

2022 Sustainability Report

Everbiz Industrial Co., Ltd.

Full English Working Version with Source Images



This English version is a working translation and restructuring of the original Chinese 2022 Sustainability Report. The Chinese source report remains the official version.

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Messages from ESG Committee Chairs

Message from the Chair of the ESG Steering Committee

The ESG Steering Committee is the company's ESG decision-making center. Chaired by the General Manager, it formulates Everbiz Industrial's ESG vision and long-term strategy. In response to extreme climate events, geopolitical conflict and the prolonged effects of COVID-19, the company emphasizes positive action, innovative design, flexible adaptation and stakeholder value creation.

The 2022 report was the first year in which Everbiz independently managed and disclosed its sustainability performance. The company reported annual revenue of NT\$590 million and profit of NT\$50 million. Profitability grew by 15.52%, reaching a ten-year high, and return on equity was expected to improve by approximately 8.8%.

In governance, Everbiz has aligned with national policy and strengthened operational development, receiving recognition such as the National Rock Award and the National Quality Award. In social sustainability, the company continues to improve employee welfare, build a safe and healthy workplace, and participate in community activities. In environmental sustainability, the company began staged self-management plans in 2021 covering electricity conservation, waste reduction and carbon reduction.

The electronics-component industry plays a pivotal role in low-carbon transformation as smart living, aging demographics and new electronic products continue to shape future demand. Everbiz will continue to invest in ESG self-management and innovation, working with value-chain partners to fulfill global citizenship responsibilities while balancing business performance and sustainable development.

Signed: Chen Yong-Rui, General Manager and Chair of the ESG Steering Committee

Message from the Chair of the ESG Development Committee

The ESG Committee identifies sustainability issues requiring attention, formulates response actions, coordinates communication and resources across departments, tracks performance, establishes continuous-improvement plans, and reports implementation results and future plans to the Board.

Everbiz sees digital innovation as a priority response to the greenhouse effect and pandemic impacts. The company's direction includes AI, big data, AIoT, AR/MR communication, online 3D drawing, cloud collaboration across the supply chain, and robotic material handling. These measures are intended to improve yield and product diversity, reduce material and labor waste, lower travel and interpersonal contact, improve occupational safety and move toward smart manufacturing and Industry 4.0.

Through the first-stage innovation reform plan, average automotive harness output per unit of electricity increased from 1,901,779 sets to 2,603,330 sets, a 36.8% capacity improvement. Compared with previous production, the company saved approximately 12.55% electricity overall in 2022. This demonstrates how innovation governance can improve energy efficiency and mitigate climate-change impact.

Signed: Li Xiu-Mei, Assistant Vice President and Chair of the ESG Development Committee

About This Report

The 2022 Sustainability Report is the first sustainability report issued by Everbiz Industrial Co., Ltd. It summarizes the company's 2022 economic, environmental and social sustainability status for stakeholders under the principles of integrity, transparency and shared prosperity.

Item	English content
Reporting boundary	Taiwan factories of Everbiz Industrial, mainly covering two manufacturing plants in Xizhi District, New Taipei City.
Reporting period	January 1, 2022 to December 31, 2022. Major events disclosed are consistent with this period.
Financial scope	The company's 2022 total revenue was NT\$590 million, representing growth of more than 15.52% compared with the previous year.
Standards referenced	GRI Standards 2016, SASB Standards and TCFD recommendations.
Financial data source	Financial annual report data certified by Tianxia Accounting Firm.
GHG data source	Greenhouse-gas emission and reduction data prepared under ISO 14064-1:2018 and verified by DNV Business Assurance Taiwan Ltd.
Internal process	Content is reviewed by responsible unit managers, aggregated by the sustainability office, reviewed and approved by the ESG Steering Committee, and then issued by the public relations and marketing department.

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About Everbiz Industrial



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Message from the
ESG Committee Chairperson

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About Everbiz Industrial

Established

1990

Paid-in Capital

NT\$60 million

Business Category



H-3 Other Electronic Component Related Industries

- ✓ Trading of various electronic wires, connectors, and machined components
- ✓ Trading, import, and export of front-end connector products
- ✓ Distribution of various wire-harness and cable products from domestic and overseas manufacturers
- ✓ Import, export, and distribution of related front-end trading businesses

Company Scale



Scale & Information

- ✓ Factory sites: 4 plants
- ✓ Employees: Approximately 210 people
- ✓ Official website: <https://www.everbiz.com.tw/>

About Everbiz Industrial 05

Source page: Company profile.

