



2024 QUEST GROUP ESG REPORT

Contents



01. Preface

1-1 Message from Management	02
1-2 About Quest	04

02. Strategy and Vision

2-1 Sustainability Policy	06
2-2 Sustainability Blueprint	07
2-3 ESG Action Strategy and Objectives	08
2-4 Stakeholder Engagement	09
2-5 Materiality Analysis	14

03. Sustainable Governance

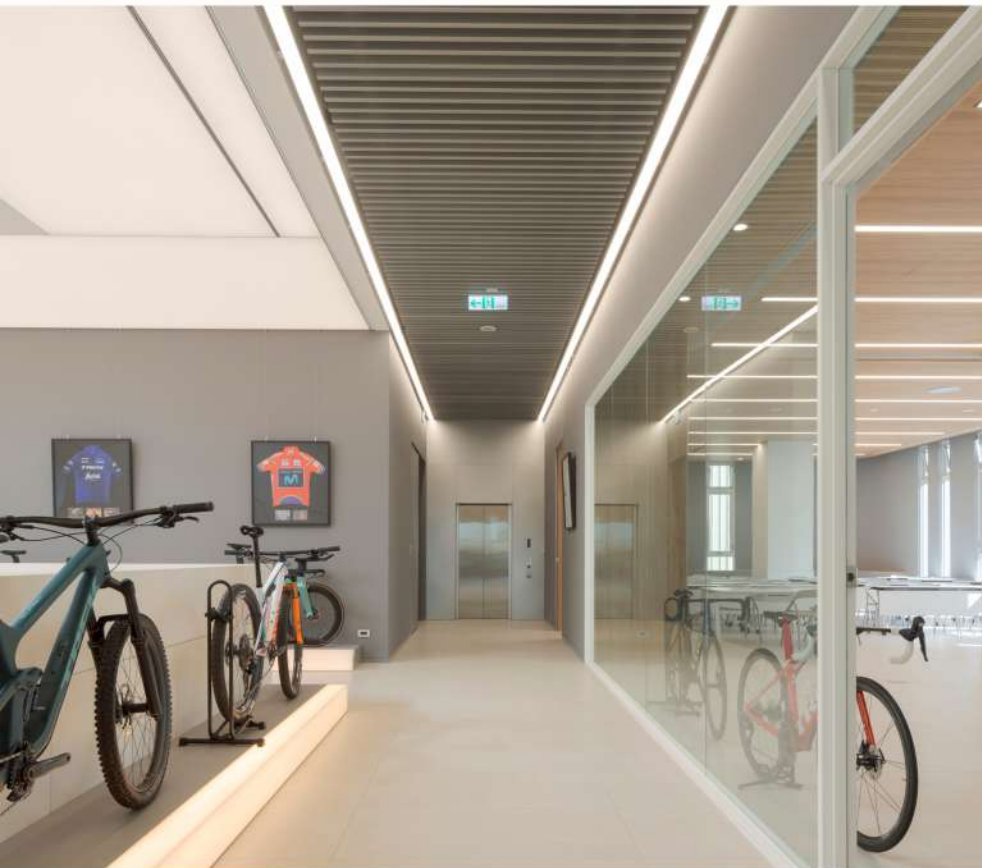
3-1 Corporate Governance	17
3-2 Risk Governance	20
3-3 Information Security	22
3-4 Cloud Services Application and Cybersecurity Governance	24

04. Quest Green Commitment

4-1 Energy Management	28
4-2 Water Resource Management	30
4-3 Waste Management	31

05. Social Inclusion

5-1 Human Resources Strategy and Development	33
5-2 Diversity, Inclusion and Human Rights Protection	44
5-3 Healthy and Safe Workplace	52
5-4 Social Participation	58





01 Preface

Contents

1-1 Message from Management	02
1-2 About Quest	04

Governance



1-1 Message from Management

In 2024, the global political and economic landscape continued to experience turbulence, with geopolitical conflicts intertwining with inflationary pressures. Meanwhile, the impact of climate change on industrial supply chains has intensified, making it a critical challenge for management teams to navigate uncertainties while maintaining steady progress and fulfilling sustainability responsibilities.

Faced with these external challenges, Quest Composite Materials has upheld our business philosophy of "improving human life through composite materials while pursuing sustainable development as our ultimate goal." We have steadily expanded our core business operations to drive corporate transformation with a more forward-looking vision.

As one of the few global manufacturers with complete vertical integration capabilities spanning from carbon fiber fabric weaving and frame production to complete bicycle assembly, we are acutely aware that under the trends of global supply chain restructuring and increasingly stringent ESG standards, Everest must play a more proactive role. Throughout 2024, our strategic partnerships with multiple internationally renowned brands have been further strengthened, and we continue to serve as an indispensable partner in the global high-end bicycle market through our high-efficiency, high-quality, and highly flexible manufacturing capabilities.

1-1 Message from Management

“OUR SUSTAINABILITY VISION IS INSPIRED BY OUR CORPORATE PURPOSE. WITH OUR PIONEERING SPIRIT, OUR KNOWLEDGE, OUR PRODUCTION TECHNOLOGIES, WE WANT TO IMPROVE THE WORLD EVERY DAY AND SHAPE A PURPOSEFUL FUTURE FOR THE NEXT GENERATIONS.”

LEWIS LIAO

CEO OF QUEST COMPOSITE TECHNOLOGY CORPORATION

Our newly completed intelligent manufacturing facility in Fengyuan, Taichung, has commenced full operations this year. This new Everest base, constructed with an investment of NT\$2.3 billion, incorporated energy-saving and carbon reduction principles, smart manufacturing concepts, and human-centered design from the initial planning stage. The facility integrates high-end carbon fiber fabric intelligent production lines, modular bicycle component manufacturing systems, and smart warehouse, providing solid momentum for Everest's growth trajectory into the next decade.

We firmly believe that corporate growth and sustainable operations are not contradictory, but rather mutually reinforcing. On the environmental front, Everest has actively implemented solar power generation systems, energy efficiency management, and waste reduction measures. We plan to introduce ISO 14064 certification in 2025 to strengthen greenhouse gas emission inventory and management. On the social front, we continue to build a more employee-friendly workplace environment, emphasizing occupational safety culture, employee development, and diverse career opportunities. We also actively participate in local community welfare initiatives through concrete actions, promoting shared prosperity.

2024 has also been a pivotal year for strengthening our corporate resilience and sustainability governance. As the world transitions toward net-zero emissions, carbon fiber composite materials—with their lightweight, high-strength properties—are emerging as key materials for next-generation transportation and technology products. Looking ahead, we will continue to invest in R&D and process innovation, strengthen partnerships with international brands, and build a more transparent & trustworthy operational system through digital transformation and sustainability governance mechanisms. We extend our sincere gratitude to every colleague, partner, and customer for their collective efforts and support throughout 2024, enabling Quest to move forward steadily. As we look to the future, we will continue to uphold our core principles of "Professional Manufacturing, People-Centered Management, and Integrity in Service," aligning ourselves with global trends to establish Quest as a trusted sustainability leader in the carbon fiber industry composite.



1-2 About Quest

Since our establishment in 2007, we have maintained a long-term focus on the development and application of carbon fiber composite materials, progressively building integrated manufacturing capabilities spanning from raw material research and development, mold design, and structural forming to finished product assembly. We have accumulated profound engineering expertise supplying, extensively serving high-end product markets including sporting goods, premium accessories and medical equipment.

To respond to the rapid transformation of changes manufacturing models capabilities and increasingly diverse customer demands, we continue to implement intelligent production and automation equipment, enhancing efficiency and quality consistency. We are also progressively optimizing management processes, improving information transparency and decision-making efficiency, laying the foundation for a digitised future .

Simultaneously, we are developing a highly collaborative vertical integration ecosystem through supply chain resource integration, enabling Quest to maintain competitive edge within the global landscape.

We firmly believe that corporate value is not only reflected in products and technology, but is fundamentally rooted in respect for people and commitment to the environment. Over the years, we have been dedicated to fostering an open, healthy, and growth-oriented workplace culture. Through education and training, professional development, and cross-departmental collaboration, we promote organizational vitality and talent accumulation. In our daily operations, we actively promote energy saving and emission reduction measures , and resource circulation, implementing production know-how that is responsible to the ecosystem.





02 Strategy and Vision

Contents

2-1 Sustainability Policy	06
2-2 Sustainability Blueprint	07
2-3 ESG ActiQon Strategy and Objectives	08
2-4 Materiality Analysis	09
2-5 Stakeholder Engagement	14

Governance

2-1 Sustainability Policy

Sustainability Vision and Implementation Framework: Realizing a Long-Term Blueprint through ESG Organization

Sustainable development is a core element of our vision. Everest aspires to actively drive social and economic transformation toward sustainability, helping to protect and regenerate nature, contributing to our planet, and strengthening stakeholder trust. Through our sustainability framework, Everest has established long-term framework across three key areas: Nurturing Nature, Prospering Communities, and Trusted Partnerships, thereby further advancing our development. We have institutionalized ESG by establishing specialized teams across various professional domains, integrating internal and external resources to respond to domestic and international development trends and risks. This enables us to implement comprehensive sustainability initiatives, formulate future strategies and directions, and construct our group's sustainability policies and roadmap. We collaborate with value chain partners for mutual growth, regularly report sustainability progress to management, enriching DNA, in ESG

ESG Strategy Team

ESG direction and establishes short, medium, and long-term operational objectives and Steers milestones for Quest.

Carbon Neutrality Team

Implements Everest's carbon reduction targets through internal optimization, research and development, innovation, and external energy efficient measures, along with carbon inventory and reduction initiatives.

Social Prosperity Team

Strengthens DEI (Diversity, Equity, Inclusion) workplace culture and enhances social welfare, achieving mutual benefits and reciprocity between business and society.

Operational Risk Team

Domestic, international, and global ESG development trends, formulates responsive strategies, Monitors and reduces operational risks.



2-2 Sustainability Blueprint



2-3 ESG Action Strategy and Objectives

Quest Group's vision is "Improving human life through composite materials, with sustainable development as our ultimate goal." Quest aims to become a sustainability benchmark enterprise in the composite materials industry.

In recent years, we have integrated sustainability with our core business operations. Through our sustainability framework, Quest has established new long-term objectives across three key dimensions: Nurturing Nature, Prospering Communities, and Trusted Partnerships.

Trusted Partner

8 DECENT WORK AND ECONOMIC GROWTH



Continuously adapt to new ESG requirements and strengthen corporate ISO certifications, ensuring 100% compliance with all local regulations

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Strengthen supply chain partnerships to meet all customer requirements >95%, and execute Quest partnership declarations with key suppliers >50%

16 PEACE AND JUSTICE STRONG INSTITUTIONS



Collaborate with suppliers to implement energy saving and generation, friendly workplace practices, and social participation, jointly pursuing, waste reduction, recycling, and regenerative design.

Nurturing Nature

7 AFFORDABLE AND CLEAN ENERGY



From design to construction, the Fengyuan site adopted LEED principles and framework and achieved Gold certification for BD+C. We have integrated rainwater recycling systems for irrigation, installed solar panels to reduce direct sunlight exposure, offset 10% of energy consumption. In the workplace, we have introduced various new lifestyle energy saving campaigns. In our manufacturing processes, we have implemented steam heat recovery systems to reduce natural gas energy consumption.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



All facilities to complete greenhouse gas inventory, and obtain ISO 14064 certification with solar panel installations across all sites. Energy data digitization implemented along to be with energy management systems to reduce energy consumption and carbon emissions at hotspot areas.

13 CLIMATE ACTION



Low-carbon manufacturing processes, raw material reuse, eco-friendly recycled packaging materials
Achieve annual reduction of 5% in energy consumption and 1.5% in carbon emissions
Set carbon neutrality goals and emission reduction targets with SBTi

Thriving Communities

4 QUALITY EDUCATION



We have donated to dozens of local and rural schools, providing various sporting goods for students to use. Organized charitable activities with different charity organisations and offered donations to the most needed occupational health and safety Implemented management systems along with educational training programs to reduce workplace accidents. The establishment of Everest University has created diverse learning opportunities for employees.

8 DECENT WORK AND ECONOMIC GROWTH



We implemented the EAP employee care initiative, enhanced welfare including employee certification allowances and childcare subsidies. We organize various health promotion seminars and wellness activities, provide comprehensive internal and external training programs (professional skills, language, and general competencies), to enrich employees' identification with the company.

16 PEACE AND JUSTICE STRONG INSTITUTIONS



We will provide diverse activity channels to expand charitable advocacy and outreach. We aim to launch diversified green initiatives to strengthen employees' environmental awareness, continuously build a friendly workplace to strengthen employee identification, team cohesion, and achieve zero workplace accidents.

2-4 Stakeholder Communication

Target Audience	Communication Topics	Communication Topics	Communication Methods/Frequency	Communication Response
Shareholders	ICorporate Governance IRegulatory Compliance	The Group makes long-term investments in various development initiatives, providing direction, policies, and strategies that generate positive benefits and profits, thereby delivering returns to shareholders.	ISustainability Report / Annually IShareholders Meetings / As needed IOfficial Chinese and English Websites / Regularly IStakeholder Contact Section / Regularly IAmoeba Meetings / Monthly	Operational and performance data is presented monthly during Amoeba meetings to address by the management level various shareholder inquiries and is compiled annually into the Sustainability Report, which details the overall corporate governance and development status.
Customers	ICustomer Relationship Management IProduct Quality	We fulfill our clients' brand expectations by providing timely delivery and consistent product quality that meets all requirements. Through corporate governance and sustainable development management, we create win-win partnerships with clients to achieve mutual development	IMeetings and Routine Communication / As needed ICustomer Audits / As needed ISustainability Report / Annually	Continuously monitor product quality to reduce defective rates; act as a supply chain partner for customer brands, support carbon accounting and reduction initiatives, and disclose these efforts in the Sustainability Report for customer review.
Suppliers	IOccupational Health and Safety IProduct Quality IFinancial Performance IRegulatory Compliance IProcurement and Supplier Management	We have established supplier codes of conduct and raw material quality requirements for our suppliers. All aspects of our corporate development are closely interconnected with our suppliers and contractors to achieve sustainable supply chain.	IMeetings and Routine Communication / As needed ISupplier Audits / Annually or as needed ITraining Programs / As needed	Require all major suppliers to sign the Supplier Code of Conduct and Quality Assurance Declaration, with the objective of achieving zero defects and zero injuries.

2-4 Stakeholder Communication

Target Audience	Communication Topics	Communication Topics	Communication Methods/Frequency	Communication Response
Regulatory Authorities	Occupational Health and Safety Regulatory Compliance	Regarding applicable laws and regulations for enterprises, Quest upholds the principles of sustainable governance and lawful, compliant business operations.	External Visits / As needed On-site Audits / As needed Correspondence / As needed	Comply with government regulations to achieve zero violations, complete declaration items within the scheduled timeframe, and participate in briefings/seminars held by government agencies.
Employees	Occupational Health and Safety Regulatory Compliance Human Rights and Labor Relations Talent Development Talent Attraction and Retention	Employees are Quest's most valued asset. We are committed to creating an inclusive, safe, and workplace. We have established comprehensive, education and training, and career path employee that exceed industry standards, thereby career path our corporate market competitiveness solidifying.	Complaint Channels / As needed EHS Meetings / Monthly Training Programs / As needed	Performance evaluations and grievance channels are provided to reinforce a comprehensive system. Key initiatives related to employees' diverse competency development and career welfare advancement are communicated quarterly.
Community and Neighborhood	Customer Relationship Social Engagement	We are dedicated to giving back to local communities, expanding social welfare contributions, and promoting biodiversity and ecological development in nature. We embed these sustainability concepts into Quest's DNA and instill them in our employees, fostering strong connections between Quest and society.	Charitable Activities / As needed Visits / As needed Correspondence and Phone Calls / As needed	We organize charitable activities that enable employee participation. Leveraging our core sports business, we donate sporting equipment frequently to students for practice and provide sponsorship incentives to encourage local school athletes. We cultivate employees' sustainability mindset through nature conservation and restoration activities.

2-5 Materiality Assessment

Stakeholder Identification

Quest Group upholds transparent and responsible corporate governance principles, committed to establishing long-term and stable communication with stakeholders. Through international standards-based approaches, we systematically identify stakeholders to ensure that the relationship between stakeholders and their concerns is close and effective.

In accordance with the AA1000 Stakeholder Engagement Standard (AA1000 SES) and the Global Reporting Initiative (GRI) standards, we conduct stakeholder identification and have identified five core stakeholder groups: employees, suppliers, customers, shareholders, and neighboring communities.

Quest Group has established diversified communication channels to respond to stakeholder expectations and suggestions. We regularly incorporate stakeholder feedback into our sustainability goals and strategies, continuously adjusting and optimizing to enhance bidirectional value creation between the enterprise and society.

