



ELKA INTERNATIONAL LTD.

2024 Sustainability Report





Table of Contents

■	Commitment to Sustainable Business Operation	01
■	About Elka	03
■	Material Topics Analysis and Identification	06
■	Corporate Governance	08
■	Environmental Protection	21
■	Social Inclusion	27
■	Sustainable Future	33

Commitment to Sustainable Business Operation



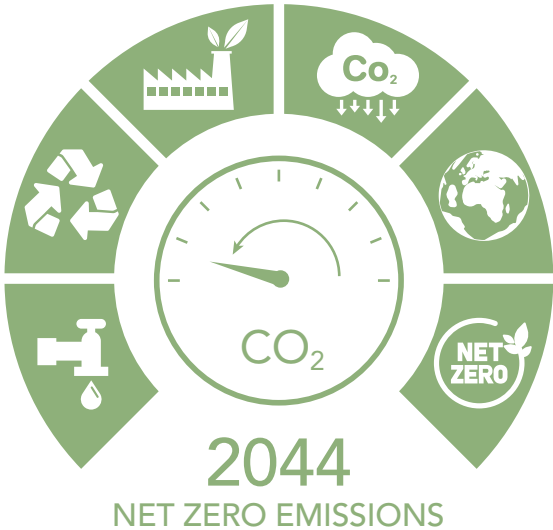
Founded in 1974, Elka proudly celebrates its 50th anniversary—a milestone shaped by innovation, perseverance, and the collective efforts of our customers, suppliers, colleagues, and partners. We deeply thank you for being part of this journey.

Elka has long been a pioneer in high-frequency connection technology, offering advanced solutions across cables, connectors, and integrated systems. As we grow, we continue to expand into new sectors—from aerospace to medical—exploring the boundless potential of future technologies.

With a strong foundation in R&D and digital transformation, we leverage smart systems and AI to elevate customer experience, optimize operations, and deliver value beyond expectations.

Sustainability is embedded in everything we do. We are committed to reducing emissions, conserving energy, and fostering a responsible, inclusive workplace. As global citizens, we strive to drive positive impact for people, industry, and the planet.

Elka remains guided by our core values—quality, reliability, honesty and responsibility — while continuously evolving to meet new challenges. With integrity and partnership at heart, we look forward to creating a sustainable and shared success for all.



Chairman
Eric Ting

President
Roy Ting



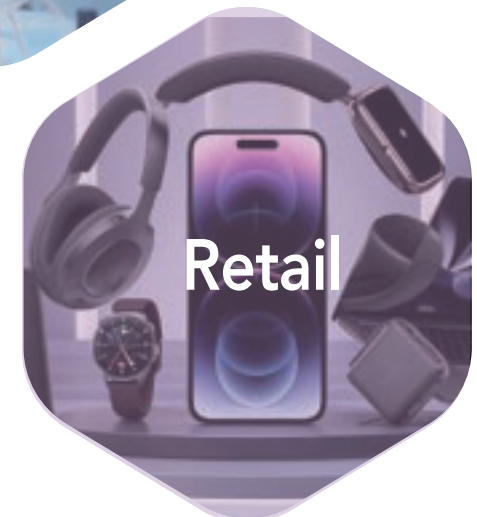
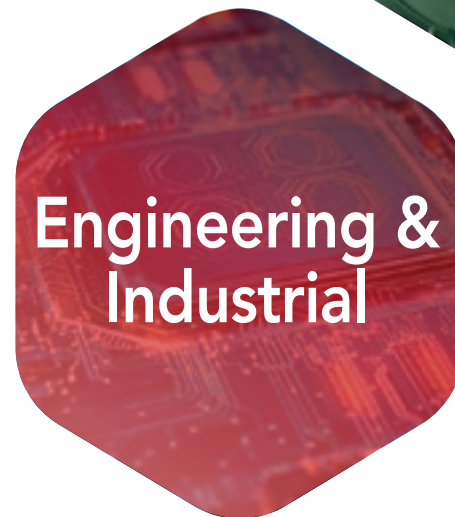
Our ESG Achievement

2024 New Taipei Enterprise Classic Awards



Mayor of New Taipei City
Yu-Ih, Hou

Turnkey- Management





Our four operating bases of the Elka Group are in Taiwan, China, and Malaysia. The headquarters is in Taiwan, with production bases in Malaysia and China. The Elkat Electronics (M) Sdn. Bhd. founded in Malaysia in 1991, the Dongguan Yungtay Electronics Co. Ltd. was established in Guangdong, China in 1999, and Kunshan Everlink Technology Ltd. was set up in 2005 to meet Elka’s growing business. There have been no major changes in the organizational scale and supply chain during this reporting period, nor were there any products that were banned from sale or recalled by law.

Elka’s customers are located in the USA, Canada, Japan, Singapore, Germany, Belgium, France, the UK, China, etc. Our customers include the consumer, retail, and industrial industries.

Participation in Public Associations

Elka is committed to sustainability and aims to reduce carbon emissions to zero. The company plans to explore new business models and opportunities by connecting various industries and value chains to achieve this goal. Elka will also actively participate in domestic and foreign initiatives and associations to facilitate sustainable development and product technology innovation and establish cooperative relationships.

Memberships



USB IF
(USB Implementers Forum)



VESA
(Video Electronics Standards Association)



HDMI LA
(HDMI Licensing Administrator, Inc.)

HDMI FORUM



PCI-SIG
Peripheral Component Interconnect
Special Interest Group



IPC
Association Connecting Electronics Industries



WHMA
(Wiring Harness Manufacturer's Association)

