

# 2024



Environmental Social Governance

## ESG Report

樂事綠能  
ENERGY



## Table of Contents

1.	About this Report.....	3
1.01	Word from the Chairman.....	3
1.02	About the Company.....	4
1.03	Report Information .....	5
2.	Sustainable Management .....	7
2.01	Sustainable Development Strategy .....	7
2.02	Promoting Sustainable Development Mechanisms.....	7
2.03	Board of Directors and Functional Committees .....	9
3.	Stakeholders and Material Topics .....	14
3.01	Stakeholder Engagement .....	14
3.02	Process to Determine Material Topics .....	15
3.03	List of Material Topics.....	16
3.04	Management of Material Topics .....	17
4.	Governance .....	19
4.01	Economic Performance.....	19
4.02	Tax .....	19
4.03	Integrity Management.....	20
4.04	Communication Channel and Grievance Mechanism.....	23
4.05	Risk Management .....	25
4.06	Information Security and Customer Privacy Protection .....	26
4.07	Participation in Various Clubs and Organizations .....	27
4.08	Product and Service Management .....	27
4.09	Supplier Management.....	28
5.	Social .....	31
5.01	Human Resource Development .....	31
5.02	Occupational Safety and Health .....	36
5.03	Community Engagement .....	40
5.04	Others .....	43
6.	Environment.....	44
6.01	Climate Change .....	44
6.02	GHG Management.....	46
6.03	Energy Management .....	47
6.04	Water Resource Management .....	48
6.05	Waste Management.....	49
7.	Appendices.....	50
7.01	Appendix 1: GRI Content Index .....	50
7.02	Appendix 2: Climate-related Information.....	55

# 1. About this Report

## 1.01 Word from the Chairman

The Company's consolidated revenue for 2024 was NTD 696,439 thousand, representing a decline compared with 2023. Looking ahead to 2025, the Company's growth is expected to increase significantly. The Company is currently actively participating in tenders for Taipower's pad-mounted transformers and other private construction and electrical equipment projects, striving to secure orders from multiple sources.

In response, the Yangmei Plant completed the replacement of production equipment for kiosk-type transformers and other electrical equipment in 2024 to enhance production efficiency. In addition, to participate in various public construction projects, an additional distribution panel production plant was built at the current Yangmei Plant site. The facility was completed in Q4 2024 and has begun mass production.

In Q1 2024, the Company established the Tainan Plant in the Yongkang District of Tainan City. Advanced equipment is used for processes such as sheet-metal cutting to actively expand distribution panel business in southern Taiwan. As for the renewable energy business group, the installed capacity of completed solar photovoltaic sites reached 36 MW in 2024. Solar photovoltaic sites at the Rende and Nantou service areas of the national highways are also under construction and are expected to be fully completed by the end of 2025, bringing the total installed capacity to 40 MW upon completion. In addition, the 1.2 MW energy storage plant was fully completed in 2025, contributing to energy development.

The Company will accelerate the acquisition of certifications for new material-specification products to further secure business opportunities related to Taipower's power grid resilience plan. The Taipower 23 kV GIS new material-specification type certification has passed Taipower's type test, and planning for the 23 kV CGIS new material-specification certification is currently underway. In 2025, the Company will also make every effort to secure orders for Taipower's pad-mounted transformers and other electrical equipment. The Company will continue to strengthen production technologies and the research and development of Taipower's new material-specification electrical equipment, enhance workforce quality and product quality, expand distribution channels for various electrical equipment, and increase market share. The renewable energy business group will likewise continue to develop site projects in alignment with government policies to achieve ongoing and sustainable development. The Company will upgrade its ERP information system and introduce assisted intelligence into its processes to improve efficiency, enhance product competitiveness, and increase profitability.

The Company has promoted climate-related financial disclosure in accordance with the Financial Stability Board's TCFD recommendations, including mechanisms for identifying climate risks and opportunities. The Company has established energy benchmarks and energy performance indicators and conducts internal energy reviews and monitoring, as well as regular audits and management reviews, to build an energy-saving and carbon-reduction system.

Regarding the carbon inventory, in Q4 2024 the Company began conducting a comprehensive assessment and control of its carbon emissions. All personnel, equipment energy use, and energy efficiency were itemized. After clarifying the Company's annual carbon emission values one by one, KPI targets were established to manage carbon emissions.

Looking ahead, business planning:

Actively pursue orders related to Taipower's power grid resilience projects and expand solar photovoltaic and energy storage deployments. In the face of slowing global economic growth and the competitive pressures brought by international and regional economic integration, the Company, driven by both competitiveness and social responsibility, will adopt appropriate operational measures to enhance its competitiveness. The Company will make good use of limited social and natural resources, continuously seeking improvement in process safety and energy conservation and emission reduction, while also dedicating efforts to environmental protection and social care. The Company aims to serve as a supportive and positive force for societal progress and contribute to Taiwan's sustainable development.

Chairman: Chieh-Jen Chen

## 1.02 About the Company

### 1.02.1 Company Profile

Luxe Green Energy was established in 1978 and is engaged in the R&D and manufacturing of electrical products. It is also one of the major suppliers in the heavy electrical market, providing distribution panels, transformers, and electrical equipment. In recent years, a solar energy business group was established to participate in EPC projects for solar renewable energy facilities. The head office is located in Tainan City, Taiwan, with additional offices and facilities in Taipei, the Yangmei Plant in Taoyuan, and the Yongkang Plant in Tainan. Luxe Green Energy Technology Co., Ltd. is committed to providing high-quality electrical products. After many years of steady development, the Company has earned the trust and support of its customers and has been certified as a qualified supplier for various product evaluations by Taiwan Power Company.

 <b>Company Name</b>	Luxe Green Energy Technology Co., Ltd.
 <b>Company Type</b>	Listed Company
 <b>Date of Establishment</b>	May 24, 1978
 <b>Headquarters Location</b>	7F.-1, No. 114, Chenggong Rd., North Dist., Tainan City
 <b>Industry Category</b>	Electric Machinery
 <b>Main Products/Services</b>	High and low voltage distribution panels, transformers, and electrical equipment.
 <b>Paid-in Capital</b>	NTD 1,550,950 thousand
 <b>Net Sales</b>	NTD 346,603 thousand
 <b>Number of Employees</b>	90

### 1.02.2 Value Chain Overview

As a major manufacturer in the distribution panel and transformer industry, Luxe Green Energy's products are applied in the power generation and distribution processes of electrical equipment. They serve as core components of key power-related equipment, and the high-quality products developed by the Company also enhance the performance of electrical systems. The Company is one of the main equipment suppliers of Taiwan Power Company and also a supporting partner in Taiwan Power Company's power grid resilience plan. The purpose of this plan is to ensure stable electricity supply throughout Taiwan, allowing both residential and industrial users to rely on uninterrupted power. In recent years, the power grid resilience plan has shown significant results. To further ensure that end-users can feel secure in their electricity usage and to help reduce energy loss, Luxe Green Energy Technology Co., Ltd. has strengthened the customized development of distribution panels required for private electrical engineering, energy storage systems, and solar power generation systems. The Company is committed to contributing to Taiwan's power grid from the source to the endpoint, working together to build a sustainably powered Taiwan.

The heavy electrical industry is engaged in the manufacturing and maintenance of large-scale power equipment and plays a critical role in energy supply, infrastructure, and industrial development. The distribution panel and transformer sector has a high degree of upstream and downstream integration, forming a complete supply chain network. Upstream suppliers provide raw materials and components such as copper, aluminum, steel, silicon steel sheets, insulation materials, and power electronic components. Downstream customers include public utilities and the energy industry, large industrial users, infrastructure and construction sectors, and power transmission and distribution system integrators, serving both residential and corporate needs. Luxe Green Energy Technology Co., Ltd. maintains close cooperation with upstream suppliers and downstream sales networks through its supply chain management capabilities, ensuring product quality, performance, safety, and stability in market supply.

In addition, under the global pursuit of sustainable energy, Taiwan is no exception, as its industries are closely interconnected with the international community. In recent years, the government has introduced numerous power grid resilience and energy policies, leading to a significant increase in the demand for power grid construction equipment and renewable energy facilities. Orders from downstream customers are closely linked to national policies. The Company's primary market is currently Taiwan. It is committed not only to enhancing product technologies and performance but also to expanding its market influence through the reputation of its high-quality products. In the future, the Company aims to introduce its superior products to international markets.

The value chain of Luxe Green Energy Technology Co., Ltd. encompasses both upstream suppliers and downstream customers, as follows:

Value Chain	Type	Quantity
Supplier	Manufacturer	183
Supplier	Inspector	2
Customer	Company	68

In 2024, the value chain of Luxe Green Energy underwent the following significant changes:

1. New suppliers: The Company actively expanded its market in southern Taiwan and established the Tainan Plant in the Yongkang District of Tainan. Several new southern-region material and component suppliers were added to ensure stable product manufacturing and supply chain operations.
2. Expanded customer base: The Company actively expanded its market in southern Taiwan by establishing the Tainan Plant, which reduces transportation costs from the Yangmei Plant to customers in the south while also developing business in the region to increase the Company's sales.

## 1.03 Report Information

### 1.03.1 Basis for Preparation

This report references the 2021 GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) and applies the Sustainability Accounting Standards Board (SASB) standards for disclosure. In addition, this report is prepared in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" of the Taiwan Stock Exchange. It presents the Company's actions and outcomes in corporate social responsibility and discloses them to stakeholders. The corresponding comparison tables can be found in the appendix.

### 1.03.2 Reporting Period and Frequency

This report is the 2nd report published by Luxe Green Energy. The ESG Report of Luxe Green Energy Technology Co., Ltd. is issued annually and discloses financial and non-financial information for 2024 (from January 1 to December 31, 2024), including management policies, material topics, performance, value chain management, and environmental and social initiatives. It is also published on the Company's website.

Previous report publication date: August 2024

Current report publication date: August 2025

The reporting period of this report is consistent with the consolidated financial statements. To ensure completeness and comparability, certain sections may include information outside the reporting period, which will be noted accordingly in those sections.

### 1.03.3 Reporting Boundary and Scope

The scope of this report covers Luxe Green Energy Technology Co., Ltd., including the Tainan Office (hereinafter referred to as the headquarters), the Taipei Office (hereinafter referred to as the Taipei Office), the Yangmei Manufacturing Plant in Taoyuan (hereinafter referred to as the Yangmei Plant), and the Yongkang Manufacturing Plant in Tainan (hereinafter referred to as the Tainan Plant). Consolidated subsidiaries are not included.

If the disclosure scope of any section in this report differs from the aforementioned scope, supplementary explanations will be provided in the respective sections.

Basis for calculating the statistical data in the report:

Financial Data	The economic value distribution table is based on the individual financial statement data certified by the CPA. Unless otherwise noted, all financial data is presented in NTD.
Environmental Data	Statistical data on water resources and waste are based on the figures reported by each manufacturing plant to the local competent authorities.
Other Data	The aggregated data are compiled from the independently recorded statistics of the Tainan headquarters, the Taipei Office, the Yangmei Plant, and the Tainan Plant operating sites.

**1.03.4 Restatements of Information**

There is no restatement of information in this report.

**1.03.5 Supplier Management**

This report has not been assured by an independent third-party verification body.

**1.03.6 Responsible Unit for the ESG Report**

If you have any questions regarding the content of this report, you may contact us through the following channels:

Contact unit: Executive Director of the Sustainable Development Promotion Committee

Contact person: Vice President, Shih-Chang Chien

Tel.: 886-2-2559-1021

Email: luxe@luxe.com.tw

Company ESG section on the website: <https://www.luxe.com.tw/tw/investors/1/3>

Company address: 7F.-1, No. 114, Chenggong Rd., North Dist., Tainan City

The electronic version of this report is available for download and viewing on the Company's website ([www.luxe.com.tw](http://www.luxe.com.tw)).

## 2. Sustainable Management

### 2

#### 2.01 Sustainable Development Strategy

The World Economic Forum (WEF) released The Global Risks Report 2024 in January 2024, revealing that global conditions in 2024 are being heavily impacted by two major crises: climate change and geopolitical conflict. These crises pose increasing challenges to existing socioeconomic and environmental risks, and the emergence of multiple crises is becoming the new global normal. In addition, the world continues to face considerable uncertainty as it undergoes systemic transformations driven by geopolitical, demographic, technological, and climate-related structural shifts.

The Company's primary sustainability strategies are as follows:

<b>Environmental Protection</b>	Focusing on reducing carbon emissions, using renewable energy, promoting a circular economy, and managing water resources and waste, each with clearly defined goals and plans.
<b>Technological Innovation</b>	Emphasizing technological innovation to achieve sustainability, including the development of energy-saving products and smart solutions.
<b>Corporate Governance</b>	Strengthening the establishment of internal audit and internal control systems and enhancing the transparency of financial information.
<b>Social Responsibility</b>	Enhancing employee care, social engagement, and support for neighboring community development, including measures related to occupational safety, training and development, and community participation.

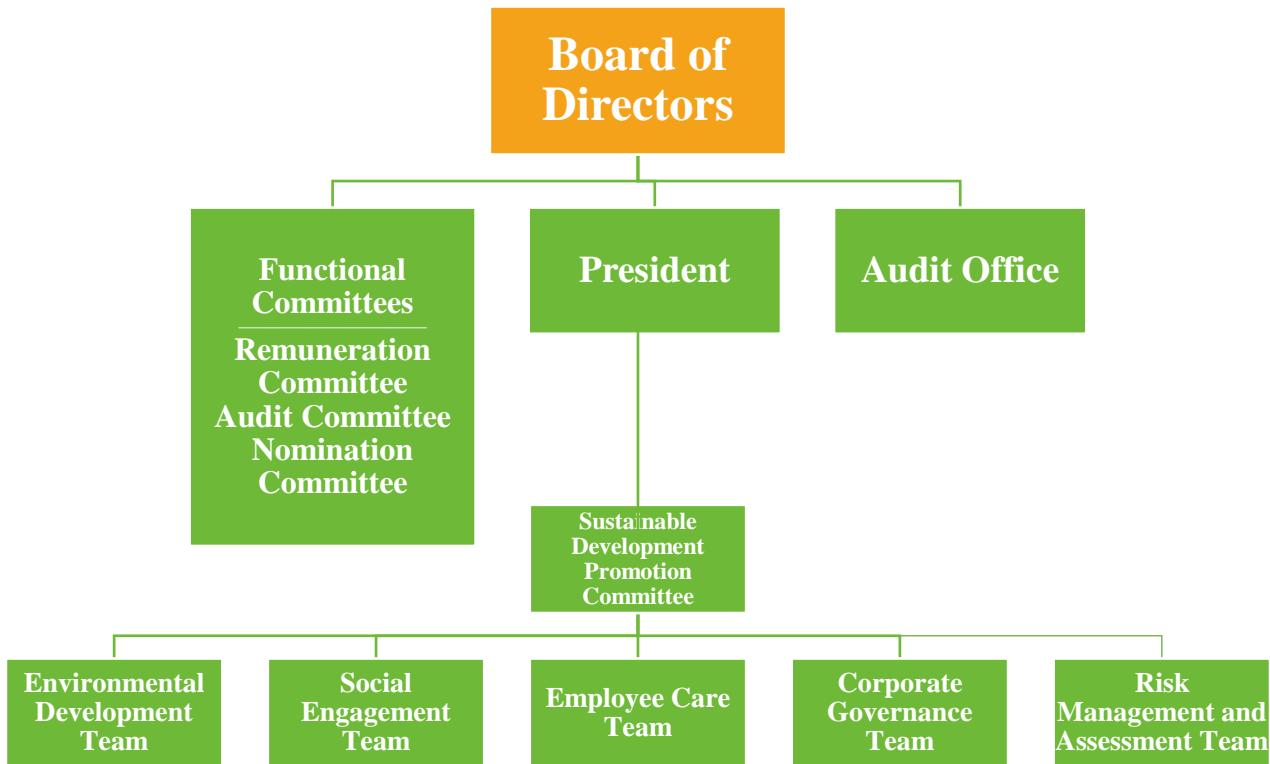
In the future, the Company will continue to regard sustainable development as its core value, actively participate in international sustainability issues, and promote green energy and environmental protection measures to address challenges such as climate change and biodiversity loss. We will continue to improve our products and services through innovation and integration, meeting customer needs while reducing negative environmental impacts. At the same time, we will also devote efforts to giving back to society, supporting community development and disadvantaged groups, and promoting the development of social welfare initiatives. Through these efforts, we hope to become a company that contributes to society and the environment and to work together with global partners to achieve the goals of sustainable development.

