

Advantech Europe B.V.

VSME Sustainability Report 2025



ADVANTECH

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List of Acronyms and Abbreviations

| Acronym / abbreviation | Description | Acronym / abbreviation | Description | Acronym / abbreviation | Description |
|------------------------|--|------------------------|--|------------------------|---|
| AI | Artificial Intelligence | AI Act | European Union Artificial Intelligence Act | ASML | Advanced Semiconductor Materials Lithography (Dutch semiconductor company, referenced in the ASML Marathon) |
| CAPEX | Capital Expenditures | CO₂e | Carbon Dioxide equivalent | CSRD | Corporate Sustainability Reporting Directive |
| DEI | Diversity, Equity and Inclusion | DMA | Double Materiality Assessment | EBITDA | Earnings Before Interest, Taxes, Depreciation and Amortization |
| EHS / HSE | Environment, Health and Safety (also used as Health, Safety and Environment) | EMS | Environmental Management System | ESG | Environmental, Social and Governance |
| ESRS | European Sustainability Reporting Standards | EU | European Union | Fit for 55 | EU climate and energy legislative package targeting 55% GHG reduction by 2030 |
| GDPR | General Data Protection Regulation | GHG | Greenhouse Gas | IEC 27001:2022 | International Electrotechnical Commission version of ISO/IEC 27001 (2022 update) |
| ILO | International Labour Organization | IoT | Internet of Things | ISO 14001 | Environmental Management Systems Standard |
| ISO 45001 | Occupational Health and Safety Management Systems Standard | ISO 27001 | Information Security Management Systems Standard | KPI | Key Performance Indicator |
| LED | Light-Emitting Diode | LGBTQ+ | Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and others | MFA | Multi-Factor Authentication |
| MWh | Megawatt-hour | OECD | Organisation for Economic Co-operation and Development | Q1 / Q3 | First Quarter / Third Quarter (of the year) |
| RBA | Responsible Business Alliance | UN | United Nations | VSME | Voluntary SME (Small and Medium-sized Enterprise) sustainability reporting standard |

1

Sustainability at Advantech: Vision, Strategy and Materiality

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1.1 Company context

Advantech Europe operates as the regional subsidiary of Advantech Co., Ltd., a global leader in IoT, embedded computing, and industrial automation solutions.

Company Profile

| Category | Information / Data |
|---|---|
| Company name | Advantech Europe B.V. |
| LEI number | 894500AO5G5PY69VG780 |
| Address | Science Park Eindhoven 5708 5692 ER Son en Breugel, the Netherlands |
| Legal form | Private Limited Liability Undertaking |
| Parent company | Advantech Co., Ltd. (Taiwan) |
| Ownership structure | 100% owned subsidiary of Advantech Co., Ltd. |
| Main business activities | Development, distribution, and servicing of IoT hardware, industrial computers, and digital automation solutions. |
| Number of employees (FTE) | 509 |
| Turnover / annual revenue | 313.225.331 € |
| Reporting period covered by this report | 2025-01-01 – 2025-12-31 |
| Reporting standard applied | VSME Basic + Comprehensive Module |
| Sustainability contact | Wan-Li Zhan, <i>European Legal Supervisor</i> , Wan-Li.Zhan@advantech.nl |

1.1 Company context (continued)

Governance Structure and Responsibility

Advantech Europe’s sustainability governance is integrated into its existing management and operational framework. A dedicated Sustainability Team coordinates ESG data collection, reporting activities, and progress monitoring, working in close collaboration with the regional management board.

Overall responsibility and decision-making authority for ESG performance rests with the Managing Director. The Managing Director is supported by cross-functional representatives from Legal, Health & Safety (EHS), and Human Resources (HR), ensuring appropriate oversight, expertise, and internal coordination across governance, social, and environmental matters.

Advantech Europe - ESG Governance Organisation Chart



1.1 Company context (continued)

Main Products and Services

Advantech Europe provides industrial computing, IoT, and related services primarily to professional and industrial customers in Europe. Its offerings can be grouped into the following significant product and service categories.

Industrial and embedded computing products

Advantech Europe offers a broad portfolio of industrial and embedded computing products, including embedded computers, industrial PCs, panel PCs, edge servers, and system modules. These products are designed for use in industrial automation, manufacturing, transportation, healthcare, energy, retail, and other mission-critical environments. Product development emphasizes reliability, long lifecycle support, and compliance with applicable technical and regulatory standards.

Edge computing and AI-enabled solutions

A key growth area is edge computing and AI-enabled industrial solutions, supporting data processing close to the source for low-latency, secure, and efficient operations. These solutions are deployed in applications such as robotics, smart infrastructure, logistics, network security, and mission-critical systems, enabling digitalisation and operational efficiency for customers.

Sector-specific systems and solutions

Advantech Europe delivers sector-focused systems and solution offerings tailored to specific industries, including healthcare, industrial automation, transportation, energy, and smart city applications. These offerings often combine hardware platforms, software, and integration services to address industry-specific requirements and customer use cases.

Software, lifecycle, and professional services

In addition to hardware products, Advantech Europe provides software-related offerings and professional services, such as system configuration, integration support, technical support, and lifecycle services. These services support customers throughout the product lifecycle, from design-in and deployment to operation and maintenance, and are increasingly delivered through shared service and cross-sector service models.

Sustainable and eco-designed products

Across its product portfolio, Advantech Europe offers products developed in line with Advantech's eco-design principles, including energy-efficient designs, reduced hazardous substances, use of recycled materials, and improved recyclability. A growing share of products meet internal eco-design criteria or external environmental standards (such as energy-efficiency and eco-label requirements), supporting customers' sustainability and regulatory objectives.

1.1 Company context (continued)

Advantech's Main Markets

Advantech Europe operates primarily in the business-to-business (B2B) market for industrial computing, embedded systems, and IoT solutions. The company does not operate in the consumer retail market; its activities are focused on professional and industrial customers.



1.1 Company context (continued)

Advantech's Strategy

The strategy of Advantech Europe includes several key elements that directly relate to, or affect, sustainability matters across environmental, social, and governance dimensions.

Cross-sector collaboration and solution focus

Advantech Europe's strategy emphasizes cross-sector collaboration and the development of edge computing and AI-enabled solutions for industries such as healthcare, gaming, robotics & smart agriculture, digital signage, factory-automation, smart cities, retail, energy, logistics, and network security. These focus areas support sustainability objectives by enabling digitalisation, operational efficiency, and more resilient infrastructure for customers, including solutions that can reduce energy consumption, improve process efficiency, and support safer and more reliable operations across critical sectors.

Operational efficiency and resource optimisation

A core pillar of the Advantech Europe NEXT strategy is lean organisational efficiency, including shared services integration, OPEX optimisation, and streamlined processes across sales, engineering, operations, and support functions. These measures are designed to reduce duplication of work, improve resource utilisation, and lower operational intensity, which contributes indirectly to reduced environmental footprint and more efficient use of financial and human resources.

Responsible growth and market penetration

The strategy targets growth in high-growth European markets while strengthening core markets through structured, country-led integration and disciplined account development. By prioritising long-term customer relationships, standardised processes, and scalable business models, Advantech Europe seeks to balance growth with operational stability and risk management, which supports sustainable economic performance.

People, skills, and organisational development

Human resource transformation, shared service models, and the development of cross-sector engineering and technology capabilities form part of the strategic roadmap. These elements contribute to social sustainability by supporting employee skill development, internal mobility, collaboration, and a safer and more resilient organisation.

Governance and value-chain integration

The strategy includes stronger integration across regions, sectors, and channel partners, with unified processes, shared KPIs, and clearer accountability. This enhances governance, transparency, and oversight across the value chain, supporting responsible business conduct and alignment with regulatory and sustainability expectations in Europe.

1.2 Reporting Boundary and Methodology

This report has been prepared in alignment with the **VSME Comprehensive Module** and in reference to the **European Sustainability Reporting Standards (ESRS)**.

It represents Advantech Europe's first integrated sustainability disclosure, consolidating both qualitative and quantitative information to provide a balanced overview of performance across the Environmental, Social, and Governance (ESG) dimensions.

Reporting Boundary

The reporting boundary covers Advantech Europe and its directly managed subsidiaries, offices, and operational sites located within the European region.

Unless otherwise specified, the data presented includes all major entities and activities under the operational control of Advantech Europe, including:

- Regional headquarters in Son en Breugel, the Netherlands.
- Local offices and logistics centers in Germany, Italy, Poland, and other European markets.
- Regional management and administrative functions.

Any activities outside this boundary are excluded from quantitative reporting but considered in qualitative assessments such as supply chain due diligence and stakeholder engagement.

Data Sources and Validation

All information contained in this report is derived from internal records, management systems, and verified sources, including:

- Environmental and energy management data from ISO 14001-certified systems.
- Health, safety, and workforce data from HR and ISO 45001 systems.
- Information security and privacy data from ISO 27001 documentation.
- Financial and operational data from the company's ERP and reporting platforms.

Where primary data was unavailable, estimates or qualitative indicators were used and are clearly indicated as such.

All data have been reviewed by the internal sustainability coordination team for methodological consistency.

Methodological Approach

The report follows a **double materiality perspective**, combining **impact** and **financial** lenses to determine the relevance of each topic.

The **VSME structure** and **ESRS principles** guided the organisation and disclosure of indicators across Environmental, Social, and Governance dimensions, ensuring comparability and future readiness for CSRD-aligned reporting, if CSRD will be applicable to Advantech in the future years.

Reporting Limitations

Certain indicators - such as full Scope 3 greenhouse gas emissions, detailed waste data, or diversity breakdowns - are still being refined. Advantech Europe is in the process of improving data collection systems and expects to provide **complete quantitative disclosures** in the next reporting cycle.

1.3 Sustainability Vision and Goals

Advantech's global sustainability mission is to "Enable an Intelligent and Sustainable Planet", applying its core competences in IoT and digital innovation to generate positive impacts on the economy, environment, and society. This mission is supported by adherence to leading international standards and frameworks, including the ILO Tripartite Declaration, the Universal Declaration of Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance Code of Conduct.

Globally, Advantech has set out clear sustainability commitments, including:

Expanding the share of sustainable intelligent solutions in revenue

Advancing towards net-zero emissions by 2050, with intermediate targets of:



renewable energy use by 2030



renewable energy across global sites by 2040

Strengthening ESG governance through annual identification of material topics, monitoring of impacts, and due diligence oversight.

For Advantech Europe, this vision is localized and operationalized through a structured Double Materiality Assessment aligned with the VSME standard. This process identified Europe's most relevant sustainability priorities by combining:

- Market screening against peers and regulatory expectations.
- Impact and financial materiality scoring across ESG topics.
- Stakeholder engagement with customers, employees, partners, and external experts.
- Threshold setting and validation to determine material topics.
- Gap analysis against VSME reporting requirements.

The outcome is a European-specific set of material priorities, fully aligned with Global ambitions but tailored to regional business realities and EU regulatory requirements. These priorities form the foundation for Advantech Europe's sustainability strategy and structure the following chapters of this report.

