



2022

MEAN WELL

Sustainability Report



SUSTAINABLE
DEVELOPMENT
GROUP

MW
MEAN WELL

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Message from the Founder

“Hard-fought success sustains the future. Integrity fosters prosperity”

MEAN WELL was established in 1982. Adhering to the brand spirit of goodwill and the corporate culture of sincerity, MEAN WELL has been focusing on the switching power supply industry for more than 30 years. By 2022, the Group has reached the scale of US\$1.4 billion in consolidated revenue, and is moving towards the goal of 2B (US\$2 billion). The original meaning of MEAN WELL is **Having Good Intentions**, which is also my personal philosophy in life. I think that as long as you have good intentions in everything, starting with mutual benefit, and going all out from there, you can naturally generate a persistent force from within your heart, and then form a corporate culture of honesty and sincerity. I think this is also the most important basic characteristic of the MEAN WELL family.

2020 is believed to have been an unforgettable year for many companies, and it was also for MEAN WELL. Due to the impact of COVID-19, the global economy has undergone many changes, and many partner companies have also suffered extensively. Starting from our epidemic declaration of being kind, caring for partners, providing stability, and promoting industrial recovery, MEAN WELL proactively proposed various industrial recovery plans, which received many enthusiastic and positive responses.

I then also proposed the concept of an SDG Group, by which we would construct an SDG group through the integration of Mean Well, PowerNex, Share Well, and the Public Welfare Foundation. This Group is to be combined with 9 of the United Nations' Sustainable Development Goals (SDGs) indicators, and through the corporate slogan of Reliable Partners for Sustainable Development, the goal was set to create 100 ESG companies by 2030.

In the same year on December 12, MEAN WELL published its first book "The Power of Reliable Partners". This book, which has been in the making for nearly forty years, tells the story of MEAN WELL's journey and the establishment of precious partnerships along the way. As far as MEAN WELL is concerned, our stakeholders are not just business interests, but partnerships. I hope that MEAN WELL in the future will go From My way to Our way; no longer just proceeding on our own way, but everyone walking hand in hand with us.

In order to further achieve the goal of sustainable enterprise, I decided to study for EMBA at Fugen Catholic University and set up the SDG Academy to learn and grow with all the supervisors. I set 2020 as the first year of MEAN WELL's sustainable development. I sincerely hope that my small acts of kindness can help influence more people and achieve the goals for the common good.

I want to be a mediator, reconcile corporate culture and employee relations, and maintain an upward, good, and happy mood. I hope to lead by example, influencing others from top to bottom, driving and reconciling corporate culture. MEAN WELL started its sustainable development in 2020. From 2020 to 2021, the first year of the SDG launch, and on to 2022, the year of SDG take-off, we continued to grow step by step and down-to-earth, leading the Group to become a century-old benchmark enterprise for standard power supplies, and do our best to build a more perfect environment for the next generation.

Founder: Lin Guo-dong / Jerry Lin

林國棟



Message from the Chief Sustainability Officer

Creating an ESG enterprise with reliable partners and sustainable development, and contributing to building a more perfect environment for the next generation!

Looking back at the original intention of MEAN WELL to serve society, which all started with the establishment of the Public Welfare Committee in 2008, adhering to the spirit of Taking from Society, Giving back Society to encourage colleagues to participate in volunteer services, hoping to give back to the society through practical endeavors. After accumulating 10 years of CSR experience, and in order to expand MEAN WELL's power for good, we officially established the MEAN WELL Charity Foundation in 2019, with the elderly, children, and people with disabilities as the main service targets. Combined with corporate advantages, in providing lighting equipment replacement services, we have helped nearly 300 children improve their lighting environment every year.

In response to the sustainable development trend of global enterprises, we upgraded the original Corporate Social Responsibility Committee to the Sustainable Development Committee (under the Business Strategy Committee) in 2021, with our Founder as the Chairman and senior executives of each unit as members. The Sustainability Team led by the Chief Sustainability Officer focuses on global issues, expands and promotes sustainable development policies, so that corporate social responsibility is not just doing public welfare, but continuous sustainable development in all aspects of ESG to achieve corporate sustainability.

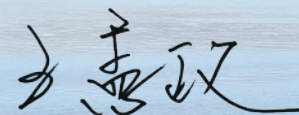
MEAN WELL has always regarded our partners as an important key to business operations, and of course we must call on our friends and partners to join us on this road to sustainable development. 2021 marked the first year of MEAN WELL's SDG launch. Since then we have established the SDG Sustainable Development Network, adhering to the concept of Reliable Partners for Sustainable Development, announced our ambition to create 100 ESG companies, and invited employees, distributors and ESG corporate partners to cooperate through the SDG Sustainable Development Network. In addition to building consensus and connecting information, we are also committed to integrating upstream and downstream partners to jointly create an SDG Industry Value Network, breaking the original competition and cooperation relationship, stimulating more flexibility, and strengthening Industrial resilience and synergy.

In addition, we also set up the MEAN WELL Epidemic Prevention and Recovery Network at the early stage of the epidemic in 2020. We published the global epidemic situation every week, paying attention to the epidemic trends, communicating the Group's epidemic prevention policy in real time and releasing epidemic prevention videos from time to time. In establishing a good communication channel with partners, we also gained the confidence of our partners. I do believe we can get through this smoothly. As the epidemic stabilizes and the world opens up, the Epidemic Prevention and Recovery Network officially closed in February 2023. Thank you again to all partners for their support.

In 2022, MEAN WELL took the first step towards the goal of carbon neutrality, by undergoing the first greenhouse gas verification. In addition to using the verification results as the basis for carbon reduction, more importantly, we and our colleagues learned about the carbon emissions of various projects during the process, including the knowledge and concepts of carbon emissions, international trends and regulations. We also worked hard for the common goal of carbon reduction, raising the awareness of sustainability, product carbon footprint verification, understanding the carbon emissions of the products from start to end stage, and considering how to obtain the support of raw material supply partners to implement a sustainable and responsible supply chain.

Today's MEAN WELL is no longer just a concept of a single enterprise, but taking the MEAN WELL Charity Foundation as its core value, combines the development of the Sustainable Development Group of the three major groups of MEAN WELL, PowerNex, and Share Well, and combining 9 of the United Nations SDGs for the development blueprint of sustainable enterprise management. We will continue to independently disclose sustainable performance in line with international trends. We further hope to build industrial alliances with global partners, becoming a stable force in the industry, and doing our best to contribute to a better environment for the next generation.

Chief Sustainability Officer: Wang Xian-zheng

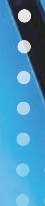





ABOUT THIS REPORT

"When I started my business, I named it MEAN WELL,
which means **Having Good Intentions**"

— Lin Guo-dong, Founder



About this Report

MEAN WELL Enterprises Co., Ltd. (hereinafter referred to as MEAN WELL, the Company or we) published the MEAN WELL Corporate Social Responsibility Report for the first time in 2013, and continues to publish it every two years. In 2021 we changed its name to the Sustainability Report. This Report is the sixth Sustainability Report published continuously. The Report is published in both Chinese and English versions and published on the Company website at www.meanwell.com.tw for disclosure.

This Report is divided into three aspects: Environmental, Social and (Corporate) Governance according to ESG as the basis of the structure of this Report. Combined with 9 of the United Nations Sustainable Development Goals (SDGs), it presents MEAN WELL's efforts and achievements in corporate social responsibility, covering corporate operations, environmental protection, employee relations, implementation results and future plans in the fields of social care, etc. We look forward to deepening mutual understanding and trust with MEAN WELL's corporate stakeholders.

Reporting Scope

The information disclosure period of this Report is 2021 to 2022 (January 1, 2021 to December 31, 2022). The organizational boundary is MEAN WELL Taiwan Headquarters, MEAN WELL Guangzhou and MEAN WELL Suzhou as the main body. Parts of the content cover overseas branch bases, such as the Netherlands in Europe, California in the United States, Bangalore in India and various manufacturing plants, but does not include offices and sales locations in overseas regions.

The scope of this Report includes the practical results of MEAN WELL regarding various major issues in economic, environmental, and social aspects. Some of them may be retrospective of content and performance, and some data have been reorganized, exposing economic, environmental and social policies and performance. Financial data is derived from all entities in the consolidated statements, except MEAN WELL Enterprise Co., LTD. Others listed are as follows:

- Wellnex Holding Co., Ltd.
- Mean Well Europe B.V.
- Mean Well USA, Inc.
- Mean Well India Electronics Pvt. Ltd.
- Mean Well Singapore Pte. Ltd.
- Mean Well International Co., Ltd.
- Mean Well (Hong Kong) Holding Ltd.
- Mean Well (Guangzhou) Electronics Co., Ltd.
- Suzhou Mean Well Technology Co., Ltd.
- Guangzhou Share Well Investment Co., Ltd.
- Suzhou Share Well Technology Co., Ltd.
- Suzhou Share Well Automation Technology Co., Ltd.



This Report has been approved through the Company's internal audit. Some statistical data exposing policy and performance of economic, environmental and social aspects is sourced from government agencies and related websites,

There has been no restatement of major information between this Report and the previous annual Report. and it is only for re-identification by interested parties. For related information, please refer to Chapter 1.3: Communication with Stakeholders of this Report.

Reporting Principles and Guarantees

The structure of this Report follows the published 2021 GRI Universal Standards as the main comprehensive disclosure structure, and echoes the Corporate Social Responsibility Best Practice Principles for OTC Listed Companies, and the United Nations Sustainable Development Goals (SDGs). The Report was compiled using the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB), and reviewed and approved by the chairman of the Sustainable Development Committee. On the economic side, business performance, salary and benefits, social participation, procurement stability, and product quality are covered. On the environmental side, sustainable environment (including energy, water, sewage and waste) are discussed. On the social side, employee relations, employee health and safety, and talent development etc. are included.

In order to ensure the credibility of the information in this report, the third-party verification organization SGS Taiwan conducted a moderate guarantee according to AA1000 Type 1, the financial data quoted the annual financial report information, and the joint accountants of Deloitte & Touche audited and signed off on the report. Relevant management system data (environmental management international standard ISO 14001, occupational safety management OHSAS 18001) were verified and confirmed by TÜV Rheinland.

Report Issuance Overview

MEAN WELL issues a Corporate Social Responsibility report every two years, and at the same time publishes it on the SDG sustainable development website.

Previous issue: September 2021

Current issue: April 2023

Contact Method

In case of any questions, advice or suggestions about this Report or Mean Well's sustainable development, please write to info@meanwellfoundation.org, and we will contact you as soon as possible.





Spread your wings and fly

"I hope that the MEAN WELL family will uphold their integrity and sincerity, with goodwill and persistence"

— Lin Guo-dong, Founder



01

SUSTAINABILITY MANAGEMENT

- 1.1 POWER OF THE BRAND
- 1.2 SUSTAINABILITY OPERATION
- 1.3 COMMUNICATION WITH STAKEHOLDERS
- 1.4 MATERIAL TOPIC IDENTIFICATION
- 1.5 MATERIAL TOPIC MANAGEMENT



1.1 Power of the Brand

Brand Strategy



Shape the brand image of the Company as a global standard power leader and become the best power brand in the minds of customers.

1.1.1 About MEAN WELL


MEAN WELL Enterprise Co., Ltd. was established in 1982. The founder, Mr. Jerry Lin, started his own business in his own 100-square-meter apartment in Banqiao, New Taipei City, with an investment of NT\$1 million. At the time, he mainly produced APPLE II power supply products for personal computers.

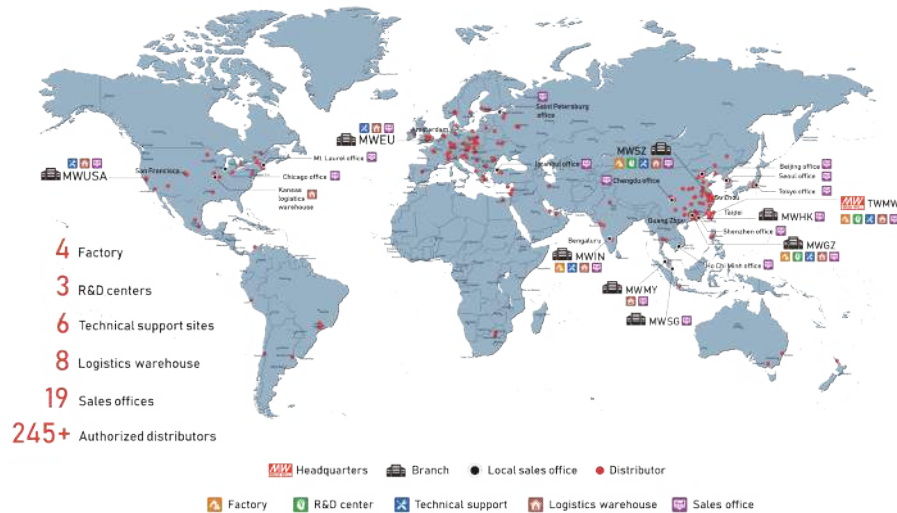
In 1986, he established his own brand and started production of industrial power supplies. Headquartered in Wugu District, New Taipei City, it is one of the few professional manufacturers in the world mainly focusing on own-brand power supplies.

Since its establishment, MEAN WELL has continued to maintain long-term trust relationships with customers, suppliers, cooperating factories and employees within the spirit of "good intentions" and the perspective of "reliable partner". We have established strong partnerships with hundreds of authorized distributors around the world, steadily growing and thriving. As of 2022, MEAN WELL has become a world-class power supply brand manufacturer with a combined revenue of US\$1.493 billion (NT\$29.75 billion).

The global headquarters is located in Taiwan's New Taipei Industrial Park, with branches in Guangzhou, Suzhou, California, the Netherlands, Europe, and India, a contract-manufacturing factory in the Philippines, and a Value-Added Center established in Kansas City, USA. MEAN WELL currently operates 4 production bases located in New Taipei City, Taiwan; Huadu District, Guangzhou, China; Xiangcheng District, Suzhou City, China; and Bangalore, India.

Basic Company Information

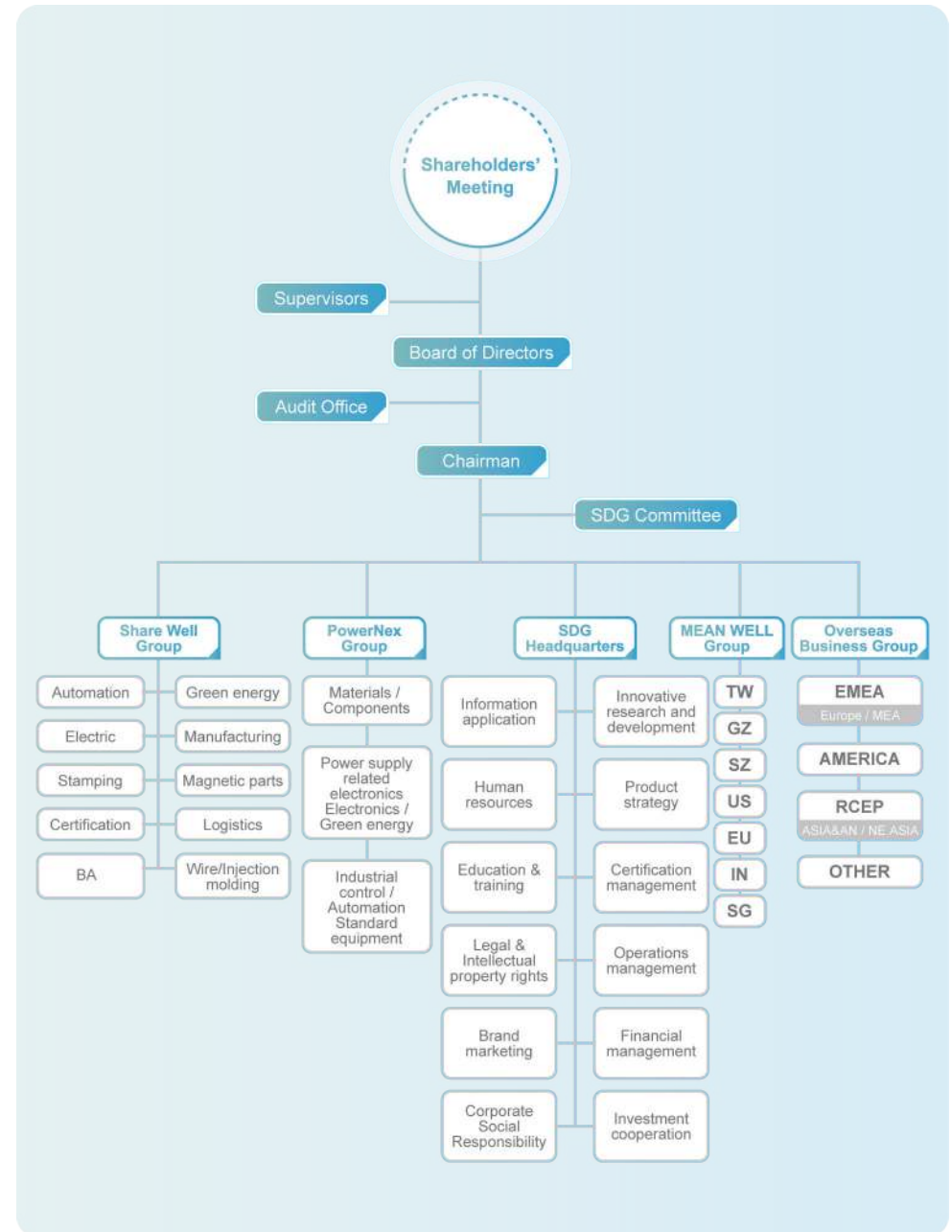
Company Name	MEAN WELL Enterprise Co., Ltd.		
Nature of Company Ownership	1982/04/06		
Market	IPO		
Stock Code	6943		
Main Products	Power Supplies		
Chairman	Lin Guo-dong		
General Manager	Chen Yu-zhong		
CEO	Tsai Ming-zhi / Zheng Zhi-de		
Group Chief Sustainability Officer	Wang Xian-zheng		
Operations Headquarters	28 Wu-quan 3rd Road, Wugu District, New Taipei City		
Other operating bases	Huadu District, Guangzhou, China Xiangcheng District, Suzhou City, China Europe: Netherlands USA: Fremont, California Bangalore, India		
Headquarters			
2021 Consolidated Revenue	NT\$37.515 billion	2022 Consolidated Revenue	NT\$44.531 billion
2021 Total Employees	2,627 people	2022 Total Employees	2,641 people



Organizational Structure

At MEAN WELL, the general manager and senior executives comprise a management team responsible for the operation and management of MEAN WELL Taiwan. The members of this team include the five major systems of marketing, R&D, manufacturing, administrative management, and finance. This strong management team has become a pillar of strength to the general manager.

Since 2010, MEAN WELL has gradually adjusted and strengthened its organizational management capabilities in conjunction with group member companies. The general manager and senior executives of each company have vertically set up management teams to be responsible for the operation and management of local branches. Horizontally rotated by the function committee, this management system is drafted by the function committee and handed over to the Taiwan company for piloting. If successful, the management system will be implemented in various branches. Therefore, function management committees such as for marketing, R&D, manufacturing, procurement, quality control, information, human resources, finance, legal affairs & intellectual property, etc. are established. The management committee implements relevant management systems and work.



Micro Technology Consultants Report (2022)

According to a report by Micro Technology Consultants in March 2023, MEAN WELL ranks 3rd among global power supply (DC output) manufacturers. The top 2 power supply manufacturers rely on ODM/OEM as their main source of revenue, while 99% of MEAN WELL's revenue comes from standard power supply products. MEAN WELL's core business strategy is to be a power supply manufacturer with its own brand.

Micro Technology Consultant		
No	PS Companies	Sales
1	Delta Electronics	~\$5200-5300
2	Lite-On	~\$1600-1650
3	MEAN WELL	~\$1494
4	Chicony Power	~\$1364
5	Flex™	~\$1050

Commonwealth Magazine World Top 2000 Survey



Brand Origin

The 1980s coincided with the take-off of Taiwan's information industry. MEAN WELL, established in 1982, was born out of a small factory building in Banqiao, New Taipei City with a capital of NT1 million in a 100m2 apartment. After many successful transformations along the way, from linear power supply to switching power supply, from PC power supply and then focusing on industrial power supply research and development and own-brand sales, MEAN WELL has developed into a leading global standard power supply brand.

MEAN WELL is derived from the English dictionary meaning of "**Having good intentions**". This meaning is very consistent with the founder's life philosophy. As long as the mind is right, the heart is good, and the business is decent, regardless of the current ability, and as long as the direction is right, it should be implemented persistently and steadfastly.

"Integrity and sincerity" is our way of life.

"Being a reliable partner" is our business philosophy.

- Brand meaning is "**Having good intentions**".
- The rectangle represents the corporate image of stability and practicality.
- Red symbolizes the principle of integrity and honesty of the MEAN WELL family.
- Brand promise: "Your Reliable Power Partner".

Brand Survey

MEAN WELL conducted the first brand survey in 2016 and is conducted in even-numbered years. The subjects of the questionnaire cover MEAN WELL distributors, direct customers, supplier, third party and employee representatives. Feedback is given on the degree of agreement for the following 15 power supply brand driving force indicators, where 5 points represent strong agreement, and 1 point represents strong disagreement.

The following are the statistical results of 2018 to 2022:

Important Indicators of Corporate Brand Driving Force	2018	2020	2022	Growth Rate (2020 vs 2022)
1. It is a company with high brand awareness.	4.71	4.75	4.74	-0.21%
2. Provides a complete product line and diversified model selection.	4.59	4.62	4.60	-0.43%
3. Strong R&D ability, continuous innovation, fast product launch.	4.40	4.37	4.34	-0.68%
4. Leads other companies in the industry in design technology.	4.33	4.29	4.25	-0.93%
5. Products comply with international safety certifications, and quality is guaranteed.	4.74	4.70	4.70	0.00%
6. Products have good reliability, durability and stable quality.	4.67	4.61	4.65	0.86%

Important Indicators of Corporate Brand Driving Force	2018	2020	2022	Growth Rate (2020 vs 2022)
7. Product appearance design has good texture, is simple to use and easy to operate.	4.49	4.51	4.53	0.44%
8. Reasonable price, and high cost performance.	4.41	4.32	4.15	-3.93%
9. With global sales channels, the products are easy to obtain.	4.60	4.66	4.49	-3.64%
10. Sufficient inventory to provide fast delivery.	4.44	4.41	3.93	-10.8%
11. Provides fast and professional support in application and engineering technology consultation.	4.45	4.47	4.42	-1.11%
12. Provides fast and satisfactory after-sales service.	4.35	4.35	4.29	-1.37%
13. A reliable power partner worthy of long-term cooperation.	4.74	4.68	4.68	0.00%
14. An enterprise constantly improving, with the goal of sustainable operation.	4.65	4.65	4.56	-0.19%
15. An enterprise that values corporate social responsibility and partnerships.	4.57	4.58	4.55	-0.65%
Average Score	4.54	4.53	4.46	

Brand Maintenance

MEAN WELL has always paid attention to the protection of intellectual property rights and brand image. It has established a legal and intellectual property rights office to monitor physical stores and e-commerce platforms and other sales channels. It also pays attention to applications for trademarks similar to our Company, raises objections in a timely manner, and actively adopts brand and trademark rights protection actions.

MEAN WELL (Guangzhou) Electronics Co., Ltd. passed the Intellectual Property Management System certification on March 6, 2018, and announced the Intellectual Property Rights Statement on August 1, 2018. For all sales channels officially authorized by MEAN WELL, you can search for authorized distributors, online shopping e-commerce and exhibition stores on the Distributors page of

MEAN WELL's official website, and you can find the corresponding official online authorization certificate or website URL. If consumers cannot identify the product from the appearance label, they can also enter the product serial number on the Company's official website to identify the authenticity of the product.

Number of certified trademarks: 59 countries



Core Values



Brand

More than 99% of production are of the standard own brands. When customers have power requirements, they will give priority to MEAN WELL, and specify the use of MEAN WELL power supply products, as it represents quality assurance, trust and peace of mind.



Channels

70% of MEAN WELL's revenue comes from its more than 200 authorized distributors worldwide selling to more than 80 countries. More than 75% of these distributors have cooperated with MEAN WELL for more than 10 years.



Computerization

Computerization was introduced in 1991, and the complete ERP information system is 100% tailor-made by the product management center according to the needs of various departments. It connects our global factories, branches, distributors, cooperating factories, etc., to improve operational efficiency.



Innovation

Combining innovation meetings, industry-university cooperation, R&D centers and product managers in order to increase the cost-effectiveness of product lines to meet customer needs.



Global Certification

Tens of thousands of MEAN WELL products comply with global safety certifications, with an annual certification fee running in the hundreds of millions of New Taiwan dollars. In addition to ensuring product quality and safety, it also shortens the time to market for client products and equipment, assisting customers to seize market opportunities.

Business Strategy

Mission

- Innovation and improvement that keep pace with the times
- Providing the most cost-effective standard power supply products and services

Vision

- Century-old benchmark enterprise of global standard power supply
- Constructing sustainable ESG companies (Environment, Social, Governance)

Brand Catalyst

- The power of striving for excellence



Long-term Operating Policy

Globalization	Develop brands, products, channels, talent and information systems towards globalization.
Localization	Integrate local companies and distributors, providing products and services in compliance with local laws and regulations, and in the local language and culture.
Standardization	Accurately and correctly execute the operation steps of employees according to rationalized operating procedures and as defined in standardized ways.
Computerization	Standardized operating procedures are developed using information operations and information systems and then introduced into computerized operating procedures.
Refinement	Control quality, cost, process, and timeliness, and effectively integrate the eight major functions of production, sales, talents, development, property, information, products, procurement.

New MEAN WELL Model

The new MEAN WELL model is an important foundation for MEAN WELL to construct its corporate spirit. The inner circle displays the core value of MEAN WELL since its establishment, and it is also a trait that the MEAN WELL family is proud of: Integrity and Sincerity. When everything is conducted with integrity and sincerity, mutual trust and mutual benefit with partners will be achieved. The second circle is the conditions for MEAN WELL to build an efficient team. An attitude of accountability, agile processing ability, professional skills, and strong execution are the only ways to build a high-performance MEAN WELL team. The third circle explains MEAN WELL's important market strategies, globalization, proximity to customer needs, focus and innovation.

Inner Circle - Core Values

● Integrity & Sincerity

With proper thinking and good intentions, yet regardless of current ability, as long as you are going in the right direction, while being persistent and down-to-earth, you will achieve the goal.

Middle Circle - Efficient Team

● Accountability

Face all challenges bravely, go all out, do your part, and take responsibility.

● Agility

Effective communication, rapid response, feedback from the person-in-charge within 24 hours, and resolution by the supervisor within 24 hours.

● Professionalism

Self-improvement and development, cultivate professional skills, and keep improving PQCDSP (Products, Quality, Cost, Delivery, Service and Reliable Relationship) competitiveness.

● Execution

Transform superior decision making into actual action, and complete tasks efficiently through teamwork.

Outer Circle - Market Strategies

● Globalization

Deploy global sales channels, set up distributors in countries accounting for just 0.1% of revenue, and set up sales and service locations for those with 1%.

● Proximity to customers

Be close to customers, understand market applications, and provide products and services that meet customer demands.

Outer Circle - Market Strategies

● Focus

Long-term intensive cultivation in the power supply industry, focused on providing standard power supply products and services.

● Innovation

Provide a comprehensive product line of one-stop-shopping to meet the needs of a majority of small and medium-sized customers.



1.1.2 Corporate Governance

MEAN WELL believes that high-quality corporate governance is the most important way to guarantee the effective operation of a company and to fulfill its social responsibilities. In particular, major events that we communicate with various stakeholders are tracked by the relevant responsible units and reported to the Board of Directors. During the reporting period, they are classified according to the nature of the events. The statistics are: five environmental, four economic, and nine social. For further details, please refer to the Chapter 1.3.2 Methods of Communication with Stakeholders.

Board of Directors Overview

The members of the Board of Directors of the Company adopt the candidate nomination system in accordance with the provisions of the Articles of Association. Nominations are made based on industry professional qualifications and industry experience such as business management experience, business marketing experience, as well as professional capabilities such as accounting and financial analysis capabilities, information technology capabilities, risk management capabilities, and independence is considered to lead MEAN WELL into a broader future. Nominations are voted on by shareholders during the shareholders' meeting.

At present, there are 5 directors, one of whom is an outside director, which meets the requirements of independence, and 2 supervisors. For the needs of business development and practical operation, 4 directors serve as managers of the Company. The term of office is three years. The Chairman is selected by the directors. Board meetings are held at least once a quarter to review the business performance of the Company and discuss important strategic issues. Apart from participating in the Board of Directors, the directors also participate in MEAN WELL's internal strategy meetings to truly understand the actual status of the Company's operations and make suggestions.

Job Title	Name	First (Election) Date of Appointment	Main Educational & Work Experience	Current Positions in the Company and Other Companies
Chairman	Lin Guo-dong	April 6, 1982	Department of Electronics, Tatung High School Technology Management Institute, Fu Jen Catholic University (in progress), Founder/Chairman/President, MEAN WELL Enterprise Co., Ltd.	Chairman of PowerNex Int'l Co., Ltd.
Director	Zheng Zhi-de	June 19, 2017	MBA, Washington University, St. Louis Director of MEAN WELL Enterprise Co., Ltd.	CEO of Mean Well Enterprise Overseas Region, Director of PowerNex Int'l Co., Ltd., Director of PowerNex Precision Technology Co., Ltd., Director of PowerNex Management Consulting Co., Ltd.
Director	Cai Ming-zhi	July 24, 2014	Electronic Engineering, Huaxia University of Science and Technology, Director of Mean Well Enterprise Co., Ltd.	CEO of MEAN WELL Greater China, Director and General Manager of PowerNex Int'l Co., Ltd., Director of PowerNex Precision Technology Co., Ltd., Director of PowerNex Management Consulting Co., Ltd., Director of Suzhou Share Well Technology Co., Ltd., Director of Huawei Investment Co. Ltd.
Director	Chen Yu-zhong	June 6, 2022	Industrial Management, National Taiwan University of Science and Technology, General Manager of Mean Well Enterprise Co., Ltd., General Manager of Mean Well (Guangzhou) Electronics Co., Ltd., General Manager of Suzhou Mean Well Technology Co., Ltd., Deputy Manager of Factory Affairs Department of Mean Well Enterprise Co., Ltd.	Director of Suzhou Share Well Technology Co., Ltd.
Director	Zhang Shui-rong	June 6, 2022	Bachelor of Electrophysics, National Yangming Chiao Tung University, Master's degree, Thunderbird School of Global Management, USA, Chairman, Greater China Region, US Business, KLA Taiwan (Office of Chief Technology Officer), General Manager, Taiwan Region, KLA Taiwan, MEAN WELL Corporate Consultant	None
Supervisor	Hong Yan-feng	August 19, 2008	IT, University of Warwick (UK), MIS/HR Director, MEAN WELL Enterprise Co., Ltd.	Supervisor of PowerNex Int'l Co., Ltd., Supervisor of PowerNex Management Consulting Co., Ltd.
Supervisor	Wang Fei-long	June 24, 2014	Electronic Section, Datong Advanced Engineering, Supervisor of MEAN WELL Enterprise Co., Ltd., General Manager, MEAN WELL (Guangzhou) Electronics Co., Ltd.	None

Note:

1.The supervisor, Ms. Hong Yan-feng, is female, while all other board members are male.

2.Except for the Director, Mr. Zheng Zhi-de, who is 30 to 50 years old, all other members are over 50.

Director Training

We attach great importance to education and training. Every year, Mean Well Enterprise Co., Ltd. organizes a series of SDG training courses, inviting directors who are also operating executives to participate in various courses. In 2022, we passed the Covid-19 epidemic peak, so the training hours markedly increased from 2021.

Study Year: 2021		
Job Title	Name	Total Study Hours
Chairman	Lin Guo-dong	11 hours
Director and CEO for Greater China	Cai Ming-zhi	64 hours
Director and Executive Director for Overseas Region	Zheng Zhi-de	77 hours
Director and concurrent Chief Operating Officer	Chen Yu-zhong	49 hours

Study Year: 2022		
Job Title	Name	Total Study Hours
Chairman	Lin Guo-dong	79.5 hours
Director and CEO for Greater China	Cai Ming-zhi	121 hours
Director and Executive Director for Overseas Region	Zheng Zhi-de	118 hours
Director and concurrent Chief Operating Officer	Chen Yu-zhong	119 hours

Director Performance Evaluation

The Company formulates the evaluation management method of the Board of Directors, adopts the method of self-evaluation and mutual evaluation of directors, and performs an evaluation cycle once a year, which is used as a reference for the issuance of directors' remuneration. The performance evaluation of the Board of Directors is divided into two categories: mutual evaluation of directors and mutual evaluation of strategy meetings. The content and proportion of the evaluations are as follows:

Board Performance Evaluation

Mutual evaluation project of the Board of Directors	<ul style="list-style-type: none"> Participation in operation 40% Internal business communication 30% Internal control 30%
Strategy meeting mutual evaluation project	<ul style="list-style-type: none"> Proposal push Establish suggestions Guidance and correction Degree of program participation

1.2 Sustainability Operation



MEAN WELL belongs to the electronic component manufacturing industry. Its main business item is industrial standard power supplies. The products are sold to more than 80 countries on five continents around the world. The main customer types include green energy, transportation, industrial automation & industrial control, information communication, 3C & security, LED signage & lighting, medical care, etc. according to product application fields, and they are distributed across various industries. The detailed value chain of operation activities and sales quantities are explained below:

Value chain diagram of MEAN WELL's operating activities



MEAN WELL Product Sales Status		
Year	2021	2022
Product Type	Sales Volume (units)	Sales volume (units)
Enclosed	35,626,344	35,043,459
LED	28,503,444	26,224,715
DIN	10,347,965	12,674,982
PCB	16,101,446	18,365,697
ADAPTOR	5,328,354	5,280,228
D/D	3,390,870	4,493,438
CHARGER	163,208	171,824
INVERTER	83,285	721,681
KNX	42,565	61,968

Note: the sales area is Global. Customers are in various industries.

Operating Performance

Category / Year	2021	2022
Operating income (NT\$1,000)	37,514,584	44,531,413
Operating gross profit (NT\$1,000)	12,648,317	15,857,804
Operating profit and loss (NT\$1,000)	10,430,054	13,368,000
Non-operating income and expenses (NT\$1,000)	621,993	1,332,969
Net profit before tax (NT\$1,000)	11,052,047	14,700,969
Net profit after tax for the current period (NT\$1,000)	8,004,222	10,835,859
Total comprehensive profit and loss for the period (NT\$1,000)	7,583,474	11,946,636
Earnings per share (NT\$)	33.91	45.78
Employee benefit amount (NT\$1,000)	305,522	507,438
Dividends (NT\$1,000)	3,450,000	4,462,690
Employee salaries (including employee benefits) (NT\$1,000)	1,484,439	2,551,177

Category / Year	2021	2022
Retained economic value (NT\$1,000)	4,581,901	4,954,220
Payments to investors (NT\$1,000)	3,450,000	4,462,690
Government payments (NT\$1,000)	3,065,050	3,883,014
Community investment (NT\$1,000)	66,927	11,418

Note:

1. The amount of employee benefits refers to pensions, food expenses, welfare funds, insurance premiums and other employment expenses, etc.
2. The amount paid to investors refers to the dividends paid to all shareholders, plus the interest paid to lenders (including any form of debt and interest on borrowing) and the unpaid dividends payable to shareholders of special shares.
3. Payments to the Government refer to all taxes (including sales tax, income tax, property tax) and fines.
4. Community investing refers to donations and subsidies.
5. The retained economic value is income - operating costs - employee salaries and benefits - dividends paid to all shareholders - interest paid to lenders (including any form of debt and interest on borrowings) - unpaid dividends payable to shareholders of special shares - all taxes - penalties - financial donations - donations of goods.

1.2.1 Sustainability Development Committee

While pursuing revenue and profit growth, MEAN WELL has not forgotten to actively promote corporate social responsibility in order to accumulate operational performance and corporate competitiveness. Through continuous innovation, improvement, and development of high value-added products, MEAN WELL has created maximum value and benefit for employees, shareholders and society.

The Corporate Social Responsibility Committee is an internal sustainable management organization of MEAN WELL, with the general manager Mr. Jerry Lin acting as chairman and senior executives constituting the professional committee members responsible for assisting the chairman in making decisions on CSR affairs. In addition, there is a Social Responsibility Implementation Team responsible for the collection and implementation of various data. Through regular meetings, the committee formulates an annual CSR strategic plan, reviews the direction of the group's operations and supervises the effectiveness of the implementation.

The purpose of the committee's establishment is to accurately implement MEAN WELL's commitments to society, including such facets as corporate governance, environmental protection and energy conservation, employee care, and social participation, while further paying attention to complying with government regulations, improving workplace health and safety, developing green products, reducing environmental impact, as well as fully accepting social and environmental responsibility.

- **Board of Directors: Responsible for guiding and supervising the direction of CSR promotion and the overall effectiveness of implementation.**
- **Chairman: Oversees the planning committee's CSR strategy and plan execution, and evaluates performance.**
- **Professional committee members: Responsible for drawing up the CSR plan according to strategy and submitting it to the meeting for discussion and resolution prior to execution.**
 - Consists of supervisory representatives of inter-departmental units within the company, including production, manufacturing, R&D, charity, management, jointly discussing resolutions.
- **Social Responsibility Implementation Team: Collects the latest CSR information at home and abroad on issues of concern to stakeholders, implements various sustainable development policies and activities, and publicizes the company's relevant CSR as a consolidated report in response to stakeholders.**
 - Economic aspect: Supervision and implementation of operational performance, integrity management, internal audit and internal control.
 - Environmental aspect: research and development of green energy products, production of energy saving, improve product efficiency, and reduce the burden on the environment while the company grows.
 - Social aspect: Provide policies and activities on employee health and environmental safety management, social welfare and environmental protection education.

SDGs Business Meetings

The Company holds regular SDG committee meetings every week, chaired by the ESG Group, and the convener of the ESG group reports to the committee the achievement of the ESG goals, makes an annual summary report every year, and regularly reviews whether the goals are appropriate and relevant international issues. The person in charge of the ESG team also reports the progress of various ESG projects to the convener at any time, and submits questions and suggestions.

Code of Ethics

As a global corporate citizen, MEAN WELL supports the Electronic Industry Citizenship Coalition (EICC) Code of Conduct, follows the International Covenant on Civil and Political Rights of the United Nations, and attaches great importance to corporate governance. Through continuous innovation and creating a good working environment, MEAN WELL is committed to creating the greatest benefits for employees, shareholders and society as a whole. While upholding high business ethics, personal integrity and compliance with regulations and standards, MEAN WELL and its employees are willing to abide by the following standards:

- Complies with labor laws and regulations, respect employees' freedom of employment, provide reasonable salary and benefits, implement humanity management, and pay attention to employee health and safety.
- Prohibits any form of harassment or inhumane treatment, including discrimination, sexual harassment, abuse, slavery, corporal punishment, threats, child labor, etc.
- Provides customers with real information, ensure long-term provision of optimized products and services, and be a trusted power partner to customers.
- Adheres to the principles of good faith, prohibit all illegal acts such as corruption, bribery, fraud, embezzlement, and set up an Integrity Mailbox on the official website to accept internal and external suggestions and reports of corporate and employee behaviors that do not comply with laws and ethics, and then fairly and justly deal with such reports.
- Respects others' intellectual property rights, while actively protecting MEAN WELL's intellectual property rights.
- Completely fulfills our corporate environmental protection responsibilities, and ensure that the impact on the environment in the process of company activities, production and services is appropriate.
- Fully adheres to our corporate social responsibility and actively participate in community public welfare activities.

MEAN WELL has not conducted the RBA yet, but plans to join human rights due diligence in the future. Currently, we have a human rights policy, and place the human rights policy statement at the entrance of the employee system for instant publicity. At the meeting of the Sustainability Committee in 2023, it is planned to include the human rights policy in the discussion of Company policies, employee education and training courses, new personnel training and supplier management.

Human Rights Policy Statement

In order to fulfill its corporate social responsibility, MEAN WELL Group continues to develop towards SDG sustainable development, upholds high business ethics and personal integrity, supports and follows the United Nations Universal Declaration of Human Rights, United Nations Global Covenant, United Nations Guiding Principles on Business and Human Rights and other international norms and local laws and regulations, calling for and protecting the basic human rights and related rights of all colleagues, customers, partners and other stakeholders:

1. Comply with labor laws and regulations: Respect employees' freedom of employment, provide reasonable wages, implement humane management, and do not collect, process, and use personal data at will.
2. Diversity, inclusiveness and equal opportunity: Any form of discrimination, differential or inhuman treatment is prohibited, including sexual harassment, abuse, slavery, corporal punishment, threats, child labor and other violations of human rights.
3. Healthy and safe workplace environment: Pay attention to the health and safety of employees, provide various benefits, conduct regular health checkups, encourage employees to participate in clubs and travel, and prohibit forced labor.
4. Safe two-way communication channels: Regularly hold employee forums, labor-management meetings, implement employee surveys, maintain smooth communication, create a win-win situation for labor and capital, and set up integrity mailboxes to provide reporting channels.

