

# Appendix



# 9-1 Data Related to Human Resources

2023 Employee statistics

	Indefinite Contract				Fixed-term contract employees				Full-time employees				Part-time employees				Total	The number of non-employees in 2023
	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%	Male	%		
MERRY HQ	358	46.49%	403	52.34%	4	0.52%	5	0.65%	362	47.01%	408	52.99%	0	0%	0	0%	770	8
Shenzhen	0	0%	0	0%	1,143	34.55%	1,170	35.37%	284	12.28%	395	17.08%	859	37.14%	775	33.51%	2,313	1,049
Thailand	574	55.25%	465	44.75%	0	0%	0	0%	574	55.25%	465	44.75%	0	0%	0	0%	1,039	25
Vietnam	0	0%	0	0%	1,061	77.56%	307	22.44%	1,061	77.56%	307	22.44%	0	0%	0	0%	1,368	25
USA	1	11.11%	8	88.89%	0	0%	0	0%	1	11.11%	8	88.89%	0	0%	0	0%	9	0
Singapore	13	26.00%	37	74.00%	0	0%	0	0%	13	26.00%	37	74.00%	0	0%	0	0%	50	1
Hong Kong	5	45.45%	4	36.36%	2	18.18%	0	0%	6	54.55%	4	36.36%	1	9.09%	0	0%	11	1
Suzhou	35	27.13%	25	19.38%	17	13.18%	11	8.53%	52	59.09%	35	39.77%	0	0.00%	1	1.14%	88	44
Fulicare & AST	0	0%	0	0%	160	62.02%	98	37.98%	160	62.02%	98	37.98%	0	0%	0	0%	258	3
Canada	1	4.35%	22	95.65%	0	0%	0	0%	1	4.35%	22	95.65%	0	0%	0	0%	23	0
SEAS	12	42.86%	16	57.14%	0	0%	0	0%	12	42.86%	16	57.14%	0	0%	0	0%	28	0
Malaysia	2	33.33%	4	66.67%	0	0%	0	0%	2	33.33%	4	66.67%	0	0%	0	0%	6	1
Total	1,001	16.79%	984	16.50%	2,387	40.03%	1,591	26.68%	2,528	42.39%	1,799	30.17%	860	14.42%	776	13.01%	5,963	1,157

**Note:**

Regular employees are referred to as indefinite contract employees or permanent employees.

Contract employees are referred to as fixed-term contract employees or temporary employees.

The company does not have employees without guaranteed hours.

Full-time employees are salaried employees.

Part-time employees are hourly employees.

The number of non-employees includes dispatch (only in Shenzhen, Suzhou MERRY), security, cleaning, or restaurant personnel.

## 2023 New Employees Statistics

	Female		Male		Under 30		31-50		Over 50		New Employees	
	Persons	%	Persons	%	Persons	%	Persons	%	Persons	%	Persons	%
MERRY HQ	52	6.75%	58	7.53%	51	6.62%	56	7.27%	3	0.39%	110	14.29%
Shenzhen	610	26.37%	871	37.66%	779	33.68%	702	30.35%	0	0.00%	1481	64.03%
Thailand	205	19.73%	192	18.48%	319	30.70%	72	6.93%	6	0.58%	397	38.21%
Vietnam	954	69.74%	264	19.30%	819	59.87%	399	29.17%	0	0.00%	1218	89.04%
USA	0	0%	0	0%	0	0%	0	0.00%	0	0.00%	0	0.00%
Singapore	4	8.00%	9	18.00%	3	6.00%	4	8.00%	6	12.00%	13	26.00%
Hong Kong	0	0%	0	0%	0	0%	0	0.00%	0	0.00%	0	0.00%
Suzhou	3	3.41%	3	3.41%	0	0.00%	5	5.68%	1	1.14%	6	6.82%
Fulicare & AST	106	41.09%	38	14.73%	55	21.32%	89	34.50%	0	0.00%	144	55.81%
Canada	1	4.35%	5	21.74%	2	8.70%	2	8.70%	2	8.70%	6	26.09%
SEAS	0	0%	0	0%	0	0%	0	0.00%	0	0.00%	0	0.00%
Malaysia	2	33.33%	6	100.00%	4	66.67%	3	50.00%	1	16.67%	8	133.33%
Total	1937	32.48%	1446	24.25%	2032	34.08%	1332	22.34%	19	0.32%	3383	56.73%

Annual new hire rate = Number of new employees in the gender (age group) in the current year ÷ Total number of employees at the end of the year.

## 2023 Employee Turnover Statistics

	Female		Male		Under 30		31-50		Over 50		Employee Turnover	
	Persons	%	Persons	%	Persons	%	Persons	%	Persons	%	Persons	%
MERRY HQ	58	7.53%	60	7.79%	37	4.81%	70	9.09%	11	1.43%	118	15.32%
Shenzhen	696	30.09%	894	38.65%	777	33.59%	811	35.06%	2	0.09%	1590	68.74%
Thailand	80	7.70%	84	8.08%	103	9.91%	59	5.68%	2	0.19%	164	15.78%
Vietnam	724	52.92%	232	16.96%	572	41.81%	384	28.07%	0	0%	956	69.88%
USA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Singapore	2	4.00%	6	12.00%	1	2.00%	6	12.00%	1	2.00%	8	16.00%
Hong Kong	1	9.09%	0	0%	0	0%	0	0%	1	9.09%	1	9.09%
Suzhou	2	2.27%	0	0.00%	1	1.14%	1	1.14%	0	0%	2	2.27%
Fulicare & AST	80	31.01%	41	15.89%	50	19.38%	68	26.36%	3	1.16%	121	46.90%
Canada	1	4.35%	2	8.70%	2	8.70%	0	0%	1	4.35%	3	13.04%
SEAS	5	17.86%	1	3.57%	0	0%	4	14.29%	2	7.14%	6	21.43%
Malaysia	0	0%	2	33.33%	1	16.67%	0	0%	1	16.67%	2	33.33%
Total	1649	27.65%	1322	22.17%	1544	25.89%	1403	23.53%	24	0.40%	2971	49.82%

\*Annual turnover rate = Number of employees who left (by gender and age) in the current year ÷ Total number of employees (by gender and age) at the end of the current year

Total Number of Employees by Job Level and Gender Over the Years					
		2020	2021	2022	2023
Executive Management	Female	2	3	3	3
	Male	10	7	7	7
Non-Executive Management	Female	83	100	105	122
	Male	219	217	196	235
Engineers	Female	214	192	189	287
	Male	743	583	587	696
Administrative Staff	Female	623	730	637	564
	Male	310	276	196	208
Direct Labor	Female	3,688	2,528	1,996	2,412
	Male	3,926	1,432	1,323	1,429

\*2023 saw an increase in statistics compared to other years, including Fulicare & AST, Austar, MERRY North America, SEAS, and MERRY Malaysia.