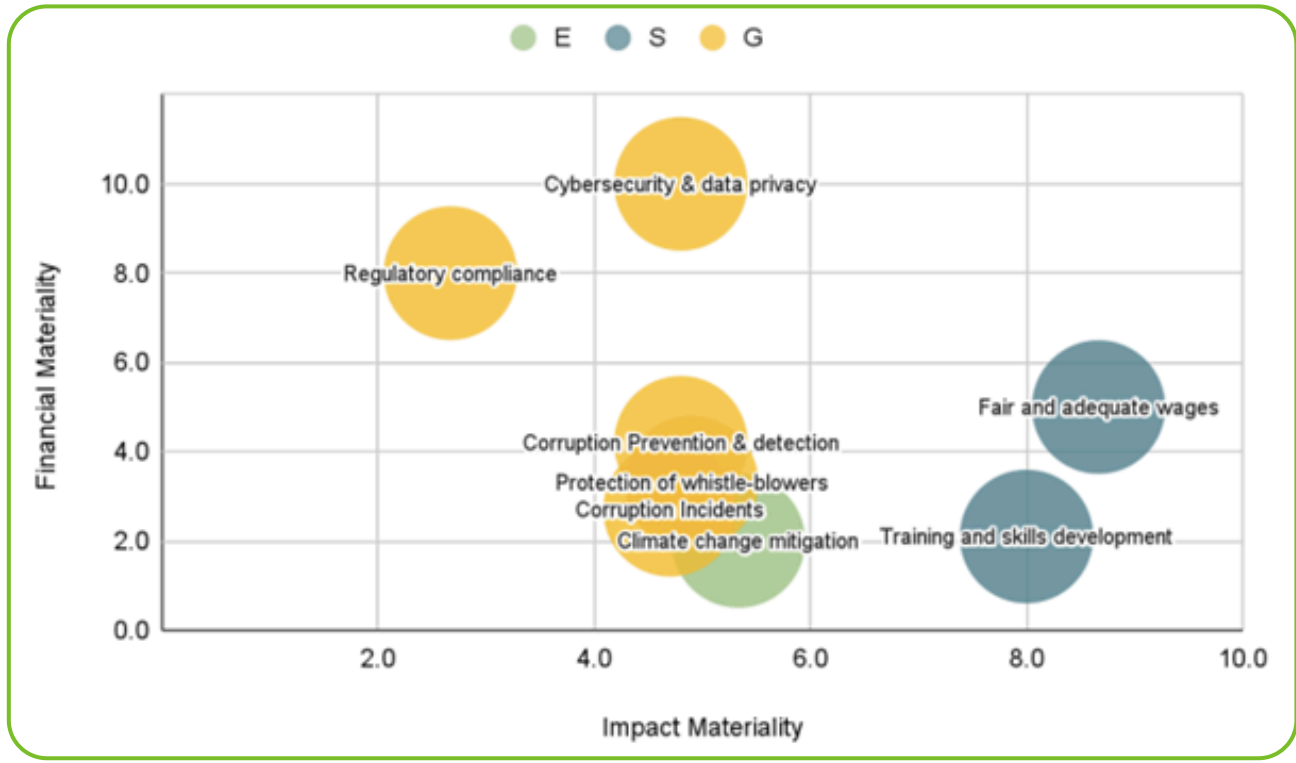
1.4 Materiality Assessment Outcome

The Double Materiality Assessment provided Advantech Europe with a consolidated view of its most relevant Environmental, Social and Governance (ESG) topics. The outcome of the assessment is presented in the following table and materiality matrix.

| | Topic | Sub-topic | Sub-sub-topic | Positive / Negative Impact | Actual / Potential Impact | Value chain location | Time Horizon | Risk / Opportunity | Impact Score | Financial Score |
|---|------------------|---|---|----------------------------|---------------------------|-------------------------------------|----------------------------|--------------------|--------------|-----------------|
| E | Climate Change | Climate change mitigation | | Positive | Actual | Own operations | Mid-term | Risk | 5 | 2 |
| S | Own workforce | Working conditions | Fair and adequate wages | Negative | Actual | Own operations | Long-term | Opportunity | 9 | 5 |
| S | Own workforce | Equal treatment and opportunities for all | Training and skills development | Positive | Actual | Own operations | Mid- and long-term | Risk / Opportunity | 8 | 2 |
| G | Business Conduct | Corruption & bribery | Protection of whistleblowers | Negative | Potential | Own operations | Short-, mid- and long-term | Risk | 5 | 3 |
| G | Business conduct | Corruption & bribery | Corruption & bribery prevention and detection | Negative | Potential | Own operations | Short-, mid- and long-term | Opportunity | 5 | 4 |
| G | Business Conduct | Corruption & bribery | Corruption & bribery incidents | Negative | Potential | Own operations, Upstream Downstream | Short-, mid- and long-term | Risk | 5 | 3 |
| G | Business Conduct | Cybersecurity & data privacy | Cybersecurity & data privacy | Negative | Potential | Own operations, Downstream | Short-, mid- and long-term | Risk | 5 | 10 |
| G | Business Conduct | Regulatory compliance | Regulatory compliance | Negative | Potential | Own operations | Short-, mid- and long-term | Risk | 3 | 8 |

1.4 Materiality Assessment Outcome (continued)

Key Insights



Social Priorities

Fair and adequate wages and Training and skills development emerged as material social topics, emphasizing employee well-being and long-term talent development across European operations.

Governance Prominence

The matrix highlights the **strength of Governance-related themes**-cybersecurity, regulatory compliance, and corruption prevention - all of which underpin business integrity and stakeholder trust.

High-Materiality Topics

- *Cybersecurity & data privacy, Regulatory compliance, and Fair and adequate wages* occupy the top-right quadrant, indicating both high stakeholder relevance and financial exposure.
- These topics will therefore receive focused coverage in the Governance and Social chapters of this report.

Environmental Relevance

Climate change mitigation remains a strategic environmental issue. While fewer environmental topics exceeded the threshold, decarbonization and energy-efficiency efforts remain key components of Advantech Europe's contribution to the group's global net-zero vision.

1.4 Materiality Assessment Outcome (continued)

Conclusion

Overall, the assessment confirmed that Advantech Europe’s material priorities are **balanced across people, governance, and climate action**, reflecting both regional stakeholder expectations and the organisation’s operational reality.

These eight material topics form the **structural backbone of this ESG Report**, guiding the narrative and disclosures in the following chapters:



Chapter 2

Environmental: climate and energy initiatives



Chapter 3

Social: workforce, engagement, and fair employment



Chapter 4

Governance: integrity, compliance, and data security



2

Environmental Dimension

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2.1 Approach and Context

Advantech Europe manages its environmental performance in alignment with the GHG Protocol, VSME, and ESRS (E1–E5). Reporting boundary includes all European entities under operational control.

Scope 1 & 2: full coverage. Scope 3: partial coverage.

Governance:



Cross-sector collaboration and solution focus

Advantech Europe’s strategy emphasizes cross-sector collaboration and the development of edge computing and AI-enabled solutions for industries such as healthcare, gaming, robotics & smart agriculture, digital signage, factory-automation, smart cities, retail, energy, logistics, and network security. These focus areas support sustainability objectives by enabling digitalisation, operational efficiency, and more resilient infrastructure for customers, including solutions that can reduce energy consumption, improve process efficiency, and support safer and more reliable operations across critical sectors.

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Responsible growth and market penetration

The strategy targets growth in high-growth European markets while strengthening core markets through structured, country-led integration and disciplined account development. By prioritising long-term customer relationships, standardised processes, and scalable business models, Advantech Europe seeks to balance growth with operational stability and risk management, which supports sustainable economic performance.

People, skills, and organisational development

Human resource transformation, shared service models, and the development of cross-sector engineering and technology capabilities form part of the strategic roadmap. These elements contribute to social sustainability by supporting employee skill development, internal mobility, collaboration, and a safer and more resilient organisation.

Governance and value-chain integration

The strategy includes stronger integration across regions, sectors, and channel partners, with unified processes, shared KPIs, and clearer accountability. This enhances governance, transparency, and oversight across the value chain, supporting responsible business conduct and alignment with regulatory and sustainability expectations in Europe.

2.2 Climate Change Mitigation and Energy Management

In support of global decarbonization goals, Advantech Europe has taken meaningful steps to reduce its operational carbon footprint and improve energy efficiency across offices and facilities.

Green Certificate of Origin for Energy

In 2025, Advantech Europe obtained a Green Certificate of Origin.



of electricity consumption now comes from renewable energy sources

Energy Efficiency Improvements

In September 2025, the Warsaw office completed a full lighting system upgrade, replacing conventional fixtures with energy-efficient LED systems.

This transition is expected to significantly reduce electricity use and related emissions.

This achievement directly contributes to Advantech's global renewable energy targets and demonstrates a tangible reduction in Scope 2 emissions.

- Strengthened sustainability positioning and environmental responsibility.
- 100% renewable electricity certified (2025).- Certification SMSK number : QSC-16022010

These initiatives form the foundation of Advantech Europe's contribution to climate change mitigation within the company's global net-zero roadmap.

2.3 Environmental Management Systems

In 2025, Advantech Europe achieved a major milestone by obtaining ISO 14001 certification, confirming the implementation of a robust Environmental Management System (EMS) across its operations.

- The certification ensures systematic management of environmental aspects, legal compliance, and continuous improvement in performance.
- The process also established consistent monitoring mechanisms across all European sites.

Indicators:

Strengthened environmental management processes and compliance

ISO 14001 certification officially awarded in Q1 2025

Complementing this, several European entities also advanced toward ISO 45001 certification, integrating occupational health and safety management (see Social chapter for details).

Regional targets have been set for 2026-2030 to strengthen environmental performance:

Target

Achieve at least

60%

renewable energy use across European sites

by 2030

Target

Reduce Scope 1 & 2 carbon intensity (kg CO₂e per € revenue)

by 50%

versus 2025

Target

Extend GHG inventory coverage to key Scope 3 categories

by 2027

2.4 Circular Economy and Resource Efficiency

Advantech Europe applies circular economy principles by designing products with durability, modularity, and energy efficiency in mind, enabling longer lifecycles, easier maintenance, and component reuse. The company emphasizes responsible sourcing and works to minimize waste by optimizing production processes, reducing packaging, and promoting recycling and take-back programmes where possible. By extending product lifespans, supporting repair and refurbishment, and improving resource efficiency across its operations and supply chain, Advantech Europe contributes to reducing environmental impact while creating sustainable value for customers and partners.

Advantech Europe continues to embed circular economy principles into its operations through innovative local partnerships and initiatives:

Circularity Collaboration at Ekkersrijt (Netherlands)






Together with the Municipality of Son en Breugel and local students, Advantech Europe launched the “Boosting Circular Economy at Ekkersrijt Industrial Symbiosis in Action” project.

This initiative contributes to the reduction of landfill waste and supports Advantech’s commitment to resource efficiency and circular material use.