GRI Materiality Analysis Process

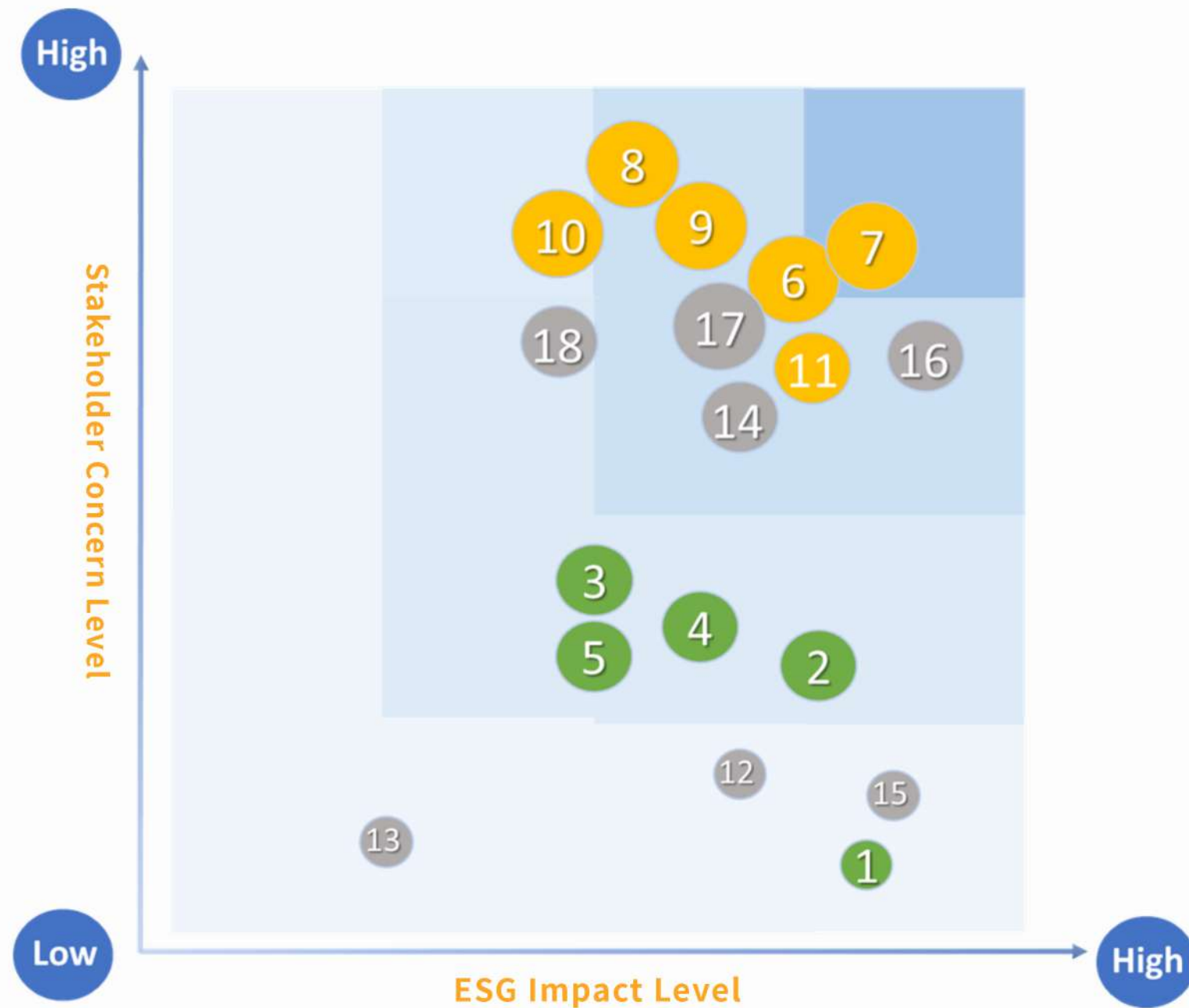
In the 2024 materiality analysis, Quest Group collected feedback from 366 stakeholders to understand their level of concern regarding ESG issues. Additionally, we invited operational and senior management to assess the impact level of ESG issues, ultimately selecting 13 topics most concerning to the company's sustainable development.

To ensure that Quest Group's sustainability report focuses on disclosing issues that have material impact on organizational operations and stakeholders, Quest follows the GRI 2021 standards to conduct topic identification and assessment processes, with specific steps as follows:

Aligning with international standards and frameworks to guide Quest ‘s sustainability direction		
Step 1 : Establish Communication Targets	6 Categories of Stakeholders	Employees, suppliers, customers, shareholders, regulatory authorities, and neighboring communities are Quest Group's primary communication targets.
Step 2 : Collect Sustainability Topics	18 Sustainability Topics	Based on domestic and international sustainability standards/frameworks and sustainability initiatives, we compiled 18 sustainability-related topics.
Step 3 : Stakeholder Engagement	366 Questionnaires Collected	Through questionnaire surveys, we gather feedbacks on stakeholders' level of concern regarding ESG.
Step 4 : Organizational Sustainable Development	10 Senior Executives	We invited 10 senior executives to assess the impact level of ESG issues on company operations, organizational development, and potential risks.
Step 5 : Material Topics	13 Material Topics	Combining stakeholder concern levels with internal impact assessments, we selected 13 material topics.

2-5 、 Materiality Assessment

Materiality



Environment

- 1 Climate Strategy
- 2 Energy Management
- 3 Water Resource Management
- 4 Biodiversity
- 5 Waste Management

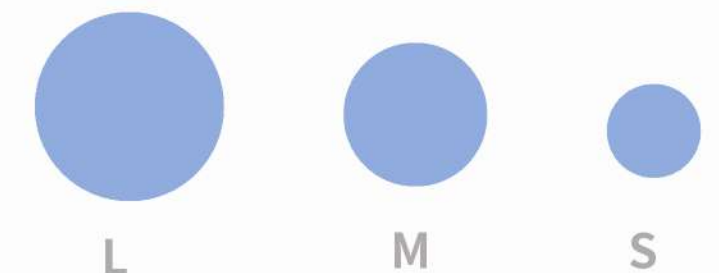
Social

- 6 Talent Attraction and Retention
- 7 DEI
- 8 Human Rights and Labor Relations
- 9 Occupational Health and Safety
- 10 Talent Development
- 11 Community Engagement and Philanthropy

(G) Governance

- 12 Risk and Opportunity Management
- 13 Procurement and Supplier Management
- 14 Customer Relationship Management
- 15 Financial Performance
- 16 Corporate Governance
- 17 Regulatory Compliance
- 18 Information Security

Operational Impact Level



Material Topics and Impacts on QUEST's Value Chain

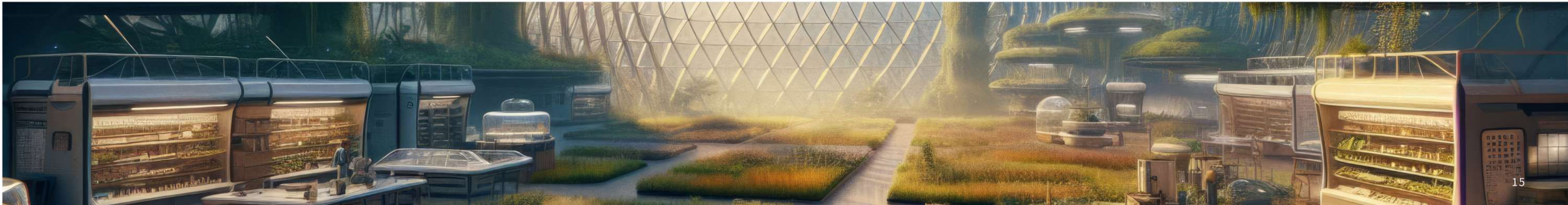
No.	Material Issues	Impact on Operations	Corresponding GRI Standards	Management Approach
1	Human Rights and Labor Relations	The company promotes labor-management dialogue through diversified communication mechanisms and advances human rights protection, gender equality, and anti-discrimination policies to maintain fair, respectful, and harmonious labor relations.	405 、 406 、 407 、 408 、 409 、 411 、 412	Quest established a comprehensive human rights policy that recognizes and voluntarily adheres to various international human rights declarations, strictly complies with labor-related regulations in all operational locations, and formulates relevant human rights protection regulations and measures to eliminate any violations of human rights and treat all employees with dignity and respect.
2	Occupational Health and Safety	Implementing workplace safety and health management to reduce labor risks and losses, protect the health and welfare of employees and contractors, and maintain operational stability and production efficiency.	403	The company has established an occupational health and safety management system based on ISO 45001 standards and local government EHS requirements, improving the company's safety performance through decision-making and management activities.
3	Talent Attraction and Retention	Effective talent attraction and retention strategies bring diversified professional capabilities and innovative thinking to the company, promoting product development and service optimization, strengthening market competitive advantages, and injecting momentum into operational growth.	401 、 202	We provide comprehensive welfare system to strengthen talent retention, establish transparent career path, increase corporate visibility to attract excellent talent, and enhance employee identification with the company.
4	Talent Development	Continuous investment in employee development enhances employee engagement and dedication, strengthens organizational culture and employee loyalty, thereby driving team collaboration and operational performance.	404	Establishment of Quest Academy as an educational hub to support employees' diversified development, physical and mental growth, professional competency enhancement, and multi-skilled capabilities, building a talent pool of versatile professionals.
5	DEI	The company promotes labor-management dialogue through diversified communication mechanisms and advances human rights protection, gender equality, and anti-discrimination policies to maintain fair, respectful, and harmonious labor relations.	405	Quest established a comprehensive human rights policy that recognizes and voluntarily adheres to various international human rights declarations, strictly complies with labor-related regulations in all operational locations, and formulates relevant human rights protection regulations and measures to eliminate any violations of human rights and treat all employees with dignity and respect.

Material Topics and Impacts on QUEST's Value Chain

No.	Material Issues	Impact on Operations	Corresponding GRI Standards	Management Approach
6	Regulatory Compliance	A comprehensive regulatory compliance mechanism helps reduce legal risks and compliance costs, ensures corporate operations meet legal standards, avoids fines, litigation, or reputational losses due to violations.	General Disclosures	Quest ensures full compliance with local regulatory requirements at all operational locations, adhere to relevant international regulations, implement various management measures, reduce potential risks, and minimize operational risks.
7	Information Security	Implementing information security and personal data protection in compliance with relevant regulatory requirements and international standards to reduce regulatory violation risks and protects the company from fines, litigation, and reputational damage.	418	We strengthen employee information security risk awareness and education training through monthly security awareness campaigns.
8	Charitable activities	Through various activities, we respond to social needs, create positive impact, and strengthen cooperative relationships with communities and non-profit organizations, creating a sustainable development foundation for the company.	Material Topics	We participated in various multi-faceted activities, assist disadvantaged groups, sponsor students in local and remote areas to develop their potential, maintain supportive relationships with local communities, and cultivate a positive corporate image.
9	Customer Relationship Management	Through the establishment of comprehensive customer relationship management systems, the company is able to gain in-depth understanding of customer requirements, deliver tailored products and services, enhance customer satisfaction and loyalty, thereby strengthening revenue foundation and market positioning.	Material Topics	We are committed to meeting all customer expectations and requirements by delivering superior product quality and adhering to required timelines. With a 100% compliance rate across all audit processes, we maintain robust supply chain relationships and operational excellence.
10	Corporate Governance	Sound governance management systems enable the company to maintain a leading position in highly competitive industries. Through high standards of management and transparency, we maintain agile response to market changes and challenges.	General Disclosures	Quest implements comprehensive ESG management policies and mechanisms, strengthens corporate governance operations, establishes effective communication channels with stakeholders, promotes sustainable business practices, and enhances long-term corporate sustainability value.

Material Topics and Impacts on QUEST's Value Chain

No.	Material Issues	Impacton Operations	Corresponding GRI Standards	Management Approach
11	Water Resources Management	Quest is committed to responsible water usage and actively implements wastewater reduction and compliant discharge practices. By adhering to environmental regulations and local water resource management requirements, we demonstrate our corporate commitment to environmental protection and social responsibility	303	Established comprehensive water conservation policies to minimize unnecessary water resource wastage and implement wastewater recycling and treatment facility.
12	Waste Management	Through effective waste classification, proper treatment, and compliant disposal practices, the company mitigates environmental regulatory compliance risks and ensures stable operations.	306	Quest implements comprehensive waste disposal regulations and executes the 4R policy framework: Recycle (circular recovery), Reuse (maximize utility), Reduce (minimize consumption), and Replace (substitute usage). Through compliant disposal practices, we prevent waste and regulatory violations.
13	Energy Management	The company promotes labor-management dialogue through diversified communication mechanisms and advances human rights protection, gender equality, and anti-discrimination policies to maintain fair, respectful, and harmonious labor relations.	405 、 406 、 407 、 408 、 409 、 411 、 412	Quest established a comprehensive human rights policy that recognizes and voluntarily adheres to various international human rights declarations, strictly complies with labor-related regulations in all operational locations, and formulates relevant human rights protection regulations and measures to eliminate any violations of human rights and treat all employees with dignity and respect.





03 Sustainable Governance

Contents

3-1 Corporate Governance	17
3-2 Risk Governance	20
3-3 Information Security	22
3-4 Cloud Services Application and Cybersecurity Governance	24

Governance

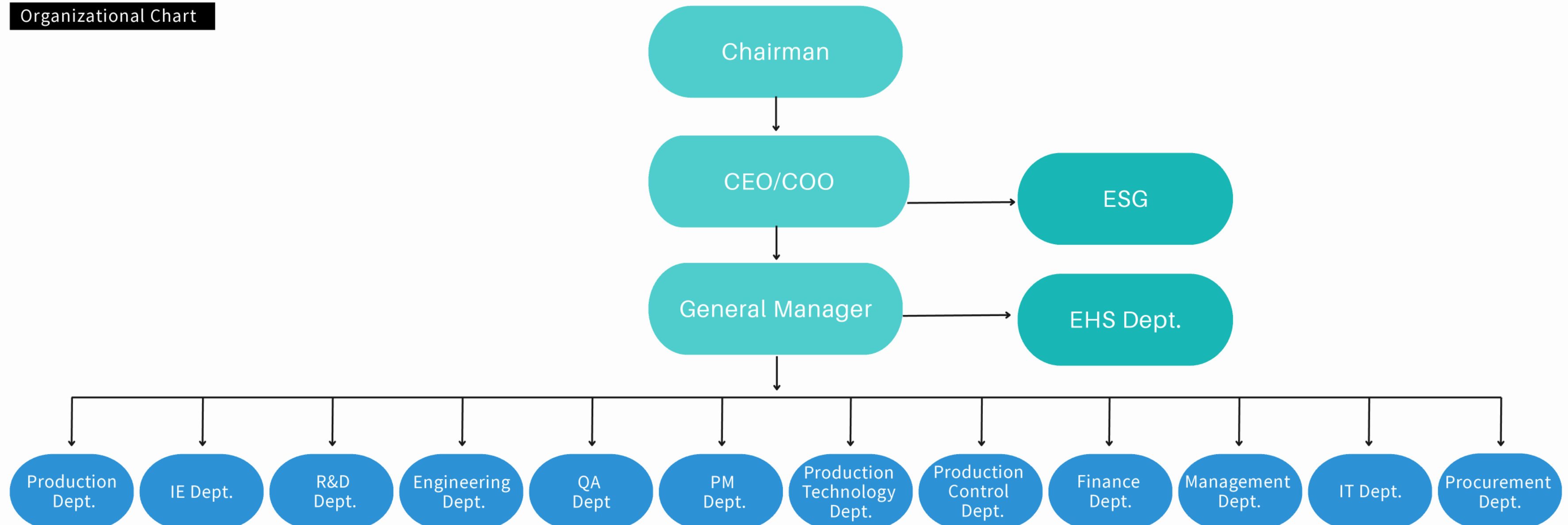
3-1 Corporate Governance

Quest Group has established a sound and efficient organizational structure, defining comprehensive roles based on different business functions to ensure effective implementation of the company's operational strategies, enhance risk management and internal control mechanisms, safeguard the rights and interests of stakeholders, and continuously promote corporate sustainability.

CEO Officer & COO Officer Office

As the highest governance body and the center for major business decisions, it upholds the principles of transparent corporate governance. Its responsibilities include appointing and supervising, management and leadership team overseeing operational performance, ensuring legal compliance, and striving to maximize corporate interests.

Organizational Chart



Departmental Responsibilities

Department	Primary Business
General Manager's Office	On-site Commander for Company Production & Quality, Cost Management, and Administrative Affairs
ESG	Planning, Promoting, and Implementing ESG & Sustainability-Related Operations
Occupational Safety and Health	Overseeing Risk Management, IEQ , Safety, and Health Regulations; Planning and Promoting Related Goals
Management Department	Managing Company Administrative Affairs; Formulating, Announcing, Implementing, and Communicating Human Resources Policies and Procedures
Finance Department	Financial, Accounting, Tax, and Cost Management; Preparing, Analyzing, Controlling, and Reporting Accounting Statements and Forecasts
IT Department	Establishing, Improving, Implementing, and Maintaining Information Management & Operational Systems
Production Control Department	Production Scheduling Management, Annual Inventory Operations, and Material Control Management
PM Department	Customer Service Operations; Coordinating Internal Departments and External Customers to Achieve Business Goals in Line with Company Policy
Quality Assurance Department	Planning Quality Management Systems; Quality Control for Incoming Materials, Manufacturing Processes, and end product
Engineering Department	Plant Hardware, Equipment Installation, Mechanical and Electrical Engineering, and Facility Maintenance Management
R&D Department	Developing Core Technology Applications, and Managing R&D Projects
Industrial Engineering Department	Managing Production Efficiency and work flows; Planning and Facilitating re-layouts
Production Department	Managing Production Progress, Maintaining Production Equipment, Environment, and Workplace Safety; Motivating Employees to Pursue Quality
Production Technology Department	Oversee entire PR to MP stage, and Resolving Production Technical Issues
Procurement Department	Procuring Raw Materials, Production Equipment, Machinery, and Parts Required for Production; Establishing Cooperative Relationships with Suppliers and Building a robust supply chain

Operational Integrity :

Quest Group is committed to sustainable development through transparent governance, processes, policies, disclosure reporting, and stakeholder engagement. Upholding the principles of operational Integrity, the company regards corporate ethics as the fundamental basis for sustainable business operations and is dedicated to establishing a fair, transparent, and accountable management environment. The company has established unequivocal policies and internal control mechanisms on operational Integrity, implemented systems to prevent all forms of improper benefit transfers, corruption, and conflicts of interest. Safeguarding the rights and interests of all stakeholders.



Internal Audit Roles and Responsibilities

- Assist in integrating integrity and ethical values into Quest's, and establish relevant fraud prevention measures in compliance with legal requirements to ensure trustworthy business operations.
- Conduct regular analysis and assessment of dishonest conduct risks within the business scope, formulate prevention programs for dishonest behaviors accordingly, and establish standard operating procedures and behavioral guidelines for relevant tasks within each program.
- Design internal organizational structure and responsibilities, and implement mutual supervision and checks-and-balances mechanisms for business activities with higher risks of dishonest conduct within the operational scope.
- Promotion and coordination of integrity policy training.
- Development of a whistleblowing system to ensure effective implementation.
- Assist management in auditing and evaluating the effectiveness of preventive measures established under Operational Integrity, regularly assess compliance with relevant business processes, and prepare corresponding reports.