Profile item	Content
Founded	1990
Paid-in capital	NT\$60 million
Industry category	H-3 Other electronic components related industry
Business items	Manufacturing and sale of electronic wires, connectors and terminals; related equipment transactions and import/export; domestic and international agency quotation and distribution; related operations and reinvestment.
Scale	Four factories and approximately 210 employees.
Website	https://www.everbiz.com.tw/

Everbiz Industrial is a people-oriented enterprise that treats employees as its most important asset. It develops sustainable operations through four dimensions: management improvement, innovative R&D, digital transformation and social responsibility. The company specializes in wire assembly processing, R&D and production, supported by systematic and institutionalized management. It provides professional design consultation and comprehensive wire-solution services for products ranging from handheld devices to automotive, motorcycle, marine and mechanical applications.

About Everbiz

Tiantian Chen
ChairmanAntoine Chen
General Manager

Everbiz upholds the core corporate culture of “people-oriented” and regards employees as our most important asset. We focus on sound business management, continuous innovation and R&D, digital transformation, and corporate responsibility, with a long-term commitment to sustainable operations in four key areas. We strengthen the processing, R&D, and production of wire harness assemblies, along with system integration and comprehensive system component manufacturing. By continuously enhancing our design capabilities, defining product quality policies, and fostering a spirit of innovation in R&D, we aim to make effective use of resources, reduce pollution, and protect the global environment.


D-U-N-S® CERTIFIED

Environmental Protection Principles

We are committed to the concept of sustainable development and continue to improve environmental protection performance in our daily operations, including energy conservation, waste management, and the reduction of greenhouse gas emissions, to protect the global environment and enhance corporate value.



Diverse Workplace & Safety Assurance

Evertop upholds a people-oriented corporate culture and regards employees as an important asset. We provide safe working conditions, establish comprehensive health and safety management systems, foster friendly labor-management relationships, and create a caring workplace so that every employee can learn, grow, and be recognized as a valuable member of our team.

Source page: People-oriented culture and management team.

Environmental protection principles

Everbiz believes corporate growth and ecological protection should coexist. Environmental awareness is embedded into daily operations, with continuing actions in climate change, energy management and waste management to protect the environment and enhance corporate value.

Diverse and safe workplace

The company values a two-way commitment with employees. Through management systems, it aims to build a work environment that complies with domestic and international occupational safety, health and human-rights requirements, while ensuring that work remains challenging and supports continuous learning.

Core values

 <p>2022 Annual Report</p>	<p>Message from the ESG Committee Chairperson</p> <p>About Everbiz</p>	<p>Message from the ESG Development Committee Chairperson</p> <p>Stakeholder Identification and Material Topic Analysis</p>	<p>About the Report</p> <p>ESG Performance Highlights</p>
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About Everbiz

- Integrity**

Integrity is the most important core value of Everbiz. We build long-term partnerships based on honesty, transparency, and fairness, and create mutual trust and value with all stakeholders.
- Commitment**

We are committed to our customers, suppliers, employees, investors, and all stakeholders, and fulfill our promises with a strong sense of responsibility.
- Innovation**

Continuous innovation is the key to growth for Everbiz. From resources, processes, operations, management, technology, and manufacturing, we apply innovative thinking and design to all aspects of our business to drive internal transformation and external collaboration while continuously improving and moving forward.
- Customer Trust**

Our success comes from the trust of our customers. The success of our customers is also the success of Everbiz. We focus on understanding customer needs and strive to become a long-term and reliable strategic partner.
- Timeliness**

Speed is our competitiveness in the new era. Through agility in production, design, technology, information, and decision-making, we respond quickly to market changes, seize opportunities, and create greater value.
- Leadership**

We demonstrate fairness, justice, reason, and integrity in our leadership. We lead by example, fulfill our responsibilities, promote a positive corporate culture, and work together toward sustainable development.



**Our
Core
Values**

About Everbiz 07

Source page: Core values.

- Integrity and uprightness: respect intellectual property rights and choose partners objectively, honestly and fairly.
- Commitment: protect the rights and interests of customers, suppliers, employees, shareholders, society and all stakeholders.
- Innovation: pursue improvement across strategy, marketing, management, technology and manufacturing.
- Customer trust: treat customer competitiveness and success as Everbiz's own success.
- Timing and flexibility: integrate productivity, design, technology, information and service capabilities in the Industry 4.0 era.
- Leadership: guide employees through fair, reasonable, scientific and positive leadership to achieve the company's mission and vision.