Waste Management and Circular Economy

Advantech monitors waste streams across its facilities, categorizing waste into recyclable fractions and residual waste. Waste streams are categorized into recycled and non-recycled fractions to support circular economy objectives and to monitor environmental performance in line with ISO 14001 requirements

Main Waste Fractions (2025)

-  Paper and cardboard
-  Mixed industrial waste
-  Plastic
-  Electronic waste (WEEE)
-  Wood



2.4 Circular Economy and Resource Efficiency (continued)

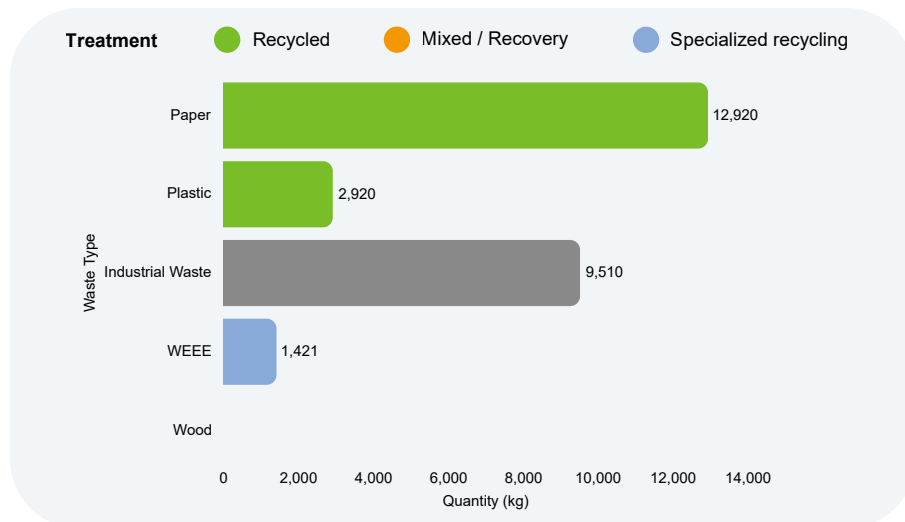
Waste Comparison 2024/2025

| Year | Paper [KG] | Plastic [KG] | Industrial (Mix) [KG] | Green [KG] |
|------|------------|--------------|-----------------------|------------|
| 2024 | 15650 | 7759 | 20738 | 588 |
| 2025 | 14200 | 3960 | 20150 | 240 |
| % | ↓ -9.30% | ↓ -49.00% | ↓ -2.80% | ↓ -59.20% |



Son en Breugel represents the largest contributor to total waste volumes.

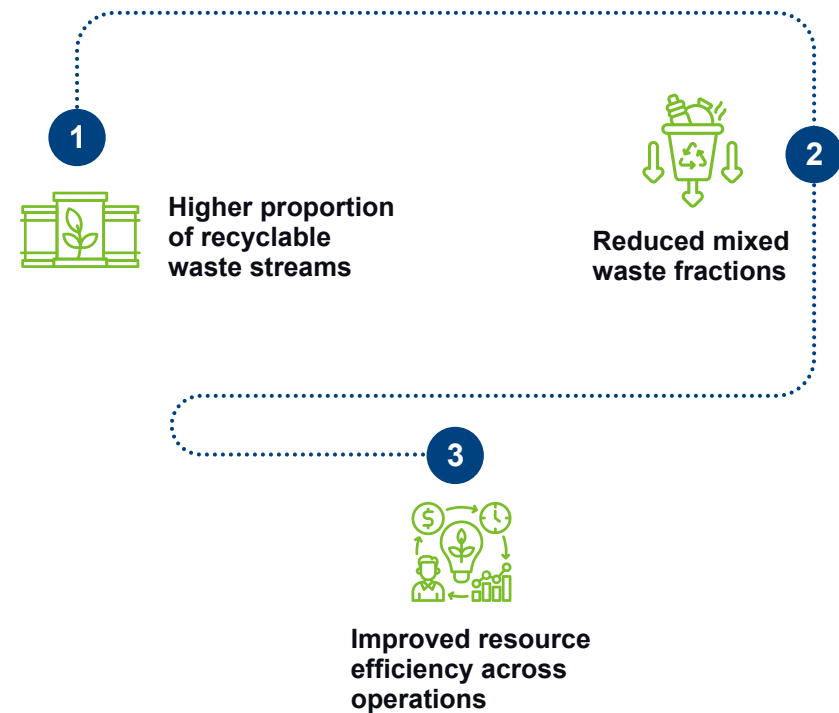
Waste Fractions (2025 Example – Son en Breugel)



Waste is segregated at source and processed through certified waste contractors. WEEE streams are handled in compliance with European directives.

Observed Outcomes

98.9%

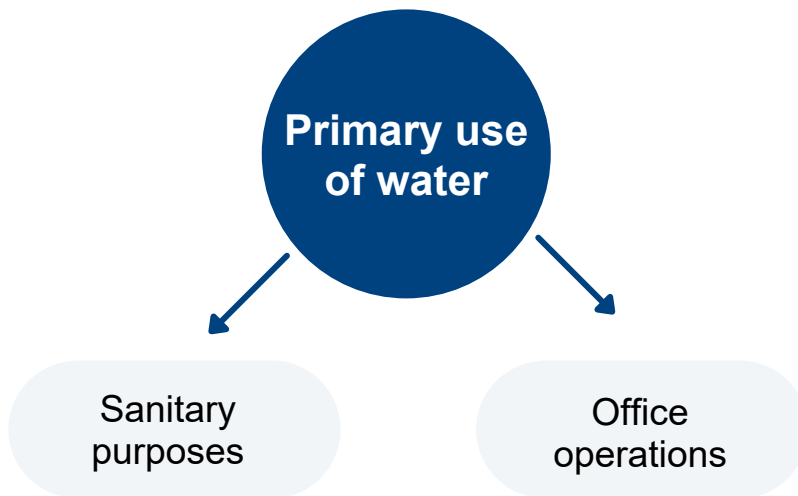
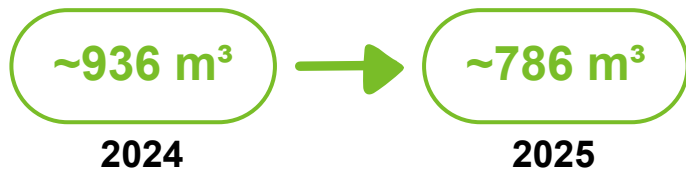


2.4 Circular Economy and Resource Efficiency (continued)

Water Consumption

Water consumption is tracked across operational sites where data is available.

Year Total Water Consumption



No water-intensive manufacturing processes are present within Advantech Europe's operations.

The decrease observed in 2025 is primarily due to improved measurement coverage and reduced consumption at key facilities.

Water consumption remains stable across facilities, with no significant water-intensive operations identified. Monitoring improvements are planned for facilities with limited data availability.



2.5 Scope 3 Emissions – Upstream Transportation (Purchased Goods)

Scope 3 Category 4 emissions relate to upstream transportation of purchased goods shipped from Taiwan and China to Advantech Europe locations in Son en Breugel, Germering, and Warsaw. Transport modes include air freight and sea freight.

Emissions were calculated using the tonne-kilometre method aligned with:

- GHG Protocol Scope 3 Category 4
- VSME Environmental Standard
- GLEC Framework / EN16258 transport methodology

Emission factors applied

Air freight (long-haul)



0.8 kg CO₂e / tonne-km

Sea freight (container average)



0.015 kg CO₂e / tonne-km

Distances applied

Taiwan → Europe (air) 9,800 km

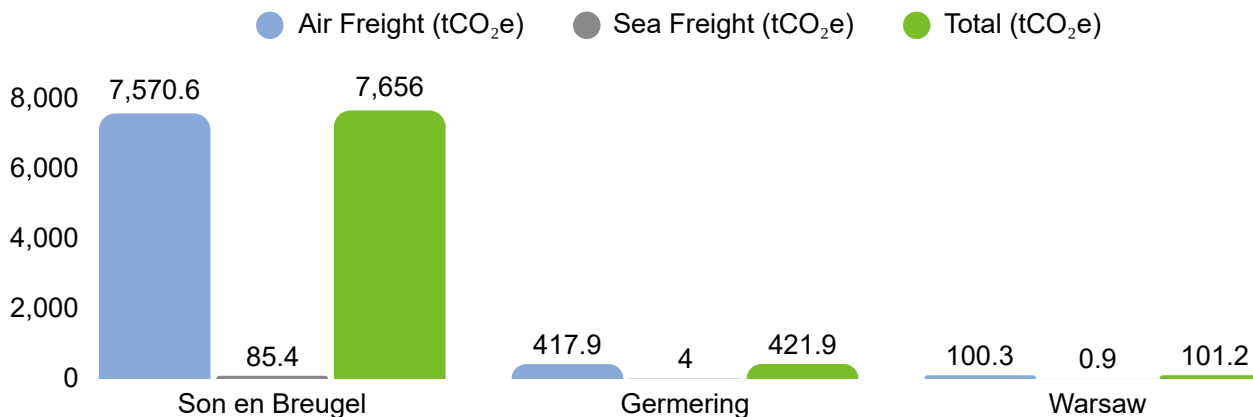
China → Europe (air) 8,800 km

Taiwan → Europe (sea) 10,500 km

Taiwan → Europe (sea) 9,500 km

Scope 3 Upstream

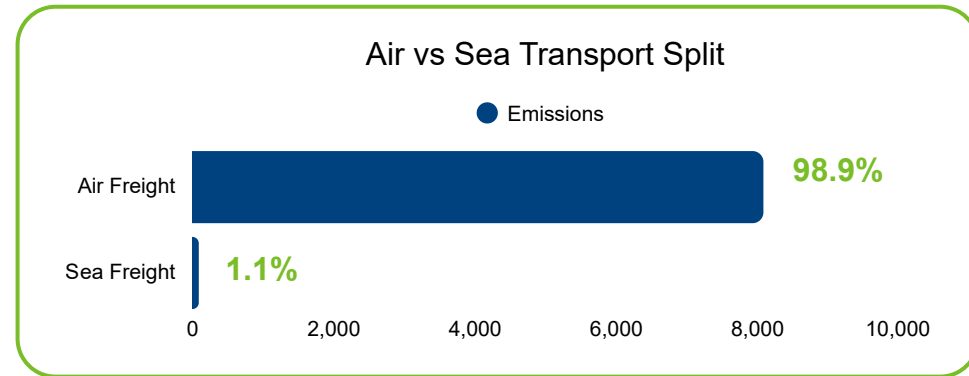
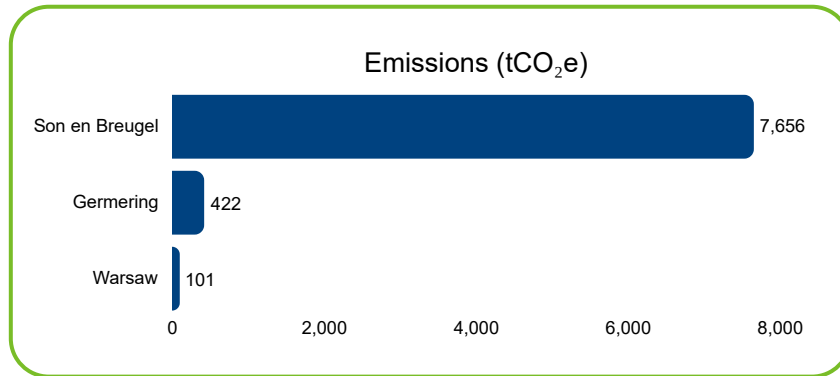
Scope 3 emissions by site (The only Logistic sites of Advantech Europe)



Air freight represents more than 98% of total transport emissions, reflecting long-haul intercontinental logistics from Asia to Europe.