Quest Preventive Measures

- Prohibition of bribery and corruption
- Prohibition of illegal political contributions
- Prohibition of improper charitable donations or sponsorships
- Prohibition of offering or accepting unreasonable gifts, entertainment, or other improper benefits
- Prohibition of infringement of trade secrets, trademarks, patents, copyrights, and other intellectual property rights
- Prohibition of engaging in unfair competition practices
- Prevention of products or services from causing harm to stakeholders

3-2 Risk Governance

Quest Group recognizes the critical importance of establishing a robust risk governance mechanism in the context of highly integrated global supply chains and increasingly elevated geopolitical risks. To strengthen operational resilience and respond to the dynamic external environment, we have established a comprehensive risk management framework that encompasses all phases of risk identification, assessment, monitoring, response, and feedback.

We conduct regular operational risk assessments, with key focus areas including: raw material supply stability, energy price volatility, production interruptions, environmental regulatory changes, occupational safety and health, and global trade policy modifications.

In terms of organizational governance, the company has established a dedicated Risk Committee comprised of senior executives responsible for cross-departmental coordination and decision-making. Major risk events and management strategies are regularly submitted to senior management for review to ensure that governance layers have comprehensive oversight and supervision of risk issues.

Risk Management Organizational Structure

To implement comprehensive Enterprise Risk Management (ERM) and maintain corporate governance & sustainable development objectives, the company follows principles of governance transparency and has established a top-down risk management organizational structure. This ensures effective identification, assessment, monitoring, and response to risks, while maintaining oversight of various internal and external risks that may affect group operations. The CEO/COO serves as the group's highest convener for supervision and decision-making. The ESG department integrates all potential risks facing the company and reports to the General Manager and senior management team for implementation of corresponding risk control measures. Additionally, each business unit and functional department has designated contact points based on their business nature, working closely with ESG Department to ensure alignment between risk management and the company's overall sustainability strategy. The Internal Audit Department regularly audits risk control implementation to enhance overall organizational risk resilience.



Risk Management Scope

To strengthen corporate resilience and promote sustainable development, the company has established a systematic risk management mechanism that integrates potential risks into corporate governance and operational decision-making. The risk management scope encompasses multiple dimensions including operational, financial, regulatory, hazard, environmental, social, and governance aspects.

05	Training and Risk Culture Development	Regular risk management education and training with simulation exercises, promoting a "risk consensus" culture and encouraging employees to proactively report potential risks.
04	Monitoring and Reporting	Establishment of risk KPI indicators and early warning systems. In the event of major incidents, emergency response SOPs are activated for notification and handling procedures.
03	Governance Structure and Responsibility Allocation	Comprised of senior management, regularly reviewing major risks and policies, and driving risk management operations across all departments.
02	Risk Response Strategies	Development of risk mitigation plans and contingency measures for high-risk items.
01	Risk Identification and Assessment	Regular assessment of business-related risks through a dual-dimension evaluation of occurrence probability and impact severity.

Risk Management Mechanism

Key Risk Identification and Response Strategies:

Based on ISO 31000 risk management principles, combined with sustainable development goals , the company regularly identifies and assesses risks that may have significant impacts on operations and stakeholders. This encompasses multiple dimensions including environmental, social, and governance aspects, serving as the basis for strategic formulation and resource allocation. The following are the key risks identified by the company and their corresponding response strategies:

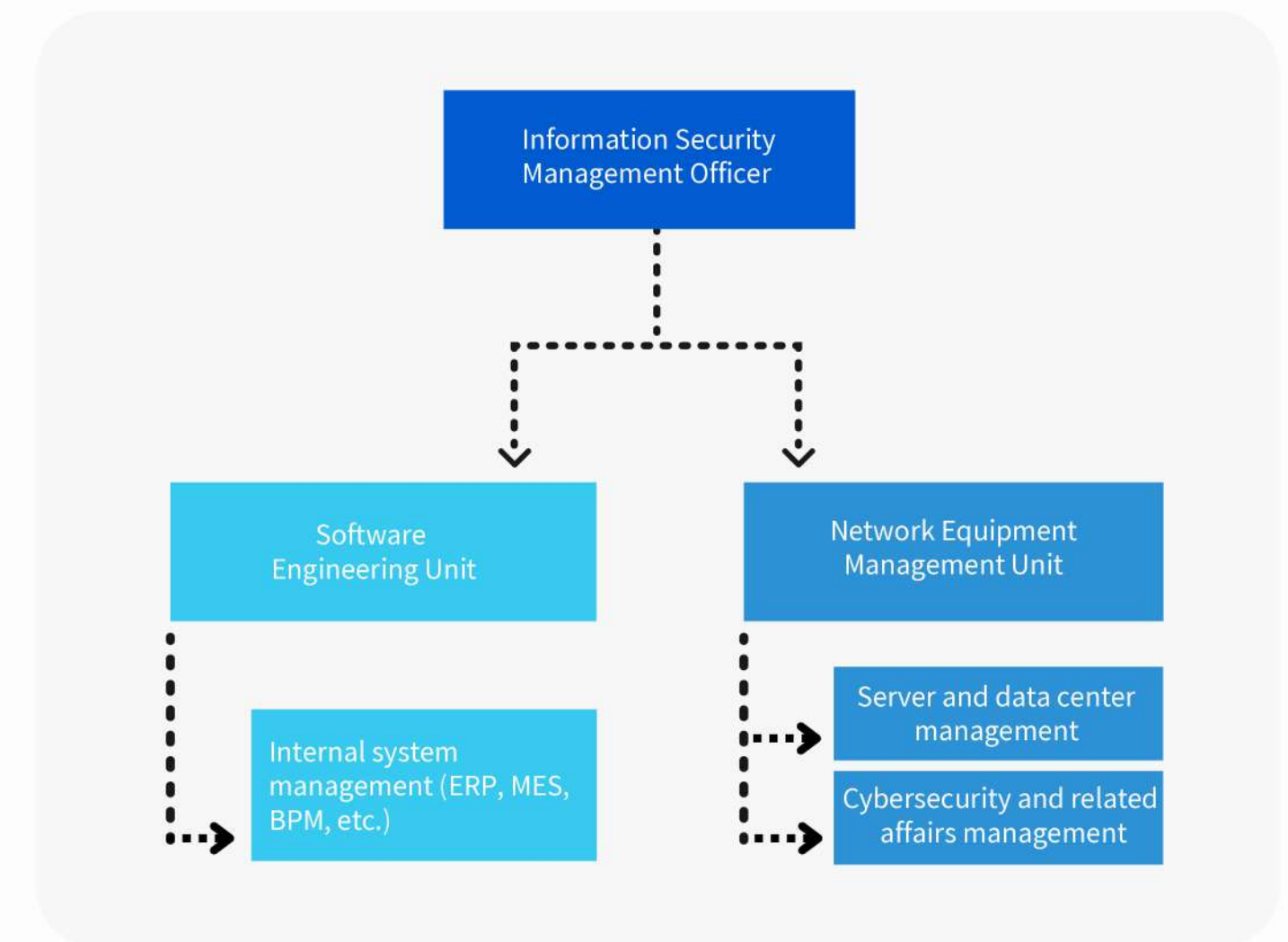
Risk Categories	Risk Description	Response Strategies
Operational Disruption Risk	Natural disasters, equipment failures, or supply chain disruptions may lead to production shutdowns	Establish diversified supply sources, strengthen backup systems, implement smart monitoring and preventive maintenance mechanisms
Climate Change Risk	Extreme weather and carbon emission regulations may affect energy usage and process adjustments	Promote energy transition, introduce energy-saving and low-carbon process technologies, set Science-Based Targets initiative (SBTi) carbon reduction goals
Greenhouse Gas Risk	Rising emission levels may trigger carbon tax and Carbon Border Adjustment Mechanism (CBAM) cost burdens, affecting international competitiveness	Set up carbon inventory, implement carbon management systems, promote supply chain decarbonization, actively participate in carbon credit trading and carbon footprint disclosure
Regulatory Compliance Risk	Continuous updates to domestic and international environmental, labor, and product-related regulations increase the risk of non-compliance.	Setup regulatory monitoring practise, conduct regular compliance training, and implement external audits to enhance compliance performance.
Occupational Safety Risk	High-risk working environments may lead to workplace accidents, affecting employee safety and company reputation	Strengthen EHS systems, implement workplace safety standards, conduct regular drills and risk assessments
Information Security Risk	System hacking or data breaches may cause operational disruptions or loss of customer trust	Implement ISO 27001 information security standards, enhance protection mechanisms and cybersecurity awareness education, establish incident response procedures
Reputational Risk	Environmental controversies, human rights incidents, or product issues may affect brand image and investor confidence	Develop crisis management plans, enhance transparency, proactively disclose ESG performance and improvement actions
Human Rights Risk	Rights protection and discrimination issues affecting employees labor, foreign workers, and outsourced personnel	Reinforce human rights policies, implement due diligence procedures, conduct supply chain audits and stakeholder grievance mechanisms, regularly publish human rights risk assessment results

3-3 Information Security

In an operating environment where digital transformation and digitalization continue to deepen, information security has become a key factor for stable business operations and customer trust. At Quest, we have placed high importance on the proper management of information assets and risk control since our inception, viewing cybersecurity as the core foundation for supporting sustainable operations and protecting customer data. To strengthen information security governance, the team follows industry-standard management principles, gradually building management systems that meet practical needs, and implementing various protection and monitoring mechanisms to strengthen overall cybersecurity defenses.

Information Security Team Structure

Information security is coordinated and directed by the “Information Security Management Officer,” with three practical implementation units (As shown in the figure below). The “Network Equipment Management Unit ” serves as the main implementation unit, responsible for cybersecurity protection, daily operations, and incident reporting. Additionally, we have established information security performance metrics, reporting server availability rates, network availability rates, cybersecurity incident prevention rates, equipment maintenance and repair rates, and BPM applications processing efficiency indicators to the General Manager and CEO during monthly Amoeba meetings. This enhances governance transparency to achieve the dual objectives of cybersecurity governance and operational efficiency.



Building a Digital Protection System

Quest has established a comprehensive information security management framework to ensure the confidentiality , and availability of operational data, while safeguarding the digital rights of stakeholders. We have developed an information security management solution encompassing eight core domains (as illustrated in the diagram below). Through the establishment of annual cybersecurity objectives, we conduct regular assessments of information asset status and determine handling priorities based on risk levels.

At the technical level, we have implemented multi-layered protection mechanisms (as shown in the diagram on the right). Information security is not merely a technical issue, but a manifestation of organizational culture. We regularly conduct cybersecurity awareness training, promote safer habits among employees, and enhance staff response capabilities through cybersecurity incident response drills.

We regard information security as a pillar of sustainable operations, continuously investing resources to strengthen IT capabilities, establishing response and notification mechanisms, and maintaining the security of digital assets for both the enterprise and stakeholders.



- ▶ **Firewall Implementation and Regular Updates**
Including virus signature databases and intrusion detection rules (IPS) to ensure effective protection against the latest network threats.
- ▶ **Antivirus Software Installation and Regular Updates**
Effective detection and prevention of the latest virus threats
- ▶ **MAC Address Access Control**
Network access management for devices such as laptops, desktop computers, and mobile phones using MAC addresses (Media Access Control Address).



- ▶ **Regular Operating System Updates**
Regular updates to Windows operating systems on laptops and desktop computers to ensure system security.
- ▶ **VPN Secure Connections**
Allowing only active company employees and company devices to establish remote network connections.
- ▶ **Endpoint Protection Measures**
Prohibition of unauthorized data access and prevention of uploads to external cloud websites to ensure data security.

3-4 Cloud Services Application and Cybersecurity Governance

To achieve the dual objectives of digital transformation and cybersecurity governance, Quest has implemented the Microsoft Azure cloud platform. Through its world-class security architecture and flexible computing capabilities, we strengthen the resilience of our IT infrastructure and drive innovative business development.

A. Core Value of Azure Cloud Platform

Microsoft Azure is a global leading cloud computing platform that provides comprehensive services including computing, storage, networking, AI, and data analytics, with the following core advantages:

- **High Availability:** Service Level Agreement (SLA) of 99.9% or higher
- **Security Compliance:** Certified with international standards including ISO 27001 and GDPR
- **Global Deployment:** Supports flexible scalability and cross-region backup capabilities

B. Core Service Application Scenarios

1. Web Application Services (Web App)

- **Application Scope:** Corporate website, internal management systems
- **Technical Advantages:**
 - Auto-scaling mechanism to handle traffic fluctuations
 - CI/CD continuous integration and deployment, shortening release cycles
- **Security Protection:** Integrated Web Application Firewall (WAF) for real-time blocking of cyber attacks.

3. Virtual Machine (VM) Applications

Multiple virtual machines are deployed to support core business systems, ensuring operational stability:

4. AI Intelligent Services

- **Exploration Areas:** Machine learning, speech recognition, image processing
- **Application Potential:**
 - Intelligent customer service system to optimize customer experience
 - Data analytics to support business decision-making
 - **Security Considerations:** Sensitive data masking to comply with personal data protection regulations

2. Blob Storage Services

- **Application Scope:** Unstructured data management (documents, multimedia resources)
- **Technical Advantages:**
 - High durability (99% data durability)
 - Flexible scalability, supporting petabyte-level data storage.
- **Security Protection:** Employs AES-256 encryption technology with Role-Based Access Control (RBAC)

System Type	Application Functions	IT security measures
ERP System	Enterprise resource planning, financial management	Network isolation, regular backups
OA Office System	Internal collaboration, document workflow	Multi-Factor Authentication (MFA)
HR Human Resources System	Employee data, attendance and payroll	Data encryption, tiered access control



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C. Information Security and Governance Framework

International Compliance Standards

The Azure platform adheres to international information security standards including ISO 27001 and GDPR. The Company strengthens governance through the following mechanisms (as shown in the diagram on the right):

01 Company Information Security Management Framework (Section 3-3)

02

Azure Security Protection Mechanisms

- Identity Authentication: Azure AD Multi-Factor Authentication (MFA)
- Data Encryption: Transport Layer TLS 1.2 + At-Rest AES-256
- Threat Detection: Azure Defender real-time monitoring
- Access Control: Role-Based Access Control (RBAC)

03

Establishing a defense-in-depth system to strengthen cybersecurity resilience



04 Quest Green Commitment

Contents

4-1 Energy Management	28
4-2 Water Resource Management	30
4-3 Waste Management	31

Governance

4-1 Energy Management



Quest is committed to create, an energy efficient low-carbon operational environment, anchoring energy efficiency and reduction of carbon emissions as one of the core strategies for sustainable operations. This commitment demonstrates our unwavering dedication to environmental responsibility.

In 2023, our newly constructed facility received LEED Gold Certification for Green Building, integrating energy-saving and sustainability principles throughout every stage—from architectural design and material selection to energy utilization—thereby exemplifying our core values.

In pursuit of sustainable operations, Quest's main production base in Dongguan has conducted a comprehensive greenhouse gas emissions inventory following ISO14064 and ISO14067 international standards, and has obtained verification statement from SGS, a third-party certification body. Furthermore, Quest has installed an energy storage system at our new Dongguan facility to optimize electricity usage, which effectively reduces operational costs and contributes to our carbon reduction initiative.

To enhance our greenhouse gas inventory and management capabilities, in Taiwan we are scheduled to adopt the ISO 14064-1 international standard in 2025, establishing a systematic carbon management framework. This will enable us to quantify and monitor emissions effectively, serving as the basis for targeted reduction actions and facilitating our transition toward low-carbon operations. Subsequently, as a group, we will continue to consolidate internal energy usage data, optimize monitoring and management protocols, to incrementally improve energy efficiency across all the facilities.

Current Energy Profile

In pursuit of low-carbon operations and energy efficiency , Quest is actively upgrading energy management across all operational resources—encompassing electricity, water, natural gas, and solar energy. Through efficiency utilization improvements and renewable energy , we are advancing tangible carbon reduction efforts.

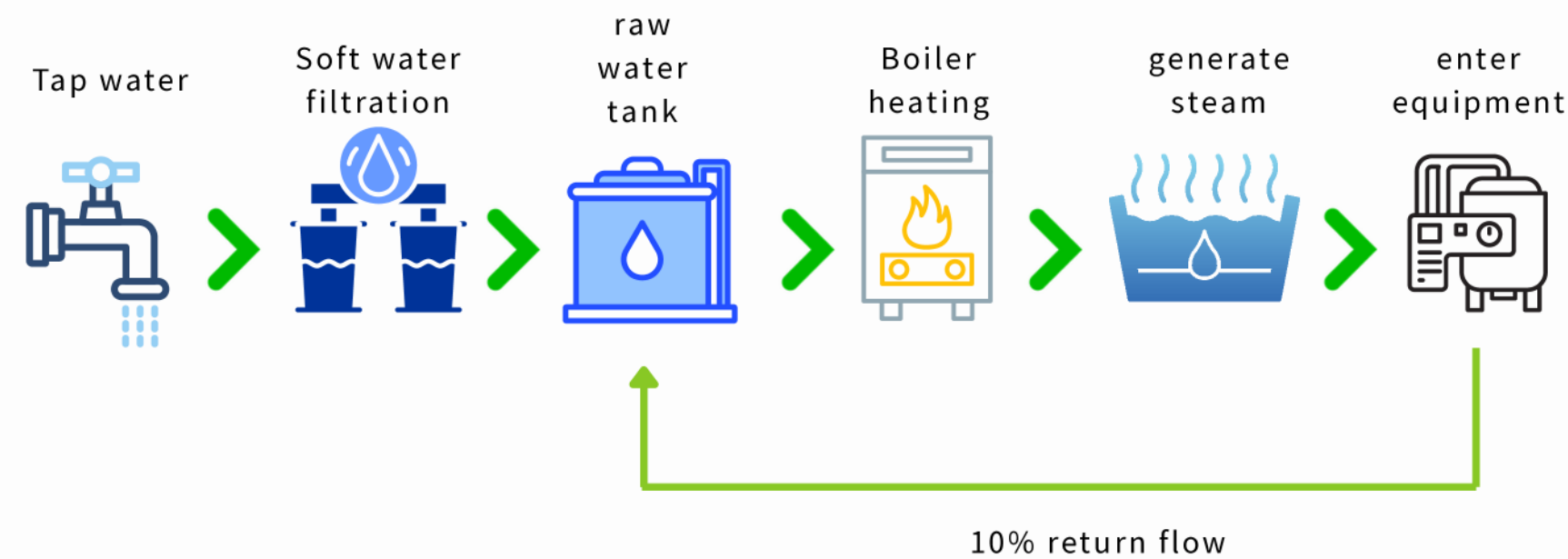
Regarding renewable energy development, we integrated rooftop solar power systems into our facility planning from the outset, reflecting our enduring commitment to green energy transition. In 2024, the solar installation at Fengyuan Plant reached full operational capacity, generating a cumulative total of 667,803 kWh. Adopting a "self-generation, self-consumption" approach, the system directly powers a portion of the plant's operations. Solar energy now offsets approximately 10% of the annual electricity consumption, significantly securing energy independence and decreasing dependence on external electricity supply.