#### 2.02 Promoting Sustainable Development Mechanisms

##### 2.02.1 Governance Structure for Promoting Sustainable Development

To realize the ESG vision and mission, Luxe Green Energy Technology Co., Ltd. established the Sustainable Development Promotion Committee as the Company's internal governance unit for sustainable development. The Committee is chaired by the Chairman, with the President serving as the Deputy Chair. Under the Committee, five teams are formed according to their respective functions and responsibilities, including the Environmental Development Team, Social Engagement Team, Employee Care Team, Corporate Governance Team, and Risk Management and Assessment Team. Each group is led by one appointed supervisor serving as the group leader. Each team is responsible for identifying ESG material issues related to the Company's operations, formulating management strategies and targets, and preparing the annual ESG report. The group leaders regularly review the performance and goal attainment of their respective teams. After consolidation by the Executive Director, the results are reported annually to the Sustainable Development Promotion Committee.

The Chair of the Sustainable Development Promotion Committee reports annually to the Board of Directors on the governance strategies for major ESG issues related to the Company's operations, the effectiveness of policy execution, and the achievement of targets. The Board of Directors must assess the likelihood of success of these strategies, continuously review their progress, and, when necessary, urge the management team to make adjustments.



### 2.02.2 Operational Status

In addition to routine reporting on ESG strategy implementation, when major ESG incidents occur, such as significant grievance cases or serious negative impact events, the Sustainable Development Promotion Committee must present the investigation results from the relevant departments and the corresponding response measures to the Board of Directors for discussion. In 2024, the Sustainable Development Promotion Committee held two meetings, with members achieving an average attendance rate of 100%. As no major grievance cases or serious negative incidents occurred during 2024, the 2 meetings primarily focused on reviewing the implementation status of routine ESG matters.

## 2.03 Board of Directors and Functional Committees

### 2.03.1 Role and Achievements of the Board of Directors in Sustainability Governance

#### 2.03.1.1 Role and Oversight of Sustainability Governance

##### I. Supervision of Sustainability Project Implementation by the Board of Directors

The Board of Directors is responsible for guiding long-term business strategies and exercising supervisory duties. Each year, based on material issues and the Company's business vision, the Sustainable Development Promotion Committee formulates sustainability strategies and reports them to the Board of Directors. After approval, the related policies are issued.

The Company's Sustainable Development Promotion Committee is responsible for conducting materiality assessments on a regular annual basis, distributing materiality questionnaires to senior management and stakeholders to examine the impacts of various ESG issues on the economy, environment, and people, identifying the material issues for the year, and presenting them to the Board of Directors. Each team under the Sustainable Development Promotion Committee is responsible for formulating sustainability project guidelines, conducting risk assessments, and preparing response measures. The teams convene quarterly meetings to review changes in risks and management status and to report on the progress of sustainability projects. The Chair of the Sustainable Development Promotion Committee then consolidates this information and presents it to the Board of Directors.

##### II. Sustainability Reporting Management

Each year, the teams under the Sustainable Development Promotion Committee collect relevant content and data, which are then reviewed by the team leaders. The Executive Director of the Chair's Office consolidates the information and submits it annually to the Board of Directors for review and examination, after which the report is issued upon approval.

#### 2.03.1.2 Performance Evaluation of Sustainability Management Supervision

##### I. Board Performance Evaluation

To enhance corporate governance and strengthen the functions of the Board of Directors, the Company has established the Regulations Governing the Board Performance Evaluation. Annual performance evaluations are conducted for the Board of Directors, functional committees (including the Audit Committee, Remuneration Committee, and Nomination Committee), and individual board members. The evaluation covers areas such as attitudes toward sustainable operations, professional competencies, understanding of responsibilities, participation in Company operations, internal control, and continuing education.

##### II. The performance evaluation covers the following three aspects:

1. Professional competencies and decision-making effectiveness: The number of independent directors reaches 3, with backgrounds spanning diverse professional fields such as taxation, law, finance, and accounting.
2. Supervision of internal control within the Company: An Audit Committee has been established to regularly discuss development strategies, operational status, and major matters. Through the establishment of the Audit Committee, the Company ensures representation of the Risk Management Committee at the senior management level. The Committee is responsible for monitoring the Company's overall risk management policies, enabling the Board of Directors to more effectively understand and assess the implementation of business objectives and to strengthen risk management and oversight.
3. Attitude toward sustainable operations: The Board of Directors currently serves temporarily on behalf of the Sustainable Development Committee to promote sustainability actions. The units under the Sustainable Development Promotion Committee, led by the President, report regularly to the Board of Directors on implementation status to facilitate strategy execution and ongoing supervision. In addition, ESG audit indicators are incorporated into managers' performance evaluations to strengthen the promotion of ESG objectives.

### 2.03.1.3 Continuing Education on Sustainable Development

The Company arranges annual training courses for its directors to enhance their knowledge of issues related to corporate governance, the economy, the environment, and society, thereby strengthening the Board of Directors' ability to manage risks. In 2024, the total training hours of all directors reached 66 hours, with each director completing an average of more than 6 hours. Details of the Board of Directors' training can be found on page 27 of the Luxe Green Energy Shareholders' Meeting Annual Report.

#### Directors' Participation in Sustainability-related Training

Type	Date	Course/Seminar Name	Number of hours
Online Courses	2024/02/13	New Sustainable Development Policy	6 hours
Physical Courses	2024/10/22	Corporate Governance/Labor Dispute Prevention and Corporate Governance	3 hours
Physical Courses	2024/10/22	Sustainable Development/ESG Investment and Corporate Social Responsibility	3 hours

### 2.03.2 Board Structure and Operational Status

#### 2.03.2.1 Members and Diversity

##### I. Composition of the Board

The current term of the Board is from June 21, 2022 to June 20, 2025. It is composed of 11 directors, including 3 independent directors. Among them, 1 director is female, accounting for 11.11%.

Detailed information on individual members (such as gender, age, and positions held in the Company or other companies) can be found on pages 2, 3, 5, and 6 of the Shareholders' Meeting Annual Report.

##### II. Board Member Structure

Item	Classification	Percentage
Gender	Male	88.89%
	Female	11.11%
Age	Under 50 (incl.) years old	37%
	Aged 51-70	27%
	Over 71 (incl.) years old	36%

#### 2.03.2.2 Operational Status

##### Operation status of the Board of Directors

To enhance corporate governance and strengthen the functions of the Board of Directors, Luxe Green Energy Technology Co., Ltd. is committed to establishing performance objectives to improve the Board's operational efficiency. Through Board performance evaluations, a diverse organizational structure among Board members, and the appointment of a head of corporate governance, the Company actively strengthens the functions of the Board of Directors. To enable directors to fully exercise their functions, the Company has purchased liability insurance for its directors to ensure the rationalization of their responsibilities and authority and to maximize benefits for shareholders. In addition, to ensure the independence of the Board of Directors' supervisory function, for proposals involving directors' conflicts of interest, the relevant directors abstain from discussion and voting and do not act as proxies for other directors in voting.

The Board of Directors is primarily responsible for supervising the operations and management of the executive team to ensure proper Company operations and continued growth. To implement the ESG policies of Luxe Green Energy Technology Co., Ltd. and the corporate vision of "caring for life, making good use of resources, and contributing to society," the Company revised the "Corporate Governance Best Practice Principles" and the "Regulations for Managing the Prevention of Insider Trading" in 2024 to further enhance corporate governance performance.

In principle, the Company holds one Board meeting each quarter. In 2024, a total of 5 Board meetings were convened, with an average attendance rate of 94.12%.

### 2.03.2.3 Nomination and Selection

Luxe Green Energy Technology Co., Ltd. adopts a candidate nomination system. Candidates are nominated based on their education and experience, the opinions of independent directors, the "Board Election Procedures," and the "Corporate Governance Principles," as well as factors such as diversity, independence, ability to respond to organizational challenges, and stakeholder input. After review by the Board of Directors, the list of candidates is submitted to the shareholders' meeting for election. In addition, in accordance with the "Company Act," shareholders holding 1% or more of the total number of the Company's issued shares may submit a list of director candidates to the Company in writing.

### 2.03.2.4 Recusal of Conflict of Interest

The Company's directors exercise their authority in accordance with the "Articles of Incorporation," the "Rules of Procedure for Board of Directors Meetings," and applicable laws and regulations. The Chairman of the Company does not hold any senior management position, and the Rules of Procedure for Board of Directors Meetings and the organizational charter of the functional committees all include provisions on conflict of interest avoidance. When a Board proposal involves the interests of a director, the director's spouse or relatives within the second degree of kinship, or a company in which the director has a controlling or subordinate relationship, the director shall disclose the nature of the conflict of interest at that Board meeting. If the matter may be detrimental to the interests of the Company, the director shall not participate in the discussion or voting and must recuse himself or herself. The director may not act as a proxy to exercise voting rights on behalf of other directors. The names of the relevant directors, explanations of the material details, and the circumstances of recusal shall all be recorded in the meeting minutes. In 2024, none of the Board proposals involved conflicts of interest among the directors.

Information related to conflicts of interest, such as situations where directors or management hold positions on other boards, cross-shareholdings with suppliers or other stakeholders, controlling shareholders, and information regarding stakeholder groups, can be found on the MOPS website or on pages 5 and 6 of the Company's 2024 Shareholders' Meeting Annual Report.

### 2.03.2.5 Remuneration Policies

I. Remuneration Structure and Remuneration Determination Process of the Board of Directors  
The remuneration of directors of Luxe Green Energy Technology Co., Ltd. includes fixed cash remuneration, variable director remuneration, and various allowances. The Remuneration Committee refers to industry standards and individual director performance as the basis for adjusting remuneration. In addition to fixed salary, performance bonuses are calculated based on the achievement of various performance indicators. The directors' remuneration for 2024, the remuneration ranges, and the distribution standards can be found on pages 10 and 11 of the Company's 2024 Annual Report.

The remuneration system for the Company's senior management is proposed by the Remuneration Committee and approved by the Board of Directors. In addition to fixed salary and retirement benefits, performance bonuses are calculated based on the achievement of various performance indicators. The retirement system for senior management is the same as that for other employees. The remuneration and remuneration ranges for senior management in 2024 can be found on pages 12 and 13 of the Company's 2024 Annual Report.

#### 1. Clawback Mechanism

To ensure the Company's sustainability and ethical corporate management, if directors or senior management are sanctioned due to misconduct, their previously approved remuneration or incentives shall be revoked, and any bonuses already received shall be recovered in accordance with applicable regulations.

#### 2. Remuneration and Sustainability Performance Linkage

The Company plans to incorporate ESG strategic objectives as one of the evaluation items for variable remuneration of directors. To encourage and recognize the efforts and achievements of senior management in sustainable development, the Company will establish a bonus system linked to ESG performance. Bonuses will be calculated based on individual participation in ESG issues and contributions toward helping the Company achieve its ESG goals.

In addition, the Company incorporates indicators such as risk management and sustainability control into the performance bonus assessment to ensure that evaluation results are aligned with corporate governance, overall operations, and sustainable development, thereby promoting the achievement of the Company's long-term objectives.

3. Resignation and Retirement Policies for Directors and Senior Management

The resignation of the Company's directors is handled in accordance with the provisions of the Company Act. The notice period for the resignation of senior management is determined in accordance with government regulations. The number of notice days and the method of calculating severance pay are the same as those for other employees. Aside from severance pay, no additional payments or in-kind benefits are provided to departing senior management.

4. Remuneration Ratio

In 2024, the ratio of the highest individual annual total remuneration to the median of the Company's annual total remuneration (excluding the highest-remunerated individual) was 4.25. The ratio of the percentage increase in the highest individual annual total remuneration to the percentage increase in the median of the Company's total remuneration (excluding the highest-remunerated individual) was 0.02.

The highest remunerated individual is the President, whose remuneration structure includes base salary, performance bonuses, and other long-term incentive measures, while the median remuneration primarily consists of base salary and year-end bonuses.

(1) Remuneration Ratio

Item	2024
The ratio of the annual total remuneration of the highest-paid individual in the organization to the median annual total remuneration of all employees in the organization (excluding the highest-paid individual).	4.25%
The ratio of the percentage increase in the annual total remuneration of the highest-paid individual in the organization to the median percentage increase in the annual total remuneration of all employees in the organization (excluding the highest-paid individual).	0.02%

(2) Median and Average Remuneration of Non-management Employees

Non-management Employees	2024	2023	Change Rate
Number of People	70	60	16.66%
Median salary (NTD thousands)	506	461	9.76%
Average salary (NTD thousands)	528	484	9.09%

Detailed information on the salaries of the Company's non-management employees has been disclosed on the MOPS website under: Public Information > Summary Reports > Corporate Governance > Employee Benefits and Remuneration Statistics > Salary Information for Full-time Employees Who Are Not in Management Positions (<https://mops.twse.com.tw/mops/#/web/t100sb15>).

### 2.03.3 Structure and Operational Status of Functional Committees

The term of office for the current functional committees is from June 21, 2022 to June 20, 2025.

#### I. Remuneration Committee

The Company's Remuneration Committee consists of 3 members, 2 of whom are independent directors, and the convener is an independent director. Responsible for assisting the Board of Directors in establishing the policies, systems, standards, and structure for performance evaluation and remuneration of directors and managers. The Company regularly evaluates and reviews the performance appraisal methods and the remuneration, bonuses, and remuneration of employees, managers, and directors through the Committee. These are compared with industry standards, and recommendations are submitted to the Board of Directors for discussion. The Remuneration Committee convenes at least once every six months. In 2024, the Remuneration Committee held 3 meetings, with an overall attendance rate of 100%. Detailed information on individual members and the operation of the Committee can be found on pages 6, 28, and 29 of the Shareholders' Meeting Annual Report.

#### II. Audit Committee

The Company's Audit Committee consists of 3 members, all of whom are independent directors. The purpose of the Committee's operation is to supervise the accuracy of the Company's financial statements, the effective implementation of internal controls, the Company's compliance with laws and regulations, the management of existing or potential risks, and matters relating to the appointment or dismissal, independence, and performance of the CPA. The Audit Committee convenes at least once every quarter. In 2024, the Audit Committee held 5 meetings, with an overall attendance rate of 100%. Detailed information on individual members and the operation of the Committee can be found on pages 6 and 17–19 of the Shareholders' Meeting Annual Report.