Technical capabilities and systems

Everbiz specializes in electronic power wiring for computers, industrial computers, automobiles and motorcycles, machinery, military, aerospace, medical and instrumentation applications. It maintains testing capabilities for temperature and humidity resistance, bending resistance, waterproofing, metallography and RoHS. Its organization includes sales, IT, engineering, production, finance, HR, quality assurance and materials departments. In addition to ERP and ESP systems, the company develops its own production tracking, customer-complaint and smart scheduling systems to monitor and access process information, improve production efficiency and enhance customer satisfaction.

Certifications and recognition

Source page: ISO certifications.

Production and Environmental Certifications



ISO 9001

Established by the International Organization for Standardization (ISO), this quality management certification standard verifies an organization's ability to consistently maintain the quality of its products and services.



ISO 14001

An environmental management framework established by ISO to help organizations effectively prevent and control pollution while improving the efficient use of resources and energy.



ISO 50001

An international energy management standard developed by ISO to help organizations improve energy efficiency and reduce energy costs.



ISO 27001

An international information security management system standard developed by ISO to strengthen an organization's ability to manage information security threats and risks.


About Evertop Industrial 10

Source page: IATF, IPC and ISO 14064-1 certifications.

Certification / Standard	Purpose
ISO 9001	Quality management certification for maintaining consistent product quality.
ISO 14001	Environmental management system for pollution prevention and efficient use of resources and energy.
ISO 50001	Energy management standard for improving energy efficiency and reducing energy costs.
ISO 27001	Information security management standard for strengthening risk management against information-security threats.
IATF 16949:2016	Automotive industry technical specification covering design/new-product development, manufacturing, installation and service, with emphasis on defect prevention and reduction of variation and waste.
IPC J-STD-001 CIT	Global electronics manufacturing standard for soldering-process verification.
IPC A-610 CIS	Inspection standard for acceptability of printed-circuit-board assemblies.
ISO 14064-1	Organizational greenhouse-gas quantification and reporting standard supporting carbon disclosure.

Honors mentioned in the report include Manager Today's Top 100 MVP Managers, Harvard Business Review's Digital Transformation Award, the Ministry of Economic Affairs National Rock Award, the New Taipei Enterprise Classic Award for Potential Enterprises, and TTQS Bronze recognition.

Stakeholder Engagement and Materiality Analysis



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1. Definition and Identification of Stakeholders

- The 2022 Evertop Industrial Sustainability Report identifies and communicates with stakeholders on ESG issues through a variety of engagement channels. We review major sustainability topics based on information gathered from the communication process to develop management strategies, responses, and goals, thereby effectively addressing stakeholders' concerns.
- We follow the five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES) to identify 7 key stakeholder groups.

- ✓ Dependency
- ✓ Responsibility
- ✓ Tension
- ✓ Influence
- ✓ Diverse perspective



Stakeholder Identification and Material Topic Analysis 14

Source page: Stakeholder identification.

The sustainability report is one of Everbiz's channels for ESG communication with stakeholders. Beyond regular stakeholder communication, the report preparation process includes material-topic identification to define the reporting scope and content and to communicate management approaches and performance for major sustainability topics.