Total number by Job Level and Age Over the Years					
		2020	2021	2022	2023
Executive Management	Under 30	0	0	0	0
	31-50	4	4	3	2
	Over 50	8	6	7	8
Non-Executive Management	Under 30	5	7	4	5
	31-50	256	269	246	290
	Over 50	41	41	51	62
Engineers	Under 30	323	236	196	284
	31-50	622	522	557	663
	Over 50	12	17	23	36
Administrative Staff	Under 30	330	446	292	209
	31-50	553	526	506	531
	Over 50	50	34	35	32
Direct Labor	Under 30	5,085	2,146	1,526	1,828
	31-50	2,517	1,798	1,770	1,978
	Over 50	12	16	23	35

\*2023 saw an increase in statistics compared to other years, including Fulicare & AST, Austar, MERRY North America, SEAS, and MERRY Malaysia.

Total Number of Employees Hired Over the Years						
		2020	2021	2022	2023	
Total		9,818	6,068	5,239	5,963	
Gender	Headcount	Female	4,610	3553	2930	3388
		Male	5,208	2515	2309	2575
	%	Female	46.95%	58.55%	55.93%	56.82%
		Male	53.05%	41.45%	44.07%	43.18%
Age	Headcount	Under 30	5,743	2835	2018	2326
		31-50	3,952	3119	3082	3464
		Over 50	123	114	139	173
	%	Under 30	58.49%	46.72%	38.52%	39.01%
		31-50	40.25%	51.40%	58.83%	58.09%
		Over 50	1.25%	1.88%	2.65%	2.90%

\*2023 saw an increase in statistics compared to other years, including Fulicare & AST, Austar, MERRY North America, SEAS, and MERRY Malaysia.

Yearly Statistics of Female Employees			
Category	2021	2022	2023
Female Employee Ratio	58.55%	55.93%	56.82%
Female Senior Executives Ratio	23.89%	26.79%	30.99%
Female Middle Managers Ratio	35.51%	39.20%	36.00%
Female Sales Managers Ratio	N/A	N/A	60.87%
Female in STEM positions Ratio	24.77%	24.36%	23.05%

Total Number of Employees of Contract Type over the Years					
		2020	2021	2022	2023
Indefinite Contract	Female	848	713	876	1,001
	Male	700	640	827	984
	Total	1,548	1,353	1,703	1,985
Fixed-term contract	Female	2,626	2,840	2,054	2,387
	Male	2,358	1,875	1,481	1,591
	Total	4,984	4,715	3,535	3,978
Dispatch Worker	Female	1,136	375	101	355
	Male	2,150	537	98	681
	Total	3,286	912	199	1,036
Full-time employee	Female	2,204	1,264	2,018	2,528
	Male	1,941	1,838	1,541	1,799
	Total	4,145	3,102	3,559	4,327
Part-time employee	Female	2,406	905	912	860
	Male	3,267	677	768	776
	Total	5,673	1,582	1,680	1,636

\*2023 saw an increase in statistics compared to other years, including Fulicare & AST, Austar, MERRY North America, SEAS, and MERRY Malaysia.

\*2020 Employee Statistics Including Dispatch Workers

Annual Turnover Rate by Location					
	2020	2021	2022	2023 (Total)	2023(Voluntary)
Overall Turnover Rate	235.03%	65.18%	98.76%	49.82%	49.20%
MERRY HQ	23.80%	26.62%	23.18%	15.32%	14.03%
Shenzhen	334.29%	101.54%	118.27%	68.74%	68.74%
Thailand	27.08%	104.47%	28.09%	15.78%	15.78%
Vietnam	13.13%	35.77%	177.64%	69.88%	69.88%
USA	0%	44.44%	11.11%	0%	0%
Singapore	31.82%	20.45%	20.00%	16.00%	16.00%
Hong Kong	8.33%	8.33%	0%	9.09%	9.09%
Suzhou	47.40%	18.25%	35.77%	2.27%	2.27%
Fulicare & AST	未統計	未統計	未統計	46.90%	37.98%
Canada	未統計	未統計	未統計	13.04%	13.04%
SEAS	未統計	未統計	未統計	21.43%	7.14%
Malaysia	未統計	未統計	未統計	33.33%	33.33%

\*Voluntary turnover rate statistics began in 2023.

\*2020 employee statistics include dispatch workers.

## 9-2 Management System Verification

Standard	Taiwan HQ	Merry Shenzhen	Merry Vietnam	Merry Thailand	Suzhou Merry	AST
<b>Quality management</b>						
ISO 9001:2015	2024-07-12	2026-11-12	2026-10-29	2025-03-24	2026-10-12	2024-07-04
<b>Labor, environment, ethics, health and safety</b>						
RBA		2025-04-20	2025-07-13			
ISO 45001:2018	2024-09-28	2026-11-29	2026-10-29			2024-07-04
<b>Environment</b>						
ISO 14001:2015		2024-11-17	2024-01-04	2024-12-24		2024-07-04
IECQ-QC080000:2017		2026-01-21	2026-10-29			
ISO 14064-1:2018	2023	2023	2023			
ISO 50001:2018	2025-11-06	2023-12-01				
SONY GP/ASUS GP	2027-02-28	2023-04-30				
<b>Intellectual Property Rights</b>						
Taiwan Intellectual Property Management System (TIPS)	2024-12-31					
GB/T 29490-2013		2027-01-22				
<b>Information Security</b>						
ISO 27001:2013	2024-12-06	2025-11-23	2025-11-16			

Note: Dates listed are certification expiry dates.

# 9-3 GRI Content Index

## GRI Statement of Use

Statement of Use	MERRY has prepared this report in accordance with the GRI Standards for the period from January 1, 2023, to December 31, 2023.
GRI Standards Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

## GRI 2: General Disclosures 2021

	Disclosure Item	Corresponding chapters in the report	Page	Description
<b>The organization and its reporting practices</b>				
2-1	Organizational Details	2.1 About MERRY	36	
2-2	Entities Included in the Organization's Sustainability Report	About This Report	4	
		9.10 Supplementary explanation of Boundaries	175	
2-3	Reporting Period, Frequency and Contact Person	About this Report	4	
2-4	Restatement of Information	About this Report	4	There is no restatement of information for the current year.
2-5	External Assurance	About this Report	4	
		9.11 Assurance Statement	177	
<b>Activities and workers</b>				

	Disclosure Item	Corresponding chapters in the report	Page	Description
2-6	Activities, Value Chain and Other Business Relationships	2.1 About MERRY	36	
		2.3 Product Introduction	40	
		2.4 Value Creation Process	41	
		5.1 Sustainable Supply Chain	70	
2-7	Employees	7.1 Attracting and Retaining Talent	106	
		9.1 Data Related to Human Resources	153	
2-8	Workers who are not employees	7.1 Attracting and Retaining Talent	106	
		7.4 Safe Workplace	126	
		9.1 Data Related to Human Resources	153	
<b>Governance</b>				
2-9	Governance Structure and Composition	1.1 Sustainability Policy and Operations	16	
		3.1 Governance Structure website	47	
2-10	Nomination and selection of the highest governance body	3.1 Governance Structure	47	
		website		
2-11	Chair of the highest governance body	3.1 Governance Structure	47	The Chairman of the Board does not concurrently hold a senior management position.