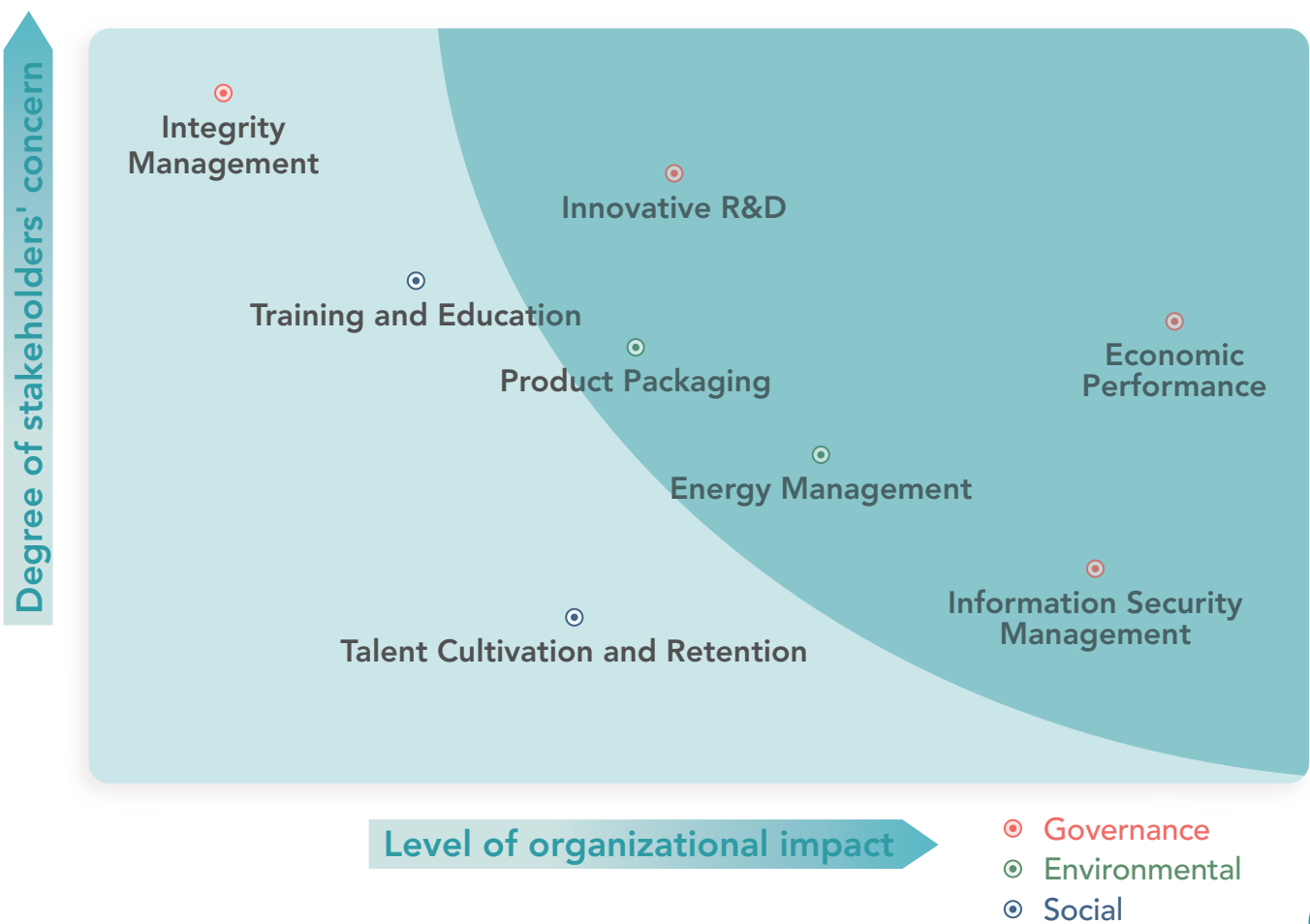


Elka identified the material topics that the stakeholders showed concern about following GRI standards and through a systematic analysis model. The topics identified were used for the compilation of this Report, while at the same time, serving as the reference base for the Company to develop sustainable development goals and strategies.

The materiality analysis of this Report was conducted in five major steps, including Identification of Stakeholders, Summary of ESG Topics, Survey on Topics of Concern, Identification of Material Topics, and Review and Discussions. These topics were the basis for discussions among the senior executives of the Company, and the sustainability report editorial team before the determination of the eight major topics for the 2024 Sustainability Report and disclosure of their management approaches.

Matrix diagram of material topics

The matrix diagram of Elka’s material topics of 2024 is as follows (40 corporate sustainability topics and 8 material topics were identified).



At Elka, we are committed to driving forward sustainability measures, all with the goal of shaping a better tomorrow. From advancing renewable energy solutions and green product design to optimizing quality management, we embed the concept of sustainable growth into both our management systems and corporate culture.



Energy Management

- Complete GHG emission & product carbon footprint
- Introduce carbon management platform
- Optimize energy efficiency
- Increase renewable energy use

Environmental Resources Management

- Implement green supply chain
- Integrate green materials
- Optimize product size

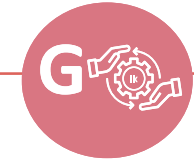
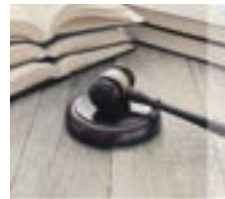


Talent Development

- Recruit and retain talent
- Prioritize talent growth and support
- Promote a diverse, equitable, safe, and inclusive workplace

Social Inclusion

- Fulfill corporate social responsibility
- Promote the ELKA Net-Zero Green Living Movement



- Adhere to core values
- Expand EMSC business model
- Establish private cloud for cybersecurity
- Develop ELKA AI
- Innovate R&D technologies and enhance R&D center
- Enhance patent portfolio & technology transfer strategy



Business Philosophy Core Values

Elka is a pioneering leader in the manufacturing of cables and connectors. We are committed to the core principles of quality, reliability, honesty, and responsibility, delivering comprehensive solutions and integrated services that maximize value for our customers and suppliers

We serve our customer to **WIN**.



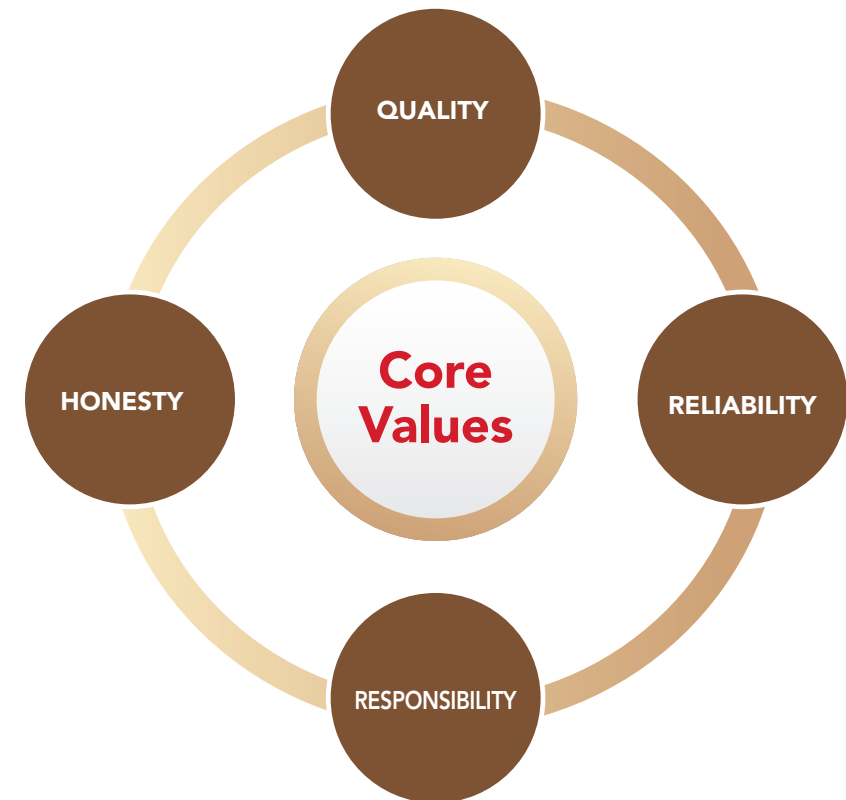
We take care of our supplier to **WIN**.