Reports and Suggestions

The Company's official website has an integrity mailbox, which accepts suggestions and provides reporting channels. If it is found that the Company or any of its employees have violated law and ethics, it promises to deal with it fairly and justly. When reporting, it is necessary to provide your name, attach specific details and contact information. It can also be sent to the head office by letter or E-mail.

- Receiving unit: Group General Management Office
- The Company official website: www.meanwell.com/about.aspx?i=10
- Head office address: Integrity Mailbox, 28 Wuquan 3rd Road, Wugu District, New Taipei City 24891
- Reporting E-mail: integrity@meanwell.com

1.2.2 Green MEAN WELL

Environmental responsibility is an important part of the product production process, and refers to minimizing the impact on the environment and natural resources, while protecting the health and safety of the public. MEAN WELL supports environmental protection activities for implementing environmental responsibilities and striving to improve environmental performance. In order to achieve standard systematic management, all our major operating plants have passed ISO 14001 environmental management system certification.

Every year, each unit formulates annual goals and management plans based on the Company's environmental, safety and health policies. After implementation, they are coordinated with the environmental, safety and health committee and through management review meetings to track results, so as to ensure the implementation of environmental safety and health management activities and compliance with environmental safety and health related laws and regulations through this Plan-Do-Check-Act cycle (PDCA). After evaluating the environmental impacts that may be caused by the manufacturing process, we continue to improve on energy management, water management, and waste management as our core work.



MEAN WELL Environmental Vision & Policy

In order to fulfill the corporate environmental protection responsibility, MEAN WELL ensures that the impact on the environment in the course of activities, production and servicing is appropriate.

Company Promises

1. Implementation of company-wide environmental safety and health management, preventive measures and continuous improvement,
2. Compliance with applicable laws and regulations and other related environmental safety and health requirements,
3. Commitment to developing energy-saving products, promoting green supply chains, and reducing the impact on the environment
4. Implementation of risk assessment management, education and training, and achieving the goal of no major occupational disasters,
5. Performing corporate social responsibility, provision of a safe and healthy working environment, and encouraging employees to participate in environmental protection and public welfare activities,
6. Regular review of the environmental, safety and health goals and communicating the above policies to employees and stakeholders, and making them public.



Public Association Participation

MEAN WELL specializes in the small and diverse industrial standard power supply market, and mainly serves small and medium-sized customers around the world. MEAN WELL also has more than 10,000 kinds of power supply products, which can meet the needs of various power supply applications in multiple industries. The original planned inventory production and sales management, as well as distribution channel partners in more than 80 countries on five continents, make MEAN WELL power supplies available almost everywhere.

The following is a list of public associations that MEAN WELL has joined. Except for the National Electronic Product Safety Standardization Technical Committee which the Company joined as an observer, all others are joined as member with no formal positions.

Area	Name	Membership Year
Taiwan	Taiwan Electrical and Electronic Manufacturers Association	1985
Taiwan	Taiwan Power Electronics Association	2003
Taiwan	Taiwan Lighting Fixture Export Association	2008
Taiwan	Taiwan LED Lighting Industry Association	2015
Taiwan	Taipei Computer Association	2019
Taiwan	Bureau of Standards and Inspection, Ministry of Economic Affairs	2021
Taiwan	GS1 Taiwan	2021
EU	DALI Alliance	2012
EU	KNX Association	2015
EU	KNX Netherlands	2019
EU	Current OS Foundation	2021
USA	PSMA	2017
China	KNX National China	2018
China	GS1 China	2018
China	China Power Supply Society	2019
China	National Radio Interference Standardization Technical Committee, F Sub-committee	2020
China	National Radio Interference Standardization Technical Committee, I Sub-committee	2021
China	National Electronic Product Safety Standardization Technical Committee	2021
India	ELCINA (Electronic Industries Association of India)	2021

1.2.3 Echoing the United Nations Sustainable Development Goals

In 2015, the United Nations adopted the Sustainable Development Goals (SDGs), setting 17 issues and goals related to global sustainable development. MEAN WELL has selected 8 of these as Sustainable Development Group indicators, to be integrated into business operations, environmental protection, partnerships, and related work as a key future development direction, and calling on global partners to cooperate on implementing future sustainability development. After discussion and resolution by the Corporate Social Responsibility Committee, continuous improvement is made through the Plan → Do → Confirm → Action cycle, doing our part to build a more ideal environment for the next generation.

Goal 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, while shaping the development of talent and the advancement of knowledge. MEAN WELL promotes industry-university cooperation, environmental education, and social welfare institution scholarships. It has also established a talent cultivation mechanism within the company to advance towards lifelong learning.

Goal 5

Achieve gender equality and empower all women and girls. MEAN WELL promises that there will be no gender discrimination as far as salaries, promotion, job distribution, and various welfare measures are concerned, and further to protect women's rights and interests.

Goal 6

Ensure availability and sustainable management of water and sanitation for all. MEAN WELL does have reclaimed water, so it attaches great importance to local water use efficiency in the factory area, ensuring that the discharge of domestic sewage is in compliance with local regulations and reducing the impact on the environment.

Goal 7

Ensure access to affordable, reliable, sustainable and modern energy for all. MEAN WELL is committed to developing green energy products to assist more people in obtaining sustainable modern energy.

Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. MEAN WELL provides good salary and benefits and a high-quality working environment, promotes industrial economic growth and protects the rights of employees.

Goal 9

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. MEAN WELL continues to accumulate innovative energy, providing diversified energy saving solutions to customers around the world.

Goal 12

Ensuring sustainable consumption and production patterns are the foundation of a company's sustainable operation. MEAN WELL continues to implement sustainable consumption and production models in daily operations through green production, as well as the use of low-toxicity and RoHS-compliant materials.

Goal 13

Take urgent action to address climate change and its impacts, MEAN WELL has been promoting green life education videos and lectures for a long time, promoting energy-saving and low-carbon life of all colleagues, and launching the greenhouse gas inventory plan to protect the earth with scientific actions.

Goal 17

As a global citizen, it is incumbent on the enterprise to participate in global partnerships to revitalize sustainable development, and promote global partnerships with practical actions.

THE GLOBAL GOALS



SDGs Group

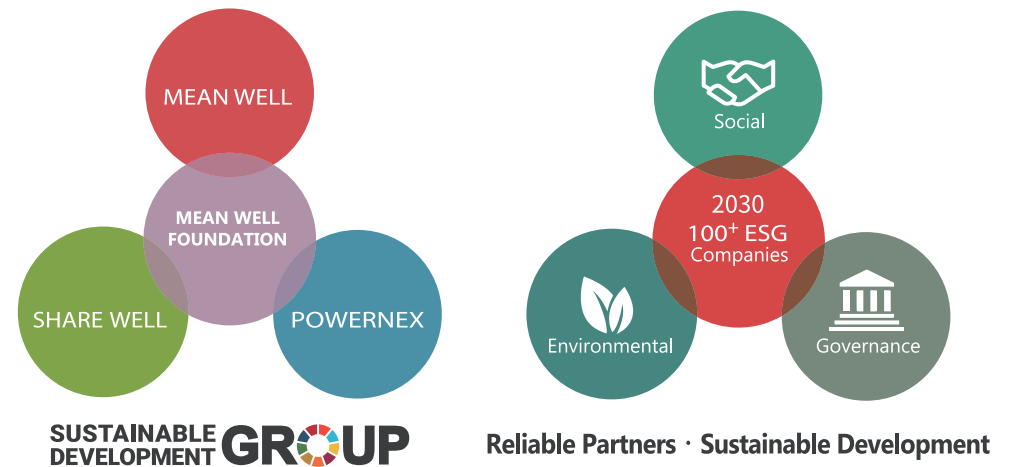
Through the Sustainable Development Group, Mr. Jerry Lin, founder of MEAN WELL Group, has integrated the sustainable development goals and concepts of the United Nations SDGs into the sustainable development of the Company as the blueprint of the group's development.

The formation of the SDG Group is based on the solid foundation of the MEAN WELL Group, which has been operating successfully for nearly 40 years, the development of the PowerNex Group and Sharewell Group, which are based in Taiwan and China, together with the MEAN WELL Foundation as core value.

To ensure that the development of the SDG Group does not deviate from the founder's original principle of **"having good intentions"**, and through this strategy of "killing two birds with one stone", combined with global partners, MEAN WELL is jointly building an industrial alliance and becoming a stabilizing force for the industry and doing our part for a better environment for the next generation.

- MEAN WELL: Focus on the power supply industry and become a century-old benchmark enterprise of global standard power supply.
- Share Well: Create green energy technology, power supply-related project development and industrial alliances in China.
- PowerNex: Develop industrial alliances and investment cooperation in the upper, middle and lower reaches of power supplies and power electronics components.
- MEAN WELL Foundation: Give back to society with the original intention of starting a business with good intentions, maintain and inherit the corporate culture of sincerity and integrity.

In order to promote this concept, we expect to increase the activity budget by 10% every year between 2021 and 2030, and regularly hold lectures and various exchange meetings. The goal is to create more than 100 ESG companies by 2030. MEAN WELL is also planning for two or more SDG group companies to go public in 2025 to 2030.



1.3 Communication with Stakeholders

1.3.1 Stakeholder Identification


The potential stakeholders of MEAN WELL that refer to the GRI Standards include shareholders and other investors, financial institutions, the Government, employees and other workers, customers, consumers, business partners, suppliers, local communities, non-governmental organizations, social welfare organizations, associations, etc., and refer to stakeholders in the peer industry and stakeholders in our 2020 report.






Through external experts MEAN WELL analyzed the actual negative impact, potential negative impact, actual positive impact, and potential positive impacts on each stakeholder. Impact scores are summed and sorted, and those with an overall score greater than 10 are considered to be important stakeholders of the Company in 2022.

Based on the results, external experts discussed with the heads of various departments of the Company at a meeting. Social groups and Non-governmental organizations (NGOs) were listed as MEAN WELL's stakeholders in 2020, but after discussion at the meeting, it was found that the Company has little impact or influence on them, so in the 2022 Report, these have been. However, due to our close interaction with Commonwealth Magazine, we added the media as an important stakeholder. In the end, six types of important stakeholders were selected in 2022, including shareholders and other investors, customers, suppliers, employees and other workers, the Government and the media.



1.3.2 Methods of Communication Stakeholder

Stakeholder	Significance to MEAN WELL	Communication Channel or Method	Frequency	Communication Effectiveness
 Shareholders and other Investors	Shareholders are MEAN WELL stock holders. The Company are responsible for them	Shareholders' meeting Newsletter Investor Group	1. At least one shareholder meeting every year. 2. Real-time update of the investor field. 3. Regular e-newsletter	1. Publish the consolidated revenue every month. 2. Announce the Company's shareholder meeting manual, shareholder meeting annual report and minutes for investors' reference.

Stakeholder	Significance to MEAN WELL	Communication Channel or Method	Frequency	Communication Effectiveness
 Customers	Customer satisfaction is related to whether the Company's business continues to grow, and it helps to provide positive feedback for improvement	Hold dealer conferences, partner days, technical seminars, and new product release meetings to listen to customer opinion and market responses. 1. Product technology seminar and RMA after-sales service seminar. 2. Release e-newsletter, including policy announcements, corporate event reports, and product information. 3. Satisfaction survey (odd-numbered years) and brand survey (even-numbered years). 4. Invite customers to participate in MEAN WELL public welfare and environmental protection activities. 5. The Advisory Committee composed of dealers puts forward suggestions on how to improve MEAN WELL's competitiveness every year.	Meet 3 to 5 times every year. Satisfaction survey once a year.	Satisfaction survey and brand survey both reached 4 points or more (satisfaction level).
 Suppliers	Suppliers provide the materials we need for production on a daily basis. Whether their products comply with the requirements of environmental protection regulations, the two parties are in a relationship of coexistence and co-prosperity.	Daily orders are sent through the ERP system, quotations are made by the SCM system, interviews and evaluations are conducted on-site or via video, and opinions are exchanged at the annual supplier exchange meeting. In addition, we communicate by email, phone, social software, etc.	For suppliers with fixed cooperation, the frequency of communication is at least once if the orders are fixed more than once a week.	1. Comply with the manufacturer's instructions and deliver compliant products on time. 2. Implement green procurement through the electronic procurement system. 3. Communicate MEAN WELL's corporate philosophy and future product development direction with suppliers through supplier exchange meetings.
 Employees and other Workers	Employees are the foundation of the Company's sustainable operation. MEAN WELL regards employees as trusted partners and gives them a stage to fully develop.	<ul style="list-style-type: none"> E-mail integrity mailbox. Production line quarterly meeting. HR Satisfaction Survey. Employee symposium 	At any time Quarterly Annually	1. Raise and respond to work-related questions 2. Communication on Company policies and employee rights. 3. Job adjustment and career development coordination.
 Government	Comply with local authorities' requirements. We are subject to the supervision of the competent authority in terms of financial accounting, taxation and other public offerings.	Correspondence Live communication Official documents Declaration website Telephone communication	At any time Regularly	Completion of waste clearance certificate and renewal of drainage connection certificate. There have been no major violations in recent years.
 Media	Immediately transmit the Company's open and correct information to the public. It is one of the communication channels for important stakeholders.	By holding press conferences, interviews and press releases, all stakeholders can understand MEAN WELL's annual actions.	Held 6 to 8 times a year	In 2022, 1 media joint press conference, more than 34 press releases, and 4 exclusive interviews were conducted.

1.4 Material Topic Identification

1.4.1 Material Topic Identification Process

MEAN WELL analyzed the Company's operating activities, business relationship and sustainable context through the identification process of Material Topics, and identifies the major issues in 2022. In the management of Material Topics, it effectively responded to issues of concern to stakeholders.

Step 1: Understanding the organizational context

MEAN WELL's references to related sustainability topics include GRI Topic Guidelines, SASB Guidelines, SDGs, and Material Topics in the Company's previous annual report, etc., and then compiled **38** sustainability topics.

Step 2: Identify the actual and potential impacts of sustainability issues

External experts rated the Company's actual or potential negative impacts and positive impacts on the economy, environment, and society (human and human rights) regarding sustainable issues, and then rated the actual negative impacts, potential negative impacts, and actual positive impacts of each topic. Potential positive impacts on the economy, environment, society (human and human rights) are ranked after adding up the scores, and those with a total score greater than **30** points are considered Material Topics of the Company. However, topics listed by SASB are prioritized as Material Topics of the Company after scoring.

Step 3: Assess the significance of impacts

Scoring results were discussed by external experts and various departments of the Company. Based on past operating experience, the degree and possibility of significant impact of the issues were discussed, and **18** major sustainable issues of MEAN WELL were determined through analysis.

Step 4: Disclosure and report on sustainability issues

According to the analysis results of major sustainable issues, external experts conducted a comprehensive evaluation with various departments of the Company according to the nature of the issues, and finally summarized **18** major sustainable issues into **9** Material Topic management contents, and communicates these to stakeholders through the Sustainability Report for people to communicate and respond to.

Material Topics Identification Results

There were 7 Material Topics in the 2020 report. For the 2022 report, we have added 11 new Material Topics, including supplier environmental assessment, product life-cycle management, energy, greenhouse gas emissions, supplier social assessment, customer health and safety, product safety, employment relations, labor and management relations, market position, employee diversity and equal opportunity. In the end, 18 major sustainable issues were summarized into 9 Material Topic management contents.

In response to the revision of GRI indicators this year, the names of Material Topics are also slightly different. For example, the original profit performance was changed to economic performance this year, the original employee development was changed to training and education, the original employee health, safety and hygiene was changed to occupational safety and health, all named to conform with the GRI Topic Guidelines, so that stakeholders can better understand our actions when reading this Report. The identification results of Material Topics are as follows in terms of Environmental, Social and Corporate Governance:

Environmental Aspect

- Supplier environmental assessment
- Product life-cycle management
- Green products
- Energy
- Greenhouse gas emissions

Social Aspect

- Supplier Social Assessment
- Customer health and safety
- Product safety
- Occupational safety and health
- Employee Relations
- Labor and management relationship
- Employee diversity and equal opportunity
- Training and education
- Customer relationships

Corporate Governance

- Innovative research and development
- Economic performance
- Market status
- Brand strategy and value



1.4.2 Value Chain Analysis

○ Direct impact ○ Business relationship impact

Impact	Major Issues	Value Chain			Corresponding Chapter
		Within the Organization	Outside the Organization		
		MEAN WELL	Customers	Suppliers	
Environment	Supplier environmental assessment	<div></div>	-	<div></div>	2.5 Material Topic Management
	Product life-cycle management	<div></div>	<div></div>	<div></div>	3.5 Material Topic Management
	Green products	<div></div>	<div></div>	<div></div>	3.5 Material Topic Management
	Energy	<div></div>	-	-	3.5 Material Topic Management
	Greenhouse gas emissions	<div></div>	-	-	3.5 Material Topic Management
Social	Supplier social assessment	<div></div>	-	<div></div>	2.5 Material Topic Management
	Customer safety and health	<div></div>	-	-	3.5 Material Topic Management
	Product safety	<div></div>	<div></div>	<div></div>	3.5 Material Topic Management
	Occupational safety and health	<div></div>	-	-	4.5 Material Topic Management
	Employment relations	<div></div>	-	-	4.5 Material Topic Management
	Labor and management relationship	<div></div>	-	-	4.5 Material Topic Management
	Employee diversity and equal opportunity	<div></div>	-	-	4.5 Material Topic Management
	Training and education	<div></div>	-	-	4.5 Material Topic Management
	Customer relationships	<div></div>	<div></div>	-	2.5 Material Topic Management
Corporate Governance	Innovative research and development	<div></div>	<div></div>	<div></div>	3.5 Material Topic Management
	Economic performance	<div></div>	-	-	1.5 Material Topic Management
	Market status	<div></div>	-	-	4.5 Material Topic Management
	Brand strategy and value	<div></div>	<div></div>	<div></div>	1.5 Material Topic Management

List of Material Topics	Describe the Organization's policies or commitments related to Material Topics	Describe Impacts	Actual / Potential Positive / Negative	Mainly affected by
Supplier environmental assessment & Supplier social assessment	<p>Procuring in the supply chain through supplier management, from past requirements on the content of harmful substances, in the future it must cooperate with the Company's product carbon footprint certification operations, continue to require suppliers to save energy and reduce carbon emissions, reduce greenhouse gas emissions, in order to reduce the impact of climate change on human life.</p> <p>In the past, suppliers were required to not use improper labor and to participate in related public welfare activities. MEAN WELL will fulfill its supplier management responsibilities and lead supplier partners to develop towards better ESG enterprises.</p>	Must comply with local regulations, otherwise it may cause lawsuits, yjr Company may be fined or be ordered to stop work. Being able to operate in compliance with regulations and strengthen promotion management is an important factor for the development of ESG businesses to have positive benefits.	<p>Negative:</p> <p>Countries in various regions have higher and higher requirements on environmental protection issues and labor in the production cycle. Numerous laws and regulations have been enacted to regulate enterprises. If suppliers violate the laws and regulations, it will affect the production and operation of factories, and indirectly cause supply risks to MEAN WELL.</p>	Suppliers and their upstream raw material suppliers.
Customer health and safety, Product safety and quality	<p>MEAN WELL considers Comprehensive Quality Assurance" and Customer Satisfaction as its quality policy. The Company also takes Global Certification as its fifth core value.</p> <p>Promote Company-wide quality control, implement education and training and standardization, implement source and flow management, and implement preventive measures and recurrence prevention. For the purpose of meeting customer needs, In the long-term, provide products and services with the best combination of quality and cost combined with green product development and design, and comply with relevant laws and regulations safety standard design, in order to protect the health and safety of users.</p>	<p>People and Assets</p> <p>In the safety and EMC specifications, there are clear statements and guidance on the device and electronic components of the product so as to avoid poor design or improper use, which may lead to disasters and accidents, causing loss of life and property.</p> <p>Economy</p> <p>Improve the competitiveness of product exports & prevent inferior foreign products from flowing into the domestic market and protect consumer safety.</p> <p>Environment</p> <p>Cooperate with Government policies and industrial development, develop green energy products and carry out related certification. The products must comply with energy-saving laws and regulations of various countries, and reduce energy consumption and carbon emissions by improving energy efficiency.</p>	<p>Positive</p> <ul style="list-style-type: none"> Delivering products of the highest quality and safety standards Diversified green energy and energy-saving products to reduce energy consumption and carbon emissions. Products comply with UL, TUV, CE, CB and other international safety certifications, adopts lead-free ROHS and REACH parts, uses recyclable low-pollution packaging materials, and fulfil the mission of a green enterprise. The headquarters in Taiwan and the Guangzhou and Suzhou branches in mainland China all have safety certification laboratories, which has obtained a number of international safety laboratory qualification certifications. The headquarters set up a Certification Center to research and apply for global certification regulations for new products' industry and region-specific safety regulations, energy consumption and EMC standards, to ensure product safety and meet the energy-saving requirements of various countries. 	Company, Suppliers, Customers (distributors & brand owners), Consumers, Environment

List of Material Topics	Describe the Organization's policies or commitments related to Material Topics	Describe Impacts	Actual / Potential Positive / Negative	Mainly affected by
Product life-cycle management Green products Innovative research and development	Under the influence of climate change, natural disasters caused by extreme weather have occurred one after another around the world. The changes in natural ecology have seriously affected the normal life of human beings. How to mitigate the impact on the environment is the social and environmental responsibility of enterprises. The Company is willing to work on energy, and greenhouse gas sustainability issues to invest in relevant resources to contribute to a better environment for the next generation.	<p>Economy Innovative products, with multiple additional functions, light and thin, high cost performance are all conducive to marketing and sales.</p> <p>Environment Implement a circular economy and carbon reduction to reduce the impact on the environment.</p> <p>People Research and development of innovative products requires technical manpower. If R&D capabilities are available, the employment opportunities of personnel will be improved.</p> <p>People The technical ability required for product development is high, and some of the existing manpower does not match their functions and cannot complete the work expectations.</p>	<p>Positive</p> <ul style="list-style-type: none"> •The enterprise can continue to grow and expand its market share. •Develop green energy and energy-saving products to reduce consumption and carbon emissions. •Provide job vacancies and reduce social unemployment. 	Employees, Suppliers, Distributors, End users or businesses Employees
Energy Greenhouse gas emissions	Under the influence of climate change, natural disasters caused by extreme weather have occurred one after another around the world. The changes in natural ecology have seriously affected the normal life of human beings. How to mitigate the impact on the environment is the social and environmental responsibility of enterprises. The Company is willing to work on energy, and greenhouse gas sustainability issues to invest in relevant resources to contribute to a better environment for the next generation.	<p>Economy Climate change affects the overall industrial economy and may trigger an economic crisis.</p> <p>Environment Climate change affects natural ecology and may produce extreme weather.</p> <p>People Extreme climate affects people's daily lives.</p>	<p>Positive Improve the Company's SDG image and competitiveness, and contribute to a better environment for the next generation.</p> <p>Negative Climate change affects industrial development, violates regulations, and increases operating costs (ex. carbon fees and taxes).</p>	Employees, Shareholders, Suppliers, Distributors, Third parties, Customers, Society, Competent authorities, Environment
Occupational safety and health	Employees are an important asset of an enterprise. Ensuring the safety and health of employees during work is a basic obligation of the Company and one of our social responsibilities. The Company advocates that we are employees' second home, and regard employees as family members. The safety and health of employees is an aspect that our Company has always attached great importance to.	<p>Economy The sustainable development of the Company is affected by the high flow of manpower.</p> <p>People Insufficient safety and health in the workplace lead to employee injury and insufficient employee stability and concentricity (high turnover rate).</p>	<p>Positive Provide a safe and healthy working environment for employees, promote their physical and mental health, and establish a friendly workplace.</p> <p>Negative High turnover rate of personnel (restricted development of the company), penalties from competent authorities.</p>	Employees, Shareholders, Suppliers, Distributors, Third parties, Customers, Society, Competent authorities

List of Material Topics	Describe the Organization's policies or commitments related to Material Topics	Describe Impacts	Actual / Potential Positive / Negative	Mainly affected by
Economic performance	<p>In addition to actively promoting corporate social responsibility, it is also crucial for the Company to accumulate business performance and corporate competitiveness, and to continue to grow revenue and profits.</p> <p>Through endless innovation and improvement, we will continue to develop high value-added products to create maximum value and benefits for MEAN WELL employees, shareholders and society.</p>	<p>Economy Sustainable operation and continuous growth, promote the common development of the upstream and downstream of the industrial chain, and become a stable force for the industry.</p> <p>People The sustainable development of the Group allows colleagues to have decent jobs and be willing to work hard.</p>	<p>Positive</p> <ul style="list-style-type: none"> Employees are willing to give and grow together with the Company. Continue to promote ESG concepts and create ESG enterprises. The Company continues to grow and contributes to a more perfect environment for the next generation. <p>Negative</p> <ul style="list-style-type: none"> Employee benefits are reduced. Poor economic performance may affect the development of upstream and downstream industries. 	Employees, Customers, Suppliers, ESG partners
Brand strategy and value	<p>The brand is an important asset of MEAN WELL, and it is also the first core value. Since the establishment of the MEAN WELL brand in 1986, after 40 years of operation and hard work, MEAN WELL has enjoyed high brand awareness in the power supply industry. Hundreds of authorized dealers around the world act as agents for MEAN WELL. Most dealers account for more than 50% of MEAN WELL's revenue, and their brand dependence is quite high, in addition to MEAN WELL's direct customers, equipment manufacturers, system integrators, etc. The power supply brand will also affect consumers' willingness to purchase the product. Therefore, it is very important for MEAN WELL to promote brand value, enhance brand image, and establish positive brand awareness among customers.</p>	<p>If the MEAN WELL brand faces a negative impact, the impact will be global. It will not only affect the reputation of the Company, including branches and other offices, but also have a continuous impact on the sales of global authorized dealers, various physical exhibition stores, online e-commerce and end customers. In addition, due to customers' lack of confidence in the brand, sales performance and corporate profits face the risk of decline, which in turn affects shareholders' equity.</p>	<p>Positive</p> <ul style="list-style-type: none"> A good brand image can enhance customer cooperation and purchase willingness and help market pricing power, improving the Company's competitiveness Promote SDG Group corporate volume and Company brand value. <p>Negative A poor brand image may lead to a decline in corporate profits, directly affecting the rights and interests of employees and shareholders.</p>	Employees, Customers, Shareholders, Media, Partners

List of Material Topics	Describe the Organization's policies or commitments related to Material Topics	Describe Impacts	Actual / Potential Positive / Negative	Mainly affected by
Employment relations Labor Relations Market status Employee diversity Equal opportunity Training & development	<p>Employees are the most important assets of an enterprise. MEAN WELL regards employees as partners and family members, which also shows that MEAN WELL is the second home of every employee. Creating a harmonious labor-management atmosphere helps build consensus and solidarity.</p> <p>MEAN WELL attaches great importance to the development of employees and cares about the voices of employees in the workplace, so that every employee has a sense of belonging in MEAN WELL and works together to grow together. We firmly believe that talent is cultivated by ourselves, and we are committed to the cultivation of internal talent. In MEAN WELL, more than 80% of the executives are cultivated by ourselves. Our goal is to enable every employee to have the necessary professional knowledge and to realize their potential.</p>	<p>People There are channels for employees to fully express their opinions, and the rights and interests of employees can be paid attention to, creating a harmonious labor-management relationship.</p> <p>People Through education and training, increase the professional knowledge of employees, and through the publicity of courses, convey the concept of SDGs and promote corporate culture.</p>	<p>Positive</p> <ul style="list-style-type: none"> • High staff centripetal force and low turnover rate. • Harmony between labor and capital is not easy to cause disputes. • Internal cultivation and promotion channels are smooth. • Talent is cultivated from the grassroots, and the management continues MEAN WELL's good corporate culture. <p>Negative</p> <ul style="list-style-type: none"> • Stable organization and employees are easy to be content with the status quo. • Insufficient momentum for innovation and change. • High homogeneity of employees with lack of external comparison and stimulation. • It is not easy for experienced and excellent management talents to develop their strengths in the organization. 	Employees, ESG partners, Distributors
Customer relations	<p>Since the establishment of MEAN WELL in 1986, after 40 years of operation and hard work, MEAN WELL has established more than 245 authorized distribution channels around the world, and more than two-thirds of MEAN WELL's turnover is contributed by customers who have cooperated with MEAN WELL for more than 10 years. Establishing a trustworthy partnership with customers is one of the important factors for MEAN WELL's long-term and stable growth.</p>	<p>If MEAN WELL does not pay attention to long-term customer relations, it will not only affect the stable growth of performance, but also cause damage to corporate reputation and the risk of declining corporate profits, which in turn will affect shareholders' rights and interests.</p>	<p>Positive</p> <ul style="list-style-type: none"> • Obtain the long-term trust of customers, and the performance and profit will grow together stably. • With stable growth in performance, partners can also have stable market development through MEAN WELL, thereby coexisting and co-prospering. • The Company continues to grow, direct and indirect employees live and work in peace and contentment, and there is room for high-quality upward development. • Stable performance and profit growth can bring profits to shareholders. 	Employees, Customers, Shareholders, Partners

1.5 Material Topic Management

Material Topic: Economic Performance	
Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	In addition to actively promoting corporate social responsibility, it is also crucial for the Company to accumulate business performance and corporate competitiveness, and to continue to grow revenue and profit. Through endless innovation and improvement, we will continue to develop high value-added products to create maximum value and benefits for MEAN WELL employees, shareholders and society.
Policy & Strategy	The Company's policy on economic performance is pursuit of excellence, sustainable operation, profit creation, and giving back to the community.
Goals & Objectives	<p>Short-term goals Group's annual revenue growth of 15%, and profit growth of 10%.</p> <p>Long-term goals 1.Create 100+ ESG companies. 2.SDG Group consolidated revenue reaching US\$5 billion. 3.More than 2 companies listed on the stock exchange, with the combined market value exceeding US\$10 billion.</p>
Management Evaluation Mechanism	<p>1.Prepare a budget every year, and set annual goals for each function.</p> <p>2.Regular group meetings to track various management indicators.</p> <p>3.Functional KPI is automatically calculated in real-time data in the ERP system through standardization and computerization.</p>
Performance & Adjustment	The Group's cumulative revenue and profit growth rates in the past three years both reached 15% and 10% respectively, which will continue to be the Group's goal in the future, and we will continue to develop towards the long-term Group goal.
Preventive or Remedial Measures	Through the Group management mechanism of 50 key management items, if the target is not reached, the system will automatically give a yellow light warning, and the functional supervisor will analyze and make adjustments, propose improvement countermeasures and approve the improvement plan.

Material Topic: Brand Strategy and Value	
Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	The brand is an important asset of MEAN WELL, and it is also the first core value. Since the MEAN WELL brand was established in 1986, after 40 years of operation and hard work, MEAN WELL has enjoyed a high brand awareness in the power supply industry. Hundreds of authorized dealers around the world act as agents for MEAN WELL. Most dealers account for more than 50% of MEAN WELL's revenue, and their brand dependence is quite high, in addition to MEAN WELL's direct customers, equipment manufacturers, system integrators, etc. The power supply brand will also affect consumers' willingness to purchase the product. Therefore, it is very important for MEAN WELL to promote brand value, enhance brand image, and establish positive brand awareness among customers.
Policy & Strategy	<p>The Company's brand policy is to be a global brand with localized marketing, acting as Your Reliable Power Partner as a brand promise. The vision is to build a global standard power leader.</p> <p>The brand strategy focuses on promoting our own brand. Through the global authorized dealer channel, we serve a small number of various small and medium-sized customers. The stock-based production mode can be delivered quickly to meet the broad needs of end customers in various industries for easy access to standard power supplies.</p>
Goals & Objectives	<p>Short term goals (2024) The revenue accounts for more than 0.1% Apply for brand trademark registration. A brand investigation score of more than 4.5.</p> <p>Medium and long term goals (2030) Selected as one of the top 20 international excellent brands in Taiwan.</p>
Management Evaluation Mechanism	<ul style="list-style-type: none"> MEAN WELL set up a Group Brand Center to plan global brand promotion, formulate brand strategies and lead the unification of the global brand image, combined with the services provided by PowerNex Management Co., Ltd. The marketing function operation is managed in accordance with the group marketing management method.
Performance & Adjustment	<ul style="list-style-type: none"> In the trademark segment, revenue amounted to 0.1% of the countries accounting for 95% complete application. At present, we have obtained trademark registration in 57 countries, and under application in 1 country. The brand survey conducts surveys in even-numbered. In 2020, the annual brand score was 4.53 points, while in 2022 it was 4.46 points. Affected by the epidemic and shipping factors, the delivery period has been extended, which affected the brand survey scores in 2022 and 2024 towards the goal of 4.5 points.
Preventive or Remedial Measures	<ul style="list-style-type: none"> The Group's headquarters in Taiwan, branches in China, Europe, and the United States all have full-time dedicated personnel to promote brand management, directly reporting to the local General Manager, and the Founder of the headquarters serves as the general convener. The Brand Center of MEAN WELL Group is responsible for coordinating the annual brand plan, formulating the marketing budget and implementing brand promotion matters. It formulates group marketing management methods, holds functional meetings to review the effectiveness of various marketing activities and budget execution status. The Company's official website has set up an online service form and integrity mailbox. The recipient of the online service form is the Group Brand Center. If there is a customer complaint, it will be directly transferred to the Customer Service unit for handling, and the integrity mailbox messages will be received by the Group Planning office. If there is a report of illegal cases, it will be directly reported to the Founder.

Ride the wind

"Being honest and sincere is difficult, but we must persevere"

— Lin Guo-dong, Founder



02

CORPORATE GOVERNANCE

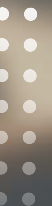
2.1 THE POWER OF PERSISTENCE

2.2 OPERATIONAL RISK MANAGEMENT

2.3 SUPPLIER PARTNERS

2.4 CUSTOMER RELATIONSHIPS

2.5 MATERIAL TOPICS MANAGEMENT



2.1 The Power of Persistence

SDGs	Strategy		Mission		Vision	
  	Focus on intelligent product development and conversion efficiency improvement		1. Continuous innovation and improvement 2. Provide the most cost-effective power supply products		Become a global power supply technology leader	
KPI	2021 Goal	2021 Performance	2022 Goal	2022 Performance	2023 Goal	2025 Goal
Innovation R&D investment as a percentage of revenue (%)	2.0%	1.4%	2.0%	1.1%	2.5%	3.5%
Reasons why 2022 KPIs did not reach the goal: <ul style="list-style-type: none"> More senior colleagues applied for retirement and in making way for new colleagues, the salary structure dropped. Newly developed case models tend to be complex and high-powered, therefore, the number of cases decreased, which in turn lead to a reduction in certification fees. The Company's revenue growth rate is relatively large, reaching 27%. 						

2.1.1 Internal Control and Compliance

MEAN WELL has established an internal audit system and set up a full-time audit supervisor to assist the Board of Directors and management to inspect and review the deficiencies of the internal control system, measure the efficiency and effectiveness of operations, the reliability of financial reports, and compliance with relevant laws and regulations, and provide timely improvements recommendations to ensure that the internal control system can continue to be effectively implemented.

1. Internal control system: Consider the overall operating activities of the Company and its subsidiaries, design and implement its internal control system, and review it at any time to respond to changes in the Company's internal and external environments, so as to ensure that the design and implementation of the system continue to be effective.

2. Audit plan: The audit unit draws up an annual audit plan based on the risk assessment results. The Company's annual audit plan is submitted to the Board of Directors for approval, the audit unit performs monthly audit operations based on that, and summarizes the audit results into an audit report on a monthly basis.

3. ESG evaluation standard table: The internal audit establishes an ESG evaluation standard table, evaluates ESG compliance, and issues a verification report.

Through strict management, there were no related cases of integrity management violations and other major penalties and violations during the reporting period.

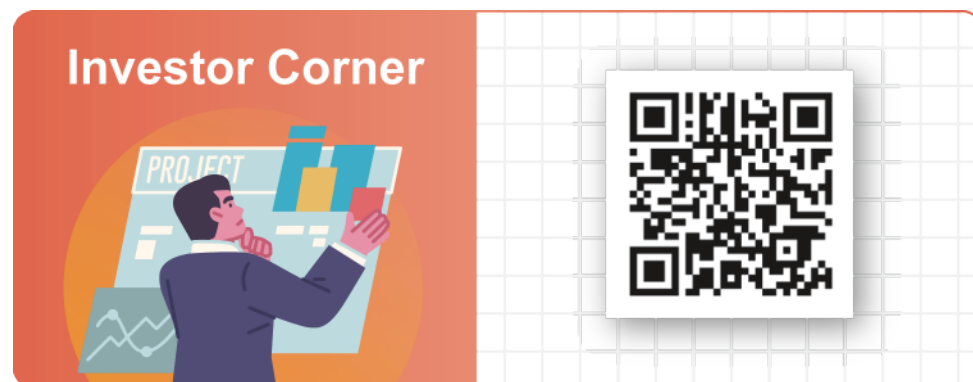
Tax Policy

MEAN WELL's tax unit is the Finance Department. We strictly follow relevant tax laws such as securities transaction tax, income tax law, and business tax, while abiding by the following principles:

- Law-abiding principle:** Comply with tax laws and regulations, correctly declare and pay taxes and prepare clear documents.
- Comprehensive decision-making principle:** Pay attention to changes in local and international tax laws, comprehensively assess their impact and formulate response strategies.
- Information transparency principle:** Regularly disclose tax information in public channels such as financial reports and annual reports to ensure information transparency.
- Active communication principle:** Maintain open and honest communication with tax collection agencies to help improve the tax environment and system.
- Reasonable tax-saving principle:** Use legal and transparent tax incentives, and do not use methods that violate the spirit of the law to save taxes.
- Reasonable structure principle:** The corporate structure and transaction arrangements are in line with the economic essence, and no special arrangements are used for tax avoidance.

- **Risk control principle:** When formulating and implementing tax decisions, assess relevant risks and adopt appropriate strategies.
- **Commercial substance principle:** Related party transactions conform to economic substance, decision makers bear risks and receive reasonable rewards.
- **Conventional transaction principle:** The price and conditions of related party transactions should be similar to those of non-related parties in similar transactions.

For the Company's detailed annual report or financial report information disclosed on the official website Investor Corner, please scan the following QR code:



Country Report

In accordance with the provisions of Article 22-1, Item 5, Subparagraph 1 of the Transfer Pricing Review Standards, the Company prepared its own country report without the certification of an accountant. Source and description are as follows:

1. Data source: Statutory financial statements of each member.
2. The data in the statutory financial statements of each member is converted into NT dollars at the following exchange rates. The average exchange rates for 2021 are as follows:
 - RMB = 4.341 NTD
 - 1 Euro = 33.16 NTD
 - 1 US dollar = 28.009 NTD
 - 1 Indian Rupee = 0.3789 NTD
3. The unit of financial data is NT\$1,000.
4. Profit and loss share recognized by the equity method: Wellnex Holding Co., Ltd., invested in China through a third area mainly due to legal regulations, with a recognized investment income of NT\$7,425,849,000.



Other detailed country report members and their main business activities are described as follows:

Tax Jurisdiction	Parent Company & Subsidiaries of the Tax Jurisdiction	Main Operating Activities							
		R&D	Hold or manage intellectual property rights	Procurement	Manufacturing or Production	Sales, Marketing or Distribution	Administrative, management or support services	Provision of services to non-related entities	Share-holding or other equity instruments
TW	34491075 MEAN WELL Enterprise Co., Ltd.	V	V	V	V	V	V	V	V
CN	9144010173297 79927 Mean Well (Guangzhou) Electronics Co., Ltd.	V	V	V	V	V	V	V	
CN	9132050078838 7553E Suzhou Mean Well Technology Co., Ltd.	V	V	V	V	V	V	V	
NL	8156.05 535 MEAN WELL Europe B.V.	V				V	V	V	
US	94-3337376 MEAN WELL USA, INC.	V				V	V	V	
IN	29AANCM1572F1 Z8 MEAN WELL India Electronics Private Ltd.				V	V	V	V	
WS	27444 Wellnex Holdings Co., Ltd.								V
WS	51302 MEAN WELL International Co. Ltd.					V	V	V	
HK	BR#50183533 Mean Well Hong Kong Holdings Limited					V	V	V	

Summary of the distribution of income, tax burden and operating activities of MEAN WELL Enterprise Co., Ltd. in each tax jurisdiction (NT\$)

跨國企業集團名稱 Name of the MNE group :明緯企業股份有限公司 MEAN WELL GROUP										
會計年度 Fiscal year concerned : 2021-01-01-2021-12-31										
幣別 currency : TWD										
租稅管轄區 ¹	收入 Revenues (B)			所得稅前 損益	已納所得稅 (現金收付制)	當期應付所 得稅	實收 資本額	累積盈餘	員工人數	有形資產 (現金及約當 現金除外)
Tax Jurisdiction (A)	非關係人 Unrelated Party (B1)	關係人 Related Party (B2)	合計 Total (B3)	Profit (Loss) before Income Tax (C)	Income Tax Paid (on Cash Basis) (D)	Income Tax Accrued- Current Year (E)	Stated Capital (F)	Accumulated Earnings (G)	Number of Employees (H)	Tangible Assets other than Cash and Cash
TW	1,376,327	15,386,077	16,762,404	3,802,033	86,330	746,393	5,106,889	6,303,330	330	700,471
CN	15,430,320	35,137,482	50,567,802	8,608,538	1,801,449	1,341,421	311,536	12,186,530	404	2,268,139
NL	2,786,497	0	2,786,497	208,757	66,750	66,801	507	708,333	30	662,608
US	2,334,566	0	2,334,566	227,826	73,500	58,111	21,407	603,369	33	356,821
IN	54,737	0	54,737	5,803	0	0	0	0	36	15,138
WS	11,627,482	11,018,060	22,645,542	8,197,351	0	0	102,991	22,314,991	8	101
HK	38,908	5,372	44,280	2,888	0	0	110,937	8,135,545	1	45,869

2.1.2 Cradle of Innovation and Development

Industry-Academia Cooperation

- In the past three years, there were **7** industry-academia cooperation cases
- In the past three years, the ratio of industry-academia achievements to cases is **4:7**
- In the past three years, **6** employees have joined the industry from an intermediary

There are five universities in Taiwan and mainland China we cooperate with: Taiwan University of Science and Technology, Taipei University of Science and Technology, Yunlin University of Science and Technology, Taizhou University of Science and Technology, and Guangdong University of Technology. From 2020 to 2022, there were 7 cooperation projects, and the research contents mainly covered the characteristics of basic components, the optimization of circuit structure and the creation of new technology of control law, etc.