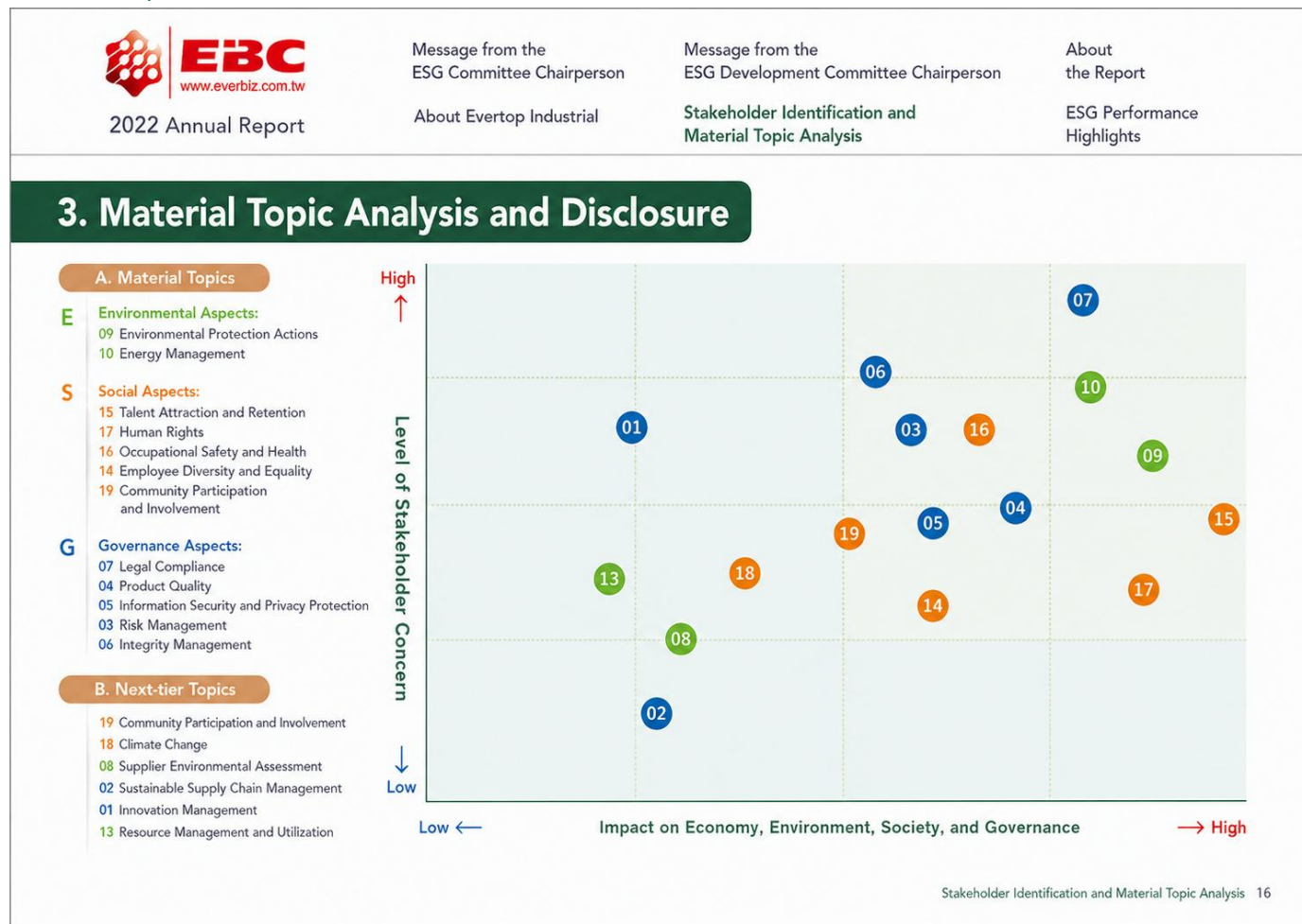
Using the company's operating attributes and the five AA1000 SES principles - dependency, responsibility, tension, influence and diverse perspectives - Everbiz identified seven important stakeholder groups: employees, shareholders, media, customers, suppliers, government authorities, and communities/non-profit organizations.

Stakeholder group	Importance to Everbiz
Employees	Employees are the foundation of sustainable development. The company provides competitive compensation, benefits and diversified learning opportunities.
Shareholders	Shareholders provide capital. Everbiz discloses operational information and performance to gain support and create investment value.
Media	Media serve as a communication bridge between the company and stakeholders.
Customers	Customers are the main source of revenue. Everbiz provides comprehensive service to support shared growth.
Suppliers	Suppliers are key partners for sustainable development across economic, social and environmental dimensions.
Government authorities	Government sets regulations for compliance and sustainable development.
Communities / non-profit organizations	Communities and NGOs provide diverse sustainability perspectives and enable joint social impact.

Material-topic identification process

1. Collect issues based on GRI Standards, industry-specific topics, domestic and international ESG evaluation concerns, and SASB industry standards.
2. Integrate issues through analysis by ESG Development Committee members.
3. Survey or interview external stakeholders to understand issue concern levels.
4. Conduct internal impact assessment by company ESG management representatives.
5. Discuss and review results with reference to international ESG assessment priorities and company sustainability strategy.
6. Link material topics to GRI Standards and define management approaches, medium- and long-term targets and indicators.

Material topics



Source page: Materiality matrix.

ESG dimension	Material topics
Environmental sustainability	Climate strategy and action; energy management.
Social participation	Talent attraction and retention; human-capital development; occupational safety and health; employee diversity and inclusion; social contribution and participation.
Governance and economy	Regulatory compliance; customer-service quality; information security and privacy protection; innovation management and intellectual-property protection; integrity management.
Secondary topics	Human-rights protection; product responsibility and life-cycle assessment; procurement and supplier management; risk management; waste and resource reuse.

2022 ESG Performance Highlights



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2022 Performance Highlights



Environmental E.

- **48.45 MWh electricity saved**
Energy saving of 48.45 MWh, reducing CO₂ emissions by 24.66 tonnes.



Social S.

- **TTQS Talent Development Program**
Completed training for 125 people, invested NT\$125, and trained a total of 77 people, achieving 61.6%.
- **Manager Talent Development Program**
Completed training for 111 managers, invested NT\$171, and trained a total of 171 people, achieving 100%.
- **9 Community Engagement Activities**
Combined company resources to promote education and talent development and conduct charitable activities.



