensure that information security objectives and strategies are aligned with the Company's overall business goals and strategies. Through a top-down approach and continuous feedback mechanisms, the framework supports the integration of information security into business operations and helps reduce cybersecurity risks.

1. Managerial Level

Senior management should focus on identifying threats faced by the organization and determine appropriate responses and prioritization strategies for the associated risks.

2. Business Level

Key business operations and systems should be identified to ensure that potential risks associated with critical business functions are effectively managed and controlled.

3. Operational Level

In accordance with management's direction and business criticality, it is essential to ensure that critical information assets are comprehensively protected.

➢ **Information Security Governance Structure**

The Company's information security policy aims to ensure that all personnel within the Group can operate in a secure information network environment. The policy is designed to prevent disruptions to the Group's

information security and IT operations caused by external hacking, malicious internal activities, virus attacks, spam proliferation, access to harmful websites, misuse of instant messaging, and the use of illegal software or data by employees. To that end, the information technology department is authorized to implement necessary information security management measures to safeguard the Group's productivity, reputation, and assets.

The Company's Information Security Management Task Force adopts the Plan-Do-Check-Act (PDCA) framework to plan, establish, implement, and monitor the confidentiality, integrity, and availability of its information assets. Through routine operation, execution, and oversight, the Company ensures continuous improvement of its information security management system (ISMS) and facilitates organizational feedback and reassessment. This mechanism enables upward communication through the governance structure to respond effectively to strategic objectives.

In 2023, the Company implemented the ISO/IEC 27001 Information Security Management System (ISMS). Under the Board of Directors, the Corporate Sustainability Committee (CSC) established the Information Security Office, headed by the Chief Information Security Officer (CISO), who is responsible for regularly reviewing the information security policy and reporting to the Board.

The Information Security Office oversees the Information Security Team, IT Team, and Internal Audit Team. The Information Security Team convenes monthly meetings and reports quarterly to the Chairman on the execution status of information security tasks during ESG Committee meetings. In accordance with ISO/IEC 27001, the Internal Audit Team conducts annual internal audits and convenes management review meetings.

➢ **Information Security Management Mechanism**

The information security management mechanism encompasses the following four aspects:

P. Internal Control Regulations:

The Company has established various internal regulations and policies governing information security to standardize employee behavior related to information usage and protection. These policies are reviewed on a regular basis to ensure alignment with evolving operational environments, and are updated as necessary to address emerging needs.

D. Information Security Implementation and Promotion

The Company ensures the effective implementation of ISO procedures and internal information security regulations by managing and monitoring the security status and incidents of all operational systems and network services. In addition, the Company evaluates and adopts appropriate information technologies and cybersecurity tools to strengthen its information security infrastructure.

C. Vulnerability and Risk Assessment

The Company conducts regular internal information security assessments. Based on asset value, vulnerabilities, threats, and potential impacts, the Company analyzes internal risk levels and formulates corresponding security enhancement measures. These actions aim to continuously improve and strengthen the overall information security environment.

A. Information Security Enhancements and Applications

To defend against various external cybersecurity threats, the Company has adopted a multi-layered network architecture and implemented a range of security protection systems to enhance the overall security of its information environment. In addition, to ensure that internal personnel operate in compliance with Company policies and procedures, the Company has designed operational protocols and introduced cybersecurity tools to enforce employee-related information security management measures.

The Company has made ongoing investments in cybersecurity equipment, IT personnel, and related infrastructure to strengthen its information security defenses. Key tools and systems implemented include:

1. Mail SPAM – Advanced email threat protection

2. Next-Generation Firewall (NGFW) – High-performance decryption and threat prevention

3. FortiSIEM – Internal network behavior monitoring and threat detection

4. Social Engineering Exercises – Security awareness and training programs

5. Deep Security – Server protection and workload security

6. Apex One – Advanced endpoint protection

7. Windows Update – System vulnerability patching

8. SMARTIT – IT asset management system

9. Trust View – Trade secret and confidential data protection

10. SIP – Internal network device access control

11. VPN with Two-Factor Authentication (2FA)

12. WhatsUp – Server and device service monitoring

➤ **Information Security Service Handling Process**

In accordance with the Company's Information Management Guidelines and Case Handling Procedures, the entire process—from the initiation of an IT service request to case closure—is subject to review, analysis, management, and documentation at each stage. Throughout this process, information systems are utilized to support case tracking and control, enabling the effective management of IT incidents, early risk identification, and reduction of potential information security threats.

Product Innovation and Partnerships

Management strategy: Innovation and R&D

Management Strategy	
Material topic	Innovation and R&D
Reasons for Materiality	AVerMedia Technologies focuses on meeting the live streaming needs of streamers and influencers while enhancing the efficiency of remote video collaboration. By leveraging AI technology to drive product intelligence and integrating concepts of environmental sustainability and energy efficiency, we are committed to delivering high-quality, eco-friendly audiovisual products. The Company continuously develops high-speed interfaces and high-resolution audiovisual platforms to provide vertically integrated solutions for game streaming, content creation, remote work, and video-based education. Intellectual property rights are a core competitive advantage for AVerMedia. We actively protect our R&D achievements and place great emphasis on managing both patents and trade secrets to prevent technology imitation or improper interference. This approach also mitigates risks related to third-party intellectual property disputes, ensuring sustained competitive advantage and stable profitability for the Company.

Impacts and Consequences	• Economic Aspect
	    The Company drives industry growth through content creation, live streaming, and video conferencing equipment, contributing to GDP and income growth while improving business efficiency. Automation and machine learning reduce costs and enhance efficiency. Continuous innovation strengthens market position, attracting more customers and investors for long-term development.
	
	• Environmental Aspect
	    Digital video equipment reduces material and energy consumption, lowers carbon emissions, and decreases business travel needs, supporting environmental protection. AI applications in environmental monitoring and energy management facilitate corporate green transformation. The Company's energy-saving products enhance corporate image and help users save energy.
	
	• Social Aspect (People/Human Rights)
	    The live streaming and content industries create significant employment, promoting industrial growth and improving living standards. AI technology

Policies	helps prevent human rights violations and supports social justice. The Company is committed to safeguarding freedom of expression and social harmony. However, inadequate intellectual property protection may undermine competitiveness, and cybersecurity issues could harm consumer rights and cause social unrest.
Policies	· We will continue to focus on our core business strengths, actively monitor market trends, and strategically manage product portfolio planning to provide our customers and partners with higher performance, greater integration, and lower power consumption products and comprehensive solutions. · The Company has established an Intellectual Property Management Process. · We have also implemented a Patent Incentive Program and a Trade Secrets and Confidential Information Management Policy.
Strategy	· Established ISO internal communication procedures to ensure timely and accurate information flow, facilitating smooth communication between internal and external stakeholders, enhancing organizational consensus and performance, and ensuring effective operation of control systems. · Established Product Planning Committee and Technical Committee, with weekly senior management meetings to review new products and high-risk markets, regularly assessing R&D milestones to control revenue and investment, preventing significant losses. · Conduct biweekly project progress reports to ensure smooth allocation of R&D resources and schedules, coordinating resolution of resource conflicts and project delays. · Intellectual property management is overseen by the Legal Department, which assists R&D in patent applications and trade secret protection, manages copyrights and trademarks, and forms response teams with internal and external counsel to handle disputes.
Goals and Targets	➢ Short-term Goals (1–3 years): · Maintain the Trust View system, encrypt critical files, and promote a no-data-at-rest policy. ➢ Mid-term Goals (3–5 years): · Achieve steady growth in patent and trade secret applications. ➢ Long-term Goals (5+ years): · Identify technologies with patent portfolio value to sustain royalty-based revenue models. · Develop energy-efficient audiovisual platforms, expand key technology patents and trade secret protections, and strive to become a technology leader. · Launch environmentally friendly products with over 5% energy efficiency improvement every four years.

	· Increase the use of post-consumer recycled (PCR) plastics in new products annually to advance circular economy efforts.
	· Implement low-carbon manufacturing processes and automated production to reduce energy consumption.
Management Review Mechanism	· Following ISO 9001, 14001, and 45001 management systems, the Company conducts annual PDCA effectiveness evaluations through internal audits.
	· AVerMedia delivers integrated solutions with a systems approach, continuously strengthening core technologies and actively applying for domestic and international patents, investing over 10% of annual revenue in R&D.
	· R&D prioritizes energy-efficient SMT/PIP components and uses selective soldering ovens to reduce carbon emissions.
	· The Company promotes the goal of "simultaneous improvement in quality and intangible intellectual property accumulation."
	· The Legal Department employs patent engineers dedicated to intellectual property management.
	· Annual targets for patent and trade secret applications and points are set, with R&D proposals reviewed and rewarded through a patent review committee.
	· A Patent and Intellectual Property Review Committee encourages invention disclosures; approved proposals proceed to patent application or trade secret protection, with graded management based on scoring criteria.
Performance and Adjustment	· Reviewed and adjust the new product roadmap biannually, managing projects through the C process and PDCA.
	· Product Planning and Technical Committees held weekly senior management meetings to discuss proprietary technologies and product development.
	· 2024 mass-produced products (GC515, GC535, GC531, GC313, GC313 PRO, D115, D115W, and D133) complied with project management standards.
	· Launched the world's first USB Type-C Alt-mode live capture card GC515, featuring PD 3.0 charging to enhance gaming and streaming experiences.
	· Released the world's first live capture-enabled PD 3.0 charger GC313 PRO, compact and portable, addressing mobile gaming livestream battery concerns.
	· Provided annual reports on intellectual property management plans and execution to the Board.
	· In 2024, strengthened R&D intellectual property knowledge via training and proposal reviews, conducting patent intelligence and risk assessments early in product development.
	· Focused on technology accumulation and patent quality improvement through competitor analysis and thematic patent strategies.
	· Successfully assisted affiliated companies in dismissing a non-practicing entity (NPE) patent harassment case in 2024.
	· Continued maintenance of the Trust View trade secret protection system.

Management strategy: Privacy and Information Security

	Management Strategy
Material topic	Information Security & GRI418 Customer Privacy
Reasons for Materiality	As companies handle vast amounts of sensitive data, inadequate protection may lead to data breaches, cyberattacks, and regulatory risks—damaging corporate reputation and investor confidence. Information security governance is not only a compliance requirement but also a key to sustainable development. By enforcing policies, conducting regular reviews, and providing employee training, a robust cybersecurity framework is established, demonstrating accountability to stakeholders and supporting ESG and long-term sustainability goals.
Impacts and Consequences	Effective information security management enhances investor confidence, reduces financial losses and legal liabilities from data breaches, and ensures stable business operations. Conversely, frequent cybersecurity incidents can result in significant compensation, reputational damage, and loss of market competitiveness. Robust cybersecurity practices also help companies meet customer requirements and increase partnership opportunities.
Policies	The Company is committed to establishing a secure information network environment, preventing cybersecurity threats such as hacking, malicious attacks, and malware, to ensure the stable operation of IT systems and uninterrupted business operations.
Strategy	· Established an ISO 27001 information security management system and invested in cybersecurity equipment and software to meet existing and potential clients' requirements, enhancing competitiveness in order acquisition. · Developed short-, mid-, and long-term cybersecurity strategies in accordance with the FSC's "Cybersecurity Management Guidelines for TWSE/TPEx Listed Companies" to mitigate risks. · Implemented backup mechanisms and cybersecurity monitoring resources to strengthen incident response and ensure uninterrupted operations.
Goals and Targets	➢ Short-Term Goals (2025) · Maintain an error rate below 2% in employee social engineering drills. · Complete the transition to ISO 27001:2022. ➢ Mid-Term Goals (2026–2027) · Replace outdated server equipment. · Enhance cybersecurity measures for personal devices (mobile phones, tablets).

	➢ Long-Term Goals (2028–2030) · Achieve cybersecurity governance maturity at Level 3 to Level 4.
Management Review Mechanism	· The Company follows the ISO 27001 standard to conduct annual PDCA-based cybersecurity performance evaluations, verified by an external body (SGS). · In 2023, the ISO 27001 Information Security Management System was implemented. An Information Security Office was established under the Board's Corporate Sustainability Committee, with the Information Security Officer responsible for policy reviews and board reporting.The office oversees three sub-teams—Cybersecurity, IT, and Internal Audit—with a total of nine members as of 2024. The Cybersecurity Team holds monthly meetings, provides quarterly reports to the Chairman, and conducts internal audits and management reviews annually in line with ISO requirements.
Performance and Adjustment	· Established an ISO 27001-compliant Information Security Management System (ISMS) with regular performance evaluations. · Maintained an employee social engineering test failure rate below 2%. · Regularly updated information security policies in response to evolving technologies and emerging threats.