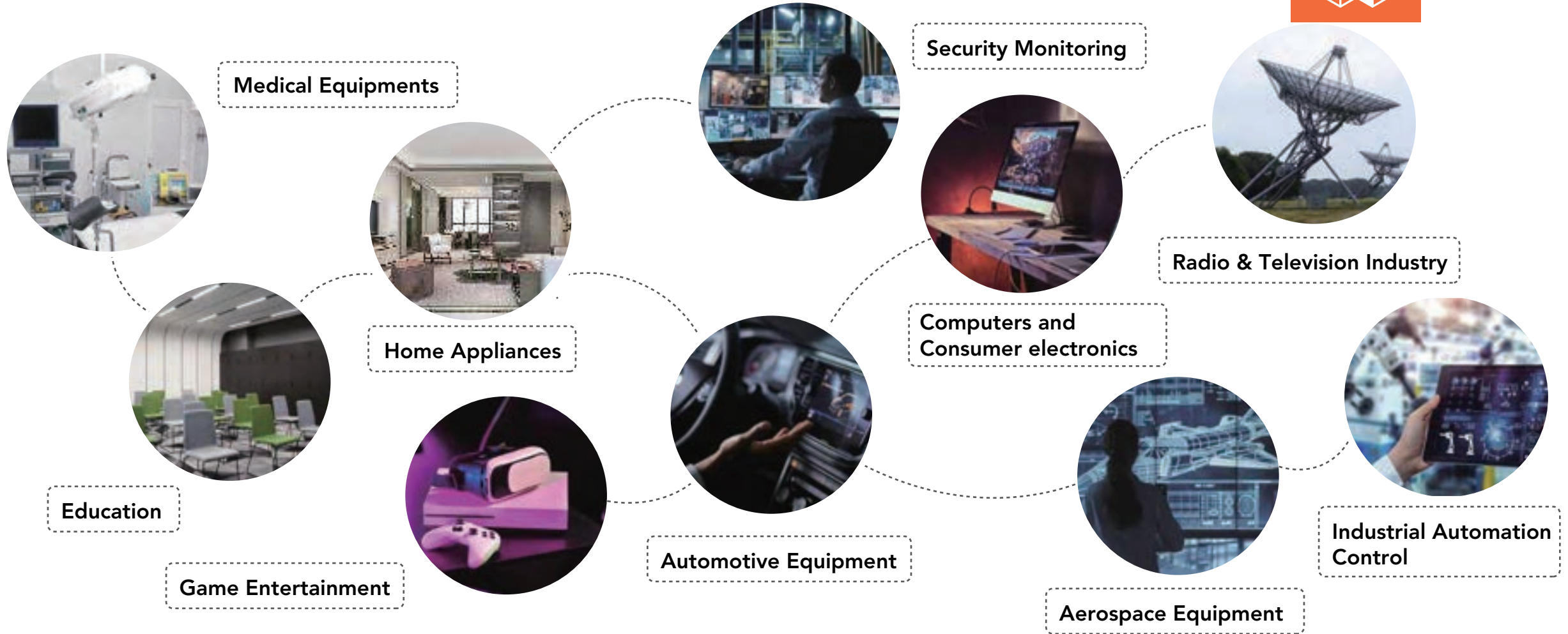
We make ourselves better to **WIN**.

Customer satisfaction:

We're pleased to see that customers highly rated:

- Service Quality : **4.79 / 5**
- Product Satisfaction : **4.63 / 5**
- Technical Support : **4.63 / 5**





Elka is a leading pioneer in the manufacturing of cables and connectors. We adhere to the core principles of quality, reliability, honesty, and responsibility, offering comprehensive solutions and integrated services to maximize value for our customers and suppliers.

In the future, Elka will not only continue to invest in pioneering product development and cutting-edge technologies, to provide our customers with a variety of product choices and solutions, but also to commit to the path of sustainability.

Risk Management

Elka follows the current management system and internal control of the Company and actively faces and controls all the risks that should be put into consideration in the operation process. The control measures taken are as follows:

Weekly: Executive meetings are held to discuss daily operational risks and develop corresponding measures.

Monthly: Management Meeting are held to assess future risks, monitor progress, and establish strategies for improving operations.

Quarterly: The Board of Directors is mainly responsible for improving supervision function and strengthening the management mechanism. The Board members oversee the operations team to ensure that the team strictly abides by all regulations and enhances information transparency.



Risk management, impact, and countermeasures:

Type of Risk	Risk Assessment	Countermeasures and Actions
Financial Risk	Exchange rate changes	Control strategy for exchange rate changes: To effectively lower the impact of exchange rate changes on revenues and profits, the Company adopts natural hedging and pays close attention to changes and information in the foreign exchange market every day, adopting conservative principles for exchange currency hedging by undertaking forward exchange with spot foreign exchange transactions to carry out hedging operations.
Financial Risk	Interest rate changes	Control strategy for interest rate changes: 1. Monitor the changes in the market interest rates, control borrowing positions and grasp real-time capital status, evaluate financing tools and amount based on the annual budget needs, and reduce capital costs. 2. Maintain good relationships with banks to capture the best interest rate.
Operational Risk	Shortage of raw materials, causing the inability for Elka to make delivery to customers	Part of the raw materials Elka purchases are supplied by a single supplier, and risks that the supplies may not meet the demand or that alternative source cannot be found in time may occur. If Elka cannot obtain sufficient necessary raw materials in time or when the raw material prices rise significantly and the increased costs cannot be passed on the customers, Elka's revenues and profits will be impacted. To reduce the risk of material shortage, in addition to developing new suppliers, Elka also continues to ask customers to improve their accuracy of demand forecasts to ensure that the Company can maintain sufficient inventory levels.
Operational Risk	Attainment of operational goals	The annual policies and attainment of goals are managed through regular business performance meetings.
Talent Risk	Personal cultivation and education & training	Initiate multi-faceted talent cultivation programs, such as 1. ELKA COLLEGE: Internal and cross-departmental education and training held by the Company 2. ELKA SUBLIMATION PLAN: A training plan encouraging employees to improve themselves. The Company provides a fixed amount of subsidy to foster talents for both Elka and the society. 3. Language training: The Company hires professional teachers to improve employees' business English skills.
Information Safety Risk	Maintain business secrets, transaction security, customer and employee privacy management, and information security management	When using information technology and the internet for the improvement of the production efficiency and management effectiveness, it also means exposure to information security risks. If information security management is not conducted, the Company may face penalties in relevant laws and regulations in the future. Comprehensive and sound information security management can also reduce the company's cost risk. To effectively manage the information security and the customer privacy regulations, all the employees of the Company have signed a confidentiality statement before entering the Company to avoid the leakage of sensitive information. The Company has updated information security equipment and will continue the investment to maintain information security and customer privacy in the future.
Regulatory Risk	Associations of HDMI, DP, USB, and Mfi conduct market product verification and survey.	Currently, relevant certifications of HDMI, USB, DP, and Mfi are being carried out. There are relevant definitions for the management of incoming material inspection and output products to assure that the products can meet the specifications.

Product Safety

Elka is dedicated to abiding by relevant laws and regulations at home and abroad and pays close attention to the orders of the competent authorities, domestic and foreign laws, and regulations that would have a significant impact on the company, identifying financial, cyber security, intellectual property rights, and various commercial laws and regulations for proper and timely revision of the company's internal management procedures and operating specifications. The company also publicizes various laws and regulations to avoid the possibility of the employees violating laws and regulations by accident due to unfamiliarity with the contents. Elka has been devoted to innovation, R&D, and excellent quality for years. Complete hazardous substance process management and quality management systems have been established from the R&D of products to the production transfer, including ISO 9001, ISO 14001, ISO 13485, and IATF 16949.