指標	Disclosure Item	Corresponding chapters in the report	Page	Description
2-12	Role of the highest governance body in overseeing the management of impacts	3.1 Governance Structure	47	
2-13	Delegation of responsibility for managing impacts	1.1 Sustainability Policy and Operations	16	
		1.4 Management Approach for Material Topics	28	
2-14	Role of the highest governance body in sustainability reporting	About This Report	4	
2-15	Conflicts of interest	3.1 Governance Structure	47	
2-16	Communication of critical concerns	3.1 Governance Structure	47	
2-17	Collective knowledge of the highest governance body	3.1 Governance Structure	47	
		website		
2-18	Evaluation of the performance of the highest governance body	3.1 Governance Structure	47	
		website		
2-19	Remuneration policy	3.1 Governance Structure	47	A Remuneration Committee has been established.
		website		
2-20	Process to determine remuneration	3.1 Governance Structure	47	A Remuneration Committee has been established.
		website		
2-21	Annual total compensation ratio	3.1 Governance Structure	47	
<b>Strategy, policies and practices</b>				
2-22	Statement on sustainable development strategy	Message from the Chairman	14	
2-23	Policy Commitments	1.4 Analysis and Identification of Material Issues	28	

指標	Disclosure Item	Corresponding chapters in the report	Page	Description
2-23	Policy Commitments	3.1 Governance Structure	47	
		3.2 Integrity and Legal Compliance	53	
		6.1 Environmental Protection Policy and Commitments	82	
		7.4 Safe Workplace	126	
2-24	Embedding policy commitments	7.6 Respecting Human Rights and Employee Communication	136	
		3.2 Integrity and Legal Compliance	53	
		5.1 Sustainable Supply Chain	70	
		6.1 Environmental Protection Policy and Commitments	82	
2-25	Processes to Remediate Negative Impacts	7.4 Safe Workplace	126	
		7.6 Respecting Human Rights and Employee Communication	136	
		1.4 Analysis and Identification of Material Issues	28	
		3.2 Integrity and Legal Compliance	53	
2-26	Mechanisms for Seeking Advice and Raising Concerns	7.6 Respecting Human Rights and Employee Communication	136	
		1.4 Analysis and Identification of Material Issues	28	
2-27	Compliance with laws and regulations	3.2 Integrity and Legal Compliance	53	



2-28	Membership associations	2.1 About MERRY	36	
<b>Stakeholder engagement</b>				
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	18	
2-30	Collective Bargaining Agreement		-	No collective bargaining agreement has been signed.

### GRI 3: Material Topics 2021

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
3-1	Process to Determine Material Topics	1.3 Analysis and Identification of Material Issues	22	
3-2	List of Material Topics	1.3 Analysis and Identification of Material Issues	22	
<b>Material Topic 1: Economic Performance</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach of Material Issue	28	
<b>GRI 201: Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	2.5 Financial Performance	44	
201-2	Financial implications and other risks and opportunities due to climate change	6.2 Climate-related Financial Disclosures (TCFD)	87	
201-4	Financial assistance received from government	2.5 Financial Performance	44	
<b>GRI 204: Procurement Practices 2016</b>				
204-1	Proportion of spending on local suppliers	5.1 Sustainable Supply Chain	70	

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
<b>Material Topic 2: Innovation Management</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach of Material Issue	28	
<b>Custom Topics</b>				
IM-1	Energy-saving design/recycled materials/material saving	4.1 Sustainable Design and Innovation Management	63	
<b>Material Topic 3: Quality Management</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach for Material Topics	28	
<b>Custom Topics</b>				
QM-1	Quality Management	5.3 Quality Management and Customer Service Optimization	78	
QM-2	Customer Service	5.3 Quality Management and Customer Service Optimization	78	
<b>Material Topic 4: Sustainable Supply Chain</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach of Material Issue	28	
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
308-1	New suppliers that were screened using environmental criteria	5.1 Sustainable Supply Chain	70	
308-2	Negative environmental impacts in the supply chain and actions taken	5.1 Sustainable Supply Chain	70	

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
<b>GRI 414: Supplier Social Assessment 2016</b>				
414-1	New suppliers that were screened using social criteria	5.1 Sustainable Supply Chain	70	
414-2	Negative social impacts in the supply chain and actions taken	5.1 Sustainable Supply Chain	70	
<b>Material Topic 5: Product Responsibility</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach of Material Issue	28	
<b>GRI 416: Customer Health and Safety 2016</b>				
416-1	Assessment of the health and safety impacts of product and service categories	5.2 Green Product Management	76	
416-2	Incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services	5.3 Quality Management and Customer Service Optimization	78	
<b>GRI 417: Marketing and Labeling 2016</b>				
417-1	Requirements for product and service information and labeling	5.2 Green Product Management	76	No incidents of non-compliance.
<b>Material Topic 6: Attracting and Retaining Talent</b>				
		Goals and Progress	6	
3-3	Management of Material Topics	1.4 Management Approach of Material Issue	28	
<b>GRI 201: Economic Performance 2016</b>				
201-3	Defined benefit plan obligations and other retirement plans	7.2 Remuneration and Benefits	110	

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
<b>GRI 202: Market Presence 2016</b>				
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	7.2 Remuneration and Benefits	110	
202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> <li>Taiwan: 100%</li> <li>China Factory: 91%</li> <li>Asia-Pacific Factory and Office: 57%</li> <li>Note: Senior management is defined as manager level and above, local is defined by nationality</li> </ul>		
<b>GRI 401: Employment 2016</b>				
401-1	New employee hires and employee turnover	7.1 Attracting and Retaining Talent	106	
		9.1 Data Related to Human Resources	153	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.2 Remuneration and Benefits	110	
401-3	Parental leave	7.2 Remuneration and Benefits	110	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
		3.1 Governance Structure	47	
405-1	Diversity of governance bodies and employees	7.1 Attracting and Retaining Talent	106	
		9.1 Data Related to Human Resources	153	
405-2	Ratio of basic salary and remuneration of women to men	7.2 Remuneration and Benefits	110	
<b>Material Topic 7: Information Security</b>				