Management strategy: Intellectual Property Rights

Management Strategy	
Material topic	Intellectual Property Rights
Reasons for Materiality	In the post-pandemic era, the rise of the stay-at-home economy and remote collaboration has become the new norm. AVerMedia will continue to strengthen its core capabilities in video, audio, and AI technologies, enhancing applications in game capture, live streaming, smart education, and enterprise solutions. The Company is also expanding the scope of AI edge computing projects to drive broader adoption. Through ongoing R&D, AVerMedia aims to increase product and service value, thereby fueling sustainable growth. In response to global competition and emerging threats, the Company remains focused on core technological innovation, leveraging intellectual property to build barriers to entry and maintain technological leadership.
Impacts and Consequences	➢ Actual Positive Impact: · The Company applies for patents to protect the outcomes of innovative R&D efforts. By utilizing patent systems in various countries, the risk of redundant R&D by others is reduced, thereby contributing to national industrial development. ➢ Actual Negative Impact: · Inadequate protection of intellectual property rights may lead to imitation or infringement by competitors, undermining the Company's competitiveness and commercial interests.
Policies	· Continuously promote the balanced accumulation of intellectual property quality and quantity. · Established the "Intellectual Property Management Procedures." · Established the "Patent Incentive Policy" and the "Trade Secrets and Confidential Information Management Regulations."
Strategy	➢ Opportunity Proactive Management · Establish proposal review and evaluation mechanisms to control patent quality, conduct regular internal audits, and continuously improve the intellectual property management system. · Accumulate and enhance R&D technology and intellectual property capabilities through competitor analysis, focused patent ideation and defense, and trade secret exploration. ➢ Risk Prevention Management · Strengthen R&D intellectual property knowledge through training and proposal review mechanisms, and perform patent intelligence and risk

	assessments early in product development to mitigate risks. ➢ Remedial Measures for Negative Impacts · In the event of disputes, a response team composed of the Legal Office, intellectual property staff, R&D personnel, and external lawyers will jointly handle the matter.
Goals and Targets	➢ Short-term goal · Continuously increase the number of patent applications and trade secrets passing review annually. ➢ Mid-term goals · Utilize patent intelligence analysis to focus on key technologies and resource allocation, dynamically adjust intellectual property strategies, expand patent families, and deepen the culture of green intellectual property. ➢ Long-term goals · Continuously discover valuable patented technologies to sustain royalty income, develop more energy-efficient audio-visual platforms, and expand key technology patents and trade secrets to become a technology leader.
Management Review Mechanism	· The Legal Office employs patent engineers dedicated to intellectual property management. · Annual targets are set for patent applications and trade secrets, with proposals reviewed and rewarded through the Patent Review Committee. · The Patent and Intellectual Property Review Committee encourages IP ideation; approved proposals can proceed to patent application or be protected as trade secrets, with scoring standards guiding protection levels. · Regular internal audits are conducted to continuously improve the IP management system. · The trade secret protection system, guided by a leading semiconductor company since 2022, is continuously enhanced with systematic and intelligent management.
Performance and Adjustment	· As of 2024, the company had accumulated 394 granted patents worldwide. · Intellectual property strategies and goals were formulated according to the annual business plan, with yearly reports on IP management plans and execution presented to the Board.

	• In 2024, multiple products received innovation awards, including the COMPUTEX 2024 Best Choice Award for Streaming Center software and the Taiwan Excellence Award for GC575 capture card and PA511D conference camera.
	• The company participated in the Trade Secret Intelligent Management Alumni Association in 2024 to exchange IP management experiences.
	• The short-term goals for 2024 were successfully achieved.

Brand, Products, and Services

Product and Service Introduction

AVerMedia Technology continuously leads in audio-video live streaming, personal imaging peripherals, and AI-driven AV solutions, focusing on high-quality AV technology. The company develops capture cards, streaming devices, web cameras, and microphones, providing integrated hardware and software solutions. In the education and commercial sectors, AVerMedia offers professional video and audio equipment to support personal video communication and remote learning. In the industrial field, AI and deep learning technologies are applied to provide automated inspection tools. By consolidating its market leadership through technological innovation, AVerMedia enhances its brand recognition globally with high-quality products and excellent customer service.

As a Taiwanese company, AVerMedia not only possesses professional expertise but also excels in product design, manufacturing, and brand marketing. The company operates multiple facilities and service centers worldwide, marketing its products globally under the AVerMedia brand. Its distribution channels cover dealers, value-added customers, national retailers, and ODM clients, maintaining long-term partnerships with major global distributors. Leveraging high-quality Taiwan-made products, AVerMedia has earned the trust of consumers and customers around the world.

The company continues to invest in developing technologies and products related to game recording, live streaming, and audio-video content creation. We consistently innovate in capture technologies and specifications, launching market-leading products that meet content creators' needs. At the same time, we actively expand applications across various content creation fields such as finance, food, beauty, illustration, travel, parenting, and pets. Our products are widely adopted and recognized, establishing us as a leading brand in audio-video content creation peripherals.

In 2024, we launched the world's first multifunctional imaging recording and charging dock supporting Type-C — the X'TRA GO GC515. The GC515 enables quick one-touch recording of games and multimedia content, allowing creators to instantly capture highlights while continuously charging their devices with a

stable docking base. Supporting USB Type-C DP Alt mode, it delivers a high-definition, smooth streaming experience and connects seamlessly to handheld consoles, smartphones, tablets, and laptops to ensure stable power and connectivity.

Equipped with an easy-to-switch card reader function, the GC515 allows users to effortlessly access stored files, enhancing workflow efficiency. As an expansion dock, it provides seamless connections to mice, keyboards, game controllers, microphones, and other peripherals, meeting diverse needs of content creators and professionals alike. Whether at home, in the studio, or on the go, the GC515 offers an integrated all-in-one solution.

Product Regulatory Compliance

AVerMedia complies with domestic and international laws and regulations in all business activities, disclosing product and service sales compliance indicators as required by the GRI Standards. The compliance performance during the reporting period is as follows:

- No penalties were imposed due to violations of relevant laws and regulations regarding products and services.

- No complaints related to customer privacy breaches or data loss occurred.

- No incidents of violations related to marketing practices (including advertising, promotions, and sponsorships) or voluntary codes were reported.

- No sales of disputed products occurred.

- No violations of regulations or voluntary standards related to product and service information labeling occurred.

- No incidents of violations concerning health and safety impacts throughout the product and service life cycle were reported.

- No products were banned from sale or legally withdrawn.

- Products, services, and marketing advertisements fully complied with relevant regulations.

Product Lifecycle and Quality Management

AVerMedia actively complies with national product safety and environmental policies by establishing rigorous product safety control mechanisms. The company proactively obtains various safety certifications and hazardous substance restriction directives to ensure products comply with safety, environmental, and related regulatory requirements from development through mass production. All products meet relevant information and labeling requirements without any violations of product-related laws or complaints regarding health and safety regulations.

Product Information Security

AVerMedia holds ISO 14001 and IECQ QC 080000 environmental management system certifications. All components and raw materials comply with international and regional environmental regulations including

RoHS and REACH, as well as local environmental requirements such as China RoHS and California Proposition 65, and specific environmental demands like conflict minerals. Currently, all products, including capture cards, network cameras, headphones, and microphones, fully comply with EU RoHS requirements. Marketing and labeling also follow relevant regulations and international standards, including safety certifications such as FCC, CE, RCM, and MSIP. Self-declaration documents are provided upon customer request, covering compliance with regulations including FCC, UL, BETS-7, C-TICK, BSMI, VCCI, EU REACH, RoHS, WEEE, EuP, and halogen-free requirements. Quality assurance and environmental impact reduction are continuously emphasized throughout the product lifecycle. For detailed certification information, please refer to our official website: https://www.avermedia.com/tw/responsibility.

Statistics of Regulatory Certifications Obtained for Products		
Product Name	Safety Regulation Certifications	Proportion of certified products provided to customers
Conference Phone Speakerphone	MSIP / FCC / CE / BSMI / VCCI / WEEE	100%
USB Microphone	MSIP / FCC / CE / VCCI / WEEE	100%
Capture equipment	MSIP / FCC / CE / BSMI / VCCI / WEEE	100%
Note: Percentage = (Total number of certified products provided to customers ÷ Total number of products or services provided to customers) × 100		

Intellectual Property Management

AVerMedia places great importance on intellectual property (IP) management. Through patent applications and trade secret protection, the Company safeguards its R&D achievements, enhances product competitiveness, avoids IP disputes, and maintains operational flexibility. Since 2018, AVerMedia has been a licensor of standard-essential patents under the MPEG-DASH standard. As of the end of 2024, the Company holds a cumulative total of 394 granted patents worldwide.

In 2020, AVerMedia established the goal of "Balanced Accumulation of Quality and Quantity in Intangible Intellectual Assets," allocating resources to global patent databases and incentive programs to encourage employees to propose IP concepts. Approved proposals may proceed with patent applications or trade secret protection, and a scoring system is applied to determine the level of protection. The Company has also developed thematic and proactive ideation processes to support the R&D team with customized patent intelligence and targeted innovation.

The Legal Department is responsible for IP management, including supporting patent applications, protecting trade secrets, and handling copyright and trademark affairs. In case of disputes, a cross-functional response team—including R&D personnel and external legal counsel—is formed. For instance, in 2016, the Company successfully supported a subsidiary in a Section 337 investigation by the U.S. International Trade Commission (ITC), achieving a full dismissal of unreasonable claims by a third party.

On November 7, 2024, the Company reported its IP management strategy and implementation to the Board of Directors. The IP strategy and objectives are reviewed and refined in accordance with the annual business plan. Through a proposal review and evaluation mechanism, the Company ensures a balance between the quantity and quality of patent applications, strengthens post-filing management and utilization, and continues to identify and accumulate trade secrets to enhance business interests and competitiveness.

Innovation and R&D

AVerMedia is committed to innovation and continues to invest resources in research and development. R&D activities are conducted in accordance with the Company's internal control system and its development cycle. Control points are established from project initiation to closure, with regular and ad-hoc meetings held to assess progress and ensure alignment with market needs.

To minimize environmental impact, product development incorporates full life cycle

assessments—evaluating key environmental aspects from raw materials to manufacturing, transportation, usage, and end-of-life disposal. Through design strategies such as material reduction, downsizing, and reuse of product components and packaging, the Company aims to achieve zero toxicity, zero waste, and zero carbon emissions. Efforts are made to develop eco-friendly products that are non-toxic, easy to assemble and disassemble, and have extended lifespans.

In addition, AVerMedia adopts the C-process project management methodology and applies PDCA (Plan-Do-Check-Act) to enhance development processes. Prior to project launch, market opportunities and risks are evaluated, and feedback on previous product generations collected by customer service is incorporated into design improvements.

Risk Management	Before project initiation, a technical feasibility assessment is conducted, followed by patent ideation and patent threat analysis.
Design	PLM project management and Jira agile development are adopted to respond rapidly to specification changes and enhance development flexibility. Core technologies are deepened through the establishment of an acoustic laboratory, an optical laboratory, and a User Experience Design Center to improve product performance and user experience.
Verification	The Company has established a Signal Integrity (SI) Lab and a Product Verification unit to conduct comprehensive product validation. Additionally, a User Acceptance Testing (UAT) lab has been set up to observe the usage behavior of consumers without prior experience, enabling further product design improvements to enhance user experience.
Safety	To enhance competitiveness, the Company has established EMI lab, thermal lab, and reliability lab.
Service	The customer service team for new sales products continuously collects market feedback and evaluation opinions, which are relayed back to the design team for ongoing improvements to enhance product customer satisfaction.

Customer Satisfaction

Customer Satisfaction and Survey

To meet customer information security requirements and safeguard customer privacy, health, and safety, the Group has established a dedicated Information Security Team. This team rigorously reviews data, applications, operating systems, internal and external networks, physical environments, procedures, and policies. Controls include account generation, password policies, permission settings, application workflows, login restrictions, audit logging, and multi-factor authentication.

AVerMedia places great emphasis on customer rights and privacy protection. A comprehensive complaint handling and personal data protection system is in place, supported by multiple communication channels such as customer service hotlines, online mailboxes, customer testing services, technical support, online training videos, FAQ knowledge bases, software download centers, and warranty & repair status inquiries. The Company operates with a customer-oriented approach, providing products and services that meet customer needs within expected cost parameters.

Customer feedback from various channels is categorized by severity, and issues are escalated to relevant departments to ensure timely, prudent, and effective resolution. In 2024, the Company experienced no major product anomalies. Major product anomalies refer to issues such as widespread defects affecting customer use and requiring product recalls managed by headquarters.

To truly hear the voice of consumers, AVerMedia continuously adjusts the survey methods and content, collecting customers' opinions and feedback. The customer service satisfaction survey is conducted using the Net Promoter Score (NPS) questionnaire；Customers select a score from 0 to 10 and are categorized into three groups based on their responses: Detractors (0-6), Passives (7-8), and Promoters (9-10).

The 2024 AVerMedia satisfaction survey collected 488 valid responses, with an NPS score of 39. The calculation details are as follows: there were 98 Detractors, accounting for 20%; 102 Passives, accounting for 21%; and 288 Promoters, accounting for 59%. The NPS is calculated by subtracting the percentage of

Detractors (20%) from the percentage of Promoters (59%), resulting in a score of 39, which is AVerMedia's NPS for 2024.

Customer Privacy

AVerMedia values customer privacy and intellectual property, signing confidentiality agreements with customers and ensuring employees fulfill confidentiality obligations. In compliance with GDPR and other regulations, the Company conducts internal training and mitigation measures, establishes management procedures, and strengthens information security controls to fulfill data protection responsibilities. No complaints of privacy breaches or data loss were reported in 2024. The official website protection terms are as follows:

1. User Compliance

All information provided by users on this website is considered non-confidential. AVerMedia does not guarantee communication security. Users are prohibited from submitting illegal, threatening, defamatory, obscene, pornographic, or otherwise unlawful content under the laws and regulations of their jurisdiction.

2. Personal Information

AVerMedia places great importance on protecting users' personal information. The Company does not disclose any personal data. All customer-provided personal information is used exclusively on the website and securely backed up within the website's database. Furthermore, the Company does not share the contents of this database with any third parties or external organizations.

Supply Chain Management

AVerMedia's supply chain model includes procurement of raw materials such as active ICs, mechanical components (PCBs, metal parts, plastics, screws), outsourced finished products, packaging materials (cartons, color boxes, labels, stickers, cushioning materials), manufacturing, and distribution to end customers. The company integrates all resources to achieve efficient physical logistics operations and provides real-time information to support decision-making, thereby enhancing overall value.

