

LemTech

ESG Quarterly Update

2025 Q4

ESG Dep.



Theme:

The Year-End Quartet – Carbon Accounting, Ocean Protection, Warmth, and Employee Voices!

Hello everyone!

This is the Sustainability Department. In the final quarter of 2025, LemTech went full speed ahead to wrap up the year perfectly! We not only launched rigorous carbon inventories and beach cleanups for the environment but also demonstrated deep care for our community and our employees' voices.

Let's dive into these four movements of our sustainability symphony!

Highlight 1: Leveling Up! Group Carbon Inventory

To reduce carbon, we first need to count it accurately! This quarter, we tackled our most technical mission yet.

Project Kick-off

In October, we officially launched the Group ISO 14064-1 Greenhouse Gas Inventory Project.

Intense Training

Throughout November and December, we conducted multiple intensive training sessions to guide colleagues on data boundaries and emission factors.



Highlight 1: Leveling Up! Group Carbon Inventory



Cross-Strait Alignment

We actively coordinated with our subsidiaries (LES, LGI) to standardize calculation methods, ensuring our carbon accounting is precise and meets international standards!



Highlight 2: Ocean Guardians – The Promise of 33

We promised to protect the ocean, and we delivered!

Unstoppable Team

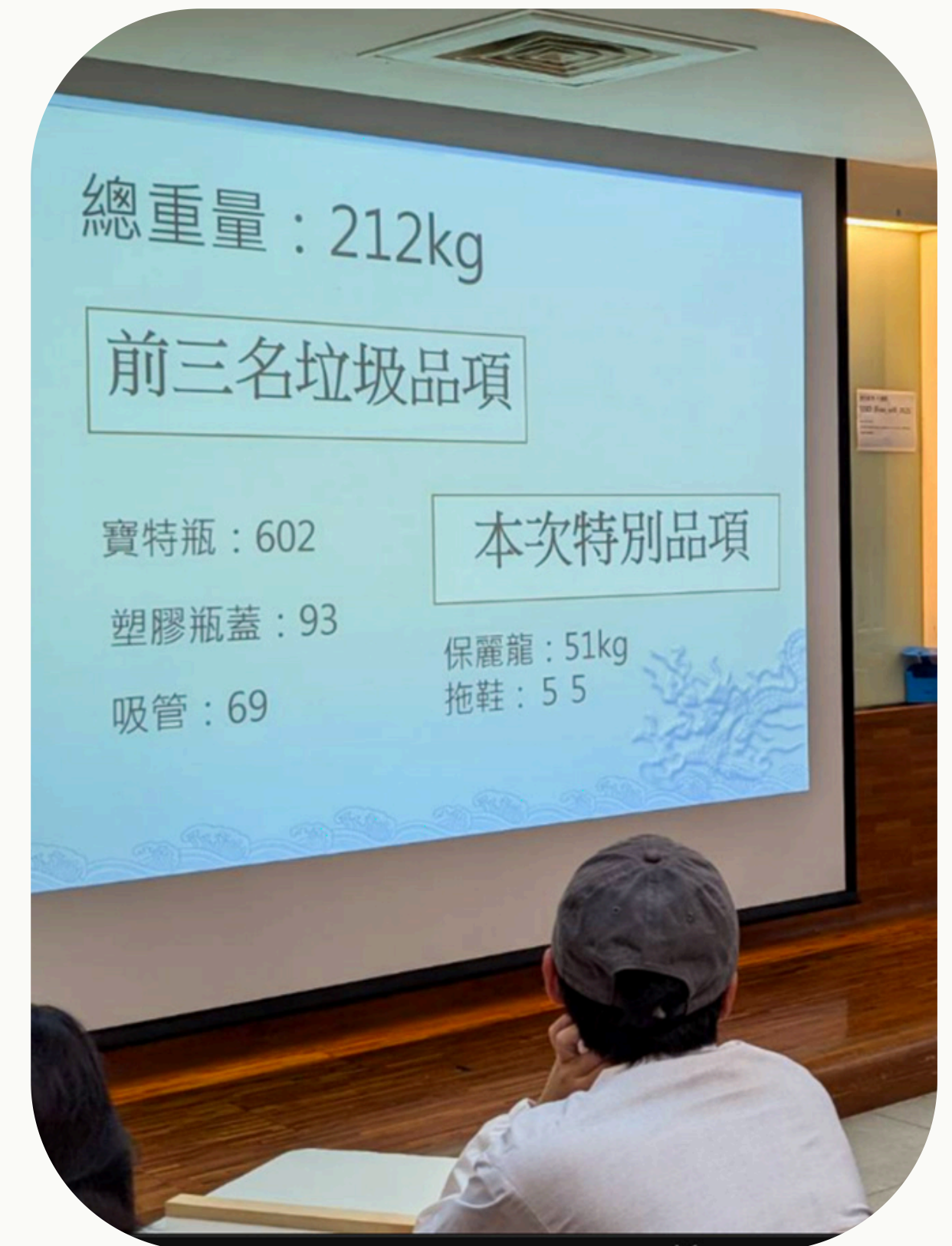
On November 14th, a squad of 33 passionate colleagues from LH, LES, and LGI headed to the coast near the National Museum of Marine Science & Technology in Keelung.



Highlight 2: Ocean Guardians – The Promise of 33

Incredible Impact

In just 25 minutes, we cleared a staggering 212 kg of marine debris! This number was a wake-up call about the scale of ocean pollution, fueling our commitment to do more.



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Bonding & Relaxation

After the hard work, we enjoyed a well-deserved lunch together, followed by free time to explore the area. Walking by the sea and chatting with colleagues made this not just a cleanup, but a memorable eco-bonding trip.



Highlight 3: Winter Warmth & Circular Economy

This winter, we gave idle items a new lease on life.



Winter Charity Drive

In December, we launched the "Winter Warmth Charity Drive," mobilizing colleagues to donate high-quality second-hand items.

Cycle of Love

Proceeds from the charity sale will support those in need, blending circular economy principles with social care. Additionally, our popular Visually Impaired Massage sessions continued throughout the quarter, bringing relaxation to everyone.



Highlight 4: Your Voice, We Hear You!

Building a happy workplace starts with listening.



Satisfaction Survey

To truly understand employees needs, we launched our Annual Employee Satisfaction Survey in December.

Co-creating the Future

The survey covered key topics such as workplace environment, career development, and company culture.

A big thank you to everyone who participated!

Your valuable feedback will serve as the foundation for optimizing our management policies and benefits in 2026.

Because of your voice, LemTech keeps getting better!

What's Coming Next?

- **Carbon Project Finalization**
- **2025 Report Kick-off**