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
3-3	Management of Material Topics	Goals and Progress	6	
		1.4 Management Approach of Material Issue	28	
<b>Custom Topics</b>				
IS-1	Information Security Management Focus	3.4 Information Security Management	58	
IS-3	Information Security Education and Training	3.4 Information Security Management	58	
<b>Material Topic 8: Climate Strategy</b>				
3-3	Management of Material Topics	Goals and Progress	6	
		1.4 Management Approach of Material Issue	28	
<b>GRI 302: Energy 2016</b>				
302-1	Energy consumption within the organization	6.3 Climate Action and Energy Management	93	
302-3	Energy intensity	6.3 Climate Action and Energy Management	93	
302-4	Reduction of energy consumption	6.3 Climate Action and Energy Management	93	
302-5	Reductions in energy requirements of products and services	4.1 Sustainable Design and Innovation Management	63	
<b>GRI 305: Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	6.3 Climate Action and Energy Management	93	
305-2	Energy indirect (Scope 2) GHG emissions	6.3 Climate Action and Energy Management	93	
305-3	Other indirect (Scope 3) GHG emissions	6.3 Climate Action and Energy Management	93	

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
305-4	GHG emissions intensity	6.3 Climate Action and Energy Management	93	
305-5	Reduction of GHG emissions	6.3 Climate Action and Energy Management	93	

### Voluntarily Disclosed GRI Topics and Indicators

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
<b>Ongoing Focus Area 1: Ethical Operation</b>				
<b>GRI 205: Anti-corruption 2016</b>				
205-2	Communication and training about anti-corruption policies and procedures	3.2 Integrity and Legal Compliance	53	
205-3	Confirmed incidents of corruption and actions taken	3.2 Integrity and Legal Compliance	53	
<b>Ongoing Focus Area 2: Tax Management</b>				
<b>GRI 207: Tax 2019</b>				
207-1	Approach to tax	2.6 Tax Management	45	
207-2	Tax Governance, Control and Risk Management	2.6 Tax Management	45	
<b>Ongoing Focus Area 3: Water Resource Management</b>				
<b>GRI 303: Water and Effluents 2018</b>				
303-1	Interactions with water as a shared resource			The water used by MERRY is for office and domestic use, and both water intake and discharge comply with local government regulations.
303-2	Management of water discharge-related impacts			

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
303-3	Water withdrawal	6.4 Water and Waste Management	98	
303-4	Water discharge	MERRY Electronics' production does not use water, so there is no discharge of industrial wastewater. All office and domestic water are discharged into the government-designated sewage system through pipes, so there are no statistics on water discharge and consumption.		
303-5	Water consumption			
Ongoing Focus Area 4: Waste Management				
GRI 306: Waste 2020				
306-3	Waste generation	6.4 Water and Waste Management	98	
306-4	Waste diverted from disposal	6.4 Water and Waste Management	98	
Ongoing Focus Area 5: Diversity and Inclusion				
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	7.1 Attracting and Retaining Talent	106	
		9.1 Data Related to Human Resources	153	
405-2	Ratio of basic salary and remuneration of women to men	7.1 Attracting and Retaining Talent	106	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	7.6 Respecting Human Rights and Employee Communication	136	
Ongoing Focus Area 6: Human Capital Development				
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	7.3 Talent Development	119	

Indicator	Disclosure Item	Corresponding chapters in the report	Page	Description
404-2	Programs for upgrading employee skills and transition assistance programs	7.3 Talent Development	119	
404-3	Percentage of employees receiving regular performance and career development reviews	7.1 Attracting and Retaining Talent	106	
Ongoing Focus Area 7: Occupational Health and Safety				
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	7.4 Safe Workplace	126	
403-2	Hazard identification, risk assessment, and incident investigation	7.4 Safe Workplace	126	
403-3	Occupational health services	7.4 Safe Workplace	126	
403-4	Worker participation, consultation, and communication on occupational health and safety	7.4 Safe Workplace	126	
403-5	Worker training on occupational health and safety	7.4 Safe Workplace	126	
403-6	Data Related to Human Resources	7.4 Safe Workplace	126	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	7.4 Safe Workplace	126	
403-8	Workers covered by an occupational health and safety management system	7.4 Safe Workplace	126	
403-9	Work-related injuries	7.4 Safe Workplace	126	

# 9-4 SASB Index

Industry Type

Technology and Communications

Industry Name

HW Hardware

## Accounting Metrics

Indicator Content	Indicator Number	Corresponding chapters in the report
Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	MERRY' wireless headsets use Bluetooth as a communication interface. After assessing the usage patterns of the headsets, the Bluetooth design, and the manufacturing process, it is determined that there are no information security risks associated with them.
(Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	TC-HW-330a.1	9.1 Data Related to Human Resources  4-2 Green Product Management
Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	MERRY uses GPMS for chemical substance management. Through the GPMS system, suppliers are required to upload materials that comply with relevant international regulations, customer requirements, or standards, and attach necessary green component approval documents (such as green declarations, material certificates, and test reports) to ensure that all components comply with international environmental regulations, directives, and customer requirements. In 2023, 100% of MERRY Electronics' products comply with international regulations, customer requirements, and international environmental regulations such as IEC 62474.  The percentage of sales revenue of products covered by IEC 62474 controlled by the company is 0%.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	The products manufactured by MERRY Electronics are not EPEAT-compliant products.
Percentage of eligible products, by revenue, certified to an energy efficiency certification	TC-HW-410a.3	The products manufactured by MERRY Electronics are not subject to energy efficiency certification standards.
Weight of end-of-life products and e-waste recovered; percentage recycled	TC-HW-410a.4	MERRY operates on a B2B model; therefore, the recycling of e-waste is carried out by end customers. 100% of the products designed and manufactured for customers comply with WEEE standards. To promote a circular economy, the company continuously evaluates recycled materials from the design stage to increase the proportion of recycled materials used in product design, development, and manufacturing.