Product Safety

The R&D, Quality Assurance, Sales, and Production Departments review every process under the Regulations on the Management of Environmentally Prohibited and Restricted Substances for each stage of the product life cycle, from the design verification to the production materials. We follow international regulations and standards and customers' requirements, such as CE, REACH, RoHS, and UL, and spare no effort in green products and environmental protection.

From the confirmation and recognition of sample specifications in the proofing stage to the back-signing of drawings before mass conduction, packaging labels, packing requirements, the distinction of shipping areas, and product labels for sale, all the procedures are strictly compliant with the regulations, laws, statutes, rules, and mandatory national standards.

In addition to compliance with government regulations for the planning and execution of marketing communication activities, Elka also strictly abides by all the requirements of technical associations for trademarks, patents, certification, and royalties payment.

In 2024, there were no violations of health and safety regulations and voluntary regulations, nor were there any violations of relevant laws and regulations on trademarks and marketing communication.



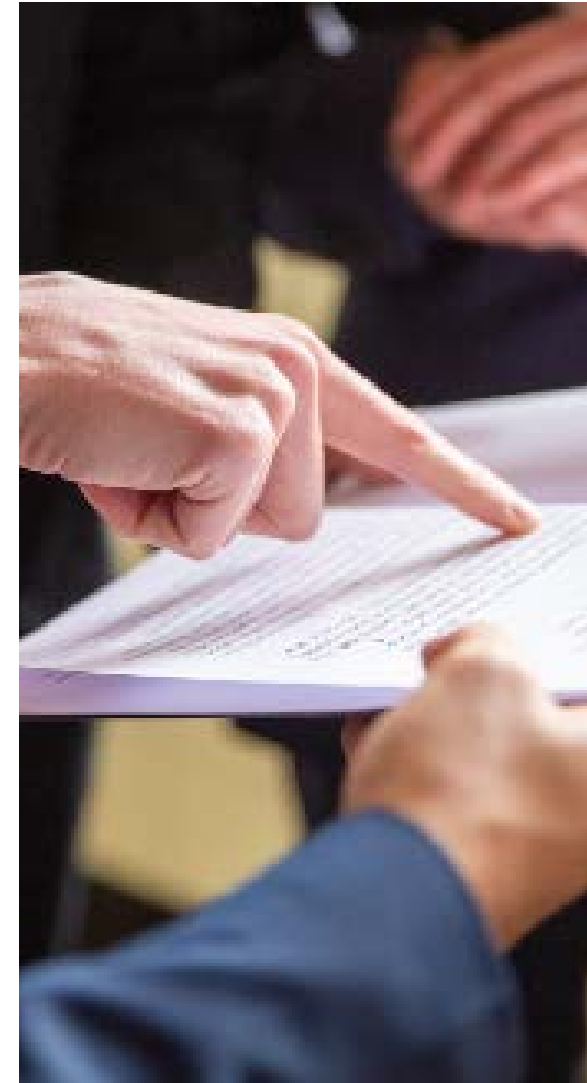
Compliance

Compliance is the basic principle for business operations. Only by complying with regulations can an enterprise grow steadily and operate sustainably. The headquarters and overseas bases of Elka attach great importance to local environmental regulations and labor laws. We are deeply aware that when any environmental or socio-economic disputes occur, the business operations and company reputation would be immediately impacted.

There is dedicated personnel to oversee affairs regarding environmental protection, occupational safety, and labor policies in the headquarters and other operating bases. Information concerning environmental and socio-economic regulations is gathered and forwarded to relevant personnel to review the regulatory operating regulations for the revision of the Company's regulations governing operations. In case of major changes in regulations, the dedicated personnel will propose revisions of relevant policies, goals, and objectives of the Company whenever necessary.

In the face of increasingly stringent domestic and international environmental laws and regulations. Elka will gradually establish, manage, and implement environmental management systems, including obtaining ISO management system certification to effectively track and control various environmental performances, actively reduce waste, and provide various grievance channels to provide continuous and stable products and services our stakeholders recognize. All production processes and products shall be compliant with environmental requirements, and Elka makes continuous improvements and conducts effective management oversight to meet that end.

There were no punishments imposed by competent authorities to Elka's headquarters in Taiwan and its overseas bases for violations of integrity management or anti-corruption related laws or regulations, nor were there any punishments due to environmental or social-economic violations.



Anti-corruption

Elka has a strict policy against corruption, bribery, or blackmail to ensure fair trade and prevent unethical practices. All employees are informed upon employment that they must conduct transactions without showing any preferential treatment to related parties. They are also not allowed to receive gifts, entertainment, kickbacks, or bribes that might benefit themselves or others while performing their duties. The Company has established a Letter of Commitment outlining the commitment of transaction counterparties to comply with all ethics and integrity management regulations strictly. They are forbidden from requesting, promising, or conducting any bribes that may provide improper benefits or seek to benefit employees of Elka, their related parties, or their designees, either directly or indirectly.

Policy

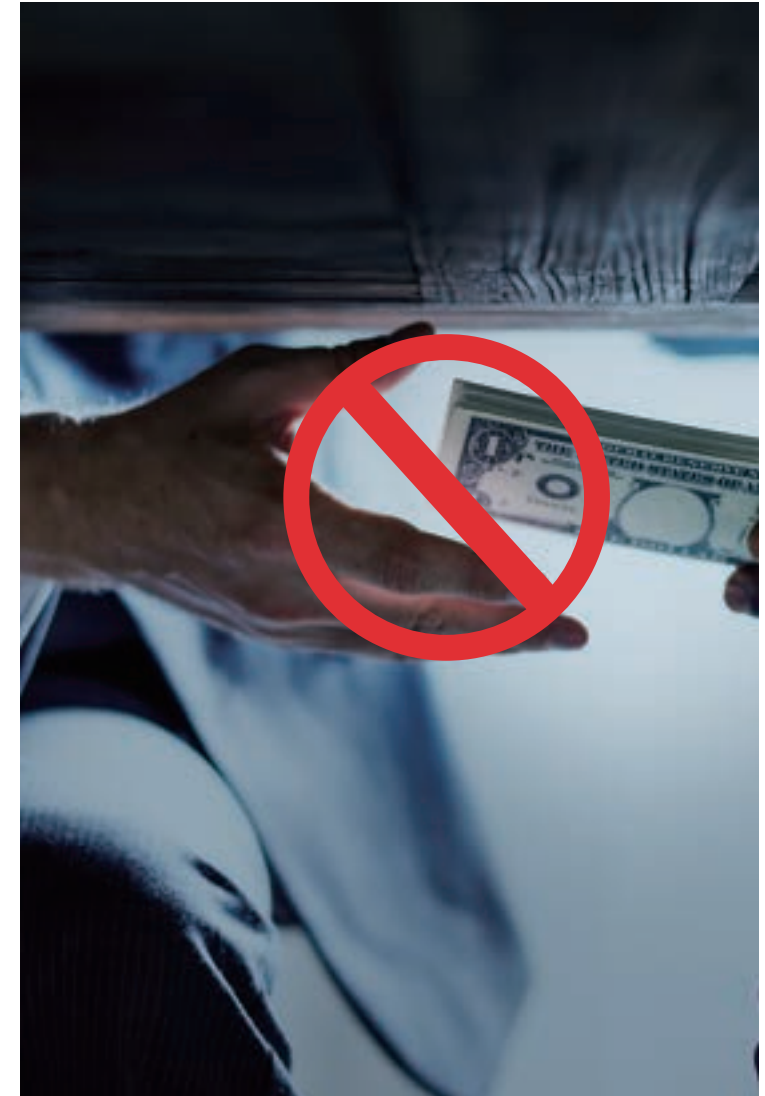
- Elka maintains a strict policy of zero tolerance towards bribery, corruption, and acceptance of bribes.
- We are steadfast in our dedication to consistently conduct our business transactions and transactions and cultivate relationships with the utmost professionalism, fairness, and integrity. Central to this commitment is the unwavering implementation and enforcement of a robust and efficient anti-corruption system.
- Our senior management has fully authorized and endorsed this policy.