Statistical analysis indicates that solar power generation contributed to a reduction of 316.54 metric tons of greenhouse gas emissions in 2024. Equivalent to the annual carbon reduction from planting 31,654 mature trees, effectively lowering our operational carbon footprint and laying a robust groundwork for achieving net-zero objectives.

In addition, to improve the efficiency of natural gas heating system. We utilized a natural gas recycling system. It captures and re-uses steam thermal energy, in order to decrease natural gas consumption for boiler heating.

Municipal water is treated through multiple filtration stages and stored in tanks before serving as the water source for boilers and other equipment, thereby ensuring supply quality while improving resource efficiency. The recovered steam is directed through a heat recovery system to power relevant equipment, achieving thermal energy recirculation and notably minimizing energy wastage and operational expenses.

Through these integrated energy management measures, we are deepening our commitment to energy conservation and carbon reduction, steadily progressing toward sustainable development and net-zero emissions goal.



Energy-saving measures

We started an energy conservation Initiative through a comprehensive approach that integrates equipment upgrades and behavioral changes, fostering an organizational culture of energy efficiency. Office areas have been fully retrofitted with high-efficiency LED lighting featuring motion sensors, while air conditioning usage is controlled through temperature management and operational scheduling. Beyond improvements, we have introduced the "New Life Movement" to promote employee energy-saving behaviors hardwares , including activating computer sleep mode at midday and powering down equipment after working hours and during holidays, cultivating energy-conscious habits. regularly monitor electricity usage to. Through these ESG team , we are systematically reducing operational energy consumption create actionable plans and demonstrating concrete commitment actions to sustainability.

4-2 Resource ManagementResource Management

Water Resource

At Quest, water utilization primarily supports daily operations and manufacturing processes, including employee restrooms, office pantries, and specific production processes such as coating applications. To maintain effective oversight of water usage, we analyze monthly utility billing data to track and evaluate consumption patterns across facilities, providing a foundation for ongoing management improvements.

We are committed to responsible water resource management and environmental protection. While our overall water consumption remains moderate, we actively pursue water conservation initiatives through enhanced equipment maintenance, and increased employee engagement with water sustainability issues. These efforts collectively reduce unnecessary consumption, strengthening our overall water efficiency.

All wastewater is collected through the existing wastewater system within the plants, treated, and discharged into the statutory sewer system. There is no direct discharge into natural water bodies to safeguard and protect the environment. To strengthen wastewater quality monitoring, ESG team conducts regular water quality testing. Currently, a third party testing body comes to Quest to perform Chemical Oxygen Demand (COD) test every six months to ensure that discharged water complies with regulations and operational activities do not cause negative environmental impacts.

Moving forward, QUEST will evaluate the implementation of more advanced water conservation and monitoring measures based on operational needs, enhancing the transparency and management efficiency of water resource utilization. This demonstrates our commitment to environmental sustainability and our responsible attitude toward local water resources.

The Company's total water consumption in 2024 reached 36,587 cubic meters, maintaining stable levels throughout the year without notable fluctuations. This data enables trend analysis across operational areas, providing a foundation for future water conservation actions and management enhancements.



4-3 Waste Management

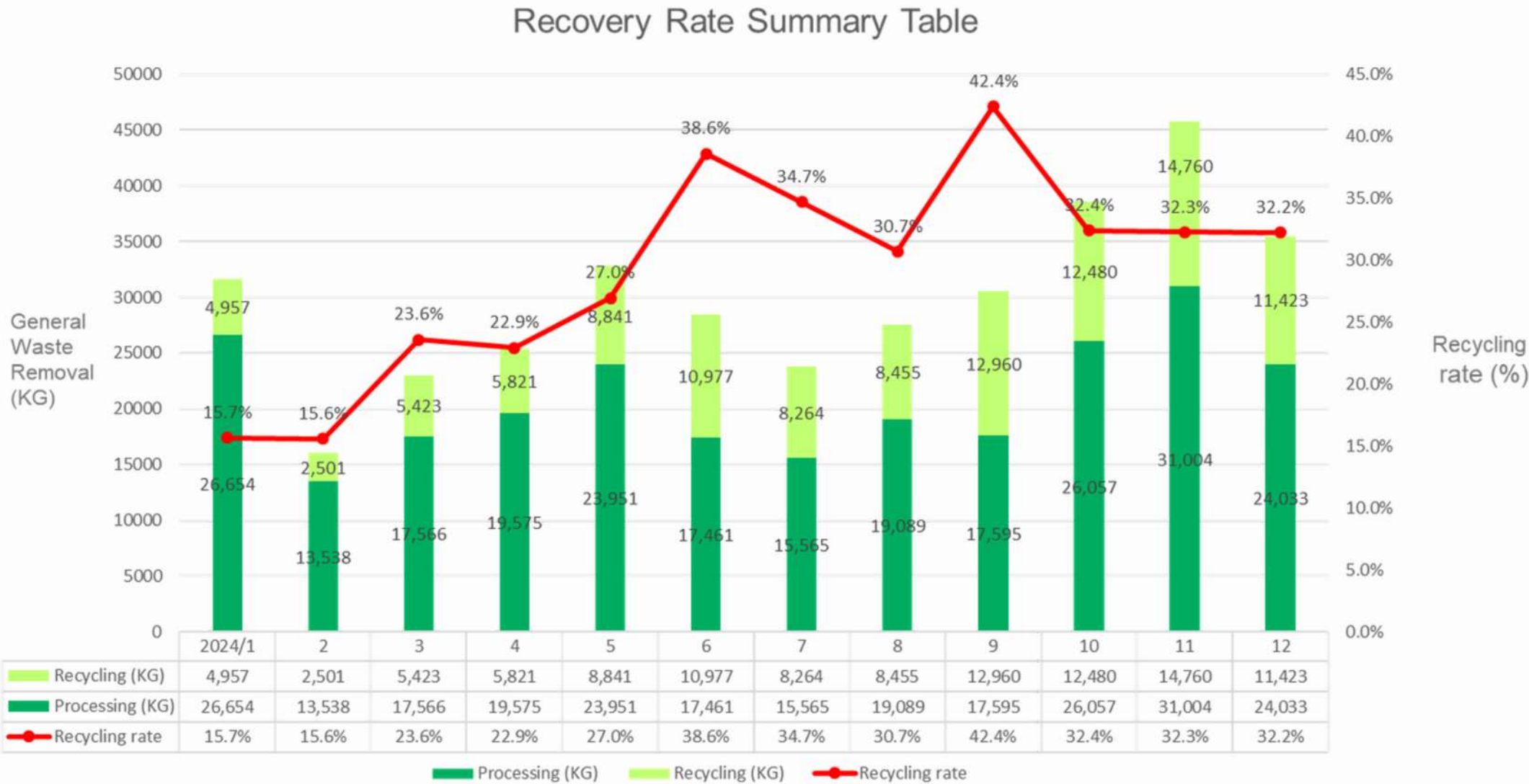
Questprioritizes waste management in accordance with circular economy and environmental protection principles, dedicated to reducing the environmental footprint of our operations. We actively promote waste minimization, segregation, recycling, and appropriate disposal, ensuring that all treatment processes meet safety and regulatory standards while minimizing the environmental impact of incineration or landfilling. These efforts reflect our corporate commitment to resource sustainability.

Waste streams are categorized into general industrial waste and hazardous industrial waste. Quest maintains well-defined procedures for segregation, temporary storage, collection, and treatment, with handling methods tailored to specific waste types to optimize processing effectiveness and reduce environmental risks. All waste disposal is contracted to qualified service providers holding valid licenses from environmental protection agencies, ensuring that recycling, or final disposal operations are compliant, and subject to external audits. Throughout storage and transport operations, we enforce comprehensive risk controls. Each collection is documented through waste clearance and treatment manifests, with systematic record-keeping ensuring logistics transparency and full traceability. Additionally, contractors must furnish proper treatment certifications upon completion, providing substantiation for internal verification and environmental management records.

To elevate overall environmental management performance, the Company commenced development of an environmental management system in 2024, targeting ISO 14001 certification in 2025. In anticipation of this milestone, we have conducted advance assessments to our waste management framework, encompassing process standardization, documentation protocols, data transparency measures, and consolidated transportation recordkeeping. These initiatives reinforce risk mitigation and operational uniformity, laying a robust groundwork for systematic management. By adopting structured and data-centric methodologies, we are progressively advancing our waste management capabilities, ensuring regulatory adherence while exemplifying our concrete dedication to environmental stewardship.

Status of Waste Disposal

To substantiate our performance in waste management, we established annual quantitative statistics and data tracking to enhance resource utilization efficiency. A total of 252.091 metric tons of waste was collected throughout the year, of which 107.862 metric tons were recovered through recycling mechanisms.





05 Social Inclusion

Contents

5-1 Human Resources Strategy and Development	33
5-2 Diversity, Inclusion and Human Rights Protection	44
5-3 Healthy and Safe Workplace	52
5-4 Social Participation	58

Governance

5-1 Human Resources Strategy and Development

“ We don't just solve hiring, we anticipate the future of work. ”

Talent Recruitment

Through diversified recruitment channels , coupled with competitive compensation & welfare schemes , comprehensive training programs, Quest continuously attracts and retains outstanding talents to drive long-term business development.

In alignment with operational strategies and Quest career development , Quest actively participates in campus recruitment and government collaboration programs, providing diverse job opportunities . strictly complies with legal requirements, prohibiting child labor and all forms of forced labor, to the talent pools.

Looking ahead, Quest will continue to optimize human resource policies, implementing people-centered values and promoting talents we as a cornerstone for corporate responsibility and social value creation.

Recruitment Channels

Annual Joint University Career Fair



We actively engage with campuses through recruitment events, facilitating face-to-face interactions and exchanges with students while providing on-site career consulting services, demonstrating Quest's vibrant energy and sincere commitment. In 2024, we visited numerous universities and colleges including Feng Chia University, Overseas Chinese University, Providence University, National Chung Hsing University, Tunghai University, National Formosa University, National Chin-Yi University of Technology, Chaoyang University of Technology, Ling Tung University, Asia University, National Chi Nan University, and Central Taiwan Science Park, engaging directly with students and recruiting outstanding fresh graduates.

Recruitment Channels

Social Media



Quest has diverse social media recruitment channels including Facebook and Instagram to communicate the Company's culture and core values. Through these social platforms, we disseminate information on internal job openings, industry-academia collaboration programs, and training courses. By providing comprehensive and transparent information, we assist job seekers in gaining a thorough understanding of Quest, strengthening their identification with and commitment to the Company.

Recruitment Fairs



Quest actively participates in various external recruitment events, continuously expanding talent networks and promoting the industry-academia collaboration. In 2024, key events Quest participated in included: Taichung World Trade Center Employment Expo, NET Engineer Employment Training Program Completion Presentation and Job Matching Event, and 104 Career Expo. Through these activities, we demonstrate the Company's commitment to talent cultivation.

Employee Turnover Statistics



To support the Company’ s expansion and business growth, Quest hired 340 new employees in 2024, representing 42.9% of the total workforce of 793. This significant recruitment highlights Quest’ s strong employer brand and its commitment to attracting top talent while sustaining robust growth momentum.

Regarding the age distribution of new hires, Quest observes a diverse age profile: 130 employees are under 30, making up 16.4% of the workforce, bringing fresh ideas, innovation, and energy to the organization. Meanwhile, 202 employees between 30 and 50, representing 25.5% of the workforce and the core generation, bring professional experience that strengthens Quest’ s core technological capabilities.

New Hires by Plant in 2024

Total Workforce in 2024 : 793 people											
New Hires		Male				Female				Subtotal and Ratio	
		FY	Ratio	FZ	Ratio	FY	Ratio	FZ	Ratio	Number	Percentage of total employees
Age	≤30	53	40.8%	14	10.8%	51	39.2%	12	9.2%	130	16.4%
	30<Age≤50	70	34.7%	16	7.9%	80	44.6%	26	12.9%	202	25.5%
	Age>50	2	25.0%	1	12.5%	3	12.5%	4	50.0%	8	1.0%
Total new hires		125	36.8%	31	9.1%	142	41.8%	42	12.4%	340	42.9%

Note 1: Percentage of the group = Number of individuals in the group / Total number of employees in the group.
Note 2: Percentage of total employees = Subtotal of each group / Total number of employees.
Note 3: FY: Fengyuan / FZ: Fengzhou

In 2024, the company's employee turnover remained in a healthy and stable state, with an overall annual turnover rate of 2.94%. In terms of gender distribution, the number of male employees who left (139) and female employees who left (140) was nearly equal, demonstrating that the company's human resources policies care for different employee groups in an equitable manner. From an age structure perspective, employees aged 30 to 50 (such as male employees at 0.7% and female employees at 0.8% at the Fengyuan plant) remain the primary group experiencing turnover, with departures largely related to career path adjustments and family care needs. In contrast, the extremely low turnover rate among senior employees symbolizes their long-term trust in the company and serves as a core force in driving knowledge transfer and maintaining operational resilience.

Total Number and Percentage of Departing Personnel in 2024

Former employees		Male				Female			
		FY	Ratio	FZ	Ratio	FY	Ratio	FZ	Ratio
Age	≤30	31	0.3%	10	0.1%	22	0.2%	10	0.1%
	30<Age≤50	71	0.7%	20	0.2%	80	0.8%	25	0.3%
	Age>50	6	0.1%	1	0%	3	0%	0	0%
Total Former Employees		139				140			
Total Turnover Rate		2.94%							

Note 1: The calculation of departed employees excludes the number of employees on approved leave of absence.
Note 2: The turnover rate for male (female) employees in a specific age group = Number of male (female) employees who left in that age group during the year / Total number of employees for the year.
Note 3: Overall employee turnover rate = Number of employees who left during the year / Total number of employees for the year.
Note 4: FY: Fengyuan / FZ: Fengzhou