About 60% of the results developed on the theme of industry-academia cooperation are applied to actual products. The remaining results are used as technical reserves for future new product research and development. A high

proportion of students who contact MEAN WELL through industry-academia programs also join MEAN WELL after graduation. About 20% of the newly recruited R&D personnel in the past three years belong to industry-academia matchmaking partnerships.

Campus Recruitment

Every year during the graduation season, we set up booths in colleges and universities to recruit talent, and provide young students with consultation and workplace information exchange.



Corporate Internship

Provided internship opportunities for master's and university students, with 4 in the R&D department in 2021, and 2 enterprise internships in the R&D department in 2022.

Seminar Sponsorship

IEEE, Power Electronics Association, National Taiwan University of Science and Technology - Advanced Industry-Academia Alliance, etc. all sponsor tens of thousands to hundreds of thousands of dollars.

Contribution

Almost every year, technical articles are published in domestic journals and seminars in the field of power supply electronics.

2.1.3 Manufacturing System Development Direction

● Green Enterprise Promotion

In recent years, as the problem of global warming has become more and more serious, the actual actions of environmental protection are even more urgent. As a global corporate member, MEAN WELL continues to promote the ISO 14000 system and the operating procedures of environmental and energy management. We will gradually promote low energy consumption factories, hoping to become a green benchmark enterprise.

● E-based Supply Chain Management

It integrates the flow of goods from suppliers of parts to manufacturing plants, dealers, customers, and even consumers through the Internet, and discloses information such as manufacturing, sales, and inventory in the SCM computer system to achieve goods delivery. The function of shortening lead times and reducing inventory is a method to promote operating efficiency improvement. At present, the integration project of the procurement category of member companies is underway, and E-management will be gradually carried out in the future.

● Continue to Refine MEXUS

Assuming the English word "Nexus" means a connection, a contact, a relationship, a series of links, or a group, etc., each company (TQM), each system (SQM), each function (FQM) in the Mean Well Group (GQM) and other units, means to merge Meanwell with Nexus into "MEXUS". We should look at the cost-effectiveness and competitiveness of the internal products and services of the MEXUS Group from the perspective of external customers, market environment, and supply chain connections. The person in charge of each unit must watch and think deeply how to connect the processes and ideas of related units, and to improve and inherit each unit endlessly and in line with the long-term vision and mission of MEAN WELL Group (Vision & Mission).

● Establish Intelligent Factory

Through the improvement of the production process and equipment investment, combined with the automation system composed of machines and humans, the machine assists the human in production assembly and testing activities,

reducing material loss and unnecessary waste. Through the integration of the back-end ERP system, it is possible to collect, store, organize and analyze manufacturing site data in real time, laying the foundation for future automated factories.

■ Green Design

MEAN WELL has been committed to the development of standard power supplies for more than 40 years, and has also devoted a lot of effort to the issue of environmental protection and green energy, introducing the concept of green product design in the product planning stage. For parameters related to energy saving, such as conversion efficiency, power factor and total harmonic distortion, etc., the circuit is improved at the design stage for optimization. At the same time, in order to reduce the conversion loss of power products, we improve power conversion efficiency and power density, and in order to achieve the best energy-saving effect, practice the management of green products and green supply chain.

Green Design Features	Impact on the Environment and Society
Light, thin, short, small	High efficiency, high power density and miniaturized design, while reducing the demand for metal materials, iron powder cores and packaging materials, reducing environmental pollution and energy consumption.
High reliability	High-reliability design to prolong the service life of products, MEAN WELL products provide at least a 5-year warranty period, reducing the speed of obsolescence and replacement.
Aging test energy recovery system	Import self-developed energy recovery system to recover the power of the aging test of the production line, reduce the production cost of products, reduce unnecessary power waste, and achieve the purpose of energy saving and carbon reduction.
Green design and supply chain	Product design and process materials are in compliance with the latest EU RoHS and REACH regulations, and are committed to preventing pollution to the ecological environment and achieving the goal of sustainable development.

2.2 Operational Risk Management

2.2.1 Risk Management

The SDG Group adheres to the policy of sustainable development, moving towards the balanced development of Environmental protection (E), Society (S) and Corporate Governance (G), and continues to build a happy enterprise with sustainable operation and high efficiency. In addition, the SDG Group is led by the group's Chief Sustainability Officer. Combined with the information center and the independent internal audit unit, the Legal Audit Office, it supervises internal control, establishes a complete corresponding information system, process and completes the annual audit plan, and proposes deficiencies to the Board of Directors and issues an improvement report.

Instructions for filling out the Environmental Consideration and Identification Form:

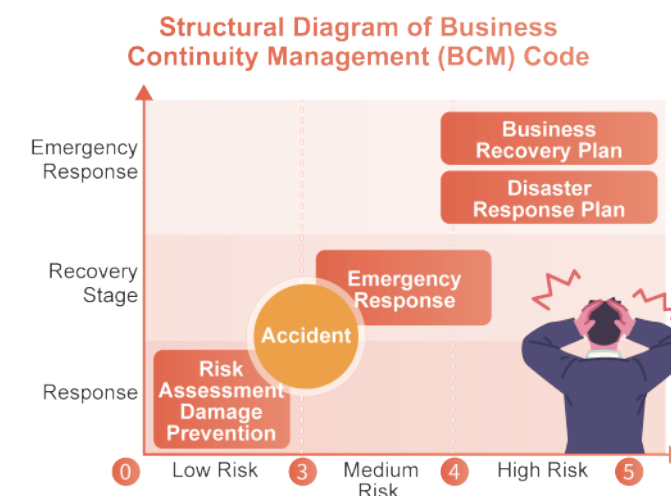
Category	Fill in the main functions, work procedures or tasks
Attributes	Fill in the product or event
Lifecycle	Fill in the product life cycle stages considered, raw materials, design, manufacturing, transportation, disposal, and others. Raw materials: selection process of raw materials Design: product design phase or process design process Manufacturing: manufacturing stage, production process or maintenance process of facilities and equipment Transportation: transportation, delivery and distribution process Disposal: product, facility, equipment, instrument, raw material disposal process Others: Considerations other than the above
Job Content & Activity Content	Fill in the job or activity content
Environmental Impact Type	Environmental impact type, waste gas, waste water, waste, harmful substances, noise, energy loss, resource loss
Positive or Negative	Fill in + or - (for positive consideration, subsequent fields need not be completed)

Description of Possible Environmental Impact	Fill in the possible environmental impact and pollution, waste gas, waste water, waste, harmful substances, noise, energy loss, resource loss
Existing Control Measures	Fill in the existing control measures
Environmental Risk Incidences	Fill in the adoption of existing control measures, the probability and frequency of environmental impact and pollution occurrence: 1 point: Abnormal/emergency, also will not occur. 2 points: Abnormal/emergency, likely to occur. 3 points: Under normal circumstances, it may occur (season). 4 points: Under normal circumstances, it may occur (months). 5 points: Under normal circumstances, it often occurs (weeks).
Environmental Risk Severity	Fill in the environmental impact and the severity of the pollution: 1 point: The scope of influence is limited to a single area in the factory area, or the degree of influence is slightly acceptable. 2 points: The scope of influence is limited to the area within the factory area (more than 2 areas), or the degree of influence is slightly acceptable. 3 points: The scope of influence involves outside the factory area, and the degree of influence is relatively high. It does not violate laws and regulations but must be improved immediately. 4 points: The scope of influence involves the factory area, the degree of influence is serious, violations of laws and regulations must be corrected immediately. 5 points: The scope of influence involves outside the factory area, the degree of impact is serious, violation of regulations may lead to shut down, and immediate improvement is required.
Environmental Risk Level	Fill in the environmental level = incidence rate + severity If the environmental level is greater than level 6, the measures to reduce the risk level must be filled in (but if there is a risk, the risk reduction measures can be filled in).
Measures to Reduce the Environmental Level	Fill in the measures to reduce the environmental level. If the control measure is a plan, program or case, fill in the record number. Consideration order (elimination → replacement → engineering control → administrative control → protective equipment)

Business Continuity Planning

Since 2020, in response to the Covid-19 epidemic, MEAN WELL Group has launched BCP (Business Continuity Planning) and established a BCM management team (Business Continuity Management).

The purpose of the BCP plan is to prevent the interruption of business operations and protect important operating processes from major failures or disasters when crisis situations occur, such as natural disasters, war riots, disease epidemics, accidents, equipment failures, and deliberate behavior. With the implementation framework in the Business Continuity Management (as shown on the right), combined with prevention and recovery control measures, the interruption of business operations caused by disasters and lack of safety can be reduced to an acceptable level grade. This code is applicable to the Company's major business interruption, including various situations and periods that lead to the failure to deliver products or services, and this code also includes various related specific sub-plans.



Risk Identification and Countermeasures

Under the policy of sustainable development, the SDG Group mainly uses functional units or communication platforms to identify and manage risks, and each functional unit or communication platform formulates management strategies and response plans to eliminate, reduce or transfer risks, in order to timely, orderly and effectively reduce the Company's various operational risks.

After identification, the main operational risks include safety and health risks, product quality risks, supply chain risks, financial risks, investment risks, information security risks, legal and intellectual rights risks, environment and climate change risks. Various risks and corresponding functional units or communication platforms, risk management policies and actions, risk attributes, occurrence probability and trends are as follows.

Risk Category	Source of Risk	Functional Management or Communication Platform (Governance)	Risk Management Policies and Actions (Strategy & Risk Management)	Metrics and Targets	Risk Attribute	Probability of Occurrence	Occurrence Trends
Safety and health risk	Earthquakes, fires, occupational accidents, occupational diseases, chemical hazards, emerging infectious diseases (such as Covid-19)	SDG weekly meeting EHS Committee MEAN WELL Group Epidemic Prevention Network	1. Weekly group epidemic prevention announcement, each company's epidemic risk assessment and vaccination rate tracking. 2. Implement risk assessment management and education and training to achieve the goal of no major occupational accidents. 3. Fulfill corporate social responsibility and provide a safe and healthy working environment and physical and mental health consultation.	Work injury days Vaccination rate Number of major incidents	Moderate	Likely	Declining

Risk Category	Source of Risk	Functional Management or Communication Platform (Governance)	Risk Management Policies and Actions (Strategy & Risk Management)	Metrics and Targets	Risk Attribute	Probability of Occurrence	Occurrence Trends
Product quality risk	Product design and manufacturing deficiencies	Innovation weekly meeting Service meeting Quality monthly meeting	1. Design green products. 2. Production automation & real-time board management. 3. ERP management of maintenance data to grasp the quality status and changes in real time. 4. There are qualified safety certification laboratories.	Guarantee return rate Three-year defect repair rate	Moderate	Likely	Declining
Supply chain risk	Rising prices of raw materials, shortage of materials, materials cutting off, long-term and short-term materials	Weekly operation meeting Supplier evaluation meeting	1. SCM supplier management system, regular supplier evaluation and hierarchical management. 2. Green material management. 3. Regular on-site audit and guidance training. 4. Plan to expand logistics investment cooperation.	Supplier 4R evaluation	Moderate	Likely	Declining
Financial risk	Failure to strictly control funds, plan legal tax arrangements, failure to implement credit risk control, and failure to take hedging measures against exchange rate changes.	Monthly finance meeting	1. Execute receivables and payables policy. 2. Real-time grasp of income and expenditure status and exchange rate changes. 3. Make steady allocation of idle funds.	Receivables turnover Exchange loss control	Slight	Likely	Stable
Investment risk	Deviate from the development of the industry, and engage in external cooperation and investment without synergy.	Investment Cooperation Association	1. Cooperation first, agreement second, investment second. 2. Investment within the industry is preferred. 3. The investment needs to be synergistic.	Regularly review and replace non-synergy projects	Slight	Unlikely	Stable
Information security risk	The Company's information management system is not sound enough, the control and protection of network information security is insufficient, and it fails to provide the management with fast, effective and transparent operation management information.	Quarterly information meeting	Improve the Company's information management system, control and protect network information security, provide management with fast, effective and transparent operational management information, and conduct regular disaster drills to reduce information security risks.	Host abnormality or viruses, network disconnection. Regularly inspect, update and replace inappropriate information security products and services	Severe	Likely	Rising

Risk Category	Source of Risk	Functional Management or Communication Platform (Governance)	Risk Management Policies and Actions (Strategy & Risk Management)	Metrics and Targets	Risk Attribute	Probability of Occurrence	Occurrence Trends
Legal affairs and intellectual property risk	Failure to protect brands, trademarks, patents and other intellectual property rights.	Legal affairs joint quarterly meeting	Regularly conduct external risk investigation, deal with legal disputes and lawsuits, review SDG Group's contracts and provide internal legal advice, and assist SDG Group in handling patents, trademarks and other intellectual property related matters.	1. Regularly review and evaluate the layout of intellectual property rights 2. Trademark layout in countries or regions with turnover above 0.1%	Slight	Unlikely	Stable
Environment and climate change risk	Climate disasters cause operational shocks, rising greenhouse gas emissions, greenhouse gas emission reduction regulations and other requirements	SDG weekly meeting ESG implementation team	1. Pay attention to requirements and changes of global regulations, timely assess the internal and external environment and industry impact, and formulate plans for improvement priorities. 2. Perform greenhouse gas inventory and product carbon footprint certification, and plan carbon reduction programs/paths.	Electricity output value per kWh, water consumption per capita, carbon emissions	Severe	Very likely	Rising

Risk Attributes	Catastrophic	Severe	Moderate	Slight	Insignificant
Occurrence and Trend	Almost certain	Very likely	Likely	Unlikely	Rare

2.2.2 Information Security and Management

Management Mechanism

Through the establishment of an information security monitoring system, the confidentiality, integrity and availability of information are ensured, and important confidential information is prevented from being leaked or hacked. The main security management items include:

1. Computer equipment security management
2. Network security management
3. Virus protection and management
4. System access control management






Education and training

1. New employees report to sign the Computer Information Use Regulations document to understand and accept information security-related policies and requirements.
2. Regularly organize information security courses and lectures, and strengthen the information security awareness of all colleagues through education and training, so as to enhance the effectiveness of information security protection and prevent colleagues from breaking the law and leaking company secrets.
3. Asset management personnel regularly participate in external seminars and information security courses to master the latest information security protection knowledge and improve equipment and technology when appropriate.

● Emergency Response Mechanism

The computer room of MEAN WELL Group has been set up, and the important systems and data in the group are backed up in the storage equipment of the group computer room by category. If any branch in the group has an unpredictable system shutdown, the backup data in the group computer room can be used to quickly restore the system. Through the network, the company has continuous operation without interruption.

2.3 Supplier Partners

SDGs	  
Strategy	<ol style="list-style-type: none"> 1. Stable supply and cost 2. Focus on 4R and ESG evaluation 3. Continue to develop potential suppliers
Mission	<ol style="list-style-type: none"> 1. Find the right manufacturer and choose the right material 2. Ensure that suppliers can deliver on time, the appropriate quality, appropriate amount, and appropriate price
Vision	<ol style="list-style-type: none"> 1. Increase the ratio of ESG suppliers and establish a sustainable growth partnership 2. Create a sustainable supply chain to meet the sustainable development goals of enterprises and customers

MEAN WELL has always adhered to the concept of long-term cooperation with suppliers. MEAN WELL has frequent contacts with more than 400 suppliers, and more than 60% of the suppliers have cooperated with the Company for more than 10 years. These suppliers with more than 10 years cooperation account for more than 70% of the total. For suppliers, we also establish a fair, open, and reasonable trading platform. Through this method, good suppliers have the opportunity to enter MEAN WELL, and we can also fairly treat each manufacturer's P (product), Q (Quality), C (cost), D (delivery), S (service), R (relationship) actual performance.

Trading Seniority Statistics	Total Number	Over 30 years	20 to 29 years	10 to 19 years	Under 10 years
Number of Suppliers	405	30	58	152	165
Percentage	100%	7%	14%	38%	41%

2.3.1 Supplier Evaluation and Selection

MEAN WELL's supplier management team is composed of procurement, research and development, and quality assurance members, forming a powerful iron triangle, who are responsible for the tasks of supplier evaluation and selection. The current new supplier evaluation report has established an environmental management system and implementation are included in the evaluation project. This part is mainly to conduct visits to the manufacturing plants that produce according to the drawings of MEAN WELL's customized parts, and produce an evaluation report to confirm their current implementation status, so as to effectively evaluate the supplier's operational competitiveness, and to reduce long-term supply risks.

According to the supplier management method defined by the group, 27 and 23 suppliers were evaluated in 2021 and 2022 respectively, and the evaluation report shows that there were no operating risk prone manufacturers.

Factory evaluation meetings are held every six months to evaluate the performance of existing suppliers in terms of quality, price, and cooperative services in the past period. In order to make a fair evaluation of manufacturers, various scoring standards have also been formulated, and ERP system computerized management is gradually introduced. Actual performance is presented in a quantitative manner.

The factory review meeting found that there were two suppliers. Some of them had no intention of re-operating and exhibited poor operating capabilities. One of them had cancelled the transaction, and the other had lowered the order ratio, so the Company positioned a second supply source to reduce supply risks. The rest of the suppliers were behaving normally in all respects.

Introduction of new manufacturers and sustainable management of suppliers



Prior to the introduction of new manufacturers, MEAN WELL will provide several documents as a reference for supplier cooperation and selection of suppliers. The relevant selection criteria will be 100% implemented:

1. Instructions for Manufacturers: Sets out eleven principles for buyer and seller, covering ethical codes of buying and selling, procedures for discontinuing production of materials, etc.

Eleven Principles for Buyer and Seller

Principle 1: Buyer and seller uphold the highest ethical standards and prohibit all corrupt, illegal, dishonest or fraudulent business practices.

Principle 2: Buyer and seller have the responsibility to understand each other's quality control system and work together to implement quality control.

Principle 3: Buyer and seller have their own autonomy and must respect each other's autonomy.

Principle 4: Buyer and seller are obliged to provide clear and specific requirements for what products they supply to manufacture.

Principle 5: Buyer and seller must make a reasonable agreement on quality, quantity, price, delivery date, payment terms, etc. before the transaction.

Eleven Principles for Buyer and Seller

Principle 6: Seller has the responsibility to buyer to ensure that the product can meet the quality requirements and meet buyer's specification requirements in use, and is responsible for providing accurate and objective data when necessary.

Principle 7: Buyer and seller must reach a consensus on the evaluation method before entering into a contract.

Principle 8: Buyer and seller stipulate the methods and procedures for resolving various disputes that often occur before the contract.

Principle 9: Buyer and seller must provide the necessary information for the implementation of quality control.

Principle 10: Buyer and seller must fully manage the ordering, production, inventory planning, transaction processing, organization, etc., so that the relationship between the two parties can always be smooth and smooth.

Principle 11: Buyer and seller must fully consider the safety and interests of final consumers when conducting transactions.

2. Environmental Safety and Health Management Communication Letter: Before adding new suppliers, an Environmental Safety and Health Management Communication Letter will be provided, requiring all suppliers to cooperate in order to achieve consistent quality standards and good communication between both parties.



3. Restricted substance control and China VOC self-inspection compliance guarantee: Confirms that the materials provided by the supplier meet the relevant content specifications.



4. Vendor evaluation report: Add ESG issues into relevant content for consideration.

In the supplier sustainability management, we audit 60 manufacturers. If the manufacturer is rated D, it will be listed as unqualified. The scale of procurement will not be increased, and it will be forwarded to the factory evaluation committee to make corresponding decisions. If the factory evaluation committee makes a decision, it can be listed. If the investment continues to cooperate, no new items will be added, and follow-up will be conducted to improve or be eliminated.

At present, the proportion of effective improvement for unqualified assessment is 0%, mainly because MEAN WELL maintains close communication with suppliers on QCD and other oriented issues in daily operations, and those with no willingness to improve or insufficient improvement ability for suppliers with poor performance will be reported to the factory review meeting for disposal.

However, there were 2 unqualified suppliers in 2021, accounting for about 5% of all supplier assessments. Reasons for terminating the relationship include unintentional continuous operation or poor operating conditions, high transaction risks. Suppliers, accounting for about 5% of all supplier reviewers with reasons for termination of relationship: operational problems or persistently unstable quality.

In the past, QCD performance was the first priority in screening suppliers. Now it is found that most suppliers have not yet set the goal of developing into an ESG company. The relevant operation standards do not reflect the connection with operations, so that the scores of relevant evaluation items are not high. In the future, we will interview suppliers or in the case of on-site evaluation, add promotion instructions.

Supplier 4R Evaluation

<p>Record</p>	<p>Supplier transaction history, including quality, price, and delivery performance:</p> <p>Quality: The main scoring items are the batch rejection rate of incoming material inspection, the defective rate of online production, the efficiency of abnormal handling and the effectiveness of defective countermeasures.</p> <p>Price: The price is based on the price increase and price reduction performance in the past 2 years as the standard for plus and minus points.</p> <p>Delivery time: The manufacturing department will evaluate the suitability of the supplier's input time.</p>
<p>Reputation</p>	<p>Suppliers are evaluated based on their brand image, market share and leading peers.</p>
<p>Relationship</p>	<p>Suppliers take the initiative to participate in MEAN WELL activities and attach importance to related issues.</p>
<p>Reliable</p>	<p>Good supplier management, and can fulfill the promise to make customers feel at ease and satisfied.</p>

Supply Chain Management (SCM) System

In order to further enable suppliers to obtain relevant information of MEAN WELL in real time, MEAN WELL established an external Supply Chain Management System (SCM) website in 2007. Suppliers can access the SCM system to understand relevant policies and estimated future demand. After the SCM system was launched, the online quotation system was added one after another, and information such as supplier evaluation results has been uploaded. At present, the material quality system is still being updated. After the above computerized systems have been launched one after another, a large number of manual operations have been replaced to avoid human errors, shortening operation time, and improve the goal of paperless operation.

1. Announcement system	Regular announcements of policies, publicity items or questionnaire surveys, manufacturers can make appropriate adjustments, countermeasures, replies or solve problems.
2. Estimate demand	3-month estimated data is updated in the middle of each month, and manufacturers can purchase materials and production plans in advance.
3. Online quotation	Accurately and quickly convey relevant data, and efficiently complete the negotiation work.
4. Vendor evaluation	Upload data and comments related to manufacturer evaluation, as a reference for manufacturers to continuously adjust or improve business management.
5. Material quality	Upload the quality status of the materials supplied by the manufacturer, and at the same time announce the pros and cons and average data of the peers as the basis for improvement goals.

2.3.2 Green Supplier Management

The problem of global warming is becoming more and more serious. Any option that helps to alleviate environmental impacts, save energy and reduce carbon emissions will be the direction of MEAN WELL's efforts. As far as the procurement supply chain is concerned, localized suppliers are given priority to achieve localized services, and reducing unnecessary carbon emissions has always been the direction of continuous procurement efforts. At present, the proportion of our local purchases at the Taiwan factory and Suzhou factory (calculation method: the ratio of the number of local suppliers who can accept orders to the number of local

suppliers) is an improvement on the data of 2021, which shows that MEAN WELL has been working hard in this direction.

MEAN WELL's procurement contracts mainly focus on finance (raw materials). The local procurement situation in each region is as follows:

Region	Annual	2021		2022	
	Procurement Area	Nr.	Ratio of the purchase amount to the total purchase amount	Nr.	Ratio of the purchase amount to the total purchase amount
Taiwan factory	Domestic	163	89.1%	169	92.2%
	Foreign	12	10.9%	10	7.8%
Guangzhou factory	Domestic	204	96.3%	203	95.9%
	Foreign	9	3.7%	21	4.1%
Suzhou factory	Domestic	192	97.7%	184	98.2%
	Foreign	12	2.3%	17	1.8%

Note: Only data of the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands in Europe, California in the United States, or Bangalore in India.

Green Supply Chain Management


As early as 2004, when RoHS was first publicized by the European Union, MEAN WELL introduced RoHS-compliant actions and external announcements, and established management measures for restricted substances, and successively included RoHS, REACH_SVHC, PAHs, ChinaVOC, Conflict Minerals and other requirements into management, and continued to pay attention to relevant conventions and protocols to promote the itinerary.

In order to do a good job in source management, in addition to requiring suppliers to sign relevant guarantees in daily operations, promising that the supplied products meet the standards for restricted substances, strict review and testing have been carried out from the design in the R&D department or the replacement of parts. The parts engineering department sampling inspections of newly added restricted substances are also regularly carried out in March and October every year, especially in the management of high-risk parts.

MEAN WELL implements procurement management based on the green supply chain, and implements computerized management of relevant documents such as supplier guarantees, declarations, and test reports. Before a document is deemed valid, we will proactively notify suppliers by email, and suppliers must fully comply with the management of restricted substances. The Company plans to continuously provide appropriate and regularly updated controlled documents.

After starting to promote the ESG plan, we will continue to ask more suppliers and partners to move towards being ESG enterprises. A sustainable supply chain will be the ultimate goal of MEAN WELL and its suppliers.

2.4 Customer Relationships

SDGs	  
Strategy	Based on customer satisfaction, improve quality, cost, delivery time, service and reliable partners, etc., then improve customers' recognition of the MEAN WELL brand.
Mission	Cooperate with local companies and distributors, provide products and services that comply with local laws and regulations in local language and culture, and create maximum value for customers.
Vision	Become a trusted power partner of customers.

Over the years, the direction of product research and development has been to improve efficiency and reduce product volume, and integrate relevant energy-saving and environmental protection requirements and green concepts into research and development design, and apply for research and development patents to design environmentally friendly products to help customers achieve energy conservation and carbon reduction. When using LED lighting fixtures, you may use the LED power supply products developed by MEAN WELL. In addition to the power supply design which can meet the latest Erp European energy-saving and environmental protection standards, LED lighting fixtures can also be used to greatly reduce power consumption by about 70%, helping customers achieve energy saving and carbon reduction.

Related lighting application products can also be matched with various types of signal lights, street lights, projection lights, etc. to replace traditional light sources, such as incandescent lamps, high pressure sodium lamps (HPS), metal halide lamps (MH), etc. In addition, MEAN WELL's power adapters also adopt high-efficiency design, complying with the highest energy efficiency level in the market, including Energy Star and European (CoC) Level VI energy-saving regulations, which can provide the lowest no-load consumption (0.1W). In addition to the competitive advantage of high energy efficiency, allowing the products to save users more energy costs and reduce power loss.

The energy-saving regulations of various countries are gradually tightened, so MEAN WELL's AC-DC power adapters are also designed with high efficiency, which meets the highest energy efficiency level in the market, including the energy-saving regulations of the US Department of Energy (DoE) Level VI and the European Union (CoC) Tier 2. It can provide the lowest no-load loss (0.075W) and meet the highest energy efficiency (89%) design. In addition to showing the competitive advantage of high energy efficiency, the products can also save users more energy costs and reduce power consumption.

2.4.1 Core Competitiveness

MEAN WELL's core competitiveness, i.e. PQCDSR, is like seeds deeply planted in the hearts of employees, and it is also the DNA of the Company. Derived from the inherent values of integrity, sincerity and "trust, PQCDSR integrates MEAN WELL's corporate spirit into the work and life of every employee, grasps it in detail, and implements it.





We also attach importance to the privacy and data of our customers, and are particularly strict in the control of information security. During 2021 and 2022, we did not receive any complaints from customers about privacy violations or leakage or loss of relevant information.

Customer Technical Service

In order to provide good technical services and protect customer rights and interests, MEAN WELL provides diversified channels to communicate with customers, such as official website, online exhibition hall, MEAN WELL app, service hotline, E-mail, etc. For customer feedback or quality problems, we have a dedicated customer technical service team that will promptly and properly handle them according to the relevant processing mechanism SOP. In addition to the Taiwan head office, the customer technical service team has professional customer service engineers in Suzhou and Guangzhou, the Netherlands, California, and Kansas City in the central part of the United States. They can respond to customer questions within 24 hours and provide all services required within 48 hours.

In order to enable global customer service personnel to improve their professional capabilities in an instant and comprehensive manner, MEAN WELL has set up a customer service information platform in the system to collect all information such as quality analysis and professional maintenance experience, and provide employees with reference and exchange.

In addition, it also actively collects and regularly provides product-related technical information such as technical courses, product manuals, technical article publications, technical application videos, and demo kits, etc. All of which can be easily searched and applied on the official website, online exhibition hall, and MEAN WELL app.

In addition, MEAN WELL's close distribution partners around the world also play an important role in MEAN WELL's ability to lay out the global market. More than 245 dealers in 5 continents around the world assist in providing customer business consulting, product installation, technical support, product training and other services, and assist in conveying MEAN WELL's well-intentioned brand culture value and corporate mission in the local market.



Service Strategy

Professional power solution provider, providing customers with the best products and support services, and conducting product collaborative design-in according to needs, providing a total solution.



Service Team

MEAN WELL is the leader of global standard power supply. Technical service personnel are located all over the world, mainly providing customer problem solutions, technical consultation, model modification and other services. The technical service network is composed of global technical service personnel and dealers providing customers with the best cost-effective power supply products and related technical services.



Service Policy

Fast service – 24HR quick response to technical questions (one working day).

Local Support – combining 5 MEAN WELL branches, authorized distributors, service partners and resident representatives around the world, specializing in local laws and regulations and providing services in local language and culture.

Specialized in power supply – MEAN WELL has been deeply involved in the power supply industry for a long time, understands market application and industry-related knowledge, and effectively provides solutions that meet customer needs.

2.4.2 Customer Relationship Management

In addition to the biennial customer satisfaction survey, MEAN WELL provides fast and timely services daily through E-mail, telephone contact, visits, video conferencing and the CRM (Customer Relationship Management) online system. Every year, we also regularly participate in important international exhibitions around the world, hold dealer conferences, partner day meetings, technical seminars, new product release meetings, etc. to increase opportunities for communication and communication with customers.

In order to practice localized services, in recent years, in addition to continuously improving the services of the group, European and American branches, and more than 245 dealer partners around the world, MEAN WELL has increased investment

in overseas markets in recent years, setting up factories in the Philippines and India. Malaysia, Singapore, India Set up branches; Russia and South Korea set up resident offices. Japan has resident representatives to provide products and services that comply with local laws and regulations in local languages and cultures.

Also due to the deep cultivation of the global market, when customers encounter the use of MEAN WELL products and need after-sales support, MEAN WELL has established a complete and professional after-sales service system to quickly solve problems for customers.



February 2022 Taiwan Distributor Meeting



September 2022 New Product and Technology Presentation and Expo



Customer Satisfaction Survey

Continuously innovating and improving, providing the best P (Product), Q (Quality), C (Cost), D (Delivery), S (Service), R (Relationship), to be a power partner permanently trusted by customers, and always It is the management policy that MEAN WELL adheres to, and also the competitiveness of MEAN WELL's continuous growth. MEAN WELL conducts customer satisfaction surveys every few years, including dealers and direct customers. The survey lasts for one month. After the survey is over, a review meeting will be held and relevant units will be required to improve immediately, and feedback the survey results to customers. The power of continuous improvement and refinement.

For the survey in 2021, the selected subjects are the top 20% of MEAN WELL's global customers with transaction value. It was conducted in the form of an online questionnaires. A total of 448 questionnaires were sent out, and 382 questionnaires were returned, with a recovery rate of 85%. The results of the customer satisfaction survey are as follows. (full score 5 points)

Year	Product acceptance	Product quality	Product reliability	Price	Delivery time	On time delivery	Communication skills	Service attitude	Service speed	Technical support	After-sales service	Total
2019	4.39	4.41	4.51	3.8	3.97	4.33	4.55	4.56	4.43	4.28	4.08	4.3
2021	4.46	4.45	4.51	3.78	3.6	4.04	4.58	4.57	4.46	4.29	4.14	4.26

Customer Satisfaction Survey Results

The survey results in 2021 averaged 4.26 points, which is an improvement in product acceptance, product quality and after-sales service compared to 2019. The communication ability and service attitude have reached the target level of 4.5 points or more. The reason for the decline in overall satisfaction is the delivery time and price are due to the shortage of materials caused by the epidemic since the epidemic, and the short-term impact caused the suggestions and thoughts on MEAN WELL. Generally speaking, it still expresses the customer's satisfaction with MEAN WELL in terms of products, prices, delivery dates, and services. The next satisfaction survey is expected to be carried out in October 2023. The goal is to improve all indexes, with an overall average of 4.5 points.



2.5 Material Topic Management

Material Topic: Supplier Environmental Assessment & Supplier Social Assessment

Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	<ul style="list-style-type: none"> Climate change is becoming more and more serious. In recent years, disasters in various places have affected human life. The action of energy conservation and carbon reduction is urgent. MEAN WELL is a well-known brand enterprise. In addition to doing well by itself, it should undertake management and lead the upstream industry chain to make changes. Violations of labor or environmental laws and regulations by suppliers may lead to strikes or shutdowns, and the shortage of parts and materials will affect MEAN WELL's delivery commitments to customers.
Policy & Strategy	<ul style="list-style-type: none"> Purchasing supply chain through supplier management, from the past requirements on the content of harmful substances, to the future must cooperate with the company's product carbon footprint certification operations, continue to require suppliers to save energy and reduce carbon emissions, reduce greenhouse gas emissions, in order to reduce the impact of climate change on human life. MEAN WELL will fulfill its supplier management responsibilities, require suppliers not to use improper labor, and invite them to actively participate in relevant public welfare activities, leading suppliers and partners to develop towards better ESG enterprises.

Material Topic: Supplier Environmental Assessment & Supplier Social Assessment

Reporting Requirements	Reporting Requirements Explanation and Examples
Goals & Objectives	<p>Short term:</p> <ol style="list-style-type: none"> 1. The unqualified rate of harmful substances in materials is zero. 2. The supplier will affect the supply due to environmental or labor regulations, and the number of abnormal scheduling orders caused by control is zero. 3. The proportion of local procurement is over 95%. <p>Mid-to-long term: The carbon footprint of materials, the carbon emission per million USD purchase amount will decrease by 2 to 3% year by year.</p>
Management Evaluation Mechanism	Every February and August, MEAN WELL holds a factory evaluation meeting, and based on the transaction records and on-site interview evaluation results, the meeting adopts a consensus decision to adjust the cooperation strategy of each supplier.
Performance & Adjustment	Most suppliers have not yet set the goal of developing into an ESG enterprise, and the connection with operations has not been reflected in the relevant operating standards; in the future, promotional explanations will be added in supplier interviews or on-site evaluations.
Preventive or Remedial Measures	<p>● Prevention: Obtain hazardous substance testing reports, sign a hazardous substance guarantee, and store in the ERP system for validity period management to ensure that all documents are within the validity period; review the AVL brand and parts priority list every year. The manufacturer's evaluation report has environmental safety and health management accounting for 20% of the weight, and adds weight to other items.</p> <p>● Remediation: If the supplier causes supply problems due to environmental protection or labor issues, or the harmful substances of parts and materials exceed the standard, the supplier will be required to take countermeasures and improve within a time limit; including but not limited to the supplier's own countermeasures, changes in material specifications and raw materials.</p>

Material Topic: Customer Relationships

Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	Since the establishment of MEAN WELL in 1986, after 40 years of operation and hard work, MEAN WELL has established more than 245 authorized distribution channels around the world, and more than two-thirds of MEAN WELL's turnover is contributed by customers who have cooperated with MEAN WELL for more than 10 years. Establishing a trustworthy partnership with customers is one of the important factors for MEAN WELL's long-term and stable growth.
Policy & Strategy	<ul style="list-style-type: none"> ● Global localization service: Combine local companies and distributors to provide products and services that comply with local laws and regulations in local language and culture. ● Based on customer satisfaction, refine the aspects of quality, cost, delivery, service and trusted partners, and then improve customers' recognition of MEAN WELL brand.
Goals & Objectives	<ol style="list-style-type: none"> 1. Goal (2025): The customer satisfaction survey reaches 4.5 points or more 2. Global distribution channels: The countries that account for 0.1% of the revenue set up dealer channels, while 1% set up sales and service bases.
Management Evaluation Mechanism	<ul style="list-style-type: none"> ● MEAN WELL has set up a Group Business Service Function Committee, with the CEO as the convener, the general managers and business managers of each company, and the managers of the brand center and technical service center as members of the committee. Group business service function meetings are held every week to discuss business Service improvement strategy. ● Send customer satisfaction surveys to important customers whose annual purchase amount exceeds USD200K every single year.
Performance & Adjustment	<ul style="list-style-type: none"> ● In order to improve local service capabilities, countries with 1% of revenue will conduct evaluation investments such as resident representatives, offices, setting up branches or setting up factories. The current status of the establishment of new strongholds in important countries: <ol style="list-style-type: none"> 1. Resident representatives: Vietnam, Japan 2. Offices: Russia, Korea 3. Branches: USA (California), Netherlands (Amsterdam), Singapore, Malaysia, India 4. Production bases: Philippines, India, assembly plant in Kansas City, Missouri, USA, new plant in Suzhou, China (opened on November 10, 2022) ● The customer satisfaction survey is conducted in odd years, with a score of 4.3 in 2019 and 4.26 in 2021, and will move towards the goal of 4.5 in the future.
Preventive or Remedial Measures	<ul style="list-style-type: none"> ● The Company examines the overall MEAN WELL service performance through customer satisfaction surveys, and formulates improvement strategies for various indicators. At the same time, it continues to invest in suitable overseas markets to provide localized high-quality services. The Company will propose improvement measures in the customer satisfaction survey and review meeting. ● Focus on emerging developing countries, and continuously evaluate new investment countries or expand existing investments.

Soaring thousands of miles

"In addition to knowing yourself, my second life philosophy is to integrate knowledge and action. If you don't know the answer, you can ask and learn. You can't know nothing!"

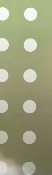
— Lin Guo-dong, Founder



03

GREEN ENVIRONMENT

- 3.1 PRODUCT POWER
- 3.2 MANUFACTURING OPERATIONS
- 3.3 ENERGY AND EMISSIONS MANAGEMENT
- 3.4 WATER AND ENVIRONMENTAL PROTECTION
- 3.5 MATERIAL TOPIC MANAGEMENT



3.1 Product Power

All MEAN WELL products, publicity products, product catalogs, exhibition documents, and the marketing and labeling disclosed on the official website are 100% in compliance with the requirements of trademark laws, national regulations, voluntary guidelines, and environmental protection labels, such as: UL, TUV, CE, DoE, China RoHs, etc. relevant service information and labels are disclosed on the products, official website, installation manual and packaging, and internal control employs Safety Sticker Precautions to regulate all matters that should be paid attention to.

3.1.1 Products and Applications

SDGs	  
Strategy	Based on customer satisfaction, improve quality, cost, delivery time, service and reliable partners, etc., and then improve customers' recognition of the MEAN WELL brand.
Mission	Cooperate with local companies and distributors, provide products and services that comply with local laws and regulations in local language and culture, and create maximum value for customers.
Vision	Become a trusted power partner of customers.

2Ma instream Product Lines

MEAN WELL is the brand with the most complete range of power supply products on the market. The two families of enclosed power supply and LED driver power supply are the basic springboard for business growth, allowing MEAN WELL to maintain its leading industry position in global standard power supply.



Enclosed type power supply



LED drive power

6 Niche Product Lines

MEAN WELL has launched six niche product lines for medical, green energy, security, transportation, information and communication, and other industrial applications, providing diversified power supply specifications, styles, appearances and sizes to meet customers' various power supply needs in multi-industry applications.