AVerMedia is a developer and manufacturer of consumer electronics, designing or assembling products based on customer requirements and distributing them globally. The company works with over 100 suppliers located mainly in Taiwan, the United States, China, and Europe. Suppliers are primarily domestic OEMs and authorized agents. Supply chain strategy is driven by competitiveness factors such as pricing, R&D, manufacturing quality, and shipment process management. During the reporting period, supplier relationship changes were normal strategic adjustments without any significant exceptional events.

Procurement Management

In 2024, approximately 76.1% of procurement was sourced locally. AVerMedia will continue to strengthen partnerships with existing suppliers while also seeking new, more competitive suppliers. This approach aims to ensure greater reliability, quality, and cost-efficiency in sourcing of raw materials.

AVerMedia Procurement Statistics in the Past Three Years								
Contract Type	Procurement Region	2022		2023		2024		
		Number of Suppliers	Procurement Amount (% of Total)	Number of Suppliers	Procurement Amount (% of Total)	Number of Suppliers	Procurement Amount (% of Total)	
Labor (Contracted Services)	Domestic (Taiwan)	40	4.95%	43	5.69%	37	4.3%	
	Foreign	33	8.68%	21	9.44%	19	0.2%	
Financial (Raw Materials)	Domestic (Taiwan)	162	67.99%	130	70.07%	144	71.8%	
	Foreign	14	18.38%	8	14.8%	14	23.6%	
Total			249	100%	202	100%	214	

Note:

"Domestic" refers to Taiwan; "Foreign" refers to regions outside Taiwan (e.g., the United States, Vietnam, etc.).

Supplier Evaluation

AVerMedia Technologies has implemented various ISO quality and environmental management systems, establishing written procedures to implement, maintain, and continuously improve its quality management system. In addition to the Company's own efforts, AVerMedia fully recognizes the importance of extending sustainability values and practices across its partnerships. The Company therefore exercises its corporate influence to encourage suppliers to comply with business conduct standards related to labor practices, environmental protection, and ethical business behavior, as well as to adhere to applicable government environmental regulations.

New Supplier Selection

Before engaging with new suppliers, AVerMedia conducts initial evaluations based on product quality (Q), cost (C), delivery (D), and service (S), led by the Procurement, PM, and R&D teams. Selected suppliers are required to submit basic company information, financial statements, and assessment forms. Procurement collaborates with Finance and Legal departments to review financial soundness and contract terms.

For domestic suppliers, on-site assessments are conducted jointly with QA and relevant departments. For overseas suppliers, evaluations may be conducted directly or through subsidiaries, with exceptions made during the pandemic. Evaluation criteria include company background, technical capabilities, financial status, contractual obligations, and environmental documentation. Suppliers are rated as Grade A, Grade B, or non-compliant based on a comprehensive scoring system.

Post-engagement, supplier performance is continuously monitored through delivery timelines, pricing, and quality. Corrective actions or support may be provided as needed to ensure competitiveness and long-term collaboration.

Supplier Evaluation

During the onboarding phase, AVerMedia provides evaluation guidelines to suppliers in advance. Site assessments are conducted by QA, component engineering, and procurement teams. All cooperating suppliers are required to sign contracts outlining mutual rights, ethical standards, and environmental responsibilities.

Suppliers rated as non-compliant are issued a deficiency report and may undergo re-evaluation. If corrective actions are challenging, cross-departmental discussions may determine whether the supplier may proceed with production. Upon successful delivery of three or more batches without issues, qualification status may be reconsidered.

In 2024, 12 new trading suppliers were added (excluding one-time purchases, renamed entities, or spot buyers), and all passed the evaluation process.

Year	Total On-site Evaluations	Passed	Failed
Passive Components	0	0	0
Mechanical Parts	6	6	0
CABLE	0	0	0
Finished Products	4	4	0
Packaging Materials	2	2	0

A total of 12 suppliers were evaluated on-site in 2024. All passed, resulting in a 100% pass rate with no non-compliance identified.

AverMedia offers diverse products, with raw materials including ICs, printed circuit boards, plastics, and metal components, sourced primarily from suppliers in Taiwan and China. Supplier standards are tailored according to their characteristics. During the selection process, in addition to quality, cost, service, and delivery, suppliers' green environmental capabilities and the environmental performance of their supply chains are also assessed. Relevant departments such as Procurement, Quality Control, and Engineering strictly enforce supply chain management, risk assessment, and on-site audits according to established procedures. Suppliers failing to meet evaluation criteria are given a corrective period and subject to re-inspection. If improvements are not achieved, a cross-functional review determines whether to continue cooperation. Suppliers must achieve three consecutive defect-free deliveries within a designated period before being reinstated as qualified.

In 2024, 16 suppliers signed the Supply Chain Security Declaration and the Code of Conduct on Corporate Social and Environmental Responsibility, achieving a 100% compliance rate. The company continues to collaborate with suppliers to promote ESG and implement sustainable procurement standards.

Supplier Environmental Management

AverMedia strictly incorporates environmental principles into its supplier management system and refers to the Electronic Industry Code of Conduct to encourage suppliers to jointly promote corporate social responsibility. The company commits to avoiding the use of conflict minerals and requires that supplied components do not contain conflict metals sourced from illegal mining or smuggling by non-government armed groups or illegal organizations in conflict areas of the Democratic Republic of the Congo.

AverMedia requires suppliers to establish green supply chains and comply with the "Green Product

Procurement Guidelines." Suppliers sign and provide relevant documentation, including RoHS test reports, green product commitment letters, lead-free and non-toxic component questionnaires, hazardous substance declarations, Safety Data Sheets (SDS), material certifications, reliability test reports, and conflict minerals declarations. Through the component approval system and regular supplier evaluations, AverMedia enhances suppliers' sustainability awareness and their capability to supply green products.

Supplier Code of Conduct

Raw material suppliers are selected through a "Selection Procedure," auditing product quality, design, service, and hazardous substance control, combined with contractual requirements, on-site assessments, and financial status for cross-functional evaluation.

Contracts explicitly include anti-bribery clauses prohibiting any form of benefits or improper conduct such as collusion, commissions, kickbacks, or gifts (including meals) between suppliers and AverMedia employees to ensure transparent and fair transactions.

Procurement agreements also require suppliers to comply with AverMedia's corporate social responsibility policies, covering anti-forced labor, child labor prevention, anti-discrimination, anti-bullying, and gender equality.

Feature: ISO 14067 Product Carbon Footprint Verification

With over 30 years of expertise in audiovisual technology, AVerMedia's PA511D Mingle Bar integrates enterprise-grade AV quality, an intuitive user interface, and AI-enhanced performance to deliver an all-in-one video conferencing solution. Designed for small to medium-sized meeting spaces, it simplifies installation, reduces costs, and fulfills the professional conferencing needs of SMEs.

The PA511D received the 2023 Red Dot Design Award, highlighting AVerMedia's outstanding innovation capabilities. It also complies with the ISO 14067:2018 standard for product carbon footprint verification and has been independently verified by SGS, demonstrating the company's commitment to environmental responsibility and transparent management of GHG emissions throughout the product life cycle.

Environmental Sustainability

Management strategy: Energy and Greenhouse Gas Emission

Management Strategy	
Material topic	GRI 302: Energy, GRI 305: Emissions, SASB: Energy Management in Manufacturing, SASB: Greenhouse Gas Emissions
Reasons for Materiality	Global warming and climate change have already impacted the environment, while limited energy resources have driven up operational costs for businesses. Therefore, it is essential to actively implement energy-saving measures to mitigate the impacts of climate change. In response to the challenges posed by climate change, and in alignment with government regulations under the Climate Change Response Act, companies are committed to complying with related regulatory measures and advancing toward the 2050 net-zero carbon emission target.
Impacts and Consequences	➢ Economic Aspect · Through greenhouse gas (GHG) inventory and energy management, the company can potentially reduce energy costs and improve operational efficiency, thereby enhancing economic benefits. Effective energy management can lead to lower operating expenses by reducing energy consumption and minimizing resource waste, ultimately strengthening competitiveness. ➢ Environmental Aspect · By actively complying with government-promoted GHG inventory initiatives and utilizing ISO 14064-1 to monitor carbon emissions, the company can effectively manage carbon reduction efforts. Progress is regularly reported to the Board of Directors, with continuous oversight of GHG inventory, verification, and disclosure schedules. Improvement plans are implemented to progressively enhance carbon reduction performance. Effective GHG inventory and energy management also contribute to a healthier environment, improving the quality of life for employees and local communities. ➢ Social Aspect (Human / Human Rights) · Through GHG inventory and energy management, the company demonstrates its commitment to social responsibility and sustainable development, thereby enhancing its corporate image and reputation. Effective management of GHG emissions and energy also helps improve the living standards of local communities and employees, fostering greater social stability and harmony.

Policies	· We pursue sustainable growth with a commitment to coexist harmoniously with the environment and minimize our environmental impact. Beyond complying with relevant regulations, we design and manufacture green products that are pollution-free and energy-efficient, emphasizing technological innovation and the harmonious coexistence of environmental and economic values. We encourage our employees to actively participate in environmental protection initiatives and collaborate with other organizations and individuals to jointly safeguard the Earth and our living environment.
Strategy	· Continuously promote energy-saving and carbon reduction initiatives in manufacturing processes, enhance the efficiency of energy and resource use, and adopt net-zero emission technologies and clean energy to develop low-carbon operational models and services. · Respond to international trends, regulatory changes, and market developments by adjusting internal management standards, ensuring transparent disclosure, and providing timely responses while planning the company's net-zero emission pathway. · The company reviews its greenhouse gas emissions and carbon reduction performance annually and formulates emission reduction strategies. If the reduction targets are not met, the company will intensify energy-saving and carbon reduction measures and actively seek communication and collaboration with relevant stakeholders.
Goals and Targets	The company's greenhouse gas (GHG) emissions base year is set at the year 2021. · Short-term target (1–5 years): Reduce GHG emissions by 3% annually. · Mid-term target (5–10 years): Achieve a 28% reduction in GHG emissions. · Long-term target (10+ years): Achieve net-zero emissions at all operational sites by 2050.
Management Review Mechanism	The company conducts an annual greenhouse gas (GHG) inventory through the ISO 14064-1:2018 and obtains third-party verification certification from SGS. This enables comprehensive control and management of the company's GHG emissions and serves as a basis for implementing reduction and improvement measures.
Performance and Adjustment	· Completed ISO 14064-1 greenhouse gas verification in 2024. · Completed ISO 14067 product carbon footprint verification in 2024. · Achieved a reduction of 82.98 metric tons CO2e in greenhouse gas emissions in 2024 compared to 2023, representing a 16.5% decrease (Scope 1 + Scope 2).

Green Commitment and Environmental Policy

Green Quality Management

The company fully recognizes the importance of environmental protection and strictly requires contract manufacturers to comply with the EU's lead-free and non-toxic production processes. We promote comprehensive environmental management systems to ensure compliance with the EU RoHS directive's lead-free and harmless manufacturing requirements. Environmental considerations are integrated into the product development phase to align with international standards.

Since obtaining ISO 14001 certification in December 2003, the company has continuously conducted environmental assessments, regulatory compliance audits, raw material and chemical substance inventories, energy and resource usage reviews, and environmental safety inspections. These efforts provide a basis for formulating environmental policies and management programs, ensuring the effective operation of the environmental management system and minimizing environmental impact.

Since 2006, we have implemented manufacturing processes that comply with RoHS lead-free and harmless requirements as well as the WEEE directive. Our products meet REACH regulations, avoid the use of conflict minerals, and conform to customer specifications and local labeling regulations such as CE, RoHS, WEEE, FCC, UL, BETS-7, C-TICK, BSMI, and VCCI. Although we no longer operate physical factories, we continue to emphasize quality assurance and environmental impact reduction throughout the product lifecycle.

The company holds certifications including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), and IECQ QC080000 (Hazardous Substance Process Management System). From the design and development stages, we rigorously control material selection and manufacturing processes from an environmental perspective. We continuously promote energy conservation and carbon reduction across the company and supply chain. In 2024, no violations of environmental laws or regulations were recorded.

AVerMedia Management Objectives:

- Product Quality Management: No major customer complaints.

- Environmental, Health, and Safety (EHS) Management: No regulatory violations or significant employee injuries/incidents.

- Hazardous Substance Management: No violations of green product regulations or customer requirements.

- Energy Saving and Carbon Reduction Management: Compliance with governmental Climate Change Response Act requirements.

- Waste Management: Promote waste sorting, resource recycling, and reduction of single-use utensils through corporate initiatives to maintain a healthy environment.

AVerMedia Quality and Environmental Management Policies:

- Establish and maintain management systems and organizational structures for quality, environment, health and safety, and hazardous substances.

- Comply with all domestic and international regulations as well as customer and stakeholder requirements. Effectively manage raw materials, components, and auxiliary materials used in products across all stages—from design, procurement, incoming inspection, production, quality assurance to warehousing—to ensure they do not contain hazardous substances restricted by laws or customer specifications.

- Senior management commits to enhancing employees' awareness of system management, developing talent, and actively participating in related activities.

- Maintain clear communication channels for policies and information, strengthen interactions with employees and stakeholders, and provide appropriate responses.

- Implement risk assessments, conduct regular internal audits, hold management reviews, and allocate necessary resources in a timely manner to promote continuous improvement through the PDCA cycle.