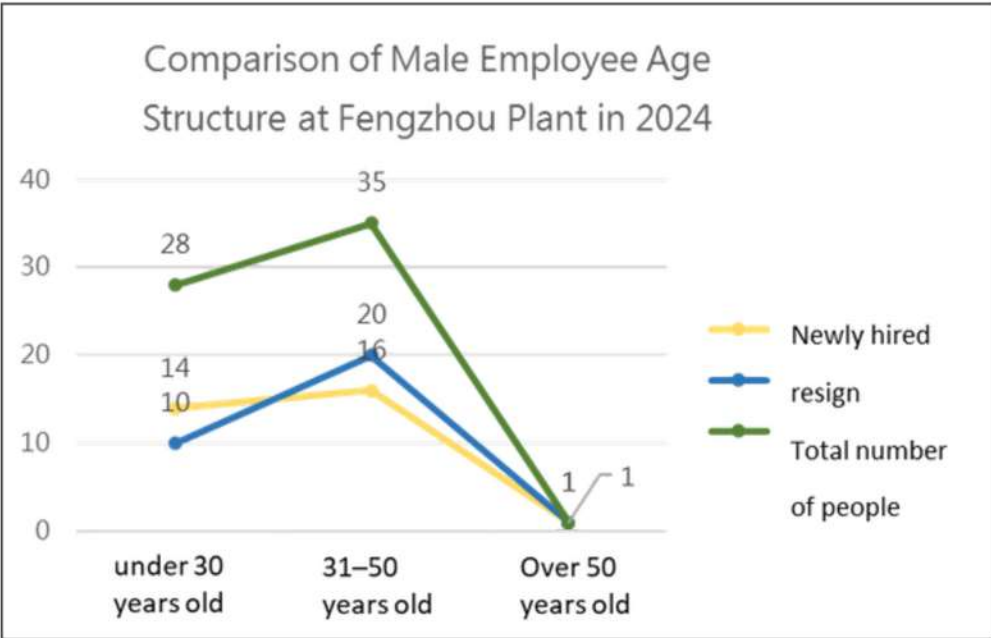
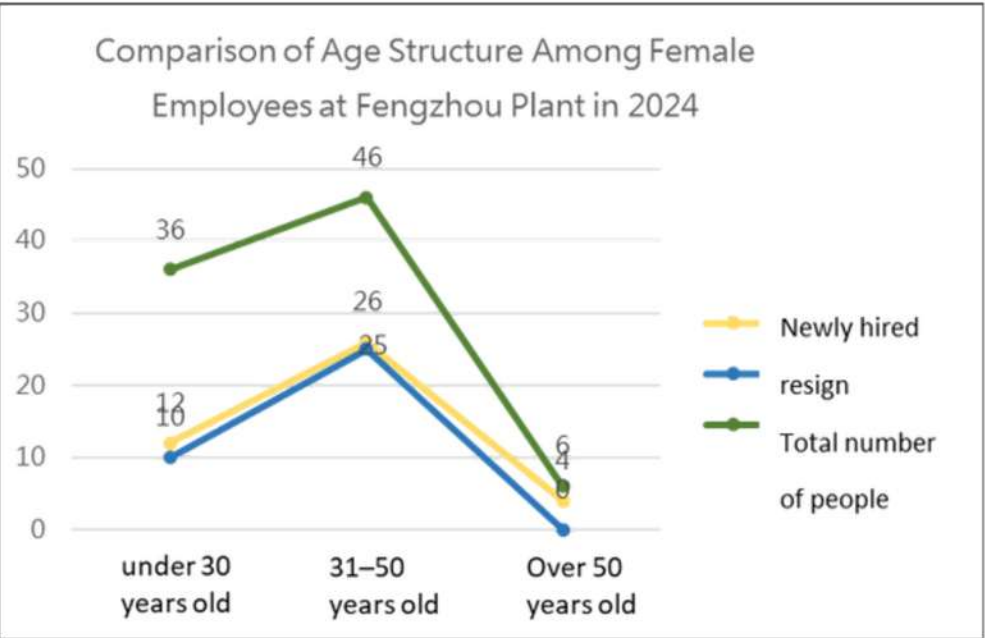
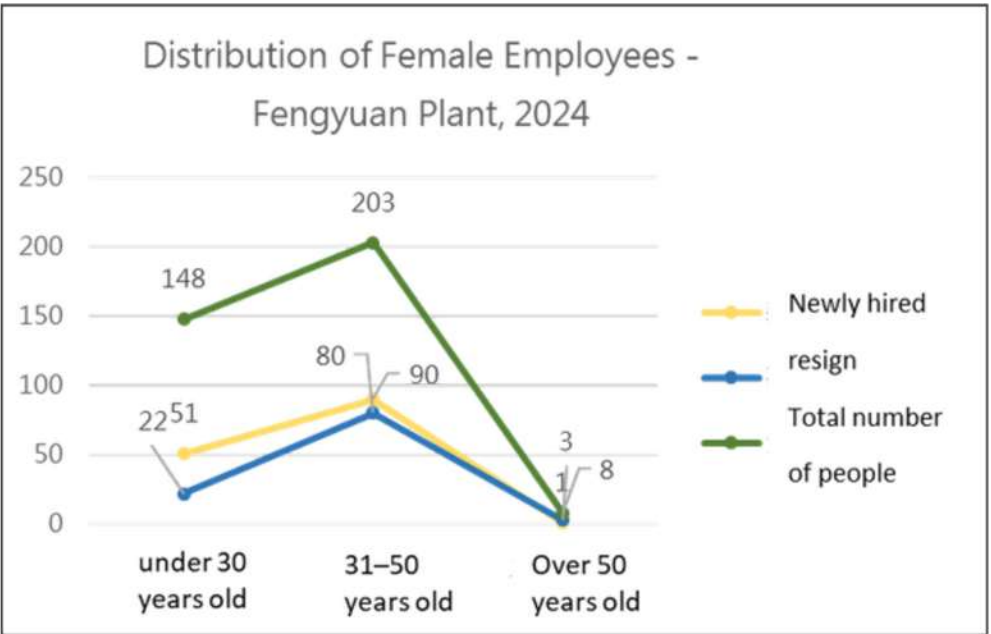
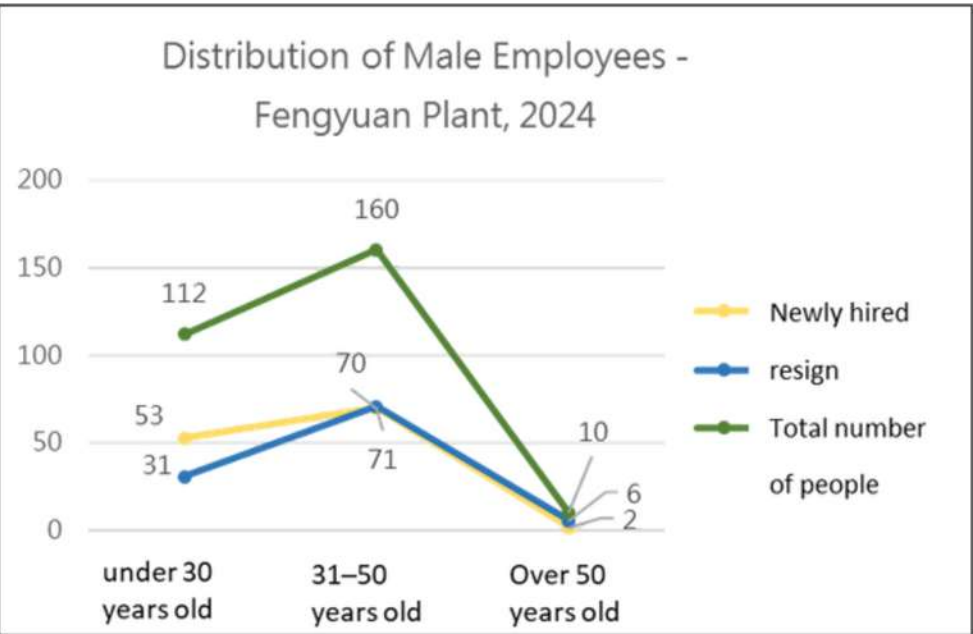
Employee Turnover Statistics

Quest regularly conducts human capital analysis to assess organizational talent structure and development trends. The data reveals a stable normal distribution of employee age, with the core demographic concentrated in the 31–50 age group. This cohort, possessing both professional knowledge and practical experience, forms the foundation of our technical succession and organizational resilience.

Meanwhile, the distribution of new hires and departures across age groups aligns closely with the overall organizational structure, indicating that talent retention remains natural and healthy, with no abnormal attrition concentrated in any specific age cohort. This outcome not only validates the effectiveness of our retention strategies and employee care initiatives, but also reflects the organization's balanced approach to preserving institutional knowledge while fostering innovation capacity.

Looking ahead, Quest will continue to leverage data-driven insights to advance a talent strategy anchored in diversity, sustainability, and resilience. We are committed to deepening our recruitment and training frameworks, and proactively strengthening our talent pipeline to navigate rapid industry shifts, ensuring long-term organizational competitiveness and sustainable growth.

Example: Chart Presentation/Sub-Section

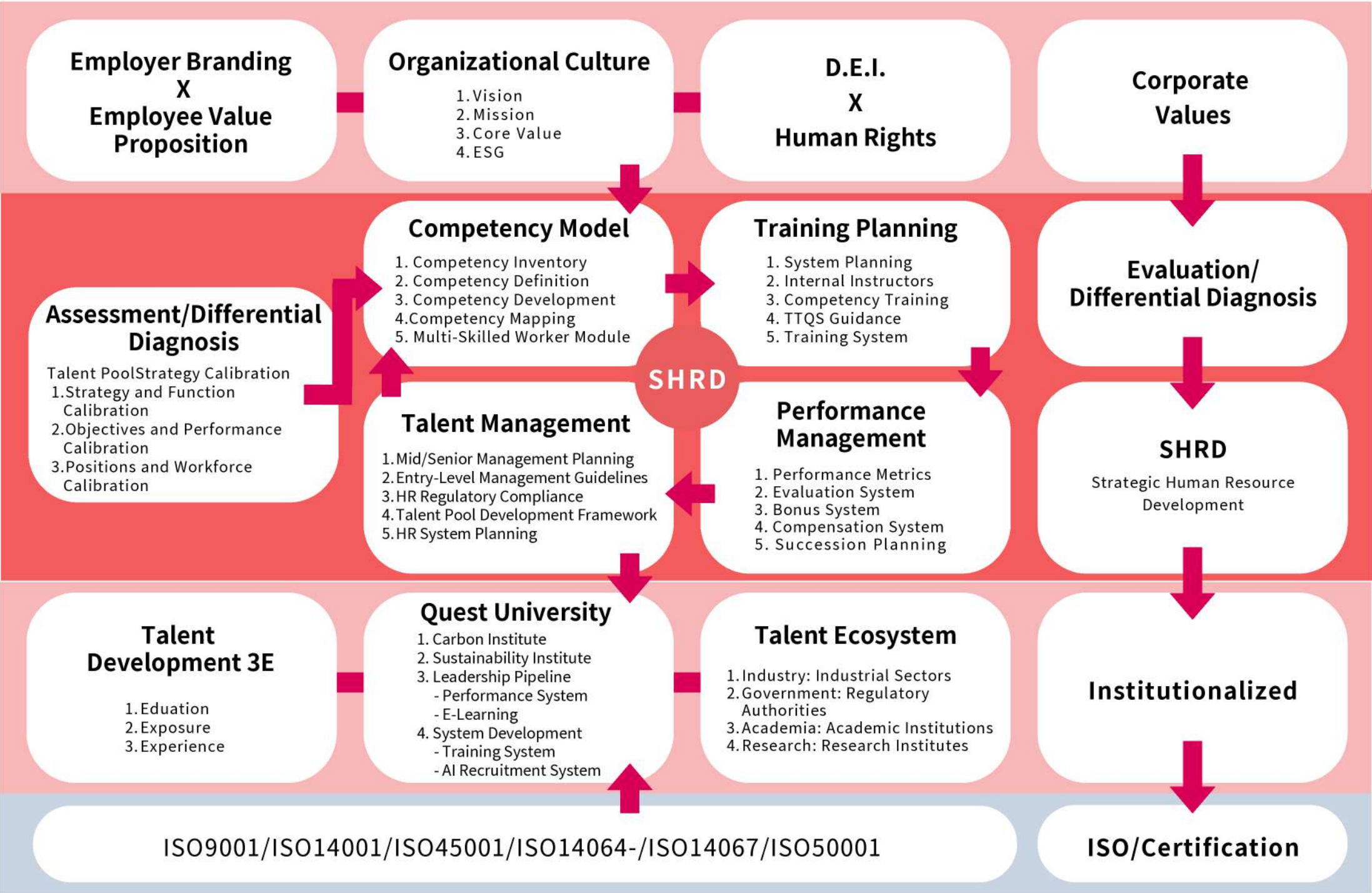


Through the SHRD (Strategic Human Resource Development) model, we constructed a comprehensive training and development framework. From policy design, resource integration, and learning platform to diverse growth channels, we support employees in continuous advancement at different career stages, thereby strengthening core competencies and enhancing overall organizational competitiveness.

We firmly believe that "talent is Quest's most competitive advantage." Therefore, we do not merely provide training programs, but create a career development environment where employees are willing to learn, eager to grow, bold to challenge, and free to excel. From the "beginner village" for new employees to the "expert village" for mid-to-senior level managers, from on-the-job learning to industry-academia collaboration, every step is meticulously planned and progressively implemented to ensure that every team member can advance on their own growth path.

In 2024, Quest officially obtained TTQS (Talent Quality Management System) training quality certification. This is not merely a milestone, but represents that Quest's training system is methodical, directional, and effective. From course planning and training execution to subsequent outcome tracking, we maintain rigorous standards. This certification validates our efforts and encourages us to continuously optimize and implement talent development initiatives.

Training and Development System



1

Quest Academy officially launched in 2024 - Building a sustainable talent development engine based on a corporate university model.

"QUEST Academy " is positioned as an internal learning and development platform. By integrating internal and external resources and focusing on organizational strategic needs, it serves as the core foundation for talent upgrading and cultivating future successors .

1.1

Establishment Background and Objectives

- Establish a long-term talent cultivation system in response to transformation, upgrading, and sustainable governance trends
- Systematically integrate internal training mechanisms to enhance talent competency growth pathways
- Act as the execution vehicle for the 9-box talent development matrix, driving high-potential talent progression
- Enhance departmental teaching capacity and mentorship succession to build corporate knowledge capital

1.2

Vision and Role

- Become the key platform for QUEST to drive talent sustainability and organizational resilience
- Integrate training and development deeply with ESG initiatives, innovation, and succession plans
- Build a hybrid learning ecosystem through the integration of digital learning, in-person modules, and external training resources

1.3

1.3Future Planning Direction

- Continue to develop core academies (such as the Gold Exploration Academy and Sustainability Academy)
- Scale up the construction of competency modules for talent promotion and integrate with professional certifications
- Strengthen cross-functional learning culture and knowledge exchange mechanisms.

Quest Academy LOGO



2

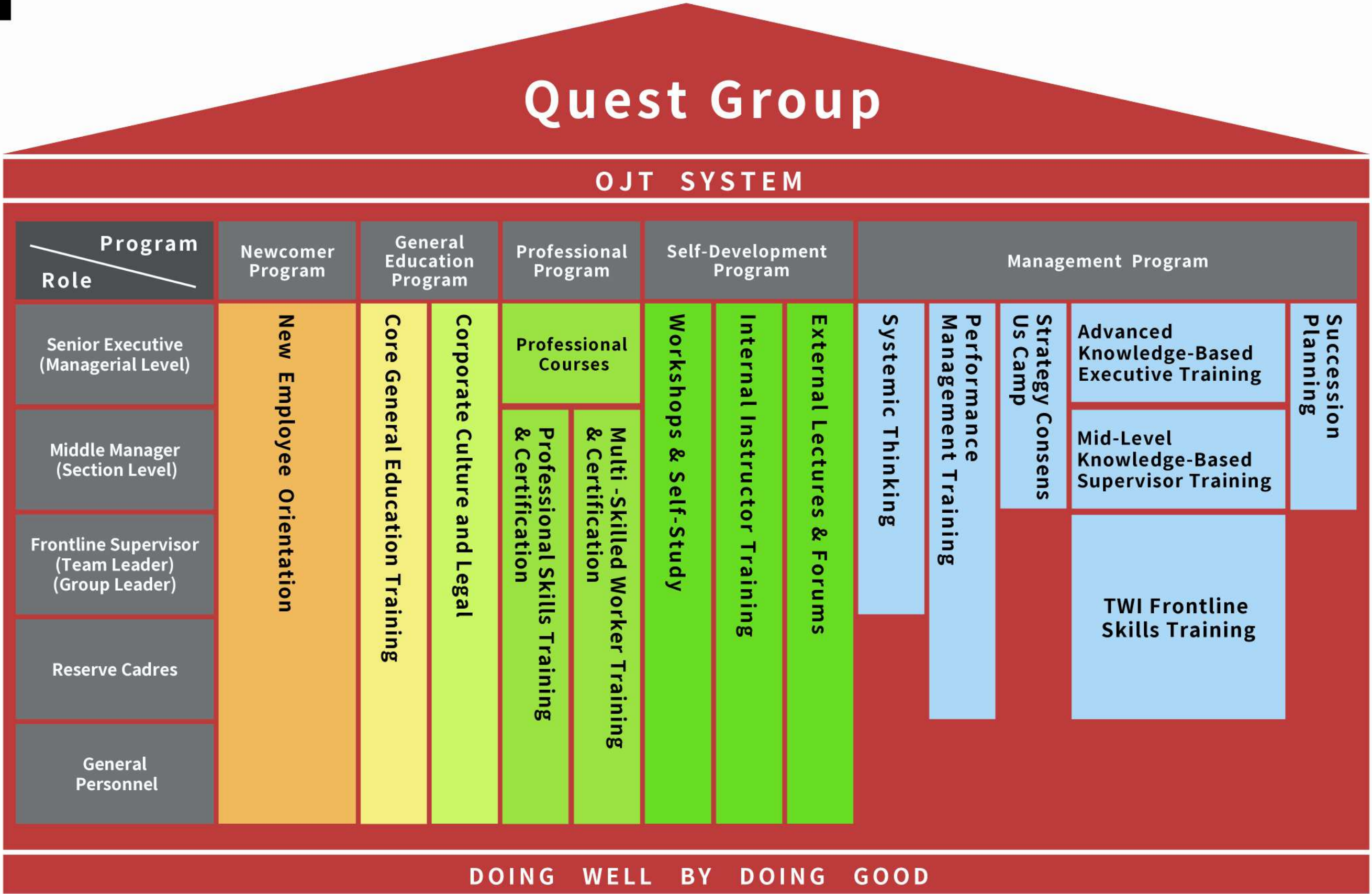
OJT System -Improving Immediate Productivity and Retention Benefits

To enhance the effective transfer of technical knowledge and practical field experience, QUEST launched the OJT (On-the-Job Training) system planning in late 2023 and formally implemented it through Quest Academy in 2024. This created a dual-track development model integrating real-time workplace learning with competency building, improving talent development and workplace adaptation.

According to the core competencies and critical process skills of each role, we have established five major training programs:

- New Employee Program:
Helping new employees quickly integrate into the workplace and familiarize themselves with operational processes
- General Education Program:
Covering basic work competencies and cross-departmental universal skills (such as communication, problem-solving, etc.)
- Professional Program:
Designing in-depth skill courses based on job functions to strengthen practical operational capabilities
- Self-Development Program:
Encouraging employees to proactively explore diverse learning resources for career development
- Management Program:
Providing leadership, decision-making, and other managerial competency training for frontline to senior-level managers

OJT SYSTEM



3

Diverse Course Offerings: Constructing a Holistic Talent Development Roadmap
To address the diverse development needs of employees across functions, levels, and learning preferences, QUEST has designed a comprehensive curriculum framework informed by organizational strategy, industry trends, and employee feedbacks. Covering AI applications, technical expertise, management competencies, and foundational knowledge, the framework utilizes both internal and external training resource to create systematic learning pathways that align individual career goals with organizational talent needs.

Training is delivered through blended learning—combining online platforms with face-to-face sessions—to improve accessibility and flexibility, encouraging self-directed learning and continuous development while fostering a strong learning culture. QUEST also proactively incorporates sustainability trends by embedding ESG principles into course design, addressing environmental sustainability, business ethics, and social responsibility. This enhances employees' understanding of global sustainability challenges and their practical competencies, developing future-ready professionals with social consciousness.

4

Internal Faculty System: Constructing Knowledge Legacy and Learning Ecosystems
QUEST actively promotes an internal instructor system to internalize and systematize professional knowledge, building the company's own knowledge assets and learning momentum. We encourage employees with practical experience and functional expertise to become learning champions by serving as internal instructors, enhancing organizational teaching capacity and employee self-development capabilities.