Indicator Content	Indicator Number	Corresponding chapters in the report
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	(a) 27.5%
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	All suppliers have passed the audit evaluation with no non-conformance or corrective actions required.
Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	<p>5.2 Green Product Management</p> <p>MERRY has established the "Definition and Operation Procedures for Key Materials" to continuously monitor the operational status of suppliers based on key materials, procurement amounts, and customer requirements. The company actively develops and enhances local procurement and supply chain diversity to improve overall supply chain resilience and responsiveness. According to the "Procurement Risk Management Procedures" and the "Emergency Response Plan Operation Procedures," MERRY continuously monitors the inventory and supplier status of key components. In the event of potential abnormalities in incoming goods, the company issues graded alerts based on the severity and implements corresponding control measures.</p>
<b>Operational activity metrics</b>		
Number of units produced by product category	TC-HW-000.A	<p>Total product output: 266,212 (K pcs)</p> <p>Headsets: 15,431</p> <p>Speakers and sound systems: 213,708</p> <p>Others: 37,073</p>
Area of manufacturing facilities	TC-HW-000.B	MERRY manufacturing facilities include MERRY Shenzhen, MERRY Thailand, MERRY Vietnam, and Suzhou MERRY, with a total factory area of 105,867 m2 (square meters).
Percentage of production from owned facilities	TC-HW-000.C	100% (including joint ventures)

## 9-5 Sustainability Disclosure Indicators

Number	Indicator	Indicator Type	Corresponding chapters in the report
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	6.3 Climate Action and Energy Management
2	Total water withdrawn, total water consumption	Quantitative	6.4 Water Resources and Waste Management
3	Total hazardous waste generated and percentage recycled	Quantitative	6.4 Water Resources and Waste Management
4	Types of, number of employees in and rate of occupational accidents	Quantitative	7.4 Safe Workplace
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	<p>MERRY operates under a B2B model, so the recycling of electronic waste is executed by end customers. The products designed and manufactured for customers are 100% compliant with WEEE standards. To promote a circular economy, MERRY continually evaluates recycled materials from the design stage to increase the adoption rate of recycled materials in product design, development, and manufacturing.</p> <p>5.2 Green Product Management</p>
6	Description of the management of risks associated with the use of critical materials	Qualitative Description	<p>MERRY has established the "Definition and Operation Procedures for Key Materials" to continuously monitor the operational status of suppliers based on key materials, procurement amounts, and customer requirements. The company actively develops and enhances local procurement and supply chain diversity to improve overall supply chain resilience and responsiveness. According to the "Procurement Risk Management Procedures" and the "Supply Emergency Response Plan," MERRY continuously monitors the inventory and supplier status of key components. In the event of potential abnormalities in incoming goods, the company issues graded alerts based on the severity and implements corresponding control measures.</p>
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulation	Quantitative	There were no violations in 2023.
8	Production by product category	Quantitative	<p>2.3 Product Introduction</p> <p>Sales Volume: 267,673 (thousands of units)</p>

# 9-6 TCFD Disclosures

TCFD Recommended Disclosures	Corresponding chapters in the report	page
<b>Governance</b>		
Describe the board's oversight of climate-related risks and opportunities.	6.2 Climate-related Financial Disclosures (TCFD)	87
Describe management's role in assessing and managing climate-related risks and opportunities.	6.2 Climate-related Financial Disclosures (TCFD)	87
<b>Strategy</b>		
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	6.2 Climate-related Financial Disclosures (TCFD)	87
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	6.2 Climate-related Financial Disclosures (TCFD)	87
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	6.2 Climate-related Financial Disclosures (TCFD)	87
<b>Risk Management</b>		
Describe the organization's processes for identifying and assessing climate-related risks.	6.2 Climate-related Financial Disclosures (TCFD)	87
Describe the organization's processes for managing climate-related risks.	6.2 Climate-related Financial Disclosures (TCFD)	87
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	3.3 Risk Management	56
	6.2 Climate-related Financial Disclosures (TCFD)	87
<b>Metrics and Targets</b>		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6.2 Climate-related Financial Disclosures (TCFD)	87
Disclose Scope 1, Scope 2, and, if applicable, Scope 3 greenhouse gas (GHG) emissions and the related risks.	6.2 Climate-related Financial Disclosures (TCFD)	87
	6.3 Climate Action and Energy Management	93
Describe the targets used by the organization to manage climate-related risks and opportunities, and the performance against these targets.	6.2 Climate-related Financial Disclosures (TCFD)	87



# 9-7 GHG Inventory and Assurance

MERRY falls under the category of companies with a "capital amount not reaching 5 billion NTD," and according to the Sustainable Development Roadmap for Listed Companies, it has not yet reached the mandatory inventory schedule, thus the disclosure is voluntary. The greenhouse gas emissions information in this report is inventoried in accordance with ISO 14064-1:2018. The

inventory report boundary includes Scope 1, Scope 2, and parts of Scope 3 (categories 1, 2, and parts of categories 3 to 6). For details on the organizational boundary and assurance scope, please refer to the "Description of Organizational Boundary."

## Greenhouse Gas Emissions (Scope 1 and Scope 2; Category 1 and Category 2)

Scope 1 (Category 1)				
Emission Scope	Total Emissions (Tons of CO <sub>2</sub> e)	Intensity	Assurance Organization	Assurance Description
Taiwan HQ	124.25	0.0434	Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Shenzhen	355.64		Shenzhen Huace International Certification Co., Ltd. (CTI)	<a href="#">Link PDF</a>
MERRY Thailand	868.11		Internal Inventory	
MERRY Vietnam	81.06		SGS Dongguan Branch	<a href="#">Link PDF</a>
MERRY USA	0.80		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Singapore	0.00		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Hong Kong	0.00		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
Fuli &AST	147.24		Internal Audit	
Canada	13.02		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
Malaysia	1.50		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>

Scope 2 (Category 2)				
Emission Scope	Total Emissions (Tons of CO <sub>2</sub> e)	Intensity	Assurance Organization	Assurance Description
Taiwan HQ	693.60	0.4543	Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Shenzhen	11,124.45		Shenzhen Huace International Certification Co., Ltd. (CTI)	<a href="#">Link PDF</a>
MERRY Thailand	1,830.98		Internal Inventory	
MERRY Vietnam	2,681.38		SGS Dongguan Branch	<a href="#">Link PDF</a>
MERRY USA	0.61		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Singapore	46.71		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
MERRY Hong Kong	10.24		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
Fuli &AST	255.22		Internal Inventory	
Canada	2.66		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>
Malaysia	23.91		Taiwan Inspection Technology (SGS)	<a href="#">Link PDF</a>

## Scope 3 (Category 3-6)

Emission Scope	Total Emissions (Tons of CO <sub>2</sub> e)	Intensity	Assurance Organization	Assurance Description
Scope 3-1: Purchased goods and services	Category 4.1	321.65	Taiwan Inspection Technology (SGS) Shenzhen Huace International Certification Co., Ltd. (CTI) SGS Dongguan Branch (SGS)	99.9%
Scope 3-2: Capital goods	Category 4.2	46.49		
Scope 3-3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Category 4.1	2,519.38		
Scope 3-4: Upstream transportation and distribution	Category 3.1	1,649.56		
Scope 3-5: Waste generated in operations	Category 4.3	70.20		
Scope 3-6: Business travel	Category 3.5	287.11		
Scope 3-7: Employee commuting	Category 3.3	1,789.48		
Scope 3-8: Upstream leased assets	Category 4.4	2,712.70		
Scope 3-9: Downstream transportation and distribution	Category 3.2	1,043.32		
Scope 3-10: Processing of sold products	Category 5.1	514.18		
Scope 3-11: Use of sold products	Category 5.1	3,667.88		
Scope 3-13: Downstream leased assets	Category 5.2	70.12		



\*Assurance Ratio: Calculated based on the total revenue within the disclosure scope of the report.