### 3. Stakeholders and Material Topics

#### 3

##### 3.01 Stakeholder Engagement

The Company refers to the AA1000 SES Stakeholder Engagement Standard (2015), using the five principles of dependency, responsibility, tension, influence, and diverse perspectives to determine the groups or organizations that have an impact on the Company or are affected by the Company. The stakeholders identified as being directly related to the Company are employees, shareholders/investors, competent authorities, neighboring communities, suppliers, customers, academic institutions, NPOs, and civil groups.

To understand and respond to the concerns of stakeholders, the Company provides various communication channels for engagement, allowing stakeholders to express their opinions at any time. This enables the Company to understand the sustainability issues that different stakeholders care about and to provide appropriate responses.

The communication mechanisms and key concerns of each stakeholder group in 2024 are summarized in the table below.

Stakeholder Communication Mechanisms and Issues of Concerns

Stakeholder	Communication channel	Communication Frequency	Main Issues of Concern
Employees	Employee Welfare Committee Labor-Management Meeting Company Suggestion Box Meet with Managers	Occasionally	Workplace Equality and Diversity Salary and Benefits Talent Cultivation and Recruitment Occupational Safety and Health Business Performance
Supplier	Company website - Contact Form, Feedback Company Mailbox Actual Audit and Risk Assessment Plant Visit	Occasionally	Supply Chain Management Occupational Safety and Health Management Business Performance Integrity Management
Customers	Customer Visits Company website - Contact Form, Feedback Customer Satisfaction Questionnaire Survey	Occasionally	Product and Service Quality Supply Chain Management Integrity Management Occupational Safety and Health Management
Shareholders	Shareholders' Meeting Investor Conferences Company website - Contact Form MOPS Company Mailbox and Telephone	Occasionally	Business Performance Integrity Management Information Disclosure Transparency Corporate Governance Risk Management
Local Communities	Daily Interviews and Communication Participation in Community Activities Volunteer Team	Occasionally	Community Care Social Contribution Activities Environmental Issues Talent Recruitment
Government Agencies	Participation in Government-organized Meetings Policy and Issue Collaboration Relevant Projects and Advocacy	Occasionally	Compliance with Laws and Regulations Energy Management Pollution Prevention Industry Transformation and Upgrading Talent Cultivation

School Unit	Industry-academia Talent Cultivation Programs Technical Seminars	Occasionally	Industry Talent Cultivation
NGOs and Civil Groups	Activities and Exchanges with Civil Groups	Occasionally	Participation in Community Activities Company Operations Company Image Participation and Sharing on Sustainability Issues

## 3.02 Process to Determine Material Topics

The Company refers to the four AA1000 accountability principles: materiality, inclusivity, responsiveness, and impact, and follows GRI 3: Material Topics 2021 to further assess the significance of impacts of material topics in the areas of economy, environment, and human rights. The execution steps are as follows:

### I. Understand the Organization's Context

The Company considers key operational elements, critical operational resources, essential factors for business continuity, and all stages of the supply chain and value chain. It also monitors international sustainability trends and the issues emphasized by overseas sustainability rating agencies for the industry. Ultimately, 15 sustainability topics were identified, covering 5 governance aspects, 5 social aspects, and 5 environmental aspects.

### II. Identifying Impacts and Assessing Significance

Based on the list of sustainability issues identified in the previous step, the Company further evaluates the actual and potential levels of impact for each sustainability issue.

1. Actual or potential positive impacts may occur when the Company has relevant management policies for a sustainability issue and implements them effectively, resulting in good or significant performance. These represent the positive effects of sustainable development on the economy, the environment, and society.
2. Actual or potential negative impacts may occur when the Company fails to implement, or inadequately implements, proper management of a sustainability issue, resulting in negative effects on the external economy, environment, or society arising from the Company's overall operations.

### III. Prioritizing Impacts

The Company distributes questionnaires to stakeholders and, after compiling and integrating internal and external results, evaluates the likelihood and degree of both positive and negative impacts. The averages are calculated and ranked separately to effectively assess the importance of each issue to the Company's operations.

### IV. Confirming Material Topics

Based on the analytical process, the Company consolidated the significance of the impacts of sustainability issues and the level of stakeholder concern, identifying a total of 10 material topics for the Company. These include, under the governance aspect, integrity governance, regulatory compliance, product innovation and R&D, and stakeholder communication; under the environmental aspect, GHG management and energy management; and under the social aspect, workplace health and safety, talent cultivation and development, community participation and public welfare activities, and labor rights and equal employment. The Company will formulate corresponding policies and objectives for each material topic and plan the necessary actions to be taken during implementation.

Issue Direction	Material Topic
<b>Governance</b>	<ul style="list-style-type: none"> <li>✓ Ethical Governance</li> <li>✓ Compliance with Laws and Regulations</li> <li>✓ Product Innovation and R&amp;D</li> <li>✓ Stakeholder Communication</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>✓ GHG Management</li> <li>✓ Energy Management</li> </ul>
<b>Social</b>	<ul style="list-style-type: none"> <li>✓ Occupational Safety</li> <li>✓ Talent Cultivation and Development</li> <li>✓ Community Engagement in Public Welfare Activities</li> <li>✓ Labor Rights and Equal Employment</li> </ul>

### 3.03 List of Material Topics

By consolidating impact indices and stakeholder concern issues, 10 material topics were selected based on the principle of double materiality, including:

1. Ethical Governance
2. Compliance with Laws and Regulations
3. Product Innovation and R&D
4. Stakeholder Communication
5. GHG Management
6. Energy Management
7. Occupational Safety
8. Talent Cultivation and Development
9. Community Engagement in Public Welfare Activities
10. Labor Rights and Equal Employment

Compared with the previous year, Luxe Green Energy Technology Co., Ltd. added workplace safety and labor rights and equal employment as material topics in 2024. In addition to increased attention from internal and external stakeholders to these two issues, they have also become issues highly emphasized across various industries in recent years. Therefore, the number of material topics was adjusted from 8 to 10.

The list of material topics includes

List of material topics for 2024	List of material topics in the previous year	Description of Changes
Ethical Governance	Ethical Governance	-
Compliance with Laws and Regulations	Compliance with Laws and Regulations	-
Product Innovation and R&D	Product Innovation and R&D	-
Stakeholder Communication	Stakeholder Communication	-
GHG Management	None	Newly Added Material Topic
Energy Management	None	Newly Added Material Topic
Occupational Safety	Occupational Safety	-
Talent Cultivation and Development	Talent Cultivation and Development	-
Community Engagement in Public Welfare Activities	Community Engagement in Public Welfare Activities	-
Labor Rights and Equal Employment	Labor Rights and Equal Employment	-

### 3.04 Management of Material Topics

The Company formulates corresponding policies and management actions based on the nature of the impacts of each material topic. A designated unit is responsible for tracking the effectiveness of policy and strategy implementation, and indicator targets are established with regular reviews of target achievement. The following sections describe the management measures for each material topic:

Nature of Impact Material Issues	Company Operations	
	Occupational Safety	
Policy Commitments	Contents	Affected Parties
	Occupational Safety and Health Policies	Employees
	Contractor Safety and Health Management Guidelines	Contractors
Management Actions	1. Establish occupational safety and health management policies and communicate relevant management measures through advocacy or training courses. 2. Contractors must complete training before entering the plant and perform their work in accordance with the management guidelines.	
Tracking the Effectiveness of Actions	1. Hold regular safety and health meetings to review the effectiveness of safety and health management. 2. Conduct occasional audits of contractor operations, and if any deficiencies are found, track the improvement results.	
Indicator and Goals	Short-term goal: Maintain a recordable incident rate below the industry's 3-year average. Mid-term goal: Maintain a recordable incident rate at less than one-half of the industry's 3-year average. Long-term goal: Maintain a recordable incident rate at less than one-third of the industry's 3-year average.	

Nature of Impact Material Issues	Company Operations	
	Ethical Governance	
Policy Commitments	Contents	Affected Parties
	Ethical Corporate Management Best Practice Principles	Shareholders/Investors
	Code of Ethical Conduct	Employees
Management Actions	1. Occasionally provide advocacy to employees through various meetings. 2. Provide advocacy to directors and key management through the Board of Directors and arrange relevant training courses for directors and key management.	
Tracking the Effectiveness of Actions	1. Regularly track the training progress of directors and key management. 2. Conduct relevant audit procedures regularly through internal audit to prevent dishonest behavior.	
Indicator and Goals	Cases of corruption and unethical conduct fewer than 1.	

Nature of Impact Material Issues	Company Operations	
	GHG Management	
Policy Commitments	Contents	Affected Parties
	Promote Energy-saving Measures	Environment
	Use Renewable Energy	
Management Actions	1. Promote energy conservation to employees. 2. Replace outdated equipment and procure energy-efficient, low-carbon production equipment.	
Tracking the Effectiveness of Actions	Regularly review GHG emission records.	
Indicator and Goals	Reduce annual GHG emissions by 1% compared with the previous year.	

Nature of Impact	Company Operations	
	Talent Cultivation and Development	Affected Parties
Material Issues	Contents	
Policy Commitments	Regularly arrange training to enhance employees' professional skills and knowledge.	Employees
Management Actions	Enhance employees' professional skills and knowledge, increase productivity through training, improve Company profitability, and give back accordingly.	
Tracking the Effectiveness of Actions	Regularly review the relationship between employee training status and profitability in the financial statements to ensure a positive correlation.	
Indicator and Goals	Each employee shall receive at least 4 hours of training per year.	

## 4. Governance

### 4

#### 4.01 Economic Performance

##### I. Operational Performance

In 2024, Luxe Green Energy's total revenue was NTD 346,603 thousand, representing a 30% decline compared with 2023. The annual net loss after tax was NTD 20,215 thousand, and the loss per share was NTD 0.13. Additional explanations and analyses of financial performance can be found in the Company's consolidated financial statements.

##### II. Luxe Green Energy Technology Co., Ltd.'s financial performance in 2024

Total assets	NTD 2,410,007 thousand
Debt Ratio	30%
Equity Ratio	70%

##### III.

Item	Account	Amount
Direct economic value generated	Operating revenue	NTD 346,603 thousand
	Operating costs	NTD 304,844 thousand
Economic value distributed	Employee salary and benefits	NTD 21,996 thousand
	Economic value retained	NTD 19,763 thousand

##### IV. Post-employment benefit plans

The Company's pension plan under the Labor Pension Act is a government-administered defined contribution plan that contributes 6% of employees' monthly salaries to the individual accounts under the Bureau of Labor Insurance. In 2024, the Company recognized retirement benefit costs of NTD 1,750 thousand as expenses.

##### V. Financial Assistance Received from Government

The Company did not receive any financial assistance from the government in 2024.

#### 4.02 Tax

##### I. Tax Policy

The Company handles all tax matters in accordance with legal regulations and legislative intent.

##### II. Tax Governance, Control, and Risk Management

The Company has a sound tax governance system, with the Board of Directors serving as the highest governing body for tax matters. All subsidiaries held by the Company are domestic entities. Every six months, the Company reviews domestic tax compliance and updates to tax laws to fully understand risks and tax trends.

At the same time, the Company encourages tax personnel to participate in external tax-related training courses. Through internal professional exchange meetings, practical tax knowledge is shared to enhance employees' professional capabilities and to establish a knowledge-transfer mechanism that ensures the effective continuation of tax expertise. Finally, the Company regularly conducts performance evaluations for tax personnel and prohibits the use of aggressive tax-saving methods to achieve efficiency goals.

##### III. Communication and Management of Stakeholder Tax Issues

The Company communicates with stakeholders through multiple channels to understand current domestic tax issues and risks, and to analyze their impact on the Company. Through specific actions, the Company supports tax reform and is committed to jointly fostering a fair and well-functioning tax environment.

###### ❖ Government Agencies

The Company's tax personnel constantly monitor and stay informed about the latest developments in tax law amendments issued by tax authorities. When encountering areas of ambiguity in the application of tax laws, the Company proactively seeks professional guidance from tax authorities to ensure tax compliance and transparency, thereby reducing tax risks and safeguarding the Company's integrity.

❖ Investors

The Company's independent directors hold CPA qualifications and possess extensive expertise and experience in accounting and taxation. The Board of Directors reviews the results of tax governance every six months. In addition, the Company discloses tax information to investors through its financial statements to ensure transparency and to continuously strengthen trust and communication with investors.

IV. Tax payment status for 2024 and 2023

The net profit before tax, income tax paid, and other tax jurisdiction information for 2024 and 2023 are as follows:

Item (NTD thousand)	Year	2024	2023
Net profit (loss) before tax		(18,521)	137,883
Income tax paid		-	-
Undistributed earnings tax paid		1,694	-

1. The Company's tax information includes business tax and income tax expenses.
2. Taiwan's main economic activities include R&D, production, services, and technical support.
3. The income tax expense and effective tax rate for 2024 are calculated in accordance with Taiwan tax laws, taking into account applicable tax incentive policies.
4. Net profit before tax and income tax expenses in Taiwan play an important role in the Company's overall financial performance.

## 4.03 Integrity Management

### 4.03.1 Ethical Corporate Management Philosophy, Policies, and Code of Conduct

I. Integrity Management

The Company has formulated its ethical corporate management policy by referring to the "Samples of Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," and has established the "Ethical Corporate Management Best Practice Principles", the "Procedures for Ethical Management and Guidelines for Conduct", and the "Code of Ethical Conduct". Relevant preventive measures and remedial mechanisms have been implemented for specific risks, and an independent supervisory unit has been designated to follow up on subsequent handling of incidents to ensure that the Company meets the requirements and objectives of ethical corporate management. The Ethical Corporate Management Best Practice Principles established by the Company are implemented upon approval by the Board of Directors.

To enable employees, suppliers, and other stakeholders to understand the Company's ethical corporate management policy, the Company has implemented a series of measures and management mechanisms, including requiring relevant stakeholders to sign documents, promoting the Ethical Corporate Management Best Practice Principles through email, newsletters, communication meetings, and training sessions, and conducting due diligence on suppliers to review and select partners that meet ethical corporate management standards.

II. Independent Communication Channel

The Company has established independent communication channels, including a dedicated phone line, website, and the designated mailbox "Company Violation of Ethical Corporate Management Reporting Mailbox (check\_box@luxe.com.tw)." When employees, suppliers, or other stakeholders discover suspected violations of ethical corporate management by others, they may file anonymous reports through the channels above. Questions regarding the Company's ethical corporate management standards may also be submitted through these channels. After receiving an inquiry, the responsible unit must handle it in accordance with standard procedures and regularly report the handling status to the complainant or the inquirer. If the case involves a report, an investigation shall be conducted based on the reported content and relevant evidence. If the reported matter concerns a director or a manager, it shall be submitted to the independent directors.

### III. Standard Process for Handling Complaints

**Acceptance:**  
Upon receiving a complaint or report, the responsible unit shall verify the completeness of the information and register the case.

**Investigation:**  
An independent investigation team shall be formed to conduct a detailed investigation of the complaint or report, including collecting evidence and interviewing relevant personnel.

**Handling:**  
If the investigation confirms that the reported person has violated laws or the Company's ethical corporate management policies and regulations, disciplinary actions will be taken based on the severity of the circumstances, such as termination of the employment contract or business cooperation agreement.