Governance G.

- **Business/Revenue Growth**
2022 annual revenue growth of 15.52%; growth in net profit after tax of 8.8%.
- **Energy Efficiency Improvement**
Achieved a 15.81% increase in energy efficiency compared to the 2020 baseline.
- **Two Supplier Integrity Guidelines Issued**
Issued the Supplier Code of Conduct and the "Employee Integrity Guidelines" and the "Supplier Code of Conduct".

ESG Performance Highlights 21

Source page: 2022 ESG performance highlights.

ESG pillar	2022 performance
Environmental investment	48.45 MWh of additional electricity savings, reducing CO ₂ emissions by 24.66 metric tons.
Social care - TTQS talent development	Since 2022, 125 excellent talents were recruited, with more than 77 trainees and a training ratio exceeding 61.6%.
Social care - manager development	Since 2022, 7 excellent talents were recruited and more than 7 completed training, exceeding 100%.
Community care	Nine community-care activities were held by combining industry, government and academic resources to promote children's education and adult re-education.
Governance and operations	Annual profit/revenue performance reached NT\$590 million, consolidated revenue grew 15.52%, and ROE was expected to improve by approximately 8.8%.
Automotive production	2022 shipments reached 2.6 million automotive harness sets, representing 15.81% year-on-year growth.
Supplier conduct	Two supplier-code initiatives were launched: employee business-ethics clauses and supplier code of conduct.

Chapter 1 - Innovative Services



2022 Annual Report

1. Innovative Services

2. Enhanced Governance

3. Climate Action

4. Talent Development and Workplace Well-being

5. Community Engagement and Partnership

1. Innovative Services

Key Stakeholders:
Investors, Suppliers, Customers

SDGs



Placing customer needs as our top priority, we continuously provide material development and design solutions that meet market trends and customer requirements. By steadily investing in innovative technologies, intelligent manufacturing, and strengthening our core competencies, we optimize our operational processes to enhance the capabilities of both our company and our suppliers. This creates a win-win partnership across the value chain, enabling us to deliver products and services that are friendly to people and the environment and to reduce the environmental impact of our products throughout their life cycle. In 2022, 5 customers engaged our professional design services, representing 10.6% of total revenue.

2022 Performance Highlights

10.6%	0 Case	87.7 pts
Revenue from Innovative Services	Number of Product Recalls	Customer Satisfaction
5 customers engaged our professional design services, accounting for 10.6% of total revenue.	No product recall cases in 2022.	Average customer satisfaction score of 87.7 points.



Innovative Services 22

Source page: Chapter 1 opening.

Everbiz prioritizes customer demand and continues to provide professional wire-manufacturing and design solutions that meet market trends. Through innovative technology and smart manufacturing, the company strengthens core competitiveness and connects suppliers and customers into a shared operating team. It is committed to lowering product environmental impact and creating sustainable value for human life and the natural environment.

2022 chapter highlights

- Professional design services were provided to customers and accounted for a stated portion of the overall customer base.
- Product recall cases: 0.
- Customer satisfaction remained high.

1.1 Innovative cloud platform and partner commitments



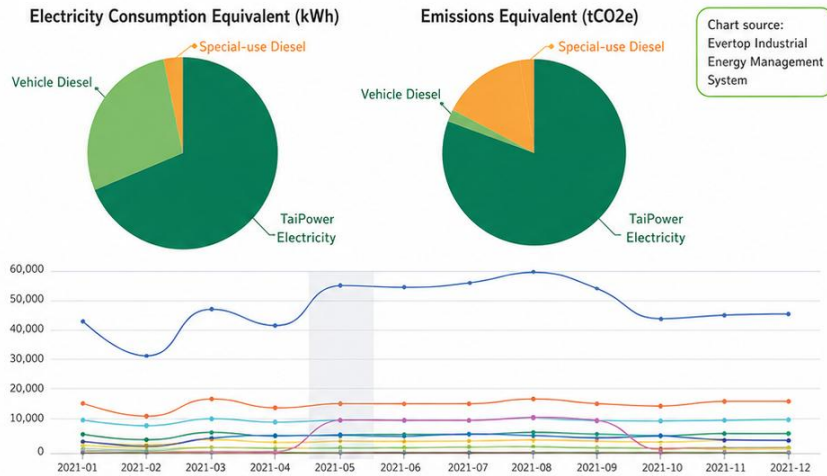
- 1. Innovative Services
- 2. Strengthened Governance
- 3. Climate Action
- 4. Talent Development and a Safe Workplace
- 5. Community Care and Shared Prosperity