Hazardous Substance Management

To achieve environmentally friendly material selection and comply with international regulations and customer requirements, AVerMedia strictly requires suppliers to adhere to the company's Green Environmental Chemical Control Standards, which include requirements for green chemical control, EU chemical regulations, halogen-free substances control, and monitoring substances. Through green supply chain management, we aim to provide customers with low-toxicity and low-pollution products, thereby reducing harm to the environment and human health.

The Hazardous Substance Process Management (HSPM) System enhances the efficiency, convenience, and rigor of AVerMedia's green product management system, forming an integral part of our green competitiveness. This system enables more effective supply chain management by screening capable suppliers and continuously providing electronic and mechanical components that meet specifications, supporting the production of green products and increasing satisfaction and trust from international customers.

By implementing the HSPM system, AVerMedia continuously provides R&D with real-time information during the eco-design phase, effectively reducing environmental impacts throughout the product lifecycle and steadily improving environmental performance. Only suppliers who pass evaluations are included in the "Qualified Supplier List," and qualified suppliers undergo routine supervision and management through the "Supplier Assessment" process.

Regarding supply chain management policies, partners are required to comply with AVerMedia's Green Environmental Chemical Control Standards and are regularly assessed for hazardous substance-free (HSF) compliance.

Green Product Design

AVerMedia integrates lifecycle thinking into product design, setting green design goals early and conducting checks at each stage to ensure products meet customer requirements and regulations while improving

energy efficiency, reducing resource consumption and environmental impact, and enhancing performance and quality. Designs with high power conversion efficiency reduce power loss, and software controls lower standby power consumption. Beyond compliance with the EU ErP directive, we pursue continuous self-improvement and advancement in green design and manufacturing.

The new AVerAI BOX-PC product line features an embedded AI system that saves approximately 74% energy compared to traditional Intel x86 systems, delivering superior performance. Applied in ODM smart vending products, power consumption is reduced from 60W to 20W. In 2024, we plan to introduce Qualcomm lightweight AI systems to offer more diverse and energy-efficient services. Consumer AV capture product housings have begun using eco-friendly post-consumer recycled plastics (PCR), significantly reducing environmental impact.

Energy and Resource Management

To implement energy conservation and carbon reduction, AVerMedia continuously replaces lighting equipment with LED energy-saving lamps to reduce the impact of energy use on global warming. We regularly promote environmental awareness among employees, encouraging simple actions such as turning off lights when not in use, saving water and electricity, recycling waste paper, and using eco-friendly tableware. Energy savings are managed through both engineering improvements and administrative measures to achieve greenhouse gas emission reduction targets.

Energy Management and Conservation Measures

AVerMedia's energy consumption includes purchased electricity and gasoline, with electricity as the primary energy source used for company operations, production machinery, and air conditioning systems. Gasoline and diesel are used for company vehicles. Compared to 2023, electricity consumption decreased by 113,142 kWh (approximately 12.9%) in 2024, mainly due to the replacement of old air conditioning units with more efficient models. Energy intensity also decreased by 11.46% compared to 2023.

The company's energy usage overview is as follows. AVerMedia will continue to enhance equipment efficiency and promote energy-saving measures in commitment to regulatory compliance and sustainability goals.

Quantitative Indicator	Unit	2022	2023	2024
Electricity Consumption	kWh/year	1,006,325	948,663	842,006
	GJ	3,622.77	3,415.19	3,031.22
Gasoline Consumption	L/year	3,384.3	2,631	2,634
	GJ	110.52	85.92	83.91
Total Energy Consumption	GJ	3,733.27	3,501.11	3,115.13
Organizational Specific Metric	Revenue (Million NTD)	3,973.899	3,240.236	3,271.854
Energy Intensity	GJ/Revenue (Million NTD)	0.94	1.08	0.95

Notes:
1. The organizational specific metric refers to the office area used by AVerMedia Technology (2021-2024 consistent at 2,228 pings).
2. The electricity heat conversion factor is 1 kWh = 0.0036 GJ.

3. The 2022 and 2023 conversion factors are based on the Ministry of Environment's Greenhouse Gas Emission Factors Table 6.0.4 version for fuel heat value: gasoline 7,800 kcal/L; 1 kcal = 4.1868 kJ. The updated 2024 gasoline heat value is 7,609 kcal/L as announced by the Ministry of Environment.

Energy Conservation, Emission Reduction, and Low-Carbon Sustainability

AVer deeply recognizes that protecting the Earth's environment is a shared and critical global challenge. The company takes various actions to safeguard the environment, rigorously controlling products and manufacturing processes from product design, raw material procurement, and production to delivery, aiming to comply with international environmental protection regulations.

Energy conservation, carbon reduction, and waste sorting systems have been implemented in office buildings and production facilities. In addition to adopting various advanced power-saving measures and continuously promoting smart energy-saving technologies, the company has established an Office Energy Conservation Plan to start reducing energy consumption in offices and among employees. Energy-saving measures targeting air conditioning and lighting have been introduced, which not only help reduce corporate energy costs but also contribute significantly to lowering greenhouse gas emissions. Together, we strive to protect the environment.

The company continuously improves energy use efficiency by gradually replacing old equipment. Four new main air conditioning units, accounting for 25% of all air conditioning units, have been installed. Comparing electricity consumption between 2024 and 2023, a total of 113,142 kWh was saved, representing approximately a 12.9% reduction. Replacing old air conditioning systems with high-efficiency units significantly reduces electricity consumption. The company will continue to allocate budget for the phased replacement of aging air conditioning units.

Energy-saving Measures and Practices	
Air Conditioning Energy-saving	· Set the air conditioning temperature according to the local government regulations during the summer. · Establish a schedule for turning air conditioning units on and off. · During holidays or evening overtime with few staff, only operate air conditioning in the areas where employees are working. · Use fans in the office to enhance cooling efficiency, reducing energy consumption. · Turn off the air conditioning in meeting rooms immediately after use. · Turn off the air conditioning when leaving the office after work. · Conduct regular inspection, cleaning, and maintenance of air conditioning equipment.
Lighting Energy-saving	· Turn off office lighting during the lunch break. · Turn off lights in meeting rooms immediately after use. · Turn off office lights when leaving after work. · Reduce the number of light tubes in office corridors. · Shut down computer monitors, CPUs, and other non-essential equipment after work. · Turn off lighting in unoccupied office areas.

Water Resource Management

The company's operations are located in Zhonghe District, New Taipei City, with the primary water supply sourced from Taipei Water Department. To effectively manage water resources, the company utilizes a water risk assessment tool, which indicates a medium-low water risk level.

In terms of water resource management, the company places great emphasis on water conservation and environmental protection. The office has implemented water reduction plans focusing on infrastructure maintenance and improvements. Water-saving devices have been installed on faucets in restrooms and pantry areas. Additionally, ongoing employee education and awareness campaigns on water conservation are conducted to promote responsible water use and reduce impacts on water resources and the environment.

These measures contribute to reducing the company's water consumption and achieving energy conservation, emission reduction, and environmental protection goals. The company aims to reduce water intensity by 3% annually and will continue to monitor and disclose water-saving performance each year.

Water Usage for the Past Three Years			
Year	2022	2023	2024
Water Withdrawal (Million Cubic Meters)	7.11	9.12	11.2
Organizational Activity Metric Value / Operating Revenue (Million NT$)	3973.899	3240.236	3271.854
Water Intensity	0.0018	0.0028	0.0034

Notes:

1. Water intensity: water withdrawal (million liters) / organization-specific metric {revenue (million NT$)}.

2. The company's water consumption is allocated using the building cost-sharing ratio, calculated by the formula: (Company's water expense / total building water expense) × total building water consumption.

3. The increase in water consumption in 2024 is due to the allocation method based on the entire building's water usage. The total water consumption of the building increased in 2024, resulting in a higher water consumption attributed to the company.

Wastewater Discharge

The wastewater generated by AVerMedia primarily comes from domestic sewage produced by employees, which is typical office wastewater and does not cause significant impact to water bodies. No wastewater is generated during the manufacturing process. All wastewater is centrally collected through dedicated pipelines and discharged into the New Taipei City sewage system in accordance with the regulations of the New Taipei City Government. The wastewater is subsequently treated at downstream wastewater treatment facilities before being released. There is no direct discharge into natural water bodies.

The Company's operating locations are not situated near ecological conservation areas or habitats of endangered species, and thus do not affect the characteristics, area, conservation status, or biodiversity value of the receiving water bodies and related habitats.

AVerMedia manages wastewater in strict compliance with government effluent discharge regulations and incorporates the ISO 14001 Environmental Management System as its foundation, aiming to achieve zero

discharge leakage, zero environmental complaints, and zero regulatory penalties. In 2024, no leakage incidents occurred.

Greenhouse Gas Management

Greenhouse gas (GHG) emissions are a major cause of global warming. In response to this issue and to fulfill our corporate citizenship responsibilities, AVerMedia has been conducting comprehensive GHG inventories based on ISO 14064-1 since 2021. The Company performs a thorough accounting of emissions from all categories of greenhouse gases, classified by type of emission sources. The Company does not generate any ozone-depleting substances (ODS), nitrogen oxides (NO_x), sulfur oxides (SO_x), or other significant air emissions during its production and operational activities.

AVerMedia continues to implement GHG reduction policies across both corporate operations and the supply chain. Through practical energy- and water-saving measures, the Company strives to achieve an annual reduction target of 3% in greenhouse gas emissions. In 2024, the Company's Scope 1 and Scope 2 emissions decreased compared to 2023, mainly due to the replacement of outdated central air conditioning units with new, energy-efficient models.

Greenhouse Gas Emission over Past Three Years			
Items	2022	2023	2024
Scope 1 (Direct GHG emissions) (tCO_2e)	26.92	35.03	21.58
Scope 2 (Indirect GHG emissions) (tCO_2e)	512.22	468.64	399.11
Scope 3 (Other indirect emissions) (tCO_2e)	6084.12	4,631.26	4,799.18
Total Emissions (tCO_2e)	6623.26	5,134.93	5,219.87
Organization-specific Metric / Revenue (NTD million)	3973.899	3240.236	3,271.854
GHG Emissions Intensity: (tCO_2e) per NTD million in revenue	1.6667	1.5847	1.5954

Notes:

1. Emission factors are calculated based on the version 6.0.4 announced by the Ministry of Environment.
2. Scope 3 refers to greenhouse gas emissions generated from business activities, including upstream and downstream transportation and distribution, purchased goods, and use of sold products.
3. Purchased electricity emission factors are based on the carbon emission factors announced by the Energy Administration, Ministry of Economic Affairs.
4. The organization-specific metric used to adjust energy intensity is revenue (NTD million).

Materials and Waste Management

AVerMedia strictly controls the quality of incoming raw materials in accordance with the European Union's Restriction of Hazardous Substances Directive (RoHS), ensuring full compliance with RoHS standards. Supplier contracts explicitly stipulate that all products must meet green product assurance requirements and guarantee that they do not contain hazardous or restricted substances.

In addition to requiring compliance from suppliers throughout the industry chain, AVerMedia also takes proactive responsibility by ensuring that its own products meet green and environmentally friendly standards, in response to increasing global environmental expectations.

Materials Management

Since 2020, AVerMedia has been discussing and evaluating the integration and application of ESG-oriented materials. During the product design phase, the Company prioritizes the use of materials that are recyclable, reusable, and easy to disassemble. In packaging design, green packaging strategies are considered, starting with the adoption of paper-based and pulp-based materials, while evaluating the feasibility of incorporating recycled and renewable packaging materials.

Material Usage Overview					
Material Item	Unit	Renewable	2022	2023	2024
Outer Carton	pcs	Yes	10,070	10,055	8,181
Active IC	pcs	No	2,492,929	2,608,320	2,038,887
Purchased Finished Goods	pcs	No	31,750	10,164	62,206
Color Box	pcs	Yes	290,325	665,212	470,112
Sticker	pcs	Yes	412,430	732,510	517,524
Cushioning Material	pcs	Yes	178,502	220,426	154,919

Notes:

1. As the raw materials are components, quantities are measured in units (pcs).

2. Materials include primary raw materials, auxiliary materials, and packaging materials.

3. Except for certain packaging materials (e.g., cartons), most materials are non-renewable.

4. Some suppliers have adopted the use of recycled paper and implemented tray recycling for product packaging.

AVerMedia complies with international environmental regulations and assumes responsibility alongside its suppliers to ensure that its products meet green and environmental standards. In response to increasing global environmental concerns, the Company began exploring and applying ESG materials in 2020. During the product design phase, priority is given to recyclable, reusable, and easy-to-disassemble materials. Green packaging strategies are adopted, combining paper and plastic materials, while continuously assessing the feasibility of using recycled packaging materials. Currently, approximately 90% of the packaging materials used are recyclable. Although some plastic materials are not yet recyclable, AVerMedia also requires domestic and international distributors to cooperate with its product recycling programs, implementing full life cycle management.

In addition, the Company promotes green product design through modular structures that facilitate disassembly and assembly, increasing the use of recycled content and supporting end-of-life recycling processes. On the supply chain front, in addition to requiring suppliers to follow ESG principles, AVerMedia actively promotes the use and benefits of recycled materials, ensuring that all packaging materials comply with environmental and recycling regulations.

Waste Management

AVerMedia's operations and production processes generate no hazardous industrial waste. Non-hazardous waste is categorized into general industrial waste and recyclable waste, mainly from employee daily activities. All waste is handled by certified disposal and recycling contractors commissioned by the building management committee. These contractors are licensed and equipped with GPS tracking to ensure legal and safe handling.

We aim to reduce annual waste generation by 5%. In 2024, waste was reduced by 0.275 metric tons (3%) compared to 2023, falling short of the target by 2%. We will continue exploring further reduction strategies.