**Improvements:**  
Improvement measures shall be formulated and implemented based on the causes of the incident to prevent similar occurrences in the future.

**Report:**  
The investigation results and handling status shall be regularly reported to the complainant or the inquirer and submitted to the Board of Directors.

**IV. Ethical Corporate Management Standards for Stakeholders**

Identity	Time Point	Required Documents	Signing Ratio
New Employees	Upon onboarding	Employee Ethical Commitment	100%
Existing Employees	Annually	Employee Ethical Commitment	100%
Governing Bodies and Management	Annually	Statement of Ethical Corporate Management	100%

**V. Ethical Corporate Management Policy Commitments**

Policy and Regulations	Approval Unit	Implementation Unit	Announcement Link
Ethical Corporate Management Best Practice Principles	Board of Directors	Management Division	<a href="https://www.luxe.com.tw/tw/investors/1/3">https://www.luxe.com.tw/tw/investors/1/3</a>
Procedures for Ethical Management and Guidelines for Conduct			
Code of Ethical Conduct			

**4.03.2 Anti-corruption Mechanism****I. Anti-corruption Risk Assessment**

The Company conducts corruption risk assessments on a regular basis. In 2024, the operating sites that completed risk assessments included the Tainan Headquarters, the Taipei Office, the Yangmei Plant, and the Tainan Plant, totaling 4 sites. A 100% corruption-related risk assessment was conducted, and two material corruption risks were identified as follows:

1. Finance unit: Employees may take advantage of their positions to engage in corruption through forged invoices, fraudulent reimbursements, or unauthorized fund transfers.
2. Procurement unit: The Procurement Department engages in frequent transactions with external suppliers and contractors, and certain procurement decisions lack transparency, making it susceptible to supplier bribery.

To address these risks, the Company has decided to strengthen its internal control measures, including implementing strict audit procedures, enhancing transparency, reinforcing employee training, and establishing internal reporting mechanisms to prevent and reduce the occurrence of corruption.

**II. Handling of Corruption Incidents**

The Company did not have any corruption incidents in 2024.

**III. Assessment and Investigation of Anti-corruption Implementation**

The Company conducts a regulatory compliance review every six months to assess the appropriateness and effectiveness of its code of conduct and related regulations. When necessary, relevant regulations will be amended, and a compliance self-assessment will be conducted every six months to regularly analyze and evaluate whether any unethical conduct, risks, or potential issues exist in business activities. In 2024, the Company conducted 100% compliance reviews and monitoring across all operating sites to strengthen internal control mechanisms and ensure effective compliance and ethical corporate management.

At the same time, in accordance with past practice, the Company carried out operational inspections covering compliance with the Code of Conduct and relevant laws across the entire organization, strengthened preventive measures for potential risks such as anti-corruption and insider trading, conducted regular on-site inspections, and performed audit procedures. The audit results have been reported to the Board of Directors and the independent directors to ensure that

relevant activities comply with legal requirements and ethical corporate management guidelines, and improvement measures are taken when necessary.

#### IV. Anti-corruption Education and Training

The Company regularly reinforces the concept of ethical corporate management through public commitments, information dissemination, and training sessions. The target audience includes members of the Board of Directors, all employees, suppliers, and contractors, thereby fostering a corporate culture of integrity.

In 2024, a total of 90 employees (excluding dispatched personnel) received anti-corruption training, with a completion rate of 100%. Members of the Board of Directors also received relevant anti-corruption training during their terms, reaching a rate of 100%.

##### 1. Board Members

Through each Board of Directors meeting, the Company promotes the "Ethical Corporate Management Best Practice Principles" to all Board members and explains the progress of related policy implementation, and arranges for directors to complete in-person ethical corporate management training, achieving a completion rate of 100%.

##### 2. Employees

Each year, the Company provides information related to the "Ethical Corporate Management Best Practice Principles" for employees to review and sign, achieving a completion rate of 100%.

Category	Number of trainees	Training hours	Achievement rate (%)
Board Members	11	11	100%
Employees	102	102	100%

#### 4.03.3 Anti-competitive Behavior

No anti-competitive behavior, anti-trust violations, or monopolistic practices

In 2024, the Company was committed to maintaining a fair and competitive market environment and strictly complied with relevant anti-competitive laws and policies. The Company did not engage in any form of anti-competitive behavior, anti-trust violations, or monopolistic practices.

### 4.04 Communication Channel and Grievance Mechanism

#### I. Independent Communication Channel and Grievance Mechanism

To promptly mitigate negative impacts on stakeholders or the Company's operations, the Company has established grievance mechanisms for various issues. When stakeholders identify potential or actual negative impact events, they may report them through the grievance mechanism. Upon receiving a grievance case, the responsible unit shall promptly handle it and formulate appropriate response measures.

The Company's grievance mechanisms for each material topic are as follows:

☞ ☞ Occupational Health ☞ ☞

##### ❖ Grievance Channels

Employees: Emergency contact hotline for occupational injuries

Non-employee workers: Emergency contact hotline for occupational injuries

❖ Grievance Handling Process

After receiving an occupational injury grievance, the occupational safety personnel shall immediately record the grievance details, confirm the safety of the complainant, and notify the relevant departments to begin an investigation and collect evidence and related information.

Based on the investigation results, improvement measures shall be formulated and promptly communicated to the complainant.

Ensure the implementation of improvement measures, regularly monitor progress, and document the handling process for verification.

❖ Remedial Measures

After the grievance case is confirmed, if the case causes harm to the complainant or related personnel, medical personnel shall be notified immediately to provide adequate medical assistance, and leave and salary compensation shall be granted in accordance with the law.

II. Suggestions Channels and Procedures

To establish a culture of integrity and transparency and to promote sound operations, the Company has formulated internal regulations related to its reporting mechanism. The Company encourages employees and related parties to file reports through the email mailbox or other channels provided by the Company. Reports of illegal or improper conduct may be made regarding internal employees or external personnel. To ensure fairness and transparency in the investigation process, the Company has established an independent investigation unit and disclosed relevant information on the Company's website to enable external parties to report related matters.

Grievance and Whistleblowing Mailbox: [check\\_box@luxe.com.tw](mailto:check_box@luxe.com.tw)

Grievance and Whistleblowing Hotline: 02-2559-1021

Physical Mailbox: 4F-1, No. 188, Sec. 5, Nanjing East Rd., Songshan Dist., Taipei City, Taiwan

In 2024, the Company did not receive any whistleblowing cases.

## 4.05 Risk Management

### 4.05.1 Risk Management Mechanism

Luxe Green Energy adopts preventive policies to conduct risk management, not only establishing a rigorous internal control system in accordance with the law but also requiring the internal audit department to conduct regular and occasional inspections to ensure that implementation complies with regulations. In addition, the Company has established several functional committees and crisis management teams dedicated to performing various risk control tasks.

In 2024, the Company obtained Board of Directors approval for the "Risk Management Policy and Procedures," which clearly defines the responsible units for each risk factor. Each unit follows the risk management procedures, covering risk identification, risk assessment, risk control, risk monitoring, and information communication, to fully understand the scope of risks and adopt appropriate response measures to ensure effective management of related risks.

For major crisis events involving cross-departmental or cross-plant operations, the CEO of the Sustainable Development Promotion Committee or a designated representative is responsible for overall command and coordination to ensure rapid and efficient response actions and to reduce potential impacts on operations.

### Luxe Green Energy Risk Management Process

**Risk identification:** The Company implements its risk management procedures using a top-down approach. Each year, the risk assessment team shall conduct at least one risk identification exercise based on the Company's annual development strategies and business objectives, carried out by senior management. The results of the risk identification shall be communicated to each risk management responsible unit and reported to the Audit Committee.



**Risk analysis:** After completing risk identification, the Company reviews the identified risks and conducts risk analysis to calculate their risk values. By establishing appropriate quantitative or qualitative measurement criteria as the basis for risk analysis, the Company determines the risk levels. The risk levels are assessed based on the following two dimensions: likelihood of occurrence and degree of impact.



**Risk assessment:** Based on the acceptable risk values defined according to the Company's overall strategies and objectives, the results of the risk analysis are compared to determine whether the risks can be accepted or whether they need to proceed to the next step of risk treatment. The results of the risk analysis and assessment shall be properly documented and submitted to the Audit Committee for approval.



**Risk treatment:** Risk treatment refers to the process used to mitigate risks. After evaluating the risks, each risk management responsible unit shall adopt appropriate responses, such as accepting, reducing, transferring, or avoiding risks, and establish preventive, responsive, and crisis-handling measures to effectively manage the risks and document the related actions.



**Risk monitoring:** To ensure effective control of various risks and the implementation of improvements, monitoring indicators shall be established and continuously tracked by each risk management responsible unit. Each responsible unit shall report to the risk assessment team in a timely manner. In situations where significant exposure to risk is identified, the risk assessment team shall immediately report to the Audit Committee.



**Risk reporting and disclosure:** To implement corporate governance, enhance information transparency, enable shareholders to understand the Company's overall risk management, and respond to stakeholder expectations, the processes and results of risk management execution shall be properly documented, reviewed, and retained for verification. The risk assessment team shall submit a risk management report to the Audit Committee at least once a year, and the Audit Committee shall report to the Board of Directors. The Company shall disclose the implementation status of risk management in its annual report, official website, and ESG report to fully present the overall risk management status.

### Luxe Green Energy Major Risks in 2024

Given that the prices of major materials such as copper, steel, aluminum, and plastics are greatly affected by international market conditions, which may erode gross margin, the Company has identified this as a mid-term risk and adopted the following response measures:

- I. Strengthen cooperation with suppliers, establish two-way communication mechanisms, and enhance supply chain resilience.
- II. During product design, the design unit shall consider how to utilize the minimum necessary quantity of materials in the production process to maximize material usage, reduce leftover materials, and maintain high quality and high efficiency.

### 4.05.2 Compliance with Laws and Regulations

Luxe Green Energy Technology Co., Ltd. did not have any major violations of laws or regulations in 2024.

The Company will continue to strengthen internal management and compliance monitoring to maintain a high level of regulatory compliance.

#### Description of Fines

Category	Number of payments in 2024 (Unit: cases)	Amount paid in 2024 (Unit: NTD)
Fines imposed in 2024	0	0
Fines imposed in the previous year	0	0

Note: Major violations of laws and regulations refer to incidents involving fines of NTD 300,000 or more or orders to suspend operations.

## 4.06 Information Security and Customer Privacy Protection

### 4.06.1 Information Security Management

For responding to and handling information security incidents, the Company has established a standard reporting procedure for information security incidents. In the event of an incident, the Information Security Risk Control Promotion Team shall serve as the reporting contact and must eliminate and resolve the information security incident within the targeted response time. After the incident is resolved, a review and analysis shall be conducted, and corrective measures shall be proposed to prevent recurrence.

#### I. Information Security Governance Framework

The Information Security Risk Control Promotion Team consists of one CISO, one dedicated information security supervisor, and one information security personnel, with department heads serving as the primary members. The team is responsible for promoting and implementing information security policies and reviewing and revising the cybersecurity risk management system based on implementation status. Each year, the implementation status and review results are reported to the Board of Directors.

The Information Security Risk Control Promotion Team holds a management review meeting every six months. Its main responsibilities include formulating information protection policies, conducting risk assessments, performing business impact analyses, and planning disaster recovery drills. At the same time, the Promotion Team actively implements technical measures such as account and access rights management reviews, firewall rule inspections, vulnerability scanning, and penetration testing, and strengthens employees' security awareness and preventive capabilities through information security training and drills.

#### II. Information Security Education and Training

The Company includes information security education and training as a mandatory course for employees. From the onboarding stage, employees receive guidance on the Company's information security policies and regulations. In addition, the latest information on information security risks and protection measures is regularly communicated to all employees through email. The Company sends phishing emails to employees twice a year on an occasional basis to test their sensitivity to information security threats and further enhance their preventive capabilities.

### III. Information Security Management System

The Company's information security control measures are divided into external and internal approaches. Externally, the Company has implemented multiple systems, such as firewalls and intrusion prevention systems, to prevent viruses and external hacking attempts. Internally, the Company has reviewed its existing management, technical, and physical control mechanisms and reassessed and identified the connections between critical core systems and business operations. This strengthens and ensures the implementation of overall information and information security controls, ensures compliance with regulatory requirements, and enhances the protection of the overall information architecture and data security framework.

### IV. Cybersecurity Policies and Goals

The main objectives of the cybersecurity policy focus on three areas: security management, legal compliance, and asset protection. From systems to technology and from personnel to organizational structure, the policy enhances overall security protection capabilities to prevent information theft, tampering, or service interruption that could affect the Company's reputation.

### V. Key Information Security Work Items

1. Strengthen information security talent development: Focus on enhancing professional skills and practical capabilities.
2. Continuously strengthen the information security protection framework: Optimize existing information security measures to enhance defense depth and response speed.
3. Deepen practical capabilities: Strengthen responsiveness and preparedness in information security offense-defense scenarios.

#### 4.06.2 Customer Privacy Protection

To protect customers' online privacy and comply with Taiwan's "Personal Data Protection Act" regarding the collection, processing, and use of personal data, the Company has established relevant management procedures for the collection, processing, and use of personal data files for applicable units to follow.

In 2024, the Company did not receive any complaints involving suspected information security concerns (including those from competent authorities or third parties).

### 4.07 Participation in Various Clubs and Organizations

The Company continues to participate in business-related industry associations to exchange industry knowledge, information, and practical experience with peers and professionals, acquire new industry and technology insights, and build strong cooperative relationships with enterprises and institutions in relevant fields. This enables joint responses to changes in the international landscape, enhances industry standards, and promotes the sustainable development of the industry.

## 4.08 Product and Service Management

### 4.08.1 Customer Health and Safety

The Company is committed to ensuring that all products and services meet the highest health and safety standards. In 2024, a 100% health and safety impact assessment was conducted for all major product lines, covering every stage from design and development to final use. These assessments aim to identify and reduce potential risks to protect customers' health and safety.

Voltage distribution panels, transformers, and electrical equipment:

1. Ensure that products comply with safety standards and regulations as well as electrical safety requirements. All wiring materials and components used are of high quality, without risks of short circuits or overheating that could affect customers' equipment and endanger the health and safety of operators.
2. Before delivery, all products undergo wind and rain testing, high-voltage testing, functional testing, durability testing, and other relevant tests to ensure safety and durability under harsh weather conditions.
3. Products used in the national power grid must undergo high-power testing to ensure the endurance and protection mechanisms of the electrical system.

The Company adheres strictly to health and safety regulations related to its products and services.

There were no incidents in 2024 that affected customers' health and safety.

#### 4.08.2 Marketing and Labeling

The Company has always aimed to provide high-quality products and excellent services and is committed to meeting and exceeding relevant domestic regulatory standards. The Company is one of the largest heavy electrical equipment manufacturers in Taiwan and holds the qualification of an original manufacturer recognized by the Bureau of Energy for producing high- and low-voltage power distribution panels. It has obtained 23KV GIS qualified supplier certification (TAF laboratory certification and Bureau of Energy original manufacturer certification). Its manufacturing capability for 50KVA kiosk-type transformers has been certified by Taiwan Power Company. All products manufactured and sold by the Company have received high-standard recognition, and their quality and labeling comply with national standards.

