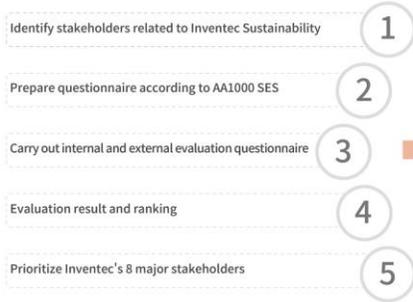


# Management Process

## Stakeholders Identification Management Process



## Inventec's 8 Major Stakeholders



## Material Topic Identification Management Process



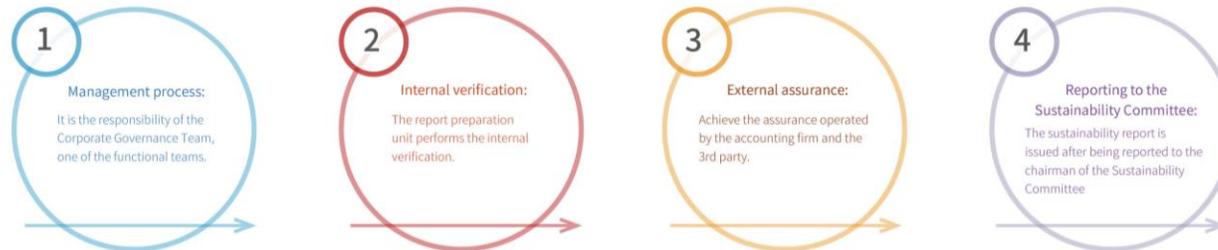
## Report Management Process

The Corporate Governance Team, one of the functional teams, is responsible for the compilation of Inventec's sustainability report. The management process of releasing the sustainability report is shown in the figure on this page.

## Regular Board of Directors' Report

Risk management, integrity management, and communication situations with stakeholders are regularly reported to the Board of Directors every year, along with the identification of stakeholders, the material topics, stakeholder communication channels, Inventec's response mechanism and implementation of risk management and integrity management reported to the Board of Directors every second quarter.

## The Management Process of Inventec Issuing Sustainability Report



◆ To strengthen stakeholders' communication mechanism, Inventec has formulated an internal management process for identifying stakeholders, as shown on this page, by referring to GRI Standards and AA1000 SES (2015) international standards. In order to effectively differentiate the eleven major stakeholders related to Inventec sustainability, including employees, customers, suppliers, shareholders/investors, government agencies, communities, media, competitors, non-governmental organizations (NGOs), research institute, and labor unions, the top eight major stakeholders are ranked and listed through a questionnaire, the descriptions of which are as shown on this page.

◆ The purpose of Inventec's top ten beliefs is to encourage the employees of Inventec to make the best response to the issues that concern its stakeholders. With regard to interaction and communication with stakeholders, Inventec has set up communication channels and assigned dedicated personnel to listen to the needs of all stakeholders before providing the relevant advisory and consultation services. In order to implement information transparency and strengthen stakeholder communication and engagement, Inventec has established an internal "management process for identifying material topics". Through the shared processes of identification and response by Inventec and Inventec Appliances, which serve as the most fundamental communication channels between Inventec and stakeholders, the company can achieve transparent communication and respond to the material topics. The content related to "material topic identification management process" is shown on this page.