2.5 Scope 3 Emissions – Upstream Transportation (Purchased Goods) - continued

Son en Breugel dominates emissions due to centralized procurement and distribution activities.



Methodology Statement

Scope 3 Category 4 upstream transportation emissions were calculated using the distance-based method:

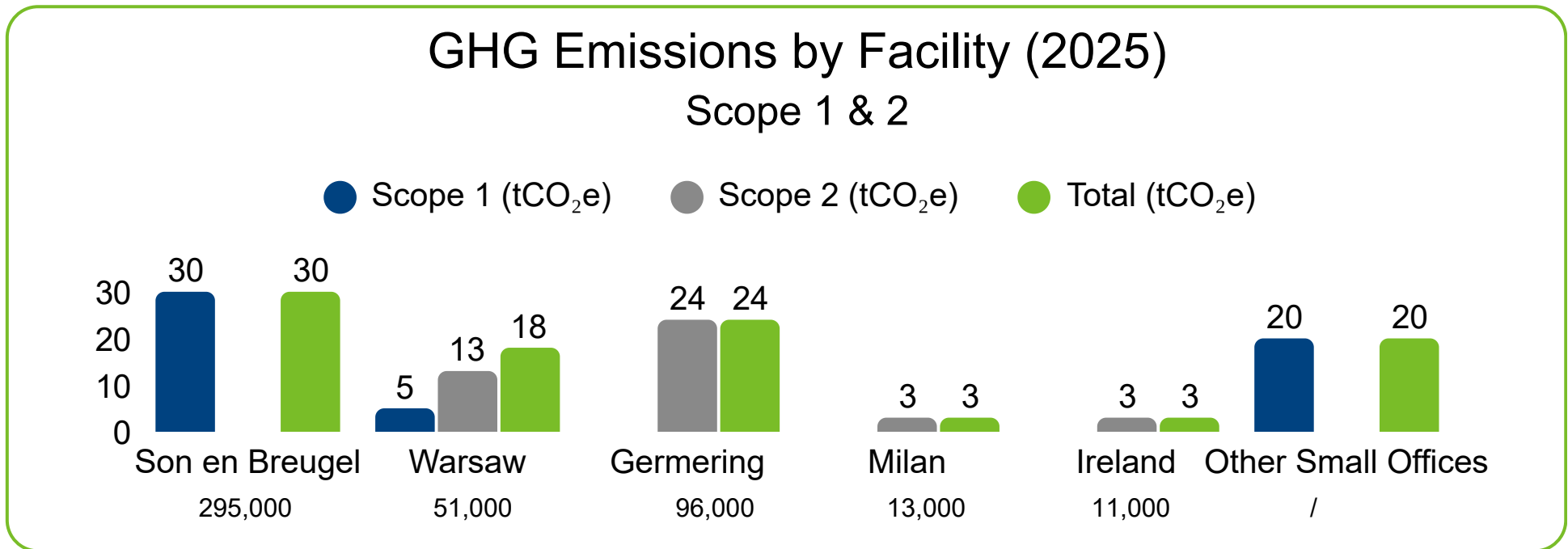
$$\text{CO}_2\text{e} = \text{Weight (tonnes)} \times \text{Distance (km)} \times \text{Emission factor (kg CO}_2\text{e / tonne-km)}$$

Transport distances represent conservative Europe-Asia averages. Emission factors are based on GLEC Framework aligned datasets for long-haul air cargo and containerized ocean freight. No downstream distribution or local last-mile transport included. Calculations represent inbound logistics only.

2.6 Greenhouse Gas Emissions (Scope 1, Scope 2 and Scope 3)

Advantech Europe reports its greenhouse gas (GHG) emissions in accordance with the GHG Protocol methodology. Scope 1 emissions include direct emissions from fuel combustion (natural gas and company vehicles), while Scope 2 emissions cover indirect emissions from purchased electricity.

Scope 2 emissions are calculated with standard European emission factors. The Son en Breugel facility procures 100% renewable electricity (wind and solar). A market-based calculation would result in significantly lower Scope 2 emissions.



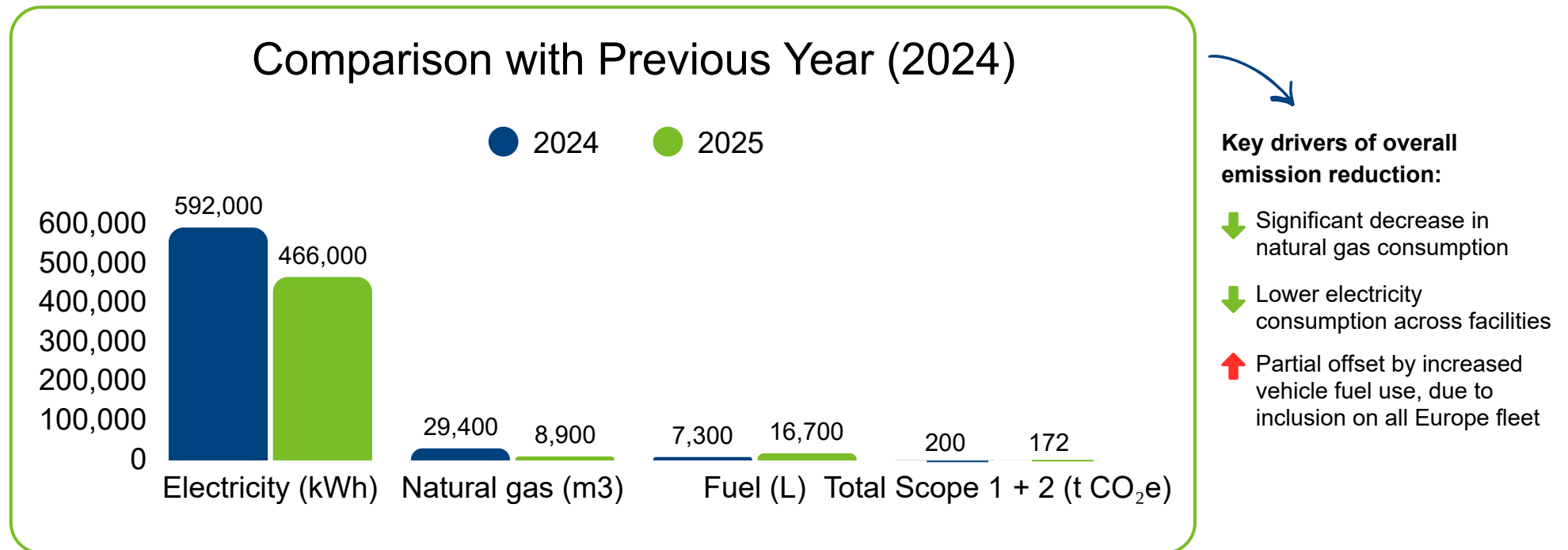
Son en Breugel electricity is sourced from 100% renewable wind and solar under a market-based contract.

2.6 Greenhouse Gas Emissions (Scope 1, Scope 2 and Scope 3) - continued

Comparison with Previous Year (2024)

Electricity consumption decreased from approximately 592,000 kWh in 2024 to 466,000 kWh in 2025. Natural gas consumption significantly decreased, while fuel consumption increased due to higher vehicle usage.

Overall Scope 1 and 2 emissions decreased compared to the previous year, driven mainly by reduced gas consumption.



2.6 Greenhouse Gas Emissions (Scope 1, Scope 2 and Scope 3) - continued

Downstream Emissions

Downstream emissions for Advantech Europe are currently limited to emissions from road transportation of products from company locations to customers within Europe (Scope 3, Category 9 – downstream distribution). These emissions arise from third-party logistics providers delivering goods via road freight across the European market. Based on available data, this transport activity represents the only quantified downstream emission source at this stage.

Other potential downstream emissions, such as those related to product use and end-of-life treatment, have not yet been assessed due to data limitations.

Advantech Europe aims to improve the completeness of its Scope 3 reporting over time by expanding data collection and coverage.

Commitment to reduce transport-related emissions:



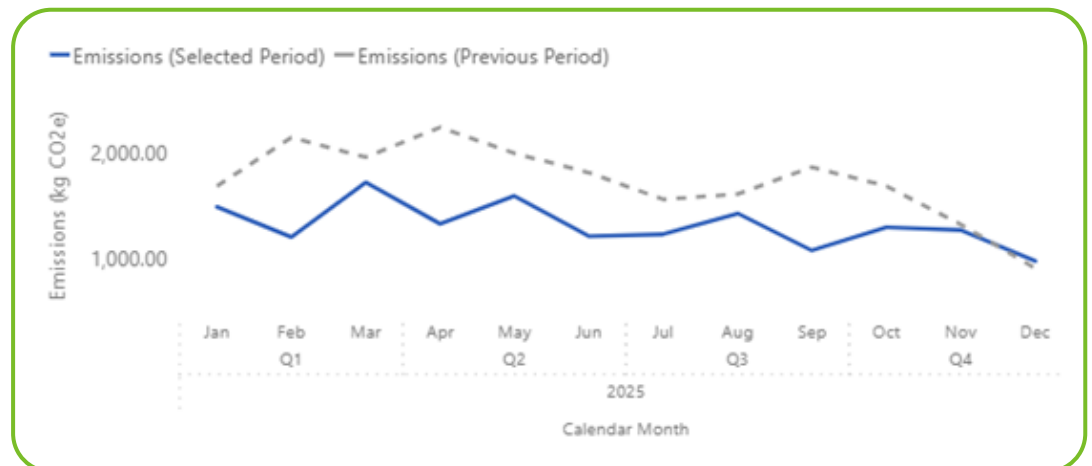
Optimize delivery routes



Collaborate with logistics partners to support lower-emission transport solutions



Increase load efficiency



2.6 Greenhouse Gas Emissions (Scope 1, Scope 2 and Scope 3) - continued

Product Lifecycle and Circularity



Advantech Europe’s products are primarily industrial in nature and are designed for long operational lifetimes, which contributes to reduced environmental impact over time.



To date, no requests for end-of-life treatment have been received through the company’s WEEE portal in recent years, indicating limited return flows for disposal or recycling.



Warsaw Repair Department

The company operates a repair department in Warsaw, which supports product longevity by enabling maintenance and refurbishment activities.