Waste Statistics Table					
Item	Hazardous/non	2023		2024	
		Waste Generated (metric tons)	Treatment Method	Waste Generated (metric tons)	Treatment Method
General Waste	non	9.220	Incineration	8.945	Incineration
Recyclable Waste	non	2.310	Other recycling processes	2.238	Other recycling processes

The following resource recycling and reuse measures were implemented in 2024:

1. Promoted recycling and reuse of resources while reducing general waste generation.

2. Encouraged the use of personal reusable chopsticks and prohibited disposable chopsticks to enhance environmental protection.

3. Promoted plastic reduction by encouraging employees to bring their own shopping bags and reduce plastic bag usage.

4. Launched an initiative for the collection and reuse of cardboard boxes to support low-carbon consumption.

Feature- ESG Talent Development for Sustainable Growth

In response to the intensifying threats of climate change and global warming, countries worldwide have committed to net-zero emissions, prompting industries to transition toward carbon neutrality. To address the growing demand for carbon inventory expertise and the talent gap, the Industrial Development Administration (IDA), Ministry of Economic Affairs, launched the "iPAS Carbon Net-Zero Emission Planning Manager" certification in 2024. Through a dual system of training and certification, this initiative aims to strengthen the workforce for industrial net-zero transformation. In 2024, our colleague obtained the Level 1 certification, equipping them with the professional knowledge and skills to support the company's carbon reduction strategy.

Aligned with Taiwan's net-zero goals and sustainability policies, the Taiwan Academy of Banking and Finance (TABF), under the guidance of the Financial Supervisory Commission, collaborated with related institutions to launch the Basic Test on Sustainable Development. Our colleague passed the test in 2024, enhancing their sustainability competence and contributing to the company's ESG advancement.

As of now, the company holds one iPAS certificate and one Sustainable Development Test certificate. We plan to encourage more employees to participate in these certifications in 2025 to continually cultivate sustainability professionals.

Friendly Workplace

Management strategy: Occupational Health and Safety

Management Strategy	
Material topic	GRI 403: Occupational Health and Safety, SASB Employee Health & Safety
Reasons for Materiality	Managing occupational health and safety issues effectively reduces the risk of workplace injuries and operational disruptions. It also fosters a healthier and safer working environment, enhances corporate reputation, and strengthens customer trust.
Impacts and Consequences	· Economic Aspect: Proper management of occupational health and safety reduces risks of accidents and operational disruptions, lowers costs, and enhances productivity and competitiveness. · Environmental Aspect: Effective safety measures help prevent pollutant leakage and minimize environmental and ecological damage. · Social Aspect: Protecting employees' health and safety supports fundamental human rights, strengthens trust, and promotes a culture of occupational safety.
Policies	The Company is committed to fostering a safe, healthy, and friendly workplace. With a focus on employee care, accident prevention, and health promotion, we implement occupational safety and health through regular OSH Committee meetings, training programs, and the creation of a healthy workplace—aiming to build a zero-accident, low-risk, and safety-oriented workplace culture.
Strategy	1. Assess risk opportunities' impact and likelihood based on ISO 45001:2018. 2. Departments conduct at least annual risk assessments per ISO 45001:2018 and reassess after incidents to prevent new risks. 3. Implement ISO 45001:2018 with PDCA cycles, regularly reviewing performance indicators in the Occupational Health and Safety Committee to improve safety and health.

Goals and Targets	➢ Short-term Goals (2024)
	· Obtain ISO 45001:2018 certification through SGS.
	· Achieve 100% employee health check attendance.
	· Promote employee self-health management performance.
	· Obtain Healthy Workplace Promotion certification.
	➢ Mid- to Long-term Goals (2025–2030)
	· Achieve zero injuries, zero occupational diseases, and zero incidents to create the best work environment.
Management Review Mechanism	· An occupational health, safety, and environmental management system is established based on ISO 45001:2018 and ISO 14001:2015, complying with occupational safety laws. The Occupational Health and Safety Committee meets quarterly to provide safety recommendations, ensuring risk assessments and response strategies.
	· Annually, the President chairs a management review meeting to evaluate yearly performance and set next year's targets and improvement plans to reduce occupational incidents and continuously improve the system.
Performance and Adjustment	· No occupational safety incidents occurred in 2024. We will continue to improve occupational health and safety management to prevent similar events.
	· Employee health checks were completed in the first half of the year, with systems exceeding regulatory requirements.

Management strategy: Sustainable Human Capital Management

Management Strategy	
Material topic	Talent Development and Training(GRI 404: Training and Education), Talent Recruitment and Attraction (GRI 405: Diversity and Equal Opportunity)
Reasons for Materiality	The company regards employees as key partners and assets in sustainable development, committed to fostering a diverse, equitable, and inclusive work environment, with an emphasis on employee's health and work–life balance.
Impacts and Consequences	Employee turnover rate is a critical indicator affecting organizational stability and long-term development. Excessive turnover may hinder growth. To balance talent acquisition with organizational stability, companies must continuously enhance their attractiveness, offer competitive incentives, and actively listen to

	employee needs and feedback. This approach not only invigorates the organization but also helps employees find suitable career paths, promoting long-term retention and driving sustained corporate success.
Policies	The company offers competitive compensation aligned with market salary levels, committed to creating broad development opportunities for talent. When profitable, a portion of distributable earnings is shared with employees. Continuous improvements in benefits and work environment aim to attract and retain outstanding and stable talent, fostering mutual growth between the company and its workforce.
Strategy	▪ Every Monday, the Chairman or senior managers share management updates with department heads. ▪ Continuously optimize onboarding training programs. ▪ Establish an internal whistleblowing hotline to protect employee and stakeholder rights. ▪ Implement sexual harassment complaint and handling procedures to prevent workplace harassment. ▪ Conduct biannual performance evaluations to facilitate two-way communication between employees and supervisors. ▪ Strictly comply with the Labor Standards Act to ensure a lawful and compliant workplace, safeguarding employee rights and fostering a safe and fair work environment.
Goals and Targets	➢ Short-term Goals ▪ Maintain gender balance to promote a diverse and inclusive workplace culture. ▪ Identify core job responsibilities and strengthen key talent's skills and expertise based on five-year workforce needs. ▪ Ensure harmonious labor relations with no major disputes. ▪ Participate in external salary surveys to analyze industry pay levels and ensure competitive compensation to attract and retain talent. ➢ Mid- to Long-term Goals ▪ Continuously optimize the online learning platform to encourage self-directed learning and personalized development plans.

	• In addition to domestic talent acquisition, build employer branding in emerging overseas markets (e.g., Indonesia), optimize organizational structure, strengthen knowledge transfer, and foster innovation. • Sustain a harmonious labor culture with no major disputes, creating a safe and transparent work environment.
Management Review Mechanism	1. New hires have one-on-one meetings with HR after two months of employment for two-way communication based on their satisfaction surveys. 2. Biannual performance evaluations are held in June and December to facilitate two-way communication between employees and supervisors. 3. Regular labor-management meetings encourage employees to raise concerns, with employer representatives providing immediate responses and clear commitments for follow-up actions, ensuring employee voices are heard and addressed.
Performance and Adjustment	1. Massage services are provided twice weekly in the afternoons, totaling 1,152 sessions and service instances in 2024. 2. The health center administered flu and COVID-19 vaccines at the company, with 125 employees vaccinated. 3. Health check participation rate reached 99.4%, indicating high employee health engagement. 4. The turnover rate in 2024 was 20.9%, serving as a reference for workforce planning and key talent retention. 5. Turnover rate is used as a benchmark for compensation attractiveness and market competitiveness. 6. Four labor-management meetings were held, with smooth communication and no disputes throughout the year. 7. No labor inspection fines were recorded in 2024, reflecting compliance and stable labor relations. 8. The company offers competitive and fair compensation that supports talent development and retention, aiming to attract and keep top talent.

Employee Overview and Human Resources Policies

AverMedia upholds a people-oriented corporate culture, recognizing employees as the company's most valuable assets and a key driver of growth. Based on stakeholder engagement and impact assessment, labor-management relations have been identified as a material topic for the company. We are committed to fostering a two-way communication environment and offering competitive compensation to better meet employee needs and attract top talent.

Talent Recruitment and Workforce Composition

Workforce Diversity Overview

AverMedia aligns its talent strategy with its corporate culture and management philosophy. In coordination with senior management interviews, the Company has developed a competency framework comprising core, managerial, and functional competencies specific to AverMedia. To enhance overall workforce quality, job competencies are clearly defined within the Human Resource Information System (HRIS), enabling the establishment of standardized training procedures. These competencies are integrated into training and development programs, performance evaluations, and promotion and selection processes.

AverMedia offers competitive compensation and benefits packages, along with comprehensive training opportunities, to support employee growth. The Company primarily hires local employees to promote mutual development with the communities in which it operates.

As of 2024, AverMedia employs a total of 192 individuals, including 191 permanent employees (non-fixed term) and 1 temporary part-time employee (female massage therapist, fixed term). In compliance with government regulations regarding the employment of persons with disabilities, AverMedia has employed 2 individuals with disabilities in 2024, meeting the required employment quota.

Total Number of Employees (as of December 31, 2024)				
Region / Type		Female	Male	Total
Taiwan	Employees	70	122	192
	Percentage	36.46%	63.54%	100%
	Full-time Employees	69	122	191
	Part-time Employees	1	0	1

Notes:

1. All senior management positions (Section Head and above) are held by local residents (100%).

2. There is 1 part-time employee.

3. Outsourced personnel (e.g., cleaning, security) are excluded from the employee-related statistics. As of 2024, there are 4 outsourced workers in total.

4. The data reflects actual employees on duty as of January 1, 2025, and excludes those who have resigned, are on unpaid leave, or are on leave of absence.

To strengthen harmonious relations with local communities and enhance employee retention and stability, the Company primarily recruits residents from within Taiwan. Senior management is defined as Section Head and above, and currently, 100% of these positions are held by local residents.

Additionally, the Company has one temporary employee—a female between the ages of 30 and 50—engaged as an in-house massage therapist. The distribution of employees by job category over the past three years is as follows:

Year			2022		2023		2024	
Category/Gender		Age	Number	Percentage	Number	Percentage	Number	Percentage
Managerial Personnel	Male	Under 30 years old	0	0.00	0	0.00	0	0.00
		30–50 years old (inclusive)	25	11.96	20	9.57	21	10.94
		51 years old and above	8	3.83	9	4.31	11	5.73
	Female	Under 30 years old	0	0.00	0	0.00	0	0.00
		30–50 years old (inclusive)	6	2.87	8	3.83	7	3.65
		51 years old and above	2	0.96	2	0.96	2	1.04

Total Managerial Personnel			41	19.62	41	19.62	41	21.35
Non-managerial Personnel	Male	Under 30 years old	10	4.78	13	6.22	10	5.21
		30–50 years old (inclusive)	80	38.28	75	35.89	68	35.42
		51 years old and above	12	5.74	16	7.66	12	6.25
	Female	Under 30 years old	14	6.70	12	5.74	13	6.77
		30–50 years old (inclusive)	45	21.53	40	19.14	40	20.83
		51 years old and above	7	3.35	8	3.83	8	4.17
Total Non-Managerial Personnel			168	80.38	168	80.38	150	78.65
Total Employee			209	100	209	100	192	100

Note:

1. One temporary employee is a female aged 51 years or older, accounting for 4.2% of the total female employees in this age group.

New Hires

As of 2024, a total of 20 new employees joined the company, including 11 females and 9 males. The overall new hire rate was 10.47%, lower than in 2023. This decrease was mainly due to adjustments in the company's recruitment strategy, changes in business demand, and intensified competition in the talent market, which collectively affected the number of new hires.

New Hire Statistics for the Past Three Years												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Category	Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate	Number	New Hire Rate
Under 30 years old	3	1.44	4	1.91	9	4.43	7	3.45	4	2.09	6	3.14
30–50 years old	14	6.70	11	5.26	9	4.43	13	6.40	5	2.62	5	2.62
51 years old and above	0	0	0	0	0	0	0	0	0	0	0	0
Total New Hire	32				38				20			
Total Employee	209				203				191			
Total New Hire Rate	15.31				18.72				10.47			

Notes:

1.   The number of new hires does not exclude employees who resigned within the same year.

2.   New hire rate by gender and age group = Number of newly hired male (female) employees in the age group during the year / Total number of employees at operational sites at year-end.

3.   Overall new hire rate = Total number of new hires during the year / Total number of employees at operational sites at year-end.

4.   Consultants and interns are excluded from the calculation.

Former employees

In 2024, AVerMedia's overall employee turnover rate was 20.9%, representing a 0.5% increase compared to 2023. This increase can be traced back to 2022, when the Company actively expanded its workforce in response to a surge in business growth driven by the pandemic. However, as the pandemic eased, natural attrition increased. In addition, certain vacancies were not backfilled, and the global demand for tech talent intensified. These factors collectively contributed to the observed turnover trend in 2024.

New Hire Statistics for the Past Three Years												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Category	Number	Turnover Rate	Number	Turnover Rate	Number	Turnover Rate	Number	Turnover Rate	Number	Turnover Rate	Number	Turnover Rate
Under 30 years old	4	1.91	7	3.35	3	1.48	6	2.96	5	2.62	8	4.19
30–50 years old	31	14.83	25	11.96	16	7.88	15	7.39	14	7.33	10	5.24
51 years old and above	1	0.48	1	0.48	0	0	1	0.49	3	1.57	0	0
Total Turnover	69				41				40			
Total Employee	209				203				191			
Total Turnover Rate	33.01				20.20				20.9			

Notes:

1. Categories of employee turnover include resignation, dismissal, separation, retirement, and work-related fatality.

2. Turnover rate of male (or female) employees in each age group = Number of male (or female) employees in that age group who left the company during the year / Total number of male (or female) employees in that age group at the end of the year.