DIN rail power supply



DC/AC inverter



External power adapter



Chargers



PCB type power supply



DC/AC converter

3+N System Solutions

We have more than 10,000 standard power supply models, and global local technical service teams can provide combined system solutions according to customer needs.



KNX power solution



DALI-2 controller



19" Rack mounted power supply / Modular power supply



19" Rack mounted power supply



Modular power supply



System power supply

Applications

MEAN WELL has a rigorous R&D project management system, cost-benefit analysis and knowledge management platform, and has been able to provide complete power solutions from 0.5W to 128KW, including product families such as AC/DC power supplies, AC/DC chargers, and DC/DC converters, as well as DC/AC inverters, covering the application needs of six major industrial fields.



Creating high value-added products is the insistence of the R&D team. From planning, design review (DR), verification (DVT/ DQT), to production and sales, MEAN WELL's strict quality management system is followed. The products comply with international safety certifications such as UL, TUV, CE, and CB. They use lead-free RoHS parts and recyclable low-pollution packaging materials to practice the mission of a green enterprise.

- **One-time purchase:** MEAN WELL has more than 10,000 kinds of standard power supply products, which can meet the needs of customers with various specifications, saving the time of product development and the cost of investment in safety regulations.

- **All-round service:** MEAN WELL also provides low-cost modified models and Cooperate Design Manufacturer (CDM) services to meet customers' special power supply product needs.






MEAN WELL power supply is mainly used in industrial control, automation equipment, instrument equipment, IT, LED lighting, LED electronic signage, communication, security, medical treatment and other purposes. Recently, semiconductor technology and circuit design have been introduced, and MEAN WELL's R&D team has also taken the lead in breaking new ground. At present, it has launched high-value-added products such as high-reliability power supplies with seven-year warranty and 96% ultra-high-efficiency power supplies. At the same time, MEAN WELL is also actively developing the green energy market, launching products with high efficiency, low loss, and compliance with international environmental protection regulations, which have been highly recognized by customers in next-generation industries such as LED lighting, electric vehicles, and smart factories.



3.1.2 Product Strategy

[4S and 3 Highs] Accelerated transformation strategy	System, Software, Solution, Service
	High cost performance, high added value, high output value benefit
[3+2] Future development strategy	3 innovative product lines (VFD BLDC, new energy charger, inverter, UPS, centralized power supply)
	2 innovative applications (Building Automation B.A., System Power and Components)
Product intelligence strategy	Communication selection for industrial control products - CANbus, Modbus
	Integrating KNX secure and DALI2 to promote building automation

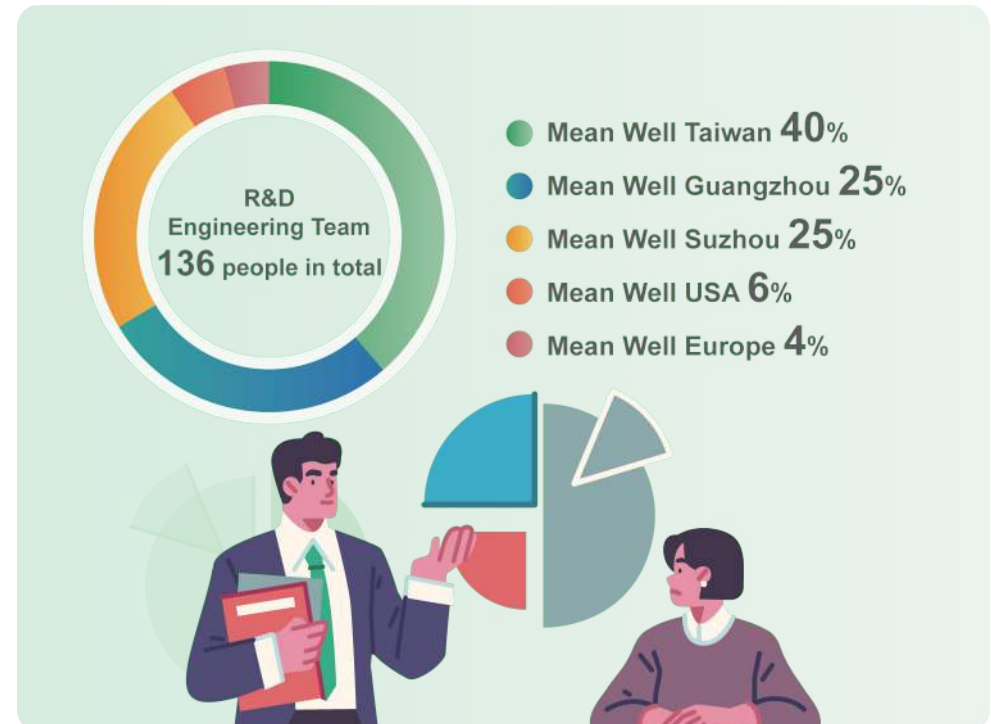
Key Results

Energy-recovery energy-saving burn-in equipment		Energy recovery equipment is developed with energy saving as the primary purpose. Significantly improving the production of power supply products, the quality inspection link - burn-in verification consumes a lot of electric energy, and this energy is fed back to the mains grid to achieve the purpose of energy saving.
Full digital control intelligent industrial power supply		The development of full digital control products means that MEAN WELL's research and development technical capabilities have officially entered the digital cycle from the previous analog cycle, and it is also the result of a substantial improvement in technical capabilities.
Intelligent high-efficiency charger		With the rise of electric vehicles, charging equipment is becoming more and more important. Intelligent chargers can improve charging efficiency and reduce energy waste.
Fanless water-cooled power supply		Different from MEAN WELL's product development in the past 30 years, most of which were air-cooled, the development of water-cooled power supply products is a new category, which expands the application field of MEAN WELL products.
High voltage DC power supply		Different from MEAN WELL's product development in the past 30 years, which mostly focused on low-voltage output (< 60Vdc), the development of high-voltage DC source (110 to 380Vdc) products is a new category, which expands the application field of MEAN WELL products.

Global R&D Engineering Team

The global headquarters is located in New Taipei Industrial Park in Taiwan. Currently, it has 3 R&D centers, respectively in New Taipei City (Taiwan), Guangzhou (China), and Suzhou (China). It also has engineering technology centers in California (USA), and the Netherlands (Europe). According to statistics, by the end of 2022, globally there were 136 full-time R&D engineers.

Endless innovation and improvement is one of MEAN WELL's corporate missions. Therefore, MEAN WELL has a strong sense of mission for innovative R&D and talent cultivation in the power supply industry. In addition to cultivating internal talent and recruiting new blood externally, MEAN WELL also stimulates innovative energy and creativity in the field of power supply design through industry-academia cooperation, thereby enhancing the Company's technological breakthroughs and innovations. As of 2022, our R&D engineering team has a total of 136 people, and the distribution of the number of people in each region is as follows:



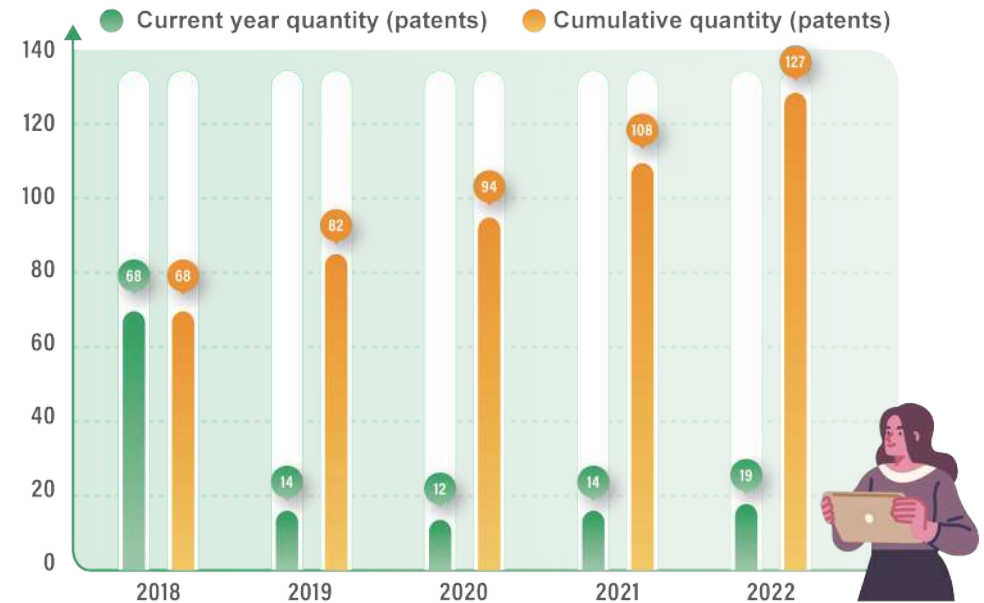
MEAN WELL develops new models every year, and has launched more than 11,350 standard models by the end of 2022. The products are widely used, including LED signage & lighting, industrial automation & industrial control, information & communication & commercial, medical, transportation and green energy industry, etc. The products fully comply with international safety regulations, saving customers time and cost of new product development and verification, and then seizing market opportunities. In addition to developing thinner, shorter and more efficient models to meet market applications, the Company is also continuing to develop high niche product lines.



Number of Patents

The Taiwan Intellectual Property Management Standards (TIPS) was introduced in 2015, and in comparison with the standardized operation mode of the ISO quality management system an intellectual property management system that complies with TIPS specifications was established to effectively use Company resources, maintain intellectual property, and enhance Company competitiveness. By 2022, 127 patent certificates at home and abroad have been obtained, and the patent content focuses on efficiency improvement and professional technical solutions. In 2021, the cumulative target number of patents was set at 100, with a success rate of 108%. The original cumulative target of 2025 was 120, which was reached in 2022. The number of patents we have obtained in the past five years is as follows:

Number of Patents






















International Safety Certification

MEAN WELL's products focus on user safety, and all new product development has been certified by safety agencies in various regions. In addition to stable product functions, it also ensures zero risk in product use. We have been applied for a wide range of certification projects around the world for our products, mainly including North America, the European Union, China, and Taiwan.



The safety certifications obtained by each product are as follows:

Worldwide Safety Certification		USA & Canada	International Standards	Europe	UK	China
						
Product Image	Product Name	Proportion of Certifications for each Product Line				
	AC ⇄ DC bidirectional inverter	100%	100%	100%	100%	0%
	KNX	N/A	N/A	100%	100%	0%
	LED power supply	89.7%	75.9%	93.3%	93.3%	59%
	Built-in enclosed power supply	97.7%	96.9%	100%	100%	16%
	Charger	100%	100%	96.9%	96.9%	0%
	Rail power supply	92%	88%	100%	100%	0%
	Special purpose	100%	96.3%	85.2%	85.2%	15%
	PCB type power supply	87.9%	89%	100%	100%	2.2%
	Adapter	97.6%	86.2%	85.0%	85.0%	20%
	Chassis power supply	83.3%	83.3%	100%	100%	0%
	Solar inverters	N/A	100%	100%	100%	0%
	DC-AC Inverter	85%	85%	100%	100%	0%
	Programmable power supply	100%	100%	100%	100%	0%
	Modular power supply	100%	100%	100%	100%	0%

Note:

1. Percentage = (total amount of certified products or services provided to clients / total amount of products or services provided to clients) x 100.

2. N/A means that the product has not obtained this certification.

During the reporting period, there were five incidents of penalties for labeling that did not comply with regulations. Although no fines were issued, we still attach great importance to each violation and formulated improvement measures to prevent similar incidents from happening again. The detailed approach is described in the following table:

Date	Factory violation	Inspection agency	Model	Violation	Improvement
2022.01.05	HYTCE (transformer factory)	UL	—	Bobbin did not mark the UL Logo as required	Manufacturers are requested to add the UL Logo to Bobbin and strengthen internal inspection of incoming goods
2022.03.07	GZNW	UL	SPD-20-277P	1. The MOV used in the actual product does not match the UL report. 2. The heat-conducting adhesive package is not marked according to the requirements on the UL yellow card	The reason is that the UL report is wrong, and the report has been revised and checked. Manufacturers are requested to add UL requirements on the packaging and strengthen internal inspection of incoming goods.
2022.04.29	SZMW	UL	DPNSW2420-R	Pollution degree and wiring temperature requirements are not marked on the product.	Revise the label, add factory ID and place on the outer box.
2022.06.10	USA TRC	UL	MP450-MDS##	There is no separation inspection mark on the outer box of the product that the module is shipped in separately.	Revise the existing process and add a separate inspection mark to the outer packaging of the module shipped separately.
2022.06.14	GZMW	UL	HLG-240H-48A	The wire is not marked with C (UL) mark, only UL mark.	Manufacturers are requested to add the CUL mark to the wire rods and strengthen internal purchase inspection.

Safety Certification Laboratory

MEAN WELL has established certification laboratories in its headquarters in Taiwan and its branches in Guangzhou and Suzhou in mainland China, each of which has obtained a number of international safety laboratory certifications. In addition to meeting the needs of customer system certification, it can also ensure the quality requirements of the product in the design stage, thereby speeding up the time to market. In addition, the headquarters has set up a Certification Center to conduct global certification regulations research and application for new products' industry and regional safety regulations, energy consumption and EMC standards to ensure product safety and energy savings.



Safety Laboratory Qualification

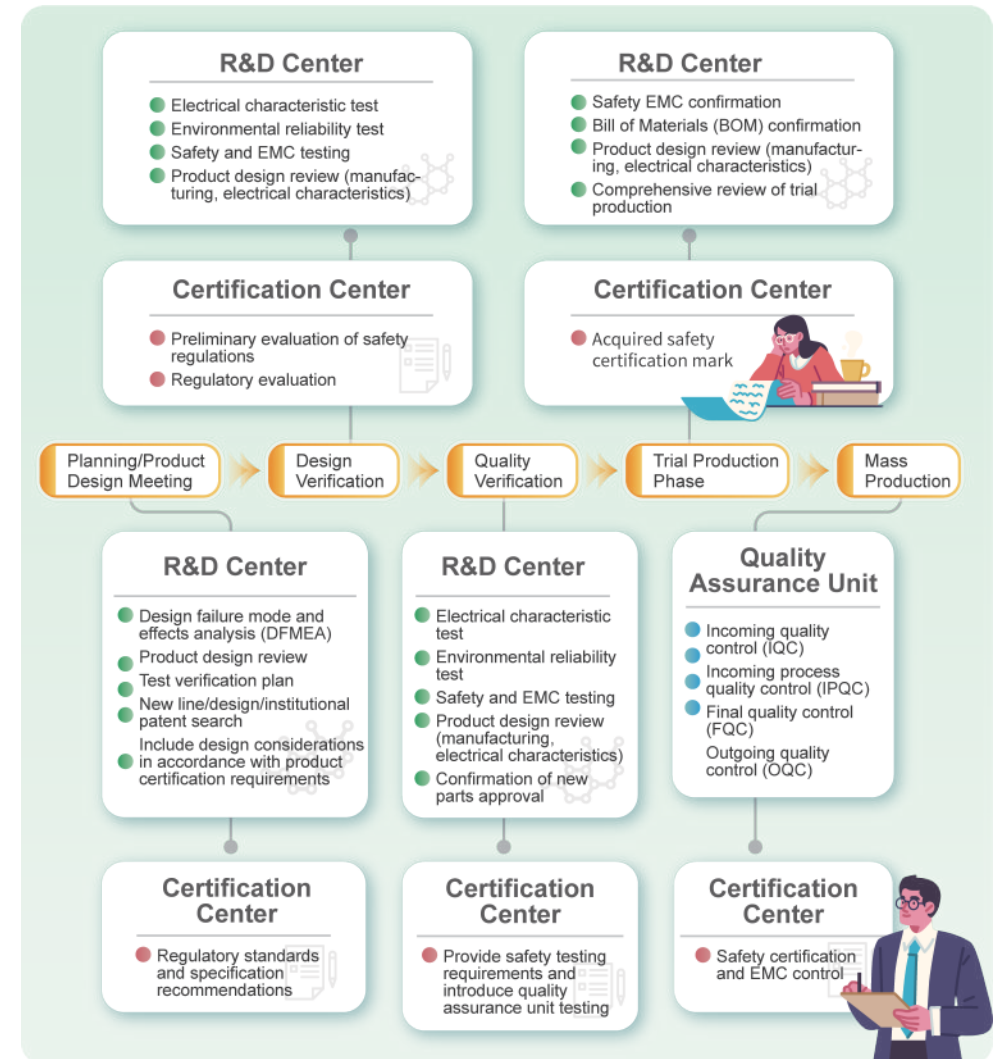
Mean Well Taiwan Safety Laboratory	<ul style="list-style-type: none"> • UL62368 / National Energy Efficiency Standards (USA/Australia/EU/Canada) CTFP • UL IEC/UL 62368 CTF • TUV IEC/EN 62368 / 61347-2-13 / 61558-2-16 / 60335-2-29 / 60601-1 / 61010-2-201 / 62477-1 etc. CTF
Mean Well Guangzhou Safety Laboratory	<ul style="list-style-type: none"> • Dekra-IEC/EN 61347 / 60598 etc. CTF • UL 62368CTDP & IEC 62368 CTF • TUV IEC/EN 62368 CTF
Mean Well Suzhou Safety Laboratory	<ul style="list-style-type: none"> • UL 62368 CTFP & IEC 62368 CTF • TUV IEC/EN 62368 /61558-2-16/60335-2-29CTF • Dekra IEC/EN 61558-2-16/60335-2-29 CTF

Safety Laboratory Test Specifications

Mean Well Taiwan Safety Laboratory	<ul style="list-style-type: none"> • TUV: IEC & EN Standard 62368-1 / 61347-2-13 / 61558-2-16 / 60335-2-29 / 60601-1 / 61010-2-201 / 62477-1 • UL: IEC & UL Standard 62368/60950 Power Supply Test • UL: National Energy Efficiency Standards (USA/Australia/EU/Canada)
Mean Well Guangzhou Safety Laboratory	<ul style="list-style-type: none"> • TUV: IEC & EN Standard 62368 Power Supply Test • Dekra: IEC & EN Standard 61347 / 60598 Power Supply Test • UL: IEC & UL Standard 62368 Power Supply Test • Participate in the drafting of China Radio Interference Standardization Technical Committee (Subcommittee F) and national standards • Participate in the China Information Technology, Multimedia Equipment Standardization Project Committee (Subcommittee I) and the drafting of national standards • Participate in CCC compulsory product certification TC05, CT03 technical expert group
Mean Well Suzhou Safety Laboratory	<ul style="list-style-type: none"> • UL: IEC & UL Standard 62368 Power Supply • TUV: IEC/EN Standard 62368 / 61558-2-16 / 60335-2-29 Power Supply • Dekra: IEC/EN Standard / 61558-2-16 / 60335-2-29 Power Supply

Product Safety Control Process

MEAN WELL has management and control procedures at each stage of product development. Each new product has passed a strict quality verification system and complied with international safety standards to ensure the safety of users. Through layer-by-layer quality and safety checks, product rework or recall is avoided, saving money, manpower waste, and loss of goodwill.



Awards and Honors

In 2021, MEAN WELL won the highest honor award for environmental protection of domestic enterprises, the National Enterprise Environmental Protection Award - Bronze Award.

MEAN WELL independently put forward the Sustainability Report, introduced the ISO environmental management system, and silently contributed to providing a better environment for the next generation. Coincidentally, this year is the first year of the Group's SDGs. EHS specialists collected information on the National Enterprise Environmental Protection Award, and offered suggestions for participating in the award selection.

第3屆 國家企業環保獎

明緯企業股份有限公司

- 組別：製造業組
- 地址：新北市五股區五權三路29號
- 負責人：林國棟 總裁
- 員工人數：350人
- 聯絡電話：02-22996100分機260
- 聯絡人：余偉庭

能源回收系統

明緯產品在燒機製程(Burn-in)中，使用自行研發設計的能源回收系統(Energy Recycle burn-in System; ERS)，將原先用於燒機測試耗損的電力循環再利用，少部分不足的電能再由市電交流提供，節能率高達81%。不僅節省用電，同時也減少了溫室氣體和有害氣體的排放。

我愛淡水河

為響應422世界地球日，自100年起，明緯分別於淡水、八里、碧潭等地區舉辦「我愛淡水河」環保公益活動，透過一系列的親水活動及有趣、具教育性質的遊戲等方式，進一步呼籲大家關心河川保育、愛護文化古蹟，讓淡水河這條象徵「台北的母親河」，成為一個人文、環保、休閒兼具的美麗河川。

基金會LED燈具汰換





109年，我們推動「補助育幼院汰換LED燈計畫」，透過明緯綠能產品，結合PBM廠商，協助育幼院汰換老舊燈具，改以節能高效率之省電節能燈具取代，協助社福機構「節能減碳」及「經濟環保」目標，從場勘評估適合燈具、送貨及施工安裝，皆由明緯夥伴親自服務，一年實際捐贈11間，1679盞燈具，費用989,427元。

全民節能 行政院環境保護署 廣告

After participating in the briefing session, they understood the content of the requirements in depth, agreed on team formation, registration, data collection preparation, and a briefing for the preliminary selection communication was held, and the Company was finally selected for the Bronze Medal Award. Through participating in the election and exchanging with external parties, the team will examine the differences and obtains more refined practices in the future, which will be more practical for the promotion of the SDGs in the future. The Bronze Medal Award shows the affirmation of MEAN WELL's efforts in this regard.



Product Awards

Taiwan Excellence Award	Technology Innovation Award	LED Innovation Product Award	Guangya Exhibition Top Ten Technology Awards
 TAIWAN EXCELLENCE			
HLG series / HVG(C) series LPF series / LCM series HEP series / KNX series RPB-1600 series NMP-1K2 / DRB-3200 / HVG-650 series LDPC-50At HEP-2300 / HEP-2300-HV / BIC-2000 series	HVG-150 LCM series HEP series ELG series	PWMseries	HLG-600H+

Enterprise Awards

Taiwan Superior Brands Award	Excellent Enterprise	Happy Enterprise Award	Potential Backbone Enterprise Award
			

Enterprise Awards

Ministry of Education Silver Medal	Enterprise Environmental Protection	Buying Power Social Innovation Product and Service Procurement – 3 rd Place Award
		

3.2 Manufacturing Operations

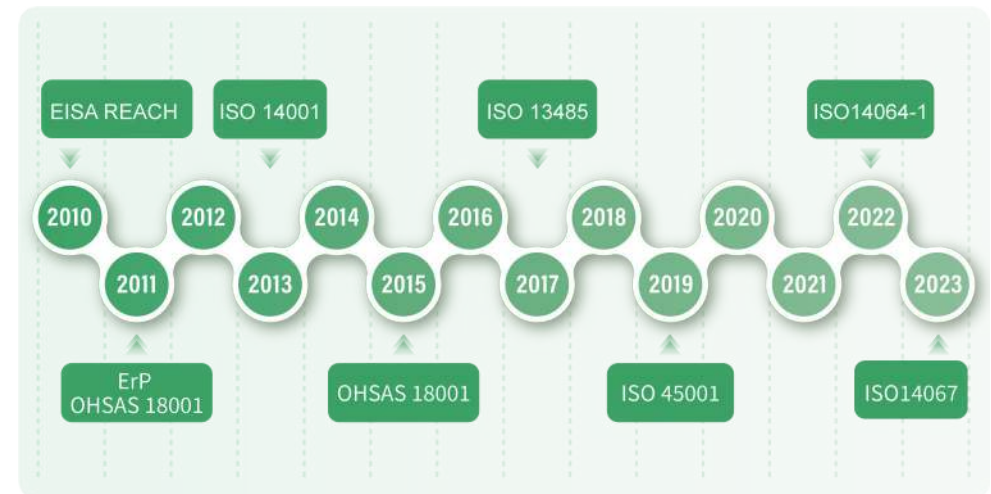
SDGs	Strategy	Mission	Vision
   	Connect the marketing business and R&D engineering function process, and integrate the resources of the Group's factories, suppliers and third parties.	Provide products with the best combination of quality, cost and delivery time to meet the needs of internal and external customers.	The leader of global standard power supply manufacturing.

MEAN WELL adheres to the production principles of high quality, high efficiency, short delivery time, and low cost in the manufacturing system. Currently, the Group operates with Taiwan as the center of operation and management, with MEAN WELL Europe as important demonstration units. For example, the planning and development of new products, the promotion of new policies and guidelines, the procurement of key components, the management of group ERP, and the activities of innovation and improvement, etc., are carried forward by MEAN WELL Taiwan as a pilot company and gradually expanded to other MEAN WELL member companies.

KPI	2021 Goal	2021 Performance	2022 Goal	2022 Performance	2023 Goal	2027 Goal
Factory Profit and Loss Ratio	10	15.59	10	14.66	10	10
Manufacturing defective rate (PPM)	10.1	9.93	11.2	9.59	8.7	5.7
Model factory price reduction ratio	2	1.61	2	-3.29	2	2

International Certification

With the rising awareness of environmental protection, people realize that the existing environment and limited resources should be cherished. Therefore, the issue of environmental protection has gradually become the laws and regulations of various countries, and various trans-international certification systems have been derived. In order to meet the requirements of laws and regulations and pass the certification, MEAN WELL has been tirelessly improving production technology and product value. Since 2002, we have fully managed RoHS, WEEE, REACH SVHC, EPA, ErP and EISA/DoE and other laws and regulations, and in recent years have obtained ISO 45001, ISO 13485, ISO14064-1 and ISO14067 certifications.



Green Production: Promote Environmental Protection and Energy Recovery

Source management introduces green design from the design end, effectively improving the effectiveness of resource reuse.

Promote green design

The packaging material has been changed from Expandable Polyethylene to the design of corrugated cardboard to reduce the source of pollution of the packaging material to the environment, and the cardboard can be recycled and reused to make new items.

Develop energy recovery system

The Energy Recycle burn-in System (ERS), developed and designed by MEAN WELL, regenerates the power lost for the burn-in test, and the energy saving rate is as high as 81%. In addition to saving burn-in Save expensive electricity costs, but also reduce the emission of greenhouse gases and harmful gases.

Promote process optimization

Since 2015, the PCBA short-leg operation process has been introduced. In addition to reducing the emission of tin fume from dip soldering, it also improves product yield and production efficiency.



Continuous Improvement of Production Technology

MEAN WELL has a number of advanced production and quality inspection equipment. We have used information system development and manufacturing process integration to systematically integrate material procurement, input, inspection and product production, assembly, inspection, and shipment. In 2017, the foreman ERP system was introduced, so that the on-site foreman can manage the site through data and information, and at the same time promote the paperless operation of reports to reduce paper consumption.

Independent Improvement of Manufacturing and Implementation of Quality Q-UP

Through operation process integration, system implementation, and personnel education and training operations, the ability of each personnel is improved. Through process counseling, self-examination and self-reporting, on-site audit confirmation and certification, understand the relevant personnel's understanding of each process and establish relevant personnel. and linkages between departments.

Category	Description
6S Improvement Movement	Through sorting, straightening, cleaning, cleaning, literacy, safety, etc., we establish visual standards to make hidden waste visible, and make our working environment safer, tidier, and more comfortable.
JIT Delivery Mode	Through production management scheduling control, balanced production methods, and adjustment of bulk material suppliers' input and production schedules of cooperative factories, it is possible to input materials according to the needs of the production line on the next day, reduce the amount of materials in production and inventory management, and speed up the turnover of the production line.
Quality Improvement	For quality requirements, MEAN WELL has established a rapid response mechanism, which is established through maintenance computerized operations, and quickly connects manufacturing, maintenance, quality control, outsourcing and third-party factories, which is of great help to quality improvement work. This move not only helps to speed up problem solving and reduce the recurrence rate of problems, but also improves employees' self-management awareness and ability to solve problems by themselves, and the defect rate has dropped by 10% every year.
Implement 1+3 Meeting	Centered on the head of the manufacturing section, we link 1+3 members (quality control plus squad leader, biotechnology, and maintenance) to carry out target planning and solve and control process quality problems. Every month, the manufacturing raises abnormal problems and convenes relevant personnel. Through the cooperation of various departments, we cooperate to strengthen the improvement of operation process and quality to achieve the effect of reducing production cost and improving quality.
Interdepartmental Communication and Coordination	Track abnormal product status through regular monthly meetings, and improve the timeliness of product problem handling and obtain the best solution through the participation of various departments (manufacturing, engineering, quality assurance, R&D), so as to avoid similar problems from happening in other products.

3.2.1 Materials Management

MEAN WELL's corporate identity is Your Reliable Power Partner. In order to meet the needs of customers and derive products of various specifications, although we use the ERP system for management, there are as many as 30 types of raw material classifications, so the raw material consumption statistics table is presented in the same fashion as the greenhouse gas inventory. Since the current

greenhouse gas inventory scope is only for the Taiwan factory, the information in the table below is mainly for the Taiwan factory. It is planned to be used in the Guangzhou factory and the Suzhou factory in the future. When importing the greenhouse gas inventory, it will be included in the statistics. Due to the incomplete data of some materials in 2022, the following table mainly discloses the data of 2021:

Name of raw material	Unit	Renewable or not	2021
Enclosure (1*)	kg	Not	1,950,011.27
Metal Fittings (1G)	kg	Not	891,445.26
PCB (1Z)	kg	Not	2,640,868.88
Other Excipients (1M)	kg	Not	757,638.01
Electronic Materials	kg	Not	4,229,501.71
Materials other than Paper	kg	Not	5,311,404
Packaging material (1J/5A)	kg	Renewable	886,646.99

Note: Only Taiwan factory information is disclosed, no information about Guangzhou factory, Suzhou factory, Netherlands, California, or India are included.

The products we produce follow the European Union's Restriction of Hazardous Substances (RoHS), Waste Electrical and Electronic Equipment Directive 2002/96/EC (WEEE), Directive of Eco-design Requirements of Energy-using Products 2005/ 32/EC (EuP), and other environmental regulations as the goal, and we have obtained relevant ISO standard certification.

MEAN WELL products belong to the category of information and communication equipment and consumer electronics products, so the required standard for reuse and recycling rate is 70%, and the required standard for recycling rate is 80%.

In order to minimize resource and energy consumption in the product life cycle, we plan products with the goal of saving energy, reducing loss, being friendly to the environment, and reducing pollution. Through technology and management strategies, from design, procurement, manufacturing process, packaging, transportation, etc. In the process, necessary measures are taken to reduce the impact on the environment, and at the same time meet the customer's demand for green consumption and sustainable development.

3.2.2 Waste Management

In the process of business operation, we divide the waste generated into two categories, namely industrial waste and domestic waste.

Industrial waste

During the production process of MEAN WELL's power supplies, the PCB section generates the most waste, such as PCB edges. In order to reduce the amount of PCB edges, we focus on improving the product design to reduce the generation of the board edges. At the same time, we also pay attention to the product life cycle. When designing and selecting materials, we have considered the impact of raw materials and manufacturing processes on the environment. Most of them can be recycled and reused. A small part of waste is classified as industrial waste by regulations.

We also appoint qualified manufacturers to regularly clear and process and make legal declarations: Lianxin Technology Co., Ltd. conducts clearance, and Jiin Yeeh Ding Enterprise Co., Ltd. Conducts disposal.



Entrust qualified clearing vendor



Entrust qualified clearing vendor

Domestic Waste

MEAN WELL implements waste sorting work on weekdays, and promotes the concept of waste sorting and resource recycling. First, domestic waste with reusable value is transferred to the recyclable process, and the rest is concentrated in the temporary storage area of domestic waste. Qualified vendors are commissioned for daily clearance.

Year	2020	2021	2022
Region/Category	Declaration of industrial waste (tons)	Declaration of industrial waste (tons)	Industrial waste (tons)
Taiwan factory	4.3	4.3	5.3
Guangzhou factory	33.1	8.6	6.1
Suzhou factory	25.9	102.5	82.6

Note:

1. Each factory adds and amends according to local regulations, and cooperates with legal declaration.

2. Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are provided.

During the reporting period, there were no serious leakages. In addition, the hazardous waste produced were all off-site. The details are as follows:

Hazardous waste (Off-site)					
Site	Year	2021		2022	
	Composition of waste	Waste generation (tons)	Processing method	Waste generation (tons)	Processing method
Taiwan factory	Waste printed circuit boards with spare parts	4.34	Other recycling operations	5.33	Other recycling operations
Guangzhou factory	Waste organic solvent HW06	2.99	Incineration (excluding energy recovery)	1.16	Incineration (excluding energy recovery)
	Waste activated carbon HW49	0.7	Incineration (excluding energy recovery)	0.46	Incineration (excluding energy recovery)
	Waste organic solvent wipes HW49	0.23	Incineration (excluding energy recovery)	0.52	Incineration (excluding energy recovery)
	Empty cans of waste organic solvents HW49	0.55	Incineration (excluding energy recovery)	0.87	Incineration (excluding energy recovery)
	Annual waste board edge HW06	4.19	Other recycling operations	3.21	Other recycling operations

Hazardous waste (Off-site)					
Site	Year	2021		2022	
	Composition of waste	Waste generation (tons)	Processing method	Waste generation (tons)	Processing method
Suzhou factory	Waste board edge HW49	30	Other recycling operations	60	Other recycling operations
	Waste rags HW49	5.5	Incineration (excluding energy recovery)	1.5	Incineration (excluding energy recovery)
	Waste organic solvents and waste HW06	2.5	Incineration (excluding energy recovery)	3	Incineration (excluding energy recovery)
	Waste lamps HW29	0.05	Other recycling operations	0	NA
	Waste filter material HW49	-	-	0.12	Incineration (excluding energy recovery)
	Spent catalyst HW49	-	-	0.07	Incineration (excluding energy recovery)
	Waste liquid washing tower	-	-	18	Incineration (excluding energy recovery)
Note: 1. Only the Taiwan, Guangzhou and Suzhou factories are disclosed, no information about the Netherlands, California, or Bangalore, India are provided. 2. In October 2022, the new factory was relocated in Suzhou, and new environmental protection exhaust facilities was installed.					

Waste Reduction Policy and Goals

The waste generated during the operation of the Company causes environmental impacts. Excessive output or improper disposal of waste causes environmental pollution, which has a potential negative impact on the Company. If environmental pollution actually occurs, it will be punished by the competent authorities. The economic layer will also lead to an increase in waste treatment fees, and the Company's operating costs will further increase. Therefore, formulating waste reduction and compliant waste disposal will reduce the negative impact on the Company and increase the positive impact on the Company. For example to enhance the Company's SDG image and competitiveness, so that employees, shareholders and stakeholders in the society have more trust in us.

First of all, we discuss from the product life cycle to reduce the impact on the environment in the process of procurement, production and scrapping. The current strategies are:

Modular	Prioritize the use of shared modular small boards to reduce mold opening
Simplified	Reduce the number of parts, reduce the amount of chemicals used, reduce the process steps, and reduce color and printing items
High efficiency	Simplified circuit design improves efficiency and reduces product volume
Recyclable	Packaging materials give priority to the use of recyclable materials

At present, the medium and short-term goals formulated by each factory area are the average revenue of declared waste being reduced by 5% per year, and the long-term goal is zero generation of declared waste. The ISO 14001 internal management review process is carried out every year for the output of waste. Effectiveness evaluation is conducted by PDCA.

By reviewing the implementation effect of individual waste reduction programs every year, it is ensured that the waste generation indicators can reach the standard. If waste generation exceeds the standard and causes risks in the factory area, the Company will notify the competent authority to re-correct the annual industrial waste output and seek communication and cooperation from relevant unit. In 2021 and 2022, the average revenue of declared waste generated by each factory area has reached the standard, which is in line with the Company's short-term and short-term goal setting, and we will continue to manage waste issues in the future.

3.3 Energy and Emissions Management

3.3.1 Energy Management

Electricity (process and office electricity) is the main energy used by MEAN WELL. We are committed to implementing energy-saving solutions for electricity consumption. The projects include burn-in energy-saving system development project (ERS/ERG), air-conditioning use (switching and setting temperature) management, lighting energy-saving schemes for electricity consumption, and schemes for improving and saving air-conditioning and air-conditioning cooling performance. Due to the promotion of various electricity-saving programs, the amount of electricity consumption can be maintained and the output value of electricity per kWh has also increased relatively with the growth of turnover in major operating factories.

In terms of electricity consumption indicators, we control the number of units of electricity consumption, and set the output value per kWh based on the output value of the factory area, hoping to use less energy to create greater output value. Except for the Suzhou factory, which was stable, the Taiwan factory rose by 1.5%, and the Guangzhou factory rose by 16.6%. In order to facilitate the comparison

between Taiwan factory, Guangzhou factory and Suzhou factory, the currency of revenue here is US\$ millions, and it is an internal monthly self-accounting financial figure.

Electricity Consumption(Unit: kWh)			
Factory Region/Year	2020	2021	2022
Taiwan factory	2,500,360	2,743,328	2,902,377
Guangzhou factory	7,451,760	7,601,360	6,058,400
Suzhou factory	3,358,753	3,912,372	4,395,835
Note: Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are provided.			

Turnover(Unit: US\$ million)			
Factory Region/Year	2020	2021	2022
Taiwan factory	187.11	263.73	282.85
Guangzhou factory	576.02	757.62	704.77
Suzhou factory	475.71	645.18	724.68
Note: Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are provided.			

Output Value per kWh(Unit: US\$/kWh)			
Factory Region/Year	2020	2021	2022
Taiwan factory	74.8	96.1	97.5
Guangzhou factory	77.3	99.7	116.3
Suzhou factory	141.6	164.9	164.9
Note: 1. Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are provided. 2. Calculation method: turnover divided by electricity consumption.			

Taiwan

Electricity			
Factory	2020 Consumption (kWh)	2021 Consumption (kWh)	2022 Consumption (kWh)
Taiwan	2,500,360	2,743,328	2,902,377
Total	2,500,360	2,743,328	2,902,377

Electricity Energy Consumption			
Factory	2020 Energy Consumption	2021 Energy Consumption	2022 Energy Consumption
Electricity Energy (KJ)	9,001,296,000	9,875,980,800	10,448,557,200
Total (GJ)	9,001.30	9,875.98	10,448.56

Revenue (Unit: US\$ million)			
Factory	2020	2021	2022
Total (Revenue)	187.11	263.73	282.85

Energy Intensity			
Factory	2020 Energy Intensity	2021 Energy Intensity	2022 Energy Intensity
Total (GJ/Revenue)	48.11	37.45	36.94

Guangzhou

Electricity			
Factory	2020 Consumption (kWh)	2021 Consumption (kWh)	2022 Consumption (kWh)
Guangzhou	7,451,760.00	7,601,360	6,058,400
Total	7,451,760.00	7,601,360	6,058,400

Electricity Energy Consumption			
Factory	2020 Energy Consumption	2021 Energy Consumption	2022 Energy Consumption
Electricity Energy (KJ)	26,826,336,000	27,364,896,000	21,810,240,000
Total (GJ)	26,826.34	27,364.9	21,810.24

Revenue (Unit: US\$ million)			
Factory	2020	2021	2022
Total (Revenue)	576.02	757.62	704.77

Energy Intensity			
Factory	2020 Energy Intensity	2021 Energy Intensity	2022 Energy Intensity
Total (GJ/Revenue)	46.57	36.12	30.95

Suzhou

Electricity			
Factory	2020 Consumption (kWh)	2021 Consumption (kWh)	2022 Consumption (kWh)
Suzhou	3,358,753	3,912,372	4,395,835
Total	3,358,753	3,912,372	4,395,835

Electricity Energy Consumption			
Factory	2020 Energy Consumption	2021 Energy Consumption	2022 Energy Consumption
Electricity Energy (KJ)	12,091,510,800	14,084,539,200	15,825,006,000
Total (GJ)	12,091.51	14,084.54	15,825.01

Revenue (Unit: US\$ million)			
Factory	2020	2021	2022
Total (Revenue)	475.71	645.18	724.68

Energy Intensity			
Factory	2020 Energy Intensity	2021 Energy Intensity	2022 Energy Intensity
Total (GJ/Revenue)	25.42	21.83	21.84

3.3.2 Carbon Emissions

In converting electricity consumption into carbon emissions, it can be seen from the data that when MEAN WELL's production volume continues to increase, the amount of carbon emissions converted from electricity consumption into the natural environment does not increase proportionally. MEAN WELL continues to reduce the impact on the environment and strives to maximize the benefits of the electricity used.

Taiwan

The greenhouse gas inventory data in 2020 and 2022 was self-converted. In 2021, we introduced the ISO 14064-1:2018 greenhouse gas inventory, and the internal verification team conducts internal verification, and then SGS will conduct third-party verification. The relevant data is explained as follows.