Greenhouse Gas Emission Intensity: Calculated as the annual greenhouse gas emissions divided by the annual consolidated net revenue (in millions of New Taiwan dollars).

# 9-8 Measuring Stakeholder Capitalism Towards Common Metrics

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
<b>Governance</b>		
Corporate Purpose		
<b>Setting Purpose</b>	The corporate purpose is an expression of the company's approach to addressing economic, environmental, and social issues. The corporate purpose should create value for all stakeholders, including shareholders.	Message from Management  1.1 Sustainability Policy and Operation
Quality of Governance Mechanisms		
<b>Board Composition and Stakeholder Representation</b>	<p>The composition of the highest governance body and its committees: : Capabilities related to economic, environmental, and social topics;</p> <ul style="list-style-type: none"> <li>Executive or non-executive directors;</li> <li>Independent directors;</li> <li>Terms of governance bodies;</li> <li>Number and nature of other significant positions and commitments held by each director;</li> <li>Gender;</li> <li>Members from vulnerable social groups;</li> <li>Stakeholder representatives.</li> </ul>	<p>3.1 Governance Organization</p> <p>Board Member Information: Please refer to the "Board Members' Resumes" on the company's website.</p>
Stakeholder Engagement		
<b>Material Topics and Impacts on Stakeholders</b>	A list of topics that are significant to key stakeholders and the company, how these topics are identified, and how the company engages with stakeholders on these topics.	1.2 Stakeholder Communication  1.3 Analysis and Identification of Key Issues

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
<b>Ethical Behavior</b>		
	<ol style="list-style-type: none"> <li>1. Education and Training: Percentage of members of the organization's governance bodies, employees, and business partners who have received education and training on the organization's anti-corruption policies and procedures, broken down by region.</li> <li>2. Corruption Incidents: <ul style="list-style-type: none"> <li>(a) The total number and nature of confirmed corruption incidents from previous years that were identified during the reporting year.</li> <li>(b) The total number and nature of confirmed corruption incidents that occurred and were identified during the reporting year.</li> </ul> </li> <li>3. Initiatives and Stakeholder Engagement: Discussion of initiatives and stakeholder engagement aimed at improving the broader operating environment and culture to combat corruption.</li> </ol>	<p>2022 and 2023: No corruption incidents occurred.</p> <p>Corresponding Section: 3.2 Integrity and Legal Compliance</p>
<b>Anti-Corruption</b>		
	<p>Description of Internal and External Mechanisms for the Following:</p> <p>Seeking Advice: Mechanisms for seeking advice on ethical and lawful behavior and organizational integrity.</p> <p>Reporting Misconduct: Mechanisms for reporting unethical or unlawful behavior and breaches of organizational integrity.</p>	<p>2022 and 2023: No incidents of breaches of integrity were reported.</p> <p>Corresponding Section: 3.2 Integrity and Legal Compliance</p>
<b>Ensuring Ethics and Reporting Mechanisms</b>		
<b>Risk and Opportunity Assessment</b>		

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
	Disclosure of Key Identified Major Risks and Opportunities:	
<b>Comprehensive Risk and Opportunity Assessment</b>	Major Risks and Opportunities: Clearly identify the major significant risk factors and opportunities that the company particularly faces, as opposed to general industry risks. This includes the company's risk appetite, how risks and opportunities evolve over time, and how the company responds to these changes.	3.3 Risk Management
	Integration: These risks and opportunities should incorporate significant economic, environmental, and social issues, including climate change and data management.	6.2 Climate-related Financial Disclosures (TCFD)
<b>Earth</b>		
<b>Climate Change</b>		
<b>Greenhouse Gas Emissions</b>	Reporting Scope 1 and Scope 2 Emissions: Report the greenhouse gas emissions for all relevant gases (carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, etc.) in metric tons of carbon dioxide equivalent (tCO <sub>2</sub> e) for Scope 1 and Scope 2 emissions.	6.3 Climate Action and Energy Management
	Scope 3 Emissions: If applicable, estimate and report significant upstream and downstream value chain emissions (GHG Protocol Scope 3).	
<b>Following TCFD</b>	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timetable of up to three years for full implementation. Disclose whether the company has set or committed to setting greenhouse gas emission targets in line with the Paris Agreement—limiting global warming to below 2° C above pre-industrial levels and striving to limit warming to 1.5° C—and achieving net-zero emissions by 2050.	6.2 Climate-related Financial Disclosures (TCFD)
<b>Loss of Natural Resources</b>		

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
<b>Land Use and Ecological Sensitivity</b>	Disclose the number and area (in hectares) of operational sites owned, leased, or managed that are located in environmental protection areas and/or areas of high biodiversity value (Key Biodiversity Areas, KBAs) outside of protected areas.	Not Applicable: All operational sites of the company are not located in ecologically sensitive areas.
<b>Freshwater Availability</b>		
<b>Water Resources Use and Water Stress Areas</b>	Report the water withdrawal and consumption (in million liters) from significant operational sites located in water stress areas, as defined by the WRI Aqueduct water risk atlas tool as high or extremely high-risk areas.	
	Provide the percentage of total water withdrawal and consumption from these water stress areas.	6.4 Water and Waste Management
	If applicable, estimate and report significant water withdrawal and consumption information for upstream and downstream value chain activities in water stress areas.	
<b>People</b>		
<b>Dignity and Equality</b>		
<b>Diversity and Inclusion</b>	Report the percentage of employees by category, age, gender, and other diversity metrics.	7.1 Attracting and Retaining Talent
<b>Fair Compensation</b>	Report the basic wage and compensation ratios for each employee category (female to male, minority to majority group, and other relevant equality areas), divided by significant operational locations.	7.1 Attracting and Retaining Talent



Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
Wage Levels	Entry Level Wage Ratio: The ratio of the standard entry-level wage by gender compared to the local minimum wage.	3.1 Governance Organization
	CEO Pay Ratio: The ratio of the total annual CEO compensation to the median annual compensation of all employees, excluding the CEO.	7.2 Remuneration and Benefits Note: The denominator is calculated using the median annual salary of full-time employees at the Taiwan headquarters, excluding the highest-paid individual.
Child Labor and Forced Labor	Describe the operational sites and suppliers that carry significant risks for incidents of child labor, forced, or compulsory labor. These risks may be associated with the type of operations (such as manufacturing plants), the type of suppliers, or the countries or regions where these operations and suppliers are located.	No human rights violations occurred in 2023, and suppliers are required to uphold human rights. 7.6 Respecting Human Rights and Employee Communication
Health and Well-being		
Health and Well-being	Occupational Injuries: <ul style="list-style-type: none"> <li>Number and rate of fatalities due to occupational injuries</li> <li>Number and rate of severe occupational injuries (excluding fatalities)</li> <li>Number and rate of recordable occupational injuries</li> <li>Major types of occupational injuries</li> <li>Total hours worked</li> <li>Non-occupational Health Services:</li> </ul>	7.4 Safe Workplace 7.5 HealthCare
	Explain how the organization promotes access to non-occupational medical and health services for its workers, and the extent of services provided by the organization.	