This approach contributes to Advantech Europe’s commitment to environmental responsibility by extending product lifecycles and reducing waste generation.



2.7 Biodiversity and Environmental Awareness

Beyond operational improvements, Advantech Europe promotes employee engagement and community participation in environmental initiatives.

These programmes not only strengthen environmental awareness but also foster a sense of shared responsibility among employees.



2.7 Biodiversity and Environmental Awareness (continued)

Future Priorities

Advantech Europe will continue to expand its environmental initiatives to achieve long-term alignment with both VSME and Advantech Global environmental commitments.

Planned actions for the coming reporting cycle include:

1

Extending **ISO 14001 implementation** to all operational entities.

2

Expanding **renewable energy sourcing** through additional green power purchase agreements.

3

Conducting a comprehensive **carbon footprint assessment** covering Scopes 1 and 2, and initiating data collection for Scope 3.

4

Strengthening **environmental data management** and reporting capabilities under the VSME framework.

The environmental data presented in section 2 supports the identification, monitoring, and continuous improvement of significant environmental aspects in line with ISO 14001 requirements. The organisation remains committed to reducing environmental impact, improving data accuracy, and enhancing sustainability performance across all operations

3

Social Dimension

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3.1 Approach and Context

Global Belief:

Advantech Europe's social strategy builds on the company's global belief that people are central to sustainable progress - ensuring a safe, fair, and inspiring workplace where employees can grow, collaborate, and contribute to the community.



Aligned with Advantech Global's "People and Society" framework (adapted from the global report), the European region prioritizes:

Health and Safety

Engagement and Development

Diversity and Inclusion

Community Impact

in line with the VSME standard and European labor principles.

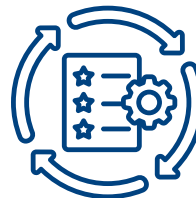
3.2 Occupational Health and Safety

Protecting employee health and safety remains a top priority. In 2025 Advantech Europe achieved ISO 45001 certification, validating a proactive approach to risk prevention and workplace well-being.



ISO 45001 Certification

- Strengthened safety culture and hazard-prevention processes.
- ISO 45001 certified in Q1 2025

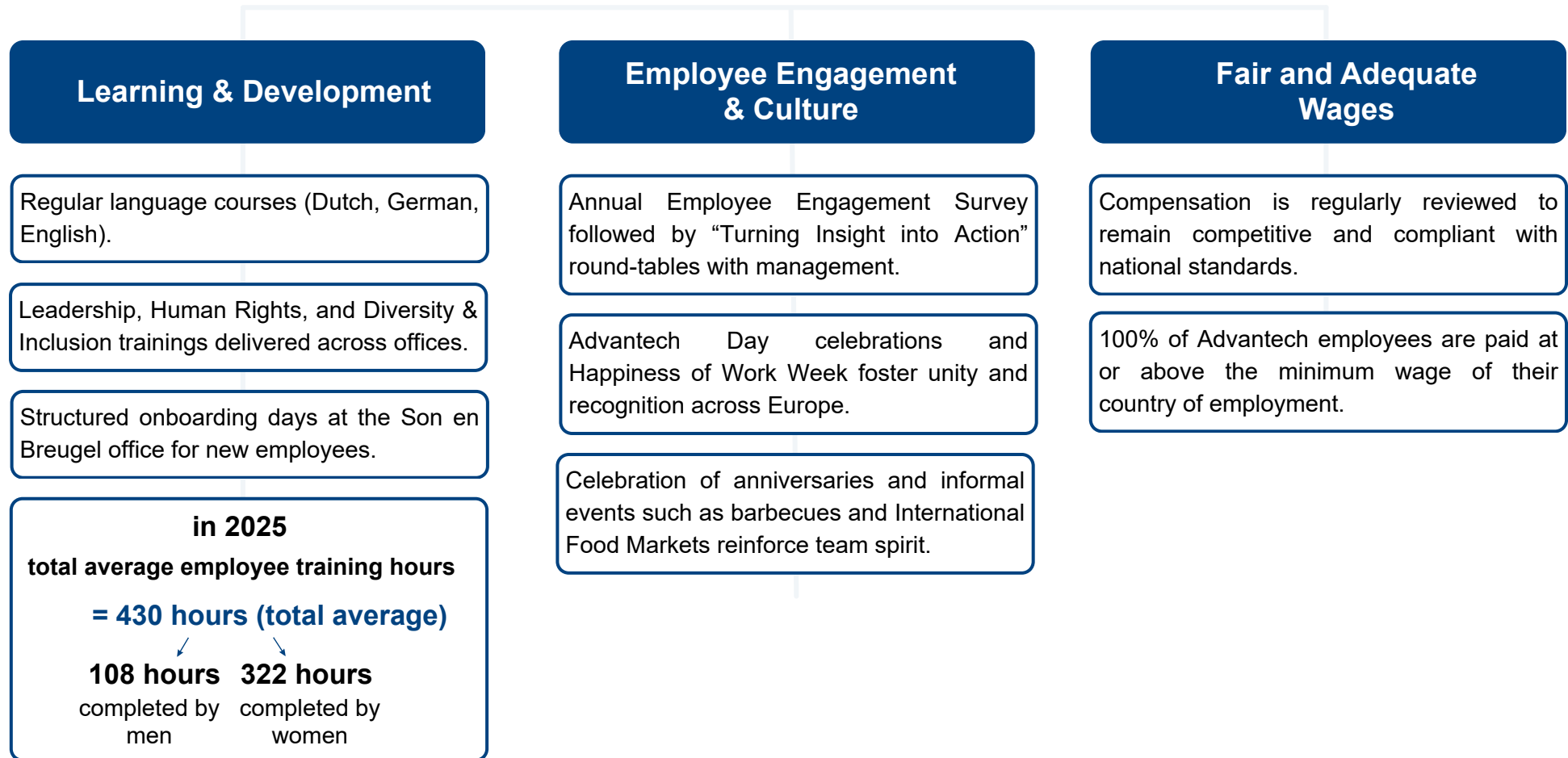


Training and Continuous Improvement

Regular HSE training and internal audits ensure that occupational risks are identified, corrective actions implemented, and employee feedback integrated into ongoing improvements.

3.3 Employee Engagement and Development

Advantech Europe promotes continuous learning, open communication, and employee empowerment.



3.4 Diversity, Equity and Inclusion

Advantech Europe embraces diversity as a source of creativity and innovation.

Pride Month 2025

During Pride Month, the Advantech Europe team published an article on “Respect”, reaffirming public support for the LGBTQ+ community and promoting an inclusive, equal, and friendly workplace.

Policy Framework

In 2025 Advantech Europe formally published its Human Rights Policy, Anti-Discrimination and Anti-Sexual Harassment Policies, and updated HSE Policies across all European entities.

In this reporting period, the female-to-male ratio of Advantech’s workforce is 0.3, both for employees and at the management level.

3.5 Health & Well-Being Programmes

Employee well-being is promoted through targeted health initiatives and balanced-workplace programmes. Health programmes in Germany and the Netherlands include preventive screenings and wellness sessions. Regular well-being communication campaigns emphasize healthy lifestyles and mental-health awareness.

Netherlands (*Local PMO*)

The local PMO (Preventief Medisch Onderzoek) framework is implemented across all employees, offering periodic health checks and customized follow-up programmes. These screenings include physical and mental health evaluations, enabling early detection of stress-related risks and ergonomic issues. Based on outcomes, each employee receives a tailor-made health improvement plan designed in collaboration with occupational health specialists.

Netherlands (*RI&E*)

Advantech Netherlands also conducts a structured “Risk Inventory & Evaluation” (RI&E) process to systematically identify and mitigate workplace health and safety risks. This legal requirement under Dutch occupational health regulations supports continuous improvement of the working environment and employee well-being.

3.5 Health & Well-Being Programs

Poland

In Poland, employee representation actively participates in occupational health and safety committees, ensuring that local working conditions and preventive health measures reflect employee feedback and legal requirements. Regular health screenings are offered to staff, with the option for additional preventive check-ups coordinated through certified medical partners.

All European sites

Across all European sites, mental health remains a strategic focus area. Advantech Europe is developing region-wide awareness programmes on psychological safety, stress management, and resilience training to foster a supportive and inclusive workplace culture.

3.6 Community Involvement and Social Responsibility

Advantech Europe actively engages with local communities, focusing on solidarity, health, and education.

Donation Programmes

Support for animal shelters, children with cancer, and local blood-donation campaigns.

World Food Day Initiatives

Food drives across multiple offices supporting local food banks (see Environmental Chapter 2.5).

Social Fond in Poland

Providing targeted community support.

Marathon Participation

The Advantech Europe Running Team joined the ASML Marathon in the Netherlands for the third consecutive year, promoting health and team engagement.

These initiatives reflect Advantech Europe's role as a responsible corporate citizen, building bridges between employees, communities, and the broader society.

3.7 Future Priorities

Looking ahead, Advantech Europe will:

Broaden coverage of ISO 45001 certification to all European operations.

Introduce structured DEI and leadership training metrics.

Expand volunteering and community partnerships to reinforce social impact.

Summary

Through structured management systems, inclusive policies, and vibrant engagement initiatives, Advantech Europe continues to strengthen its social foundation.

By valuing its people and communities, the company demonstrates that social sustainability and business success are inseparable - a principle that underpins its ongoing growth and contribution to Advantech's global ESG ambitions.



4

Governance Dimension

| | |
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Rules

Board

Policy

Governance

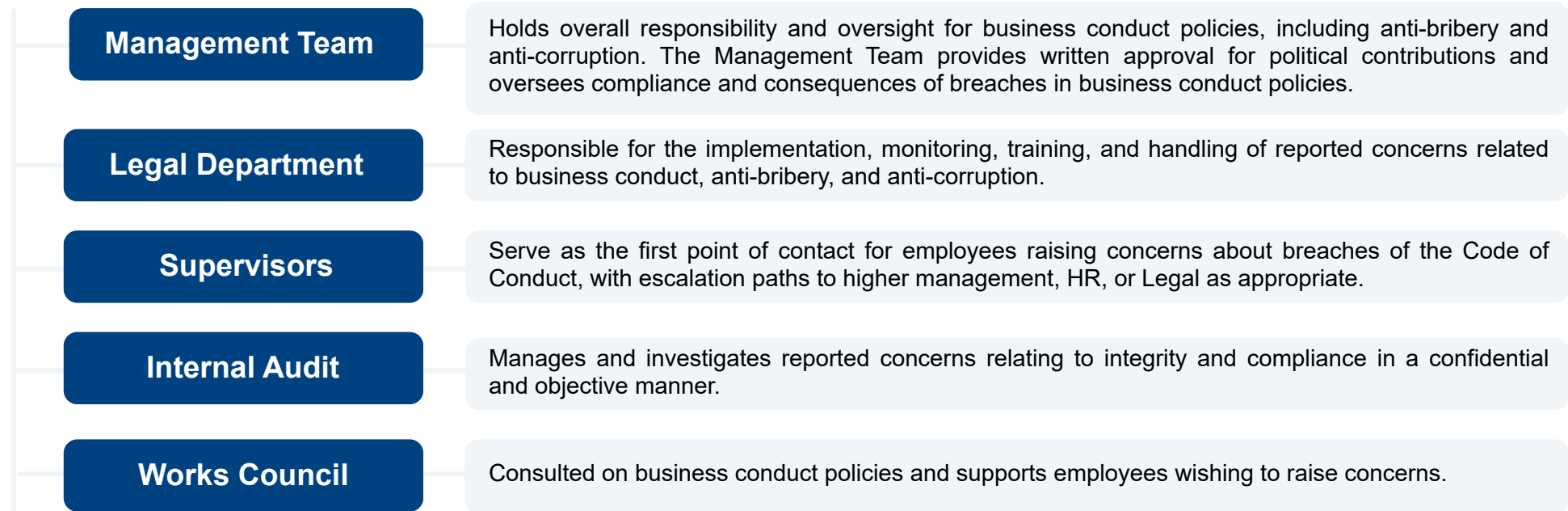
Decisions

Committee

Administration

4.1 Approach and Context

The role of Advantech Europe's administrative, management, and supervisory bodies in relation to business conduct is structured as follows:



All bodies are required to act promptly and objectively in investigating potential breaches. The company's policies define roles at every level to enforce compliance, promote awareness, evaluate adherence, and address violations with appropriate disciplinary action.