Scope 2 Indirect Greenhouse Gas Emissions in 2020 & 2022		
Type	2020 Usage	2022 Usage
Electricity (kWh)	2,500,360	2,902,377
CO ₂ e Emissions	0.502	0.509
KgCO ₂ e	1,255,180.72	1,477,309.89
Total	1,255,180.72	1,477,309.89

2020 & 2022 Greenhouse Gas Emissions		
Type	2020	2022
Electricity	1,255,180.72	1,477,309.89

2021 Greenhouse Gas Emissions	
Greenhouse Gas Emissions by Category	Emissions (MT CO ₂ e)
Category 1: Direct GHG emissions and removals	98.6366
Category 2: Indirect GHG emissions from imported energy	1,396.3540
Category 3: Indirect GHG emissions from transport	5,167.8026
Category 4: Indirect GHG emissions from products used by the organization	9.5357
Total carbon emissions	6,672.329

Revenue (US\$ million)			
Factory	2020	2021	2022
Total (Revenue)	187.11	263.73	282.85

Greenhouse Gas Emissions Intensity			
Factory	2020	2021	2022
Total (KgCO ₂ e /Revenue)	6,801.6109	5,668.6407	5,222.9446

Greenhouse Gas Emissions Intensity

Factory	2020	2021	2022
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Note:

1. The purchased electricity refers to the electricity emission factor announced by the Energy Bureau of the Ministry of Economic Affairs. The electricity emission factor in 2020 = 0.502 KgCO₂e. The electricity emission factor in 2021 and 2022 = 0.509 KgCO₂e
2. For the calculation of the Company's greenhouse gas emissions, version 6.0.4 of the Greenhouse Gas Emission Coefficient Management Table of the Environmental Protection Agency is used to calculate the greenhouse gas emissions
3. For greenhouse gas emission intensity in 2021, the sum of category 1+category 2 is the numerator, so as to be consistent with the scope of 2020 and 2022.

Guangzhou

Scope 2 Indirect Greenhouse Gas Emissions in 2020 & 2022			
Type	2020 Usage	2022 Usage	Type
Electricity (kWh)	7,451,760	7,601,360	6,058,400
CO ₂ e Emissions	0.8367	0.8042	0.581
KgCO ₂ e	6,234,887.59	6,113,013.71	3,519,930.40
Total	6,234,887.59	6,113,013.71	3,519,930.40

2020 & 2022 Greenhouse Gas Emissions			
Type	2020	2021	2022
Electricity	6,234,887.59	6,113,013.71	3,519,930.40

Revenue (US\$ million)			
Factory	2020	2021	2022
Total (Revenue)	576.02	757.62	704.7

Greenhouse Gas Emissions Intensity

Mainland China	Factory	2020	2021	2022
Southern region	Total (KgCO ₂ e / Revenue)	10,824.0818	8,068.7069	4,994.9346

Note: Greenhouse gas emissions from mainland China factories are based on the national standards of the People's Republic of China. In 2020 and 2021, this was GB/T 2589-2008 General Principles for Calculation of Comprehensive Energy Consumption. 2022 is an estimate of the greenhouse gas emission coefficients for the whole life cycle of Chinese products (2021)

● Suzhou

Scope 2 Indirect Greenhouse Gas Emissions in 2020 & 2022

Type	2020 Usage	2022 Usage	Type
Electricity (kWh)	3,358,753	3,912,372	4,395,835
CO ₂ e Emissions	0.8046	0.7921	0.581
KgCO ₂ e	2,702,452.66	3,098,989.8612	2,553,980.1350
Total	2,702,452.66	3,098,989.8612	2,553,980.1350

2020 & 2022 Greenhouse Gas Emissions

Type	2020	2021	2022
Electricity	2,702,452.66	3,098,989.8612	2,553,980.1350

Revenue (US\$ million)

Factory	2020	2021	2022
Total (Revenue)	475.71	645.18	724.68

Greenhouse Gas Emissions Intensity

Mainland China	Factory	2020	2021	2022
Eastern Region	Total (KgCO ₂ e / Revenue)	5,680.8826	4,803.2950	3,524.2868

Note: Greenhouse gas emissions from mainland China factories are based on the national standards of the People's Republic of China. In 2020 and 2021, this was GB/T 2589-2008 General Principles for Calculation of Comprehensive Energy Consumption. 2022 is an estimate of the greenhouse gas emission coefficients for the whole life cycle of Chinese products (2021)

Product Carbon Footprint

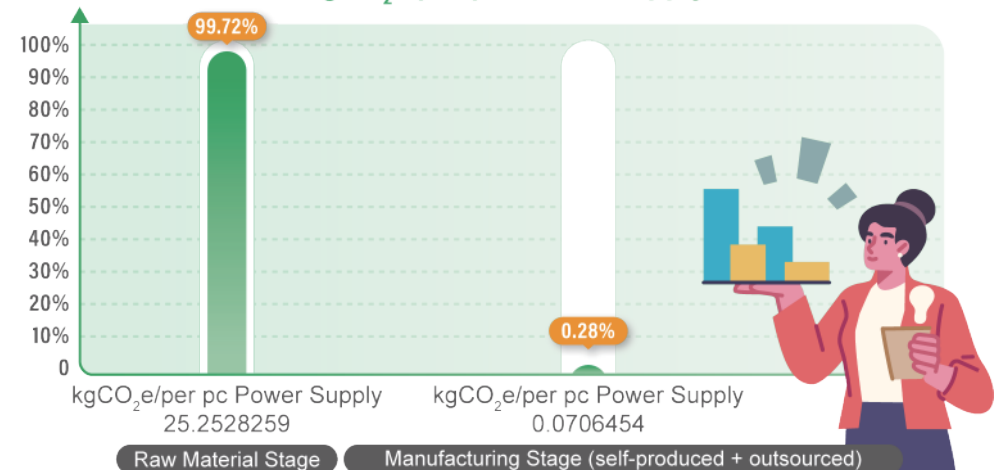
● Product Carbon Footprint and Total Carbon Footprint Emissions

RSP-1000-48 power supply uses SimaPro 9.4.0.2 for product carbon footprint calculation. The life cycle impact assessment methodology follows the IPCC 100-year greenhouse gas emission assessment method (IPCC 2021 GWP100 V1.01) to calculate the carbon dioxide emission equivalent of products from raw material extraction to disposal (from Cradle to Gate). The RSP-1000-48 power supply product is fully included in the calculation of greenhouse gases, and no items are excluded. The carbon emissions and emission ratios of the units at each stage of the RSP-1000-48 Power Supply target product is declared.

The carbon emissions at each stage in the production process are shown in the below figure.

RSP-1000-48 Power Supply Carbon Emissions Proportion Declaration

Stage	Emissions	Declaration Unit	Percentage
Raw Material Stage	25.2528922	kgCO ₂ e/per pc power supply	94.53%
Manufacturing Stage (self-produced + outsourced)	1.4619342	kgCO ₂ e/per pc power supply	5.47%
Total	26.7148	kgCO ₂ e/per pc power supply	100%

kgCO₂e/per pc Power Supply

3.4 Water and Environmental Protection



Water is an essential resource for all life forms on the earth, and it plays a decisive role in the environment. Therefore, MEAN WELL's selection of operating bases pays special attention to compliance with local laws and regulations. The headquarters is located in New Taipei Industrial Park in Taiwan, and the Guangzhou factory is located in the Huadu District of Guangzhou, Guangdong Province, China and the Suzhou factory is located in Xiangcheng District, Suzhou City, Jiangsu Province, China. Before the construction of the factories started, they all passed environmental impact assessment surveys. Therefore, the Company's operating activities will not have a negative impact on the environment and the surrounding animal life. Through the water resource risk assessment tool (<https://reurl.cc/jgajA2>), the water resources risks in our factory area are all classified as medium and low risk.

3.4.1 Water Resource Management

MEAN WELL's water supply for each plant is provided by qualified water supply companies. The water supply sources are the Shimen Reservoir for the Taiwan factory, the Huadu Water Bureau for the Guangzhou factory, and the Xiangcheng Water Bureau for the Suzhou factory. The Company has no process water (water intake = water discharge), and discharged wastewater is produced when employees need it in their daily work and life.

We attach great importance to the efficiency of domestic water use in the factory area, and also ensure that the discharge of domestic sewage complies with local regulations and standards to reduce the impact on the environment. In addition to the daily promotion of water conservation, we also promote programs such as water-saving faucets, improvement of toilet water flow, and air-conditioning water improvement.

In terms of water consumption indicators, we pay attention to water consumption and per capita water consumption (average water consumption per person per

month). Per capita water consumption in 2022 increased by 7.0% compared to 2021 (Taiwan factory increased by 7.0%, mainly due to toilet leaks (repaired), and the Guangzhou factory decreased by 24.0% %, while the Suzhou factory increased by 31.7%. This is mainly because the Suzhou factory relocated to the new park in 2022, and a large amount of water was invested in infrastructure facilities for the first time. Although MEAN WELL does not use water for manufacturing processes, we start with employees to fully implement water conservation in daily life, and maximize the benefits of available water resources.

Water Consumption by Factory									
Factory	Taiwan			Guangzhou			Suzhou		
Year	2020	2021	2022	2020	2021	2022	2020	2021	2022
Water intake (million liters)	9.9	10.21	11.14	93.8	111.5	84.5	14.2	15.3	20.9
Water displacement (million liters)	8.91	9.18	10.02	84.4	100.3	76.1	12.8	13.8	18.8
Water consumption (million liters)	0.99	1.02	1.12	9.4	11.2	8.4	1.4	1.5	2.1
Organization Specific Measures (Units)	Average number of people per month			Average number of people per month			Average number of people per month		
Organization Specific Measures	346	351	359	1,001	1,162	1,160	975	1,036	1,074
Water consumption density	2.38	2.42	2.59	7.8	7.99	6.07	1.21	1.23	1.62

Note:

1. The Guangzhou factory includes water for staff dormitories.
2. Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are included.
3. Discharge is the discharge of wastewater, which is obtained by multiplying the water intake by a coefficient of 0.9
4. Water consumption = water intake - water discharge
5. Water-intensity is calculated as water withdrawal (tons) / organization-specific measure.

Water Discharge Management

MEAN WELL organizes the I Love Tamsui River environmental protection public welfare activity every year. The water quality of the Tamsui River Basin has been an issue we have been concerned about in recent years. In 2018, we further inspected and tried to understand the follow-up treatment of domestic sewage produced by the Company. So we chose to visit the sewage treatment plant in the New Taipei Industrial Park.

On April 18, 2018, we visited the sewage treatment plant in the New Taipei Industrial Park. As soon as we stepped into the plant area that day, we felt the environmental protection, greening, beautification, and cleanliness of the plant area. We were all surprised and had a good impression of the sewage treatment plant in that a treatment plant can actually be so beautiful and clean.

According to the supervisor, the sewage treatment plant in the New Taipei Industrial Park officially passed certification review on August 5, 2014, becoming the first certified environmental education facility in a sewage treatment plant in an industrial park in the country. At present, the total number of enterprises in the New Taipei Industrial Park is 1,402, and the acceptance rate is 100%. The operating performance is quite good, and the quality of the discharge water is clear, which meets the national discharge water standards.

Discharge Standards and Annual Average Monitoring Values of Water Pollution Testing Items (Unit: ppm)

Test items	Emission Standards	2020 Average Monitoring Value	2021 Average Monitoring Value	2022 Average Monitoring Value
COD	480	75.1	120.3	45.9
SS	480	35.9	27.9	2.5

Note: Only the Taiwan, Guangzhou, and Suzhou factories are disclosed, and no information about the Netherlands, California, or Bangalore, India are included.

Manufacturers in the New Taipei Industrial Park are divided into three manufacturing grades based on industry attributes for control. Grade A is a relatively high pollution source, Grade B is a moderate pollution source, while Grade C is a low pollution source. MEAN WELL is a grade C low pollution

source manufacturer that has not exceeded the standard. The domestic sewage discharged by MEAN WELL flows into the inlet of the sewage treatment plant, and after passing through the multi-channel water treatment system, it is discharged into the Zhong-gang River through the discharge outlet, passes through the Dakekeng Creek, the Er-chong Floodway, and finally near Guandu into the freshwater river.

Technician Lin of the sewage treatment plant said that the sewage treatment facilities of the sewage treatment plant are quite complete, from the inflow of sewage, through the mixing tank, the chemical pretreatment coagulation tank, the primary sedimentation tank, the biological rotating disc, the final sedimentation tank, and the final discharge. A dynamic water quality monitoring system is also set up at the discharge outlet to instantly control the water quality of the discharge water and do a good job of self-monitoring.

After detailed and professional explanations by the staff of the treatment plant and on-site visits and exchanges, we are convinced that the treatment plant is a reliable partner. Our sewage is treated by the sewage treatment plant in the New Taipei Industrial Park. We rest assured that the water quality of the Tamsui River will be clearer.

According to the water quality analysis report of the Tamsui River Basin by the New Taipei City Environmental Protection Bureau, the annual average river pollution index (RPI) of the entire river basin in 2007 was 3.51, which was moderately polluted. After that, it showed a downward trend year by year, and the average RPI value in 2016 was 2.44. The average water quality has improved to a slightly polluted level. The RPI value in the Tamsui River Basin continues to decline, and everyone's efforts in the past few years have achieved some results. Environmental protection starts from you and me. Let us work together to protect our freshwater river. We sincerely invite you to join us.

Note: River Pollution Index (RPI) is an index integral value calculated from the concentration values of four water quality parameters including dissolved oxygen (DO), biochemical oxygen demand (BOD5), suspended solids (SS), and ammonia nitrogen (NH3-N), and determines the degree of river water pollution.



3.4.2 The "I love Tamsui River" Environmental Protection Public Welfare Activities

In response to the 422 World Earth Day, ever since 2011, MEAN WELL has organized the "I Love Tamsui River" environmental protection public welfare activities in Tamsui, Bali, Bitan and other areas. Through a series of water-friendly activities and interesting and educational games to further appeal to everyone to care about river conservation and cultural relics, so that the Tamsui River, which symbolizes "Taipei's Mother River", will become a beautiful river that combines humanities, environmental protection, and leisure.



Every year, the event also sponsors environmental protection public welfare groups, promotes the ecological conservation of the Tamsui River, water quality supervision and environmental protection education, etc. The total number of participants is nearly 30,000. For more information about the event, please visit the "I Love Tamsui River" website.

Date	Location	Participants
April 23, 2011	Tamsui MRT Station Plaza	1,500
April 28, 2012	Tamsui Cultural Park	1,771
April 27, 2013	Bali Environmental Education Center	2,038
April 26, 2014	Bitan East Bank Plaza	2,143
April 25, 2015	Tamsui Golden Shore	2,200
April 23, 2016	Bali Environmental Education Center	2,840
April 2017	Bitan East Bank Plaza	2,950
April 2018	Guandu Wharf	3,102
April 2019	Bali Environmental Education Center	3,280
June 19, 2020	Wugu Wetland	106
April 24-25, 2021	Tamsui Cultural Park	3,589
April 23-24, 2022	Tamsui Cultural Park	3,767
Total Participants		29,286

On April 23 and 24, 2022, the "I Love Tamsui River" environmental protection public welfare activity was grandly held in Tamsui MRT Park and Tamsui Cultural Park - Shell Warehouse. The activities were rich and exciting, including public welfare and environmental protection markets, SDG static exhibitions, environmental protection film exhibitions, parent-child theater and river waste art experience, hoping to arouse people's awareness of sustainable water resources through various water culture and environmental education activities.





At the same time, the joint promotion of "Do One Thing for Tamsui River" with Commonwealth Magazine CSR also entered its third year. For the first time, it co-organized the "Watershed Protection Dialogue" environmental protection forum with Commonwealth Magazine, inviting former Minister of the Interior Professor Li Hong-yuan and the New Taipei City Environmental Protection Bureau's Xu Ming-zhi, Senior Technical Specialist, to communicate together, hoping to gather the power of the people, enterprises, media and government to protect the Tamsui River with practical actions, continue to do the right thing with correct social values, and contribute to building a more perfect environment for the next generation.



The "Guarding Our River" Forum

Starting in 2019, Commonwealth Magazine and MEAN WELL Group promoted the "Do One Thing for the Tamsui River" program to investigate and track the pollution of the Tamsui River, reveal the truth about environmental pollution, and invite 8 million citizens in Taipei City, New Taipei City, Keelung and Taoyuan to pay attention to the Tamsui River. For the next three years from 2023, MEAN WELL and Commonwealth will once again cooperate on "Guarding Our Great

River" to invite more people to take the next step in the sustainable development of the Tamsui River from the perspectives of urban governance and global climate change, and announced that in the next three years, tracing the source of the water and protecting the Tamsui River in two directions, namely protecting and tracing the source of the wetland, and gathering the wisdom and will of all people, and launching the action of tracing the source of the Tamsui River. Everyone plays an important part in the process. Only by extending and expanding the care for the Tamsui River can the environment have a chance to be truly reversed. When that day comes, the Tamsui River will be clear.



“The Power of Water” Tamsui River Physical Exhibition

We transformed the diverse issues of water into a limited-time exhibition called “Rich Coffee”. The 10-day physical special exhibition was held at the Da Dao Cheng Cafe where the Tamsui River flows. On August 18, directors of Commonwealth Magazine, Mayor Wu Ying-chun, Co-CEO Ye Yun, Deputy Mayor of New Taipei City Liu He-ran, MEAN WELL and SDG Group founder Lin Guo-dong and many other distinguished guests participated in the event. After the original event of 2020, last year's actions, and this year's exhibition results, each practicing the national prayer for the Tamsui River, talking about the importance of water in life through various entry points, and summing up the special exhibition of “Rich Coffee” with the experience of the five senses of water, and with ingenious performances, re-understand the vibrant Tamsui River Basin, and work together to reproduce the beautiful river of life.



Explore Lujiao Creek Wetlands Bike Ride



Initiated by MEAN WELL and Commonwealth Magazine, the Explore Lujiao Creek Wetlands Bike Ride continues the influence of our love for Tamsui River and doing one thing for Tamsui River. Lujiao Creek Ecological Wetlands belongs to the Da-han Creek Constructed Wetland Group, formerly a landfill. It is the first on-site sewage treatment facility

certified by the Environmental Protection Agency in New Taipei City. It is located at the confluence of Da-han Creek and its tributary, Lujiao Creek and used as an educational environment. Through cycling, guided tours, water quality testing, and observing the wetland ecology, you can truly feel how the wetlands around you live in symbiosis with us.

MEAN WELL Water Environment Patrol Team

In July 2022, invited by the New Taipei City Environmental Protection Bureau, MEAN WELL participated in the "Water Environment Patrol Team Water Area Adoption Program" and established the "MEAN WELL Water Environment Patrol Team", which is the 26th patrol team in New Taipei City and the only business-operated one in New Taipei City. A patrol team composed of the Company is looking forward to combining the strength of the government and partners, working together to protect and love our Tamsui River with practical actions, hoping to contribute to building a more perfect environment for the next generation.

Patrol Service Items

- ASSIST IN THE PATROLLING OF RIVERS, OCEANS, PONDS, WETLANDS AND OTHER WATER ENVIRONMENTS WITHIN THE CITY'S JURISDICTION AND THE REPORTING OF POLLUTION CASES.
- ASSIST IN THE CLEANING AND MAINTENANCE OF THE WATER ENVIRONMENT OF VARIOUS RIVER BANKS AND BEACHES.
- ASSIST IN THE MONITORING OF WATER QUALITY IN RIVERS, OCEANS, PONDS, AND WETLANDS.
- ASSIST IN THE NOTIFICATION OR CLEAN-UP OF DIRTY SPOTS ON RIVER BANKS AND RIVER SURFACES.
- ASSIST IN WATER POLLUTION PREVENTION AND CONTROL EDUCATION AND TRAINING, STREAM (BEACH) CLEANING ACTIVITIES AND RELATED WATER ENVIRONMENT PUBLICITY ACTIVITIES, ETC.



2022	August	September	October	November	December
Volunteers	8	5	5	3	21
Garbage removed (kg)	0.8kg	1 kg	1.3 kg	1.5 kg	3 kg



MEAN WELL Adopts Public Restrooms

The United Nations designated November 19th as World Toilet Day, which originated from the concept of environmental hygiene for all, and the importance of health and the public's attention to global public health issues. Through the Sustainable Development Goal 6 of the United Nations, it is hoped that all people can enjoy clean water and safe sanitation equipment after 2030. MEAN WELL expects to adopt public restrooms and take practical actions to improve the lighting and cleaning of the environment, and help public restrooms in Taiwan to have a safe and hygienic sustainable operation.

Goals

1

In response to the United Nations Sustainable Development Goal 6, adopt public restrooms near the Company, so that people can enjoy clean water and safe sanitation equipment.

2

Cooperate with dealer partners and volunteers to improve the lighting equipment of public restrooms.



3.5 Material Topic Management

Material Topic : Customer Health & Product Safety and Quality

Reporting Requirements

Reporting Requirements Explanation and Examples

Main Motivation

- To provide customers with safe and high-quality products, MEAN WELL takes Comprehensive Quality Assurance and Customer Satisfaction as its quality policies, with Global Certification as its fifth core value.
- Promote company-wide quality control, implement education and training and standardization, implement source and flow management, and implement preventive measures and recurrence prevention. For the purpose of meeting customer needs, long-term quality cost.
- Best combination of products and services, combined with green product development and design, complying with relevant laws and regulations safety standard design in order to protect the health and safety of users.

Policy & Strategy

- **Source management:** Establish a complete management system and procedures from product research and development, raw material supply, production process, finished product quality control, marketing promotion and after-sales service.
- **Abnormality management:** Import the R&D and production process into computerized special file management, including production failure rate and after-sales maintenance, all through computer system login and analysis management, real-time query and feedback.
- **Quality management:** Implement standardization, and have introduced international management systems such as ISO 9001, ISO 14001, ISO 45001 and ISO 13485.
- **Product safety:** Taiwan headquarters and mainland China Guangzhou and Suzhou branches have safety certification laboratories, which have obtained a number of international safety laboratory qualification certifications. The headquarters set up a Certification Center for new products. The Taiwan headquarters and mainland China Guangzhou, Suzhou Branch have safety certification laboratories, which respectively obtained a number of international safety laboratory qualification certifications. The headquarters set up a Certification Center to research and apply for global certification regulations for new products' industry and region-specific safety regulations, energy consumption and EMC standards, to ensure product safety and compliance with relevant safety certifications of various industries and energy-saving requirements of various countries.

Material Topic : Customer Health & Product Safety and Quality

Reporting Requirements	Reporting Requirements Explanation and Examples
Goals & Objectives	<ul style="list-style-type: none"> ● Short-term: Improve the defective rate by 10% (PPM) every year. ● Medium-term: The proportion of international brands of standard products (CB+CE) will increase by 10% annually. ● Long-term: Improve high-efficiency and green energy products, and develop models accounting for >70%.
Management Evaluation Mechanism	<ol style="list-style-type: none"> 1. Source and quality management: Annual ISO 9001, ISO 14001, ISO 45001 and ISO 13485 and internal management review procedures. 2. Abnormal management: Analyze the trend and achievement rate based on ERP statistical data, check the achievement effect every month and conduct KPI evaluation at the end of the year. 3. Product safety: All the certification laboratories of the Company comply with international standards ISO/IEC 17025 such as UL, TUV, DEKRA, etc., and the technical ability and quality management documents of the internal and external audit test laboratory personnel are audited every year to confirm the test experiment The technical capabilities of the laboratory meet the requirements of a specific method.
Performance & Adjustment	Include the target in the key items of KPI management, review and monitor continuously on a monthly basis.
Preventive or Remedial Measures	<ul style="list-style-type: none"> ● Preventive measures: <ol style="list-style-type: none"> 1. The design conforms to the relevant safety certifications of various industries to ensure the health and safety of users, and meets the requirements of ROHS and REACH related hazardous substances to reduce the impact on health and the environment. New products fully comply with international safety regulations. The Company is committed to promoting green energy new products sales ratio. 2. Reduce the defect rate by 10% (PPM) every year, and introduce reliability tests such as DVT/DQT and post-market DFMEA at the product design stage. 3. Relevant data is managed computerized, combined with the internal audit system to make immediate improvement measures. ● Remedial measures: <ol style="list-style-type: none"> 1. The defect rate and after-sales maintenance of the relevant production process are analyzed and managed through the ERP system.

Material Topic: Product Lifecycle Management, Green Products & Innovation R&D

Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	<ul style="list-style-type: none"> The development of forward-looking technology research and development and innovative applications will enhance the company's market competitiveness. Products with high efficiency and energy-saving features are in line with the mainstream trend of the market; product design focuses on circular economy and strengthens product life cycle, which is the key point to reduce environmental damage. The R&D center will develop new products with this key item as the target; it can enhance the competitiveness of the enterprise and help win the recognition of partners, customers and investors.
Policy & Strategy	For R&D innovation, the Company takes the 4S + three highs as the R&D strategy: Software, System, Solution, Service + high cost performance, high added value, and high output value.
Goals & Objectives	<ul style="list-style-type: none"> The ratio of innovation R&D expenses to revenue to be 3.5% in 2025. Add 10% new product models every year. The number of patents of the Group is maintained at 100+. The highest efficiency of new product development reaches 90% (or above), accounting for 90% of newly developed models.
Management Evaluation Mechanism	<ul style="list-style-type: none"> Set performance standards based on items such as profit and loss, output value-to-salary ratio, case closure rate, number of patents, etc., propose annual target values, check the achievement rate every month, and conduct KPI evaluation at the end of the year. The high-efficiency specifications of new products are the default audit targets.
Performance & Adjustment	Innovation R&D expenses accounted for about 1.4% of the revenue in 2021. Due to the large increase in turnover in the year, the short-term goal was not achieved. The annual increase of new product models and patents and the highest efficiency of new product development reached 90% (or above). All are up to standard. The various targets continue to advance, and the operation method does not need to be adjusted for the time being.
Preventive or Remedial Measures	<ul style="list-style-type: none"> The R&D center checks the overall new product development effectiveness through annual inventory, and continues to create innovative product development that meets the characteristics of green energy, energy saving, and intelligence. If the product development schedule is not as expected, the R&D center will also actively introduce external technical resources, such as industry-academia cooperation, industrial technology transfer, etc., and relevant units will communicate and cooperate together.

Material Topic: Energy & Greenhouse Gas Emissions	
Reporting Requirements	Reporting Requirements Explanation and Examples
Main Motivation	Under the influence of climate change, natural disasters caused by extreme climates have occurred one after another around the world. The changes in natural ecology have seriously affected the normal life of human beings. How to mitigate the impact on the environment is the social and environmental responsibility of enterprises. The Company is willing to work in energy, and greenhouse gas sustainability issues to invest in relevant resources to contribute to a better environment for the next generation.
Policy & Strategy	<p>The Company takes the R&D, design, manufacture, sales and service of switching power supply series products as its main business items, In order to fulfill the responsibility of the Company's environmental safety and health, it is willing to ensure that the impact on the environmental safety and health in the process of activities, products and services are suitable.</p> <p>The Company also promises to:</p> <ol style="list-style-type: none"> 1. Implement company-wide environmental safety and health management, implement preventive measures and implement continuous improvement. 2. Comply with the applicable laws and regulations of environmental safety and health and other relevant requirements. 3. Commit to developing energy-saving products, promoting green supply chains, and reducing impact on the environment. 4. Implement risk assessment management and education and training to achieve the goal of no major occupational accidents. 5. Fulfill corporate social responsibilities, provide a safe and healthy working environment, and encourage employees to participate in environmental protection and public welfare activities. 6. Regularly review the environmental safety and health goals and communicate the above policies to employees and stakeholders, and make them public to the public.
Goals & Objectives	The Company's greenhouse gas emissions take 2021 as the base year. The short-term goal is to reduce greenhouse gas emissions by 5% within 3 years, the medium-term goal is to reduce greenhouse gas emissions by 50% by 2030, and the long-term goal is for gas emissions to be carbon neutral.
Management Evaluation Mechanism	According to the internal management review procedures of ISO 14001 and ISO 14064-1, the Company evaluates the effectiveness of PDCA for emission management every year.
Performance & Adjustment	2021 is the base year for the Company's greenhouse gas emissions inventory. It is estimated that the overall carbon emissions increased slightly in 2022. From 2023, the energy-saving and carbon-reduction plans will gradually play a role in carbon reduction. The short-term goal of reducing emission of greenhouse gases by 5% within 3 years should be achieved.
Preventive or Remedial Measures	The Company reviews the overall carbon reduction effect every year, and formulates emission reduction strategies, while continuing to promote energy-saving and carbon reduction plans. If the reduction effect is not as expected, the Company will also actively purchase renewable energy certificates, and seek relevant units to communicate and cooperate

Heading to the future

"I have a sense of purpose in my career. I also need to give my supervisors and employees a sense of purpose in what they are doing in Mean Well, and help them strike a balance."

— Lin Guo-dong, Founder

04

Employee Relations




4.1 POWER OF DEEP CULTIVATION

4.2 MEAN WELL CULTIVATION

4.3 WORKPLACE HEALTH AND SAFETY

4.4 MATERIAL TOPIC MANAGEMENT

4.1 Power of Deep Cultivation

SDGs	Strategy	Mission	Vision
  	Provide good salaries and benefits, build a safe and friendly environment, stabilize and attract outstanding talent.	Jointly create a harmonious labor-management atmosphere, enhance the cohesion of employees internally, and attract talent externally.	Diversify talent introduction channels, strengthen the popularity of MEAN WELL in the talent market, and increase the willingness of high-quality talent to join.
KPIs	Target	2021	2022
Off-site employee retention rate	80	85.19	73.68
On-site employee retention rate	70	78.6	73.8

The mission of the Company is to innovate and improve endlessly to create the greatest benefits for customers, employees, shareholders and the society. Among them, employees are an important foundation for MEAN WELL's achievements today and looking toward the future, and they are also MEAN WELL's greatest wealth. Although we have not signed a group agreement at present, we are still quite devoted and focused on the management of employee relations. In terms of organizational structure, the management department has set up an employee relations specialist, who is responsible for employee benefits, group travel, event planning, health management and other related affairs. The purpose is to maintain a harmonious employee relationship, so that it involves more than just performance. The management interface such as assessment, business report, yield rate and efficiency, etc., can further provide active care and assistance. While creating performance, MEAN WELL is also a working environment full of human touch. High-efficiency and a happy enterprise is the goal we work for together.

The salary assessment of new grassroots employees is also one of the factors that make us deeply rooted in the local area and where are very competitive in by offering gender-neutral and equal starting salaries. The ratio of MEAN WELL's Taiwan factory to the local minimum basic wage is 1.19, the ratio of the Guangzhou factory to the local minimum basic wage is 1.43, while that of the Suzhou factory is 1.44. The starting salaries of the three factories are all higher than the local minimum basic wage. It can also enable local people to continue living in their original place of residence during employment and promote local development.

4.1.1 Employee Profile

When MEAN WELL was founded in 1982, there were 5 employees. With the development of the Company, the total number of MEAN WELL employees reached 2,641 in 2022 (including part-time jobs and assignments) and the total number of employees in Taiwan is 364. The other 2,277 people are distributed in various regions of the world (China, Europe, and USA). The male to female ratio is 0.69:1, among which the ratio of male to female is 0.46:1 due to the relatively high male ratio in management and technical positions due to the characteristics of the labor market. All full-time/part-time employees have signed employment contracts and enjoy the protection of local labor laws. MEAN WELL has 159 labor temporary workers in the two factories in Guangsu and Jiangsu. This small number is mainly used for manpower adjustment in off-peak seasons.

In addition to regular employees, MEAN WELL has established contractual relationships with security companies, cleaning companies, and group catering companies, and assigns affairs that are not within the Company's business expertise to professionals. The three factories in Taiwan, Guangzhou, and Suzhou have a total of 20 security personnel stationed, 18 environmental cleaning personnel, and 37 group meal personnel stationed, and a total of 75 non-employee workers serve in various operating locations.

Composition of Employees in the Employment Contract

2021								
Region	Male				Female			
	Full time	Part time	Temp	Total	Full time	Part time	Temp	Total
Taiwan	168	1	0	169	186	4	0	190
Guangzhou	473	1	13	487	633	2	14	649
Suzhou	375	0	67	442	588	0	37	625
Netherlands	25	0	0	25	5	0	0	5
U.S.A.	18	0	2	20	9	3	3	15
Global total	1,059	2	82	1,143	1,421	9	54	1,484

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory, Netherlands and California are disclosed, but not Bangalore, India.

2022								
Region	Male				Female			
	Full time	Part time	Temp	Total	Full time	Part time	Temp	Total
Taiwan	174	1	0	175	186	3	0	189
Guangzhou	434	3	67	504	616	0	19	635
Suzhou	368	0	42	410	630	0	26	656
Netherlands	13	0	3	16	14	4	2	20
U.S.A.	27	0	0	27	9	0	0	9
Global total	1,016	4	112	1,132	1,455	7	47	1,509

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory, Netherlands and California are disclosed, but not Bangalore, India.

Ratio of Males and Females by Occupation

The definition of MEAN WELL's managerial positions are employees at the Taiwan factory who are employees with grade 6 or above, while employees at the Guangzhou and Suzhou factories are employees with grade 5 or above. The

main difference is that the employees in the Taiwan factory have longer seniority, and many of the employees with grade 5 are senior technicians rather than management positions. Most of the grade 5 staff in the Guangzhou and Suzhou factories are responsible for management. 100% of the senior management of the Taiwan factory are Taiwanese residents. 77.8% and 70% of the senior management of the Guangzhou factory and Suzhou factory are Chinese residents. The detailed categories are as follows:

Number of Employees by Age Group											
Category		Age group	2020			2021			2022		
			Taiwan factory	Guangzhou factory	Suzhou factory	Taiwan factory	Guangzhou factory	Suzhou factory	Taiwan factory	Guangzhou factory	Suzhou factory
Supervisors	Male	< 30	0	1	0	0	1	0	0	1	0
		30 to 50	32	21	15	29	18	17	24	16	19
		50 <	6	4	0	9	3	0	12	2	1
	Female	< 30	0	1	0	0	0	0	0	0	0
		30 to 50	7	4	7	7	5	7	7	6	7
		50 <	3	1	0	3	1	0	2	0	1
Subtotal of Executive employees			48	32	22	48	28	24	45	25	28
Non-Supervisors	Male	< 30	29	185	142	25	135	119	32	98	112
		30 to 50	98	307	214	102	313	239	102	316	236
		50 <	3	1	0	4	4	0	5	4	0
	Female	< 30	13	140	145	16	104	128	17	75	118
		30 to 50	135	499	404	144	524	449	143	535	502
		50 <	17	0	2	20	1	4	20	0	2
Subtotal of Non-executive employees			295	1132	907	311	1081	939	319	1028	970

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory, Netherlands, California and Bangalore, India are not disclosed.

Gender Ratio by Age Group

The definition of MEAN WELL's managerial positions are employees at the Taiwan factory who are employees with grade 6 or above, while employees at the Guangzhou and Suzhou factories are employees with grade 5 or above. The main difference is that the employees in the Taiwan factory have longer seniority, and many of the employees with grade 5 are senior technicians rather than management positions. Most of the grade 5 staff in the Guangzhou and Suzhou factories are responsible for management. 100% of the senior management of the Taiwan factory are Taiwanese residents. 77.8% and 70% of the senior management of the Guangzhou factory and Suzhou factory are Chinese residents. The detailed categories are as follows:

Factory	Male					Female				
	< 30	30 to 40	41 to 50	50 <	Total	< 30	30 to 40	41 to 50	50 <	Total
Taiwan factory	18.5%	35.4%	39.3%	6.7%	100%	8.9%	36.1%	42.4%	12.6%	100%
Guangzhou factory	19.9%	62.2%	16.5%	1.5%	100%	10.5%	73.7%	15.8%	-	100%
Suzhou factory	29.9%	55.7%	14.4%	-	100%	15.3%	69.3%	15.3%	-	100%
Total	23.2%	54.7%	20.1%	1.9%	100%	12.3%	66.6%	19.4%	1.8%	100%

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory. Netherlands, California and Bangalore, India are not disclosed.

Minority or Disadvantaged Employment

In 2020, the Taiwan factory hired 10 male foreign migrant workers, but the Chinese factory did not hire foreign migrant workers due to policy factors. In response to the policy to protect the employment rights of minorities or vulnerable groups, the Company maintains the number of employees according to regulations, and there

is no violation of indigenous peoples rights. The headcount of each factory in the past three years is as follows:

Category		Age group	2020			2021			2022		
			Taiwan factory	Guangzhou factory	Suzhou factory	Taiwan factory	Guangzhou factory	Suzhou factory	Taiwan factory	Guangzhou factory	Suzhou factory
Minority or Disadvantaged	Male	< 30	1	0	0	1	0	0	1	0	0
		30 - 50	0	10	0	0	5	0	0	5	0
		50 <	0	1	0	0	3	0	0	2	0
	Female	< 30	0	0	0	0	0	0	0	0	0
		30 - 50	0	1	0	0	4	0	0	4	0
		50 <	0	4	0	0	0	0	0	0	0
Subtotal		1	16	0	1	12	0	1	11	0	

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory. Netherlands, California and Bangalore, India are not disclosed.

4.1.2 New Employees and Resignations

MEAN WELL's statistics on new employees and resigned employees are mainly based on the Taiwan factory, Guangzhou factory and Suzhou factory. The data of the past three years are as follows. Our calculation method adopts the cumulative system, and the calculation is based on the accumulation of the whole year. Because the number of migrants may be greater than the number of departments, the resulting ratio exceeded 100%. In recent years, the Suzhou factory has had a high turnover rate, mainly due to the severe impact of the COVID-19 epidemic, which is reflected in the younger workers. While the Guangzhou factory has been short of workers in recent years, so the employee turnover is relatively active.

Category		Age group	2020						2021						2022					
			Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%	Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%	Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%
Junior Employees	Male	< 30	10	34.5	30	68.2	144	101.4	9	36	41	51.3	134	112.6	21	65.6	27	50	124	110.7
		30 - 50	18	13.7	22	56.4	85	37.1	21	15.6	20	54.1	112	43.8	16	12.7	21	48.8	91	35.7
		50 <	0	-	0	-	0	-	1	11.1	0	-	0	-	0	-	0	-	0	-
	Female	< 30	2	15.4	27	58.7	69	47.6	4	25	39	79.6	150	117.2	13	76.5	26	61.9	119	100.8
		30 - 50	39	26.7	59	66.3	111	2	40	25.8	65	65.7	186	40.8	32	21.3	41	65.1	189	37.1
		50 <	0	-	0	-	2	100	0	-	0	-	2	50	0	-	0	-	0	-
Junior staff Subtotal			69	-	138	-	411	-	75	-	165	-	584	-	82	-	115	-	523	-
Total Employees			343	-	1,162	-	963	-	357	-	1,109	-	929	-	364	-	1,053	-	998	-

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory. Netherlands, California and Bangalore, India are not disclosed.

Category		Age group	2020						2021						2022					
			Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%	Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%	Taiwan factory	Ratio%	Guangzhou factory	Ratio%	Suzhou factory	Ratio%
Ex-Employees	Male	< 30	9	31	15	34.1	147	103.5	11	44	58	72.5	136	114.3	8	25	42	77.8	118	105.4
		30 - 50	26	19.8	18	46.2	173	75.5	31	23	28	75.7	111	43.4	25	19.8	35	81.4	100	39.2
		50 <	8	100	0	-	-	-	2	22.2	0	-	0	-	1	5.9	0	-	0	-
	Female	< 30	5	38.5	19	41.3	54	37.2	5	31.3	25	51	143	111.7	11	64.7	32	76.2	123	104.2
		30 - 50	32	21.9	33	37.1	167	40.6	36	23.2	50	50.5	164	36	35	23.3	37	58.7	156	30.6
		50 <	6	37.5	0	-	2	100	2	10.5	0	-	0	-	2	9.1	0	-	2	66.7
Ex-employee Subtotal			86	-	85	-	543	-	87	-	161	-	554	-	82	-	146	-	499	-
Total Employees			343	-	1,162	-	963	-	357	-	1,109	-	929	-	364	-	1,053	-	998	-

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory. Netherlands, California and Bangalore, India are not disclosed.




Communication Mechanism

Employees are the creators of corporate profits and the key factors and important assets of the Company's operations. Only with satisfied employees will the Company have satisfactory products and services. Therefore, MEAN WELL attaches great importance to establishing employees' recognition of the Company. In order to create a good and diversified communication channels, in addition to various meetings and employee suggestion boxes to solicit the voices of employees, we take the initiative to conduct employee satisfaction surveys every year in the form of questionnaires, and analyze and compare the statistical results of the department and the year as an important tool for the company to improve the environment and enhance the centripetal force. In 2022, the questionnaire recovery rate of each company was above 90%, and the scores were above 70 points (60 is the middle option).

Company	Taiwan factory		Guangzhou factory		Suzhou factory	
Year	2021	2022	2021	2022	2021	2022
Survey Response Rate	100%	100%	99%	99%	90%	92%
Satisfaction score	75.6	76.2	70.6	71.6	73.6	75.6

Note: Only information about Taiwan factory, Guangzhou factory, Suzhou factory. Netherlands, California and Bangalore, India are not disclosed.

4.2 MEAN WELL Cultivation

SDGs	Strategy	Mission	Vision
  	Establish a sound knowledge management and education training platform, and plan a blueprint for the development of cross-duty and cross-regional diversified talents.	Provide high-quality internal courses, teaching materials and lecturers, and establish a sound education and training system.	Improve employees' knowledge and skills, and assist them in self-learning and growth in the workplace.

