

# ESG Quarterly Update

2025 Q3

ESG Dep.

**LemTech**





# Theme: Publishing Results, Planning the Future!

Hello everyone!

After a passionate summer, we've arrived at a fruitful third quarter. Over these three months, LemTech accomplished its most critical annual mission—publishing the 2024 Sustainability Report!

Simultaneously, we upgraded our carbon management plans and made our stress-relieving massage sessions a regular perk.

Let's take a look at our achievements!

# Highlight 1: The 2024 Sustainability Report is Live!

This is our sincere commitment to all stakeholders.



## Official Release

After months of data verification and design work, our 2024 Sustainability Report was approved by the Board of Directors on August 21st and is now officially available on our website.

## Continuous Improvement

We aren't slowing down! In September, we immediately began planning for the 2025 Report.

## Highlight 2: Upgrading Carbon Management & Expertise



### Group Carbon Inventory

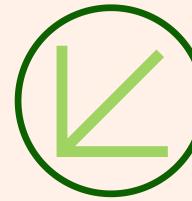
We are preparing to kick off the Group Carbon Inventory Project (ISO 14064-1), covering HQ, LES, and LGI.

Following site visits and vendor selection in August and September, the guidance program is scheduled to officially start in mid-October.

To manage our carbon data more precisely, we are launching a more rigorous inventory plan.



## Highlight 2: Upgrading Carbon Management & Expertise



### Professional Certification

Our ESG team is leveling up! This quarter, team members completed professional training certifications for ISO 14064-1, ISO 14067, and ISO 14068, ensuring we lead the company toward Net Zero with top-tier expertise.



# Highlight 3: Healing Body and Soul

Sustainability is not just about the environment; it's about caring for our people.



## Massage Sessions are Here to Stay

Following the overwhelming positive feedback from the July trial, we have made the Visually Impaired Massage Service a regular bi-monthly benefit!

September sessions were successfully held at LGI (9/15), LES (9/19), and LH (9/24), giving everyone a well-deserved break.



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## Ready for Beach Cleanup

The Beach Cleanup event scheduled for November 14th is proving popular! Registration filled up quickly with 33 colleagues signing up.

We are busy finalizing logistics and dining arrangements—can't wait to protect the ocean with you all!



# What's Coming Next?

- Carbon Inventory Kickoff
- Strategy Definition
- Ocean Action-

On November 14th, the LemTech Beach Cleanup Squad rolls out!