The expertise of these bodies is reflected in the Code of Conduct and related governance policies, which are developed, approved, and overseen by company leadership. These governing documents apply to all employees, officers, directors, contractors, trainees, and interns, and establish binding rules for ethical behaviour, legal compliance, and responsible business practices. Leadership sets the tone through formal commitment statements and consistent modelling of ethical conduct, while the Legal Department remains accountable for implementation, training, and the handling of reported concerns.

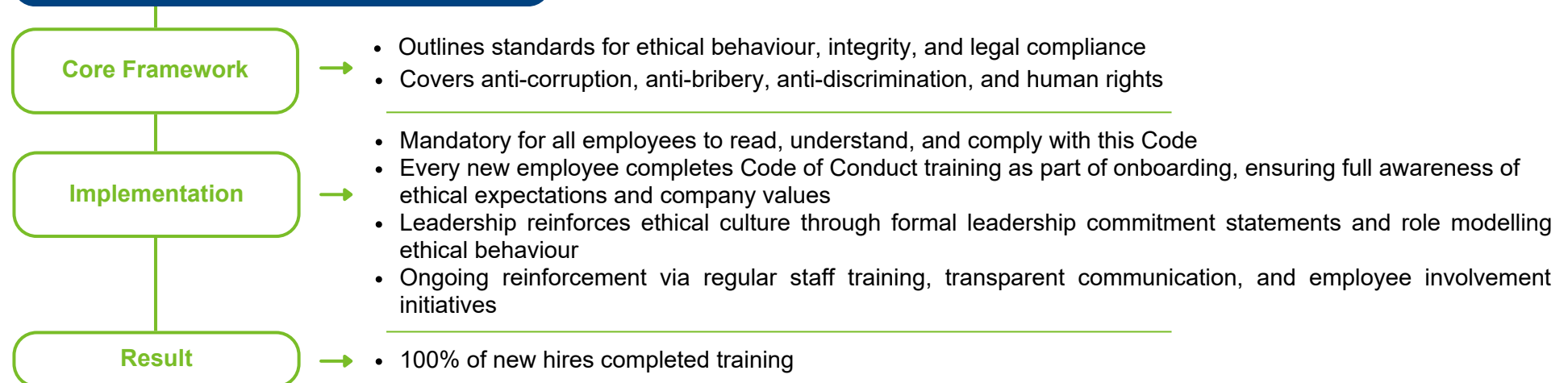
4.1 Approach and Context (continued)

Advantech Europe's sustainability strategy is built on a foundation of strong governance and ethical conduct. The region operates under a comprehensive governance framework that brings together corporate ethics, data protection, cybersecurity, responsible innovation, and regulatory compliance into a coherent and integrated whole. This framework reflects Advantech Global's core principles of integrity and transparency, while being tailored to address the specific European regulatory environment - including compliance obligations under GDPR, CRA, AI Act, Data Act and applicable corporate sustainability reporting requirements.

4.2 Ethics and Compliance

Advantech Europe maintains clear policies, training programmes, and reporting mechanisms to ensure that all employees, officers, directors, contractors, trainees, and interns act with integrity, comply with applicable laws, and uphold the company's values. Business conduct standards are reinforced through leadership commitment, regular training, transparent communication, and well-defined accountability structures.

Code of Conduct and Ethical Standards



4.2 Ethics and Compliance (continued)

Anti-Bribery and Anti-Corruption Policy

Policy Scope

- Detailed guidelines to prevent, detect, and address any form of bribery or corruption
- Zero-tolerance approach to bribery and corruption
- Prohibits any form of bribery, facilitation payments, kickbacks, or improper advantage
- Applies to employees and third parties

Controls

- Strict rules on gifts, hospitality, entertainment, and charitable and political contributions → Must be modest, approved, and accurately documented in line with internal accounting and anti-money laundering standards

Governance & Enforcement

- • Mandatory onboarding training on anti-corruption compliance for all employees
- Additional role-specific training may be required depending on location, function, or risk exposure
- Reported incidents are investigated confidentially, promptly, and objectively by the Legal Department, with the Management Team retaining overall oversight
- Non-compliance may result in disciplinary action including termination, contract termination for third parties, and possible civil or criminal prosecution.

Compliance Indicators

- • 100% of new employees trained on anti-bribery compliance.
- Zero confirmed bribery or corruption incidents, zero convictions, and zero fines for violation of anti-corruption or anti-bribery laws (in the reporting year).

Trade Compliance

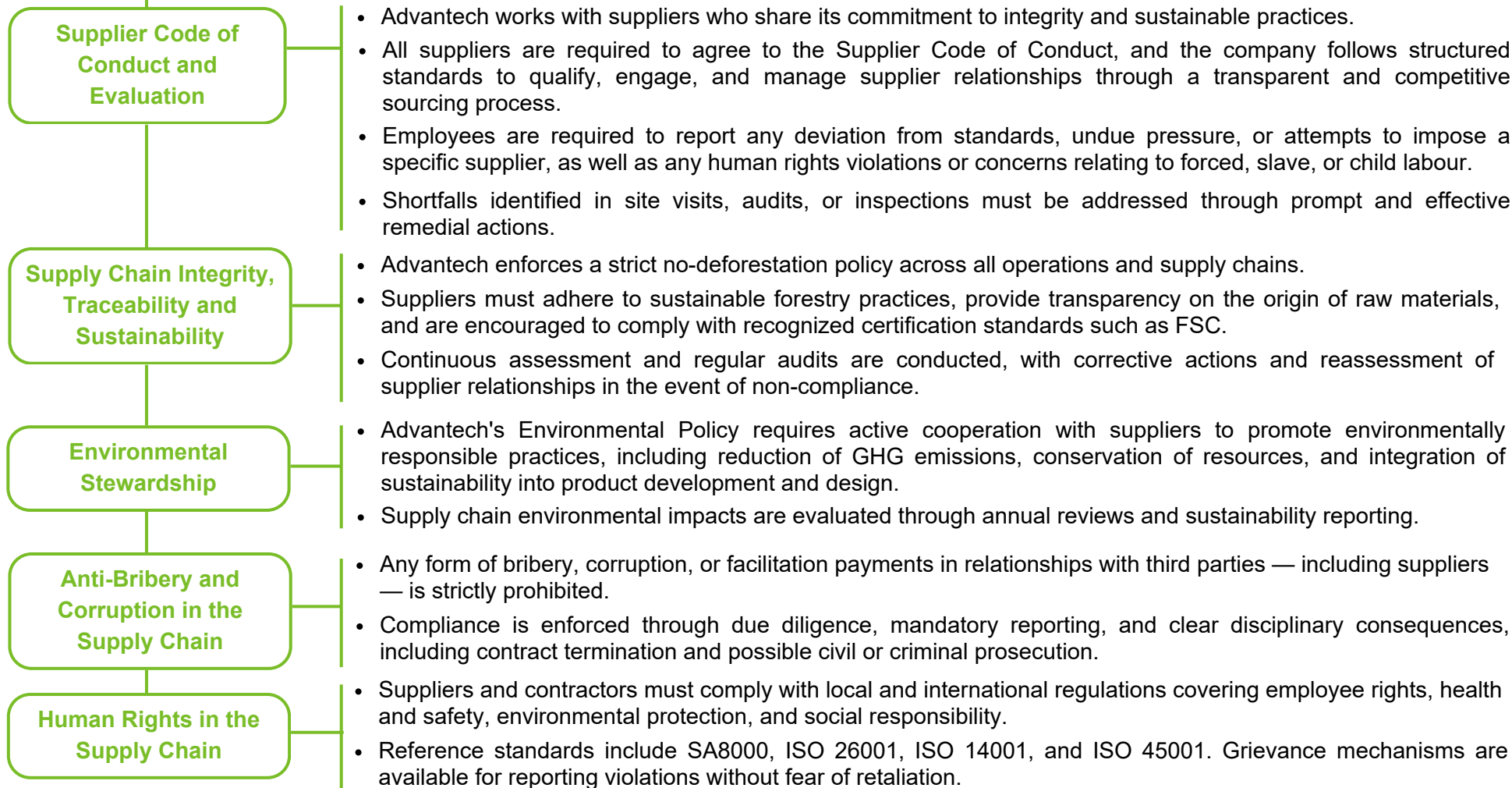
- Export Control Assurance is signed by every newly registered customer to ensure full adherence to international trade regulations.

4.2 Ethics and Compliance (continued)

Supplier Code of Conduct



Advantech Europe manages its relationships with suppliers through established policies and procedures that emphasize responsible sourcing, sustainability, and integrity throughout the procurement process.



4.2 Ethics and Compliance (continued)

Supplier Code of Conduct

Social and Environmental Criteria in Supplier Selection

- Advantech Europe incorporates social and environmental criteria into the selection of supply-side contractual partners.
- Procurement processes favour suppliers who uphold high environmental standards, demonstrate zero-deforestation commitment, and comply with human rights and occupational safety obligations.
- Environmental impact is assessed through ongoing supplier engagement and audits, and non-compliance with environmental or social criteria may lead to reassessment of the supplier relationship.

4.3 Whistleblowing

Advantech Europe is subject to the legal requirements of the EU Whistleblower Protection Directive (Directive (EU) 2019/1937) and applicable national implementing legislation across its European entities. In line with these legal obligations, the company maintains a formal whistleblower protection framework that guarantees the confidentiality of reports, prohibits any form of retaliation against persons reporting in good faith.