# Employee

Critical information	Communication instructions of stakeholders	Content
<p>Employee welfare and training expenses: More than NT\$1.21 billion</p> <p>Employee salary: Average amount NT\$1.121 million</p>	What employees mean to Inventec	<ul style="list-style-type: none"> <li>◆ Main assets of the company</li> </ul>
	Two-way communication, communication frequency and channel between Inventec and the employees	<ul style="list-style-type: none"> <li>◆ The responsible unit is required to gather and organize opinions for carrying out communications through employee care meetings, employee forums, manager/supervisor forums, online communication platforms, or sporadic suggestions every year.</li> <li>◆ The human resources unit irregularly holds management and labor council or monthly meetings every year to carry out communication.</li> <li>◆ The responsible unit will post problems and countermeasures on the bulletin board on an as needed basis.</li> </ul>
	Way of engagement of Inventec and the employees	<ul style="list-style-type: none"> <li>◆ Consultation, negotiation, participation, and cooperation</li> </ul>
	8 topics for discussion about which employees are concerned	<ul style="list-style-type: none"> <li>◆ Labor rights</li> <li>◆ Talent acquisition</li> <li>◆ Employee welfare</li> <li>◆ Talent cultivation</li> <li>◆ Financial performance</li> <li>◆ Equal opportunity and diversity</li> <li>◆ Occupational safety and health</li> <li>◆ Employee communication</li> </ul>
	Content of response	<ul style="list-style-type: none"> <li>◆ In response to the operational needs of local factories and creating job opportunities, a total of 28,297 individuals were recruited by eight factories around the world in 2022. (Talent acquisition)</li> <li>◆ Employee welfare and training: In 2022, the amount of money invested in factories in China and Taiwan reached more than NT\$1.218 billion. (Talent cultivation, employee welfare)</li> <li>◆ Total training hours: 720,856 hours. (Talent cultivation)</li> <li>◆ The consolidated after-tax earnings per share is NT\$1.71. (Financial performance)</li> <li>◆ No grievance case about discrimination in 2022. (Equal opportunity and diversity)</li> <li>◆ 8 factories all over the world obtained the third-party certificates of ISO 45001 (Occupational safety and health)</li> <li>◆ No labor dispute events causing work stoppages occurred in 2022. (Employee communication)</li> <li>◆ The RBA audits in the facilities of Inventec and its supplier had no finding about forced labor. (Labor rights)</li> </ul>
	Sustainability report's chapters for employees	<ul style="list-style-type: none"> <li>◆ 1.2 Business Performance, 5. LOHAS Enterprise</li> </ul>





# Customer

Critical information	Communication instructions of stakeholders	Content
<p>Collaborative customers' green products obtained 432 environmental / energy efficiency certifications</p> <p>Customer service obtained 883 product safety certifications</p>	What customers mean to Inventec	<ul style="list-style-type: none"> <li>◆ Main source of revenue of the company.</li> </ul>
	Two-way communication, communication frequency and channel between Inventec and the customers	<ul style="list-style-type: none"> <li>◆ Each responsible unit takes the initiative to respond to the standards, audits, or questionnaires requested by customers through the committee as needed every year.</li> <li>◆ The responsible unit fills out the SAQ questionnaire on the RBA-Online Supply Chain &amp; CSR Management Platform every year.</li> </ul>
	Way of engagement of Inventec and the customers	<ul style="list-style-type: none"> <li>◆ Consultation, negotiation, participation, and cooperation</li> </ul>
	8 topics for discussion about which customers are concerned	<ul style="list-style-type: none"> <li>◆ Innovative research and development</li> <li>◆ Responsible minerals</li> <li>◆ Equal opportunity and diversity</li> <li>◆ Circular and innovative product</li> <li>◆ Cyber security</li> <li>◆ Climate change</li> <li>◆ Renewable energy</li> <li>◆ Sustainable supply chain management</li> </ul>
	Content of response	<ul style="list-style-type: none"> <li>◆ TOP 1000 US Patent Assignees. (Innovative research and development)</li> <li>◆ No grievance case about discrimination in 2022. (Equal opportunity and diversity)</li> <li>◆ 7 factories around the world obtained ISO 27001 third-party certificates. (Cyber security)</li> <li>◆ Inventec purchased the certificate of 51 million KWH of international renewable energy in 2022. (Renewable energy)</li> <li>◆ 100% of the suppliers completed the responsible minerals investigation in 2022. (Responsible minerals)</li> <li>◆ 7 factories all over the world obtained the third-party certificates of IECQ QC 080000. (Circular and innovative product)</li> <li>◆ Compared with the SBT reduction base year, the Scope 1 and Scope 2 greenhouse gas emissions in 2022 reduced by 27.47%. (Climate change)</li> <li>◆ In 2022, a total of 63 supplier audits were conducted, achieving a 100% execution rate and a 100% closure rate. (Sustainable supply chain management)</li> </ul> <div data-bbox="1931 1120 2186 1192"> </div>
	Sustainability report's chapters for customers	<ul style="list-style-type: none"> <li>◆ 1.5.6 Cyber Security Management, 2.3 Customer Service, 2.4 Sustainable Supply Chain Management, 3.1 Climate Resilience, 4.1 Industrial Innovative Research and Development</li> </ul>