1.1 Innovative Cloud Platform: Shared Commitments with Partners

Track and analyze plant-wide energy use through a cloud platform

Innovative R&D

Evertop Industrial is actively building an innovative cloud platform to expand the impact of digital technologies and strengthen collaboration with customers, suppliers, and other value-chain partners in response to global climate risks. The company invests in smart manufacturing and integrated monitoring solutions, develops high-output, low-energy cable production processes, and designs diversified products to meet the needs of the electric-vehicle market. This smart platform is the first step in the company's digital transformation and lays the foundation for AIoT data collection and analysis. It improves process efficiency, product quality control, and delivery accuracy, while enabling online collaboration, reducing travel-related carbon emissions, optimizing BOM management, and supporting shared procurement, warehousing, and logistics. The goal is to build a low-carbon sustainable supply chain, targeting a 45% carbon reduction and 15% electricity saving by 2030.



2022 Performance Highlights

<p>10.6%</p> <p>Innovative Service Performance Professional design services provided to 5 customers, accounting for 10.6% of revenue</p>	<p>0</p> <p>Cases</p> <p>Product Recalls Number of product recall cases</p>	<p>87.7</p> <p>pts</p> <p>High Customer Satisfaction Maintained a customer satisfaction score of 87.7 points</p>	
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Innovative Services

23


Source page: Cloud platform and energy monitoring.

Everbiz uses innovative thinking to build a cloud platform. Through network technology, it works with customers and suppliers to address global climate risks and long-term risk planning. The company invests in smart process and monitoring integration, studies high-capacity and low-energy manufacturing and quality-control designs for different wire assemblies, and develops diversified automotive harnesses for electric-vehicle demand.

The smart process and monitoring integration solution is described as the first step of innovation reform and a foundation for AIoT big-data collection and analysis. It supports platform development, design and order communication, improves internal process efficiency, manages product quality, improves delivery precision, reduces rework and manages human and material resources.

The cloud-platform roadmap also supports customer and supplier communication, cloud-based drawing and design, supply-demand matching, lower travel-related carbon emissions, data integration analysis, BOM calculation, joint purchasing, warehousing/logistics sharing, and resource collaboration. The report states an expected supply-chain target of 45% carbon reduction and 15% electricity savings by 2030.

1.2 Foresight and smart manufacturing deployment



2022 Annual Report

1. Innovative Services

4. Talent Development and Workplace Well-being






2. Enhanced Governance

5. Community Engagement and Partnership

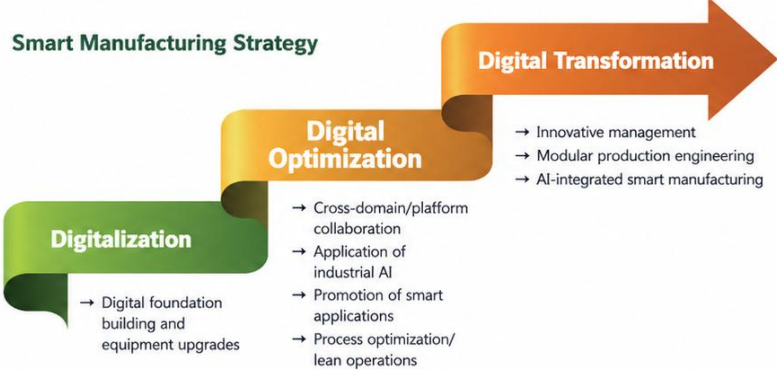
3. Climate Action

1.2 Foresee the Future, Orchestrate Intelligent Manufacturing

Driven by rapid global technological advancements and changing consumer demands, emerging technologies such as mobile devices, wearable devices, IoT, AI, and deep learning, as well as innovative business models, are reshaping the electronics industry. Our products encompass major electronic products, computer and communication devices, consumer electronics, biotechnology and medicine, as well as the automotive industry, among others, featuring diversification, intelligence, precision, and miniaturization. To keep pace with market and environmental trends, we foresee the future and develop smart manufacturing strategies. By leveraging innovation, intelligent automation, and data-driven decision-making, we will optimize processes, enhance product quality, and deliver core, high-quality products that meet customer needs.

-  Traditional and Electric Vehicles
-  3C Electronic Products
-  Smart Home
-  Medical and Life Sciences
-  Others

Smart Manufacturing Strategy



Since 2021, Evertop Industrial has focused on the key priorities of Industry 4.0 and lean manufacturing transformation, and established a dedicated smart manufacturing promotion unit. In 2022, we launched initiatives including a cross-functional smart manufacturing team, the implementation of Operational Technology (OT) and Information Technology (IT) integration, and the development of internal data resources to build a solid foundation for our smart manufacturing transformation.