1.Reporting Access

- Accessible and secure reporting channels to all employees
- Reports may be submitted confidentially through the Whistleblowing Channel, which includes the FaceUp digital reporting platform and access to De Dijk Vertrouwenspersonen, an independent external confidential advisor service
- Real-name reporting is encouraged
- Anonymous reports are accepted when sufficient information is provided

2. Confidentiality & Investigation

- All cases are handled confidentially, under strict non-retaliation principles
- Investigations are assigned by the Chairman to an independent team
- Findings are reported to the Audit Committee
- Records of investigations are retained for at least five years

3. Framework

- Advantech Europe follows the global Advantech Whistleblower Report Processing Guideline (amended April 2023), which applies to all subsidiaries
- Applies to all operational entities within the European reporting boundary
- The policy provides employees and external stakeholders with a secure way to report suspected misconduct, including breaches of the Code of Conduct, corruption, fraud, harassment, discrimination, or other unethical behaviours.

Reporting Outcome

0

whistleblowing cases were registered within Advantech Europe

4.4 Data Protection and Privacy

Data privacy is a key component of Advantech Europe’s governance structure. The company applies rigorous controls, frequent audits, and continuous employee training to ensure full compliance with the General Data Protection Regulation (GDPR).

Training and Awareness

- Annual GDPR training completed by all employees.
- Specialized GDPR sessions for Marketing (direct marketing) and Poster teams.
- *Customer audit result:* rated “Mature” (highest level) for GDPR compliance.

Data Mapping and Management

- Data mapping exercises conducted every six months to maintain an updated overview of all processing activities.
- Comprehensive policy framework in place, including:
 - *Privacy Notice*
 - *Employee Privacy Notice*
 - *Data Breach Policy*
 - *Data Retention Policy*
 - *Record of Processing Activities Policy*

Certificates and Audits

ISO 27001 certification maintained in 2024 and 2025, demonstrating adherence to global information security standards.

4.5 Cybersecurity and Information Security Management

Cybersecurity is a top priority for Advantech Europe and a cornerstone of its governance structure. Advantech Europe has experienced no major cybersecurity incidents, no downtime, and no data-related lawsuits in recent years - evidence of the maturity of its cybersecurity governance. The region maintains a multi-layered, risk-based security programme that combines technology, training, and governance oversight.

Key Controls & Metrics

1

ISO 27001 certification for all production sites since 2022; re-certified to the upgraded IEC 27001:2022 standard in June 2025.

2

Quarterly security awareness trainings for all employees (completion rate > 93%).

3

Phishing simulations conducted regularly to assess awareness.

4

Regular penetration testing and vulnerability management programmes.

5

Multi-factor authentication (MFA) mandatory for all systems.

6

Layered security approach combining endpoint, network, and cloud protection.

4.5 Cybersecurity and Information Security Management (continued)

Key Controls & Metrics

- 7 **Least-privilege** and need-to-know principles enforced across systems.
- 8 **Encryption** applied to protect sensitive and personal data.
- 9 **Attack surface monitoring** and prompt incident-response protocols.
- 10 **Supply-chain risk management** programme in place.
- 11 **NIS2 Compliance**
- 12 **EU Cyber Resilience Act (CRA) Compliance Programme**

Advantech Europe is closely monitoring and actively preparing for compliance with Regulation (EU) 2024/2847, the EU Cyber Resilience Act (CRA), which entered into force on 10 December 2024.

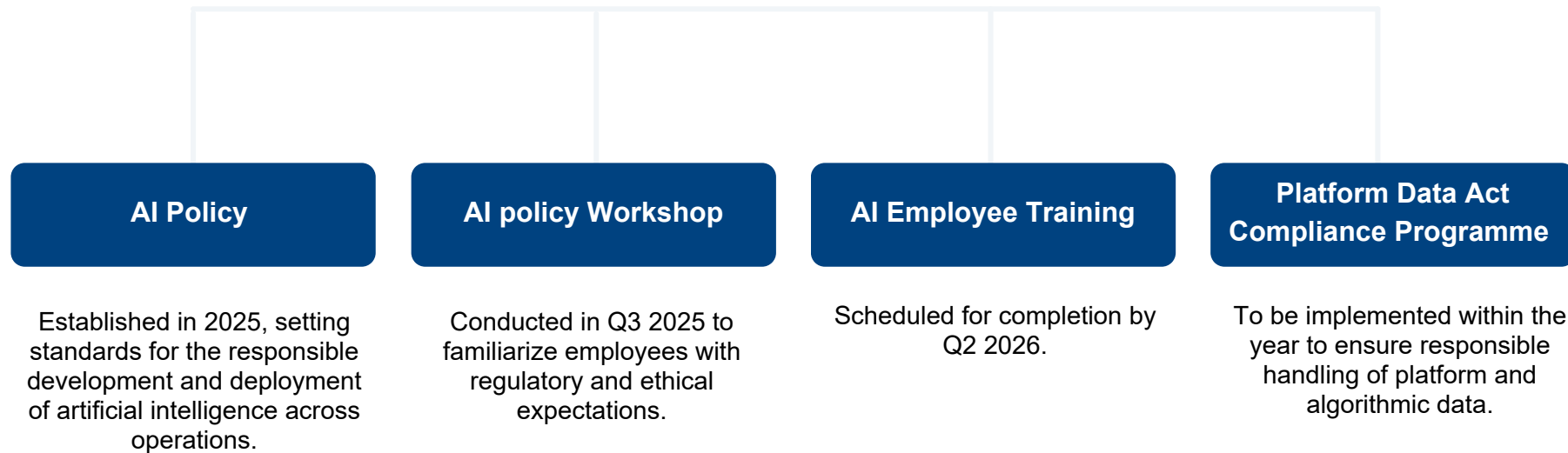
Key regulatory milestones and Advantech Europe's preparedness posture

Note: The CRA roadmap may be adjusted by Advantech Europe B.V. from time to time based on regulatory changes and compliance requirements.



4.6 Responsible Innovation and AI Governance

As digital technologies evolve, Advantech Europe ensures that its innovation practices align with ethical and legal frameworks.



To strengthen these commitments, Advantech Europe is implementing a structured AI and data-ethics governance model. The framework defines clear oversight responsibilities across management levels, ensuring accountability, transparency, and ethical alignment in every stage of AI system design, deployment, and monitoring.

4.6 Responsible Innovation and AI Governance (continued)

The following chart illustrates the implementation roadmap and the roles involved in operationalizing these oversight mechanisms.



4.7 ESG and Reporting Compliance

VSME-Aligned ESG Report

Advantech Europe is publishing its first VSME-aligned ESG report, ensuring structured disclosure across the Environmental, Social, and Governance dimensions.



CSRD-Aligned Reporting

This process establishes a consistent and auditable foundation for future CSRD-aligned reporting.



ESG Data Management

Internal roles and responsibilities for ESG data management, validation, and review have been defined to ensure transparency and continuous improvement.

4.8 Future Priorities

Advantech Europe will continue to strengthen its governance systems through:

Continuous enhancement of GDPR and data-privacy training.

Integration of cybersecurity and ESG governance metrics into management reviews.

Regular evaluation of ethical and trade-compliance risks across the value chain.

Summary

Advantech Europe's governance framework demonstrates maturity, integrity, and future readiness.

From data protection and cybersecurity to anti-corruption, AI governance, and trade compliance, every pillar of the framework reinforces the organisation's commitment to transparency, accountability, and responsible innovation.

By integrating these practices into its day-to-day operations, Advantech Europe ensures that good governance remains the foundation of sustainable growth and stakeholder trust.

5

Conclusion and Outlook

Advantech Europe's first VSME-aligned report will mark a significant step forward in strengthening the region's sustainability governance, transparency, and strategic alignment with Advantech Global's vision of enabling an intelligent and sustainable planet.

This document brings together the results of a robust Double Materiality Assessment, a series of environmental and social milestones, and the consolidation of a governance framework.

It provides an internal documentation of the steps done before, during and after the DMA engagement, summarizing the key actions and focus points of Advantech's ESG journey.



Advantech's Progress

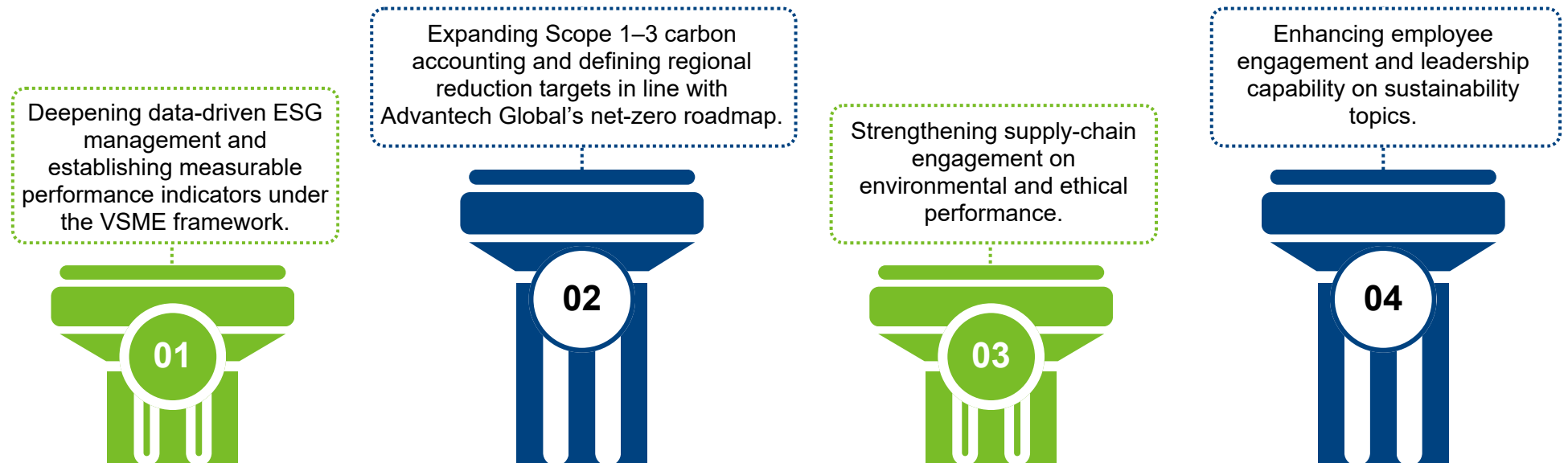
Across all three ESG dimensions, Advantech Europe has demonstrated measurable progress and a clear commitment to continuous improvement.

| Environmental | Social | Governance |
|--|---|---|
| 100% renewable electricity certification, ISO 14001 environmental management system, and a growing portfolio of local initiatives supporting energy efficiency and biodiversity. | ISO 45001 certification, a culture of learning and engagement, new human rights and anti-discrimination policies, and broad participation in community and inclusion initiatives. | Robust cybersecurity and data protection systems, transparent compliance processes, and forward-looking AI and digital governance frameworks. |

Together, these achievements reinforce a culture of responsibility, integrity, and innovation across the European organisation.