Publicity

- Internal publicity: New employee orientation and training (anti-corruption+information security, environmental and occupational safety)
- External publicity: New suppliers shall sign the Supplier Letter of Commitment with stipulations governing anti-corruption-related matters.



• Anti-corruption hotline: +886-2-86926600
Anti-corruption mailbox: esg@elka.com.tw



Supplier Evaluation

1. Regular audit :

- (1) Schedule an annual audit of critical suppliers by the Supplier Quality and Environmental System Assessment Summary Report and determine whether the scoring standard qualifies them. The QA Department will report the results to the president for approval. Once the president approves, the unqualified manufacturers will be removed from the qualified supplier list.
- (2) The 12 audit items include quality assurance, training, incoming material control, manufacturing process control, shipment control, design control, reliability verification, instrument calibration, non-conforming product control, batch management, 4M change management, warehouse management, delivery, and environmental substance management. The audit is considered unqualified when there is a “major” unconformity.

2. Irregular Audit :

When qualified suppliers relocate or change the manufacturing process, an on-site audit is required in the same year, or when three (and above) “quality abnormality correction sheets” are issued within three months, the QA Department will make an irregular on-site evaluation or ask the supplier to the company to report the analysis of reasons for abnormality and the validated effect of improvement.



Product audit
and
investigation



Listed in
the qualified
supplier list








Procurement



Quality
control



Regular
audit

Category	Action
 Cybersecurity Control	<ul style="list-style-type: none">● Strengthen cybersecurity controls● Established protection shield● Implemented cloud solutions to detect and block malicious emails
 Asset Management & Data Protection	<ul style="list-style-type: none">● Only authorized devices are allowed to connect to the corporate network● Adopted a document mechanisms for controlling confidentiality levels
 Access Control	<ul style="list-style-type: none">● Continuous implementation of identity verification and authorization services● Remote access control settings
 Computer Operation Security	<ul style="list-style-type: none">● Primary servers are hosted in ISO 27001-certified data centers● Access to the server room requires registration and escort
 Personnel Cybersecurity Management, Training and Promotion	<ul style="list-style-type: none">● New employees have completed Cybersecurity education and training courses at least twice● Cybersecurity bulletins have been distributed and alerts posted at least four times per year

Cybersecurity Incident Reporting Procedure

The company's information security incident reporting procedure is as follows:

Cybersecurity incident detection and identification

Isolation equipment and systems

Report to Information and Management Supervisors

Activate Emergency Response Procedures

Confirm Incident Status and Follow up

Closure

GOAL

01 Server exception < 3 times

FY 2024 zero times

02 Occurrence of Cybersecurity issues zero times



Intelligent Property Management Measures



1 Patent

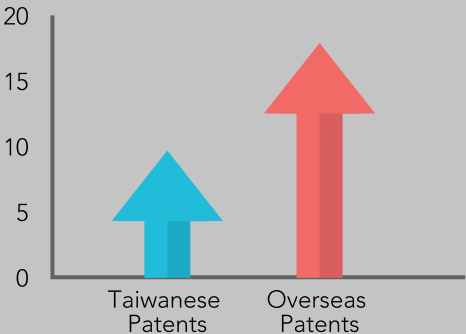
The company has established a Patent List to contain R&D Achievement. The goal of reaching 200 patents by 2040 reflects our strong commitment to innovation and technological advancement.

2 Trademark

The company has established a Trademark List to monitor and evaluate the utilization of trademarks.

3 Business Secret

Employees must sign documents and abide by confidentiality clauses. The company implements access control, setting permissions for personnel entry and exit.



19

2024



63

Cumulative



200⁺

Goal by 2040

Innovative R&D

V-Pitcher® Design – Faster, Safer, More Efficient Cables

Elka introduce the V-Pitcher® design, which can be applied to high-speed HDMI, USB-C and DisplayPort cables. This innovative design reduces cable resistance by using the drain wire for power delivery, resulting in better voltage stability and reduced power dissipation.



Cable powered by V-Pitcher technology offer



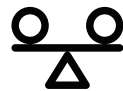
Faster

Increase Charging efficiency
Up to 20% faster charging for your devices



Safety

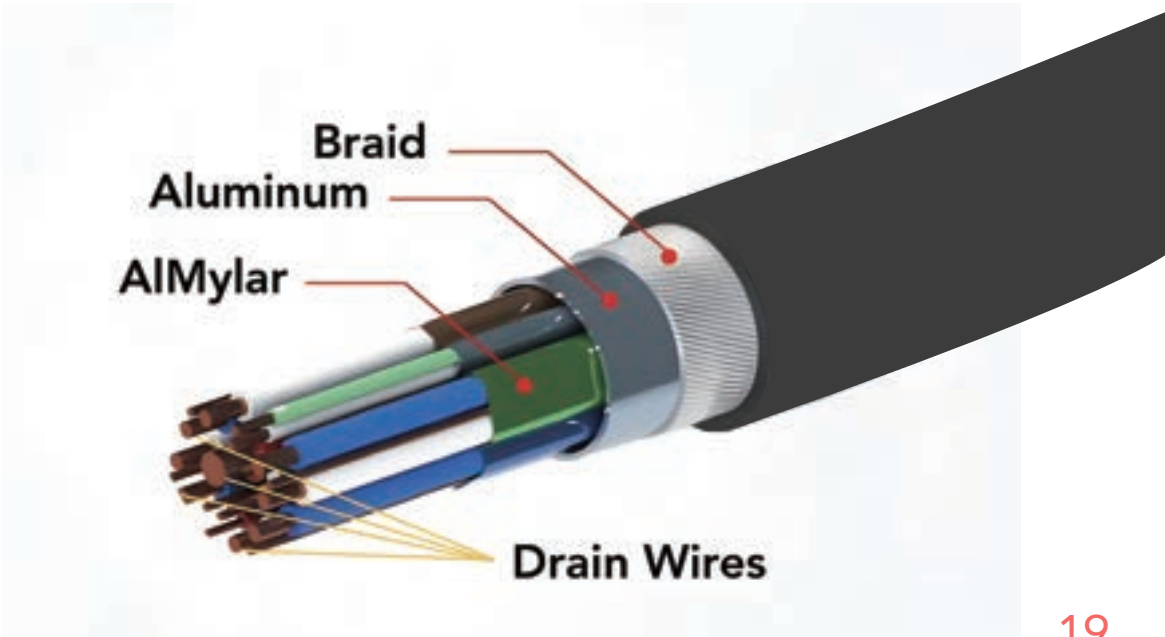
Enhance safety and stability
More stable and safer power delivery



Stability

Improve energy efficiency
Reduced power loss for better efficiency

Charge Faster, Charge Smarter



Boost your cables. Boost your performance

ARGES® – Boost your cables. Boost your performance.