We have implemented an internal instructor training program that provides skills in teaching , instructional material support, and teaching incentive mechanisms. A tiered system (Instructor/Trainee Instructor) has been established with development pathways and actual teaching opportunities to strengthen instructor motivation and teaching quality. This creates a positive culture that encourages knowledge transfer, enhancing the cyclical benefits of "learning through teaching and doing through learning," fulfilling our commitment to sustainable talent development under the ESG "Human Capital Development" indicator. By the end of 2024, we had successfully cultivated 3 internal instructors and 33 trainee instructors, progressively expanding our teaching talent pool. The internal instructor team continues to deliver diverse and practice-oriented course content, becoming a vital force in driving the organization's learning culture.

Quest Academy- Course Types

AI
Application

Enhance employees' understanding and application of AI to improve work efficiency.

Production
Quality

Courses related to production processes to enhance the efficiency and quality of production workflows.

Professional
Skills

Develop specialized skills in specific areas to meet job requirements or enhance job performance.

Management
Skills

Enhance capabilities in managerial positions.

System
Application

Training courses related to company systems.
e.g. 104 、 T100 、 ME

Regulations and
Certifications

Regulatory training to comply with legal requirements.

Core
Competencies

Promote training and development on company policies, legal regulations, and other relevant guidelines.

5

Career Pathways and Succession Plans - Establishing a Solid Talent Pipeline

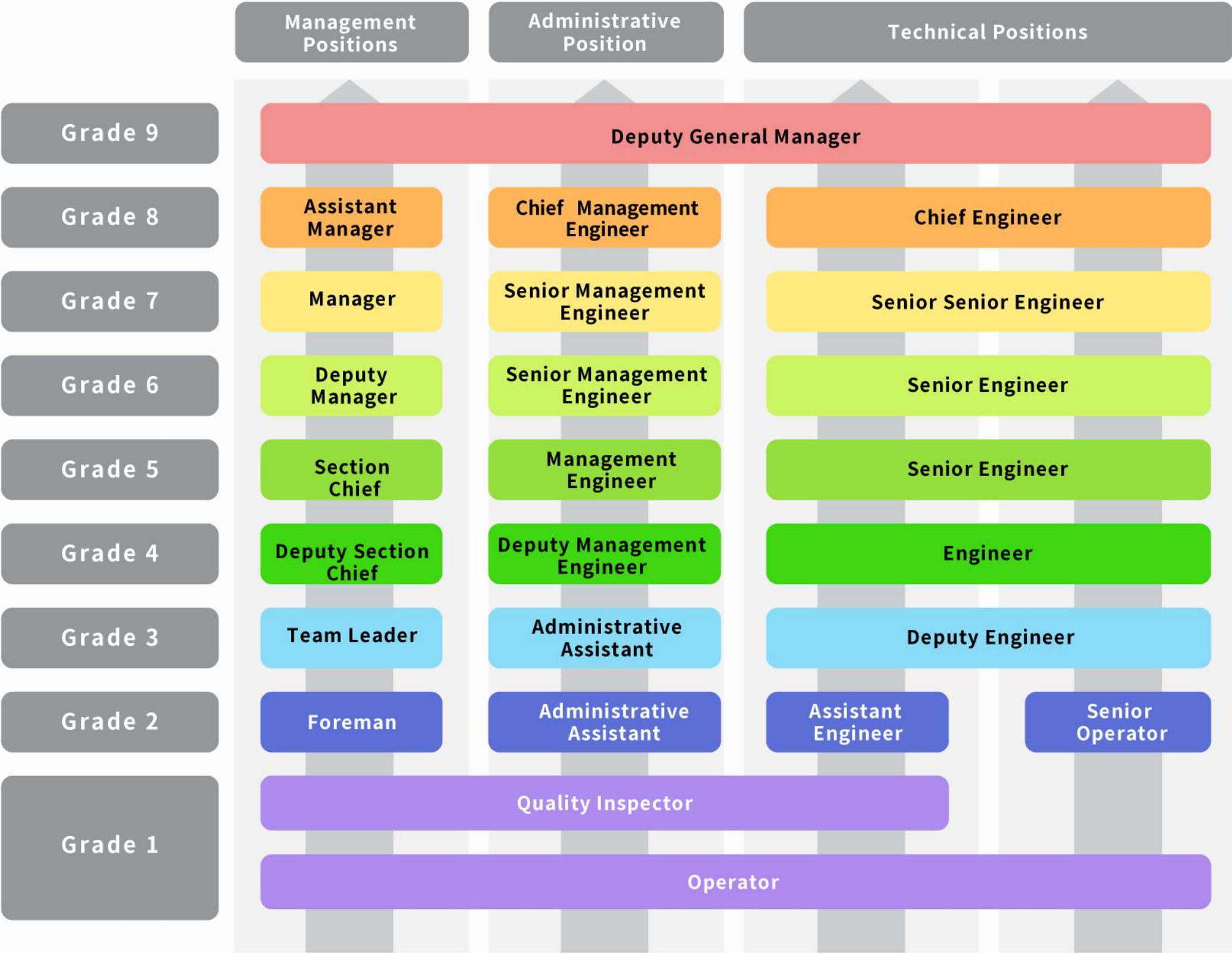
To enable clear career planning for employees and strengthen talent stability, QUEST continuously enhances its dual-track approach to career development and succession cultivation, aligning individual potential with organizational strategy to boost talent vitality and enterprise resilience.

We have built transparent career development roadmaps defining core competencies and promotion milestones for each role, helping employees understand their starting point, destination, and development needs. Integrated with training, assignments, and performance conversations, these create personalized growth plans that facilitate internal mobility and advancement, fostering career ownership and organizational commitment.

QUEST will develop succession planning by systematically identifying high-potential, motivated key talent and designing customized development programs and rotational assignments to build leadership and cross-functional capabilities. This focuses on strengthening leadership acumen, strategic thinking, and collaborative effectiveness to ensure leadership continuity.

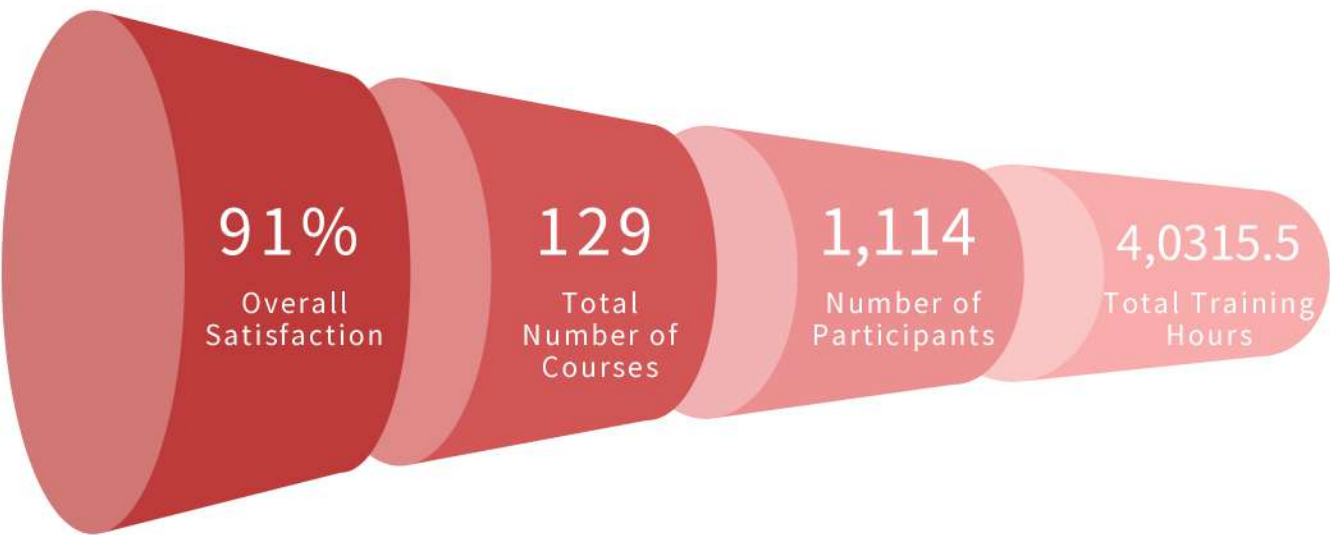
Through concurrent career roadmaps and succession planning, QUEST builds a diverse, sustainable talent pipeline that advances ESG human capital goals and ensures leadership continuity.

Individual Development Framework



2024 Training Effectiveness and Training Costs

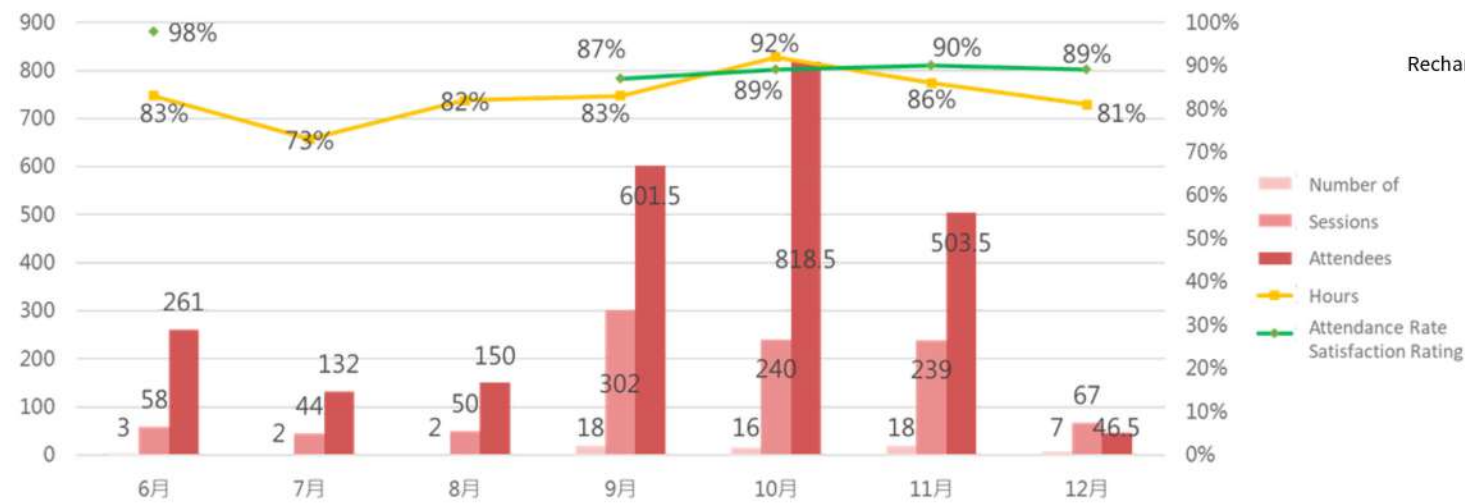
2024 Training Effectiveness



- Since in June, we conducted **66 internal training courses** led by internal and external instructors, with **1,000** participant enrollments, **2,513 total training hours**, an **86%** attendance rate, and a **91%** satisfaction rate.
- External training programs, including certification courses, totaled **62 sessions** with 114 participants and **1,518.5 training hours**.
- Total training investment in 2024 reached NT\$1,065,685, with NT\$530,500 allocated to internal training and NT\$535,185 to external training.
- Quest also participated in the government's "Recharge and Soar Program" to secure training subsidies for optimized resource allocation, receiving NT\$352,148 in approved funding, representing 58.8% of total training expenditure. However, professional certification fees (including accountants, engineers, and ESG reporters) totaling NT\$143,260 were excluded from subsidy coverage and fully funded by the company.

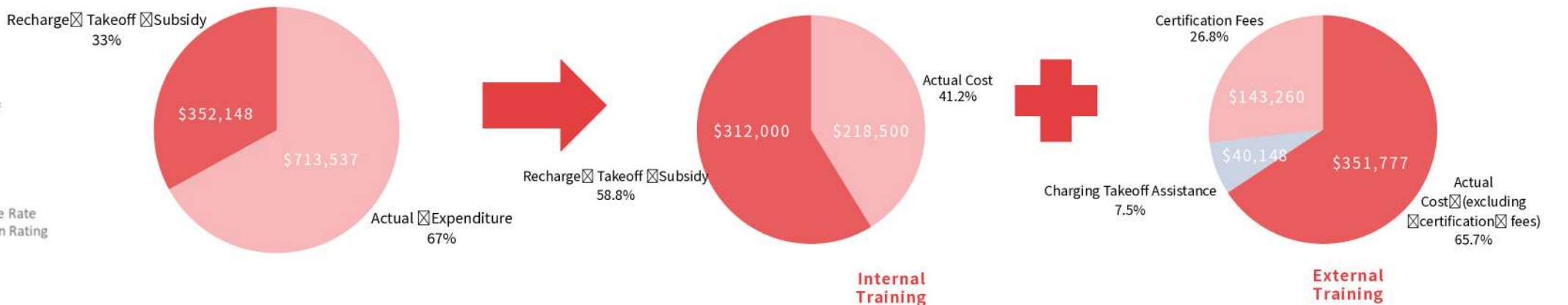


2024 Training Effectiveness



Note: For courses with multiple training days, satisfaction surveys are conducted only in the final session; therefore, no satisfaction data is available for July and August.

Education and Training Expenses



Course Title	Course Content	Benefit Analysis
Wheelset Assembly Course	• Understanding Wheelset Structure and Functions • Standard Assembly Procedures and Operational Techniques • Proper Use of Specialized Tools	• The course achieved a 97% satisfaction rate. Through practical operations and hands-on training, participants mastered proper wheelset installation techniques and increased assembly speed. • Employee feedback highlighted the course's high practicality, effectively improving work efficiency and production quality.
TWI Frontline Supervisor Management Skills Practice	• Enhanced understanding of supervisor-subordinate interaction and employee care • Recognized the different perspectives between staff and managerial roles • Improved grasp of time management, efficiency, and interpersonal communication techniques	• The course achieved 87% overall satisfaction. Content was highly relevant to practical needs, delivered by a professional and inspirational instructor. • Participants strongly valued the learning outcomes and practical applicability, with plans to implement the knowledge in their daily work.
MTP Management Training Program for Middle and Senior Managers	• Elevate practical management skills and team leadership effectiveness for middle to senior management • Enhance cross-departmental collaboration and problem-solving capabilities, cultivating leaders with strategic foresight and organizational command	• Achieved 87% satisfaction, effectively strengthening managerial fundamentals and leadership competencies. • Participants enhanced goal-setting, resource allocation, communication, and cross-departmental collaboration skills. • Problem analysis tools improved challenge-response decision-making. Participants understood employee motivation and development techniques, building organizational management effectiveness.
ISO 14064-1 Carbon Inventory Verifier Training Course	• Enable participants to conduct carbon inventories • Gain proficiency in GHG inventory methods and verification procedures • Facilitate corporate carbon management and sustainability action plans	• Achieved 90% overall satisfaction. Leveraging IPAS program resources, the course strengthened employees' holistic understanding of GHG verification practices, covering verification workflows, quantification methodologies, and practical implementation. • Participants developed comprehensive knowledge of Taiwan's GHG regulations and inventory platform operations, building practical competencies for carbon accounting and corporate sustainability action.
Internal Instructor Training	• Elevated presentation and facilitation skills, including stage presence, interactive techniques, and verbal communication, enabling more effective training delivery and audience engagement	• Achieved 98% satisfaction. Participants enhanced presentation techniques and audience engagement skills, developed stronger stage presence, and improved their ability to deliver engaging presentations and training while strengthening verbal communication capabilities.

5-2 DEI and Human Rights Protection

Employee Diversity

QUEST upholds the core value of "Diversity and Inclusion," committed to creating a compatible, friendly, and equitable work environment. We not only value diversity in gender, age, and nationality, but also actively promote employment opportunities for disadvantaged groups, ensuring that every talent can fully utilize their strengths within the company.

Currently, Quest has employed several indigenous and physically/mentally challenged colleagues, demonstrating a proactive commitment to diverse talent utilization. At the same time, we continue to expand relevant positions through diversified recruitment channels, allowing more outstanding talents from different backgrounds to join us.

We firmly believe that the inclusion of diverse workforce not only brings rich perspectives and vibrant energy, but also reflects the company's long-term commitment to corporate social responsibility and sustainable development.



Female Employees and Managers at Quest (Taiwan)

Quest is dedicated to building a diverse and inclusive workplace environment. We firmly believe that gender equality is the cornerstone of corporate sustainable development. In 2024, the total number of employees at the Fengyuan and Fengzhou plants was 793, of which 437 were female employees, accounting for 55.11% of the total. This not only demonstrates our commitment to gender equality, but also reflects the important role women play in various positions.

Female in management continues to rise, with a total of 37 female leaders, representing nearly 40% of the management team, indicating that women have sufficient influence in management decision-making.

Meanwhile, the proportions of female direct and indirect employees are 57.93% and 54.49% respectively, showing that women are widely involved at all levels. Looking ahead, Quest will continue to promote gender equality and talent development, strengthen female leadership, and actively build a more diverse and inclusive workplace environment.

Example: Form Presentation

Female Employees and Managers of FY Plant and FZ Plant		
	Number	Ratio
Total Number of Employees	793	
Percentage of Female Employees	437	0.5511
Percentage of Female Managers	37	0.3978
Percentage of Female Direct Labor	303	0.5793
Percentage of Female Indirect Labor	97	0.5449

2024 Workforce Distribution



QUEST believes talent is the foundation of sustainable development and is dedicated to fostering a diverse, inclusive, and equitable workplace where employees from all backgrounds can excel and grow together.

The workforce structure is anchored by 523 direct employees (66.0% of total staff), reflecting strong production and operational capabilities.

Workforce diversity includes 485 local nationals (61.2%) alongside international colleagues from Indonesia, Thailand, Vietnam, and Myanmar, embodying the organization's global outlook and multicultural environment.

Age diversity balances innovation with experience: 324 employees under 30 (40.9%) bring fresh energy and creativity, while 25 employees over 51 (3.2%) provide seasoned expertise and organizational stability.