Looking Ahead

As Advantech Europe moves into the next phase of its sustainability journey, the focus will be on:



Annex 1: Description of the Materiality Assessment Approach

Advantech Europe's Double Materiality Assessment (DMA) was designed and executed in line with the VSME standard and informed by the European Sustainability Reporting Standards (ESRS). The objective was to identify the sustainability matters most relevant to our business and stakeholders, ensuring both impact materiality (our positive and negative effects on people and the environment) and financial materiality (sustainability factors that may influence our financial performance and resilience) were considered in equal measure.

The process was structured around a clear sequence of analytical and participatory steps, building a progressively sharper picture of what matters most to Advantech Europe.

Establishing the Long-List of Topics

We began by constructing a long-list of potential sustainability topics, drawing primarily from the ESRS 1 AR16 list of suggested topics.

This comprehensive list was then cross-checked against:

- Advantech Global's ESG priorities and commitments, ensuring alignment with our parent organisation's vision.
- Peer and competitor disclosures, to benchmark against sector practices in ICT and industrial IoT.
- External frameworks and regulations, including the EU Green Deal, Fit for 55 package, and emerging CSRD expectations.
- Industry trends and risks, as reflected in market analyses and sustainability research.

This long-list ensured full coverage of environmental, social, and governance dimensions before narrowing down to what is most relevant in the European context. The long list of topics screened by Advantech is found in Annex 3 of this report.

Assessing Relevance and Short-Listing Topics

From the long-list, topics were filtered through a relevance screening exercise. Here, we asked: "Which of these issues are truly connected to Advantech Europe's operations, supply chains, products, and stakeholders?"

- Topics deemed irrelevant or immaterial (e.g., outside of our value chain or regulatory exposure) were excluded.
- Those with a direct or indirect link to our business were carried forward into the short-list.

This stage was supported by internal discussions, expert judgment, and early stakeholder inputs, to avoid overlooking emerging or less visible issues.

Impact Materiality Scoring

For each short-listed topic, we conducted an impact scoring exercise. This considered:

- Scale and severity of potential impacts (how significant are the consequences if they occur?).
- Likelihood of occurrence (based on sector data, stakeholder inputs, and contextual risk factors).
- Irremediability (the difficulty of reversing or mitigating an adverse outcome once it has occurred).

Scoring was performed using structured templates, allowing for consistent evaluation across all topics. This step highlighted where Advantech Europe has the most significant outward impact on people and planet.

Financial Materiality Scoring

In parallel, we assessed the financial dimension of materiality. Each topic was evaluated for its potential to influence EBITDA, CAPEX, and cash flows through:

- Transition and regulatory risks (e.g., cost of compliance, carbon pricing).
- Market risks (e.g., customer preferences for sustainable solutions).
- Operational risks (e.g., supply chain resilience, energy price volatility).

Scores were adjusted for likelihood and feasibility of mitigation, producing a weighted financial value for each topic. This step ensured that ESG considerations were not only understood as impact areas but also as drivers of business risk and opportunity.

Stakeholder Engagement

Stakeholders are at the heart of double materiality. To validate and enrich the scoring exercises, we engaged with:

- Employees across functions.
- Customers and partners who rely on our products and services.
- Suppliers providing context on industry challenges and their input and feedback on Advantech's ESG efforts and priorities

Through surveys, workshops, and targeted consultations, we tested our assumptions and captured external expectations, ensuring that the final materiality outcomes reflected a balance of business priorities and stakeholder concerns.



Thresholds and Validation

To determine which topics qualify as “material” under the VSME standard, we established clear thresholds for both impact and financial scoring. Topics exceeding these thresholds were designated material, while borderline topics were subject to additional discussion and validation.

This process ensured a transparent and defensible boundary-setting approach, consistent with ESRS expectations.

Consolidation and Gap Analysis

The results were consolidated into a DMA Report, presenting in detail methods and assumptions, scoring outcomes, rationale, and the emerging list of material topics. Finally, we conducted a gap analysis against VSME requirements, to confirm that all required disclosures were covered and to highlight areas where additional data, policies, or governance enhancements may be needed.

This comprehensive process, carried out in close collaboration with Brightest, provided a robust, evidence-based foundation for identifying Advantech Europe's material topics. It also ensures that our reporting is aligned with international best practices, comparable to peers, and prepared for CSRD assurance in the years ahead.

Annex 2: ESG matters screened for materiality (ESRS 1, AR16 table + company- and industry-specific matters)

| ESRS | Topic | Sub-topic | Sub-sub-topic |
|---------|-----------------------------|--|---|
| ESRS E1 | Climate change | <ul style="list-style-type: none"> - Climate change adaptation - Climate change mitigation - Energy | |
| ESRS E2 | Pollution | <ul style="list-style-type: none"> - Pollution of air - Pollution of water - Pollution of soil - Pollution of living organisms and food recourses - Substances of concern - Substances of very high concern - Microplastics | |
| ESRS E3 | Water and marine resources | <ul style="list-style-type: none"> - Water - Marine resources | <ul style="list-style-type: none"> - Water consumption - Water withdrawals - Water discharges - Water discharges to water bodies and oceans - Extraction and use of marine resources |
| ESRS E4 | Biodiversity and ecosystems | <ul style="list-style-type: none"> - Direct impact drivers of biodiversity loss | <ul style="list-style-type: none"> - Climate change - Land-use change, fresh water-use change, and sea-use change - Direct exploitation - Invasive alien species - Pollution - Others |
| | | <ul style="list-style-type: none"> - Impacts on the state of species | <ul style="list-style-type: none"> - Species population size - Species global extinction risk |
| | | <ul style="list-style-type: none"> - Impacts on the extent and condition of ecosystems | <ul style="list-style-type: none"> - Land degradation - Desertification - Soil sealing |
| | | <ul style="list-style-type: none"> - Impacts on and dependencies of ecosystem services | |

| | | | |
|---------|----------------------------|---|---|
| ESRS E5 | Circular economy | <ul style="list-style-type: none"> - Resource inflows, including resource use - Resource outflows related to products and services - Waste | |
| ESRS S1 | Own workforce | <ul style="list-style-type: none"> - Working conditions | <ul style="list-style-type: none"> - Secure Employment - Working Time - Adequate Wages - Social Dialogue - Freedom of Association, the existence of works councils, and the information, consultation, and participation rights of workers - Collective bargaining, including rate of workers covered by collective agreements - Work-life balance - Health and safety - Equal treatment and opportunities for all |
| | | <ul style="list-style-type: none"> - Equal treatment and opportunities for all | <ul style="list-style-type: none"> - Gender equality and equal pay for work of equal value - Training and skills development - Employment and inclusion of persons with disabilities - Measures against violence and harassment in the workplace - Diversity |
| | | <ul style="list-style-type: none"> - Other work-related rights | <ul style="list-style-type: none"> - Child labour - Forced labour - Adequate housing - Privacy |
| ESRS S2 | Workers in the value chain | <ul style="list-style-type: none"> - Working conditions | <ul style="list-style-type: none"> - Secure Employment - Working Time - Adequate Wages - Social Dialogue - Freedom of Association, the existence of works councils - Collective bargaining - Work-life balance - Health and safety |

| | | | |
|---------|----------------------------|--|---|
| ESRS S2 | Workers in the value chain | - Equal treatment and opportunities for all | <ul style="list-style-type: none"> - Gender equality and equal pay for work of equal value - Training and skills development - Employment and inclusion of persons with disabilities - Measures against violence and harassment in the workplace - Diversity |
| | | - Other work-related rights | <ul style="list-style-type: none"> - Child labour - Forced labour - Adequate housing - Water and sanitation - Privacy |
| ESRS S3 | Affected communities | - Communities' economic, social, and cultural rights | <ul style="list-style-type: none"> - Adequate housing - Adequate food - Water and sanitation - Land-related impacts - Security-related impacts |
| | | - Communities' civil and political rights | <ul style="list-style-type: none"> - Freedom of expression - Freedom of assembly - Impacts on human rights defenders |
| | | - Rights of indigenous peoples | <ul style="list-style-type: none"> - Free, prior and informed consent - Self-determination - Cultural rights |
| ESRS S4 | Consumers and end-users | - Information-related impacts for consumers and/or end-users | <ul style="list-style-type: none"> - Privacy - Freedom of expression - Access to (quality) information |
| | | - Personal safety of consumers and/or end-users | <ul style="list-style-type: none"> - Health and safety - Security of a person - Protection of children |
| | | - Social inclusion of consumers and/or end-users | <ul style="list-style-type: none"> - Non-discrimination - Access to products and services - Responsible marketing practices |

| | | | |
|-----------------|------------------|-------------------------------|---|
| ESRS G1 | Business conduct | - Corporate Culture | <ul style="list-style-type: none"> - Protection of whistleblowers - Animal welfare - Political engagement - Management of relationships with suppliers, including payment practices |
| | | - Corruption and bribery | <ul style="list-style-type: none"> - Prevention and detection, including training - Incidents |
| G1 - extra ESRS | Business conduct | -Cybersecurity & data privacy | -Cybersecurity & data privacy |
| | | -Regulatory compliance | -Regulatory compliance |

Annex 3: Long-list of selected relevant topics

| Theme | Topic | Sub-topic | Sub-sub-topic |
|---------------|--------------------------|--|---|
| Environmental | Climate change | Climate change adaptation | |
| Environmental | Climate change | Climate change mitigation | |
| Environmental | Climate change | Energy | |
| Environmental | Water & Marine Resources | Water | Water consumption |
| Environmental | Circular economy | Resources inflows, including resource use | |
| Environmental | Circular economy | Resource outflows related to products and services | |
| Environmental | Circular economy | Waste | |
| Social | Own workforce | Working conditions | Secure employment |
| Social | Own workforce | Working conditions | Working time |
| Social | Own workforce | Working conditions | Fair and adequate wages |
| Social | Own workforce | Working conditions | Health and safety - Production |
| Social | Own workforce | Working conditions | Health and safety - Offices |
| Social | Own workforce | Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value |
| Social | Own workforce | Equal treatment and opportunities for all | Training and skills development |
| Social | Own workforce | Equal treatment and opportunities for all | Employment and inclusion of persons with disabilities |
| Social | Own workforce | Equal treatment and opportunities for all | Diversity |
| Social | Own workforce | Other work-related rights | Privacy |

| | | | |
|-------------------|------------------|---|--|
| Governance | Business Conduct | Corporate culture | |
| Governance | Business Conduct | Protection of whistleblowers | |
| Governance | Business Conduct | Management of relationships with suppliers (including payment practices) | |
| Governance | Business Conduct | Corruption and bribery | Prevention and detection, including training |
| Governance | Business Conduct | Corruption and bribery | Incidents |
| Governance | Business Conduct | Cybersecurity & data privacy | |
| Governance | Business Conduct | Regulatory compliance | |

Advantech Europe B.V.

For any questions or advice, please contact European Legal Supervisor Wan-Li Zhan
Email: Wan-Li.Zhan@advantech.nl

Advantech Europe B.V. Science Park Eindhoven 5708 | 5692 ER Son
en Breugel, the Netherlands

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