ARGES® is ELKA's advanced signal boosting solution, designed for demanding applications in HDMI 2.1, USB4, and DisplayPort.

Technology

Data speeds continue to increase, with multimedia and video features that enhance product connectivity. ARGES recovers and reshapes signals over long or lossy cables and features adaptive gain control via a built-in microprocessor.

Form Factors

Reduced use of copper makes the product smaller, lighter, and thinner, improving portability. Compact, connector-embedded design eliminates the need for bulky boxes.

Style

Modern and chic design that combines aesthetics with functionality. Compatible with high-speed protocols such as HDMI 2.1, USB4, and PCIe Gen4, with upgradable firmware and smart power control.

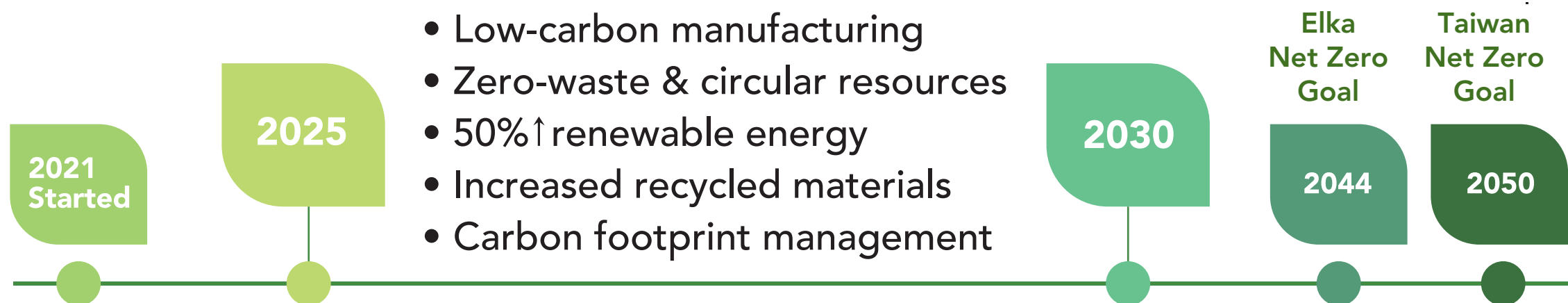


Elka's 5 years Plan

What Elka Offers Clients

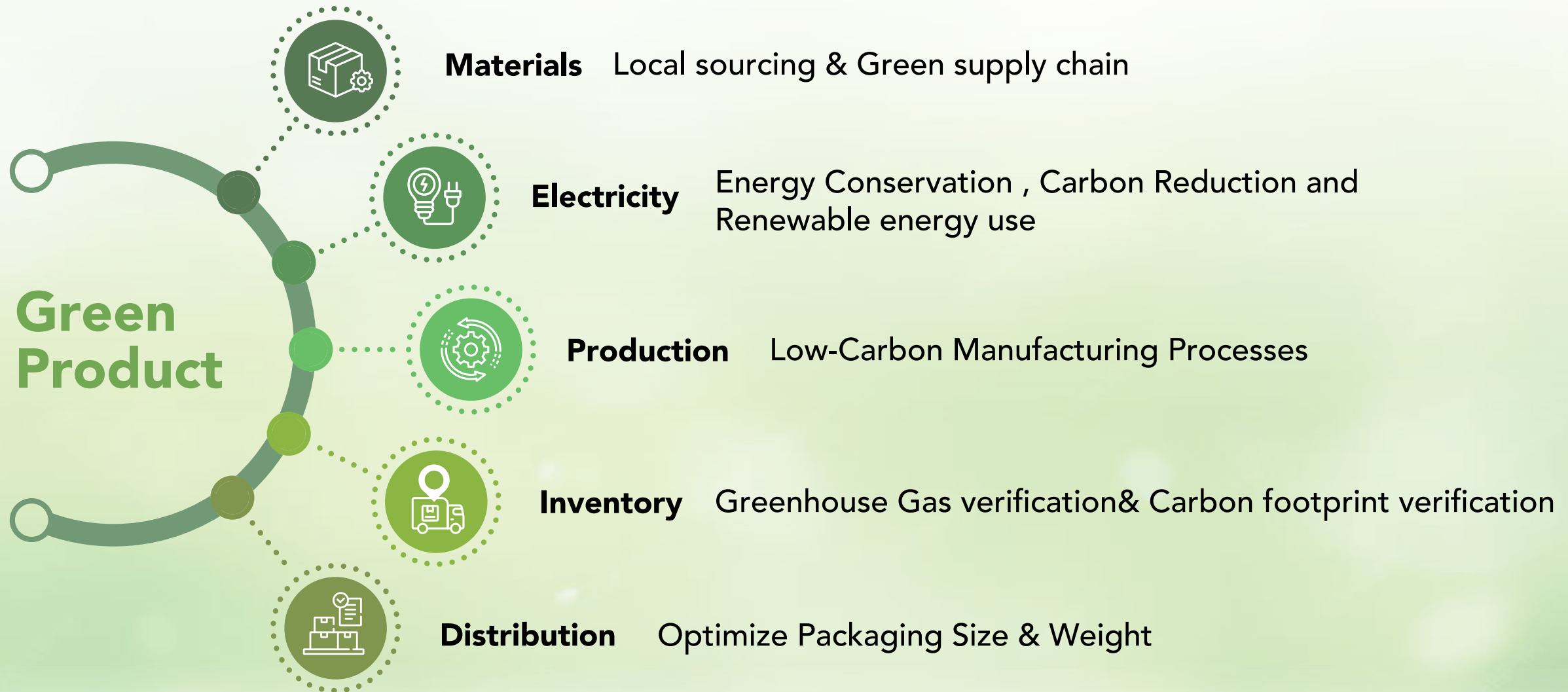
- Facilitates carbon disclosure
- Promotes transparency of carbon footprints
- Enhances brand value and market competitiveness

50%↑ Reduction in GHG emissions



Elka has achieved & continuing

- | | | |
|---|---|------------------------------------|
| ✓ Completed GHG inventory verification | ✓ Installing solar panels | ✓ Reducing paper usage by over 50% |
| ✓ Completed carbon footprint verification | ✓ Enhancing automation equipment | |
| ✓ Adopted 80% recyclable and reusable packaging | ✓ Integrating carbon footprint data into ERP system | |