3. Overall employee turnover rate = Total number of employees who left the company during the year / Total number of employees at operating sites at year-end.

4. Individuals hired as consultants or interns are not included in the calculation.

Employee Compensation

AVerMedia adheres to the philosophy that "employees are the most valuable assets of a company" and aims to "balance the interests of both employees and shareholders." The Company offers a competitive total compensation package to reward employee performance, encourage long-term commitment, and attract and retain top talent.

In 2024, the actual average salary of non-managerial full-time employees was 1.92 times the statutory minimum wage for males, 1.62 times for females, and 1.76 times overall, regardless of gender.

The gender pay gap among non-managerial employees is primarily due to the Company's industry characteristics. As a technology company, approximately 50% of the workforce consists of R&D personnel. However, due to the limited number of female R&D professionals in the market and the education system, the proportion of women in R&D positions remains relatively low—one of the key factors contributing to the pay gap.

Additionally, female employees are more commonly found in front-line support roles such as marketing, sales assistance, and administration. These positions differ from R&D roles in both job nature and prevailing market compensation, which is also reflected in the Company's overall salary structure

Position Category	Number of Employee		Compensation ratio		Salary ratio	
	Female	Male	Female	Male	Female	Male
Managerial Personnel	9	1	1	1.01	1	1.03
Non- Managerial Personnel	60	1	1	1.55	1	1.32

Notes:

1. Female-to-male compensation ratio (annual basis): Calculated as average annual compensation of female employees in the category / average annual compensation of male employees in the same category.

2. Female-to-male salary ratio (monthly basis): Calculated as average monthly salary of female employees in the category / average monthly salary of male employees in the same category.

3. Salary calculation method: Based on the fixed monthly salary components. For employees who did not work a full 12 months, annual salary is extrapolated accordingly. The average is calculated by category and gender.

4. Compensation calculation method: Follows the salary calculation method above, with the addition of individual bonuses. The average is also calculated by category and gender.

Total compensation at AVerMedia includes monthly salary, bonuses, and other financial rewards, and is determined based on employees' professional expertise, job responsibilities, performance, and long-term contributions, aligned with the Company's business objectives. To maintain the competitiveness of its compensation structure, AVerMedia conducts annual benchmarking against industry salary surveys and macroeconomic indicators. These references are used to assess market pay levels and guide appropriate adjustments to employees' monthly salaries. Incentive programs are developed based on the

Company's financial status, operating performance, and future growth prospects, and corresponding implementation plans are established accordingly. The Company provides timely rewards to recognize individual performance and grants employee profit-sharing bonuses in the following fiscal year as a means to encourage sustained contribution.

AVerMedia's retirement system follows Taiwan's Labor Pension Act and adopts the defined contribution scheme. In accordance with the law, the Company contributes 6% of each employee's monthly wage to their personal pension account with the Bureau of Labor Insurance. The increase in total salary expenses in 2024 compared to 2023 was primarily due to adjustments in the statutory minimum wage and general price inflation.

Compensation ratio	
Ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all employees (excluding the highest-paid individual)	Ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase for all employees (excluding the highest-paid individual)
3.18	34.83

Note:

1. The Chairman is not regarded as the individual with the highest annual total compensation unless concurrently serving as President/CEO.

2. The ratio of the annual total compensation of the individual with the highest pay to the median annual total compensation of all other employees is calculated as follows:

   Annual total compensation of the highest-paid individual / Annual total compensation of the median-paid employee.

3. The ratio of the annual compensation increase is calculated as follows:

   Percentage increase in annual total compensation of the highest-paid individual / Percentage increase in annual total compensation of the median-paid employee.

4. In 2024, the percentage increase in annual total compensation of the highest-paid individual was 3.1%.

5. The percentage increase in annual total compensation of the median-paid employee from 2023 to 2024 was 8.9%.

Non-Managerial Employees' Salary Table (Unit: NT$1,000)			
	2023	2024	Change from Previous Year (%)
Number of non-managerial full-time employees	197	185	**-6**
Total salary of non-managerial full-time employees	176,649,672	169,490,343	**-4**
Average salary of non-managerial full-time employees	896,699	916,164	**2**
Median salary of non-managerial full-time employees	1,113,897	1,380,344	**24**

Compliance with Labor Laws

AVerMedia places great importance on regulatory compliance. In 2024, labor inspections found no cases of child labor or forced labor. Occupational safety and health practices comply with both Taiwanese and international regulations, as well as local labor standards, with no occurrences of employment discrimination or human rights violations against local employees or indigenous peoples.

To safeguard employee rights, human rights and labor law training are included in onboarding programs. Occupational safety and health controls are implemented to prevent accidents, and emergency response procedures based on risk assessments are established to strengthen workplace safety and health.

AVerMedia adheres to human rights standards applicable to all its operational locations worldwide, treating all employees, contractors, temporary staff, and interns with dignity and respect regardless of gender, age, race, nationality, religion, marital status, or political affiliation.

The Company implements its human rights policy through structured measures, striving to maintain a healthy and safe working environment. Annual internal audits and third-party verifications under ISO 45001 are conducted to ensure compliance with international safety and health standards.

To ensure labor rights are upheld and meet client requirements, AVerMedia regularly reviews issues including child labor, underage workers, forced labor, sexual harassment, labor-management communication, and freedom of expression. In 2024, the Company, its operational sites, and suppliers received no complaints regarding human rights violations, infringement of freedom of association, collective bargaining rights, or discrimination.

Gender Equality

The Company complies with the Labor Standards Act and Gender Equality in Employment Act of the Republic of China (Taiwan), enforcing prohibitions against pregnancy discrimination and promoting gender equality in the workplace.

1. Female employees at AVerMedia headquarters may apply for menstrual leave, prenatal examination leave, maternity leave, miscarriage leave, and breastfeeding (milk expression) breaks based on physiological needs. Additionally, all employees requiring childcare are entitled to unpaid parental leave. Employees must express their intention to return to work at least one month before the end of their parental leave, with HR proactively assisting in the reemployment process. In 2024, no employees applied for parental leave, and three employees returned to work after completing parental leave.

2. To prevent sexual harassment and uphold gender equality and personal dignity in the workplace, the Company has established a Sexual Harassment Review Committee and implemented sexual harassment complaint channels within workplace regulations. During the reporting period, no sexual harassment complaints were reported at any operational site or supplier.

Prohibition of Child Labor

In accordance with regulatory requirements, employees aged 15 to under 18 must receive vocational training to help them acquire work skills, while being prohibited from engaging in heavy or hazardous work. Discipline management is also strengthened to ensure their physical and mental development as well as labor rights.

AVerMedia strictly prohibits the use of child labor. During the recruitment process, actual age verification is conducted to comply with Taiwan's Labor Standards Act, ensuring no employment of persons under 15 years of age. For employees aged 15 to under 18, the Company provides vocational training as required by authorities, prohibits their engagement in heavy or dangerous tasks, and enhances discipline management to safeguard their well-being and labor rights.

Compliance with Local Labor Laws

AVerMedia is committed to prohibiting all forms of human trafficking, coercion, and forced labor. Beyond standard employment contracts, the Company does not use financial or other means to restrict employees' employment relationship, such as withholding deposits or identity documents. Under applicable laws and

regulations, employees have the freedom to terminate their employment contracts voluntarily. In 2024, no cases of forced or compulsory labor were reported.

Labor-Management Meeting

AVerMedia has established labor-management negotiation bodies and schedules regular negotiation meetings. Prior to any major operational changes that may significantly affect employee rights, labor-management meetings are held to inform employees about the Company's operational status. Regarding contract termination, notice periods comply with Article 16 of the Labor Standards Act.

Meetings are attended by representatives of both labor and management to discuss labor disputes, employee benefits, legal compliance, related matters, and strengthens employee engagement and promotes harmonious labor relations.

In accordance with Article 16 of the Labor Standards Act, employers must provide advance notice within the following periods before terminating an employment contract pursuant to Articles 11 or 13 (exceptions):

1. For employees with more than three months but less than one year of continuous service, at least 10 days' notice is required.
2. For employees with one year or more but less than three years of continuous service, at least 20 days' notice is required.
3. For employees with three years or more of continuous service, at least 30 days' notice is required.

Labor-Management Communication Channels	
Supervisor Meetings	Once a month, during a selected week, a supervisor meeting is held where management-level employees can raise questions regarding company management, operations, strategy, and related topics. These questions are answered on-site by senior executives such as the Chairman and President/CEO.
Employee Complaint and Support Hotline	All employees can directly and promptly provide suggestions or raise concerns by dialing extension 6110 or sending emails to avt.er@avermedia.com.
AVerMedia Soapbox	The AVerMedia Soapbox is set up within the Company to encourage employees to freely express their opinions. Submissions are made anonymously and collected by the Human Resources department, which consolidates the feedback and forwards it to the relevant units for response. The replies are then uploaded to the HR system for all employees to access and review online.
Labor-Management Meetings	Labor-management meetings are held quarterly as a communication bridge between employees and the Company, fostering harmonious and rational dialogue between both parties. No labor disputes occurred in 2024.

Employee Development and Training

The Company integrates new employee onboarding, individual continuing education, and self-initiated learning to improve behavioral patterns and enhance technical skills, thereby raising overall employee quality. An annual training plan is formulated to support lifelong learning, helping employees develop professional expertise and job-related competencies. Utilizing learning platforms and software, various types and formats of training courses are provided.

- New Employee Orientation
- Functional and Professional Training
- Management Training by Position Level
- Functional Competencies
- Core Competencies
- Managerial Competencies

Employee Training Outcomes

AVerMedia places great emphasis on on-the-job training, aiming for employees' career development to grow alongside the Company. In 2024, the E-training system supported lifelong learning by enhancing employees' professional skills and essential job competencies. Through the new learning platform, employees have access to a wide variety of rich and diverse continuing education courses. During the 2024 reporting period, the total training hours for regular employees reached 3,289 hours, averaging 17.22 hours per employee.

Training Statistics Table								
	Management		Non- Management		Direct Staff		Indirect Staff	
Category/Gender	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees	32	9	90	60	0	0	122	69
Total Training Hours	1,855	559	496	379	0	0	2,351	938
Average Training Hours	57.97	62	5.5	6.3	-	-	25.14	20.51
Training Expenses	14,150	0	75,500	10,900	0	0	89,650	10,900

Notes:

1. The sum of total management employees and total non-management employees equals the total number of employees at the operational site.

2. The sum of total direct staff and total indirect staff equals the total number of employees at the operational site.

3. One temporary employee is excluded from the annual training hours calculation.

Talent Incentive Program

AVerMedia places great importance on talent, viewing innovation and R&D as the core drivers of company growth. To foster R&D motivation, the Company has implemented a performance-based incentive program that encourages employees to actively submit patent proposals. Balancing the quantity and quality of patent applications, AVerMedia has established a proposal review and rating mechanism, along with regular internal audits and assessments to ensure the effectiveness and continuous improvement of its intellectual property management system. These measures help strengthen the Company's R&D capabilities and enhance its competitive edge.

Performance Management and Development

AverMedia conducts regular performance evaluations for all full-time employees annually, which serve as the basis for salary adjustments, promotions, bonus distributions, and training program planning. The performance appraisal comprises assessments of individual performance goals and evaluations of core competencies specific to each job category.

In 2024, 100% of the male full-time employees and 100% of the female full-time employees received performance evaluations. Employees under probation undergo biweekly evaluations, and upon completing the probationary period, performance appraisals are conducted semi-annually.

During the reporting period, one temporary employee was included; however, the Company has not yet conducted a performance evaluation for this individual.

Employee Well-being and Engagement

Comprehensive Employee Benefits

Achieving work-life balance is an issue that concerns both employees and the company. Enterprises must consider how to foster a comfortable working environment and maintain open communication channels, thereby creating a friendly workplace where employees can relax both physically and mentally. This, in turn, helps strengthen team cohesion and a sense of belonging among employees.

- Generous Bonus System

1. Bonuses are distributed based on the Company's operating performance and individual achievements—profits are shared among employees!

2. Profit-sharing bonus

3. Year-end bonus

4. Moon Festival and Dragon Boat Festival bonuses

5. Birthday bonus

6. Employee referral bonus

7. Marriage, funeral, and childbirth subsidies

- In-service continuing education courses

1. Language training

2. Professional training

3. In-service continuing education courses

4. External internships

- Insurance

1. Enrollment in labor insurance and national health insurance in accordance with government regulations

2. Group insurance for employees (including life insurance, accident insurance, accident medical insurance, hospitalization insurance, cancer insurance, etc.), fully paid by the Company to safeguard the well-being of employees and their families

- Robust Promotion System

1. Objective performance appraisal system

2. Clear and accessible promotion paths (project/technical roles and managerial positions)

3. Internal transfer mechanism (employees are eligible to apply for transfer to other departments after serving in their current unit for two years)

- Quality Working Environment

1. Onsite leisure and fitness facilities, including a gym, table tennis equipment, and basketball arcade games

2. Sauna facilities with dry sauna, steam room, private changing rooms, and shower amenities

3. Employee cafeteria with a wide selection of vending machines, coffee machines, and microwaves.

4. Complimentary coffee and tea.

5. Afternoon tea subsidy for departments (monthly)

6. Rooftop garden for relaxation and leisure

7. Stress Relief Room— a designated space for employees to decompress and release work-related pressure

- Employee Care

1. Annual health check-ups

2. Employee trips

3. On-site massage services for stress relief

4. Free motorcycle parking

5. Complimentary movie screenings

6. Diverse employee clubs

7. Regular sports events

8. Dinner allowance for late working hours

- Others

1. Occasional festive events (e.g., Christmas parties, Talent Show)

2. Partnered stores offering employee discounts

3. Department team-building dinners

Lunar New Year Calligraphy

Hiking Club

Christmas party

Sharing event

Unpaid Parental Leave

In addition to statutory leave and retirement benefits governed by local labor laws, employees requiring extended periods of absence—such as for parental leave or military service—may apply for leave without pay and return to work upon the expiration of the leave.