Moving forward, QUEST will maintain its commitment to diversity and inclusion, enhance the workplace environment, and attract top talent, enabling cross-generational and cross-cultural collaboration toward sustainable growth.

Project Name	Group	Male				Female				Group Subtotal	
		FY	proportion	FZ	proportion	FY	proportion	FZ	proportion	Number of employees	Percentage of total workforce
Position	Management Personnel	48	51.60%	8	8.60%	31	33.30%	6	6.50%	93	11.70%
	Direct Personnel	170	32.50%	50	9.60%	229	43.80%	74	14.10%	523	66.00%
	Indirect Personnel	74	41.80%	6	3.40%	89	50.30%	8	4.50%	177	22.30%
Nationality	Domestic nationality	186	38.40%	27	5.60%	225	46.40%	47	9.70%	485	61.20%
	Foreign nationality	106	34.40%	37	12.00%	124	40.30%	41	13.30%	308	38.80%
Age	≤30Age	120	37.00%	28	8.60%	140	43.20%	36	11.10%	324	40.90%
	31~50Age	163	36.70%	35	7.90%	200	45.00%	46	10.40%	444	56.00%
	≥51Age	9	36.00%	1	4.00%	9	36.00%	6	24.00%	25	3.20%



Employee Benefits

“ The sustainable development of an enterprise lies not only in professional expertise and market competitiveness, but also stems from the commitment and trust of every employee. ”

QUEST established an Employee Welfare Committee to institutionalize the planning and delivery of comprehensive employee benefits and programs, supporting colleagues in balancing career advancement with family responsibilities.

Our welfare measures span life support, family care, health promotion, and cultural engagement. Beyond meeting employee needs across life stages—including marriage, children's education, healthcare, and emergency support—we foster interpersonal connections and strengthen organizational culture through family days, company trips, team dinners, and birthday celebrations. The Welfare Committee bridges the company, employees, and their families, collectively advancing our vision of a people-centered, fulfilling workplace that sustains talent.

Welfare Subsidy Programs: Happy Workplace × Sustainable Talent

QUEST embraces a people-centered philosophy and, through the structured operations of its Employee Welfare Committee, delivers subsidy programs supporting colleagues across life stages and family care responsibilities. In 2024, welfare subsidies encompassed wedding gifts, childbirth benefits, children's education scholarships, bereavement support, emergency assistance, hospitalization care, team dinners, and holiday gifts, distributing NT\$1,538,430 in total.

These benefits respond to individual needs while extending support to employees' families, ensuring colleagues feel cared for during life's pivotal moments. This reinforces employee-family bonds and strengthens organizational culture and unity.

At the same time, our welfare subsidy design aligns with Maslow's Hierarchy of Five Needs:

- Physiological & Safety Needs: Wedding/funeral/celebration subsidies, childbirth benefits, hospitalization care, education scholarships, and emergency relief.
- Social Needs: Team dinners, holiday gifts, birthday parties, family days, and company trips.
- Esteem Needs: Year-end gala awards and performance opportunities for recognition and self-expression.
- Achievement Needs: Professional development support and volunteer service encouragement.
- Self-Actualization Needs: Enabling employees to fulfill their potential in career and life.



Family Day / Employee Trips: Creating Wonderful Moments Together

In 2024, QUEST hosted a spectacular Family Day featuring a day trip to Lefoo Village Theme Park for employees and their families. This event provided a relaxed setting for employees to enjoy quality time with loved ones while strengthening interpersonal bonds and team unity among colleagues.

Additionally, we integrated community service into the itinerary, adding social significance to the event:

- **Together with Children Are Us** : We invited disadvantaged kids from the Children Are Us Foundation and their families to join the event, accompanied by social workers. Through group games and interactive activities, we strengthened connections with one another, followed by free time to explore and enjoy the park together. This event not only allowed our colleagues to show their care through action, but also enabled everyone to experience the power of understanding and respect through companionship.
- **Rare Home Visit** : Visit the Rare Diseases Home set up by the Rare Disease Foundation to gain insight into the challenges and needs of patients and their families through site visits and interactions, and to understand the significance of social support. By integrating family day with charity activities, this event drew 260 employees. It enriched the event's significance while enabling participants to experience the value of 'giving and companionship', further reinforcing their sense of social responsibility and family bonds.

Team Gatherings and Birthday Celebrations: Building Camaraderie Among Colleagues

To promote interaction among colleagues, Quest holds monthly birthday celebrations in the form of small gatherings to express blessings and appreciation for employees while strengthening mutual bonds. Additionally team dinners are held in the first and second half of each year, providing informal communication opportunities for team members to share work experiences and life moments, enhancing interaction and rapport. In 2024, the participation rate for these activities exceeded 80%. These events not only create interaction opportunities for colleagues who work diligently on a daily basis but also strengthen workplace friendships, collaborative synergy, and corporate culture cohesion.

Spring Banquet and Partner Merchants: Expressing Your True Self × Extending Everyday Happiness

At the annual Spring Banquet, the Welfare Committee provides dining and lucky draw prizes, sponsoring some of the amplify gifts to the lively atmosphere of the event. The Spring Banquet is not only a celebration of annual achievements but also a platform that encourages colleagues to showcase their talents and passion. Colleagues are free to take the stage to perform and share their professional skills or interests, fostering a sense of identity and belonging.

In 2024, employee participation in the Spring Banquet exceeded 90%, demonstrating the event's popularity. Furthermore, we continue to expand our network of partner merchants, offering more discounts in food, clothing, and transportation. In 2024, we established partnerships with 13 vendors covering shopping, dining, and leisure activities, allowing colleagues to enjoy convenience and affordability in their daily lives. Through these initiatives, Quest not only add to employees' quality of life but also fulfills its corporate commitment to "bringing happiness into everyday life."



Friendly Migrant Worker Care

A. Life Support and Health Benefits Care

Accommodation Arrangements

- Provide a safe, comfortable, well-ventilated, and hygienic dormitory environment, avoiding overcrowding, with per capita dormitory space of 3.6 m² or more.
- Separate management for male and female areas, with access control and personal lockers to ensure privacy.
- Establish common recreational spaces (lounge, fruit bar) to promote interaction and relaxation.

Meal Arrangements

Assist in providing meals that meet religious or cultural dietary requirements (meat/vegetarian), or provide access to cooking facilities.

Transportation and Supply

Commuting allowance provided for designated plant sites.

Workplace Safety

- Multilingual occupational health and safety training, with an average of 4 hours of training per migrant worker annually.
- Regular inspections and distribution of adequate protective equipment, with safety training implementation, resulting in a workplace accident rate of only 0.4 incidents per 100 employees.

Human Rights Aspects:

Safeguarding the "Right to Health," "Right to Housing," and "Right to Safe Working Conditions."

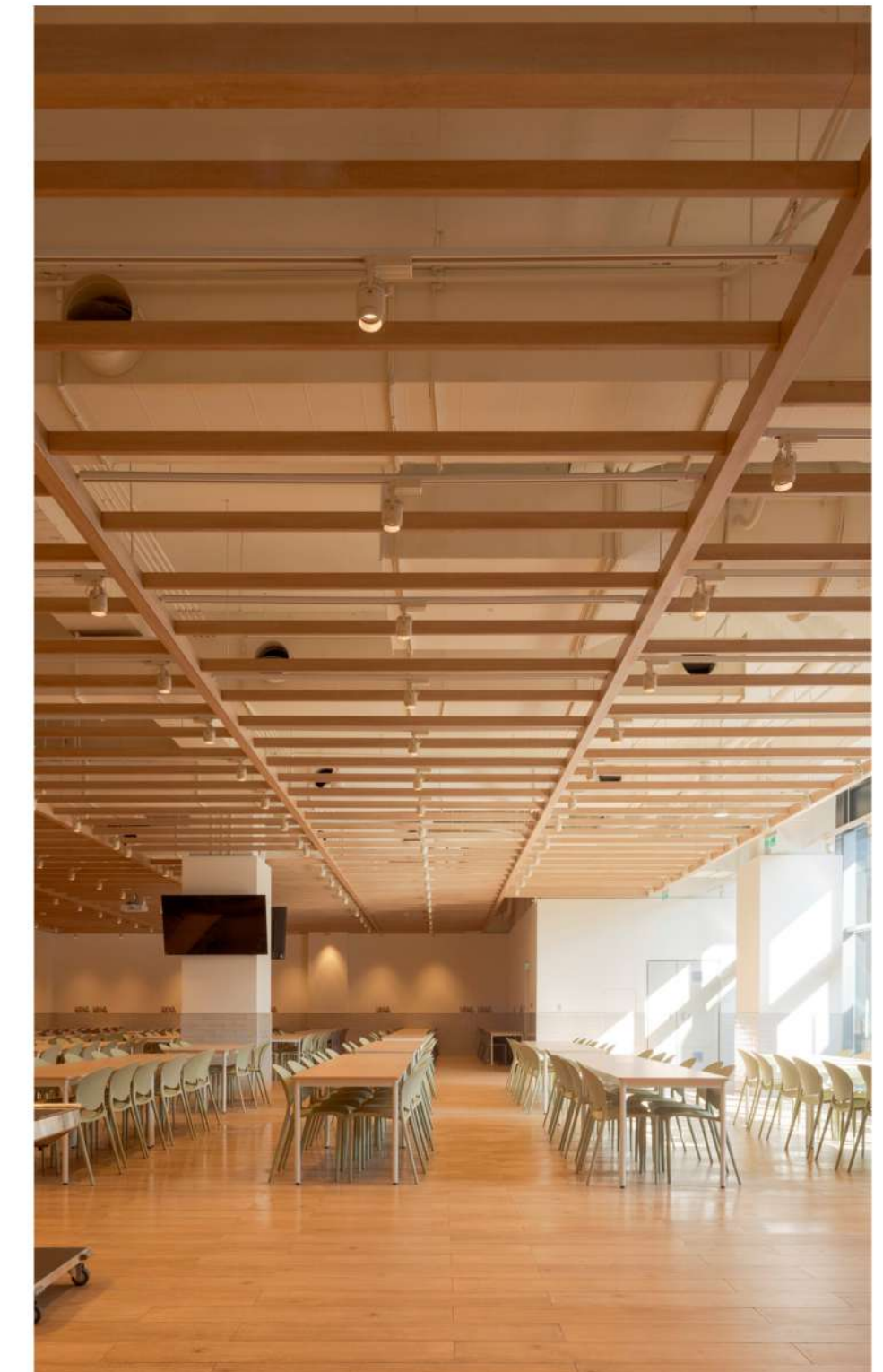
B. Physical and Mental Health Care

Healthcare

- Regular health examinations arranged in compliance with legal requirements, including follow-up care monitoring, with a 100% annual completion rate.
- Medical interpretation assistance provided, with psychological health consultation channels established.
- Occupational health nurses maintain individual health records.

Psychological Care

- Psychological counseling services (ER/EAP) introduced with regular care visits to support migrant workers living away from home long-term.
- Monthly regular care interviews conducted to establish communication and feedback channels.
- Collaboration with counselling centers to establish resource networks.



Friendly Migrant Worker Care

C. Language and Cultural Adaptation

Language Training

- Two sessions of Chinese or Vietnamese language courses offered annually, with Taiwanese employees encouraged to learn basic greetings in migrant workers' native languages.

Cultural Education

- Cross-cultural communication training held twice a year to promote mutual understanding and respect.

Festival Arrangements

- Care and celebration activities organized during important festivals (such as Hung Kings' Festival and Family Day), with Vietnamese gifts specially distributed during Hung Kings' Festival to demonstrate cultural respect and sense of belonging.

Anti-Discrimination Advocacy

- "Anti-bullying, anti-discrimination, and multicultural respect" incorporated into training programs.

Human Rights Perspective : Migrant workers regarded as "team members" rather than "foreign labor."



D. Employment Security and Rights Education

Transparency of Information

- Salary and leave granted in compliance with the Labor Standards Act.
- Pay slips clearly itemize all pay components and are translated into native languages.
- Company policies and regulations available in multilingual versions to ensure fairness and transparency.

Complaints and Assistance

- Anonymous grievance channels established with protection of complainants' rights guaranteed.
- Multilingual grievance options provided through verbal, written, and digital formats.

Contract Briefing Sessions

- Translated contract briefing sessions held at the beginning of employment to help migrant workers understand their rights and obligations.

Growth and Development

- Language and professional skills training courses provided regularly.
- Multi skill set training, promotion, and recognition systems established, with 12 outstanding migrant workers recognized annually.

Human Rights Aspects :
Protecting the
"Right to Know," "Right to Fair Work,"
and "Right to be Free from Exploitation."



5. Communication and Participation

Communication Platform

- Regular migrant worker representative meetings held quarterly (4 times per year) to ensure bilateral communication.

Grievance Procedures

- Anonymous mailbox established, managed jointly by internal staff and third parties.

Performance Recognition

- Recognition system established to enhance sense of belonging and achievement.

Training and Advancement Opportunities

- Skill development with promotion opportunities provided to high performers.

Social Connections

- Participation in company clubs and local activities (such as plant adoption and charity events) .

Human Rights Aspects : Safeguarding the "Right to Education," "Right to Development," and "Right to Participate in Decision-Making."

6. Caring Management and (Emergency) Support

Emergency Contact

- Channels established for immediate contact with agents, interpreters, or family members at any time.

Crisis Management

- Emergency response procedures for work injuries, missing persons, or serious illnesses, with an average work injury response time of within 1 hour.

Other Resources

- Translation, management, and support assistance provided as needed.

Human Rights Aspects : Safeguarding "Social Participation," "Family Contact," and "Freedom from Isolation."

Quest upholds the philosophy of "people-centered approach and mutual prosperity," establishing a migrant worker-friendly care system that encompasses six major dimensions: living conditions, health, language and culture, employment protection, communication and participation, and emergency support. Through institutionalized, transparent, and people centric management, we ensure that migrant workers' employment and life in Taiwan are characterized by dignity and safety, while working together with local colleagues to create a sustainable workplace environment.



Type	Dormitory facilities include
Food	Cooking Facilities: Induction cooktops and other equipment. Dining services including international cuisine, migrant worker stores, and healthy meal boxes.
Clothing	Self-service washing, drying, and laundry equipment; personal wardrobes; large-scale drying areas; extensive laundry facilities.
Housing	Shared bathrooms, air conditioning (heating/cooling), electric fans, hot and cold water storage systems, individual USB charging ports, personal bedside cabinets, water dispensers, various room configurations.
Transportation	Bicycle/electric scooter parking areas with ample charging infrastructure.
Entertainment	Main lobby television, common lounge, meeting rooms, books and magazines, fitness center, charging stations, medical clinic, prepaid card machines, recreational activities and various seminars organized.
Safety	24-hour duty managers for package and mail handling, public announcement and surveillance systems, access control systems (tripod turnstiles), booster pumps (for hot and cold water), first aid kits.

5-3 Occupational health and safety

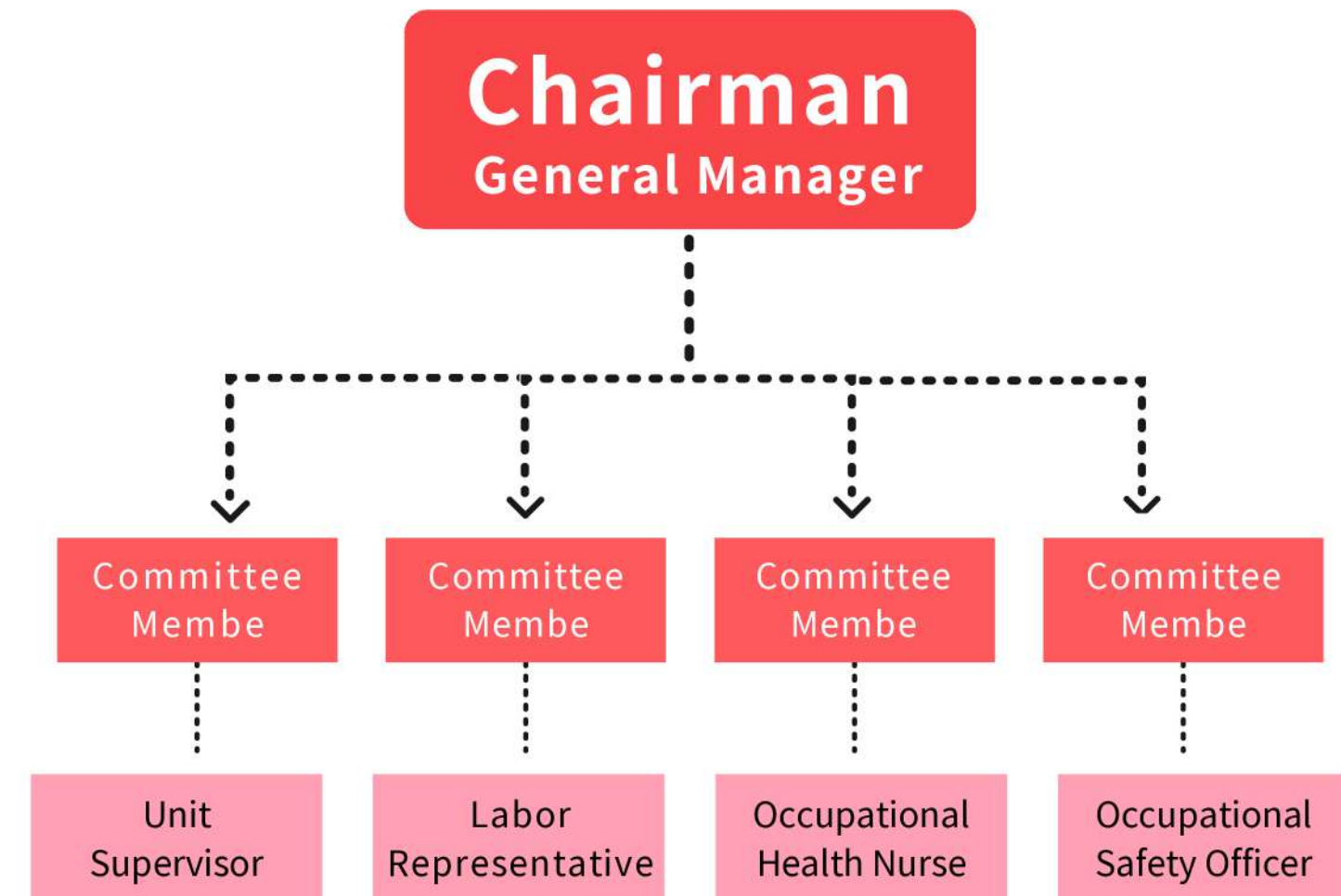
Occupational Safety and Health Committee

We believe that only by ensuring employees' occupational safety and physical & mental health can the company achieve sustainable development and fulfill its commitments to stakeholders. To implement occupational safety management and continuously improve the working environment, the company has established an Occupational Health and Safety Committee in accordance with the Occupational Safety and Health Act and related regulations. This committee serves as an important platform for cross-departmental collaboration and communication. The committee holds regular meetings to review occupational safety and health plans, analyze incident cases, monitor implementation effectiveness, and actively collect frontline feedback, enabling safety management practices to be continuously refined, executed, and optimized.