Lower Carbon Higher Value

Wire
Harness



USB



Product Carbon Footprint

ISO 14067

Verification

Type C



HDMI



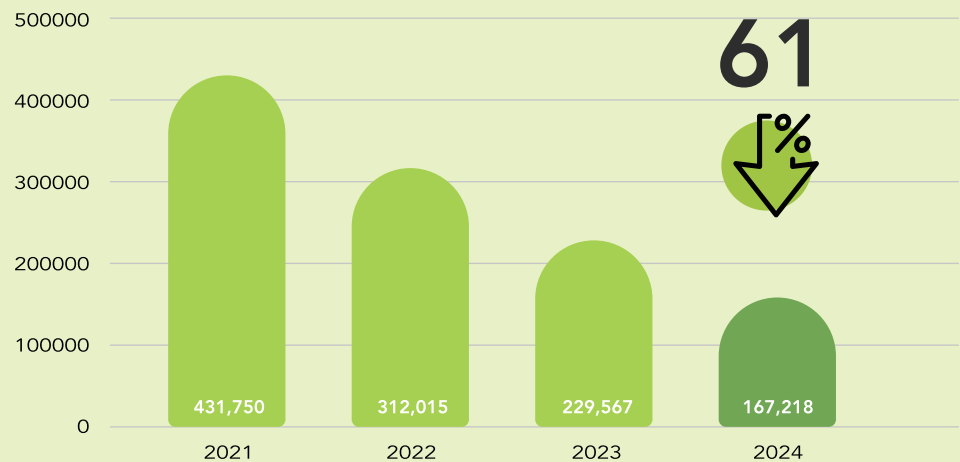
Product Carbon Footprint Assessed for Sustainable Manufacturing

Energy Managment

Paper Resources Management

The company has developed an electronic system to substitute paper applications. Furthermore, it carries out awareness campaigns concerning paper conservation, waste categorization, and the reuse of wastepaper, aiming to mitigate environmental impact.

Our paper reduction efforts met the 2025 target one year early, reaching a 61% decrease in 2024.



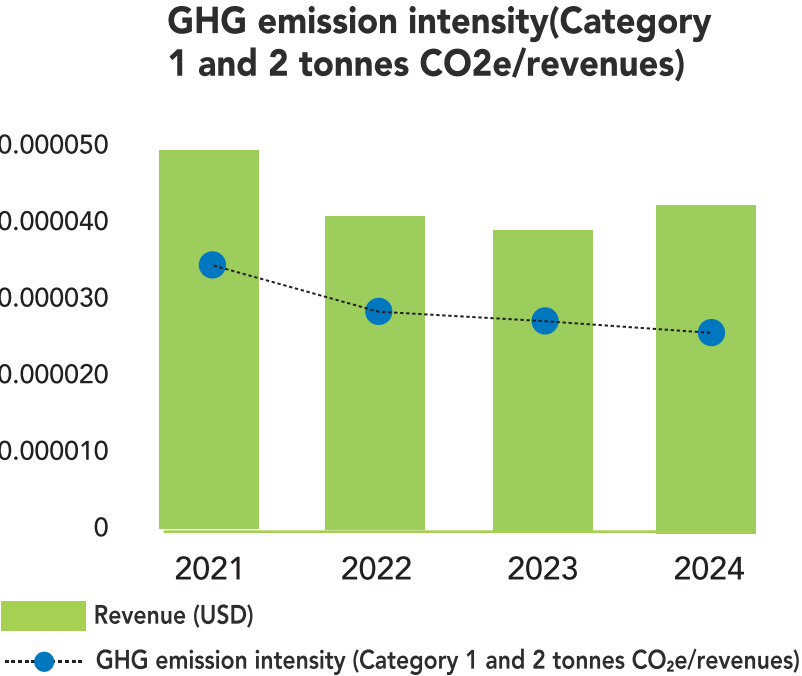
Product Packaging

By 2025 , 100% of our package recyclable and reusable packaging.





By 2044 , Net Zero Emissions



	2021	2022	2023	2024
Category 1 and Category 2	2,201.38	1,673.16	1,460.40	1,455.98
GHG emission intensity (Category 1 and 2 tonnes CO2e/revenues)	0.000034	0.000028	0.000027	0.000026
Category 3-6	—	—	2,868.60	2,857.58
Total	2,201.38	1,673.16	4,329.00	4,313.56

Note 1 : The greenhouse gas emission intensity is calculated based on the total emissions under Category 1 and Category 2. GHG emissions under Category 1 and Category 2 are aggregated under the operational control method.

Note 2 : The greenhouse gas inventory uses the ISO 14064-1:2018 version, and the emissions have been verified by TÜV and BSI. in 2023.

Promote the ELKA Net Zero Green Life Movement





Training and Education



Talent Cultivation

67hours
(per person)

FY2024



Talent Cultivation



Business English

174hours
(per year)

FY2024



Retention



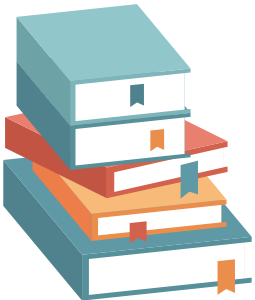
Lower turnover rate

< 11%

FY2024



On-the-job training



Talent Cultivation

4 people obtain a degree
6 people enroll in a course

FY2024



Talent Development

Talent Retention

The company values diversity in its workforce and is committed to providing an equal and friendly workplace. We aim to create an environment where employees can learn, grow, and utilize their abilities to the fullest, enabling personal growth and career development.

Performance Management

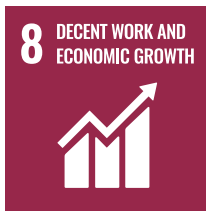
Elka conducts performance appraisals every six months to evaluate and review employees' ability development and working conditions. The appraisal covers bonus distribution, salary adjustment, and job promotion. Elka provides timely feedback to employees to ensure their rights and interests are not affected by gender differences.

Talent Cultivation

The company has established regulations governing the education and training of employees to incentivize our associates to participate in educational programs and training activities aimed at enhancing their professional knowledge and workplace skills. This initiative facilitates enriching their knowledge, wisdom, abilities, and potential. The company offers a comprehensive learning environment and a robust educational training framework, encompassing orientation programs for new hires, specialized training sessions, mandatory statutory education, and occasional symposiums. Moreover, the company actively supports employees pursuing on-the-job degrees by providing financial assistance for tuition and credit fees. The education and training programs cover financial accounting, management, internal audit, and recruitment-specific training.



A Sound Workplace



Insurance

- Labor insurance
- National health insurance
- Group insurance
- Labor pension



Bonus

- Festival bonus & gifts
- Year-end bonus
- Employee compensation
- Performance bonus



Employee Benefits

- Birthday bonus
- Marriage subsidy
- Maternity subsidy
- Medical condolence subsidy
- Funeral grant



Leisure and Entertainment

- Year-end party
- Club activities
- Leisure center
- Welfare activities



Others

- Emergency relief fund
- Employees travel subsidies
- Internal and external education and training
- Health examination





Innovating · Forwarding

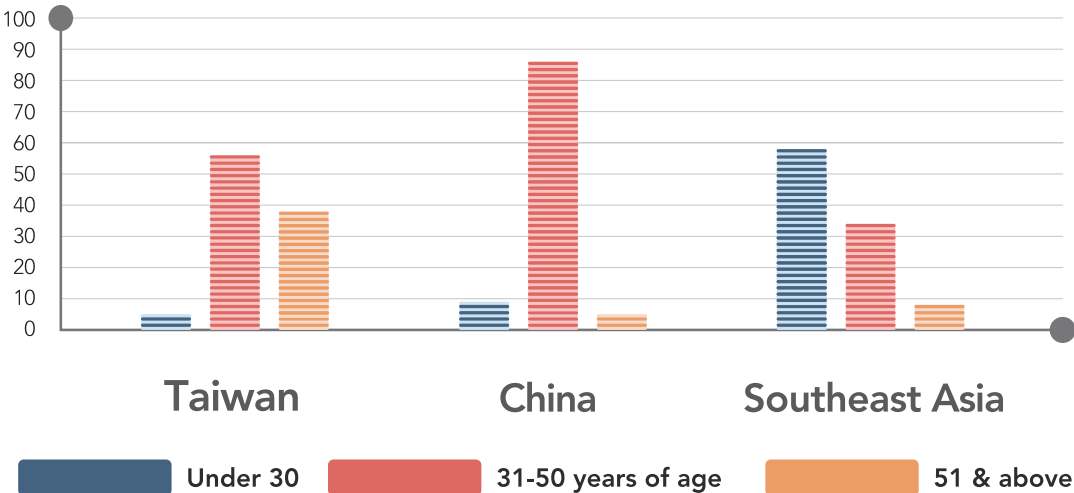
In 2024, to celebrate Elka's 50th anniversary, a special day was held under the theme "Innovating · Forwarding".