In compliance with the Act of Gender Equality in Employment and the " Regulations for Implementing Unpaid Parental Leave for Raising Children " announced by the competent authority, AVerMedia has stipulated relevant policies in the Employee Handbook. In 2024, no employees applied for unpaid parental leave (0 female employees and 0 male employees). The company's application procedures for unpaid parental leave are formulated in accordance with applicable government regulations.

Year	2022			2023			2024		
Gender/Taotal	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Eligible Applicants for Parental Leave (A)	12	3	15	8	4	12	12	2	14
Number of Actual Applicants for Parental Leave in Reporting Year (B)	3	0	3	2	2	4	0	0	0
Number of Employees Expected to Return from Parental Leave in Reporting Year (C)	2	0	2	0	1	1	2	1	3
Number of Employees Returning from Parental Leave in Reporting Year (D)	1	0	1	0	1	1	2	1	3
Number of Employees Returning from Parental Leave in Previous Year (E)	1	1	2	1	0	1	0	1	1
Number of Employees Returning from Parental Leave and Continued Employment for One Year(F)	0	0	0	0	0	0	0	1	1
Return-to-Work Rate After Parental Leave (%)(D/C)	50	-	50	-	100	100	100	100	100
Parental Leave Retention Rate (%)(F/E)	0	0	0	-	-	-	-	100	100

Occupational Health and Safety Management System

AVerMedia has successfully obtained certification for the international Occupational Health and Safety Management System ISO 45001. To effectively implement the occupational health and safety (OHS) management system, the company follows the PDCA (Plan-Do-Check-Act) cycle. The system scope covers multimedia equipment design and manufacturing activities at AVerMedia's headquarters. The objective is to prevent occupational injuries and illnesses, providing a stable, safe, and healthy working environment for employees and other workers whose work or workplace is controlled by the company.

● Occupational Injury Prevention

AVerMedia has established workplace emergency response standard operating procedures and implements autonomous equipment inspections. Employee safety, health, and fire prevention training are reinforced to prevent occupational accidents.

● Drinking Water Quality Testing

To ensure the work environment meets safety and health standards, AVerMedia regularly conducts drinking water quality tests in employee work areas.

● Carbon Dioxide Concentration Measurement

Every six months, a professional testing company is commissioned to measure carbon dioxide concentration in the central air-conditioning building to ensure air quality, safeguard employee health, and prevent occupational diseases.

Beyond occupational safety, AVerMedia is deeply committed to employee health. The company promotes the AVerMedia Labor Health Management Program by offering employee health check-ups annually, exceeding requirements of the Labor Standards Act. Additionally, activities such as running events, implementation of a smoke-free workplace policy, regular environmental monitoring, employee health checks and management, provision of lactation rooms for female employees, and fitness and recreational facilities are provided.

In addition to strengthening employees' safety and health awareness through training, the company manages occupational health and safety through documents such as the Safety, Health, and Environmental Management Manual, Occupational Health, Safety and Environmental Management Procedures, and Environmental Safety and Health Committee Operating Procedures. The Occupational Safety, Health and Environmental Committee is established with clearly defined roles and responsibilities for management representatives and members according to the Environmental and Safety Communication Procedures. Employee representatives participate in the development and review of safety and health policies and related procedures.

The Occupational Health and Safety Management System applies to all 191 employees (100%) within the company's workplace scope, as well as 4 contract workers (100%).

Occupational Safety and Health Committee

To ensure the safety and health of all employees in the workplace and to create a healthy and safe working environment, AVerMedia Technologies, Inc. has established the Occupational Safety and Health Committee in accordance with Article 14 of the Occupational Safety and Health Act and Article 19 of its Enforcement Rules. The Committee is responsible for jointly reviewing, coordinating, and planning matters related to occupational safety and health regulations, implementing safety and health education and training programs, and managing related activities.

The Committee is composed of five employee representatives and four employer representatives, with

meetings chaired by the Head of the Safety and Health Management Department. For non-employee personnel, the Safety and Health Management Department, which oversees contractor management, serves as the liaison for communication and coordination.

The Committee is tasked with reviewing and making decisions on the implementation of occupational safety and health measures across the company's operational sites, as well as responding to relevant communication and complaints. In addition to decision-making management representatives, the Committee also includes employee seats, serving as a primary channel for workers to participate in the occupational health and safety management system. Regular meetings are held on a quarterly basis, and employees may raise occupational safety concerns or suggestions through their departmental representatives or communicate directly with senior management via the Committee.

Responsibilities of the Occupational Safety and Health Committee:

1. Compile and promote applicable laws and regulations related to environmental protection and occupational safety and health within the Company.
2. Develop, revise, and implement safety and health education and training programs, including fire safety and major disaster preparedness.
3. Plan and implement employee health examination programs.
4. Supervise self-inspections conducted by each department and audit activities related to occupational safety and health.
5. Oversee the safety of drinking water in the workplace.
6. Provide relevant safety and health management information and recommendations.
7. Plan and supervise the investigation and handling of occupational accidents, and manage the compilation of occupational injury statistics.
8. Develop management plans for workplace environmental monitoring and implement appropriate countermeasures based on monitoring results.
9. Undertake other planning and implementation tasks related to occupational safety and health as designated by the Committee.

Hazard Identification and Risk Assessment

The Company conducts hazard identification and risk assessment procedures to manage workplace safety. Internally selected qualified personnel are assigned to identify potential hazards, which are then quantitatively assessed and categorized into risk levels. The Safety and Health Management Department reviews and determines the risk ratings. For tasks identified with potential risks, control measures and improvement targets are established accordingly. These are incorporated into management records and tracked on a regular basis to continuously eliminate occupational hazards in the workplace.

The Company implements its occupational health and safety management system in accordance with ISO 45001, adopting the PDCA (Plan-Do-Check-Act) framework to continuously improve safety performance. Through the iterative cycle, the Company aims to achieve its long-term goal of sustainable development.

In compliance with Article 38 of the Occupational Safety and Health Act, which applies to designated enterprises as announced by the central competent authority, the Company fulfills its legal obligation to document and report occupational accidents and statistical data on a monthly basis to the labor inspection agency, and makes such information publicly available at the workplace.

According to statistics compiled by the Safety and Health Management Department, there were zero cases of disabling injuries, and no fatalities in 2024.

Incident Reporting and Prevention (Accident Investigation)

AVerMedia has established the Accident Reporting and Investigation Management Procedure to manage the reporting, investigation, and follow-up of any occupational safety incidents involving employees or contractors. Upon the occurrence of an incident, the Company assesses the extent of the damage and determines whether the case qualifies as a work-related injury. Once the accident investigation report is completed, it must be submitted for approval, followed by the implementation of corrective actions. The Safety and Health Management Department is responsible for supervising and tracking the improvement measures to minimize losses and prevent the recurrence of similar incidents. Incident reporting is

conducted in accordance with the Accident Reporting and Investigation Management Procedure.

In the event of any emergency during work operations, employees are entitled to exercise their judgment based on the level of danger present. They may suspend operations or take necessary protective actions and evacuate the work area if needed, without being subject to any disciplinary action.

Occupational Health and Safety Training

In compliance with the Regulations on Occupational Safety and Health Education and Training and other relevant regulations, AVerMedia provides occupational health and safety training to all newly hired employees upon onboarding. The Company also conducts regular training programs covering topics such as fire safety drills, first-aid responder training, and emergency response drills. Fire safety is a key focus area, and fire drills are conducted periodically to enhance employees' awareness and preparedness. All training sessions are held during working hours, and employees are not subject to any penalties—such as wage deductions or leave deductions—for participating in these programs.

For workers who are not classified as Company employees (e.g., contractors or other personnel), the Company delivers pre-entry hazard communication and safety training, conducts job safety analysis and provides safety reminders. In addition, ongoing safety supervision and awareness reinforcement is carried out during their operations, with the aim of fostering a strong safety culture among all workplace participants.In 2024, a total of six occupational safety and health training sessions were held, both internal and external, with 73 attendees in total.

Occupational Health and Safety Training Overview		
Training Program	Number of Participants	Expenses (NTD)
Fire and Emergency Response Training	24	0
On-the-Job Training for Occupational Safety and Health Staff	1	0
On-the-Job Training for Level-A Occupational Safety and Health Supervisors	1	0
On-the-Job Training for First-Aid Personnel	2	1,600
Occupational Safety and Health Orientation for New Employees	22	0
AED & CPR Emergency First-Aid Training	23	0

Notes:

1. The number of participants includes both employees and non-employees whose work and/or workplace are under the control of the organization.

2. Non-employees refer to contractors and outsourced personnel such as security guards, cleaning staff, and construction workers.

3. The training programs listed above include general occupational safety and health training, as well as training tailored to specific occupational hazards or dangerous conditions.

4. Training for non-employees is conducted by their respective contractors.

AED Training Program

Prevention of Occupational Diseases and Injuries

AVerMedia has established an occupational health and safety management system in accordance with ISO 45001 to actively foster a safe and healthy working environment. In addition to formulating occupational health and safety management policies and promoting related initiatives, the Company regularly reviews the system's operational effectiveness to prevent occupational diseases and injuries and to proactively promote employees' physical and mental well-being.

In the past three years, no cases of occupational diseases or occupational injuries have been reported among both employees and non-employee workers at AVerMedia.

Occupational Injury Statistics for Employees and Non-Employee Workers for the Past Three Years				
Category	Item	2022	2023	2024
Total Working Hours for Employee	Female	172,536	158,568	147,032
	Male	266,888	252,856	250,040
	Total	439,424	411,424	397,072
Total Working Hours for Non-Employee Workers	Female	3,984	3,968	4,000
	Male	3,984	3,968	4,000
	Total	7,968	7,936	8,000
Note: The data in this table represent the total monthly occupational injury reporting hours aggregated for each year.				

Our Company places great importance on employee health and safety and is committed to protecting employees from occupational diseases. We regularly conduct training on occupational disease prevention to ensure a safe and hygienic working environment. Necessary personal protective equipment (PPE) is provided, and periodic health examinations are carried out to detect early signs of occupational diseases in a timely manner, thereby safeguarding employees' health and safety.

The Company will continue to dedicate efforts to protecting employees from occupational disease risks and jointly create a healthy and safe workplace environment.

Contractor Management Policy

In addition to Company employees, AVerMedia places great importance on the occupational safety of contractor personnel. The Company has established a Contractor Management Policy aimed at clearly defining the rights and responsibilities of contractors regarding occupational safety, health, and environmental protection. This policy serves as the basis for managing contractors to ensure the safety and health of both Company staff and contractor workers across all work areas, while encouraging the engagement of high-quality contractors.

Contractor Responsibilities:

- When a contractor subcontracts all or part of their contracted work to another subcontractor, the original contractor must inform the subcontractor to comply with all provisions of this policy.
- Upon accepting any tasks from the Company, the contractor shall assume the responsibilities of the

employer as stipulated under the Occupational Safety and Health Act for the portion of work contracted. The same applies to any subcontractors.

- Contractors must implement hazard prevention plans in accordance with the Occupational Safety and Health Act. For all potential hazards or accidents, contractors shall proactively take necessary protective measures and provide their personnel with appropriate safety facilities and equipment to ensure work safety. Contractors are required to formulate emergency response plans and strictly enforce safety operation regulations among their employees. Any losses, injuries, or legal liabilities arising from insufficient preventive measures or personnel errors shall be fully borne by the contractor. Should damage occur to Company property or third parties, the contractor shall be liable for compensation.

- Contractors shall provide occupational safety and health education and training to their personnel based on the Occupational Safety and Health Act, the Regulations on Occupational Safety and Health Education and Training, and the training requirements (content and hours) stipulated by local competent authorities at the construction site. Such training records must be submitted for review prior to commencing work at the Company's premises. For personnel hired by contractors who do not have a fixed employer, the contractor shall ensure their safety and health training is implemented in accordance with the Occupational Safety and Health Act.

- Contractors must attend project briefings or hazard communication sessions before starting work.

- During construction, contractors must fully comply with relevant environmental protection laws and regulations.

- Contractor quotations must include all costs related to occupational safety, health, and environmental protection. After procurement is finalized, contractors may not request additional funds from the Company or halt work citing safety, health, or environmental management reasons.

Employee Health Checkups and Wellbeing Management

AVerMedia is committed to fostering a healthy workplace and supporting the holistic wellbeing of its employees—physically, mentally, and emotionally. The Company maintains an on-site medical clinic staffed by a full-time nurse and contracted specialist physicians to provide comprehensive healthcare services.

To promote physical activity and stress relief, AVerMedia offers a variety of recreational facilities including a gym, sauna, stress relief room, basketball arcade game, and a rooftop garden. Massage services are also available to employees. In addition, the Company regularly organizes health promotion activities to encourage employees to stay active and maintain their optimal health.