In 2024, the Company complied with all regulations related to product and service information and labeling and did not violate any regulations pertaining to marketing communications.

### 4.09 Supplier Management

#### I. Value Chain

##### Collaborating with Suppliers to Fulfill Corporate Sustainability

The Company regards suppliers as important partners and aims to establish mutually beneficial and long-term cooperative relationships with them. In addition to considering the quality, delivery schedule, and price of suppliers' products, the Company expects suppliers to jointly fulfill corporate social responsibility in areas such as ethics, labor and human rights, environment, health and safety, and management systems, as well as to implement sound risk management and business continuity plans.

The Company conducts regular corporate social responsibility risk assessments for suppliers and further manages suppliers assessed as medium-high and high risk. New suppliers are evaluated for risks based on social, economic, environmental, and supply chain assessment criteria and are selected as official suppliers accordingly. The Company actively builds cooperative relationships with suppliers through effective communication, moving toward creating a stable and mutually beneficial sustainable supply chain.

#### II. Supplier Selection

The Company implements long-term partnerships with suppliers and actively develops local or nearby suppliers to ensure supply chain stability and localized production. In addition, a vertical and horizontal integration system has been established throughout the supply chain, from upstream raw material supply to equipment maintenance systems. Through supplier evaluations, the Company assesses their overall condition and selects the most suitable suppliers by considering factors such as "price," "quality," and "delivery schedule." The Company further strengthens supply chain management to increase the localization ratio of raw materials, equipment, and production lines, thereby reducing transportation costs.

The Company's main production site is currently the Yangmei Plant in Taoyuan. The Tainan Yongkang Plant, established in 2022, began gradually entering production in 2023. Since its establishment, the Company has made every effort to promote the localization of raw material and equipment suppliers. In addition to considering transportation costs and environmental responsibilities, introducing local suppliers can create employment opportunities, promote local prosperity, and reduce population outflow, thereby creating a win-win-win situation for Luxe Green Energy, suppliers, and the local economy.

#### III. Diversification of Procurement Risks

##### 1. Risk Prevention

Luxe Green Energy establishes long-term strategic partnerships with suppliers and regularly coordinates material preparation mechanisms with them. Based on the lead times required by each department, safety stock levels are established to ensure the smooth operation of the supply chain. During the product R&D stage, materials are selected from multiple suppliers, and primary and alternative materials are established to reduce the risk of shortages.

##### 2. Post-disaster Damage Control

Immediately after a disaster, the Company investigates suppliers' facility conditions, personnel safety, upstream raw material supply, and finished product shipping and transportation damage. The information is compiled into a report and provided to relevant departments for reference and response. Based on post-disaster loss conditions, an

emergency materials meeting is convened to adjust the allocation ratios among suppliers, and new suppliers are evaluated as needed to support the subsequent supply chain.

#### IV. Supplier Quality Management

The Company plans a comprehensive supplier management approach, implementing control and guidance across the following four major aspects:

1	<b>Supplier Management System Certification</b>	<b>In addition to requiring suppliers to meet product quality, delivery schedule, and price standards, the Company also urges them to protect the environment and improve safety and hygiene. Therefore, suppliers are required to obtain international certifications, such as ISO 9001 and ISO 14001, for quality, environmental, and occupational health and safety management systems. Only suppliers that meet Luxe Green Energy's requirements may become qualified suppliers.</b>
2	<b>Supplier Evaluation</b>	<b>A monthly evaluation is conducted for raw material suppliers based on factors such as "quality," "service," and "cooperation." Among these, the quality evaluation dimension is further assessed based on four aspects: "defective delivery rate," "service quality," "cooperativeness," and "customer complaints." Suppliers with an abnormal rate of 25% or higher in the evaluation results shall undergo re-evaluation. They will be assisted and guided in improving weaker areas and placed under observation to ensure improvement.</b>
3	<b>Supplier Management</b>	<b>Based on evaluation results or for critical materials, monthly or quarterly quality meetings are held with suppliers to review, analyze, and assess quality in a timely manner and to propose effective improvement plans immediately.</b>
4	<b>Supplier Audit and Guidance</b>	<b>Each year, important suppliers are visited according to plan and on-site audits are conducted; once deficiencies are identified, suppliers are required to propose appropriate improvement plans and are given clear objectives and improvement timelines to meet the expectations of Luxe Green Energy.</b>

#### V. Supplier Quality Evaluation

The Company regularly conducts evaluations of suppliers, using the inspection results and delivery performance assessed by the quality control unit as scoring criteria. For suppliers that fail the evaluation, the Company carries out improvement projects, guidance, and audits to enhance their fundamental quality performance, enabling them to become qualified suppliers in the following year.

#### VI. Supplier Safety and Health Management

Luxe Green Energy is committed to being a responsible corporate citizen and fulfilling its corporate social responsibility. A company should not only provide a safe working environment for employees but also work together with suppliers to establish higher safety and health standards. The Company requires suppliers to comply with the "Labor Standards Act," the "Occupational Safety and Health Act," the "Labor Inspection Act," the "Act for Protecting Worker of Occupational Accidents," and related subordinate regulations, as well as the safety and health regulations of Luxe Green Energy to prevent occupational accidents and ensure the safety of machinery, equipment, and tools. The Company has established the "In-Plant Construction Rules for Contractors," the "Supplier Environmental Impact Management Procedures," the "Contractor Management Procedures," and the "Contractor Management Operations" to regulate the planning, supervision, management, and execution responsibilities required of suppliers.

To effectively enhance suppliers' safety and health awareness and reduce the occurrence of occupational accidents, fines imposed on suppliers for violations are designated exclusively to subsidize their safety and health expenditures. Examples include hospitalization condolence payments for work injuries, safety and health training expenses, improvements to environmental safety and health equipment, rewards for special contributions in eliminating accidents or for supporting production and outstanding performance, near-miss incident proposals, and environment, safety, and health improvement proposals, all of which are awarded through the designated fund as incentives. To strengthen suppliers' performance in environment, safety, and health work and enhance their overall standards, the Company treats supplier personnel as its own employees in actual practice, providing a workplace equipped with safety and health protection measures. The Company also leads suppliers in jointly reducing work risks, strongly promotes safety operation controls, and advances key initiatives such as the establishment of suppliers' safety and health management systems and supplier audits.

VII. Local Procurement

The Company's products are mainly used in electrical installations and other heavy electrical equipment. Since the Company operates manufacturing plants in both the north and south (the Yangmei Plant and the Tainan Plant), it actively adopted a localized procurement strategy in 2024 based on each plant's location to reduce transportation costs and carbon emissions, while supporting the development of local suppliers.

## 5. Social

### 5

#### 5.01 Human Resource Development

##### 5.01.1 Human Rights Policy and Commitments

###### I. Human Rights Commitment

Luxe Green Energy firmly believes that respecting human rights is a core value of corporate sustainable development. To ensure that employees, suppliers, customers, and partners respect the basic human rights of local Indigenous peoples and community residents, the Company strictly complies with the laws and regulations of the regions in which it operates. At present, the Company references international human rights conventions such as the Universal Declaration of Human Rights, The UN Framework and Guiding Principles on Business and Human Right, the United Nations Global Compact, and the International Labor Organization Declaration of Fundamental Principles and Rights at Work. The Company is actively formulating various human rights policies, including non-discrimination, freedom of association and collective bargaining for employees, prohibition of child labor, and prohibition of forced labor, to protect the fundamental rights of employees and stakeholders, prohibit any acts that infringe upon or violate human rights, and ensure that all personnel are treated fairly and with dignity.

###### II. Scope of Application

Luxe Green Energy's human rights commitment applies to all employees of the Company and, within a reasonably feasible scope, also includes customers, suppliers, contractors, and the local communities where its operating sites are located. At the same time, Luxe Green Energy Technology Co., Ltd. regularly identifies whether customers and suppliers have high-risk operating sites involving forced labor, the use of child labor, or potential infringement on local residents. The primary risks are concentrated in manufacturing sites and upstream supply chain suppliers. The Company conducts occasional audits to prevent forced labor and the use of child labor at manufacturing sites and upstream suppliers, and plans visits to local residents to understand any situations that may infringe upon their rights and to take action to protect the rights of local residents.

In 2024, neither the Company's manufacturing sites nor its upstream supply chain experienced any instances of forced labor, the use of child labor, or infringement of local residents' rights.

###### III. Education and Training

To enhance all employees' awareness of human rights protection, the Company conducts human rights protection training each year and will extend such training to all business partners in the future to reduce the occurrence of human rights incidents. In 2024, a total of 45 participants attended the courses, with total training hours reaching 45 hours. In addition, Luxe Green Energy plans to incorporate its human rights policy into supplier management and the signing documents for new employees to ensure effective implementation of the policy.

###### IV. Communication Platform, Mitigation and Compensation Measures

To ensure full implementation of its human rights commitment, Luxe Green Energy also provides the "Employee Opinion and Grievance Mechanism" and the "Measures for Complaints and Penalties for Gender Equality Incidents." The grievance procedures and handling processes are clearly defined, and corresponding mitigation and compensation measures are provided for human rights incidents that employees may encounter.

There were no human rights violations in 2024.

Description of Human Rights Policies		Specific plan
Human Rights Management Policy		
Provide a safe and healthy working environment		Establishing employee safety and health work rules
To help employees maintain physical and mental health and work-life balance		Advocacy of human rights and gender equality. The supervisor takes the initiative to care about the physical, mental, and spiritual condition of his subordinates.
Prohibition of forced labor and strict compliance with government labor laws and regulations		Implement a leave system to encourage employees to focus on work-life balance.

The Company also actively encourages customers and suppliers to follow its human rights policy and will continue to focus on human rights protection issues and promote related training to enhance awareness of human rights protection and reduce the likelihood of related risks.

## 5.01.2 Workforce Composition

### 5.01.2.1 Employee Structure

As of the end of 2024, the Company had a total of 90 employees, with males and females accounting for 70% and 30% respectively, and female supervisors accounting for 34.48% of all management staff. There has been no significant change in the Company's workforce over the past two years.

Luxe Green Energy's primary operations are based in Taiwan, and its employees are mainly local Taiwanese personnel. As of the end of 2024, Luxe Green Energy had 65 Taiwanese employees and 25 foreign employees.

Employee structure at the end of 2024 (unit: people)

Employee Composition

2024	Regular employees
Male	63
Female	27
Total number of people	90

Definition and description:

Full-time employees: Those whose labor contracts are of indefinite duration (indefinite contracts).

Number of workers at each operating site

2024	Regular employees
Tainan Headquarters	11
Taipei Office	11
Yang Mei Plant	50
Tainan Plant	18

Definition and description:

Full-time employees: Those whose labor contracts are of indefinite duration (indefinite contracts).

Educational background

Academic background	ratio
PhD	1%
Master	7%
Bachelor	65%
Senior high school	24%
Below senior high school	1%

### 5.01.2.2 Non-employee Structure

Certain tasks of the Company are handled by dispatch agencies, such as plant security personnel and office cleaning staff. There has been no significant change in the number of non-employee workers over the past two years.

Non-employee Structure Chart

2024	Dispatched personnel
Male	2
Female	2
Total number of people	4

### 5.01.3 Employee Diversity, Inclusion, and Equality

The Company respects minority groups and diverse needs. In 2024, it employed 1 person with a disability, accounting for 1% of all employees. In terms of recruitment, the Company values diversity and responds to aging workforce trends by encouraging re-employment of women and retirees while providing professional technical training.

To realize the vision of gender equality, the Company has established female employee and supervisor ratio targets. By 2030, female employees at the Company shall account for no less than 40% of all employees, and female supervisors at all levels shall account for no less than 40% of all management positions. In 2024, female employees accounted for 30%, an increase of 1% compared with the previous year, and female supervisors accounted for 34.48% of all management positions, also an increase of 1% compared with the previous year.

The Company's employee turnover in 2024 remained stable, continuing the trend of the past three years. The employee new hire rate was 38%, and the employee turnover rate was 27%, with no significant differences compared with the past two years.

Employee Diversity

2024	Employees (number of people)	Percentage of total employees (%)
Male	63	70%
Female	27	30%
People with disabilities	1	1%
2023	Employees (number of people)	Percentage of total employees (%)
Male	58	71%
Female	24	29%
People with disabilities	1	1%

Information on new hires and resignations in 2024

2024	New employees (people)	Percentage of total employees (%)	Resigned employees (people)	Percentage of total employees (%)
Male	28	31%	22	24%
Female	6	7%	3	3%

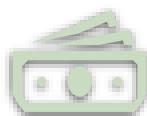
Information on new hires and resignations in 2023

2023	New employees (people)	Percentage of total employees (%)	Resigned employees (people)	Percentage of total employees (%)
Male	25	30%	11	13%
Female	6	7%	1	1%

#### **5.01.4 Employee Rights and Benefits**

Luxe Green Energy believes that employees are the key to sustainable corporate management. Employees are the Company's most important partners and assets. Upholding the management philosophy of sincerity, trust, diligence, and harmony, the Company is committed to creating a workplace that is stable, talent-driven, diverse, inclusive, safe, and healthy. Through diversified training programs and various employee benefits, the Company enables everyone to enjoy their work without concerns. Fair and transparent evaluation and promotion mechanisms, along with smooth labor-management communication channels, are also implemented. To meet on-site manpower needs, the Company continuously promotes various retention measures and estimates manpower requirements based on production capacity utilization and turnover rates. Through training programs for supervisors at all levels, the Company strengthens managerial skills to enhance leadership effectiveness and promote the retention of direct labor. At the same time, through clear human rights standards, rigorous occupational safety measures, and a diverse range of employee activities, Luxe Green Energy ensures that employees can achieve work-life balance throughout their careers and attain both professional growth and personal fulfillment.

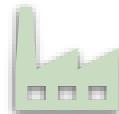
Luxe Green Energy not only pursues corporate excellence and growth but also makes every effort to protect employee rights, enhance employee well-being, and promote harmonious labor-management relations. With the goal of achieving a 100% satisfying and happy working environment, the Company has established an Employee Welfare Committee (the Welfare Committee). Each year, the Welfare Committee carefully plans various activities and continuously improves the Company's welfare facilities so that employees can work joyfully and without worry, boosting morale, strengthening their sense of belonging, and achieving harmony between work and life.



Employee bonuses: Year-end bonuses and individual project bonuses are paid to employees who have made contributions based on the Company's operating performance.



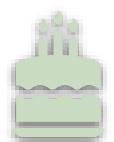
Insurance system: In addition to group insurance, labor insurance, and health insurance, the Company has also added accident insurance to enhance employees' life protection and enable employees to work without worries.



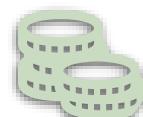
Arrange factory tours for the employees' families, make the Company a large family for employees and their families, promote the relationships and understanding between one another, and make them proud as one of the Company's members.



Organize large traveling activities for all employees and their families annually.



Birthday gift allowance: A gift allowance is provided to employees during their birthday month each year.



Employee remuneration and profit-sharing stock: In accordance with the Company's Articles of Incorporation, a certain percentage of after-tax earnings is allocated for employee remuneration distribution. Encourage employees to become shareholders. If a cash capital increase is conducted, employee stock subscription shall be carried out in accordance with the relevant procedures, enabling employees to share in the Company's achievements.