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
Future Employment Skills		
Education and Training	Average Training Hours: The average number of training hours received by employees during the reporting period, broken down by gender and employee category (total training hours provided to employees divided by the number of employees).	7.3 Talent Development
	Average Training and Development Expenditure: The average expenditure on training and development per full-time employee (total cost of training provided to employees divided by the number of employees).	
Prosperity		
Future Employment and Prosperity		
Total Number and Proportion of Employees	Total number and proportion of new hires during the reporting period, broken down by age group, gender, other diversity indicators, and region.	7.1 Attracting and Retaining Talent
	Total number and proportion of employees who left during the reporting period, broken down by age group, gender, other diversity indicators, and region.	
Economic Contribution	1. Direct Economic Value Generated and Distributed (EVG&D) on an accrual basis, including the following fundamental components of the organization's global operations: <ul style="list-style-type: none"> <li>a. Revenue</li> <li>b. Operating costs</li> <li>c. Employee wages and benefits</li> <li>d. Payments to providers of capital</li> <li>e. Payments to governments</li> <li>f. Community investments</li> </ul>	2.5 Financial Performance
	2. Total Monetary Value of Financial Assistance Received from the Government during the reporting period.	

## 9-9 SDGs

Subject	Core Indicators and Disclosure Items	Corresponding Sections in This Report
<b>Financial Investment Contribution</b>	Capital Expenditure (CapEx) Policy:	2023 Company Annual Report
	State the total capital expenditure (CapEx) minus depreciation to describe the company's investment strategy.	
	Share Repurchase and Dividend Distribution Policy:	
	State the policy on share repurchases and dividend distributions to explain the company's strategy for returning capital to shareholders.	
<b>Innovative Products and Services</b>		
<b>Total Amount of Research and Development</b>	Total costs related to research and development	2.5 Financial Performance
<b>社區和社區活力</b>		
<b>Total Tax Contribution</b>	Report the total amount of taxes paid by the company, including income tax, property tax, payroll tax, and other relevant taxes, highlighting the company's contribution to the economic development of the regions where it operates. °	2.5 Financial Performance 2.6 Tax Management

SDGs Goals	SDGs Sub-Targets	Corresponding Sections
<b>Goal 3: Good Health and Well-being</b>	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention, treatment and promotion of mental health and well-being.	8 Proactively Thinking for Others
<b>Goal 4: Quality Education</b>	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.)	8 Proactively Thinking for Others
	4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.	
<b>Goal 5: Gender Equality</b>	5.1 End all forms of discrimination against all women and girls everywhere.	7. Trust and Open Communication 8. Proactively Thinking for Others
	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.	
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	
<b>Goal 7: Affordable and Clean Energy</b>	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	6. Creating Positive Environmental Impact
	7.A By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.	

SDGs Goals	SDGs Sub-Targets	Corresponding Sections
<b>Goal 8: Decent Work and Economic Growth</b>	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	
	8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.	3. Empowerment and Accountability  7. Trust and Open Communication
	8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	
<b>Goal 9: Industry, Innovation and Infrastructure</b>	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	4. Pursuing Progress and Innovation
	9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product (GDP), in line with national circumstances, and double its share in least developed countries (LDCs.)	5. Honest and Trustworthy Relationships
<b>Goal 10: Reduced Inequalities</b>	10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.	7. Trust and Open Communication
	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, and practices and promoting appropriate legislation, policies, and action in this regard.	8. Proactively Thinking for Others

SDGs Goals	SDGs Sub-Targets	Corresponding Sections
<b>Goal 12: Responsible Consumption and Production</b>	12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	4. Pursuing Progress and Innovation
	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize their adverse impacts on human health and the environment.	5. Honest and Trustworthy Relationships  6. Creating Positive Environmental Impact
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	7. Trust and Open Communication
	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.	8. Proactively Thinking for Others
<b>Goal 13: Climate Action</b>	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	6. Creating Positive Environmental Impact
	13.2 Integrate climate change measures into national policies, strategies, and planning	Communication
	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning	8. Proactively Thinking for Others
<b>Goal 16: Peace, Justice, and Strong Institutions</b>	16.5 Substantially reduce corruption and bribery in all their forms.	
	16.6 Develop effective, accountable, and transparent institutions at all levels.	3. Empowerment and Accountability


# 9-10 Supplementary explanation of Boundaries

Locations	Business Category	Consolidated Financial Statements	Economic Data	Social Data	Environmental Data
Taiwan HQ	—	●	●	●	●
MERRY Electronics (Shenzhen) Co., Ltd.	Primary business operations are the same as the parent company.	●	●	●	●
MERRY & Luxshare(Vietnam) Co., Ltd.	Production of consumer electronics, including the manufacturing of speaker systems and microphones.	●	●	●	●
MERRY ELECTRONICS (THAILAND) CO.,LTD.	Primary business operations are the same as the parent company.	●	●	●	●
Asian Elite International Ltd.	Production and sales of speakers and amplifiers.	●	●	●	●
MERRY ELECTRONICS (Singapore) PTE. LTD.	The primary business is the trading of products identical to those of the parent company.	●	●	●	●
MERRY ELECTRONICS (HK) CO.,LTD.	The primary business is the trading of products identical to those of the parent company.	●	●	●	●
MERRY ELECTRONICS (U.S.A.) CO.,LTD.	Technical and marketing after-sales services.	●	●	●	●
MERRY Electronics North America Inc.	Order-taking, research and development, and exterior design of speakers and amplifiers.	●	●	●	●
SEAS Fabrikker AS	Production and sales of individual speakers.	●	●	●	●