Employee Health Promotion Activities

To cultivate a healthy and happy workplace, AVerMedia implements a variety of health and wellness programs aimed at enhancing employees' physical and mental wellbeing:

1. Fitness and Sports Promotion

AVerMedia encourages employees to maintain an active lifestyle as part of a healthy work-life balance. The Company organizes regular sports activities such as jogging and hiking, and also hosts corporate running events to relieve stress and build team spirit.

2. Health Education and Awareness

The on-site medical office distributes health information through bulletin boards and internal email updates. Topics are aligned with seasonal and current health issues, including disease prevention, nutrition, and physical fitness. Content is curated from local and international health sources to raise awareness of healthy living.

3. Weight Management Activity

To help employees reduce the risks of obesity and metabolic syndrome, the Company launched a weight loss program with sub-challenges like step-count challenge, exercise course, dietary challenge

In 2024, the program attracted 59 participants (31% participation rate), with a total weight loss of 120.2 kg, 52.4% body fat reduction, and 386.8 cm waistline reduction. Participants received rewards such as massage vouchers, gym equipment, paid leave hours, and charitable donations based on performance.

4. Health Speech

To provide employees with reliable and actionable health knowledge, several expert-led speeches were held. All seminar content has been uploaded to the Company's e-learning platform for continuous learning and future reference.

● **Weight Management & Eating Out Tips**

Participants: 121 employees (64% participation rate)

Satisfaction: 4.6 / 5

● **Stress Relief & Quality Sleep**

Participants: 127 employees (68% participation rate)

Satisfaction: 4.7 / 5

● **Cancer Prevention Through Diet**

Participants: 118 employees (63% participation rate)

Satisfaction: 4.5 / 5

● **Cardiovascular Disease Awareness**

Participants: 121 employees (64% participation rate)

Satisfaction: 4.7 / 5

5. Stress Relief Massage Services

AVerMedia invites licensed visually-impaired massage therapists to provide on-site massage sessions twice a week, helping employees relieve stress and enhance overall wellbeing.

6. Smoke-Free Workplace

To promote a healthier work environment and respect for human rights, AVerMedia has implemented a comprehensive smoke-free policy. Designated outdoor smoking areas are established, while indoor spaces are strictly smoke-free. Anti-smoking signage and awareness posters are also prominently displayed.

Massage Room	Gym
Occupational Health Consultation	**Weight Loss Challenge**

Employee Health Examinations

AVerMedia places great emphasis on the health and well-being of its employees. Upon onboarding, new employees receive a comprehensive health examination along with individual health education services. In collaboration with qualified medical institutions, the company arranges annual complimentary health checkups for all employees, with screening frequency and items exceeding legal requirements. In alignment with national health policies, the program also includes screenings for four major cancers: breast, cervical, colorectal, and oral cancer.

Based on examination results, the company provides individual post-checkup consultations with contracted

physicians. High-risk individuals are identified for regular follow-ups and, if necessary, referred to external medical institutions for further diagnosis and treatment. A structured health management mechanism is in place, including six on-site occupational physician consultations per year, ensuring proactive health protection and comprehensive care for all employees. In 2024, a total of 175 employees received annual health examinations, achieving a participation rate of 99.4%. No special health examinations were conducted, as the company's operations do not involve any designated hazardous or high-risk work as defined by occupational safety and health regulations.

Employee Health Examination Participation and Cost Summary	
Health Checkup Items	Employees undergo an annual health examination. New hires become eligible for the health checkup after completing six months of employment. The frequency and scope of the examinations exceed the minimum requirements stipulated by applicable regulations. The screening items include general physical examination, vision and intraocular pressure tests, hearing assessment, physical function evaluation, cardiac, liver, kidney, and thyroid function tests, gout and gastric ulcer screening, bone density measurement, cancer screenings, ultrasound examinations, and other relevant assessments.
Number of Employees Participating	175
Expenses(NTD)	292,900

Notes:

Number of eligible employees for health screening: 176

Number of employees who underwent screening: 175 (participation rate: 99.4%)

Number of employees who did not participate: 1 (refused due to personal reasons; according to regulations, this employee is only required to undergo screening once every five years)

Employee Healthcare and Consultation Services

AVerMedia places great importance on employees' physical and mental well-being. The company has established an on-site medical room and partnered with contracted occupational health nurses for on-site care. We also collaborate with Far Eastern Memorial Hospital to provide regular on-site consultation services. Employees can receive a range of health services, including emergency treatment, wound care, illness monitoring, health consultations, return-to-work evaluations, and medical referrals.

➢ On-Site Influenza Vaccination Program

In support of the Taiwan CDC's public health campaign, the company provides free workplace influenza vaccination services during flu season. Eligible employees are encouraged to receive the vaccine on-site to enhance immunity and prevent seasonal flu outbreaks.

➢ Emergency Response Measures

AVerMedia has established emergency response procedures to define disaster categories and corresponding protocols to minimize harm. Emergency drills are held every six months, and additional health and safety communications are shared via the medical room. Hands-on training sessions are regularly conducted to strengthen employee first-aid capabilities.

➢ Occupational Health Protection

In line with occupational safety regulations, the company implements four major health protection programs:

1. Musculoskeletal Disease Prevention

2. Prevention of Diseases Triggered by Abnormal Workloads

3. Maternal Health Protection in the Workplace

4. Prevention of Workplace Violence

These are managed by the safety and health manage team, medical professionals, and department supervisors. For high-risk and maternal employees, hazard identification and risk assessments are

conducted to ensure a safe and healthy work environment, aiming to reduce workplace risks and prevent occupational accidents.

➢ Group Health Insurance

All employees are covered by a comprehensive group insurance plan, which includes life insurance, accident insurance, accident medical coverage, hospitalization insurance, and cancer treatment insurance. All premiums are fully paid by the company.

➢ Breastfeeding Support

AVerMedia actively promotes breastfeeding by providing health education through the medical room. A comfortable and private lactation room is available on-site, offering a secure space for female employees, supporting work–life balance and maternal care.

Lactation Room

Feature- Employment of Corporate Fitness Trainers

To support employees in maintaining their physical well-being, in addition to comprehensive health management services, the company began promoting an internal fitness culture in 2024. A professional fitness trainer was hired to encourage employees to shift their mindset from "too busy to exercise" to "making time for regular physical activity," fostering sustainable exercise habits.

- Objectives and Target Participants

The primary goal of this initiative is to leverage the expertise and experience of a certified fitness trainer to stimulate exercise motivation within the company and build a more energetic workplace. This aligns with our long-term vision of promoting employee health and supporting sustainable corporate development. All employees of AVerMedia Technologies, regardless of role or seniority, are encouraged to participate. The initiative also aims to reduce the physical burden caused by prolonged sitting and promote healthier lifestyles amidst work-related stress.

- Program Activities and Implementation

In 2024, a series of exercise programs were launched to provide structured and accessible fitness services, encouraging employees to adopt healthier lifestyles, boost energy, and enhance creativity—contributing to overall organizational competitiveness.

Using existing fitness facilities, we developed a diverse array of fitness activities, including yoga, Pilates, softball club, and fitness club sessions. Additional structured classes such as weight training, core strengthening, muscle relaxation, resistance training, and running practice were also introduced. These offerings helped employees cultivate consistent exercise habits while providing varied options to suit different interests. Employees were also proactive in inviting colleagues who had not yet participated, creating a supportive and engaging fitness culture that strengthened team cohesion and left lasting positive experiences.
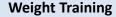
- Outcomes

Following the employment of a professional fitness trainer, AVerMedia successfully launched 6 in-person and 2 online fitness classes in 2024. By offering a wide range of exercise formats, the initiative significantly contributed to improved employee health and vitality.

At AVerMedia, employee well-being is regarded as one of the company's most valuable assets. By integrating physical fitness into the workplace, we continuously enhance and expand our health promotion programs, ensuring that our workforce remains energized, engaged, and supported—laying a strong foundation for sustainable business growth.

Commendation Ceremony

Weight Training

Core Training

Feature. Badge of Accredited Healthy Workplace

In 2024, AVerMedia Technologies officially obtained the Healthy Workplace Certification, demonstrating the company's strong commitment to the health of employees. This milestone reflects our comprehensive efforts in health management, workplace safety, and psychosocial support, creating a work environment that promotes both physical and mental well-being, enhances quality of life, and empowers employees to perform at their fullest potential in a comfortable and secure setting. Our workplace health promotion framework comprehensively advances the following seven core domains:

- **Health Policy and Leadership Commitment**

1. Senior management actively participated in and promotes workplace health promotion activities.
2. Established a "Self-directed Health Management Performance" mechanism to comprehensively advance a healthy workplace.

- **Employee Health Examination and Management**

1. Health examinations exceeding regulatory requirements
2. Health risk management with stratified follow-up
3. Access to professional health management resources

- **Health Education and Wellness Promotion Programs**

1. Regular health seminars and workshops
2. Exercise and health promotion and competitions
3. Professional fitness instruction

- **Physical Relaxation and Mental Health Support**

1. Massage and relaxation/stress-relief programs
2. Psychological counseling service

- **Safe Working Environment and Emergency Response Mechanisms**

1. Occupational Safety Management
2. Installation of AEDs (Automated External Defibrillators)
3. First Aid Training

4. Smoke-Free Workplace Policy

- **Work–Life Balance Support Initiatives**

1. Flexible Working Hours and Remote Work Mechanism

2. On-site Childcare Support

3. Family Day Events

- **Community Engagement and Social Contribution**

1. Vaccination and Blood Donation Campaigns

2. Weight Loss for Charity Program (collective achievements converted into donations)

Community Engagement and Social Contribution

Volunteerism and Caring for the Disadvantaged

AVerMedia Technologies actively participates in community volunteer services and promotes public welfare initiatives such as supporting disadvantaged groups. Furthermore, the Company's operational activities have no actual or potential negative impacts on the local communities. Social engagement activities conducted in 2024 is as follows:

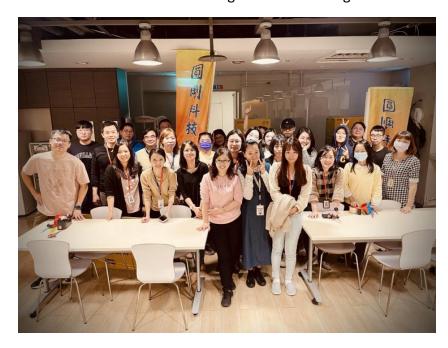### Organized Earth Cleanup and Community Service Day activities

Since 2002, AVerMedia Technologies has been participating in the "Clean Up the World" campaign, mobilizing all employees to clean up community environments. On October 19, 2024, the Company organized a cleanup activity at Guangfu Riverside Park in Banqiao, where employees and their family members devoted half a day to environmental cleaning, contributing to the planet together. A total of 129 employees, along with numerous family members and children, joined this meaningful volunteer event. In 2024, 95.2% of employees achieved the target of three volunteer service hours per person per year, with an aggregate of 618 volunteer service hours for the year.

Christmas Gift Boxes for Children from Disadvantaged Families

For the 12th consecutive year, the Public Relations Office organized an internal fundraising campaign, through which employees purchased various stationery items and toys, packaged them into gift boxes, and delivered them to after-school tutoring programs for children from disadvantaged families. Some gifts were even personally handed to the children by AVerMedia employees.

In 2024, the initiative was supported by generous employee donations and hands-on gift wrapping. A total of 51 employees participated, raising NT$74,000 and preparing 300 gift boxes, hoping to bring warmth and love to children from disadvantaged families during the

LET'S RUN Studio Classroom 1919 Charity Marathon

AVerMedia actively supports the Chinese Christian Relief Association's "After-School Tutoring Program for Children from Disadvantaged Families" and the "Emergency Relief Program for Families in Crisis." Each year, the Company contributes by sponsoring AVerMedia products as raffle prizes for fundraising events and mobilizing corporate volunteers to assist with the "1919 Charity Marathon" and "1919 Round-Island Cycling," both of which aim to raise funds for public welfare initiatives in collaboration with the organizer.

This year, AVerMedia sponsored 20 sets of GH337 gaming headsets as raffle prizes and recruited 18 corporate volunteers to support event operations, contributing efforts to ensure the success of these charitable activities.+

Blood Donation Campaign

Every year, AVerMedia collaborates with the local councilor's service office to host joint blood donation drives. In 2024, two events were held on April 13 and July 4, with employees volunteering their free time to participate and support the initiative.

Assurance Statement

SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE AVERMEDIA TECHNOLOGIES, INC.'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by AVerMedia Technologies, Inc. (hereinafter referred to as AVerMedia) to conduct an independent assurance of the Sustainability Report for 2024. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 1 Moderate level during 2025/05/27 to 2025/06/24. The boundary of this report includes AVerMedia Taiwan operational sites.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all AVerMedia's Stakeholders.

RESPONSIBILITIES

The sustainability information in the AVerMedia's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and management of AVerMedia. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP ,2018).

Assurance has been conducted at a Type 1 Moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

	Reporting Criteria Options
1	AA1000 Accountability Principles (2018)
2	GRI (With Reference to)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standard.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant. (insert details)

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosures has not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from AVerMedia, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS
ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

AVerMedia has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, AVerMedia may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

AVerMedia has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

AVerMedia has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

ADHERENCE TO GRI

The report, AVerMedia's Sustainability Report of 2024, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to AVerMedia's contributions to sustainability development. For future reporting, AVerMedia is encouraged to prepare for the transition to reporting in accordance with the GRI Standards, with more comprehensive details of its management processes on the identified impacts on the economy, environment, and people, including impacts on their human rights.

Signed:
For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Business Assurance Director
Taipei, Taiwan
31 July, 2025
WWW.SGS.COM

AA1000
Licensed Report
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