# Government Agency

Critical information	Communication instructions of stakeholders	Content
<p>9th corporate governance evaluation: Top 6-20% company in terms of corporate governance</p>	<p>Communication instructions of stakeholders</p>	<ul style="list-style-type: none"> <li>◆ All corporate regulations and resources support have been standardized.</li> </ul>
	<p>Two-way communication, communication frequency and channel between Inventec and the government agencies</p>	<ul style="list-style-type: none"> <li>◆ The responsible unit discloses information on the company website, uploads the annual report and sustainability report, and makes information public on the Market Observation Post System every year according to regulations.</li> <li>◆ The corresponding units cooperate with the government's requirements on conducting factory inspections, fire drills, and emergency response drills every year in accordance with government documents.</li> <li>◆ The responsible unit operates in coordination with annual declaration requirements on inspecting the company's compliance with various environmental regulations and collecting statistics related to environmental protection data.</li> <li>◆ The corresponding units occasionally participate in government policy announcements and advocacy, projects, or activities.</li> </ul>
	<p>Way of engagement of Inventec and the government agencies</p>	<ul style="list-style-type: none"> <li>◆ Consultation, negotiation, and participation</li> </ul>
	<p>9 topics for discussion about which government agencies are concerned</p>	<ul style="list-style-type: none"> <li>◆ Anti-corruption</li> <li>◆ Investment strategy</li> <li>◆ Risk management</li> <li>◆ Renewable energy</li> <li>◆ Energy management</li> <li>◆ Water resource management</li> <li>◆ Waste management</li> <li>◆ Climate change</li> <li>◆ Equal opportunity and diversity</li> </ul>
<p>Environmental protection expenditure: More than NT\$0.16 billion</p>	<p>Content of response</p>	<ul style="list-style-type: none"> <li>◆ For anti-corruption training, a total of 11,756 people from 8 factories around the world participated in integrity management training programs, an increase of 2.86% over 2021 (11,429 people). No major violations took place in 2022. (Anti-corruption)</li> <li>◆ The amount of money invested in research and development in 2022 was more than NT\$12 billion, an increase of 14.18% over 2021. (Investment strategy)</li> <li>◆ The risk management operations were reported to the Board of Directors on May 13th, 2022, to strengthen the implementation of the risk management system. (Risk management)</li> <li>◆ Inventec purchased the certificate of 51 million KWH of international renewable energy in 2022. (Renewable energy)</li> <li>◆ 6 factories around the world passed ISO 50001 third-party examination. (Energy management)</li> <li>◆ Compared with 2012, water withdrawn in 2022 was decreased by 23.87%. (Water resource management)</li> <li>◆ Compared to the base year, 2014, the volume of waste in 2022 has been reduced by 9.58%. (Waste management)</li> <li>◆ 8 factories around the world passed ISO 14064-1 third-party verification. (Climate change)</li> <li>◆ No grievance case about discrimination in 2022. (Equal opportunity and diversity)</li> </ul> <div style="display: flex; justify-content: flex-end; gap: 10px;">     </div>
	<p>Sustainability report's chapters for government agencies</p>	<ul style="list-style-type: none"> <li>◆ 1.4 Business Ethics, 1.5 Risk Management, 3.1 Climate Resilience, 3.2 Environmentally Friendly</li> </ul>