Employee stock ownership trust: An employee stock ownership association is established, in which each member contributes a certain amount from their salary, and the Company allocates an equivalent amount. The funds are then entrusted to a securities firm for management and utilization. The employee stock ownership association helps employees save over the long term and accumulate wealth, and enables employees to hold the Company's shares, allowing them to share in earnings and stock value appreciation.



Employee dormitories and meal subsidies: Accommodation and meals are provided to help employees from distant locations resolve housing and dining needs nearby, with the Company subsidizing most of the related expenses.

### 5.01.5 Collective Bargaining Agreements

Luxe Green Energy respects employees' freedom of association and assembly and encourages employees to establish labor unions. Union representatives are elected by employees to communicate with Company management, gather information, hold regular meetings, discuss response plans, and lead the planning of various union activities. Through these efforts, they safeguard employee rights and promote stable and healthy labor-management relations. In addition, Luxe Green Energy provides employees with diverse and accessible communication platforms to ensure that their opinions can be fully expressed.

As of now, the Company has not established a labor union, and employees have not expressed willingness to initiate a petition for its formation.

### 5.01.6 Talent Cultivation and Development

#### I. Performance Evaluation

Performance evaluation is not only an important basis for management to adjust employee remuneration but also a key tool for creating an outstanding career development environment and supporting employees in achieving their personal goals. For employees with outstanding performance, the Company provides promotion opportunities, encouraging them not only to demonstrate their personal abilities but also to take on the responsibility of leading teams to improve performance and exert greater influence.

In accordance with the Company's internal "Personnel Management Rules" and "Employee Evaluation Procedures," the Company conducts performance evaluations once each year. These evaluations apply to new employees who have completed their probation period as well as existing employees. In each evaluation, the Company discusses the execution of goals in depth with employees and reviews and improves employee behavior using specific behavioral examples to ensure alignment with the Company's vision and expectations.

#### II. Education and Training

Luxe Green Energy provides employees with the training needed for career development (both internally organized and outsourced). In 2024, supervisors received an average of 5 training hours per person, while non-supervisory employees received an average of 2 training hours per person. The Company expects supervisors to foster a working environment that encourages continuous learning and improvement, while also encouraging their team members to participate in training and education to enhance the Company's overall learning culture and progress together.

Employee Education and Training Hours

2024 (unit: hours)	Supervisors	Non-supervisors	Total
Male	220 hours	157 hours	377 hours
Female	18 hours	43 hours	61 hours
Total	238 hours	200 hours	438 hours

## 5.02 Occupational Safety and Health

### 5.02.1 Occupational Safety and Health Policies

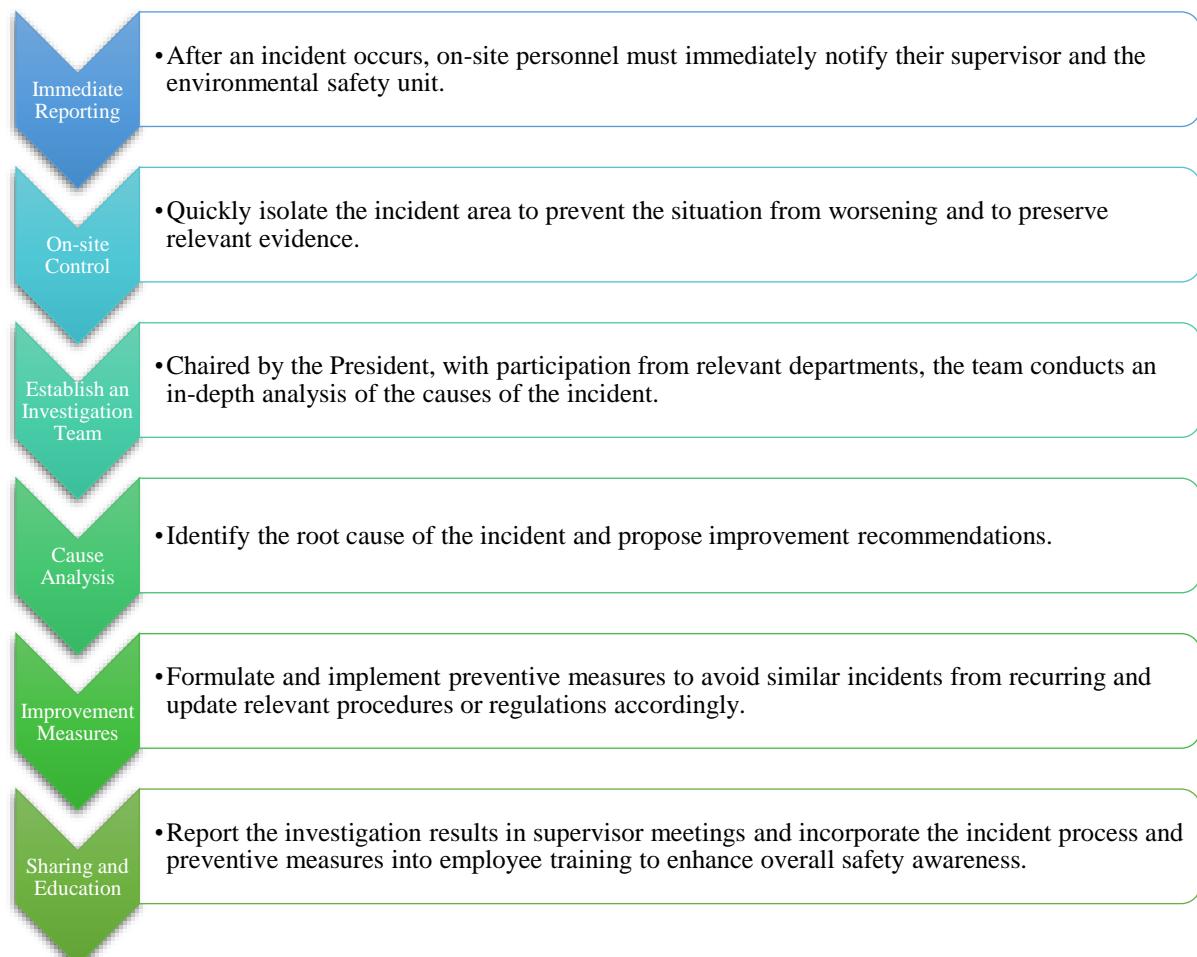
In accordance with the Occupational Safety and Health Act, the Company implements occupational safety and health management regulations, provides safe and healthy working conditions, complies with occupational safety and health laws and related requirements, eliminates hazards and reduces occupational safety and health risks, and promotes worker consultation and participation in occupational safety and health matters. The occupational safety and health personnel at each of the Company's plants have obtained Class A Occupational Safety and Health Management certificates and completion certificates, and the occupational safety supervisors regularly participate in training to maintain valid certification. Due to business needs, the Company will send employees to participate in external labor safety courses from time to time. Each year, the labor safety supervisor also arranges courses for internal employees.

## I. Hazard Identification, Risk Assessment, and Incident Investigation

The Company's Risk Management Assessment Team conducts routine annual risk assessments. When operational procedures change, laws or regulations are revised, knowledge or information regarding hazards and occupational safety and health risks is updated, or new knowledge and technologies emerge, a non-routine assessment must be conducted. To address these risks, the Company adopts tiered control and improvement measures and holds regular risk mitigation meetings to evaluate the feasibility of risk controls. In addition, workplace environment monitoring is conducted every six months to ensure ongoing tracking and assessment.

Luxe Green Energy places great importance on worker safety and health, adhering to the principles of preventive action, zero accidents, and zero disasters. In addition to Company internal operations, this also applies to other personnel engaged in activities at Luxe Green Energy's work sites (such as contractors and visitors). At each operating site, representatives of the Risk Management Assessment Team are responsible for reviewing and approving hazard identification and risk assessment procedures, which are executed by the safety and health unit and the supervisors of each department.

The Company classifies risk levels based on severity and the frequency of occurrence. High-risk operations are subject to key management measures, such as enhancing protective equipment, conducting specialized safety inspections, providing regular training, and assigning mid- and high-level supervisors to oversee these operations and link them with performance evaluations, with progress regularly reported in weekly meetings. For medium- and low-risk items, regular reviews are conducted, and employees are encouraged to propose improvement suggestions to jointly establish risk mitigation measures. In addition, to further enhance workplace safety, the Company has established a comprehensive incident investigation process to ensure that every incident is properly handled and improved. The investigation process includes:



The Yangmei and Tainan production sites hold safety and health meetings regularly in accordance with regulations, and internal and external audits are conducted to review the applicability of hazard identification and risk assessment, with discussions and revisions made when necessary. All production sites comply with Taiwan's regulatory requirements and implement risk assessment procedures to achieve the goal of zero accidents and zero disasters.

In new employee training, the Company emphasizes employees' obligations regarding safety and health and the importance of self-protection. The Company complies with occupational safety and health regulations and informs all employees that if they identify a situation during work that poses an imminent danger, they may not only report it immediately but also retreat to a safe location on their own. In 2024, there were no records of employees being disciplined for reporting safety concerns or for retreating to a safe location due to such concerns.

## II. Occupational Health and Safety Education and training

In accordance with regulatory requirements, the Company regularly provides occupational health and safety training to ensure that every worker understands occupational safety and health regulations and the Company's safety and health management mechanisms. These trainings help introduce the Company's safety and health culture and concepts, strengthen knowledge dissemination, and effectively reduce the occurrence of incidents. For workers who are not Company employees, hazard communication and safety and health training are provided before they enter the work site, and safety and health awareness is reinforced through job safety analyses and safety reminders. In addition, during operations, the Company promotes a stronger safety and health culture by having safety supervisors convey safety and health knowledge and concepts on an occasional basis.

The training status in 2024 is as follows:

Date	Courses	Number of hours
2024.06.05	Firefighting drills and courses (first half of the year)	4
2024.06.05	Labor Safety Awareness Course	1
2024.12.18	Firefighting drills and courses (second half of the year)	4
2024.12.18	Labor Safety Awareness Course	1
2024.12.18	First aid training: CPR and AED operation	1
2023.06.26	Type-A Occupational Health and Safety Supervisor Course (valid for 2 years)	6
2024.06.28	Building fire drill	1
2024.12.27	Building fire drill	1
2024.06.26	Building fire drill	1
2024.12.25	Building fire drill	1

## III. Occupational Health Services and Health Promotion

When hiring new employees, Luxe Green Energy provides pre-employment health examinations and conducts regular health checkups for employees who are already in service. To respond to emergencies, the Company assigns dedicated personnel at each operating site (individuals with first aid certification) to ensure the timely provision of necessary first aid measures.

In new employee training, the Company provides information on health services, medical assistance, and occupational disease prevention. In 2024, there were 90 employee participants in the health promotion programs.

Each year, the Company collaborates with local hospitals to arrange employee health checkups and analyze employees' recent health risk items. For colleagues with higher health risks, physicians will proactively contact them and provide professional advice.

In addition, the Company actively plans exercise activities and encourages employees to participate together to strengthen their physical fitness and health.

#### IV. Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships

The Company regards contractors as important work partners. To ensure the safety of contractor personnel, each production site not only implements hazard communication and supervision in accordance with occupational safety and health regulations but also promotes various management mechanisms, including incorporating safety requirements into contracts, conducting hazard communication briefings before contractors enter the facilities, and implementing safety supervision and related management and training measures to strengthen contractor safety and health management. At the same time, safety inspections will be conducted on an occasional basis, and any deficiencies identified will be reported to the contracting unit or contractor to facilitate safety improvements.

##### 5.02.2 Work-related injuries

The Company regularly compiles occupational accident statistics for all its plants. In 2024, the total working hours were 262,814 hours. During this period, no occupational injuries resulting in death occurred, and only 2 occupational injury incidents took place, resulting in 2 employees being injured, accounting for 2.22% of all employees. The types of occupational accidents were mainly production site incidents, with the primary causes being an employee's finger being scratched by a mixer and another employee sustaining a hip joint injury while carrying heavy objects. To further enhance the occupational safety environment, the Company will conduct a comprehensive review of these incidents within its internal management system and formulate corrective and preventive measures. The Company will continue to strengthen safety communication to improve employees' safety awareness and prevent similar incidents from occurring again.

Employee Work-related Injuries and Ill Health Information

2024	Number and ratio of fatalities	Number and ratio of severe cases (excluding fatalities)	Number and ratio of recordable cases
Work-related injuries	-	-/-%	2/2.22%
Work-related ill health	-	Not applicable	-/-%

Note 1: The recordable occupational injury rate is calculated as number of occupational injuries / total working hours \* 1,000,000 working hours.

Note 2: The severe occupational injury rate is calculated as number of severe occupational injuries / total working hours \* 1,000,000 working hours.

Note 3: Severe occupational injuries are defined as injuries from which the worker cannot recover (such as amputation) or injuries that cannot or are unlikely to return to the pre-injury health condition within six months (such as complicated fractures).

Note 4: The Company has not recorded the total working hours of non-employee workers. In the future, a contractor management system will be established to record the number of workers in the plants, their working hours, and the number of occupational injury cases.

## 5.03 Community Engagement

### 5.03.1 Investment in Infrastructure and Support Services

#### Social Inclusion and Co-prosperity

Luxe Green Energy actively responds to the UN SDGs and the Taiwan Sustainable Development Goals established by the National Council for Sustainable Development of the Executive Yuan through concrete targets and actions. Through identifying, prioritizing, and selecting suitable goals and taking action, Luxe Green Energy has determined two indicators from multiple perspectives, including corporate strategy and core business operations: "SDG 14 Life Below Water" and "SDG 15 Life on Land." The Company supports national sustainable development and actively fulfills its corporate social responsibility.

#### Environmental Volunteer Team - Preserving a Beautiful Earth



##### I. Pingtung Shuangliu National Forest Recreation Area mountain-cleaning activity

To support the government's environmental protection policies, the Sustainable Development Promotion Team and the Welfare Committee jointly organized a mountain-cleaning activity. Through employee travel, the activity aimed to promote the importance of environmental conservation among colleagues. Immersed in the forest's phytoncides, participants enjoyed the natural surroundings while recognizing the responsibility to give back as members of the Earth. By cleaning the mountain, the forest can retain its lasting beauty and continue purifying carbon dioxide, providing oxygen, and nurturing life. By putting environmental protection into action, each person's contribution becomes a driving force for sustainability, allowing the Earth to endure. The carbon emissions generated from large-scale travel activities should not be overlooked, and planning itineraries with lower carbon output also helps reduce carbon dioxide emissions.



## II. Tainan Sunset Platform beach-cleaning activity

Taiwan is an island surrounded by the sea, and many beaches are popular destinations for tourists during holidays. The prosperity of tourist attractions and the arrival of visitors inevitably result in small amounts of litter. In addition, ocean currents may carry marine debris ashore, polluting the ocean and beaches and gradually affecting our planet. Marine pollution also impacts the health of all living organisms, and when people consume contaminated seafood, they may indirectly become ill. To keep the Earth healthy forever and ensure the sustainability of all living things, protecting the planet is our responsibility. The Company's Sustainable Development Promotion Team invited colleagues to participate in the beach-cleaning activity with their family and friends and encouraged employees to bring their children to learn about loving the Earth. Through this activity, participants are reminded not to litter, which can cause pollution to the ocean, beaches, and other environments.

Environmental awareness and environmental protection apply to everyone, regardless of gender or age, and action must begin with each individual. Through its public company image and resources, the Company promotes sustainability concepts to the general public and leads employees and their family members and friends to take action together.