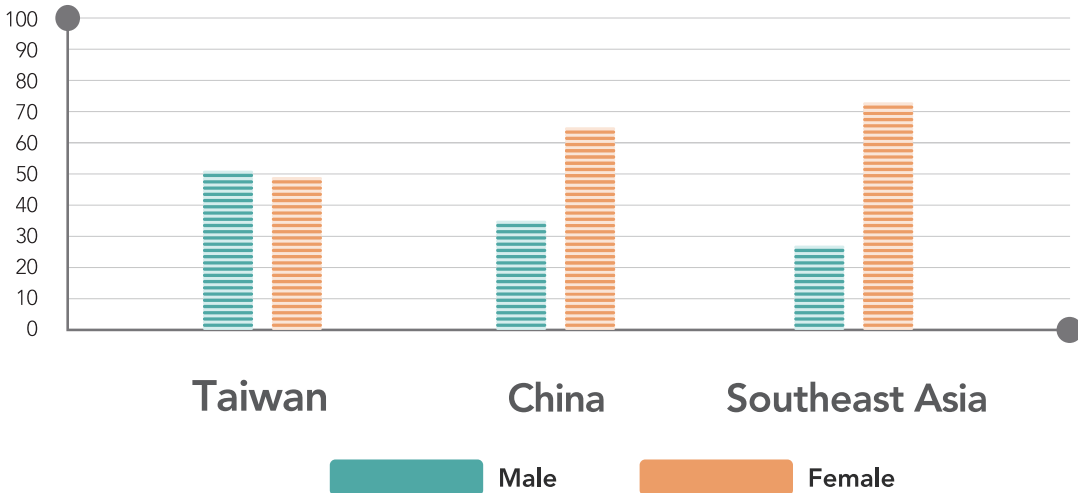
Personnel Structure

Elka regards its employees as business partners, striving to create a healthy, safe, diverse, and compatible working environment. Elka implements the cultivation of employee functions and employee care for the creation of a diverse and equitable workplace with growth potential and creativity. To facilitate a workplace of LOHAS, Elka attaches great importance to harmonious labor relations, shows due respect and care for its employees, provides competitive compensation and welfare system, and establishes an open communication mechanism, reducing any forms of forced or compulsory labor. In addition, various kinds of recreational activities are also held to enable our associates to have a work-life balance. There were no incidents of labor disputes during the reporting period. The Company complies with national labor-related laws and the Act of Gender Equality in Employment. Our starting salary for our recruits exceeds the minimum statutory wage. The salaries are determined per the job responsibility, work experience, seniority, and the criteria of recruitment depending on their professional ability. There is no preferential treatment or discrimination due to differences in gender, age, race, nationality, religion, or political affiliation. Regarding equal employment opportunities for disadvantaged groups, the Company employed 2 people with a disability (3.8%), meeting the 1% quota prescribed in Article 38 of the People with Disabilities Rights Protection Act.

Age Distribution of Employees in Each Base



Gender Distribution of Employees in Each Base



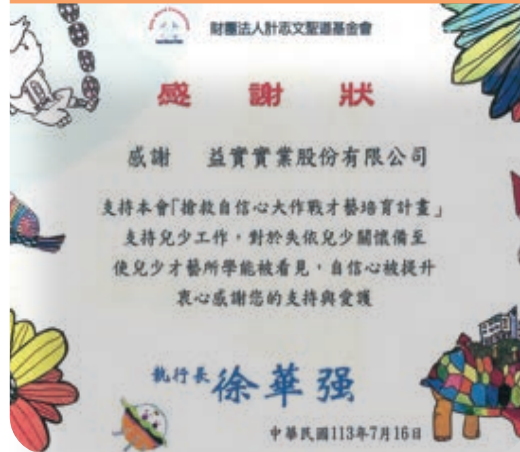
A Sound Workplace

3 GOOD HEALTH
AND WELL-BEING



elka®

Support talent development programs



Donate to the Bethany Children & Family Foundation



Help with traffic control at elementary school gates



Host activities in the Child Care Home



Participated in tree planting activities in Inner Mongolia



Support reading promotion



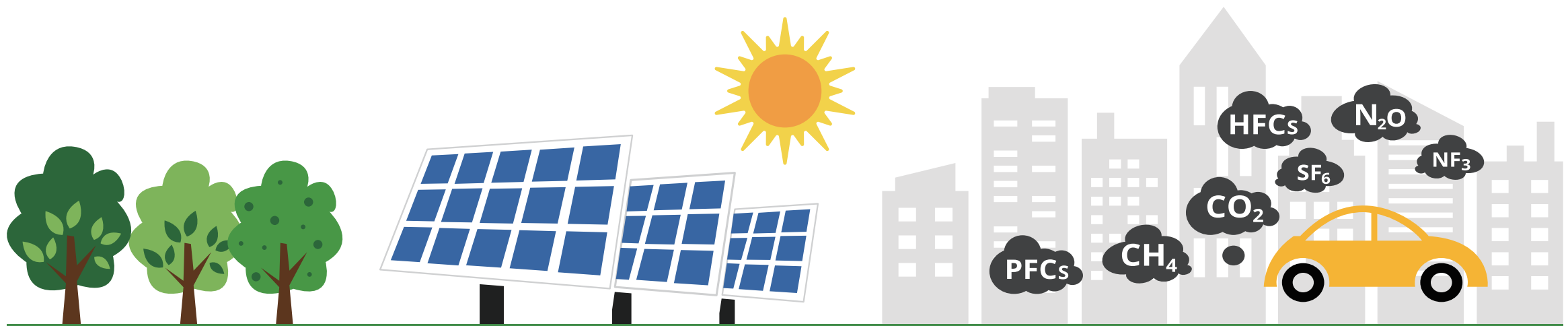
Support NCCU Griffins to promote basketball



Remove invasive species to protect local ecosystems



Green Energy Powers the future



Trusted Partner Toward a Sustainable Future



Production Optimization



Smart Warehouse



Automation



Eco-Packaging

Not Just a Partner Your Only Dependable Choice

HDMI 2.2 uses the next-generation Fixed Rate Link (FRL) technology to achieve 96Gbps transmission bandwidth, which can upgrade the resolution and refresh rate of image transmission to up to 12K@120Hz, this is a significant leap aimed at supporting the increasing demands of AR/VR/MR, light field displays, and spatial reality applications.