# Supplier (Including Contractor)

Critical information	Communication instructions of stakeholders	Content
<p>Responsible minerals: 100% of suppliers completed the responsible minerals investigation</p> <p>The advanced technology / new product exchange forum: an accumulative total of 257 suppliers and 324 sessions</p>	What suppliers mean to Inventec	<ul style="list-style-type: none"> <li>◆ The main source of products and materials of our company.</li> </ul>
	Two-way communication, communication frequency and channel between Inventec and the suppliers	<ul style="list-style-type: none"> <li>◆ The responsible units communicate with the contractors including human resources agencies, service outsourcers (security, cleaning, dietary suppliers), waste removal and disposal, and factory engineering contractors.</li> <li>◆ The responsible unit holds Sustainable Supply Chain Forum and requests questionnaires to be filled out every year.</li> <li>◆ The responsible unit elaborates occupational safety and conducts on-site interviews as necessary every year.</li> <li>◆ The responsible unit makes responses via the supplier website as needed every year.</li> </ul>
	Way of engagement of Inventec and the suppliers	<ul style="list-style-type: none"> <li>◆ Participation and cooperation</li> </ul>
	2 topics for discussion about which suppliers are concerned	<ul style="list-style-type: none"> <li>◆ Sustainable supply chain management</li> <li>◆ Responsible minerals</li> </ul>
	Content of response	<ul style="list-style-type: none"> <li>◆ In 2022, a total of 63 supplier audits were conducted, achieving a 100% execution rate and a 100% closure rate. (Sustainable supply chain management)</li> <li>◆ 100% of suppliers completed the responsible minerals investigation in 2022. (Responsible minerals)</li> <li>◆ A total of 447 senior executives from 267 suppliers participated in the 2022 Sustainable Supply Chain Summit.(Sustainable supply chain management)</li> <li>◆ 192 supplier representatives attended the "2022 Inventec Group Sustainable Supply Chain Forum". (Sustainable supply chain management)</li> </ul>
	Sustainability report's chapters for suppliers	<ul style="list-style-type: none"> <li>◆ 2.4 Sustainable Supply Chain Management</li> </ul>



# Shareholder / Investor

Critical information	Communication instructions of stakeholders	Content
<p>The EPS is NT\$1.71</p> <p>The performance of the Board: the results of self-evaluation were excellent.</p>	<p>What shareholders / investors mean to Inventec</p>	<ul style="list-style-type: none"> <li>◆ Main source of fund of the company.</li> </ul>
	<p>Two-way communication, communication frequency and channel between Inventec and the shareholders / investors</p>	<ul style="list-style-type: none"> <li>◆ The responsible unit regularly shares such information through shareholders' meeting, investor conferences, stock report, financial reports (monthly/quarterly), annual reports, company websites, and news media every year.</li> </ul>
	<p>Way of engagement of Inventec and the shareholders / investors</p>	<ul style="list-style-type: none"> <li>◆ Consultation and participation</li> </ul>
	<p>4 topics for discussion about which shareholders / investors are concerned</p>	<ul style="list-style-type: none"> <li>◆ Financial performance</li> <li>◆ Investment strategy</li> <li>◆ Risk management</li> <li>◆ Climate change</li> </ul>
	<p>Content of response</p>	<ul style="list-style-type: none"> <li>◆ The amount of net profit after tax has reached more than NT\$6.1 billion. (Financial performance)</li> <li>◆ In 2022, the sum of money invested in plant equipment reached more than NT\$4.85 billion. (Investment strategy)</li> <li>◆ The risk management operations were reported to the Board of Directors on May 13th, 2022, to strengthen the implementation of the risk management system. . (Risk management)</li> <li>◆ Compared with the SBT reduction base year, the Scope 1 and Scope 2 greenhouse gas emissions in 2022 reduced by 27.47%. (Climate change)</li> </ul> <div style="text-align: right;">   </div>
	<p>Sustainability report's chapters for shareholders / investors</p>	<ul style="list-style-type: none"> <li>◆ 1.1 About Inventec, 1.5 Risk Management, 3.1 Climate Resilience</li> </ul>



# Community

Critical information	Communication instructions of stakeholders	Content
<p>Social donation contributions have reached more than NT\$12 million</p> <p>Public welfare hours: 12,532 hours</p>	<p>What communities mean to Inventec</p>	<ul style="list-style-type: none"> <li>◆ Community environment and source of company employees.</li> </ul>
	<p>Two-way communication, communication frequency and channel between Inventec and the communities</p>	<ul style="list-style-type: none"> <li>◆ The Social Responsibility Group or the responsible unit, together with Inventec Group Charity Foundation, irregularly responds to community issues through websites, visits, and telephone interviews and participates in exchange activities every year.</li> </ul>
	<p>Way of engagement of Inventec and the communities</p>	<ul style="list-style-type: none"> <li>◆ Consultation, negotiation, participation, and cooperation</li> </ul>
	<p>2 topics for discussion about which communities are concerned</p>	<ul style="list-style-type: none"> <li>◆ Water resource management</li> <li>◆ Waste management</li> </ul>
	<p>Content of response</p>	<ul style="list-style-type: none"> <li>◆ Compared with 2012, water withdrawn in 2022 was decreased by 23.87%. (Water resource management)</li> <li>◆ Compared to the base year, 2014, the volume of waste in 2022 has been reduced by 9.58%. (Waste management)</li> </ul>
	<p>Sustainability report's chapters for communities</p>	<ul style="list-style-type: none"> <li>◆ 3.2.3 Waste Management, 3.2.4 Water Resource Management</li> </ul>