Innovative Services 24

Source page: Smart manufacturing strategy.

With rapid changes in smart phones, wearable electronics, VR/AR, autonomous driving, electric vehicles, AI, deep learning, voice control and IoT business models, traditional electronics continue moving toward diversification, intelligence, lightweight design, speed, energy conservation and integrated low-carbon solutions. Everbiz anticipates future market and environmental trends and prepares process-innovation and product-development modules to offer competitive core products.

Since 2021, Everbiz has reviewed Industry 4.0 enhancement priorities and planned a medium- and long-term smart-manufacturing direction. In 2022, it started internal manufacturing-process adjustments and established the Sustainable Innovation Team as the dedicated smart-transformation unit. The strategy integrates OT and IT resources and covers digital infrastructure, cross-domain cooperation, industrial AI, smart-manufacturing applications, business and manufacturing process optimization, innovative process management, modular production engineering and AI-integrated transformation.

1.3 Customer needs and product responsibility

The management purpose is to provide wire manufacturing and design solutions that meet customer needs and market trends, strengthen competitiveness through continuous innovation, increase revenue and enhance corporate image. The management approach focuses on smart processes, technology development, independent R&D, proprietary technology protection and a gradual increase in the share of sustainable products.

Everbiz establishes sustainable technology and product development plans and reviews implementation performance annually through the Sustainable Innovation Team. It sets annual R&D schedule KPIs and regularly reviews R&D topics and solutions.

Chapter 2 - Deepening Governance

Everbiz's governance work covers sustainable governance concepts, sustainability strategy, innovation improvement, business performance, regulatory compliance, risk management and information-security management. The company emphasizes integrity, accountability, systematic operations and management improvement as the foundation for long-term competitiveness.

2.1 Sustainable governance concept

The company treats sustainable governance as a core management discipline. It strengthens organizational structures, decision-making processes and internal systems to support ESG implementation. Governance is linked to the company's culture of integrity, commitment, innovation, customer trust, timing and leadership.

2.2 Sustainability strategy blueprint

Everbiz's sustainability strategy connects business operations with environmental protection, talent development, social participation and governance effectiveness. The strategy emphasizes innovation, digital transformation, smart manufacturing, energy efficiency, carbon reduction, human-rights protection, supplier collaboration and community engagement.

2.3 Innovation improvement and governance recognition

The report highlights national and industry recognition for management quality, digital transformation and talent development. These recognitions are presented as evidence that governance, innovation and management systems are becoming stronger.

2.4 Operating performance

For 2022, Everbiz disclosed annual revenue of NT\$590 million, profit of NT\$50 million, profitability growth of 15.52%, and expected ROE improvement of approximately 8.8%. Automotive harness shipments reached 2.6 million sets, a year-on-year increase of 15.81%.

2.5 Regulatory compliance

Regulatory compliance is a material governance topic. The company provides legal consultation and assistance for departments and arranges relevant compliance training to strengthen employees' legal awareness and reduce risk.

2.6 Risk management

Risk management is treated as a secondary but important governance topic. The company aims to manage major enterprise-level risks systematically, strengthen operational continuity, identify and respond to material risks, and perform necessary drills and adjustments according to risk characteristics.

2.7 Information security management

Information security and privacy protection are material topics. Everbiz strengthens employees' information-security awareness and builds information-security processes and protective structures that meet regulatory and customer requirements. The goal is to provide a safe production space and data-management environment, protect privacy data and prevent risks to the company, vendors and customers.

Governance material topic	Management focus
Regulatory compliance	Legal consultation, compliance training and employee legal awareness.
Customer-service quality	Good product and service quality to improve competitiveness for both Everbiz and customers.
Information security and privacy	Secure production and data management, privacy protection and risk prevention.
Innovation and IP protection	Innovative thinking, design and core competitiveness to meet market and customer needs.
Integrity management	Business ethics and moral standards to avoid illegal conduct or improper benefit transfer.

Chapter 3 - Climate Action

Environmental sustainability in the report focuses on climate strategy and action, energy management, greenhouse-gas emissions, electricity savings and resource management. Everbiz states that disciplined reduction and adaptation strategies help lower the direct and indirect risks caused by climate change. Good energy management improves operating performance, reduces environmental burden and lowers carbon footprint.

3.1 Energy conservation and carbon reduction mission and strategy

The company's climate strategy aims to respond to climate-change risks, international ESG trends and energy-transition pressure. It discloses GHG emissions and electricity-saving results, uses energy-management systems, and improves production efficiency through innovation.