Tainan Sunset Platform coastal beach



### 5.03.2 Local Communities

#### Participation in local activities and giving back to the community.



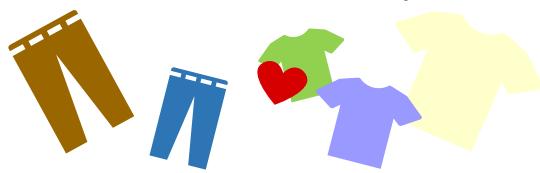
##### I. Sponsoring educational development for nearby community kindergartens.

In today's society, where declining birth rates are a concern, children are the precious protagonists of our future. Supporting their educational development is part of the Company's corporate social responsibility. A nearby community kindergarten held a Halloween costume and trick-or-treat activity in October, during which the principal led the children to visit local shops and the Company to perform and collect treats while learning about the origins of the festival. The Company sponsored candy and snacks to encourage the children to express themselves bravely, boost their confidence, and learn how to interact with others. The Company will continue contributing to the nation's sustainability efforts, dedicating itself even to the smallest matters.



## 5.04 Others

### Eradicating all forms of poverty everywhere



#### I. Africa Shoes for Life - volunteer participation and material donation

In impoverished regions of Africa, access to food, education, and basic health knowledge is far below that of our country. These areas are unable to maintain clean living environments, and local residents frequently suffer from diseases and insect infestations. The money they earn is barely enough to feed themselves, and any additional expenses are considered a luxury. The Shoes for Life initiative primarily helps African residents obtain clothing or shoes to prevent sand flea bites. Sand fleas feed on human blood and burrow into the skin, and long-term exposure without proper clothing protection results in severe harm and contributes to shorter life expectancy for local people. The Company's Sustainable Development Promotion Team initiated a collection drive for clothing, bags, and shoes to assist residents in remote African communities, with the supplies transported to Africa with the help of the Step30 International Ministries. Employees were also encouraged to participate as volunteers (members of the Sustainable Development Promotion Team joined as volunteers in this activity), supporting the initiative through concrete actions. The Company integrates the concept of social responsibility into its corporate culture, leading all employees to participate in fulfilling social responsibility and promoting this concept to stakeholders so that everyone can contribute to society.



## 6. Environment

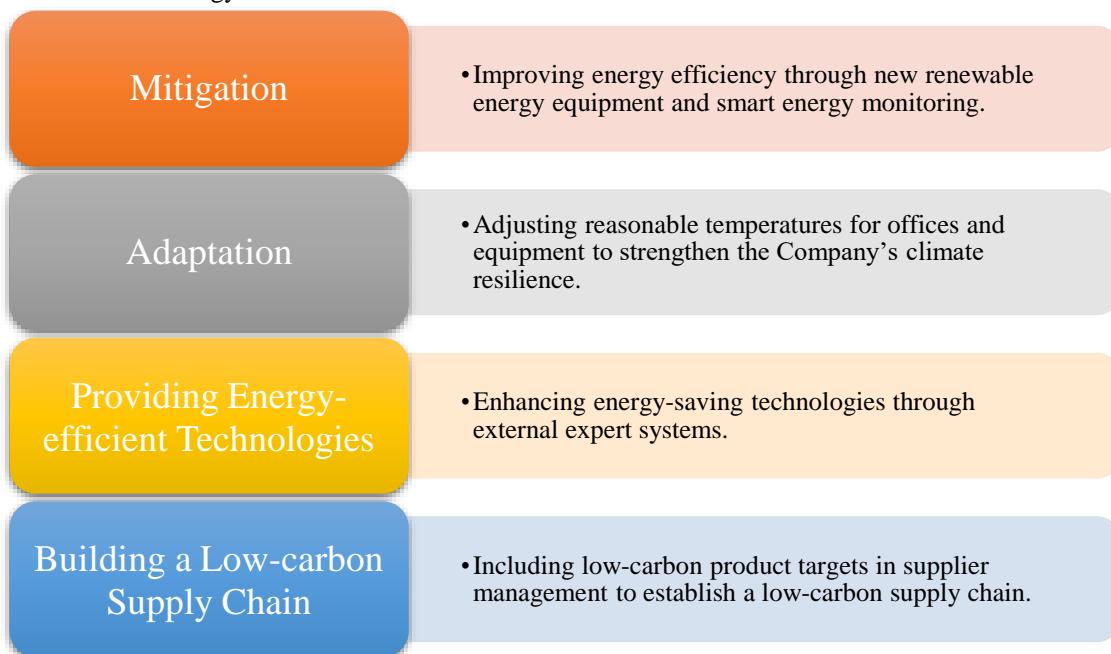
### 6

#### 6.01 Climate Change

##### I. Climate Supervision and Governance Framework

The Board of Directors is the Company's highest governing body for climate issues, and Luxe Green Energy has established the Sustainable Development Promotion Committee, which is responsible for formulating sustainability strategies and promoting ESG-related work. Under the committee, the Environmental Development Team is responsible for regularly conducting climate risk and opportunity assessments under the TCFD framework. For the identified risks and opportunities, progress is reported to the Board of Directors annually. The Board is responsible for supervising implementation and coordinating relevant departments to conduct operational risk assessments in accordance with requirements such as the "Paris Agreement," the 2050 net-zero emissions target, and the "Climate Change Response Act" issued by the competent authorities.

##### II. Climate Strategy



##### III. Identification, Evaluation, and Management of Climate-related Risks

To effectively manage climate-related risks and opportunities, the Company's Sustainable Development Promotion Committee incorporates climate change-related risks into its assessment and tracking scope and continues to monitor climate risks that may impact the Company's operations, including international regulatory requirements and occurrences of extreme weather events.

By adopting the TCFD framework to analyze the Company's climate change risks and opportunities, the Company engaged an external organization to provide training that explained global risk trends and climate change, including the current development of TCFD, the TCFD-recommended framework for assessing climate change risks and opportunities, climate scenario setting, and the resulting risks and opportunities. This enhances employees' awareness of global risk trends and climate change. Each department then evaluates the climate change risks and opportunities encountered in its operations and further discusses response strategies and indicator targets for high-risk and high-impact risks and opportunities as concrete measures for climate management.

## Evaluation Process:

Step 1: Setting climate change scenarios

Step 2: Evaluating impacts on the operating environment

Step 3: Identifying climate risks and opportunities

- ❖ Impacts of the identified climate risks and opportunities on Luxe Green Energy's business, strategy, and finances (short-term, mid-term, long-term).

Climate risk: Increasing severity of climate change events caused by extreme weather.

Climate opportunity: R&D and innovation of new products and services, including the use of new technologies.

1. Short-term: Continuing to expand solar power generation and energy storage system models to meet the needs of the energy market and new customers, thereby increasing revenue.
2. Mid-term: Participating in the development of low-carbon technologies and actively engaging in renewable energy generation and power creation can generate investment returns or attract investor interest. The Company will continue to evaluate market potential and regulations and make rolling adjustments to its operating strategies.

### Strategy

Mitigation: Improving energy efficiency through new renewable energy equipment and smart energy monitoring.

Adaptation: Adjusting reasonable temperatures for offices and equipment to strengthen the Company's climate resilience.

Building a Low-carbon Supply Chain: Including low-carbon product targets in supplier management to establish a low-carbon supply chain.

Using energy-saving production equipment to achieve energy conservation and carbon reduction.

3. Long-term: Operating costs and infrastructure costs increase due to climate risks.

#### IV. Indicator and Goals

The Company has formulated climate-related indicators, including GHG emissions, energy resource use, and water resources, based on key strategies for climate-related risks and opportunities, to monitor management performance.

##### 1. Climate-related Targets

Water Resources	Due to the reduction of water resources caused by climate change, plans have been developed to sustainably utilize water resources and enhance their use efficiency to achieve the goal of zero wastewater discharge.
Air Pollution	Proper collection equipment is installed according to the configuration of each process device to reduce leakage, followed by the installation of recovery equipment and air pollution control equipment to reduce emissions, strengthen environmental protection treatment facilities, and prevent pollution of water, air, and land. The Company's process pollutant emissions are relatively low and currently have minimal impact on the environment.
Enhance Pollution Prevention and Control Technologies	By improving process design and upgrading equipment through technical advancements, raw material and energy consumption can be reduced, thereby decreasing pollution emissions at the source. This effectively mitigates adverse impacts from production, while implementing the best available protective measures also reduces operating costs and lowers resource consumption and environmental impact.
GHG Emissions Inventory and Reduction	Beginning in 2026, the Company will voluntarily disclose GHG management information for stakeholders' reference. The information is registered on the Ministry of Environment platform and reported on the MOPS ESG digital platform, and is also disclosed in the Corporate ESG Report.
Total Weight of Waste	Taking "reducing total waste generation" and "waste resource recovery" as strategies, the Company implements source management measures such as improving process technologies and reducing raw materials to decrease environmental pollution and actively reduce the total amount of waste.

##### 2. Internal Carbon Pricing

There is currently no further planning for internal carbon pricing.

## 6.02 GHG Management

### 6.02.1 Strategies, Methods and Targets for GHG Management

#### I. GHG Management and Reduction Targets

As the Company's paid-in capital has not reached NTD 5 billion, it is not yet subject to mandatory GHG inventory and assurance requirements. To comply with the sustainable development action plan for listed companies as early as possible, the Company's Sustainable Development Promotion Committee actively planned the inventory work in 2025 and has completed the 2024 data inventory for Scope 1 and Scope 2. The Company will adopt 2026, the year in which the GHG inventory is completed based on the consolidated financial statement boundary, as the base year. At the same time, it will invest in enhancing energy efficiency, introducing renewable energy, and optimizing production processes, with the aim of gradually reducing GHG emissions.

#### II. GHG Strategy and Specific Action Plan

The Company refers to the government's energy-saving and carbon-reduction policy of "using high-efficiency power equipment and accelerating the replacement of outdated equipment." When expanding new plants, the Company prioritizes adopting low-carbon equipment to reduce the GHG emissions generated during product manufacturing processes.

### 6.02.2 GHG Emissions

As the Company's paid-in capital has not reached NTD 5 billion, it is not yet subject to mandatory GHG inventory and assurance requirements. To comply with the sustainable development action plan for listed companies as early as possible, the Company's Sustainable Development Promotion Committee actively planned the inventory work in 2025 and has completed the 2024 data inventory for Scope 1 and Scope 2.

## 6.03 Energy Management

### 6.03.1 Energy Use Policy

The resources used by the Company include tap water, diesel, and electricity. By enhancing energy use efficiency, reducing energy consumption, or improving other process equipment, the Company minimizes the environmental impact of energy use on the planet. At the same time, to effectively mitigate the environmental impact of the greenhouse effect, the Company improves its energy use efficiency.

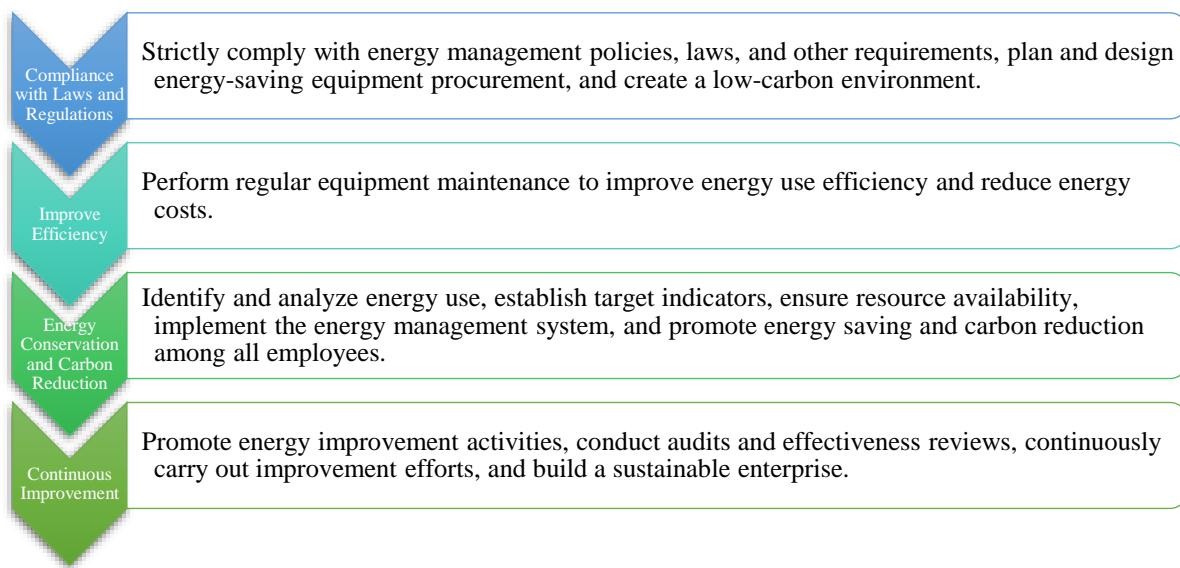
The Energy Administration Act, established to strengthen energy management and promote the rational and efficient use of energy, contains a total of 30 provisions. Energy users whose energy consumption reaches the level stipulated by the central competent authority must establish an energy audit system and formulate energy-saving targets and implementation plans, which shall be submitted to the central competent authority for approval and implementation. And submit energy use data to the central competent authority. The types, quantities, items, efficiency, reporting period, and reporting method of energy use that the energy users in the preceding paragraph are required to report shall be announced by the central competent authority.

Without affecting existing operations, plans are made to increase the proportion of green electricity used, replace outdated production equipment and inefficient energy-consuming devices, and enhance the Company's energy use efficiency to its optimal level. This aligns closely with the strategies and objectives of organizational operations, enabling continuous improvement of energy utilization.

Through reduced energy costs and lower GHG emissions, the Company aims to achieve sustainable operations and environmental friendliness.

Steps for establishing an energy management system:

I. Formulate an energy policy and set energy-saving targets.



### 6.03.2 Energy Use Status

The Company's energy consumption in 2024 was primarily from purchased electricity.

## 6.04 Water Resource Management

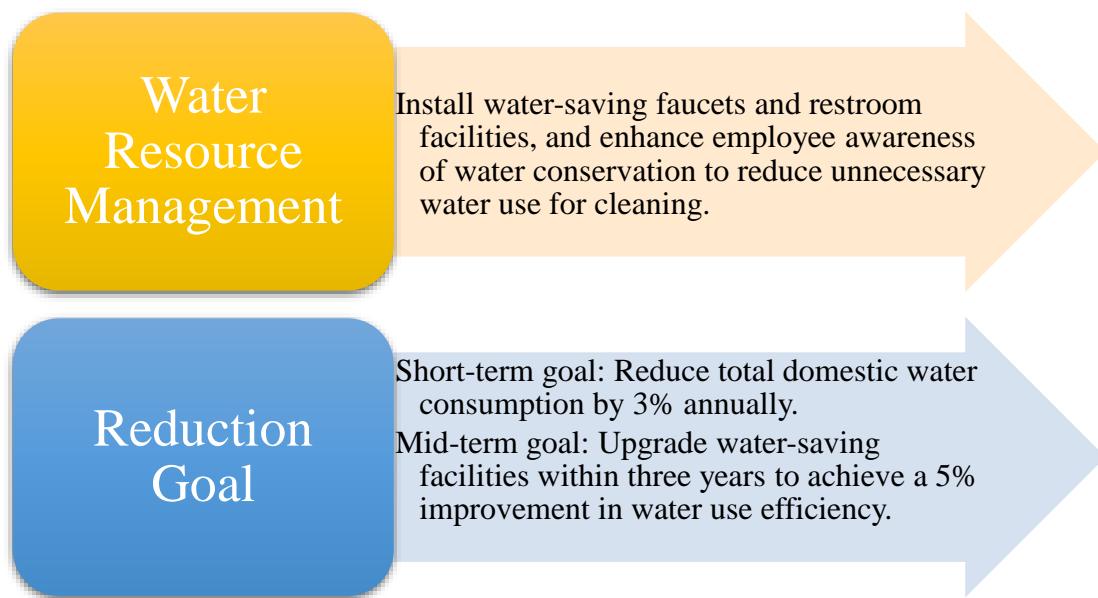
### 6.04.1 Water Resource Management or Reduction Goals

#### I. Water Resource Management

The Company regularly evaluates and reviews the impacts of water resources and drainage. Based on the assessment results of water resource risks and impact pathways, corresponding management policies and targets are established to reduce water resource risks at each site and the level of impact on the environment or society.