# Media

Critical information	Communication instructions of stakeholders	Content
<p><b>CommonWealth Magazine</b> 2023 top 2000 enterprises - No. 11 in manufacturing</p> <p><b>The EPS is</b> NT\$1.71</p>	<p>What media mean to Inventec</p>	<ul style="list-style-type: none"> <li>◆ An important channel for information communication.</li> </ul>
	<p>Two-way communication, communication frequency and channel between Inventec and the media</p>	<ul style="list-style-type: none"> <li>◆ Collect and organize news reports and occasionally reply to questionnaires.</li> <li>◆ Irregularly publish material information on the Market Observation Post System and company websites.</li> <li>◆ Shareholders' meeting and investor conferences on a regular basis.</li> </ul>
	<p>Way of engagement of Inventec and the media</p>	<ul style="list-style-type: none"> <li>◆ Negotiation and participation</li> </ul>
	<p>4 topics for discussion about which media are concerned</p>	<ul style="list-style-type: none"> <li>◆ Anti-corruption</li> <li>◆ Financial performance</li> <li>◆ Energy management</li> <li>◆ Climate change</li> </ul>
	<p>Content of response</p>	<ul style="list-style-type: none"> <li>◆ For anti-corruption training, a total of 11,756 people from 8 factories around the world participated in integrity management training programs, an increase of 2.86% over 2021 (11,429 people). No major violations took place in 2022. (Anti-corruption)</li> <li>◆ The consolidated after-tax earnings per share is NT\$ 1.71. (Financial performance)</li> <li>◆ Implementation of 19 major energy-saving programs to save more than 1.89 million kWh of electricity. (Energy management)</li> <li>◆ Compared with the SBT reduction base year, the Scope 1 and Scope 2 greenhouse gas emissions in 2022 reduced by 27.47%. (Climate change)</li> </ul>
	<p>Sustainability report's chapters for media</p>	<ul style="list-style-type: none"> <li>◆ 1.2 Business Performance, 1.4 Business Ethics, 3.1 Climate Resilience</li> </ul>





# Research Institute

Critical information	Communication instructions of stakeholders	Content
<p>The amount of money invested in research and development expenditure NT\$12.09 billion</p> <p>The number of global patents certificates obtained from around the world has reached more than 17,000</p>	What research institutes mean to Inventec	<ul style="list-style-type: none"> <li>◆ Important communication channels for industry professional information.</li> </ul>
	Two-way communication, communication frequency and channel between Inventec and the research institutes	<ul style="list-style-type: none"> <li>◆ Collect and organize reports submitted by research institutions and accept visits, telephone interviews, and questionnaire surveys as needed.</li> <li>◆ Investor conference is held on a regular time schedule.</li> </ul>
	Way of engagement of Inventec and the research institutes	<ul style="list-style-type: none"> <li>◆ Consultation and participation</li> </ul>
	3 topics for discussion about which research institutes are concerned	<ul style="list-style-type: none"> <li>◆ Innovative research and development</li> <li>◆ Sustainable supply chain management</li> <li>◆ Cyber security</li> </ul>
	Content of response	<ul style="list-style-type: none"> <li>◆ TOP 1000 US Patent Assignees. (Innovative research and development)</li> <li>◆ 100% of our suppliers have signed the declaration of conformity of the Responsible Business Alliance Code of Conduct. (Sustainable supply chain management)</li> <li>◆ No complaints against customer privacy violation or loss of customer information were received in 2022. (Cyber security)</li> </ul>
	Sustainability report's chapters for research institutes	<ul style="list-style-type: none"> <li>◆ 1.5.6 Cyber Security Management, 2.4 Sustainable Supply Chain Management, 4.1 Industrial Innovative Research and Development</li> </ul>