3.2 Carbon reduction management

Greenhouse-gas emissions and reduction data are prepared under ISO 14064-1:2018 and verified by DNV. The company's carbon-reduction management connects plant operations, electricity savings, process optimization, cloud energy monitoring and low-carbon supply-chain collaboration.

3.3 Energy management

Energy management is a material environmental topic. The report states that low-carbon energy use is a future trend and that power restrictions can directly affect production. Effective energy management therefore reduces operating cost and exposure to operational risk.

In 2022, the company added 48.45 MWh of electricity savings and reduced CO2 emissions by 24.66 metric tons. Through innovation reform, it also achieved an estimated 12.55% electricity saving compared with prior production.

3.4 Climate risks and opportunities

Potential risks include physical climate risks, transition risks, power restrictions, higher operating costs and regulatory pressure. Opportunities include improved energy efficiency, low-carbon products, smart manufacturing, cloud collaboration, customer trust and stronger supply-chain competitiveness.

Climate topic	English interpretation
Physical risk	Extreme weather and climate events may affect operations and supply chains.
Transition risk	Carbon regulation, energy transition and customer requirements may increase compliance or operating costs.
Opportunity	Smart manufacturing, energy efficiency and low-carbon products can support customer needs and business growth.
2022 result	48.45 MWh electricity savings, 24.66 tCO2 reduction and improved automotive production efficiency.

Chapter 4 - Talent Development and a Safe Workplace

Social sustainability in the report covers human-resource development, HR management, talent-development programs and workplace safety. Everbiz identifies talent attraction and retention, human-capital development, employee safety and health, and diversity and inclusion as material topics.

4.1 Human-resource development

Everbiz treats employees as the foundation of sustainable development. It seeks to attract and retain excellent talent, enhance overall operating performance, provide competitive compensation and benefits, and create a diversified learning environment that allows employees to develop professional expertise.

4.2 Human-resource management

The company designs management systems to gradually replace traditional person-dependent management with standardized frameworks. This helps employees understand the management structure and prepares the company for future expansion.

4.3 Talent-development programs

Everbiz uses regular education and training to improve employee work performance. The report also discloses TTQS talent-development activity, manager talent development and collaboration with industry, government and academic resources. Since 2022, the TTQS program recruited 125 people and trained more than 77 people; the manager-development program recruited 7 people and trained more than 7 people.

4.4 Workplace safety protection

Occupational safety and health are described as management responsibilities. Any occupational safety and health risk can affect employees' physical and mental well-being and may also create significant economic or social losses for the company. Everbiz seeks to provide a safe, healthy and compliant workplace.

Diversity and inclusion

The company provides equal development opportunities in recruitment, appointment, development and retention. It states that it does not discriminate based on gender, race, religion, political position, marital status or other conditions. The goal is a harmonious, inclusive operating team and mutually beneficial labor-management relations.

Social material topic	Management focus
Talent attraction and retention	Attract and retain excellent employees to improve operating performance.
Human-capital development	Training, performance guidance and management frameworks to prepare for future expansion.
Occupational safety and health	Protect life, health and safe working conditions.
Diversity and inclusion	Equal opportunities and non-discrimination.
Social contribution and participation	Community education and local development.

Chapter 5 - Community Care and Shared Prosperity

Everbiz's community work emphasizes education, local care, value-chain participation and shared prosperity. Since 2021, the company has worked with upstream and downstream firms, neighborhood leaders and schools to promote education in remote areas of Greater Taipei, with goals related to knowledge, economic capacity, life capability and employability.

5.1 Enhancing community education and care

The company supports activity funding over the long term, invites employees to participate as volunteers or teachers, and connects local school resources to improve school attendance in remote communities. The report emphasizes the concept of not only giving fish, but teaching people how to fish. Through knowledge enhancement and adult re-education, residents can improve their capabilities and motivation for self-improvement.

This work is aligned with the United Nations Sustainable Development Goals, including SDG 1 No Poverty, SDG 4 Quality Education, SDG 8 Decent Work, SDG 10 Reduced Inequalities and SDG 11 Sustainable Cities and Communities.

5.2 Value-chain partners driving shared prosperity

To expand and continue the influence of community care, Everbiz invites industry peers and upstream/downstream partners to participate. By linking more corporate resources, the company increases impact depth and breadth, gives more remote communities access to activities, and helps residents who complete educational programs gain more employment choices.

As disclosed in the report, six schools and three companies in northern Taiwan had participated, with nine courses or activities held and about 150 person-times completing educational activities. Everbiz continues to deepen school and community relationships, connect local resources and provide appropriate support for knowledge, economic capacity, life capability and employability.

Contact Information

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