Locations	Business Category	Consolidated Financial Statements	Economic Data	Social Data	Environmental Data
<b>MERRY Electronics Sdn Bhd</b>	Engaged in the research and development of microphones, receivers, and speakers.	●	●	●	●
<b>Fulicare Medical Instruments (Xiamen) Co., Ltd.</b>	Manufacturing of medical equipment.	●	●	●	●
<b>Austar Hearing Science and Technology (Xiamen) Co., Ltd.</b>	Engaged in the research and development, production, and sales of hearing aids, hearing equipment, and acoustics-related devices.	●	●	●	●
<b>MUtek Electronics Co.,Ltd.</b>	Manufacturing and application services of electrical and audiovisual electronic products.	●			
<b>FULICARE CO., LTD</b>	Engaged in the sale of medical devices. °	●			
<b>Fulicare Co.,Ltd.</b>	Engaged in the sale of medical devices.	●			
<b>Xiamen Aisheng Hearing Technology Chain Co., Ltd</b>	Engaged in the research and development, production, and sales of hearing aids, hearing equipment, and acoustics-related devices.	●			
<b>DANNY DYNAMICS LIMITED</b>	Engaged in General Investment Business	●			
<b>MERRY HEALTHCARE CO., LTD.</b>	Engaged in General Investment Business	●			
<b>Indigo Enterprises Inc.</b>	Engaged in General Investment Business	●			
<b>MERRY Capital Corporation</b>	Engaged in General Investment Business	●			
<b>MERRYTECH (HK) CO. LIMITED</b>	Engaged in General Investment Business	●			

# 9-11 Assurance Statement



## ASSURANCE STATEMENT

**SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE MERRY ELECTRONICS CO., LTD.'S SUSTAINABILITY REPORT FOR 2023**

**NATURE AND SCOPE OF THE ASSURANCE**  
 SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by MERRY ELECTRONICS CO., LTD. (hereinafter referred to as MERRY) to conduct an independent assurance of the Sustainability Report for 2023. The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 Moderate level to assess whether the text and data in accompanying tables contained in the report and complies with the GRI Standards and AA1000 Accountability Principles (2018) during on-site assurance (2024/03/26-2024/04/30) in MERRY headquarter. The boundary of this report includes MERRY Taiwan and overseas operational and production sites' specific performance data included the sampled text, and data in accompanying tables, contained in the report presented. The assurance process did not include the evaluation of specific performance information outside the scope, such as climate-related financial disclosures (TCFD).  
 SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

**INTENDED USERS OF THIS ASSURANCE STATEMENT**  
 This Assurance Statement is provided with the intention of informing all MERRY's Stakeholders.

**RESPONSIBILITIES**  
 The information in the MERRY's Sustainability Report of 2023 and its presentation are the responsibility of the directors or governing body (as applicable) and management of MERRY. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.  
 Our responsibility is to express an opinion on the report content within the scope of assurance with the intention to inform all MERRY's stakeholders.

**ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE**  
 The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2: General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3: 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 2 Moderate (AA1000AP Evaluation plus evaluation of Specified Performance Information)

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**SCOPE OF ASSURANCE AND REPORTING CRITERIA**  
 The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	GRI Standards (in Accordance with)
2	AA1000 Accountability Principles (2018)
3	SASB (HARDWARE)

- The evaluation includes AA1000 Assurance Standard v3 Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018).
- The evaluation of the reliability and quality of specified sustainability performance information in MERRY's Sustainability Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with Type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level of scrutiny for MERRY and moderate level of scrutiny for its subsidiaries or joint ventures.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.
- The evaluation of the report against the SASB Disclosures and Metrics included in the HARDWARE Sustainability Accounting Standard (VERSION 2023-12) and conducted alongside an evaluation of accuracy assurance at moderate level of scrutiny.

**SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE**  
 The achievements and contents of voluntary disclosure of GRI 303: Water and Effluents 2018 and GRI 306 Waste have been assured in accordance with Type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level.

**ASSURANCE METHODOLOGY**  
 The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability and Nomination committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

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

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**STATEMENT OF INDEPENDENCE AND COMPETENCE**

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

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

**ASSURANCE/VERIFICATION OPINION**

On the basis of the methodology described and the assurance work performed, we are satisfied that the disclosure with inclusivity, materiality, responsiveness, and impact information in the scope of assurance is reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

**QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION**

- The contents of the Water and Waste management have been fully disclosed with qualitative and quantitative measurements and evaluations that are consistent with available evidence and other reported information.
- Merry has diligently provided information for the current reporting year of 2023, as well as for the three previous years, along with the goals and targets that have been set.

**AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

**Inclusivity**

MERRY has demonstrated its commitment to stakeholder inclusivity and engagement by incorporating stakeholder engagement processes into its governance, strategy, and key decision-making procedures. By means of diversified engagement methods, MERRY can collect and understand stakeholders' concerns regarding its sustainability aspects.

**Materiality**

MERRY has adopted multidimensional methodological developments to assess economic, environmental, and human rights impacts, aligning with international guidelines. This approach has facilitated the creation of an impact-based significance analysis process to identify material issues for MERRY, while simultaneously enabling the establishment of long-term sustainable goals.

**Responsiveness**

MERRY has addressed its material sustainability topics, related impacts, and stakeholders in a comprehensive, accurate, timely, accessible, and balanced manner. Measurable targets have been set to monitor its sustainability performance.

**Impact**

MERRY has demonstrated a process on identifying impacts that fairly encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Impacts related to material topics were in place at target setting with qualitative and quantitative measurements and evaluation, leading to more effective decision-making and results-based management.

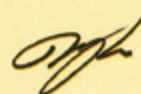
**GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

The report, MERRY's Sustainability Report of 2023, is adequately in accordance with the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1: Foundation 2021, where the significant impacts on the economy, environment, and people, including impacts on their human rights are assessed and disclosed following the guidance defined in GRI 3: Material Topic 2021, and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to MERRY's contributions to sustainability development. For future reporting, when assessing impacts, MERRY should consider economic, environmental, human rights, and other societal challenges at local, regional, and global levels related to sectors and the geographic location of its activities and business relationships. Additionally, the participation of the highest governing body in discussing and reviewing materiality topics could be strengthened in future reports.

**SASB CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

MERRY has referenced with SASB's Standard, HARDWARE, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed information correspond to the MERRY's Sustainability Report of 2023. MERRY used SASB accounting and activity metrics to assess and manage the topic-related risks and opportunities, where relevant quantitative information was assessed for its accuracy and completeness to support the comparability of the data reported. Process to identify, assess, and manage topic-related risks and opportunities were integrated into MERRY's overall management process. Regularly monitoring peer disclosures helps MERRY understand changing expectations among investors and stakeholders and ensures comparable information provision.

Signed:  
For and on behalf of SGS Taiwan Ltd.



Stephen Pao  
Business Assurance Director  
Taipei, Taiwan  
30 May, 2024  
[www.sgs.com](http://www.sgs.com)



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