4.2.1 Employee Development

- MEAN WELL's education and training policy is based on the belief of sustainable management, in line with the Company's business strategy goals, to improve the quality of human resources, strengthen professional skills, stimulate individual potential, and build an organization that innovates, improves, and inherits.
- There are no restrictions on gender, age, race, political orientation, or religious belief in terms of job acquisition or promotion. As long as the ability and qualifications meet the job requirements, every employee has equal and fair opportunities.



Cultivating Campuses

MEAN WELL cooperates with universities to organize enterprise visits, industry-academia cooperation, and provides internship opportunities, so that students can combine theory with practice, and gain early access to corporate experience before entering the job market to quickly integrate into the pulse of society.

1. Enterprise visit

Through arrangements such as company introduction, process explanation, departmental operation description, experience sharing by seniors, and on-site visits to offices and production lines, the visiting students can actually experience the practical operation of the company through the explanations and interactions of the heads of various departments.

2. Industry-academia cooperation

In cooperation with the school, postgraduates in the master class will carry out technical project research and development plans, strengthen the connection between academic research and development and industrial innovation, the school and the industry will jointly cultivate technical talents, and allow graduate students to further integrate industry technology development practices and academic theories under the guidance of professors.

3. Student Internship

During the summer vacation, a two-month work-study internship opportunity is provided to students of functional related departments, and the intern students are guided to actually participate in the basic operations of the department to experience the actual operation of the Company.

With the school's off-campus internship credits, relevant internship opportunities are provided according to the contents of the school internship contract, students' practical ability is trained, and internship performance assessment is conducted, so that students can further combine theory and practice to enhance future employment strength. The Guangsu and Jiangsu companies applies for the approval of local university practice bases, and long-term company-academia cooperation to cultivate talents.

Region	University	Project
Taiwan	Taipei University of Technology	<ul style="list-style-type: none"> Corporate visit Industry-Academia Cooperation Corporate Internship
	National Taiwan University of Science and Technology	<ul style="list-style-type: none"> Corporate visit Industry-Academia Cooperation Corporate Internship
Guangzhou	Guangdong University of Technology	<ul style="list-style-type: none"> Corporate visit Practice Base
	Foshan University of Science and Technology	<ul style="list-style-type: none"> Practice Base
Suzhou	Nanjing University Taizhou Institute of Science and Technology	<ul style="list-style-type: none"> Corporate visit Practice Base
	Changshu Institute of Technology	<ul style="list-style-type: none"> Practice Base

Commitment to Education and Training

- 1 Talents are the human assets of the Company, and their value can be enhanced through training.
- 2 Cultivating high-quality employees is the Company's responsibility to society.
- 3 Establish a complete education and training system and system, and implement continuous improvement.
- 4 Emphasize the connection between business strategy objectives and training development direction.
- 5 Effectively display training results, combined with promotion and performance appraisal system.
- 6 Develop an education and training platform and implement the company's professional knowledge.
- 7 Provide employees with appropriate, appropriate and timely education and training.



Education and Training Policy

01 Adhere to the belief of sustainable operation and cultivate employees.

02 Cooperate with the Company's business strategy goals, strengthen professional skills, and stimulate human potential.

03 Construct a learning enterprise, continue to innovate, improve and inherit.



Education and Training System

MEAN WELL has established a comprehensive pre-employment training system to allow new employees to quickly integrate into MEAN WELL and possess the necessary skills and knowledge to give full play to their strengths. In real-time guidance at work, the supervisor can give personal guidance, arrange training courses, assign related projects, or carry out job rotation and adjustment according to the individual ability and development of employees, so as to increase employees' experience and assist their long-term career development.

For managerial employees, we arrange leadership and management training courses, and plan a series of function-oriented learning resources and ability assessment tools to help employees develop the required capabilities, increase the macroscopic vision of management and leadership, improve professional knowledge and skills, and cultivate future key positions.

Education and Training Blueprint

To meet the needs of employees at all levels, we provide a variety of learning resources, hire internal and external professional lecturers to teach professional skills, general knowledge and management courses. At the same time, we provide information on external training programs, encourage employees to continue their studies with subsidies, and continuously enrich their learning.

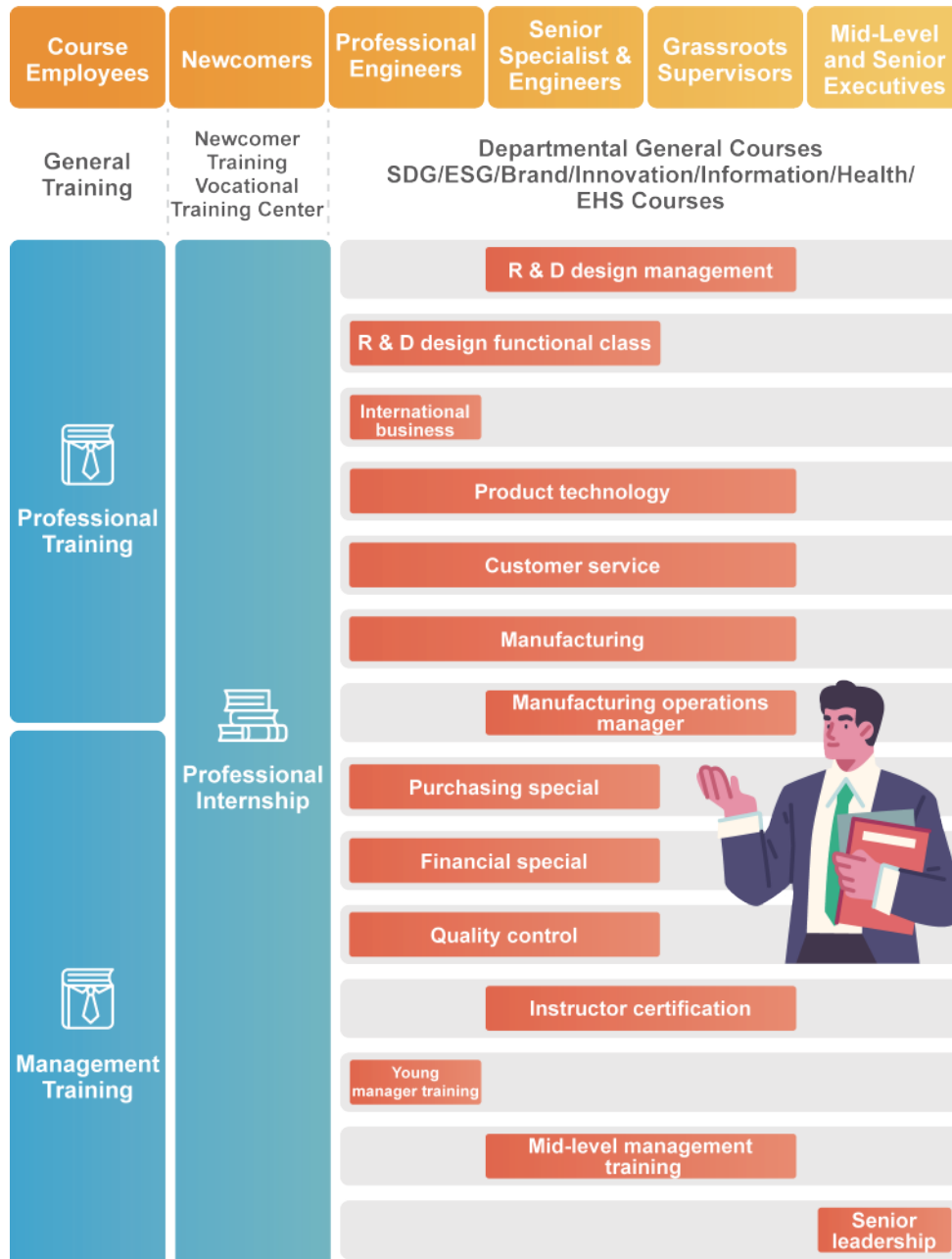
With MEAN WELL E-LEARNING, learning knows no borders, and the Company has established an online learning platform - MEAN WELL SDG Academy, according to five professional schools, which are divided into: School of Management, School of Business, School of PM, School of R&D, School of Operations and SDG lectures. All employees can participate in training through the online platform of the Learning Center on the Group's homepage. The classes are taught regularly, and the course content is quite rich. We also put teaching materials and course videos on the online platform for employees around the world to learn anytime and anywhere.

We firmly believe that talents are cultivated by ourselves. We recruit talents from outside to broaden MEAN WELL's vision, and we are also committed to the cultivation of internal talents. In MEAN WELL, more than 80% of the executives are trained by ourselves.

MEAN WELL has always spared no effort in talent training. In terms of internal talent training, we have developed a complete set of training courses, combined with the training and promotion system, so that every employee can have the necessary professional knowledge and be able to develop their potential.

Our education and training are categorized into:

Professional training courses	According to different training objects, education and training of different professional levels are given. Such as: Vocational Training Center for Newcomers, R&D Design Management Class, R&D Design Functional Class, International Business Class, Product Technology Class, Service Golden Triangle Special Class, Operations Manager Class, Manufacturing Section Chief Class, Purchasing Specialist Class, Quality Special Class, etc.
Management training courses	Depending on the level of training, courses related to management and leadership skills are given to different levels, including youth management training class, mid-level management training classes, lecturer training classes.
General Studies	General training courses are differentiated by the professional knowledge field of the job. Computer information: such as basic computer concepts, information security, etc. Management accounting: such as human resources, management, accounting, etc. Quality management: such as quality assurance, quality control, etc. Legal & IP: such as intellectual property rights, trademarks, patents related to power supplies, etc. Brand marketing: such as employee branding, marketing, etc.



4.2.2 Overview of Employee Education and Training

MEAN WELL regards pre-employment education as preparation before formal work, and helps new employees to understand corporate culture, organizational regulations, and the operation of each unit in a short period of time, so that they can use more spare energy in their duties. The pre-vocational education varies from region to region, and the detailed teaching items and hours are shown in the figure.



☒ 職前教育 ☐ 職務異動 訓練計劃表

編號: _____ 年 月 日

姓名	職稱	學歷	訓練項目	預定日期	時數	訓練單位	講師/負責人	請師考核	備註
1. 公司、員工禮儀、企業文化/管理概況			3H	企劃室	黃怡靜				
2. 管理中心、ERP系統簡介			3H	管理中心	鄧瑞雲				E-learning
3. 採購中心簡介			3H	採購中心	林靜雲				E-learning
4. 研發中心簡介			0.5H	研發中心	黃士豪				E-learning
5. 品質中心簡介			0.5H	品質中心	謝正堂				E-learning
6. 品保部簡介			2H	品保部	曾維成				E-learning
7. 品管部簡介			1.5H	品管部	謝明光				E-learning
8. 品管部簡介			1H	品管部	謝明光				E-learning
9. 品管部簡介			0.5H	品管部	謝明光				E-learning
10. 品管部簡介			1H	品管部	謝明光				E-learning
11. 品管部簡介			1H	品管部	謝明光				E-learning
12. 品管部簡介			1H	品管部	謝明光				E-learning
13. 品管部簡介			1H	品管部	謝明光				E-learning
14. 品管部簡介			1H	品管部	謝明光				E-learning
15. 品管部簡介			1H	品管部	謝明光				E-learning
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20. 品管部簡介			1H	品管部	謝明光				E-learning
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83. 品管部簡介			1H	品管部	謝明光				E-learning
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87. 品管部簡介			1H	品管部	謝明光				E-learning
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100. 品管部簡介			1H	品管部	謝明光				E-learning

Taiwan factory pre-employment education program

☒ 職前教育 ☐ 職務異動 訓練計劃表

編號: _____
年 月 日

姓名	訓練課表摘要	時數	預定日期	訓練單位	講師/負責人	請師考核	備註
2201 劉冠廷	公司簡介(含公司簡介、歷史沿革)						
	4.企業文化、發展、策略(含公司簡介、公司文化、組織、發展、策略)	2H		管理課	何翠雲		
	5.品質管理(含品質管理、品質管理)						
	6.品質管理(含品質管理、品質管理)	0.5H		技術課	黃南		
	7.品質管理(含品質管理、品質管理)						
	8.品質管理(含品質管理、品質管理)	1H		技術課	吳國華		
	9.品質管理(含品質管理、品質管理)						
	10.品質管理(含品質管理、品質管理)	2H		技術課	黃文仲		
	11.品質管理(含品質管理、品質管理)						
	12.品質管理(含品質管理、品質管理)	4H		技術課	吳國華		
	13.品質管理(含品質管理、品質管理)						
	14.品質管理(含品質管理、品質管理)	2H		技術課	吳國華		
	15.品質管理(含品質管理、品質管理)						
	16.品質管理(含品質管理、品質管理)	2H		技術課	吳國華		
	17.品質管理(含品質管理、品質管理)						
18.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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22.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
23.品質管理(含品質管理、品質管理)							
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25.品質管理(含品質管理、品質管理)							
26.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
27.品質管理(含品質管理、品質管理)							
28.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
29.品質管理(含品質管理、品質管理)							
30.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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36.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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38.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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42.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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48.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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52.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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57.品質管理(含品質管理、品質管理)							
58.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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68.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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78.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
79.品質管理(含品質管理、品質管理)							
80.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
81.品質管理(含品質管理、品質管理)							
82.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
83.品質管理(含品質管理、品質管理)							
84.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
85.品質管理(含品質管理、品質管理)							
86.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
87.品質管理(含品質管理、品質管理)							
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94.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
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96.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
97.品質管理(含品質管理、品質管理)							
98.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			
99.品質管理(含品質管理、品質管理)							
100.品質管理(含品質管理、品質管理)	2H		技術課	吳國華			

Statistics on Employee Education and Training Hours - Internal Training

In recent years, in addition to the training and promotion at the Taiwan headquarters, we have also continued to expand to branch companies. The data in the table below only discloses the information of the Taiwan factory, Guangzhou factory and Suzhou factory, without information about the Netherlands, California, and Bangalore in India. Since the end of 2019, the world has been threatened by the Covid-19 epidemic. We have been adhering to uninterrupted training and actively expanding online courses, which are divided into School of Management, School of Business, School of PM, School of R&D, School of Operations, SDG lectures, and a variety of training courses to allow colleagues continue to enrich their professional knowledge even when they work from home.

Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	38	1,759	46.29	879,500	36	3,022.5	83.96	1,511,250
	Female	10	527.5	52.75	263,750	9	857	95.22	428,500
Non-management	Male	129	2,261	17.53	1,129,900	139	2,535.5	18.24	1,260,850
	Female	179	1,563	8.73	765,100	180	1,749.5	9.72	848,850
On-site employees	Male	38	3	0.08	900	45	34.5	0.77	10,350
	Female	120	82	0.68	24,600	121	129.5	1.07	38,850

Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Off-site employees	Male	129	4,017	31.14	2,008,500	130	5,523.5	42.49	2,761,750
	Female	69	2,008.5	29.11	1,004,250	68	2,477	36.43	1,238,500

Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	8	209	26.13	10,450	8	659	82.38	32,950
	Female	1	23	23	1,150	1	53	53	2,650
Non-management	Male	553	4,119	7.45	173,470	532	4,302	8.09	178,720
	Female	684	3,500	5.12	119,240	643	3,795	5.9	131,070
On-site employees	Male	384	1,624	4.23	48,720	348	1,819	5.23	54,570
	Female	623	2,788	4.48	83,640	579	2,934	5.07	88,020

Guangzhou factory: Statistics of training hours for males and females (Internal training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Off-site employees	Male	177	2,704	15.28	135,200	192	3,142	16.36	157,100
	Female	62	735	11.85	36,750	65	914	14.06	45,700

Note: The on-site employees of the Guangzhou factory are insured in Guangzhou Sharewell

Suzhou factory: Statistics of training hours for males and females (Internal training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	10	182	18.2	9,100	10	490	49	24,500
	Female	3	53	17.67	2,650	3	163	54.33	8,150
Non-management	Male	365	2,522	6.91	113,420	349	2,372	6.8	108,480
	Female	585	1,959	3.35	73,550	625	1,560	2.5	55,840

Suzhou factory: Statistics of training hours for males and females (Internal training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
On-site employees	Male	259	634	2.45	19,020	235	506	2.15	15,180
	Female	521	1,220	2.34	36,600	559	1,108	1.98	33,240
Off-site employees	Male	116	2,070	17.84	103,500	124	2,356	19	117,800
	Female	67	792	11.82	39,600	69	615	8.91	30,750

Note: The on-site employees of the Suzhou factory are insured in Suzhou Sharewell

Statistics on Employee Education and Training Hours – External Training

In addition to the continuous development of internal professional courses, we also promote external training courses, providing each employee with an amount of one month's salary each year to participate in external training, and all expenses are paid by the Company, and encourage colleagues to return to the Company after external training for knowledge sharing. The data in the table below only discloses the information of the Taiwan factory, Guangzhou factory and Suzhou factory, without data of the Netherlands, California, and Bangalore in India.

Taiwan factory: Statistics of Training Hours for Males and Females (External Training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	38	118	3.11	81,384	36	13	0.36	14,900
	Female	10	36	3.6	31,300	9	32	3.56	31,200
Non-management	Male	129	186	1.44	151,358	139	219.5	1.58	221,990
	Female	179	140	0.78	152,620	180	243	1.35	225,010
On-site employees	Male	38	0	-	0	45	0	-	0
	Female	120	0	-	0	121	0	-	0
Off-site employees	Male	129	304	2.36	232,742	130	232.5	1.79	236,890
	Female	69	176	2.55	183,920	68	275	4.04	256,210

Guangzhou factory: Statistics of Training Hours for Males and Females (External Training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	8	0	-	0	8	12	1.5	220
	Female	1	0	-	0	1	0	-	0
Non-management	Male	553	117	0.21	20,160	532	280	0.53	13,386
	Female	684	16	0.02	4,380	643	24	0.04	440
On-site employees	Male	384	0	-	0	348	0	-	0
	Female	623	0	-	0	579	0	-	0
Off-site employees	Male	177	117	0.66	20,160	192	292	1.52	13,606
	Female	62	16	0.26	4,380	65	24	0.37	440

Note: The on-site employees of the Guangzhou factory are insured in Guangzhou Sharewell

Suzhou factory: Statistics of Training Hours for Males and Females (External Training)									
Year		2021				2022			
Employee category	Gender	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)	Total employees	Total hours of training	Average total hours of training per employee	Training cost (NT\$)
Management	Male	10	109	10.9	8,431	10	32	3.2	520
	Female	3	24	8	660	3	54.5	18.17	6,902
Non-management	Male	365	336	0.92	18,330	349	273	0.78	25,024
	Female	585	144	0.25	10,070	625	232	0.37	23,630
On-site employees	Male	259	16	0.06	260	235	22	0.09	1,880
	Female	521	0	-	0	559	0	-	0
Off-site employees	Male	116	429	3.7	26,501	124	283	2.28	23,664
	Female	67	168	2.51	10,730	69	286.5	4.15	30,532

Note: The on-site employees of the Suzhou factory are insured in Suzhou Sharewell

Cultivating Internal Lecturers

For internal training, in addition to arranging external professional lecturers to enter the Company to give lectures, the Company will also invite internal colleagues to serve as lecturers to share various knowledge, skills and experience of MEAN WELL with other employees. In order to cultivate the teaching ability of the Company's internal lecturers and improve the teaching quality of the overall education and training, in order to achieve the purpose of talent cultivation and experience inheritance, MEAN WELL has arranged courses to cultivate excellent internal lecturers in various parts of the group since 2019, so that students can learn more efficiently. The current number of lecturers are: 55 in Taiwan; 22 in Guangzhou; 27 in Suzhou.

Number of Qualified Lecturers in the Group			
Function/Factory area	Taiwan factory	Guangzhou factory	Suzhou factory
Research and Development	12	6	6
Pm Marketing Technical Service	10	2	1
Business	7	3	5
Management	12	4	7
Operations	10	6	6
Quality	4	1	2
Total	55	22	27

Note: Only the Taiwan factory, Guangzhou factory and Suzhou factory are disclosed, and there is no data disclosed about the Netherlands, California, and Bangalore in India

4.2.3 Salary Policy



Salary Bonus

Employee salaries are allocated based on their academic background, professional experience and personal performance, without differences due to gender, race, nationality, religion, etc. MEAN WELL provides salaries that are higher than the average level of the industry. In 2022, graduates from Departments of Electrical or Electronic Engineering enjoyed a starting salary standard of NT\$48,900, and non-electrical/electronic department graduate salary standard is NT\$43,200. There are also performance bonuses and year-end bonuses based on annual operating conditions and personal performance.

Salary Ratio of Males and Females by Category					
Factory area	Salary ratio of each position	Number of Employees		Salary Ratio	
		Female	Male	Female	Male
Taiwan factory	Management	9	36	1	1.2
	Non-management	180	139	1	1.37
	On-site employees	67	130	1	1.29
	Off-site employees	122	45	1	0.81
Guangzhou factory	Management	6	19	1	1.53
	Non-management	610	418	1	1.63
	On-site employees	49	144	1	1.24
	Off-site employees	567	293	1	1.05
Suzhou factory	Management	7	20	1	0.58
	Non-management	623	348	1	1.48
	On-site employees	68	136	1	1.41
	Off-site employees	559	235	1	1.01

Note: Only data of the Taiwan factory, Guangzhou factory and Suzhou factory are disclosed, and not the Netherlands, California, and Bangalore in India

Annual Total Compensation Ratio		
Factory area	Person with the highest annual total salary and Employee (excluding the highest paid individual) total annual compensation average ratio	Person with the highest annual total salary and Employee (excluding the highest paid individual) total annual compensation rate of increase
Taiwan factory	5.5	1.2
Guangzhou factory	11.2	1.3
Suzhou factory	16.5	1.47

Note: Only data of the Taiwan factory, Guangzhou factory and Suzhou factory are disclosed, and not the Netherlands, California, and Bangalore in India

Employee Assessment

MEAN WELL regularly evaluates employees every year on the basis of performance. Except for the General Manager who does not conduct annual performance appraisals, the details are as follows:

MEAN WELL Employee Assessment					
Factory area	Category	Management	Non-management	On-site Employees	Off-site Employees
Taiwan factory	Proportion of Male Employees Accepted for Appraisal	97.2%	100%	100%	99.4%
	Percentage of Female Employees Accepted for Appraisal	100%	100%	100%	100%
Guangzhou factory	Proportion of Male Employees Accepted for Appraisal	94.7%	100%	100%	100%
	Percentage of Female Employees Accepted for Appraisal	100%	100%	100%	100%

MEAN WELL Employee Assessment					
Factory area	Category	Management	Non-management	On-site Employees	Off-site Employees
Suzhou factory	Proportion of Male Employees Accepted for Appraisal	95%	100%	100%	100%
	Percentage of Female Employees Accepted for Appraisal	100%	100%	100%	100%

Note: Only data of the Taiwan factory, Guangzhou factory and Suzhou factory are disclosed, and not the Netherlands, California, and Bangalore in India

Minimum Notice Period

According to Article 13 of the Company's Employee Management Regulations, which regulates the Company's suspension of business for more than one month due to the Company's closure or transfer, loss or business contraction, force majeure, suspension of work for more than one month, and change in the nature of business, when it is necessary to reduce labor, and there is no suitable job for placement, for the employer to terminate the labor contract the legal source of the number of days of the notice period is stipulated in Article 16 of the Labor Standards Act. If the employee contract is terminated in accordance with the provisions of Article 11 or Article 13, the notice period shall be stipulated as follows:

1. Those who have continuously worked for more than three months but less than one year, notice shall be given 10 days in advance.
2. Those who have continuously worked for more than one year but less than three years, notice shall be given 20 days in advance.
3. Those who have continuously worked for more than three years, notice shall be given 30 days in advance.

After receiving the notice in the preceding paragraph, the employee may ask for leave to go out during working hours in order to find another job. The number of hours of leave shall not exceed two working days per week, and the wages during

the leave shall be paid accordingly. If the employer terminates the contract without prior notice within the period specified in Paragraph 1, the employer shall pay wages during the notice period.

Status of Employee Parental Leave

Gender/Total	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of eligible applicants eligible for parental leave	8	6	14	12	9	21	11	8	19
Number of people applying for parental leave for the specified year	2	2	4	0	3	3	0	3	3
Number of employees to be reinstated after parental leave for the specified year	2	0	2	0	0	0	0	3	3
Actual number of reinstatements after parental leave in the specified year	1	0	1	0	0	0	0	2	2
Actual number of employees returning to work after parental leave in the previous year	0	1	1	0	0	0	0	0	0
Number of employees who have continued to work for one year after returning to work after parental leave in the previous year	0	1	1	0	0	0	0	0	0

Gender/Total	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Return to work rate after parental leave in the specified year	50%	-	50%	-	-	-	-	66.67%	66.67%
Parental leave retention rate in specified year	-	100%	100%	-	-	-	-	-	-

Note:

1. Only data of the Taiwan factory information is disclosed, and not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India
2. Number of people who should be reinstated = the number of people who are expected to return to work in the specified year without pay for parental leave.
3. The number of people who stayed in the N year = the number of people who were actually reinstated in the N-1 year and the number of people who were still working in the N year/12/31.

4.2.4 Employee Benefits

The MEAN WELL Employee Welfare Committee was established in 2001, and it has entered its 21st year since its establishment. The purpose of the Welfare Committee is to distribute and use the welfare funds appropriately and reasonably, aiming to seek the maximum benefit for all MEAN WELL colleagues. Employees are not required to pay into the fund from salaries. The 0.5% fee is paid by the Company, with an average cost of NT\$20,862 per person.

Welfare Committee Budget and Final Accounts				
Year	Number of employees	Budget	Final accounts	Average (NT\$)
2021	360	8,324,000	7,746,390	21,518
2022	360	10,470,000	7,510,390	20,862

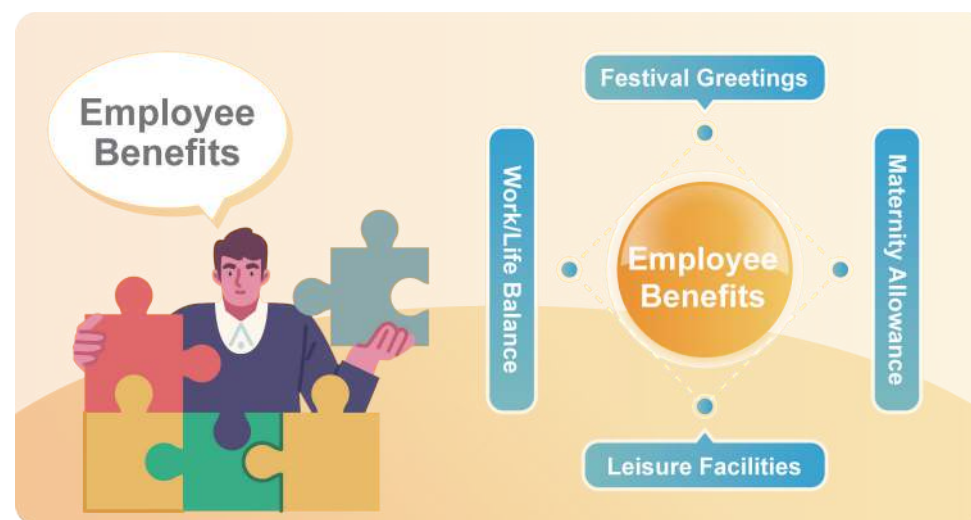
Only data of the Taiwan factory information is disclosed, and not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

Actual Issuance (NT\$)		
Category/Year	2021	2022
Three Festival Gifts	2,988,897	3,574,018
Birthday Gift	328,000	331,000
Wedding and Funeral Subsidies	305,000	395,000
Injury Emergency Assistance	10,000	32,000

Employee Insurance

In Taiwan, in addition to handling various employee insurances according to law, MEAN WELL also provides employee group insurance protection. In mainland China, THE Company handles endowment insurance, medical insurance, unemployment insurance, maternity insurance, etc. for employees in accordance with local laws and regulations, so that employees can have a better life and security.

Happy Workplace



The scope and content of employee benefits are as follows:

Maternity Allowance	<ul style="list-style-type: none"> Marriage subsidy Children's education allowance 	<ul style="list-style-type: none"> Child care allowance for children under the age of three Scholarship for children
Festival Greetings	<ul style="list-style-type: none"> Three Festivals Gifts Fruit Gift Box Birthday Gift 	<ul style="list-style-type: none"> Commencement Red Envelope Wedding and Funeral subsidies Injury Emergency Assistance
Leisure Facilities	<ul style="list-style-type: none"> Sports Center Activity Center Basketball Court 	<ul style="list-style-type: none"> Rooftop Garden Lactation Room
Work/Life Balance	<ul style="list-style-type: none"> Travel Grant Food Allowance Departmental funds 	<ul style="list-style-type: none"> Spring Activities Social Activities Special Events

Maternity Allowance

The Company encourages a childbirth policy and provides subsidies of NT\$20,000 each for marriage and childbirth. From birth to school, children can receive childcare allowances (NT\$20,000/year) and education allowances (NT\$5,000/year). Those with excellent grades can apply for scholarships (ranging from NT\$1,500 to NT\$5,000). The following are the actual subsidy amounts for 2021 and 2022:

Category/Year	2021	2022
Marriage Subsidy	260,000	360,000
Child care allowance for children under the age of three	440,000	400,000
Children's education subsidies	1,045,000	1,070,000
Children's scholarships	353,000	319,500
Total	2,098,000	2,149,500

Only data of the Taiwan factory is disclosed, and not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

Festival Greetings

The Welfare Committee uses questionnaires every year to understand the preferences and needs of employees as a basis for planning benefits and activities. When purchasing gifts, they will also choose goods of a public welfare nature. For 7 consecutive years since 2014, we have purchased meat dumplings for employees through the Genesis Foundation. In 2021 and 2022, we will purchase meat dumplings for employees through the Libertas Educational Foundation. In the future, we will continue to have closer relations with public welfare organizations in cooperation and communication. In addition, we will hold special events from time to time and invite employees to participate.

Retirement Plan

MEAN WELL attaches great importance to the retirement planning of each employee, and always hopes that every employee who spends his youth here until he retires at an old age can make a splendid turn around and continue to plan for the next stage of life after retiring from the Company's operating duties. In addition to statutory provisions, the Company's current retirement plan also provides preferential channels for senior employees who intend to resign due to health or other factors, but have not reached the statutory retirement qualifications. The details are as follows:

In line with the principle of self-retirement:

- Those who have served the Company for more than 15 years and are at least 55 years old.
- Those who have served the Company for more than 25 years.
- Those who have served the Company for more than ten years and are over sixty years old.

Mandatory retirement principle:

- At least sixty-five years of age.
- Loss of mind or physical disability and unfit to work.

Re-employment principles after retirement:

Age-limited retirees (over 60 years old) who are in good health and need to work may stay in their posts, and another employment contract shall be signed as contracted personnel.

● Calculation and payment of pension:

1. Working years applicable to the Labor Standards Act:

- (1) According to their years of service, two base points are given for each full year in the first fifteen years, and one base point is given for each full year from the sixteenth year, and the maximum total number shall not exceed forty-five base points. Less than half a year shall be counted as half a year, and more than half a year but less than one year shall be counted as one year.
- (2) The pension base standard is based on the average monthly salary of the six months before the approved retirement.
- (3) Mandatory retirement due to loss of mind or physical disability, if due to performing official duties, an additional 20% of the bases listed in the above items shall be paid.
- (4) Pension payments and related procedures shall be handled in accordance with the relevant provisions of the Labor Standards Act.

2. Since July 1, 1994, those who adopt the labor pension regulations, their pension collection (must be at least 60 years old) and the calculation method are as follows (personal pension special account system):

- (1) Monthly pension (over 15 years of service): The principal and accumulated income of the employee's individual pension account, calculated on the basis of the annuity life table, based on the average life expectancy and interest rates, as a regular pension.
- (2) One-time pension (less than 15 years of service): one-time payment of the principal and accumulated income of the labor individual pension account.

3. Pension appropriation: For those who choose to apply the labor pension regulations, the Company allocates 6% to the employee's personal pension account according to the standard of the employee's total monthly salary according to the monthly salary grading table.

4. Retirement application process:

- (1) The resignation procedures and pension payment can only be handled after the application is submitted 3 months before retirement and submitted to the supervisor for approval.

- (2) The employee's right to claim pension will be forfeit if not exercised within five years from the month following retirement.

5. Retirement of persons appointed under the Company Act:

Employees such as the General Manager, deputy general manager, assistant manager, manager, and deputy manager appointed in accordance with the Company Act are not eligible for retirement pensions under the Labor Standards Act. They naturally have an unlimited retirement age (retirement is mandatory when they reach the age of 65).

6. Pension payment:

- (1) Working years applicable to the Labor Standards Act: The Management Department records the employee pension calculation details and submits it to the Labor Retirement Reserve Fund Supervision Committee for review. After review and approval, it is sent to the Trust Department of the Bank of Taiwan for payment.
- (2) Working years applicable to the Labor Pension Act: The applicant shall submit an application to the Labor Insurance Bureau by themselves.

● Preferential channels:

1. The Company provides preferential resignation for senior employees who intend to resign due to health or other factors, but have not reached the normal retirement qualifications or via the Preferential Retirement channel.
2. Those who apply for preferential resignation or retirement have already a successor selected for the their position and can hand it over smoothly within three months.
3. Preferential retirement application conditions:
 - (1) Off-site employees: employees whose seniority and age are greater than or equal to 70 years.
 - (2) On-site employees: employees whose seniority and age are greater than or equal to 60 years. Or employees who have worked for more than 10 years and are over 50 years old.

4.3 Workplace Health and Safety



MEAN WELL attaches great importance to safety and health management, and it is MEAN WELL's corporate philosophy to provide a safe and healthy working environment for all employees. For occupational health services for employees in the factory area, in addition to the original safety and health hazard identification and risk assessment form, in case of a major health risk, it will be reported to the health promotion team for further evaluation and improvement according to the risk level. In 2022, the Company introduced the Chunghwa Telecom - Health Cloud Management to collect health check information for colleagues, including daily health measurement data, health activity information, factory doctor consultation data, human factors, motherhood, work pressure and load assessment, etc., and regularly holds health promotion lectures and courses, such as for stress relief, weight loss, etc. In 2022, on-site services by psychologists were added to provide consulting services to care about the mental health of employees.

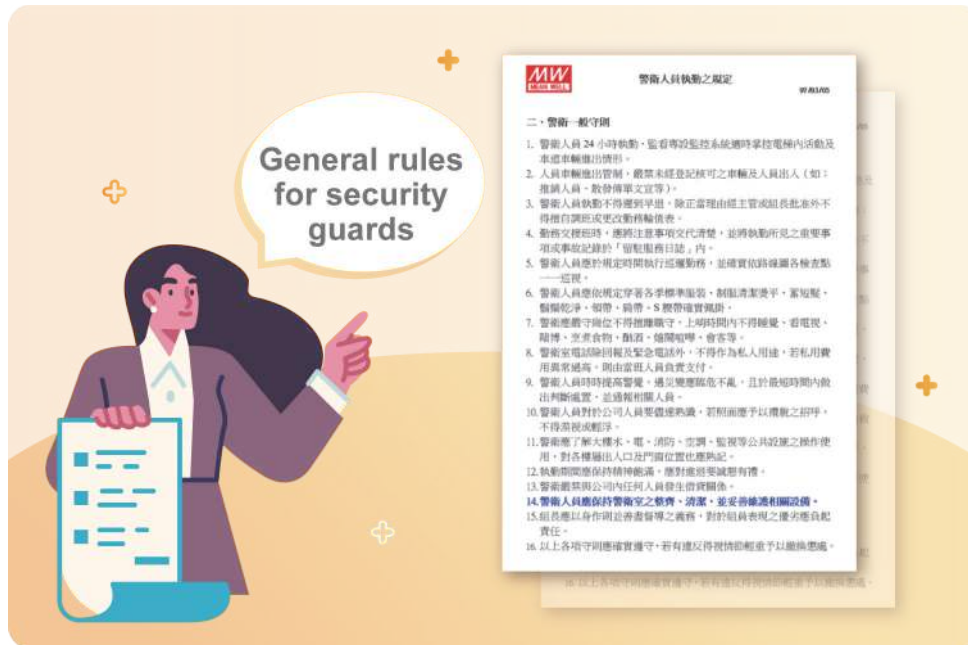
4.3.1 Safety and Hygiene Culture

In the past few years, MEAN WELL has been working hard on safety and health management, and has made some progress in overall performance. In order to standardize the safety and health management, MEAN WELL has introduced an occupational safety and health management system since 2015, and simultaneously established environmental safety and health management systems in major production plants. The committee regularly communicates, consults and deliberates on environmental, safety and health issues. In order to promote exchanges with partners, we have also established a partner EHS care system to improve mutual EHS awareness through caring exchanges and reduce business risk at the same time.

Security System

Part of the Company's security system is handled by a professional security agency. The security personnel in the factory also have security management methods. For all new security personnel, 100% must receive our relevant professional education and training before they can enter the factory to perform duties in order to maintain the factory internal security. Detailed management measures are as follows:





The management system is combined with the Company's practical operation. The factory is equipped with EHS specialists to regularly and monthly inspect the factory infrastructure, electromechanical fire protection, environmental protection measures, and operational safety and health measures, and report the inspection results to the top supervisor of the factory to ensure that the working environment can remain safe and health. The Taiwan headquarters is equipped with EHS specialists of the Group, who regularly visit each factory for care and counseling, and report to the top supervisor of the factory and the top supervisor of the Group to ensure that the environmental safety and sanitation measures of each factory are properly operated. Since 2017, we have also started to carry out EHS care exchanges with our partners. Through on-site communication, we have made each other aware of environmental protection, safety and health.

Occupational Safety and Health Management System

MEAN WELL has passed the ISO 45001:2018 / TOSHMS (CNS 45001:2018) management system, which covers all personnel and operating activities in the factory area, and each department conducts risk management and control based on the identified hazards, and adopts the regional responsible person system in daily management. The environmental safety and health commissioner conducts monthly EHS inspections in the factory area, and if there is any problem, directly communicates with the regional person in charge of the area for improvement.

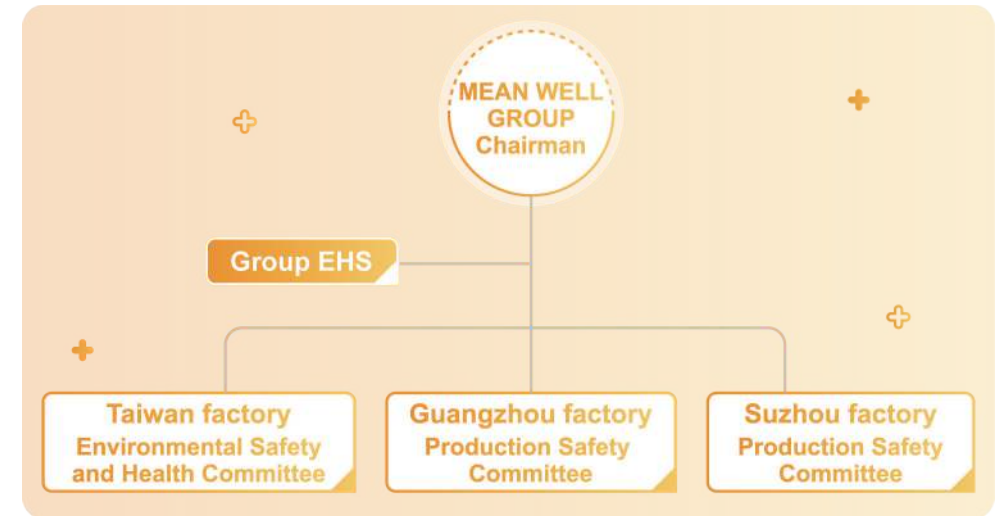
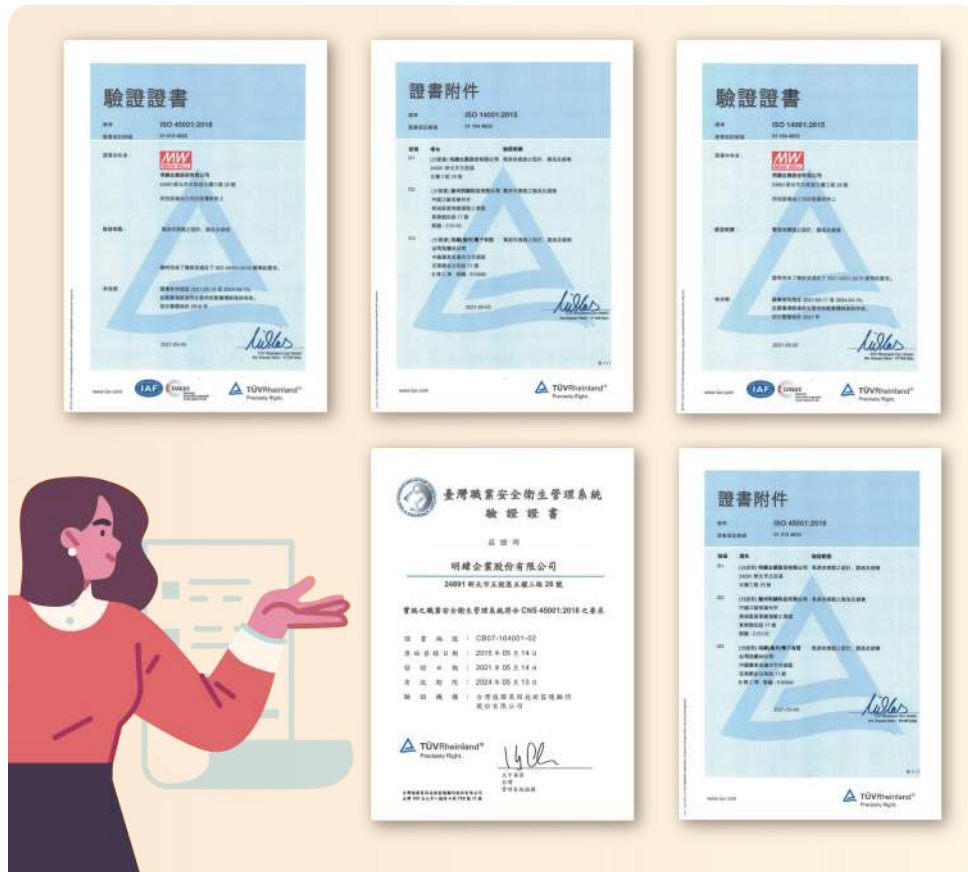
The Company's main operating factories include Taiwan factory, Guangzhou factory and Suzhou factory, all of which have passed the occupational safety and health management system ISO 45001 and the environmental management system ISO 14001 certification. The Taiwan factory has also passed CNS 45001, and the management system is inspected through regular internal and external audits. Implementation of the situation is handled with the management system to promote the safety and health culture to every colleague.