The Company's water use is primarily sourced from tap water supplied by the Taiwan Water Corporation and is mainly used for employee office needs and plant equipment. The Yangmei Plant and the Tainan Plant use relatively small amounts of water in their production processes, and the quality of the discharged water is free of any pollution and meets all standards. To enable real-time monitoring and response, continuous water quality and water volume monitoring facilities will be installed at discharge outlets in the future to ensure that water quality control complies with regulations. Each quarter, qualified testing companies are also arranged to conduct wastewater testing, and all test results comply with the discharge standards set by the competent authority.

Based on the current water resource usage of the Yangmei Plant and the Tainan Plant in their production processes, the Company has established water resource management or reduction targets:



#### II. Effluent Management

The wastewater generated at each of the Company's plants is properly treated through on-site wastewater treatment facilities and discharged only after meeting effluent standards. This prevents wastewater discharge from impacting the environment and ensures that the wastewater quality complies with the effluent standards set by the competent authority.

The Yangmei Plant and the Tainan Plant are currently planning to recycle and reuse water resources to achieve the sustainable use of water and improve water use efficiency, with the goal of attaining zero wastewater discharge from the factories.

#### 6.04.2 Water Consumption Status

The Company's total water consumption in 2024 was 3,914 metric tons, and its water intensity was 5.6208 metric tons per million NTD in revenue.

Water Consumption in Water-stressed Areas

Items (unit: metric tons)	2024	2023
Third-party Water	3,914	3,312

## 6.05 Waste Management

#### 6.05.1 Waste Management or Reduction Goals

The waste generated by Luxe Green Energy mainly comes from office activities and production processes and is classified as general industrial waste. The waste generated from office activities does not cause significant impacts on the environment, society, or health. Since the Company was established, no incidents of severe leakage of waste or other hazardous substances have ever occurred.

In accordance with regulations, the Company has established storage areas for classifying and storing waste. Based on the announced categories for recycling, reuse, and industrial waste classification, legally licensed professional recycling and disposal companies are commissioned to carry out recycling and cleaning operations and report to the relevant competent authorities. This reduces reliance on natural resources and optimizes waste management processes. There is no situation involving the cross-country transportation of hazardous waste.

To prevent potential negative impacts on the natural environment from improper waste handling, the Tainan Plant and the Yangmei Plant are each responsible for the disposal of various types of waste and conduct regular follow-up audits to ensure the legality and safety of final disposal.

To ensure that third-party processors manage waste properly in accordance with contractual and legal obligations, the Company conducts strict qualification reviews before cooperation to assess whether they possess the professional capabilities and legal qualifications to handle waste. Waste disposal standards and responsibilities are also clearly defined through contracts. At least once a year, the Company dispatches an audit team to the processor's site to verify whether their actual handling processes comply with the Waste Disposal Act and contractual requirements, ensuring proper waste disposal.

#### 6.05.2 Waste Generation Status

The Company generated a total of 20.53 metric tons of waste in 2024 within the Yangmei Plant and the Tainan Plant. The waste intensity was 0.0295 metric tons per million NTD in revenue, and all waste was classified as non-hazardous industrial waste.

Items (unit: metric tons)	Direct Treatment Methods	On-site Handling	Off-site Handling	Total
Non-hazardous industrial waste	Incineration (excluding energy recovery)	-	20.53	20.53

## 7. Appendices

7

### 7.01 Appendix 1: GRI Content Index

Statement of Use	Luxe Green Energy has reported the content covering the period from January 1 to December 31, 2024, in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Industry Standards	Not applicable

Number	Disclosure Item	Corresponding Chapter	Page No.	Remarks/Omitted Description
<b>General Disclosures</b>				
<b>GRI 2: General Disclosures 2021</b>				
2-1	Organizational details	Report Information	5	
2-2	Entities included in the organization's sustainability reporting	Reporting Boundary and Scope	5	
2-3	Reporting period, frequency and contact point	Reporting Period and Frequency	5	January 1, 2024 to December 31, 2024
2-4	Restatements of information	Restatements of Information	6	
2-5	External assurance	External Assurance/Guarantee Status	6	
2-6	Activities, value chain and other business relationships	Supplier Management	28	
2-7	Employees	Workforce Structure	33	
2-8	Workers who are not employees	Workforce Structure	33	
2-9	Governance Structure and Composition	Members and Diversity	10	
2-10	Nomination and selection of the highest governance body	Nomination and Selection	11	
2-11	Chair of the highest governance body	Recusal of Conflict of Interest	11	
2-12	Role of the highest governance body in overseeing the management of impacts	Role and Oversight of Sustainability Governance	9	
2-13	Delegation of responsibility for managing impacts	Promoting sustainable development governance structure	7	
2-14	Role of the highest governance body in sustainability reporting	Role in Sustainability Reporting		
2-15	Conflicts of interest	Recusal of Conflict of Interest	11	If there is any relevant information, the Company will publish material information and announcements on MOPS.
2-16	Communication of critical concerns	Operational and Implementation Status	10	
2-17	Collective intelligence of the roles being reported	Continuing Education on Sustainable Development	10	
2-18	Evaluation of the performance of the highest governance body	Performance Evaluation of Sustainability Management Supervision	9	
2-19	Remuneration policies	Remuneration Policies	11	
2-20	Process to determine remuneration	Remuneration Policies	11	
2-21	Annual total compensation ratio	Remuneration Policies	11	
2-22	Statement on sustainable development strategy	Business Philosophy and Sustainable Development Strategy/Word from the Chairman	3	
2-23	Policy commitments	Policies and commitments, actions taken, performance targets, and the status of indicator implementation	22	

Number	Disclosure Item	Corresponding Chapter	Page No.	Remarks/Omitted Description
2-24	Embedding policy commitments	Policies and commitments, actions taken, performance targets, and the status of indicator implementation	22	
2-25	Processes to remediate negative impacts	Measures to remedy negative impacts and the effectiveness of their implementation.		
2-26	Mechanisms for seeking advice and raising concerns	Ethical Corporate Management Philosophy, Policies, and Code of Conduct	20	
2-27	Compliance with Laws and Regulations	Compliance with Laws and Regulations	26	
2-28	Membership associations	Participation in Various Clubs and Organizations	27	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	14	
2-30	Collective bargaining agreements	Collective Bargaining Agreements	37	Luxe Green Energy signs employment agreements with each employee. The agreements clearly specify the related rights and obligations to protect both parties and ensure joint compliance between labor and management.
<b>Material Topic</b>				
<b>GRI 3: Material Topics 2021</b>				
3-1	Process to Determine Material Topics	Process to Determine Material Topics	15	
3-2	List of Material Topics	List of Material Topics	16	
3-3	Management of Material Topics	Policies and commitments, actions taken, performance targets, and the status of indicator implementation	22	
<b>Economic</b>				
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	Economic Performance	19	
201-2	Financial implications and other risks and opportunities due to climate change	Risks and opportunities posed to the Company by climate change and the corresponding response measures adopted by the Company	45	
201-3	Defined benefit plan obligations and other retirement plans	Economic Performance	19	
201-4	Financial Assistance Received from Government	Economic Performance	19	
<b>GRI 203: Indirect Economic Impacts 2016</b>				
203-1	Infrastructure investments and services supported	Investment in Infrastructure and Support Services	40	
203-2	Significant indirect economic impacts	Investment in Infrastructure and Support Services	40	
<b>GRI 204: Procurement Practices 2016</b>				
204-1	From local suppliers	Supplier Management	28	
<b>GRI 205: Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption	Ethical Governance	20	No significant risks were identified.
205-2	Communication and training about anti-corruption policies and procedures	Ethical Governance	20	
205-3	Confirmed incidents of corruption and actions taken	Ethical Governance	20	No such situation occurred.

Number	Disclosure Item	Corresponding Chapter	Page No.	Remarks/Omitted Description
<b>GRI 206: Anti-competitive Behavior 2016</b>				
<b>206-1</b>	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-competitive Behavior	23	No such situation occurred.
<b>GRI 207: Tax 2019</b>				
<b>207-1</b>	Approach to tax	Tax	19	
<b>207-2</b>	Tax Governance, Control, and Risk Management	Tax	19	
<b>207-3</b>	Stakeholder engagement and management of concerns related to tax	Tax	19	
<b>207-4</b>	Country-by-country reporting	Tax	19	
<b>Environment</b>				
<b>GRI 302: Energy 2016</b>				
<b>302-1</b>	Energy consumption within the organization	Energy Use Status	48	
<b>302-2</b>	Energy intensity	Energy Use Status	48	
<b>302-3</b>	Reduction of energy consumption	Energy Use Status	48	
<b>GRI 303: Water and Effluents 2018</b>				
<b>303-1</b>	Interactions with water as a shared resource	Water Resource Management or Reduction Goals	49	
<b>303-2</b>	Management of water discharge-related impacts	Water Resource Management or Reduction Goals	49	
<b>303-3</b>	Water withdrawal	Water Consumption Status	50	
<b>303-4</b>	Water discharge	Water Consumption Status	50	
<b>303-5</b>	Water consumption	Water Consumption Status	50	
<b>GRI 305: Emissions 2016</b>				
<b>305-1</b>	Direct (Scope 1) GHG Emissions	GHG Emissions	48	
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	GHG Emissions	48	
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	GHG Emissions	48	
<b>305-4</b>	GHG emission intensity	GHG Emissions	48	
<b>305-5</b>	Reduction of GHG emissions	Strategies, Methods and Targets for GHG Management	47	
<b>305-6</b>		GHG Emissions	48	
<b>GRI 306: Waste 2020</b>				
<b>306-1</b>	Waste generation and significant waste-related impacts	Waste Management or Reduction Goals	50	
<b>306-2</b>	Management of significant waste-related impacts	Waste Management or Reduction Goals	50	
<b>306-3</b>	Waste generated	Waste Generation Status	50	
<b>306-4</b>	Waste diverted from disposal	Waste Generation Status	50	
<b>306-5</b>	Waste directed to disposal	Waste Generation Status	50	
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
<b>308-1</b>	New suppliers that were screened using environmental criteria	Supplier Management	28	
<b>308-2</b>	Negative environmental impacts in the supply chain and actions	Supplier Management	28	
<b>Social</b>				
<b>GRI 401: Employment 2016</b>				
<b>401-1</b>	New employee hires and employee turnover	Workforce Structure	33	

Number	Disclosure Item	Corresponding Chapter	Page No.	Remarks/Omitted Description
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Rights and Benefits	35	
401-3	Parental leave	Employee Rights and Benefits	35	
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-1	Occupational health and safety management system	Occupational Safety and Health Policies	37	
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Occupational Safety and Health Policies	37	
403-3	Occupational health services	Occupational Safety and Health Policies	37	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health Policies	37	
403-5	Worker training related to occupational health and safety	Occupational Safety and Health Policies	37	
403-6	Promotion of worker health	Occupational Safety and Health Policies	37	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health Policies	37	
403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health Policies	37	
403-9	Work-related injuries	Work-related injuries	40	
403-10	Work-related ill health	Work-related injuries	40	
<b>GRI 404: Training and Education 2016</b>				
404-1	Average hours of training per year per employee	Employee Education and Training	37	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Education and Training	37	
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Education and Training	37	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
405-1	Diversity of governance bodies and employees	Members and Diversity	10	
405-2	Ratio of basic salary and remuneration of women to men	Employee Rights and Benefits	35	
<b>GRI 406 Non-discrimination 2016</b>				
406-1	Incidents of discrimination and corrective actions taken		32	
<b>GRI 407 Freedom of association and collective bargaining 2016</b>				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		32	
<b>GRI 408 Child Labor 2016</b>				
408-1	Operations and suppliers at significant risk for incidents of child labor		32	
<b>GRI 409 Forced or Compulsory Labor 2016</b>				

Number	Disclosure Item	Corresponding Chapter	Page No.	Remarks/Omitted Description
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor		32	
<b>GRI 413: Local Communities 2016</b>				
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	Local Communities	43	
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	Local Communities	43	
<b>GRI 414: Supplier Social Assessment 2016</b>				
<b>414-1</b>	New suppliers that were screened using social criteria	Supplier Management	28	
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Supplier Management	28	
<b>GRI 416: Customer Health and Safety 2016</b>				
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety	28	
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health and Safety	28	No such situation occurred.
<b>GRI 417: Marketing and Labeling 2016</b>				
<b>417-1</b>	Requirements for product and service information and labeling	Marketing and Labeling	28	
<b>417-2</b>	Incidents of non-compliance concerning product and service information and labeling	Marketing and Labeling	28	No such situation occurred.
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	Marketing and Labeling	28	
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	Marketing and Labeling	28	
<b>GRI 418: Customer Privacy 2016</b>				
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy Protection	27	In 2024, Luxe Green Energy had no incidents of violating customer privacy or losing customer information.

## 7.02 Appendix 2: Climate-related Information

Item	Contents	Corresponding Chapter	Page No.
<b>1</b>	Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	6.01 Climate Change	45
<b>2</b>	Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finances (short-term, mid-term, and long-term).	6.01 Climate Change	45
<b>3</b>	Describe the financial impacts of extreme climate events and transition actions.	6.01 Climate Change	45
<b>4</b>	Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	6.01 Climate Change	45
<b>5</b>	If scenario analysis is used to assess resilience in the face of climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts applied should be described.	6.01 Climate Change	45
<b>6</b>	If there is a transition plan for managing climate-related risks, describe the content of the plan as well as the indicators and targets used to identify and manage physical risks and transition risks.	6.01 Climate Change	45
<b>7</b>	If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	6.01 Climate Change	45
<b>8</b>	If climate-related targets are set, the activities covered, the GHG emission scopes, the planning timeline, and the annual progress toward achieving the targets should be explained. If carbon offsets or renewable energy certificates (RECs) are used to meet the targets, the sources and quantities of the offset carbon reductions or the number of RECs should be disclosed.	6.01 Climate Change	45
<b>9-1-1</b>	GHG inventory information for the most recent two years.	6.02.2 GHG Emissions	47
<b>9-1-2</b>	GHG assurance information for the most recent two years.	6.02.2 GHG Emissions	47
<b>9-2</b>	GHG reduction targets, strategies, and specific action plans.	6.02.1 Strategies, Methods and Targets for GHG Management	47