The committee comprises department heads and employee representatives, with employee representation meeting or exceeding legal requirements to ensure frontline voices are fully heard. Committee meetings are held quarterly, with ad hoc sessions convened when significant safety issues arise, ensuring timely implementation of improvement measures. Through the committee's operations, we promote a profound safety culture within the organization and strengthen safety awareness and accountability at all levels.

To ensure occupational safety and health management effectiveness, the company engaged consultants in 2024 to implement the ISO 45001 Occupational Safety and Health Management System. This initiative systematically reviews and improves processes including risk identification, incident prevention, and contractor management. Certification is expected to be completed in 2025. Through the adoption of international standards, we are building an extensive safety management system to continuously protect employee health and workplace safety.

Occupational Safety and Health Organization Chart



Healthy

Hazard Identification and Risk Assessment

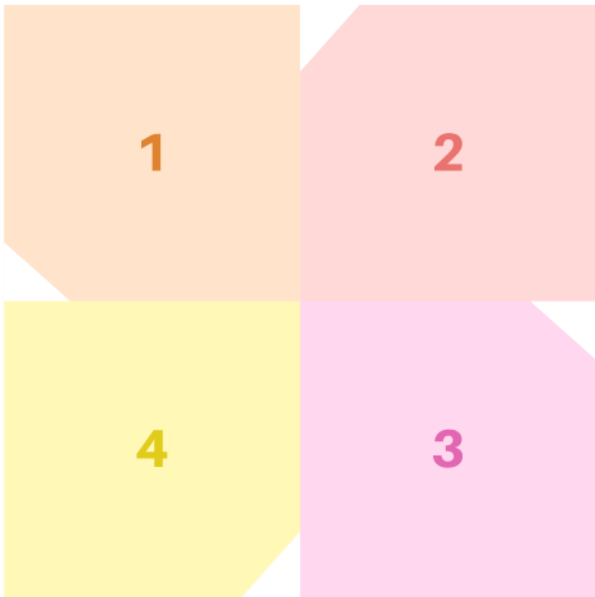
Quest is committed to establishing a systematic and continuously improving workplace risk management system to steadily progress toward the goal of "zero accidents." To achieve this, we have established a comprehensive hazard identification and risk assessment process based on the Occupational Safety and Health Act and ISO 45001 management system standards. Through continuous monitoring and updates, we ensure that all potential risks are identified in a timely manner and properly managed. Our hazard identification scope covers the following four key areas (as shown in the diagram below):

PHYSICAL HAZARDS

Physical factors that may cause direct harm to individuals, such as noise, vibration, high temperature, radiation, and mechanical operations

BIOLOGICAL HAZARDS

Microbial exposure risks such as mold, bacteria, and viruses, especially in specific areas (such as warehousing or cleaning operations)



CHEMICAL HAZARDS

Chemical substances and exposures that may occur during manufacturing processes, including flammable, toxic, or corrosive materials

ERGONOMIC HAZARDS

Potential risks arising from poor ergonomics , including work postures, repetitive motions, fatigue, and psychological stress

Every single production process and other work activities undergoes a risk level assessment, and corresponding control measures are implemented based on the results, including engineering improvements, operational procedure optimization, personal protective equipment provision, and training programs. Additionally, we conduct regular reassessments for new processes, modification projects, or incident occurrences to ensure comprehensive hazard identification and risk control. Moving forward, we will continue to strengthen our identification and assessment tools, improve work risk visualization, and deepen our risk management capabilities through employee participation and external consultant support, thereby reinforcing a safety-first culture across the organization.

Occupational Injury Management



To reduce workplace risks and prevent incidents, Quest has established a robust response and improvement mechanism, covering incident reporting, investigation and analysis, root cause identification, and corrective action development. In 2024, a total of 6 occupational incidents were reported, all classified as minor injuries with no major incidents. Additionally, 0 near-miss incidents were reported.

Occupational Injury Statistics

Plant	Fengyuan Plant	Fengyzhou Plant	2024
Fatal Occupational Accidents	0	0	0
Number of Serious Occupational Accidents	0	0	0
Number of Recordable Work-Related Injuries	3	3	6
Related Injuries	0	0	0
False Alarms Main Injury Types	Cuts and abrasions 、 Burns 、 Crush injuries		

When an occupational incident occurs, relevant units must immediately initiate the reporting procedure and complete on-site response, injury treatment, and regulatory notification following protocols. Subsequently, the safety and health unit leads an investigation meeting with participation from relevant departments and employee representatives to clarify the incident causes and formulate both short-term corrective actions and medium-to-long-term preventive measures to ensure similar incidents do not recur. Beyond examining direct causes (such as equipment failure or human error), incident investigations emphasize the review of systematic and managerial factors (such as inadequate training or unclear work procedures) to fundamentally solidify the organization's safety resilience and risk prevention capabilities.



Specialized Workment Training



PPE Training



Earthquake Drill



Traffic Safety Awareness Campaign

In order to guarantee all employees fully understand Quest's occupational safety and health regulations and the operation of the management system, regular audits continued to be conducted through on-site inspections and verification activities to ensure that all safety measures are properly implemented.

In terms of education and training, new employees are required to complete general orientation courses upon joining, familiarizing themselves with basic safety regulations and emergency response procedures. For employees in specific positions, professional training is planned according to their job characteristics and potential hazards they may encounter, with a cumulative total of 1,090 training hours throughout the year. Additionally, the EHS team organized multiple on-site drills and specialized training sessions, including emergency response and evacuation drills for earthquake and fire scenarios, enhancing employees' responsiveness and evacuation proficiency in emergency situations.

To reduce traffic risks for employees during their commutes, we implemented traffic safety education with detailed guidance for foreign employees. In 2024, three traffic safety training sessions were conducted, covering road safety rules, and accident prevention concepts.

The company also provides specialized courses and on-site demonstrations on topics including proper use of Personal Protective Equipment (PPE) and hazardous workplace operation standards. These initiatives ensure employees adopt correct protective measures in both daily operations and hazardous working environments, effectively reducing operational risks.

Through continuous audits, training programs, and practical drills, Quest strengthens its occupational safety and health culture, ensuring all employees work in a safe and healthy environment.

QUEST is committed to creating a safe, healthy, and friendly workplace environment. Beyond daily workplace risk management, the company actively promotes health initiatives through annual health check up by professional medical doctors and staffs to safeguard employees' physical and mental wellbeing. Occupational health nurses serve as frontline care providers, offering health consultations, preliminary assessments, and health risk alerts. They monitor the health status of employees in hazardous operations, enhancing workplace health awareness and response efficiency. Annual regular health examinations and special health checkups are arranged. In 2024, two-day health examination initiative were completed at both the Fengyuan and Fengzhou plants, ensuring systematic monitoring of employee health conditions.

To expand health care coverage, employees who have completed one year of service are eligible. These checkups include more extensive screening items than annual examinations, helping to identify potential health risks at an early stage. In partnership with healthcare providers, QUEST has introduced four-cancer screening services (breast cancer, cervical cancer, colorectal cancer, and oral cancer). Mobile medical units were arranged, allowing eligible employees to complete screenings directly at their workplace without taking leave or visiting hospitals. This initiative not only improves convenience and participation rates but also effectively extends preventive healthcare into the workplace, making health resources easily accessible to employees during work hours.

Type	Object/Item	Frequency	Management Mechanism Overview	Implementation Effectiveness			
				Fengyuan Plant	Fengzhou Plant	Total	Completion Rate
General Physical Examination	All Active Employees with One Year of Service	Conducted Once Annually for All Ages	Partnership with Contracted Hospitals to Provide Employees with Preferential Health Examination Programs. Based on Examination Reports, Cases are Classified into Four Management Levels, with Level 3 and Above Indicating Suspected Illness Cases or Requiring Interviews as Recommended by Regulations	281 People	88 People	369 People	96%
Specialized Work	Active Employees Engaged in Work with Potential Health Hazards	Conducted Once Annually	Follow-up Examinations for Employees in Special Operations Classified as Level 3 According to the "Occupational Safety and Health Act" Requirements, with Work Assignment Arrangements Based on Assessment Results	301 People	76 People	377 People	100%
General Physical Examination	All Active Employees with One Year of Service	Conducted Once Annually for All Ages	Partnership with Contracted Hospitals to Provide Employees with Preferential Health Examination Programs. Based on Examination Reports, Cases are Classified into Four Management Levels, with Level 3 and Above Indicating Suspected Illness Cases or Requiring Interviews as Recommended by Regulations	281 People	88 People	369 People	96%
Specialized Work	Active Employees Engaged in Work with Potential Health Hazards	Conducted Once Annually	Follow-up Examinations for Employees in Special Operations Classified as Level 3 According to the "Occupational Safety and Health Act" Requirements, with Work Assignment Arrangements Based on Assessment Results	301 People	76 People	377 People	100%



Fengzhou Plant Health Check



Fengyuan Plant Health Check



Mobile Medical Unit On-Site Service Report

QUEST aims for “total employee health” by creating a safe, healthy, and resilient workplace environment. The company continuously implements systematic health promotion programs covering preventive medicine, emergency response, and psychological support, helping employees strengthen self-care and health management capabilities both at work and in daily life. Key initiatives in 2024 included: first aid and emergency response training, health literacy enhancement, physician and nursing professional services, health education campaigns, and Employee Assistance Program (EAP) counseling resources, with active encouragement for employee participation.

We conducted multiple first aid and safety education sessions across our plants, covering emergency care concepts, CPR/AED operation, bleeding control and bandaging, and response procedures. Hands-on practice drills were included to enhance practical skills. In October, we invited specialists in Occupational Medicine and A&E from Taichung Veterans General Hospital to deliver a seminar on "Understanding Your Health Checkup Report." This helped employees improve their health management capabilities from awareness to action. The session emphasized that "employee health is a company's most valuable asset" and explained how proper health management helps reduce workplace injuries, illnesses, and related risks.

ITEM	Fengyuan Plant	Fengzhou Plant
On-site Medical Doctor Services	12 times	Merged with Fengyuan
On-site Nursing Services	Full-time	Merged with Fengyuan
Total Number of Employees Participating in Health Education Activities	173 people	60 people
Total Number of Employees Receiving Counseling and Guidance	148 people	52 people
External Resource Partnership - EAP Psychological Counseling Services	5 people	1 people

The physician further explained the importance of regular health checkups, emphasizing that early detection of abnormalities and timely intervention are key to preventing serious diseases and maintaining work capacity. Beyond interpreting health report data and common indicators, the seminar included interactive Q&A sessions addressing employee questions. The physician also introduced the significance of standard health screening items, helping employees understand the connection between test results and their physical condition, enabling better daily health self-management. This event received enthusiastic response from employees, not only enhancing knowledge but also promoting a positive cycle of "from checkup to improvement," further strengthening the company's commitment to health promotion. To strengthen workplace emergency response capabilities and reduce casualties during critical incidents, the company conducted first aid skills training sessions at both Fengyuan and Fengzhou plants in November. The courses combined theory with hands-on practice, covering cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) operation, bleeding control and bandaging techniques, fracture stabilization, and choking management, helping employees become familiar with proper procedures and emergency response protocols. At the Fengyuan plant, local fire department personnel provided on-site demonstrations and guidance, allowing employees to experience the complete operation of AED and CPR firsthand. At the Fengzhou plant, occupational health nurses explained first aid and bandaging techniques, with scenario simulations and interactive drills to enhance employees' self-rescue and mutual aid capabilities. These initiatives demonstrate the company ‘s strong commitment to employee health and safety. Through parallel efforts in preventive medicine promotion, first aid training, and mental health support, QUEST implements people-centered management policies that promote employee wellbeing and sustainable corporate growth, gradually building a resilient and caring workplace culture. The following table presents the annual health promotion activities and participation overview, supplementing the overall achievements.



On-site Health Seminar: Enhancing Employees' Health Literacy



CPR and AED Operation Training to Enhance Workplace First Aid Skills(Fengyuan)



Partnering with Taichung Blood Donation Center to Demonstrate Corporate Social Responsibility

In August, Quest collaborated with Taichung Blood Donation Center on a two-day blood donation event, successfully collecting 138 bags, each containing 250 milliliters, totaling approximately 34,500 milliliters. These valuable blood resources will provide critical support to countless patients in their time of greatest need, bringing hope and demonstrating tangible contribution to social welfare.

During the event, in addition to the basic refreshments provided by the blood donation center, ESG team specially prepared handmade cookies from the Eden Social Welfare Foundation's Canaan Garden Bakery Sheltered Workshop as gifts for participating employees. These treats, lovingly made by individuals with disabilities, represent not only gratitude but also support and care for vulnerable groups. Through this initiative, QUEST not only encourages public welfare participation but also connects different dimensions of social value, deepening the company's commitment to diversity and inclusion.

After the event, the remaining handmade cookies were carefully preserved and thoughtfully distributed to neighboring communities, extending the warmth and further strengthening positive interaction and emotional connections between Quest and the local community.

This blood donation event demonstrated our attention to social issues but also fulfilled its corporate social responsibility commitment through concrete action. Behind each bag of blood lies a cherished respect and protection for life, making this event a tangible symbol of goodwill shared between Quest and the community. Through such public welfare participation, compassion takes root and flourishes within the corporate culture, continuously infusing positive energy into society.



5-4 Social Participation

Education Support

We have always upheld the principles of caring for local communities and giving back to society, actively participating in community development and educational support initiatives. Through concrete actions, we are committed to encourage young people to develop good physical fitness and sound character, accompanying the next generation as they grow. In 2024, we continued to focus on grassroots sports education development, donating baseball bats to 17 schools across Taiwan to help school baseball teams improve their daily training quality and ease the burden on schools and parents regarding equipment resources. Beyond baseball, we also donated hockey sticks to one school, supporting their efforts in promoting niche sports and encouraging students to expand their interests and diverse capabilities. In addition, in order to support our local school - Fengyang Junior High School, we donated NT\$50,000 in sponsorship to the school's baseball team for training resource upgrades and competition participation expenses. This not only demonstrates our emphasis on local connections but also conveys the company's long-term commitment to talent development. This donation initiative, conducted in partnership with the Global Peace Foundation and other charitable organizations, exemplifies the spirit of cross-sector collaboration and implementation of corporate social responsibility. We believe that when corporate resources are utilized to support education and sports, they can substantially improve children's learning environments and confidence in life, thereby creating a positive cycle in society. Fengyang Junior High also baseball bats distributed across different regions of Taiwan, including 1 school in Miaoli, 9 in Taichung, 1 in Yunlin, and 6 schools in the Penghu area, demonstrating mutual commitment to cultivating grassroots education throughout Taiwan.



Donate NT\$50,000

Group photo with the principal of Wurih Junior High School, the World Peace Association representative, and volunteer mothers Donated Hockey Sticks



“ Connecting dreams through baseball —
a warm encounter between Quest and
the children. ”

Miaoli School



Chung Hsing Vocational High School

Taichung School



Feng Yang Junior High School



Fengtian Elementary School



Shangfeng Elementary School



Chun An Elementary School



Zhuifen Elementary School



Guang Long Elementary School



Zhongshan Elementary School



Tbulan Elementary School

Yunlin School



Jhen-Si Elementary School



Wun-chang Elementary School

Penghu School



Magong Junior High School



Huxi Elementary School



Jiangmei Elementary School



Shihchuan Elementary School



Xing Ren Elementary School



Community Baseball Association

Penghu



Distribution of Donated Bats

Care for the Disadvantaged

To spread warmth and care during the cold winter season, we organized the "QUEST Wishes: Lighting Up Children's Christmas" event in December 2024. We called on employees to adopt Christmas wishes from children at the Family Support Center and personally prepare, wrap, and donate gifts.

During the event, employees hung the children's wish cards on the company Christmas tree, symbolizing promises of love and blessings. Beyond fulfilling the wishes written on the lists, many colleagues voluntarily added extra small gifts and cards, hoping to bring more surprises to create an unforgettable Christmas memories for the children. Some employees shared that this activity allowed them to rediscover the simple joy of sharing and giving amidst their busy schedules.

On Christmas Day, we personally visited the Family Support Center to deliver 50 gifts filled with blessings and warmth into the children's hands.

Each gift was carefully wrapped by our colleagues which included practical and thoughtful items such as toys and stationery. The children's faces lit up with excitement and delight upon receiving them, creating a heartwarming atmosphere. Through this activity, we not only strengthened the connection between our company and social welfare organizations, but also demonstrated our team's initiative and solidarity in promoting charitable care and giving back to society.

We believe that every act of kindness from our employees is a force for positive social change and an essential value in our company's sustainable development journey. Moving forward, we will continue to expand our positive impact to more communities through various charitable initiatives.



A Christmas tree filled with heartfelt blessings



The adoption event was warm and touching.



Spreading the joy of Christmas in person



A surprise filled with heartfelt wishes

QUEST GROUP