MEAN WELL Environmental Safety and Health Policy

In order to fulfil the Company's environmental safety and health corporate responsibilities, we are willing to ensure that all environmental safety and health impacts during the process of our activities, products and services are appropriate. The Company also promises to:



- (1) Promote company-wide environmental safety and health management, implement preventive measures and continuous improvement.
- (2) Comply with applicable environmental, safety and health regulations and other relevant requirements.
- (3) Commit to developing energy-saving products, promoting green supply chains, and reducing impacts on the environment.
- (4) Implement risk assessment management, and education and training to achieve the goal of zero major occupational disasters.
- (5) Fulfil our corporate social responsibilities, provide a safe and healthy working environment, and encourage employees to participate in environmental protection and public welfare activities.
- (6) Regularly review environmental safety and health goals and communicate the above policies to employees and stakeholders, and make them available to the public.



Environmental Safety and Health Committee Roster

Title	Name	Current position	Remarks
Chairman	Chen Yu-zhong	Group Chief Operating Officer	
Member	Luo Wei-cheng	Occupational Safety and Health Supervisor	
Member	Zeng Jin-cheng	Quality Assurance Manager (System Management Agent)	
Member	Yu Jun-ting	Head of Manufacturing Department	
Member	Jiang Xian-bin	Occupational Safety and Health Personnel	Labor Representative
Member	Lu Yong-chang	Manager of Management Department	
Member	Lin Yi-jun	Occupational Health Nurse	Labor Representative
Member	Zheng Ya-zhi	Production Foreman	Labor Representative
Member (and Committee Secretary)	Yu Wei-ting	Occupational Safety and Health Personnel	Labor Representative

Note: This is the roster of the Environmental Safety and Health Committee of the Taiwan factory

Environmental Safety and Health Committee

There are 9 members of the Environmental Safety and Health Committee (including 4 labor representatives). The rest are heads of relevant departments. The Chief Operating Officer is the Chairman. The meeting is held once a quarter. EHS specialists and Occupational Health Nurses implemented various environmental safety and health operations in the past quarter, report and expand the meeting at the end of each year, invite regional leaders and on-site contractor representatives (security, cleaning & group meals) to communicate and discuss environmental and personnel safety and health issues, and achieve multi-directional communication.

Management Mechanism

Certification and Licensing Management

The commissioner obtains EHS-related factory area certificates, equipment qualification certificates and personnel qualification certificates in accordance with local regulations to ensure that the factory area meets the requirements of basic regulations, and checks the validity and compliance of certification and licenses every six months.

Statutory certification of the factory area: The basic construction facilities such as environmental protection, fire protection, production safety, and occupational hazards in the factory area should obtain corresponding certificates.

Equipment qualification certificate: The facilities and equipment used in the factory area should obtain the corresponding qualification certificate.

Personnel qualification certificate: The relevant personnel of environmental safety and health in the factory area should obtain the corresponding personnel qualification certification.

Monitoring and Measuring System

We carry out environmental monitoring regularly and annually in accordance with regulations (such as exhaust, drainage and noise), annual implementation of monitoring occupational hazards (such as physical and chemical properties) and annual facility inspections (such as fire protection, lightning protection), etc., After the inspections, improvements, countermeasures and summary reports are to be completed to ensure that the working environment and various facilities are in proper condition.

Training and Physical Examination System

The Company implemented EHS training to enhance employees' EHS awareness, and implemented a physical examination system. We attach great importance to employees' health, fire drills and training.

Training system: New colleague EHS training and on-the-job regular training.

Physical examination system: According to regulations, regular general physical examination every two years, annual on-the-job physical examination, and regular pre-job and post-job physical examination.

Factory EHS Management

The management system of the person in charge of each area has been launched, with monthly inspections, monthly reports, quarterly meetings, annual meetings and annual audits to ensure the safety of each area of the factory.

Monthly inspection: The factory area is inspected every month and communicated with the regional person in charge. Key items of the inspection include environmental 5S, electricity safety, chemical safety and hygiene, equipment safety and fire safety, etc.

Monthly report: A monthly report is submitted before the 5th of each month.

Quarterly meetings: Each factory holds EHS meetings quarterly.

Annual meeting: A joint factory area management meeting is held at the end of each year.

Annual audit: Group specialists conduct factory guidance and assessment.

Partner Guidance

The EHS model of external partners is carried out in the form of counseling to reduce risks to partners. The principles are implemented by local commissioners in accordance with local laws and regulations, and the group commissioners implement them in combination with annual guidance and assessment as necessary.

Safety and health performance

Daily management is combined with the implementation of various safety and health management plans. In terms of safety and health management performance, the Frequency Rate (FR) of disabling injuries in each factory area and disabling injury Severity Rate (SR) are shown in the table below, and the target settings are FR value below 5 and SR value below 20.

Year	2021						2022					
Category	FR			SR			FR			SR		
Plant area/ Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Taiwan factory	0	0	0	0	0	0	0	0	0	0	0	0
Guangzhou factory	0.81	0	0.34	2	0	1	0	1.28	0.74	0	21	12
Suzhou factory	2.7	0.82	1.53	60	105	88	0	0.80	0.49	0	3	2

Calculation formula description:

1. Disabling injury frequency (FR) = number of disabling injuries × 1,000,000 / total working hours (in millions of working hours)
2. Disabling injury severity rate (SR) = total number of lost work days × 1,000,000 / total working hours experienced (in millions of working hours)
3. The above statistics do not include commuting traffic accidents

Note: Suzhou factory area 2021 annual SR did not reach the standard, and employees took leave due to fractures and spent more days at home to recuperate

Safety and Health Training

MEAN WELL attaches great importance to employee safety and health education and training. The training focuses on fire emergency response, environmental protection, factory safety production, and health issues. According to functional needs, it is mainly divided into newcomer training, on-the-job training, and legal certification retraining. As the production units are more risky, the training is strengthened with regular monthly manufacturing meetings. The number of on-the-job training hours for safety and health in each factory area over the years is as follows:

Safety and Health On-the-job Training Hours			
Factory/Year	2020	2021	2022
Taiwan factory	8	9	10.5
Guangzhou factory	8	8	8.5
Suzhou factory	5.5	6.5	6

Note: only data for the Taiwan, Guangzhou, and Suzhou factories are disclosed, and not the Netherlands, California, or Bangalore in India

Occupational Safety and Health Training Item Statistics		
Training program	Number of trainees	Training costs (NT\$)
General Safety and Health Training	150	75,000
Self Defense Fire Team Training	20	10,000
Area Leader Self-Management Course	30	15,000
Environmental Safety and Health Identification and Risk Assessment	50	25,000

Note: Only data for the Taiwan factory information is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

Hazard Identification and Risk Assessment

Environmental Safety and Health Identification, and Assessment Job Flow Chart			
Job Flow Chart	Relevant Instructions	Authority	Form Used
Authenticate item login	Login job name, authentication, and existing protections	● Identification personnel	● Environmental considerations and identification form ● Safety and health identification and risk assessment form
Check and confirm	Control review for identification and risk assessment	● Department heads ● Environmental safety and health commissioner ● Management representative	As above
Track	Control measures implementation tracking and confirmation	● Environmental safety and health commissioner	As above

Instructions for filling out the safety and health identification and risk assessment form	
Category	Main functions, work procedures or tasks
Operations / Activity content	Operations or activity
Hazard type	Hazard types, such as fire, electric shock, cut injuries, poisoning, heat stroke, falls, splashing, tripping, coil injuries, burns, impact injuries, sprains, hearing injuries, vision injuries, biological germs, infectious diseases, hypoxia, ergonomic injuries and others
Possible hazards and injuries	Possible hazards and injuries
Existing control measures	Currently existing protective measures
Non-routine	Whether it is a non-routine operation: if it is a non-routine operation, it is denoted by "V". If it is a routine operation, it means the operation needs to be performed on a daily, weekly, or monthly basis
Event false alarm	Whether there was an incident or false alarm: If there was an incident or false alarm, it is denoted by "V"
Hazard and injury Incidence	Using the existing control measures, the probability and frequency of hazards and injuries: 1 point: Abnormal/emergency situation, will not occur 2 points: Abnormal/emergency, likely to occur 3 points: Under normal circumstances, it may occur (season) 4 points: Under normal circumstances, it may occur (months) 5 points: Under normal circumstances, often occurs (weeks)
Hazard and severity of injury	Hazard and severity of injury after occurrence: 1 point: Minor case, just apply some ointment 2 points: Minor injuries that do not require hospitalization 3 points: Minor injuries requiring hospitalization but not admission 4 points: Moderate injuries require hospitalization or recuperation for more than 3 days 5 points: Severe injury and disability
Risk level	Risk level = non-routine + event false alarm + incidence + severity If the risk level is greater than level 6, fill in the measures to reduce the risk level, but in case of any risk, fill in the risk reduction measures Note: If it is a non-routine operation, add 0.5 points, and if there has been an incident or false alarm, add 0.5 points

Instructions for filling out the safety and health identification and risk assessment form	
Category	Main functions, work procedures or tasks
Risk reduction measures	Measures to reduce the risk level shall be considered in order of elimination → replacement → engineering control → management control → personal protective equipment. If the control measure is a plan/program/case, fill in the following and record the number: • Eliminate: Eliminate the source of danger • Replace: Replace the source of danger • Engineering control: Measures on facilities, exhaust hood, protective cage, safety shield, shutter, fool-proof device, automatic power off device, leakage protector • Management control: Management measures, marking, locking, education and training, checklist, etc. • Personal protective equipment: Protective equipment for personal use, hard hats, goggles, earmuffs, masks, gloves, safety shoes, etc.
Description of possible opportunities	Incidental teaching measures that may be taken to improve job safety or personnel health

Hazard identification is based on the operation activities of each department. the safety and health hazard identification and risk assessment form is to be completed, and risk rating based on score is calculated. A risk level of 6 or above is classified as a major risk, and risk reduction actions or programs are to be implemented. Hazard identification operations are carried out every year, an internal training course on hazard identification and risk assessment every is held every two years. It must be ensured that the responsible persons of each department, can fully understand the spirit and content of safety and health hazard identification and risk assessment. If an incident occurs, the incident investigation will be initiated according to the standard specification and review the direct, indirect or basic reasons, and take appropriate preventative measures, so that related cases do not again occur.

After the safety and health hazard identification and risk assessment are completed, they will be submitted to the Environmental Safety and Health Team for confirmation. Common issues will be reported to the Environmental Safety and Health Committee. Is it necessary to adopt individual plans or programs to reduce operational risks, and achieve continuous improvement.

If an employee finds that an immediate hazard will occur during the execution of the work, the employee can stop or leave the dangerous area by themselves. If they have any doubts about work safety or health, employees may report directly to employee representatives, directors, EHS specialists, or factory maintenance. For feedback, they can also write a letter and put it in the suggestion box (reports and countermeasures will be reported to the relevant supervisor by the HR specialist). Colleagues can also report in the annual satisfaction survey, or official website. There is an integrity mailbox set up for colleagues to write emails to reflect opinions to the Company planning office. MEAN WELL adheres to the corporate philosophy of sincerity. No adverse action will be taken against colleagues who report on issues.

Environmental Safety Incident Investigation and Control Flowchart		
Flowchart	Relevant Instructions	Responsibilities
Occurrence/Discovery of environmental safety and health incidents	Notify the person in charge of the area where the incident occurred to carry out emergency preventive measures, necessary first aid or medical treatment on the scene	Each unit
Incident notification	The person in charge of the incident area notifies the environmental security unit	Regional head
Incident investigation	The person in charge of the accident area should analyze the reasons for the failure from the aspects of engineering, design, parts, manufacturing process or environmental safety and health management	Regional head
Incident investigation	The supervisor and management representative of the environmental safety and health unit review, depending on the serious situation, it must be approved by the general manager before implementation	Environmental safety and health units and management representatives General Manager

Environmental Safety Incident Investigation and Control Flowchart		
Flowchart	Relevant Instructions	Responsibilities
Track Confirm	The environmental safety and health unit is responsible for tracking the implementation of improvement measures	Environmental security unit
Close case	The environmental safety and health unit closes the case after the environmental safety and health committee reported and confirmed improvement	Environmental safety and health committee

Hazard identification and risk assessment are effective ways to prevent employees from being injured during work, and can also reduce the probability of incidents. Each factory conducts annual inspections on the facilities, equipment, working environment, operating procedures, manufacturing processes, raw materials and various activities of the factory, etc. to carry out hazard identification and risk assessment, find out relatively large risks for improvement, and ensure a safe and healthy working environment for all partners. The number of hazard identification and risk assessments in each factory area over the years are as follows:

Hazard Identification and Risk Assessment (number of cases)			
Factory/Year	2020	2021	2022
Taiwan factory	242	234	424
Guangzhou factory	203	363	385
Suzhou factory	320	336	331

Note: Only data for the Taiwan, Guangzhou, and Suzhou factories are disclosed, and not the Netherlands, California, or Bangalore in India

Safety and Health Incident Investigation and Statistics

Sufficient incident investigation and analysis is to prevent the occurrence of similar cases. Once an incident occurs in each factory area, in addition to immediately rescuing the injured, the incident investigation report must be completed for each incident and transferred to each factory to promote prevention. In recent years, each factory area had zero occupational disease incidents reported, and the main causes of accidental injury incidents and the number of days lost are as follows:

Year		2020				2021				2022			
Factory area	Gender	Total working hours	Events	Damage category	Losst days	Total working hours	Events	Damage category	Losst days	Total working hours	Events	Damage category	Losst days
Taiwan employees	Male	372,026	0	-	0	330,264	0	0	0	338,832	0	0	0
	Female	411,447	0	-	0	359,968	0	0	0	371,368	0	0	0
Taiwan non-employees	Male	9,380	0	-	0	9,792	0	0	0	9,792	0	0	0
	Female	5,698	0	-	0	4,922	0	0	0	5,422	0	0	0
Guangzhou employee	Male	1,358,218	2	Cut / Pinch	5	1,229,989	1	Crush	3.5	1,148,591	0	0	0
	Female	1,714,650	1	cut	3	1,698,763	0	0	0	1,550,879	2	Pinch Injury	33
Guangzhou non-employee	Male	39,600	0	-	0	118,091	0	0	0	134,317	0	0	0
	Female	48,000	0	-	0	162,805	0	0	0	160,148	0	0	0
Suzhou employee	Male	773,996	3	Fall / Bruise / Pinch	7	740,190	2	Fall / Bruise	45	762,250	0	0	0
	Female	1,332,223	5	Fall / Bruise / Pinch	78	1,212,818	1	Pinch	128.5	1,248,965	1	Bruise	4.5
Suzhou non-employee	Male	18,900	0	-	0	30,900	0	0	0	41,610	0	0	0
	Female	12,600	0	-	0	24,000	0	0	0	26,736	0	0	0

Note: Only data of the Taiwan, Guangzhou, and Suzhou factories are disclosed, and not the Netherlands, California, or Bangalore in India

MEAN WELL pays attention to workplace safety. Through education and training and various management methods. In 2020 to 2022, there were no deaths, serious occupational injuries or recordable occupational injury incidents caused by occupational injuries of employees nor non-employees of the Taiwan plant, non-employees of the Guangzhou plant, or non-employees of the Suzhou plant, with a ratio of zero. For other recordable occupations, the damage ratio is detailed as follows:

Recordable Occupational Injury Rates				
Factory area	Gender	2020	2021	2022
Guangzhou factory employees	Male	1.47	0.81	-
	Female	0.58	-	1.29
Suzhou factory employees	Male	3.88	2.7	-
	Female	3.75	0.82	0.8

Note:

1. Only data for the Taiwan, Guangzhou, and Suzhou factories are disclosed, but not the Netherlands, California, or Bangalore in India
2. Recordable Occupational Injury Ratio = [Number of Recordable Occupational Injuries (including Deaths and Serious Occupational Injuries) / Working Hours] x 1,000,000
3. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work

4.3.2 Occupational Health

● First Responder Training

AED set up in 2019, and first aid training courses are held every year to promote first aid knowledge and skills. In addition to providing regular education and training for emergency personnel, interested colleagues are also invited to participate, with a total of 95 trainees to date joining.



● Human Factors Program



Protective gear grant application: Beginning in 2013, employees could apply for protective gear subsidies every year, and have so far applied for 636 assistive devices in total. In 2019, we began to promote morning and afternoon exercises for lifting and relaxation, and warm-up exercises before going to work to reduce musculoskeletal injuries. A total of 30 people have participated.

● Infectious Disease Prevention and Control

The Company has drawn up the Group's emergency contingency plan, implemented group care, fought the epidemic together, stabilized the Enterprise, and checked the health and work of employees. Cumulative care cases so far include 154 cases, and all colleagues have recovered and returned to work in the Company. In addition, online lectures on COVID-19 are also held.

Year	Lecture content	Number of people
2021	COVID-19 vaccine introduction and Q&A	133
2022	Lessons from a diagnosing doctor	88

Note: Only data of the Taiwan factory information is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India



● COVID-19 Prevention Measures MEAN WELL Epidemic Prevention and Recovery Network

In 2020, the COVID-19 epidemic spread all over the world. During the epidemic, MEAN WELL adhered to the epidemic declaration of "Being kind, caring for partners, providing stable power, and promoting industrial recovery" to establish SDG and epidemic prevention and recovery teams, and build epidemic prevention and recovery networks to provide an open network platform during the epidemic for global partners and colleagues to read, and to pay close attention to the international epidemic situation and the political, economic, social, and corporate changes of the group and its subsidiaries. The weekly GQM meeting discussed comprehensive assessments and made appropriate adjustments in a timely manner. The SDG epidemic prevention and recovery website combined internal and external meetings to announce explanations from time to time, and we continue to contribute to providing stable power and promoting industrial recovery.

Implemented project	Update Cycle	Implementation description	Remarks
Epidemic prevention and recovery policy	Regular	In response to the development of the epidemic and the epidemic prevention policies of local governments, the SDG Group reviews and announces the normal epidemic prevention and recovery policies from time to time, and announces the status of orders, production capacity, supply guarantee and delivery at the beginning of each month.	link
Epidemic recovery video	Regular	Regularly release videos related to epidemic prevention and recovery, and use video and visual methods to inform partners of MEAN WELL's current situation and future expected practices, and continue to provide stable strength and promote industrial recovery	link
International epidemic	Daily / Weekly	Integrate three major websites (China Phoenix.com IFENG/ Johns Hopkins University / International Monetary Fund) to provide information on the international epidemic situation, using charts to clearly present the global epidemic trend and predict the epidemic trend	link

Implemented project	Update Cycle	Implementation description	Remarks
Epidemic prevention and recovery weekly	Weekly	Every week, the branches of the Group reported the changes in local politics, economy, society, enterprises, and judged the local risk level of each branch, as well as the vaccination situation of the branch	link
Recovery control	Daily	Stable supply measures, combined with the ERP system to check the shipment status of the orders of each branch of the Group, to ensure timely supply to meet the needs of customers. And timely announce the situation of the problem material solutions, for the reference and mastery of partners	link
Voluntary health statement	Regular	MEAN WELL advocates independent health management. Colleagues and partners entered the MEAN WELL factory area to actively log in to the voluntary health statement, and judge whether they can enter the MEAN WELL factory area normally according to the health green/yellow/red code. The factory nurse cared for the red and yellow coded colleagues.	link
Normal epidemic prevention at the headquarters	~	The normal epidemic prevention at the headquarters is coordinated by the Occupational Health Nurses and EHS specialists: Lin Yi-jun: Responsible for the preparation of epidemic prevention resources, case investigation of the epidemic situation, care and assistance Yu Wei-ting: Responsible for epidemic prevention inspection notification, environmental cleaning, and epidemic prevention policy announcement	link

Management and audit measures for suppliers and contractors to prevent occupational safety and health-related hazards, risks and negative impacts on the company from suppliers and contractors:

- Suppliers are regularly evaluated by the supply chain (including safety and health projects), and suppliers with higher risks are included in the Company's basic qualification certificate management (such as relevant environmental safety and health permits, and qualification certificates).

- Cooperating factories regularly perform ESG assessments (including safety and health items) by manufacturing outsourcing.
- Contractors apply for a work permit form based on the contracted project and issue a hazard notification form to confirm the safety and sanitation situation on site, and the management department conducts evaluations on fixed contractors every two years

4.3.3 Employee Care



When employees have physical and mental difficulties, face important stages of life, or emergencies, the employee relations specialist will take care of them and provide related psychological, legal, financial, medical referrals, welfare subsidies, etc., as well as injury condolences and emergency relief services.

Employee Care	Number of Employees	Welfare Grants (NT\$)
Congratulatory and Condolence Allowances	43	NT\$428,000
Emergency relief fund	1	NT\$70,000

Note: Only 2021 data of the Taiwan factory is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, and Bangalore, India

Life/Work Balance



MEAN WELL encourages employees to participate in club activities and travel activities after work. In addition to enhancing the interaction among employees, it also makes their life more colorful and rich. In 2022, five clubs were established and actively promoted various activities. The Welfare Committee provides employees with an annual travel subsidy of NT\$10,000 to encourage employees to explore

independently. For group travel at home and abroad, 5 employees took a domestic trip, and 3 employees took an overseas trip). Employees who have been working for 2 years or more are provided another subsidy of NT\$15,000 per year as tourism bonus.

Category/Year	2021	2022
Community subsidies	NT\$225,923	NT\$247,780
Welfare Committee travel subsidy	NT\$3,356,370	NT\$2,351,112
Number of travelers	128 people	241 people

Note: Only data for the Taiwan factory is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

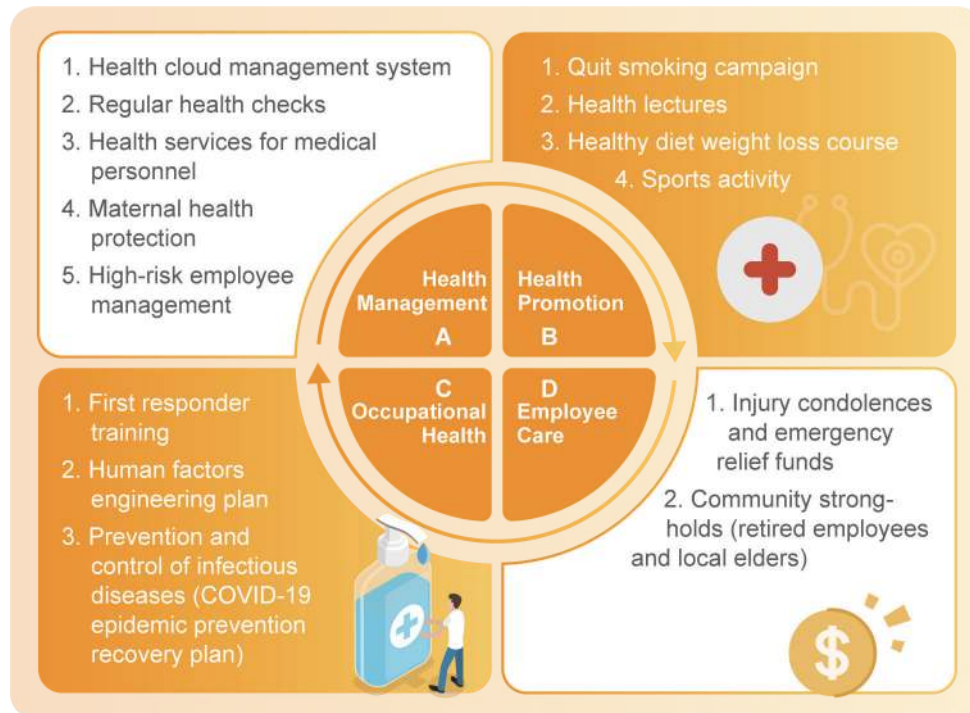
Leisure Facilities

The Company has an activity center, sports center, rooftop vegetable garden, and basketball court set up on the 8th floor, so that employees can, in addition to work, exercise, grow vegetables to relieve stress, and invite friends to play ball.



Healthy Workplace

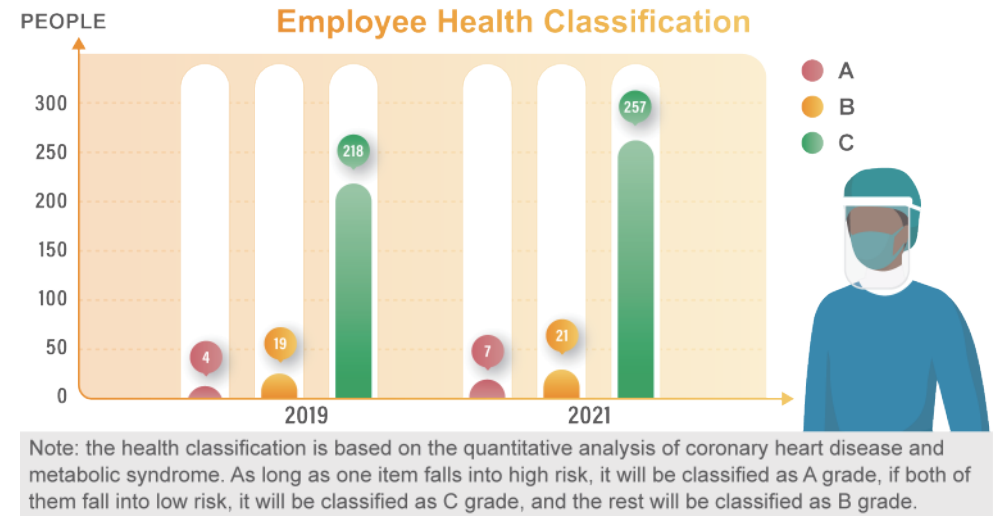
MEAN WELL is a big family and treats colleagues as family members. It not only pays attention to personal work development, but also takes care of employees' health, provides a safe and good environment so that employees can enjoy healthy care during their work. MEAN WELL's health promotion work is mainly divided into four major projects.



Health Management

Health Management System

In 2022, the Chunghua Health Cloud was introduced, and electronic and cloud-based management methods are used to take care of the health of employees. Colleagues can use their mobile phones to query previous health examination reports, integrate medical consultation records, assess health risks and grades, and record personal physiological values.



Health Checks

The Company implements health checks every two years, with on-site doctor services providing health check consultation, abnormality tracking, case management, referral consultation and other services.

Year	Health examination hospital	Number of employees	New employees	Number of people who participated in the itinerant health examination	Proportion participating in itinerant health examination
2013	Taiwan Adventist Hospital	358	24	327	97.9
2015	Country Hospital	366	28	330	97.6
2017	Far Eastern Memorial Hospital	376	52	308	95.1
2019	Far Eastern Memorial Hospital	354	27	313	95.7
2021	Far Eastern Memorial Hospital	348	35	301	96.2

Note: Only data of the Taiwan factory information is disclosed, not Guangzhou factory, Suzhou factory, Netherlands, California, r Bangalore, India

Health checks were held in 2021 by Far Eastern Memorial Hospital at the Taiwan factory. A total of 344 employees participated in the general health check. The health check total cost was NT\$566,300. The detailed check items are as follows and 3 ionizing radiation special health checks were conducted. The cost was subsidized by the Government.

General health check items

- Basics (height/weight/waist circumference/blood pressure/strength/color discrimination)
- Physical examination of each system or part
- Pulmonary test
- Chest X-ray
- Blood test
- Mental and spiritual
- Biochemical blood tests
- Urine test
- Thyroid function



Medical Personnel Health Services

MEAN WELL employs on-site doctors and psychologists, as well as full-time nurses, to provide employee health services and consultation.

Medical personnel	Service times	Frequency	Service description
On-site doctor	2012 till now, 720 cumulative service visits	Once a month three hours each	Provides consultation and referral services for consultation and medical treatment
Occupational Health Nurse	2012 till now, 450 cumulative service visits	Full-time	Deal with employees who are injured or unwell during work, or accompany them for medical treatment in case of emergency. Conduct health promotion activities, health checks, manage employees' health, and assist in the prevention of COVID-19 epidemics, etc.
Counseling psychologist	2021 till now, 20 cumulative service visits	Once a month three hours each	When employees encounter major events or changes, or are under great pressure and cannot adjust, counseling psychologists can provide counseling and teach stress relief techniques

Motherhood Protection

The Company provides work adaptation assessment for employees before and after pregnancy, as well as pregnancy consultation and education for medical staff, to protect female employees from risk factors that affect mothers and fetuses during work. The Company has a lactation room to encourage employees to breastfeed infants.

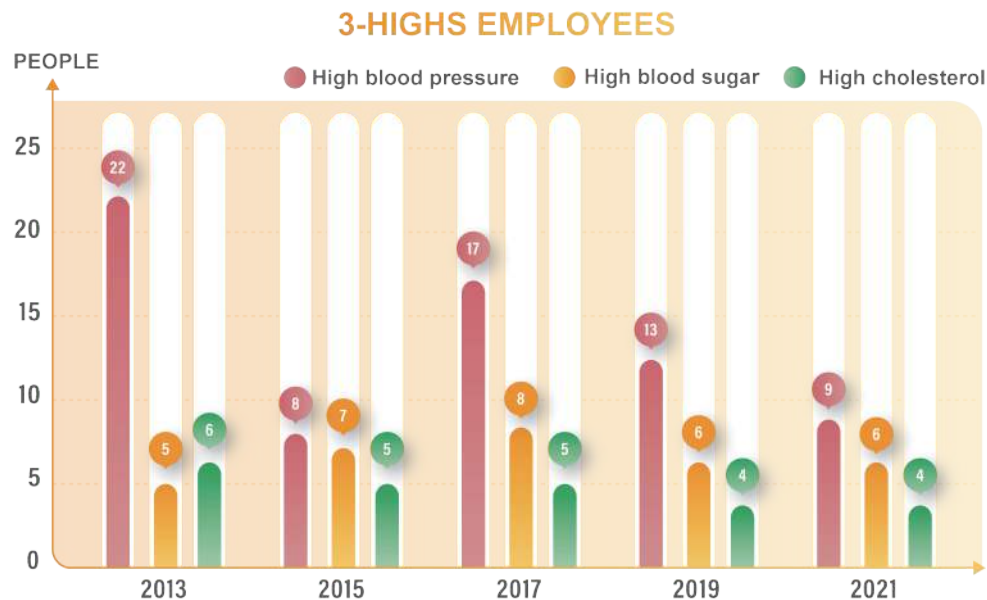
Year	Motherhood protection (people)	Arranged doctor interviews and health guidance	Adaptive work arrangements
2014	5	5	1
2015	7	7	1
2016	7	7	1

Year	Motherhood protection (people)	Arranged doctor interviews and health guidance	Adaptive work arrangements
2017	7	7	1
2018	4	3	0
2019	4	4	1
2020	5	5	2
2021	5	2	0
2022	3	2	0

Note: Only data for the Taiwan factory is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

High Risk Employee Management

After the health checks, health management is carried out for the three highs (blood pressure, cholesterol, and blood sugar) employees, regular health consultation and tracking of medication status.



Health Promotion

Smoking Cessation

Since 2014, the Company has been promoting smoking cessation activities. In 2015, we participated in the New Taipei City Health Bureau's "Find the Right Way to Quit Smoking, and Team Up to Protect" activity, and won the third place in the group award. The Company also joined the "Corporate Action Smoking Cessation Clinic", and so far a total of 27 people have successfully quit smoking.

Year	Employees (people)	Smokers (people)	Smoking rate (%)	Quit smoking for six months (people)	Award	Restarted (people)
2014	360	59	16%	5	Products worth NT\$20,000 (3 persons)	1
2015	360	66	18%	1	NT\$2,000 bonus	1
2016	350	45	13%	9	NT\$2,000 bonus	1
2017	350	41	12%	6	NT\$3,000 bonus	1
2018	350	45	13%	2	Two days annual leave	-
2019	350	43	12%	1	Two days annual leave	-
2020	350	46	13%	1	Two days annual leave	-
2021	350	60	17%	2	Two days annual leave	-
Subtotal				27		

Note: Only data for the Taiwan factory is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India

Health Lecture

The body needs fitness, and so does the mind. Since 2012, the MEAN WELL Mental Health Room has been providing stress-relieving lectures, allowing employees to provide breathing relaxation techniques and exercises in their spare time, which can be applied in daily life.

Year	Content	Number of people
2012	Workplace wisdom lecture series	31
2013	Workplace stress relief	80
2015	Deep breathing	15
2016	Mody and Mind Relaxation	18
2019	MEAN WELL Mental Health Room	60
2020	Anti-epidemic	150
2021	Happy world mental health BMI	124

Note: Only data for the Taiwan factory is disclosed, not the Guangzhou factory, Suzhou factory, Netherlands, California, or Bangalore, India



Sports Activities

Since 2011, the "I Love Tamsui River" event has been held every year, with a total of 13,055 participants in the past five years. The Company has also set up a sports center and club activities with an employee participation rate of about 20%. Physical fitness activities are held from time to time, and the number of participants in 2020 were 84 people in the pre-test, and 61 people in the post-test.



Healthy Weight Loss Course

Since 2018, we have been promoting healthy weight loss courses for 4 consecutive years, emphasizing eating comparison ratios and foods, using the motivation of the group, and uploading food records every day. Classes are held once a week for 2 months, with about 25 participants in each class, and an average weight loss of about 2.3 kg per person.



Health Promotion Mark

- 2012 Self-Certification of Healthy Workplace - Tobacco Hazard Prevention Mark
- 2013 Healthy Workplace Certification - Healthy Startup Mark
- 2019 Healthy Workplace Certification - Health Promotion Mark
- 2021 Healthy Workplace Certification - Health Promotion Mark



4.4 Material Topic Management

Material Topic: Occupational Safety and Health

Reporting requirements

Reporting Requirements Explanation and Examples

Main Motivation

- Employees are an important asset of an enterprise. Ensuring the safety and health of employees during work is a basic obligation of the Company and one of social responsibilities. The Company advocates that it is employees' second home, and regard employees as family members. The safety and health of employees is the aspect that the Company has always attached importance to
- We firmly believe that talents are cultivated by ourselves, and we are committed to the cultivation of internal talents. At MEAN WELL, more than 80% of the supervisors are trained by ourselves. Our goal is to enable every employee to possess the necessary professional knowledge and realize their potential.

Policy & Strategy

The Company's main business items are research and development, design, manufacturing, sales and service of switching power supply series products. In order to fulfill the responsibility of corporate environmental safety and health, we are willing to ensure that the impact on environmental safety and health in the process of activities, products and services is appropriate.

The Company also promises to:

1. Implement company-wide environmental safety and health management, implement preventive measures and implement continuous improvement
2. Comply with the applicable laws and regulations of environmental safety and health and other relevant requirements
3. Commit to developing energy-saving products, promoting green supply chains, and reducing impact on the environment
4. Implement risk assessment management and education and training to achieve the goal of no major occupational accidents
5. Fulfill corporate social responsibilities, provide a safe and healthy working environment, and encourage employees to participate in environmental protection and public welfare activities
6. Regularly review the environmental safety and health goals and communicate the above policies to employees and stakeholders, and make them public to the public.

Material Topic: Occupational Safety and Health

Reporting requirements	Reporting Requirements Explanation and Examples
Goals & Objectives	<p>Goals of each factory area of the Company</p> <ul style="list-style-type: none"> ● Short-to-medium term goal: Number of work-related injury days to decrease every year by 5%. ● Long-term goal: Zero major occupational accidents.
Management Evaluation Mechanism	In accordance with the ISO 45001 internal management review procedures, the Company conducts PDCA effectiveness assessments on major occupational accidents and work-related injury days every quarter and every year.
Performance & Adjustment	In 2021 and 2022, the Company's factories had no major occupational accidents, and the number of days of work-related injuries has reached the standard. The Suzhou factory has 174 work-related injury days in 2021 (target 8.6 days), seriously exceeded the standard. After review, the Suzhou factory in 2022 had a goal of 10 work-related injury days and is currently up to standard.
Preventive or Remedial Measures	The Company ensures that the occupational safety and health goals can be achieved by reviewing the implementation effect of individual safety and health programs every year. If a major incident occurs that causes risks in the factory area, an emergency response plan will be activated immediately, and the relevant competent authorities and group executives will intervene and cooperate to guide and make corrections.

Material Topic: Employment Relations, Labor/Management Relations, Market Position, Employee Diversity, Equal Opportunities, and Training & Education

Reporting requirements	Reporting Requirements Explanation and Examples
Main Motivation	<ul style="list-style-type: none"> ● Employees are the most important assets of an enterprise. MEAN WELL regards employees as partners and family members, which also shows that MEAN WELL is the second home of every employee. Creating a harmonious labor-management atmosphere helps build consensus and solidarity. ● MEAN WELL attaches great importance to the development of employees and cares about the voices of employees in the workplace, so that every employee has a sense of belonging in MEAN WELL and works together to grow together.
Policy & Strategy	<ul style="list-style-type: none"> ● Complying with the ISO 45001 standard and matching MEAN WELL's environmental safety and health policy, the Company also promises to fulfill its corporate social responsibility, provide a safe and healthy working environment, and encourage employees to participate in environmental protection and public welfare activities. ● Education and training policy: <ol style="list-style-type: none"> 1. Adhere to the belief of sustainable operation and cultivate employees. 2. Cooperate with the Company's business strategy goals, strengthen professional skills, and stimulate individual potential. 3. Construct a learning enterprise, continue to innovate, improve and inherit.

Material Topic: Employment Relations, Labor/Management Relations, Market Position, Employee Diversity, Equal Opportunities, and Training & Education

Reporting requirements	Reporting Requirements Explanation and Examples
Goals & Objectives	<ul style="list-style-type: none"> ● Short-term goal: Improve employees' knowledge and skills, and assist them in self-learning and growth in the workplace. ● Mid- and long-term goals: Take sustainable management as the belief, cooperate with the Company's business strategy goals, improve the quality of human resources, strengthen professional skills, stimulate individual potential, and build a high-efficiency and happy enterprise that innovates, improves, and inherits. ● The educational philosophy of the SDG Academy is to cultivate talents needed by society and enterprises, emphasizing learning by doing, and constantly pursuing innovation, and keep in line with the principles of value humanization, resource integration, knowledge innovation, and international vision. ● All members of SDG work together to create a learning environment that pursues excellence, creating an ESG enterprise with reliable partners, and sustainable development, and contribute to building a more perfect environment for the next generation. ● Based on the annual needs, the Company sets the goals of special general training courses and general education private training courses every year, and reviews the status of each function and each branch every month to ensure that the annual goals are implemented.
Management Evaluation Mechanism	<ul style="list-style-type: none"> ● Human Resources (Employment Relations): In order to understand the working environment, job commitment and personnel management of colleagues, we conduct employee satisfaction surveys and human resource surveys every year, and establish a scoring mechanism for each survey content, and use quantitative data for analysis and comparison. ● Education & Training: To meet the needs of employees at all levels, provide a variety of learning resources, we hire internal and external professional lecturers to teach professional skills, general knowledge and management courses. At the same time, we provide information on external training programs, encourage employees to continue their studies with subsidies, and continuously enrich their learning. <ol style="list-style-type: none"> 1. Professional training class: According to the different training objects, education and training of different professional levels are provided. Such as: Vocational Training Center for Newcomers, R&D Design Management Class, R&D Design Functional Class, International Business Class, Product Technology Class, Service Golden Triangle Special Class, Operations Manager Class, Manufacturing Section Chief Class, Purchasing Specialist Class, Quality Special Class, etc. 2. Management training class: Depending on the level of training, courses related to management and leadership skills are given to different levels. Such as: training courses for young managers, training courses for mid-level managers, and training courses for lecturers. 3. General education courses: General general education courses differentiated according to the professional knowledge field of the job. <ol style="list-style-type: none"> (a) Computer information: Such as basic computer concepts, information security, etc. (b) Management accounting: such as human resources, management, accounting, etc. (c) Quality management: Such as quality assurance, quality control, etc. (d) Legal and intellectual rights: Such as intellectual property rights, trademarks, patents related to power supplies, etc. (e) Brand marketing: Such as employee branding, marketing, etc.

Material Topic: Employment Relations, Labor/Management Relations, Market Position, Employee Diversity, Equal Opportunities, and Training & Education

Reporting requirements

Reporting Requirements Explanation and Examples

● **Human Resources (Employment Relationship):**

2021 to 2022 Human Resources Survey Data

Year	Enthusiasm	Sense of accomplishment	Pressure	Development	Leadership	Overall	Subtotal	Score
2021	2.82	2.77	2.12	2.91	2.99	2.84	16.46	68.58
2012	2.79	2.75	2.13	2.92	3.08	2.85	16.52	68.82
Subtract from previous year	-0.03	-0.02	0.01	0.00	0.09	0.01	0.06	0.24

Performance & Adjustment

● **Education & Training:**

The Company sets the number of courses offered each year. In 2021, there were 66 classes of special general training courses and 66 classes of general private training courses, all of which are more than 100% up to the standard. The actual number of general training classes is 80, and the actual number of private training classes is 129 classes. This is in line with the Company's goal setting and will continue in the future. Implement the goals of education and training courses.



Preventive or Remedial Measures

● **Human Resources (Employment Relationship):**

1. Conduct interviews with individual employees with lower ratings and more drop-offs to understand why.
2. Analyze the items with abnormal ratings in each unit and provide unit supervisors for improvement.
3. Changes in the Company's overall score are used as a reference for employee policy adjustments.

● **Education & Training:**

1. For those who have not attended class: Must please watch the video file of the course on the learning platform later. If there is a quiz for this course, they must also watch it and complete the quiz after the video.
2. Colleagues have tests and satisfaction surveys after taking the course. Those who have not completed will be reported to the functional supervisor.



Heading to the future

"MEAN WELL should care about this land and the people around us with a grateful heart."

— Lin Guo-dong, Founder



05

SOCIAL PARTICIPATION

5.1 GROUP PUBLIC WELFARE ACTIVITIES

5.2 MEAN WELL FOUNDATION



5.1 Group Public Welfare Activities



MEAN WELL Group devotes resources to care for the society in line with the principle of taking from society and using it for society, gathering resources from all over the world, blossoming everywhere, and investing in public welfare care activities one after another. The main axis is humanities, environmental protection, and charity. Every year, the strength of the Group and partners is gathered to organize various public welfare activities, such as the I love Tamsui River events, public welfare concerts, blood donations, tree planting, mountain cleaning, respect for the elderly and donating to the poor, dragon boat games, hockey, walking, love wishing tree, Thanksgiving food distribution and other activities. As a platform, MEAN WELL Group gathers the power of all people to care for the people around you and me.

Year	2021				
Region	Taiwan	Guangzhou	Suzhou	Netherlands	U.S.A.
Activities	2	9	1	3	1
Number of participants	Tamsui River -3,589 people Concert – 2,500 people	178 people	Tree planting -140 people	MW SDGs Impact Bike Tour (3 groups) - 34 people	Lake Elizabeth -Community Park Environmental Cleanup - 12 people
Activity expenses (including donations)	NT\$5,402,213	RMB 604,500	RMB 996,000	€ 10,000	US\$242,171

Note: Only data about the Taiwan factory, Guangzhou factory, Suzhou factory, Holland and California are disclosed, but there is no information about Bangalore, India

Year	2022				
Region	Taiwan	Guangzhou	Suzhou	Netherlands	U.S.A.
Activities	2	1	2	1	2
Number of participants	Tamsui River -3,767 people Concert -2,500 people	Mid-Autumn Festival care-5 people	Mid-Autumn Festival care -5 people Public welfare badminton match -40 people	Dragon Boat race - 500 people	Lake Elizabeth-Community Park Environmental Cleanup - 20 people Sacred Heart Service organization Thanksgiving volunteer activities - 10 people
Activity expenses (including donations)	NT\$5,686,746	RMB 0.23 million	RMB 21,500	€ 9,000	US\$49,000

Note: Only data about the Taiwan factory, Guangzhou factory, Suzhou factory, Holland and California are disclosed, but there is no information about Bangalore, India

Mean Well Taiwan



Charity Concert

The music of the Trust and Gratitude public welfare concert is the most beautiful music that heals people's hearts. When you follow the melody of the music, it can lead people to create a happy society together. MEAN WELL has held the Trust and Gratitude concert at the Sun Yat-Sen Memorial Hall for 12 consecutive

years as a public benefit concert, and especially invited the performance groups – Taiwan Foundation for the Blind Orchestra and Yonghe Philharmonic Choir for the first year to reproduce the style of the year, convey love and hope through the power of music, and express MEAN WELL's gratitude, and wish Taiwan a better future.

Charity Sale

In 2021, a Christmas gift exchange event was held, and employees used readily available materials to decorate a Christmas tree, such as iron horses, cardboard boxes, paper tubes, etc. Each Christmas tree is full of creativity and ingenuity, and it also plays the role of environmental protection and reuse of objects. In 2022, we held fund-raising and bazaar activities, inviting public welfare partners Libertas Educational Foundation, The Garden of Hope Foundation, Yu-Cheng Social Welfare Foundation, and MEAN WELL Public Welfare Foundation community bases to participate. A total of NT\$22,800 was raised and donated to Agape Children's Home and the Tainan Home of Philanthropy.

2022 Donation Charity Sale	
Project	Charity Sale Amount
Libertas Educational Foundation	NT\$38,890
The Garden of Hope Foundation	NT\$30,000
Yu-Cheng Social Welfare Foundation	NT\$2,000

2022 Donation Charity Sale	
Project	Charity Sale Amount
MEAN WELL Foundation - Community Base	NT\$12,000
Second-hand material income donation - Tainan Home of Philanthropy	NT\$11,400
Second-hand material income donation - Agape Children's Home	NT\$11,400



Guangzhou Mean Well

Guangzhou MEAN WELL organizes the Mid-Autumn Festival welfare activities for the elderly, widowed, disabled and poor as the epidemic slows down. This time, we visited and cared for three households whose living and physical conditions were poor. During the period, we gave encouragement and confidence, and sent care supplies and occasional moon cakes. The sincere care and assistance warmed the mood of the poor households. Gather the power of all people to care for the people around you and me, and let the love continue to pass on.



Suzhou Mean Well

Despite the epidemic situation, we continued to hold public welfare activities in the spirit of caring. From 2021 to 2022, activities such as planting trees and cleaning mountains, caring for special education schools during the Mid-Autumn Festival, and badminton matches for ESG corporate partners were held. ESG companies, employees' relatives, and partners were invited to participate in public welfare activities, influence people around them and spread the power of love and environmental protection.



MEAN WELL Europe

In 2022Y, in conjunction with Taiwan's annual Dragon Boat Festival, MEAN WELL Europe hosted a dragon boat race in the Netherlands, and cooperated with the Taiwan Chamber of Commerce, Taiwan People's Association, Taiwan Representative Office, Municipal Government, Amsterdam in Business and other units.



The event gathered many Taiwanese, partners, dealers, customers and colleagues to participate. Through the event, the centripetal force of MEAN WELL partners was enhanced, and the spread of oriental culture and the friendship between the Netherlands and Taiwan were promoted. The number of participants reached 500 people.

MEAN WELL U.S.A.



The 2022 Lake Elizabeth - community park environment cleaning is MEAN WELL's regular public welfare activity every year. We choose Lake Elizabeth, the park closest to the Company, to pick up litter on the ground, water bottles discarded near the lake, and large garbage, which is handed over to the community administrator Park ranger. The cleaning activity lasts about

two hours. We have integrated the activity into a competition, and the group that picks up the most garbage will receive gift certificates. While picking up garbage, they are also walking and caring for the community environment.

5.2 MEAN WELL Foundation



The MEAN WELL Public Welfare Committee was established in 2008, adhering to the original intention of taking from society, using for society, we encourage colleagues to participate in volunteer services, and give back to the society with practical actions. In order to exert a more specific influence, the MEAN WELL Public Welfare Fund was formally established in the June 2019 meeting, with President Lin Guo-dong as the Chairman, continuing MEAN WELL's corporate social responsibility.



Services

● Institution visits & donations

Caring for and donating to charitable and public welfare groups, such as disabled elders, disadvantaged children, and friends with disabilities, etc., promotes a friendly society and enhances service professions, and we hope to work together to make the society a better place.

● Replacement of lighting equipment

Combined with corporate green energy products, traditional lamps are eliminated and replaced with energy-saving and high-efficiency energy-saving lamps to assist social welfare organizations in energy saving, carbon reduction as well as economic and environmental protection goals.

● Community base

We organize community activities through bases, provide local services in the community, establish a community independent operation model, promote social participation of the elderly, and create a sustainable and healthy community environment.

Services	2021 (NT\$)		2022 (NT\$)	
Institution visits & donations	35 sites	NT\$5,627,000	34 sites	NT\$5,728,200
Replacement of lighting equipment	8 rooms with 929 lamps	NT\$802,473	11 rooms with 1946 lamps	NT\$1,098,930
Community bases	37 members, 572 participants 1 dinner party for the elderly	NT\$273,946	58 members, 1084 participants 1 dinner party for the elderly	NT\$418,086

■ Institutional Donations

The MEAN WELL Public Welfare Foundation takes caring as the starting point, and visits various social welfare institutions on site. The targets include the elderly, children, and people with disabilities. In addition to understanding the original intention and service history of their services, we also care about the difficulties faced by social welfare institutions and needs, and give actual donations and care, hoping to promote a friendly society and enhance service professions through mutual exchanges, and work together to make society a better place.

We create more opportunities to cooperate with social welfare organizations, such as subsidizing the after-school learning course for children of Wheat Education Association to help children have the opportunity to learn new talents, as well as an Accompanying the Elderly with Depression course. At the same time, Canlove Social Service Association was also invited to teach African drums to the elders of the "Grandpa's House" community base. At the year-end charity dinner for the elderly, the children Wheat Education Association and the elders of the community base performed. This gave us the opportunity to shine on the stage, and also made our dinner party more lively and interesting.

We hope to see that this love and care is not one-way, but two-way. When we connect each other's resources, the influence of kindness will expand to wider and farther corners. We invite everyone to care more for the disadvantaged, injecting more warm and living water into the society.



2021 Organization Visit & Donation List

Nr.	Full name of awardee	Amount of award
1	Taiwan Fund for Children and Families	NT\$13,000
2	The Reporter Culture Foundation	NT\$100,000
3	Mustard Seed Christian Foundation	NT\$170,500
4	Chung Yi Social Welfare Foundation	NT\$159,000
5	Taiwan Fund for Children and Families New Taipei Branch Office	NT\$11,500
6	New Taipei City A.Friend Club	NT\$150,000
7	Kanner Foundation of Taiwan	NT\$100,000
8	Libertas Educational Foundation	NT\$200,000
9	Taiwan Alzheimer Disease Association	NT\$200,000
10	Community Hearing Loss Welfare Association ROC	NT\$150,000
11	Ever Green Village Elderly Care Center	NT\$200,000
12	New Taipei City Autism Association	NT\$200,000
13	Down Syndrome Foundation ROC	NT\$200,000
14	Miracle Home Sisters of Providence	NT\$150,000
15	Hondao Elderly Welfare Foundation	NT\$200,000
16	Ministry of Health and Welfare (0402 Taiwan Railway 408 Taroko accident)	NT\$1,000,000
17	New Taipei City Haochao Community Children Welfare Promotion Association	NT\$150,000
18	Taoyuan City Sing Fu Happiness Foundation	NT\$150,000
19	Wheat Education Association	NT\$120,000
20	Againstwind Theater	NT\$100,000

2021 Organization Visit & Donation List

Nr.	Full name of awardee	Amount of award
21	Sunshine Social Welfare Foundation	NT\$150,000
22	Chinese Love and Joy Charity Association	NT\$150,000
23	Catholic Hualien Diocese Medical Foundation Taitung St. Mary's Hospital	NT\$150,000
24	Canlove Social Service Association	NT\$100,000
25	Chiensenmei Social Welfare Foundation	NT\$150,000
26	Parents Association of Mentally for Persons with Intellectual Disability Taiwan	NT\$150,000
27	T.Y.P.E. for Jesus	NT\$100,000
28	Maria Social Welfare Foundation	NT\$150,000
29	Taiwan Happy Works Association	NT\$100,000
30	Yikida Indigenous Peoples Sustainable Development Association	NT\$150,000
31	Taiwan Mennonite Medical Foundation	NT\$150,000
32	Taiwan Society for Adolescent Medicine and Health	NT\$100,000
33	Pingtung County Indigenous Culture and Education Association	NT\$200,000
34	Rong Guang Social Welfare Institution	NT\$3,000
35	Jiaxing Elementary School, Jianshi Township, Hsinchu County	NT\$100,000
Total		NT\$5,627,000

2022 Institution Visit & Donation List

Nr.	Full name of awardee	Amount of award
1	Kanner Foundation of Taiwan	NT\$5,200
2	Hondao Elderly Welfare Foundation	NT\$30,000
3	Eden Social Welfare Foundation	NT\$230,000
4	Chung Yi Social Welfare Foundation	NT\$14,000
5	Mustard Seed Christian Foundation	NT\$9,500
6	Taiwan Fund for Children and Families New Taipei Branch Office	NT\$23,500
7	Private Buddhist Sinfu Social Welfare and Charity Foundation	NT\$3,000

2022 Institution Visit & Donation List

Nr.	Full name of awardee	Amount of award
8	Taiwan Fund for Children and Families	NT\$13,000
9	Beunen Foundation	NT\$200,000
10	Kanner Foundation of Taiwan	NT\$200,000
11	Taiwan Long-Term Care Association	NT\$200,000
12	T.Y.P.E. for Jesus	NT\$200,000
13	Community Hearing Loss Welfare Association ROC	NT\$200,000
14	Catholic Jesuit Foundation	NT\$200,000
15	Taiwan Total Cancer Care Foundation	NT\$200,000
16	Chinese Love and Joy Charity Association	NT\$200,000
17	New Taipei City Haochao Community Children Welfare Promotion Association	NT\$200,000
18	Bethany Children's Home	NT\$200,000
19	Sanzhi Elementary School, Sanzhi District, New Taipei City	NT\$50,000
20	Tunshan Elementary School, Tamsui District, New Taipei City	NT\$50,000
21	Wenhua Elementary School, Tamsui District, New Taipei City	NT\$50,000
22	Xinxing Elementary School, Tamsui District, New Taipei City	NT\$50,000
23	Kaohsiung City Samfan Boating Association	NT\$200,000
24	Taiwan Wheat Education Association	NT\$200,000
25	New Taipei City Yixue High School	NT\$200,000
26	Sing Fu Happiness Foundation	NT\$200,000
27	Down Syndrome Foundation ROC	NT\$200,000
28	Chiensenmei Social Welfare Foundation	NT\$200,000
29	Sunshine Social Welfare Foundation	NT\$200,000
30	Againstwind Theater	NT\$200,000
31	Taiwan Foundation for the Blind	NT\$100,000
32	TCMC Foundation	NT\$100,000
33	Yonghe Art Development Exchange Association	NT\$200,000
34	Bali Ai-hsin Home for Persons with Disabilities	NT\$1,200,000
Total		NT\$5,728,200

Subsidize Kindergartens to Replace LED Lights

Through MEAN WELL's green energy products, we help kindergartens have better lighting and achieve energy saving. We not only donate materials, but also recommend suitable lamps during site survey, delivery to construction, all are personally served by the MEAN WELL Foundation. Each kindergarten is run with life, only to provide children with a stable and safe home, and to give MEAN WELL Foundation the opportunity to participate in this action of love. We look forward to more partners joining this ranks in the future. We believe in that doing everything with good intentions and start from yourself, you can gradually exert your influence and inject full positive energy into the society.



List of Replacement Lighting Equipment in 2021

Nr.	Institution	Donation amount
1	Sinfu Love Kindergarten, Buddhist Sinfu Social Welfare and Charity Foundation	68
2	Blue Sky Home, Hsinchu Diocese of the Catholic Church	138
3	Zhenlan Children's Home, Dajia Ma Social Welfare Foundation, Taichung City	68
4	Anren Home, Chiayi Diocese of the Catholic Church	79
5	House of Charity, Nantou County	400
6	Sunshine Home Ci-hui Care Academy, Kaohsiung	63
7	Ci-hui Care Academy, Kaohsiung	67
8	Luther School, Lixin Social Welfare Foundation, Kaohsiung	46

Total 929 lights

List of Replacement Lighting Equipment in 2022

Nr.	Institution	Donation amount
1	Tianhui Kindergarten, Taipei	244
2	Children's Welfare Center, Chinese Culture and Social Welfare Foundation, Taipei	167
3	Holy Word Children's Home, Christian Holy Word Children's Welfare Foundation	66
4	Datong Kindergarten, Taiwan Children and Family Aid Foundation, New Taipei City	58
5	Private Fuxian Ci-hai Lehuo Academy, Foundation for Purifying Society and Culture and Education, New Taipei City	68
6	Love Kindergarten, Christian Mustard Seed Association	384
7	Buk-gu Children's Home, Ministry of Health and Welfare	12
8	Children's Home, Christian Mustard Seed Association	500
9	Faith Hope Love Youth Academy, Christian Rehabilitation Fellowship Foundation	340
10	Kaigeyuan Youth Halfway Home, Taiwan Christian House of Love Counseling Center	72
11	Adam Academy, Christian House of Grace,	35
Total 1,946 lights		

Community Bases

MEAN WELL set up a community care base on the first floor of the "Banqiao Qijiacuo" in the early days of its business, and named it "Grandpa's House". In addition to inheriting the original entrepreneurial spirit, it also upholds the original intention of caring and respecting the elderly, providing retired employees and local elders with learning, giving them the space to grow and create a beautiful new retirement life.

"Grandpa's House " opened on September 11, 2020, offering rich and diverse courses, including sports and stretching, talent learning, outdoor activities, sharing meals, health public lectures, etc. In addition to being students, the elders also serve as volunteer lecturers, sharing hand-made coffee, weaving, traditional food making, Tai Chi, meridian health preservation, etc. There are 50 members, and the total number of participants in the event is 1,100. While the elders give, they also enhance their sense of self-worth. Aunt Shu-zhen, who was wearing a knitting hat, said, "Seeing that everyone is studying so hard, I feel a sense of accomplishment."

In July 2022, they will come to the Summer Palace to launch the Love Tour Performance action. The Summer Palace is a sanctuary specially set up for priests and monks who are elderly or physically handicapped in the Jesuit order. We do stretching exercises with the priest and bring in dance performances and meals. Each base exchange left us with a lot of moving and reflection on life.

The MEAN WELL Foundation continues to promote related public welfare, continuous innovation and sustainable business development, and combines the resources of the government and all parties to contribute to the aging society. Let us turn love into action with a grateful heart, cherish the people around you and me, and care for this land together.



Respect for the Elderly

On December 23, 2022, MEAN WELL Foundation held the third End of the Year Thanksgiving, Respect for the Elderly Charity Dinner in Peng-yuan, Banqiao. In addition to the elders of the community base "Grandfather's House", we also invited the MEAN WELL Evergreen Association Hondao Elderly Welfare Foundation, the Taiwan Long-term Care Association, and the priests of the Summer Palace to participate in the event, infusing a warm current in the cold winter, and contributing to an aging society.



Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Table

Statement of use	MEAN WELL Enterprise Co., Ltd. has reported in accordance with the GRI Standards for the period of January 1, 2021 through December 31, 2022. Data is referenced according to the GRI Content index.
GRI 1 used	GRI 1: Foundation 2021

Material Topics are marked with "***"

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
1. The Organization and its Reporting Practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	1.1 Power of the Brand	7	
	2-2	Entities included in the organization's sustainability reporting	About this Report	4	
	2-3	Reporting period, frequency and contact point	About this Report	4	
	2-4	Restatements of information	About this Report	4	
	2-5	External assurance / confirmation	About this Report	4	
2. Activities and Workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.2 Sustainability Operation	12	
	2-7	Employees	2.1 Power of Persistence	23	
	2-8	Workers who are not employees	4.1 Power of Deep Cultivation	55	
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance Structure and composition	1.1 Power of the Brand	7	
	2-10	Nomination and selection of the highest governance body	1.1 Power of the Brand	7	
	2-11	Chair of the highest governance body	1.1 Power of the Brand	7	
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Power of the Brand	7	
	2-13	Delegation of responsibility for managing impacts	1.1 Power of the Brand	7	
	2-14	Role of the highest governance body in sustainability reporting	About this Report	4	
	2-15	Conflicts of interest	-	-	None
	2-16	Communication of critical concerns	1.1 Power of the Brand	7	
	2-17	Collective knowledge of the highest governance body	1.1 Power of the Brand	7	
	2-18	Evaluation of the performance of the highest governance body	1.1 Power of the Brand	7	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 2: General Disclosures 2021	2-19	Remuneration policies	-	-	None
	2-20	Process to determine remuneration	-	-	None
	2-21	Annual total compensation ratio	1.1 Power of the Brand	7	
4. Strategy, Policies and Practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the Founder	2	
	2-23	Policy commitments	1.2 Sustainability Operation	12	
	2-24	Embedding policy commitments	1.2 Sustainability Operation	12	
	2-25	Processes to remediate negative impacts	1.2 Sustainability Operation	12	
	2-26	Mechanisms for seeking advice and raising concerns	1.2 Sustainability Operation	12	
	2-27	Compliance with laws and regulations	1.2 Sustainability Operation	12	
	2-28	Membership associations	1.2 Sustainability Operation	12	
5. Stakeholder Engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.3 Communication with Stakeholders	16	
	2-30	Collective bargaining agreements	4.1 Power of Deep Cultivation	55	
Topic-specific disclosures: 200 Series (Economic Themes)					
* Economic Performance					
GRI 3: Material Topics 2021 Economic Performance Management Policy	3-1	Process to determine material topics	1.4 Material Topics Identification	17	
	3-2	List of material topics	1.4 Material Topics Identification	17	
	3-3	Management of material topics	1.5 Material Topic Management	21	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	1.2 Sustainability Operation	12	
	201-2	Financial implications and other risks and opportunities due to climate change	2.2 Operational Risk Management	26	
	201-3	Defined benefit plan obligations and other retirement plans	4.2 MEAN WELL Cultivation	58	
	201-4	Financial assistance received from government	-	-	No Government subsidies received during the reporting period

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
* Market Presence					
GRI 3: Market Presence 2016 Topic-specific disclosures	3-1	Process to determine material topics	1.4 Material Topics Identification	17	
	3-2	List of material topics	1.4 Material Topics Identification	17	
	3-3	Material topic management	4.4 Material Topic Management	17	
GRI 202: Market Presence 2016 Topic-specific disclosures	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1 Power of Deep Cultivation	55	
	202-2	Proportion of senior management hired from the local community	4.1 Power of Deep Cultivation	55	
Indirect Economic Impacts					
GRI 203: Indirect Economic Impacts 2016 Topic-specific disclosures	203-1	Infrastructure investments and services supported	5.2 MEAN WELL Foundation	84	
	203-2	Significant indirect economic impacts	5.2 MEAN WELL Foundation	84	
Procurement Practices					
GRI 204: Procurement Practices 2016 Topic-specific disclosures	204-1	Proportion of spending on local suppliers	2.3 Supplier Partners	28	
Anti-corruption					
GRI 205: Anti-Corruption 2016 Topic-specific disclosures	205-1	Operations assessed for risks related to corruption	2.1 Power of Persistence	23	
	205-2	Communication and training about anti-corruption policies and procedures	2.1 Power of Persistence	23	
	205-3	Confirmed incidents of corruption and actions taken	-	-	No corruption incidents occurred during the reporting period
Anti-competitive Behavior					
GRI 206: Anti-Competitive Behavior 2016 Topic-specific disclosures	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	No such incidents occurred during the reporting period
Tax					
GRI 207: Tax 2019 Management Approach Disclosures	207-1	Approach to tax	2.1 Power of Persistence	23	
	207-2	Tax governance, control and risk management	2.1 Power of Persistence	23	
	207-3	Stakeholder engagement and management of concerns related to tax	2.1 Power of Persistence	23	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 207: Tax 2019 Topic-specific Disclosures	207-4	Country-by-country reporting	2.1 Power of Persistence	23	
Topic-Specific Guidelines: 300 Series (Environmental Topics)					
Materials					
GRI 301: Material 2016 Topic-specific Disclosures	301-1	Materials used by weight or volume	3.2 Manufacturing Operations	42	
	301-2	Recycled input materials used	-	-	None
	301-3	Reclaimed products and their packaging materials	3.2 Manufacturing Operations	42	
**Energy					
GRI 3: Energy 2021 Management of Material Topics	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	3.5 Material Topic Management	52	
GRI 302: Energy 2016 Topic-specific Disclosures	302-1	Energy consumption within the organization	3.3 Energy and Emissions Management	45	
	302-2	Energy consumption outside of the organization	3.3 Energy and Emissions Management	45	
	302-3	Energy intensity	3.3 Energy and Emissions Management	45	
	302-4	Reduction of energy consumption	3.3 Energy and Emissions Management	45	
	302-5	Reductions in energy requirements of products and services	2.4 Customer Relationships	31	
Water and Effluents					
GRI 303: Water and Effluents 2018 Management approach disclosures	303-1	Interactions with water as a shared resource	3.4 Water and Environmental Protection	48	
	303-2	Management of water discharge-related impacts	3.4 Water and Environmental Protection	48	
GRI 303: Water and Effluents 2018 Topic-specific Disclosures	303-3	Water withdrawal	3.4 Water and Environmental Protection	48	
	303-4	Water discharge	3.4 Water and Environmental Protection	48	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 303: Water and Effluents 2018 Topic-specific Disclosures	303-5	Water consumption	3.4 Water and Environmental Protection	48	
Biodiversity					
GRI 304: Biodiversity 2016 Topic-specific Disclosures	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	None
	304-2	Significant impacts of activities, products, and services on biodiversity	-	-	None
	304-3	Habitats protected or restored	-	-	None
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	None
* Emissions					
GRI 3: Emissions 2021 Management of Material Topics	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	3.5 Material Topic Management	17	
GRI 305: Emissions 2016 Topic-specific Disclosures	305-1	Direct (Scope 1) GHG emissions	3.3 Energy and Emissions Management	45	
	305-2	Energy indirect (Scope 2) GHG emissions	3.3 Energy and Emissions Management	45	
	305-3	Other indirect (Scope 3) GHG emissions	3.3 Energy and Emissions Management	45	
	305-4	GHG emissions intensity	3.3 Energy and Emissions Management	45	
	305-5	Reduction of GHG emissions	3.3 Energy and Emissions Management	45	
	305-6	Emissions of ozone-depleting substances (ODS)	-	-	None
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-	None
Waste					
GRI 306: Waste 2020 Management-specific Disclosures	306-1	Waste generation and significant waste-related impacts	3.2 Manufacturing Operations	42	
	306-2	Management of significant waste-related impacts	3.2 Manufacturing Operations	42	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 306: Waste 2020 Topic-specific Disclosures	306-3	Waste generated	3.2 Manufacturing Operations	42	
	306-4	Waste diverted from disposal	3.2 Manufacturing Operations	42	
	306-5	Waste directed to disposal	3.2 Manufacturing Operations	42	
GRI 306: Effluents and Waste 2016 Topic-specific Disclosures	306-3	Significant spills	-	-	No such incidents occurred during the reporting period
* Supplier Environmental Assessment					
GRI 3: Supplier Environmental Assessment 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	34	
GRI 308: Supplier Environmental Assessment 2016 Topic-specific Disclosures	308-1	New suppliers that were screened using environmental criteria	2.3 Supplier Partners	28	
	308-2	Negative environmental impacts in the supply chain and actions taken	-	-	No such incidents occurred during the reporting period
Topic-Specific Guidelines: 400 Series (Social Themes)					
*Employment Relations					
GRI 3: Employment 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	79	
GRI 401: Employment 2016 Topic-specific Disclosures	401-1	New employee hires and employee turnover	4.1 Power of Deep Cultivation	55	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 MEAN WELL Cultivation	58	
	401-3	Parental leave	4.2 MEAN WELL Cultivation	58	
* Labor Relations					
GRI 3: Labor Relations 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	4.4 Material Topic Management	79	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 402: Labor Relations 2016 Topic-specific Disclosures	402-1	Minimum notice periods regarding operational changes	4.2 MEAN WELL Cultivation	58	
*Occupational Safety and Health					
GRI 3: Occupational Safety and Health 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	79	
GRI 403: Occupational Safety and Health 2018 Management-specific Disclosures	403-1	Occupational health and safety management system	4.3 Workplace Health and Safety	67	
	403-2	Hazard identification, risk assessment, and incident investigation	4.3 Workplace Health and Safety	67	
	403-3	Occupational health services	4.3 Workplace Health and Safety	67	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.3 Workplace Health and Safety	67	
	403-5	Worker training on occupational health and safety	4.3 Workplace Health and Safety	67	
	403-6	Promotion of worker health	4.3 Workplace Health and Safety	67	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3 Workplace Health and Safety	67	
GRI 403: Occupational Safety and Health 2018 Topic-specific Disclosures	403-8	Workers covered by an occupational health and safety management system	4.3 Workplace Health and Safety	67	
	403-9	Work-related injuries	4.3 Workplace Health and Safety	67	
	403-10	Work-related ill health	4.3 Workplace Health and Safety	67	
* Training and Education					
GRI 3: Training and Education 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	79	
GRI 3: Training and Education 2021 Topic-specific Disclosures	404-1	Average hours of training per year per employee	4.2 MEAN WELL Cultivation	58	
	404-2	Programs for upgrading employee skills and transition assistance programs	4.2 MEAN WELL Cultivation	58	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.2 MEAN WELL Cultivation	58	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
* Employee Diversity and Equal Opportunity					
GRI 3: Employee Diversity and Equal Opportunity 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	4.4 Material Topic Management	79	
GRI 405: Employee Diversity and Equal Opportunity 2016 Topic-specific Disclosures	405-1	Diversity of governance bodies and employees	4.1 Power of Deep Cultivation	55	
	405-2	Ratio of basic salary and remuneration of women to men	4.2 MEAN WELL Cultivation	58	
Non-discrimination					
GRI 406: Non-Discrimination 2016 Topic-specific Disclosures	406-1	Incidents of discrimination and corrective actions taken	-	-	No such incidents occurred during the reporting period
Freedom of Association and Group Consultation					
GRI 407: Freedom of Association and Group Consultation 2016 Topic-specific Disclosures	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-	No such incidents occurred during the reporting period
Child Labor					
GRI 408: Child Labor 2016 Topic-specific Disclosures	408-1	Operations and suppliers at significant risk for incidents of child labor	-	-	No such incidents occurred during the reporting period
Forced or Compulsory Labor					
GRI 409: Forced or Compulsory Labor 2016 Topic-specific Disclosures	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-	No such incidents occurred during the reporting period
Security Practices					

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 410: Security Practices 2016 Topic-specific Disclosures	410-1	Security personnel trained in human rights policies or procedures	4.3 Workplace Health and Safety	67	
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016 Topic-specific Disclosures	411-1	Incidents of violations involving rights of indigenous peoples	-	-	No such incidents occurred during the reporting period
Local Communities					
GRI 413: Local Communities 2016 Topic-specific Disclosures	413-1	Operations with local community engagement, impact assessments, and development programs	5.1 Group Public Welfare Activities	82	
	413-2	Operations with significant actual and potential negative impacts on local communities	-	-	No such incidents occurred during the reporting period
* Supplier Social Assessment					
GRI 3: Supplier Social Assessment 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	34	
GRI 414: Supplier Social Assessment 2016 Topic-specific Disclosures	414-1	New suppliers that were screened using social criteria	2.3 Supplier Partners	28	
	414-2	Negative social impacts in the supply chain and actions taken	-	-	No such incidents occurred during the reporting period
Public Policy					
GRI 415: Public Policy 2016 Topic-specific Disclosures	415-1	Political contributions	-	-	No such incidents occurred during the reporting period
* Customer Health and Safety					
GRI 3: Customer Health and Safety 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	3.5 Material Topic Management	52	

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 416: Customer Health and Safety 2016 Topic-specific Disclosures	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Product Power	36	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	No such incidents occurred during the reporting period
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016 Topic-specific Disclosures	417-1	Requirements for product and service information and labeling	3.1 Product Power	36	
	417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	No such incidents occurred during the reporting period
	417-3	Incidents of non-compliance concerning marketing communications	-	-	No such incidents occurred during the reporting period
Customer Privacy					
GRI 418: Customer Privacy 2016 Topic-specific Disclosures	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	No such incidents occurred during the reporting period

* Customized Material Topics	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
* Brand Strategy and Value					
GRI 3: Brand Strategy and Value 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	1.5 Material Topic Management	21	
* Customer Relationships					
GRI 3: Customer Relationships 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	34	

* Product Safety

* Customized Material Topics	GRI Code	GRI Disclosure	Corresponding Chapter	Page Nr.	Omissions & Remarks
GRI 3: Product Safety 2021 Material Topic Management	3-1	Process for Determining Material Themes	1.4 Identification of major themes	17	
	3-2	List of Major Topics	1.4 Identification of major themes	17	
	3-3	Major Theme Management	3.5 Major Theme Management	52	
* Product Lifecycle Management					
GRI 3: Product Lifecycle Management 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	2.5 Material Topic Management	52	
* Green Products					
GRI 3: Green Products 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	3.5 Material Topic Management	52	
* Innovative Research and Development					
GRI 3: Innovative Research and Development 2021 Material Topic Management	3-1	Process to determine material topics	1.4 Material Topic Identification	17	
	3-2	List of material topics	1.4 Material Topic Identification	17	
	3-3	Management of material topics	3.5 Material Topic Management	52	

Appendix II: Sustainability Disclosure Topics and Metrics (SASB) Comparison Table

Industry: Hardware

Topic	Code	Metric	Category	Corresponding Chapter	Page Nr.
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Discussion and Analysis (Qualitative)	3.1 Product Power	36
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ¹	Quantitative	4.2 MEAN WELL Cultivation	58
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances ²	Quantitative	not applicable	-
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent ³	Quantitative	NA	-
	TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Quantitative	2.4 Customer Relationships	31
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered; percentage recycled recycling	Quantitative	3.2 Manufacturing Operations	42
Supply Chain Management	TC-HW-430a.1	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	Quantitative	2.3 Supplier Partners	28
	TC-HW-430a.2	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	Quantitative	NA	-
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Description and Analysis (Qualitative)	NA	-

Appendix III: Third Party Verification Reports



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE MEAN WELL ENTERPRISES CO., LTD.'S SUSTAINABILITY REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by MEAN WELL ENTERPRISES CO., LTD. (hereinafter referred to as MEAN WELL) to conduct an independent assurance of the Sustainability Report for 2022 (hereinafter referred to as the Sustainability Report). The scope of the assurance, based on the SGS ESG and Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during verification (2023/02/02~2023/03/02). 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 MEAN WELL's Stakeholders.

RESPONSIBILITIES

The information in the MEAN WELL's Sustainability Report of 2022 and its presentation are the responsibility of the directors or governing body and management of MEAN WELL. 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 verification with the intention to inform all MEAN WELL'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)	n/a
B.	AA1000ASv3 Type 1 (AA1000AP Evaluation only)	Moderate

Assurance has been conducted at a moderate level of scrutiny

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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 Universal Standard (2021) (Reference)
2	AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and
- evaluation of the report against the requirements of Global Reporting Initiative Universal Standards (2021) listed in the GRI content index where the organization has referenced for the preparation of the reported information.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability 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, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosures has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, 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 affirm our independence from MEAN WELL, 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.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, 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.

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ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

MEAN WELL has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, MEAN WELL may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

MEAN WELL has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

MEAN WELL has demonstrated a process on identify and fairly represented impacts that 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. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, MEAN WELL's Sustainability Report of 2022, complies with the Requirements for reporting with reference to the GRI Standards set out in Section 3 of GRI 1. The significant impacts are assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021. The report has properly disclosed information related to MEAN WELL's contributions to sustainability development. For future reporting, MEAN WELL is encouraged to prepare for the transition to reporting in accordance with the GRI Standards and with more descriptions on how the organization has applied due diligence as a method for the identification and the evaluation of its impacts on the economy, environment, and people. Moreover, it is recommended to optimize the impact assessments method so that the actual and potential, negative and positive impacts can be assessed and presented more comprehensively.

Signed:

For and on behalf of SGS Taiwan Ltd.



AA1000
Licensed Report
000-8/V3-Y6NY5

Stephen Pao
Knowledge Deputy General Manager
Taipei, Taiwan
21 April, 2023
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TWLPP5008 Issue 2207

Appendix IV: Climate-related Information of Listed OTC Companies

1. Risks and opportunities that climate change poses to the Company and relevant countermeasures the Company has taken

Project	Corresponding Chapter
1. Board and management oversight, and governance of climate-related risks and opportunities.	Chapter 2: Corporate Governance
2. How do climate risks and opportunities affect the business, strategy and finance of the enterprise (short, medium and long term).	Chapter 2: Corporate Governance
3. Describe the financial impact of extreme climate events and transitional actions.	Chapter 2: Corporate Governance
4. How to integrate the identification, assessment and management process of climate risk into the overall risk management system.	Chapter 2: Corporate Governance
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	-
6. If there is a transition plan to manage climate-related risks, explain the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	-
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	-
8. If climate-related goals are set, information such as the activities covered, scope of greenhouse gas emissions, planning schedule, and annual progress should be explained; if using carbon offsets or renewable energy vouchers (RECs) to achieve relevant goals, the source and quantity of carbon reduction credits to be offset should be stated or Renewable Energy Certificate (RECs) number.	-
9. Greenhouse gas inventory and confirmation (also fill in 1-1).	1-1 Greenhouse Gas Inventory and Confirmation Situation

1-1 Greenhouse Gas Inventory and Confirmation Situation

Instructions for filling out the form:

- The company can conduct greenhouse gas inventory according to the following standards:
 - (1) Greenhouse Gas Protocol (GHG Protocol).
 - (2) ISO 14064-1 issued by the International Organization for Standardization (ISO).
- The verification agency shall comply with the relevant requirements for confirming the sustainability report stipulated by the Taiwan Stock Exchange Co., Ltd. and the OTC Securities Trading Center of the Republic of China.
- Subsidiaries can report individually, collectively (such as by country and region), or consolidatedly (Note 1).
- The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NT\$1,000) should be disclosed (Note 2).
- The proportion of operating bases or subsidiaries not included in the inventory calculation shall not exceed 5% of the total emissions. The total emissions disclosed above refer to the emissions calculated according to the instructions for filling in the form 1., Scope of the mandatory inventory.
- The confirmation statement should summarize the content of the confirmation report of the confirmation institution and upload the confirmation opinion (Note 3).

Basic information of the company			According to the regulations of the sustainable development road map of listed companies, at least:	
<input type="checkbox"/> Companies with a capital of more than NT\$10 billion, the steel industry, and the cement industry <input type="checkbox"/> Companies with a capital of more than NT\$5 billion but less than NT\$10 billion <input checked="" type="checkbox"/> Companies with a capital of less than NT\$5 billion			<input checked="" type="checkbox"/> Parent company individual verification <input type="checkbox"/> Consolidated financial report subsidiary verification <input type="checkbox"/> Parent company individual verification <input type="checkbox"/> Consolidated subsidiary financial reporting verification	
Category 1	Total emissions (metric tons CO ₂ e)	Density (metric tons of CO ₂ e/1,000 NT\$) (Note 2)	Verification Organization	Verification Statement (Note 3)
Parent Company	98.6366	0.0000116	SGS Taiwan Limited	Greenhouse Gas Verification Statement was obtained in November 2011.
Subsidiary	-	-		
(Note 1)	-	-		
Total	98.6366	0.0000116		
Category 2	Total emissions (metric tons CO ₂ e)	Density (metric tons of CO ₂ e/1,000 NT\$) (Note 2)	Verification Organization	Verification Statement (Note 3)
Parent company	1396.3540	0.00016416	SGS Taiwan Limited	Greenhouse Gas Verification Statement was obtained in November 2011.
Subsidiary	-	-		
(Note 1)	-	-		
Total	1396.3540	0.00016416		
Category 3 (Voluntary Disclosure)	5177.3383	0.00060866	SGS Taiwan Limited	Greenhouse Gas Verification Statement was obtained in November 2011.

[Correction Description]

1. This table is newly added.
2. In order to strengthen the disclosure of information on issues related to climate change, OTC companies are required to disclose information related to climate change.

Verification statements are provided below (2):



